



**RURAL BANK OF
CENTRAL PANGASINAN, INC.**

ANNUAL REPORT 2024

**Banking with Heart
Empowering Every
Filipino, Enriching
Every Community.**

**RURAL BANK OF
CENTRAL PANGASINAN, INC.**



Table of Contents

01	VISION, MISSION, and CORE VALUES
02	RBCP at a Glance
03	About RBCP Inc.
06	Business Model
07	Message from the Chairperson
08	Message from the President
09	Financial Highlights
10	Financial Condition and Result of Operations
11	Operational Highlights
12	Trainings and Seminars
14	Event Highlights
16	Risk Management Framework
24	Corporate Governance
25	Board Qualification
28	Board Level Committees
29	Directors' Attendance at Board and Committee Meetings
30	Board of Directors
33	Executive Officers/ Senior Management
37	Branches and Departments
39	Self-Assessment Program
41	Environmental and Social Risk Management
43	RBCP Sustainability Report
44	Corporate Social Responsibility
46	Financial Consumer Protection Practices
48	Organizational Structure
50	List of Stockholders
51	Products and Services
53	List of Main and Branch Offices
54	Audited Financial Statements (AFS) with Auditor's Opinion

 **RURAL BANK OF
CENTRAL PANGASINAN, INC.**



OUR MISSION

RBCP is truly committed in enriching the lives of its clients by providing premier financial products and solutions. RBCP aims to help create prosperity and progress in the community and be a resource to all who require our services and products.



OUR VISION

Our vision is to emerge as a progressive, financially sound and customer-centric premier Rural Bank in the country, sharply focused on business growth and profitability with emphasis on transparency, professionalism and trust that the people can rely on.



OUR CORE VALUES

R-responsibility

B-est Practices

C-ompetence

P-rofessionalism

I-ntegrity

N-ationalism

C-aring

RBCP 2024 AT A GLANCE



TOTAL ASSETS

1.40 Billion



TOTAL CAPITAL

267 Million



TOTAL DEPOSITS

1.12 Billion



TOTAL LOANS (net)

540 Million

RBCP Branches in Pangasinan





About **OUR COMPANY**

The Rural Bank of Central Pangasinan, Inc. was established in December 10, 1984. It began serving and lending to the public in its first office built in the town of Bayambang, Pangasinan. RBCP has grown into a trusted financial institution serving various communities across the province

Currently, the Bank operates nine strategically located branches across the Municipalities of Calasiao, Bayambang, San Carlos, Mangaldan, Malasiqui, Manaoag, Mangatarem, Urdaneta, and Binmaley. The Corporate or Head Office is located in Calasiao, Pangasinan

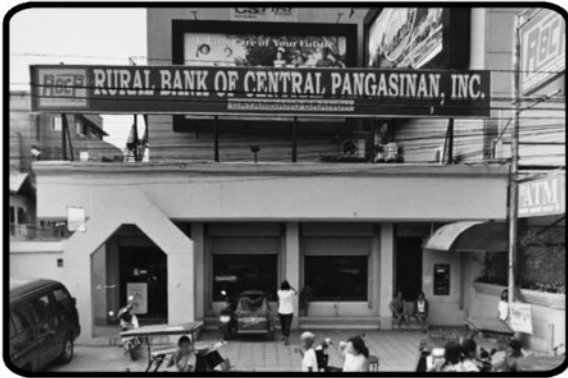
RBCP Inc. provides ATM services in the majority of its branches. These ATM units are maintained by ENCASH and are connected to the BancNet network, enabling clients and cardholders to conveniently access their account balances and withdraw cash using their ATM cards.

Today, the common stocks are majority-owned by the Torres family, with Mr. Lorenzo S. Torres and Mrs. Nila L. Torres as the majority stockholders.

With over 40 years of dedicated service in rural banking, RBCP has firmly established its position as a leading and reliable financial institution in Central Pangasinan. Through sound management and a strong commitment to excellence, the Bank continues to deliver innovative and customer-centric banking solutions, reinforcing its role as a trusted partner for clients and stakeholders alike. It also has clients in the nearby provinces of Tarlac, Baguio, and Nueva Ecija.

RBCP sets itself apart by fostering meaningful, long-term relationships with its clients, grounded in personalized service and a deep understanding of their financial needs. By placing customer satisfaction at the forefront of its operations, the Bank ensures a seamless and exceptional banking experience that consistently exceeds expectations.

| FOUR DECADES OF RBCP



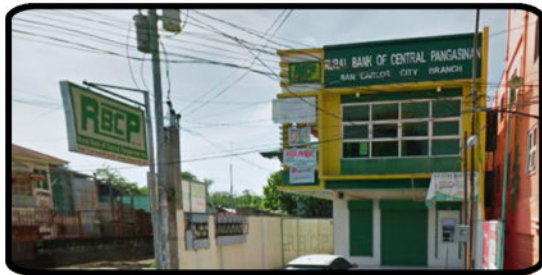
|RBCP ESTABLISHMENTS



Bayambang Branch
Est. 1984



Calasiao Branch
Est. 1994



San Carlos Branch
Est. 1996



Mangaldan Branch
Est. 1996



Malasiqui Branch
Est. 1997



Manaoag Branch
Est. 1997



Mangatarem Branch
Est. 1999



Urdaneta Branch
Est. 2009



Binmaley Branch
Est. 2013

BUSINESS MODEL

The primary operations of Rural Bank of Central Pangasinan, Inc. (RBCP) focus on accepting deposits and providing loans to its clients. The bank offers competitive interest rates to depositors and supports borrowers with accessible and reasonably priced financing options. Essentially, RBCP's fundamental operations revolve around facilitating savings and providing credit within its community.

RBCP, Inc. earns revenue from a variety of sources. Its main source of income is the interest generated from loans provided to borrowers. This is complemented by fees and service charges collected from clients, along with proceeds from the sale of Real and Other Properties Acquired (ROPA). Together, these revenue streams support the bank's overall financial performance.

To sustain its operations, the bank incurs several types of expenses. These include interest expenses, compensation and fringe benefits, which cover employee-related costs; and administrative expenses, which account for the daily operational needs of the institution. These expenditures are essential for supporting the bank's activities and ensuring its smooth functioning.

RBCP's success in reaching its goals depends on its clearly defined vision and mission, reinforced by a dedicated, capable, and motivated workforce. The implementation of sound management practices, along with strategic oversight from the board of directors, also plays a vital role in achieving the bank's objectives.

DEPOSIT PRODUCTS

- Regular Savings Deposit
- Basic Deposits (Lite Savings Deposit)
- Demand Deposits
- Savings Deposit with AFTA (Combo Account)
- Premium Savings Deposit
- Certificate of Time Deposits
- Green Deposits

LOAN PRODUCTS

- Agricultural Loan
- Agrarian Reform Loan
- Micro, Small, and Medium Enterprises (MSME) Loan
- Loans to Individual for Housing Purposes
- Loans to Individual for Consumption Purposes
- Loans to Private Corporation
- Loans to Individual for Other Purposes
- Auto Loans
- Green Loans

MESSAGE FROM THE CHAIRPERSON

“

Our 40th anniversary is not just a celebration of our past, but a reaffirmation of our commitment to the future.

This year marks a truly special milestone in the history of Rural Bank of Central Pangasinan, Inc.—our 40th (Ruby) Anniversary. As we reflect on our journey since 1984, I am filled with deep pride and gratitude for all that we have accomplished together, and for the people who made it all possible.

From the day we first opened our doors in 1984, we have been guided by a clear and unwavering mission: to enrich the lives of our clients by providing premier financial products and solutions. At the heart of this mission is our commitment to help foster prosperity and progress in our communities—and to be a dependable resource for all who rely on our services.

Forty years later, we can proudly say we have remained true to that mission. Through integrity, grassroots support, and a genuine desire to make a difference, RBCP has grown stronger and more resilient.

Our 40th anniversary is not just a celebration of our past, but a reaffirmation of our commitment to the future. We recognize that the values that brought us here—integrity, transparency, excellence, and compassion—are the same values that will guide us in the years to come.

I extend my heartfelt gratitude to our Board of Directors for their wisdom and leadership, our management and staff for their



professionalism and hard work, and our clients and partners for their continued trust and support.

We are excited about the road ahead. There is more to do, more lives to enrich, and more communities to serve. And with the same spirit that has guided us for the past four decades, we will continue building a bank that is not only financially sound, but deeply rooted in purpose.

Mabuhay ang Rural Bank of Central Pangasinan, Inc.!

Here's to the next 40 years — and beyond.

WARREN L. TORRES
Chairman of the Board

MESSAGE FROM THE PRESIDENT



In 2024, we proudly celebrated RBCP's Ruby Anniversary, marking 40 years of dedicated service to the communities we call home. I am deeply honored to reflect on the remarkable journey that brought us to this meaningful milestone.

From our humble beginnings in 1984 as a small rural bank committed to serving our people, we have grown into a trusted financial institution with nine branches, supporting individuals, families, and small businesses across Pangasinan.

Despite the challenges of the past year, RBCP demonstrated resilience, closing 2024 with a net income of P3.18 million. While this represents an 86.63% decline due to BSP-mandated loan loss provisioning, we achieved solid gains—a 13.66% increase in loan collections and a 19.19% rise in interest income from investments and deposits.

“

Forty years of service have taught us that true success is built not just on growth, but on integrity, compassion, and the unwavering trust of the communities we serve.

These results would not have been possible without the dedication of our employees, the trust of our clients, and the steadfast support of our partners. Each of you has played a vital role in our journey. Forty years of service have taught us that true success is built not just on growth, but on integrity, compassion, and the unwavering trust of the communities we serve.

As we look to the future, RBCP is more committed than ever to leading with purpose. We will continue investing in digital transformation, enhancing client experiences, and upholding the values that define us: integrity, excellence, transparency, and compassion.

Thank you for being part of our story. Here's to our Ruby Anniversary, to 40 years of shared success—and to the bright, purpose-driven chapters still ahead.

A handwritten signature in black ink, reading "Nilia L. Torres".

NILIA L. TORRES

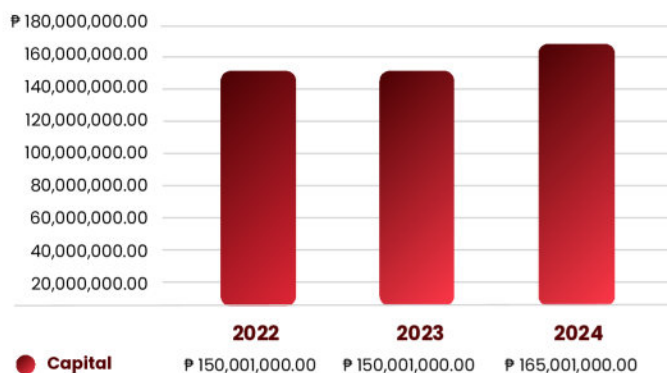
President and CEO

FINANCIAL HIGHLIGHTS

PARTICULARS	2024	2023
Profitability		
Total Net Interest Income	83,439,005.00	73,901,887.00
Total Non-Interest Income	19,122,232.00	16,274,466.00
Total Non-Interest Expense	90,817,853.00	61,325,821.00
Pre-Provision Profit	11,743,384.00	28,850,532.00
Allowance for Credit Losses	54,147,854.00	42,921,651.00
Net Income	3,183,659.00	23,819,959.00
Selected Balance Sheet Data		
Liquid Assets	761,656,643.00	622,128,996.00
Gross Loans	594,513,076.00	583,340,188.00
Total Assets	1,401,768,790.00	1,300,932,459.00
Deposits	1,124,287,233.00	1,030,745,848.00
Total Equity	267,060,179.00	262,961,038.00
Selected Ratios		
Return on Equity	1.20%	9.05%
Return on Assets	0.23%	1.83%
Capital Adequacy Ratio	21.68%	23.06%
Per Common Share Data		
Net Income Per Share:		
Basic	2	16
Book Value	162	175
Others		
Head Count	75	73
Officers	18	18
Staff	57	55

Financial Condition and Results of Operation

CAPITAL



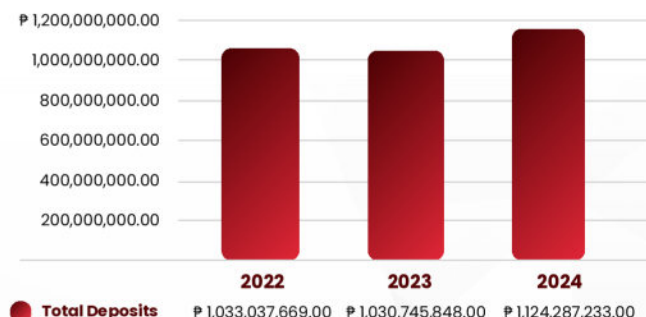
TOTAL ASSETS



TOTAL LOANS



TOTAL DEPOSITS



NET INCOME



Operational Highlights

The 2024 financial condition and operational performance of Rural Bank of Central Pangasinan, Inc. reflect effective oversight by the Board of Directors, strong leadership from Management, the collective efforts of its employees, and the continued support of its stakeholders. Despite facing challenges during the year, the bank demonstrated resilience, closing 2024 with a net income of P3.18 million (as adjusted based on the Audited Financial Statements). This represents an 86.63% decrease, primarily due to loan loss provisioning mandated by the Bangko Sentral ng Pilipinas (BSP). Nonetheless, RBCP maintained a positive net income, driven by a 13.66% increase in loan and receivables collection compared to the previous year, as well as a 19.19% combined rise in interest income from held-to-maturity investments and deposits with other banks.

As per BSP Statistics as of December 31, 2024, RBCP ranked as follows among RBs and Coops in the entire Philippines:

Top 41 as to Total Assets

In terms of the Balance Sheet, Total Resources grew by 8% to P 1.401 Billion. The deployment of assets in loans is good at 38.5%. The Bank has liquid deposits with BSP and other banks at a high of 34.20%.

The increase was driven by our Bank's collective effort to grow the loan portfolio and strictly manage loan performances and produce income for the bank.

Top 39 as to Total Deposits

Total Deposits increased by 9%, which brings the Total Deposits at P1.124 Billion in 2024.

Top 49 as to Total Capital

In accord with the financial position, the Total Equity increased by 2%, relating to the increase of its Retained Earnings and Paid up Capital for the year 2024.

Our CAR of 21.65% remains strong and above the minimum regulatory requirement of 10%.

Top 60 as to Total Loans

The bank maintained level up loan portfolio reaching P540.37 million in Total Loan Portfolio driven by its good reputation, effective marketing efforts, and efficient loan processing and disbursement.

TRAININGS AND SEMINARS

The Human Resource (HR) Department believes or holds that employees represent the company's greatest asset- enriching them by gaining knowledge and abilities through participation in trainings and seminars.

Trainings, seminars and other benefited programs play a crucial role in employee and Bank development, enhancing their customer service and banking operations, and encouraging or promoting innovation within the company. It can significantly contribute in keeping the company at the leading edge of the banking sector. It can also directly contribute to employee professional advancement, and fostering a friendly work environment. Investing in trainings and seminars shows its appreciation and concerns to the bank employees. As a result, the rendering of products and services is enhanced and executed more efficiently and engaged, which ultimately drives to the continued growth and success of the bank.

The Bank continued to provide trainings, seminars and webinars to its employees, officers and directors through virtual meeting platforms and face-to-face conducted by the Bangko Sentral ng Pilipinas (BSP), Rural Bankers Research and Development Foundation, Inc. (RBRDFI), Rural Bankers Association of the Philippines (RBAP), Bureau of Internal Revenue (BIR), Department of Labor and Employment (DOLE), and Credit Information Corporation (CIC).

- **KNOW YOUR MONEY, BANKING 101 AND AMLA: BSP** – February 9, 2024
- **STRATEGIC PLANNING/AMLA (TFS)/FINANCIAL PROTECTION PROGRAM: RBCP** – February 9, 2024
- **#UNDERSTANDINGYOURCREDITINFO: CREDIT REPORTING SYSTEM IN THE PHILIPPINES: CIC** – February 16, 2024
- **ENHANCING RBS CYBERSECURITY: IT RISK MANAGEMENT AWARENESS: RBAP** – February 22-23, 2024
- **TEAM BUILDING AND WELLNESS PROGRAM: RBCP** – April 5, 2024
- **BANK RECOVERY PLAN: RBAP** – April 24, 2024
- **PERFORMANCE MANAGEMENT AND CATALYTIC COACHING** – April 26, 2024
- **DEBT COLLECTION APPROACH AND STRATEGIES** – May 8, 2024
- **CLOUD 101 GETTING STARTED WITH AWS CLOUD ESSENTIALS** – May 8, 2024
- **WRITE-SHOP POLICIES AND PROCEDURES MANUAL ENVIRONMENTAL AND SOCIAL GOVERNANCE, BUSINESS RECOVERY PLAN, OPERATIONS MANUAL AND AML** – May 13-14, 2024
- **ONLINE TECHNICAL COMPLIANCE WORKSHOP** – May 17, 2024
- **ONLINE TECHNICAL COMPLIANCE WORKSHOP FOR SUBMITTING ENTITIES** – May 17, 2024
- **DATA PRIVACY** – May 24, 2024
- **APPROACH IN CREATING RECOVERY & RESOLUTION PLANS: BSP CIR. 1158** – May 25, 2024

- **DRIVING DOWN COSTS UNLEASHING AWS COST OPTIMIZATION STRATEGIES** – May 29, 2024
- **RURAL BANK STRENGTHENING PROGRAM TECHNOLOGY AND INNOVATION FORUM** – May 31, 2024
- **EOPT ROADSHOW: BIR PANGASINAN** – May 31, 2024
- **PROTECTING YOUR DATA PRIVACY AND YOUR CREDIT STANDING** – May 31, 2024
- **GL BOOKKEEPER TRAINING: RBCP** – June 29, 2024
- **AWESOME DAY ONLINE CONFERENCE BY AMAZON WEB SERVICES** – July 11, 2024
- **ACCESSING ENTITY (AE) WALKTHROUGH SESSION: CIC** – August 9, 2024
- **HR E-KNOWLEDGE LEARNING SERIES EMPLOYMENT TERMINATION DOs and DONTs** – August 10, 2024
- **PUBLIC CONSULTATION ON MINIMUM WAGE ADJUSTMENT IN PRIVATE ESTABLISHMENTS AND KASAMBAHAYS BY DOLE** – August 13, 2024
- **ECONOMIC INSIGHTS AND FINANCIAL EMPOWERMENT: STRENGTHENING THE WORKFORCE FOR SUCCESS BY EOFLP BSP** – September 18-19, 2024
- **RBAP 71ST ANNUAL NATIONAL CONVENTION AND GENERAL MEMBERSHIP MEETING** – November 13-14, 2024
- **BSP ASTERISC* USER BRIEFING** – December 18, 2024
- **IT AUDITING IN BANKS: IT GOVERNANCE, IT RISKS, IT CONTROLS, AND IT SECURITY** – December 21, 2024



EVENT HIGHLIGHTS

STRATEGIC PLAN AND MANAGEMENT TRAINING

On February 9, 2024, Rural Bank of Central Pangasinan, Inc. conducted a strategic plan and management training for the hardworking managements, staffs and officers.

The bank aimed to improve their competitiveness, long-term effectiveness as a leader and sustainability. It includes educating the leaders on how to create, execute and oversee strategies that direct the company toward its goals.



TEAM BUILDING AND WELLNESS PROGRAM

Last April 5, 2024, RBCP Managements, Officers and staffs participated in diverse activities with a theme of Team Building for Employee Well-being that was took place in Subic Bay, Olongapo City.

Activities were conducted in Inflatable Island to strengthen their bond, communication, processing skills, interaction and team work among RBCP employees. They could also relax, de-stress, and have fun on a yacht cruise. RBCP emphasizes the significance of work-life balance and the well-being of its employees.



RBCP's 40TH ANNIVERSARY AND CHRISTMAS PARTY

RBCP celebrated their 40 years of service and excellence, and Christmas Party at Star Plaza Hotel, Dagupan City on December 14, 2024. RBCP Managements, Officers and staffs exhibit their incredible dancing skills before their valued and loyal depositors and borrowers. Exceptional employees and officers received awards and certificate of recognition to demonstrate gratitude for their efforts, quality service, contributions and accomplishments.

The Bank is immensely thankful to their loyal customers and the continuous dedication of its staff.



RISK MANAGEMENT FRAMEWORK

Risk Management Culture and Philosophy

RBCP recognizes that risk management is an integral part of good management practice. In its operations, the bank is exposed or may be exposed to risks in particular:

- Liquidity Risk;
- Credit Risk;
- Market Risk or Interest Rate Risk;
- Operational Risk (which includes Legal Risk);
- Compliance Risk
- Risk of Money Laundering and Terrorist Financing;
- Strategic Risk;
- Reputational Risk, including financial consumer protection;
- Technology Risk; and
- Environmental and Social Risk

In this regard, the RBCP Inc. established a comprehensive and reliable system of risk management, integrated in all its business activities, which ensures that the bank's risk profile is always in line with the already established propensity to risks. The risk management system must be proportionate to the nature, volume and complexity of the bank's operations and/or its risk profile.

Risk Appetite Strategy

Risk appetite is the amount and type of risk that the Bank is willing to take in order to meet its strategic objectives.

RBCP Inc. allows its risks to be within the regulatory limits, such as the Capital Adequacy Ratio and Single Borrower's Limit and the Bank's capacity to manage risks. Allowance for credit losses shall be provided but thorough loans processing and maximum collection efforts shall always be in place. While generating deposits is one of the Bank's goals, anti-money laundering risk shall always be monitored and managed.

Risk Governance Structure and Risk Management Process

The Bank shall always adhere to BSP rules and regulations as well as other laws and regulations of other government agencies.

Operational efficiency shall always be the foremost concern of the Bank. Processes and procedures on IT systems, human resources and internal controls shall always be in place. The Bank has an effective and efficient risk management process which encompasses mitigation, monitoring and control of risks that the bank is or may be exposed to and which it identified and measured and/or assessed. Risk mitigation shall imply risk diversification, transfer, reduction and/or avoidance and the bank shall implement it having in view its risk profile and the propensity to risks.

| RESPONSIBILITY AND AUTHORITY

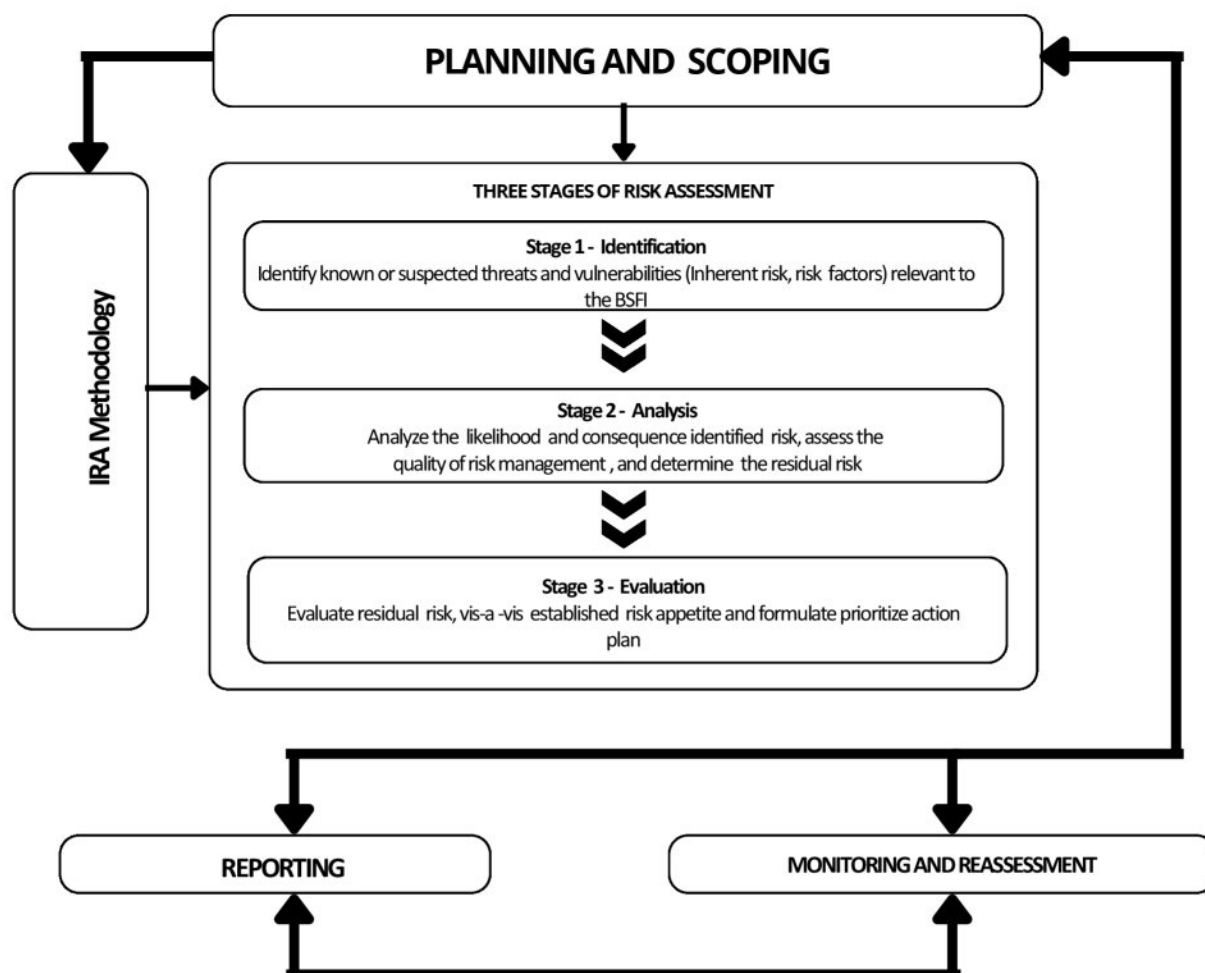
- Risk management is a responsibility of all employees.
- The President/Chief Executive Officer and the senior executives are responsible for monitoring and reviewing the Risk Assessment and Risk Management Plan for completeness, continued relevance of risk assessment, effectiveness of risk treatment plan and timeliness of implementation of risk treatment actions, taking into account of changing circumstance.
- The Board shall oversee the establishment and implementation of the Company risk management framework and shall review annually the effectiveness of that system.
- The Audit Committee shall oversee the operation of the risk management system and ensure its adequacy. The committee monitors the implementation of internal policies and internal controls for identifying and determining key risks to which the Company is exposed.
- The President/Chief Executive Officer and the senior executives shall, in addition to their general and specific responsibilities, be responsible for the co-operation necessary to assist the Internal Auditor in carrying out internal audit.
- The President/Chief Executive Officer shall provide yearly a statement to the Board and Stockholders that the company's risk management and internal compliance and control system is operating efficiently and effectively in all material respects.

| INSTITUTIONAL RISK ASSESSMENT

Institutional Risk Assessment (IRA) is the cornerstone of risk-based approach to money laundering (ML), terrorist financing (TF), proliferation financing (PF) and sanctions risk prevention and mitigation. The IRA is a process using appropriate methodology to identify, analyze and understand the ML/TF/PF risks, including the risk of non-implementation, potential breach or evasion of targeted financial sanctions (TFS) requirements, arising from the Bank business activities and relationships.

| OBJECTIVES OF IRA

The IRA facilitates the identification of the sources of ML/TF/PF and sanctions threats/risks, the vulnerabilities of the Bank business/operations, the assessment of the existing controls to prevent or mitigate such risks, the determination of the residual risk and evaluation of corresponding action plans. The Bank should craft bespoke policies, controls, and procedures to effectively manage and mitigate the identified risks. This result in a risk-driven ML/TF/PF prevention and mitigation strategy.



1. PLANNING & SCOPING

- Define the objectives and scope of the assessment.
- Prepare a project plan, identify the units and personnel who will be involved in the IRA and establish milestone and timeliness.
- Devise a feasible mechanism for data collection, analysis and updating.

2. IRA METHODOLOGY

The risk assessment methodology that the Bank adopts should be proportionate to the nature and complexity of its activities and operations.

3. THREE STAGES OF THE RISK ASSESSMENT PROCESS

Stage 1: Risk Identification

- Identifying ML/TF/PF Threat
- Identifying ML/TF/PF Vulnerabilities

Stage 2: Risk Analysis

- Likelihood Assessment (High, Moderate, Low)
- Impact Assessment (Major, Moderate, Minor)
- Level of Risk (High Risk, Medium Risk, Low Risk)
- Quality of Risk Management (QRM) Assessment (Strong, Acceptable, Inadequate, Weak)
- Residual Risk

Stage 3: Risk Evaluation

This stage involves determining priorities and developing applicable strategies commensurate with the level of assessed residual risk analysis stage.

4. REPORTING

The IRA report, which contains the results of the assessment and corresponding recommendations, among others, shall be reported to and approved by the BOD.

5. MONITORING AND RE-ASSESSMENT

The Bank is expected to institute systems and processes to ensure implementation of the action plans and/or revise AML/CTPF policies, controls, and procedures commensurate with the identification risks. Responsibilities for the implementation and monitoring of the action plan should be identified to assign accountabilities. This should form part of the Management's periodic report to the BOD.

6. NEW PRODUCTS/SERVICES

The Bank is also required to conduct risk assessment in relation to the development of new products and business practices, including new delivery mechanisms, and the use of new or developing technologies for both new and pre-existing products.

Types of Risk

A. CREDIT RISK

The bank shall manage credit risk at the level of individual loan, collective loan and at the level of the entire credit portfolio. In order to assume credit risk and manage that risk, the bank established an adequate credit process, which includes the process of credit investigation, loan evaluation, loan approval, loan release, loan collection and monitoring. Within the credit process, the bank shall establish:

1. criteria and principles for approving new loans, renewals and re-availments, and for extending forbearance in respect of existing loans, and particularly for deciding on the approval of loans representing large exposures of the bank;
2. rules for approving and monitoring loans at the level of individual borrowers, at the level of a group of entities related with them, and at the level of entities related with the bank, and at industry level, in accordance with the loan amount and risk degree;

B. MARKET RISK OR INTEREST RATE RISK

It's the potential loss due to movements in interest rates. This risk arises because a bank's assets usually have a significantly longer maturity than its liabilities. The bank shall:

- Establish procedures for the measurement and/or assessment of interest rate risk, which encompass major sources of interest rate risk;
- Analyze and quantify market risk;
- Develop a strategy to manage market risk including setting risk appetite;
- Develop appropriate policies, processes, and organization structures that links pricing policy overall corporate objectives to support ongoing management of market or interest rate risk.

C. STRATEGIC RISK

A strategic risk is the possibility of an event or scenario that could be both internal and external that inhibits or prevents an organization from achieving their strategic objectives. Strategic risk management is a process for identifying, assessing and managing risks and uncertainties, affected by internal and external events, scenarios and risks that could impede the organization's ability to achieve its strategy and strategic objectives.

The ultimate goal is successful implementation of the strategic plan while creating, enhancing and protecting the organization and stakeholders' value

D. RISK OF MONEY LAUNDERING AND TERRORIST FINANCING

The risk of money laundering and terrorist financing implies the risk of possible occurrence of negative effects on the financial result, capital or reputation of a bank if the bank is used (direct or indirect use of the business relationship with the bank, transaction, service or product of the bank) for money laundering and/or terrorist financing.

The risk of money laundering and terrorist financing arises particularly from the bank's failure to harmonize its operation with law, regulations and its internal regulations governing the prevention of money laundering and terrorist financing, and/or from the inconsistency of its internal regulations governing these issues. Risk management policies and/or procedures shall include rules and regulations provided by law, the Bangko Sentral ng Pilipinas (BSP) and the Anti Money Laundering Council (AMLC);

- Establishing the identity of new individual customers.

- Identifying the true owners when opening new accounts for companies/corporations.
- Producing and retaining identification and transactions records.
- Reporting suspicious transactions to the competent authorities.
- Enhancing relationships with the authorities.
- Preventive procedures such as training, pre-employment screening and internal controls.

E. LIQUIDITY RISK

Measurements of liquidity ratio should be compared to financial targets in the annual business plan and the budget, so that management can determine whether the bank is meeting its goals. Management can also assess whether there are material variances from the plan which need to be addressed. Comparison of these measurements against historical performances, where possible, can also identify significant trends which may need to be addressed by management.

RISK MEASUREMENT TECHNIQUES

Repricing gap (core deposits) and maturity gap shall be prepared and submitted to management on a monthly basis.

RISK MEASUREMENT TECHNIQUES

The measurements of liquidity risk discussed earlier should be reported to the board of directors, so that the board can also monitor the liquidity portfolio and ensure adherence to regulatory requirements and to the annual business plan. Material variances from plan and their causes, as well as manager's plan to correct the variance, should also be included in the report.

FREQUENCY

Management should provide the board with a report on the liquidity portfolio at least quarterly and when the liquidity ratio of 25% is breached.

F. OPERATIONAL RISK

The bank shall identify and assess events and sources, which may give rise to losses relating to operational risk, taking into consideration all significant internal and external factors. The bank shall determine the level of materially significant risks in respect of operational risk and to scrutinize them, as well as assess events that may result in such losses.

The bank shall measure or assess its exposure to operational risk taking into consideration the possibility and/or frequency of occurrence of that risk, as well as its potential effect on the bank, with special emphasis on events which are unlikely to occur but may cause significant material losses.

G. REPUTATIONAL RISK

Reputational risk arises from the possibility that negative publicity regarding an entity's business practices (whether true or not) will cause a decline in the customer/client base, revenue reduction or even cost of litigation.

Any negative perception about company jeopardizes its credibility, achievement of its strategic goals and the ability to maintain its good standing in the industry or in the community. It includes factors such as, regulatory abeyance, employee conduct, human resource practices, policy decision, work culture, issue response, fiscal responsibility and information security.

G. REPUTATIONAL RISK

Reputational risk arises from the possibility that negative publicity regarding an entity's business practices (whether true or not) will cause a decline in the customer/client base, revenue reduction or even cost of litigation.

Any negative perception about company jeopardizes its credibility, achievement of its strategic goals and the ability to maintain its good standing in the industry or in the community. It includes factors such as, regulatory abeyance, employee conduct, human resource practices, policy decision, work culture, issue response, fiscal responsibility and information security.

H. TECHNOLOGY RISK

It arises from the use of computer systems in the day-to day conduct of the bank's operation, reconciliation of the book of accounts, and the storage and retrieval of information and reports. The risk can occur due to the choice of faulty or unsuitable technology and adoption of untried or obsolete technology. Major risk arises from breaches of security for access to the computer system; tampering with the system and the unauthorized use of it. Over the years, IT in the financial services have substantially widened. Competition among banks induced them to enlarge their network of banking products and services, and forced them to offer services off-site; allowing the customers to access the computers from their end. Banks are facing greater threats from rapid changes happening in the technological systems applicable to financial services.

The following are some of the technology risks that the bank might encounter:

- Cybersecurity Threats
- Technology Infrastructure Failure
- Third-Party Risk

In order to enhance the bank's technology risk management framework, the bank shall:

1. Enhance Cybersecurity Measures

- Invest in advanced cybersecurity tools and technologies.
- Foster a security-aware culture through regular training and awareness programs.

2. Improve IT Infrastructure Resilience

- Invest in redundant systems and infrastructure.
- Develop and test comprehensive disaster recovery plans.

3 . Manage Third-Party Risks

- Implement a robust vendor risk management program.
- Continuously monitor vendor performance and security practices.

I. ENVIRONMENTAL AND SOCIAL RISK

Environmental risk is defined as the impact of the natural environment on the banking operations, as well as the impact and dependencies of the Bank and its stakeholders on the environment and on natural capital. Bank may be negatively impacted because of its failure to comply with the relevant environmental practices, laws, regulations, rules, internal policies and codes of conduct applicable to its activities. These effects may take the form of legal or regulatory contraventions; significant financial losses; operational costs; physical damage; credit risk; or loss of reputation.

Social risk relates to social impacts associated with activities of the Bank, its customers or stakeholders resulting in financial, lending, investment and equity interest exposure that may lead to the risk of legal or regulatory sanctions, material financial loss or reputational damage. The Bank may suffer in any of these aspects because of its client or stakeholder's failure to comply with all applicable laws, voluntary agreements, regulations and/or supervisory requirements.

Social risks include issues relating to product responsibility and inclusion, labor, occupational health and safety, community involvement, community security, human resettlement, indigenous people's rights and human rights. These risks could lead to criminal sanction, termination of operations and production losses, and subsequently pose a financial, reputational or credit risk to the group.

I MONITORING AND REPORTING

The Bank shall institutionalize the adoption of sustainability principles, including those covering E&S risk areas in the bank, by incorporating the same in the corporate governance and risk management frameworks as well as in the bank's strategic objectives and operations taking into account the bank's risk appetite and ability to manage risk.

To ensure the continued effectiveness, enforcement and success of the environmental and social risk management, the Compliance Officer and Internal Auditor shall include assessment of adherence, robustness and continuing relevance of said policies. Any environmental and social risk that may have material effect to the Bank and its operations shall be immediately reported to the Board.

The responsibility of ensuring that all RBCP employees are aware of and comply with managements of ESRs and supporting frameworks rests with the Management.

I INTERNAL COMPLIANCE AND CONTROL SYSTEM

The Bank has an internal compliance and control system based on the following:

- An internal audit program approved by the Audit Committee and the Board of Directors.
- A financial reporting control system which aims to ensure that financial reporting is both accurate and timely, monitored by the Compliance Officer.

Rural Bank of Central Pangasinan, Inc. has a number of control processes to ensure that the information presented to senior management and the Board is both accurate and timely. The control processes include, among other things:

- Annual audit by the external auditor;
- Planned review by internal auditors reviewing the effectiveness of internal processes, procedures and controls;
- Monthly review of financial performance compared to budget and forecast.
- Compliance testing by the Compliance Officer on the compliance on Philippine laws, rules and regulations and pertinent BSP Circulars governing the operations of the bank.

The President/Chief Executive Officer shall provide yearly statement to the Stockholders in writing, that the company's financial reports present a true and fair view, in all material aspects, of the company's financial condition and operational results and are in accordance with relevant accounting standards; and that this statement is founded on a sound system of risk management and internal compliance and control which implements the policies adopted by the Board.

The Audit Committee is responsible for approving the recommendations of the external auditor and approving the annual internal audit plan. The internal audit function is independent of the external auditor.

The Audit Committee shall present its assessment and evaluation on the compliance and internal reports to the Board.

Internal audit reports and compliance testing reports on deviation from company policies to responsible management for action and to the Audit Committee for information or further action.

| ASSESSMENT OF EFFECTIVENESS

Internal audit provides independent assurance to the Audit Committee of the effectiveness of its risk management and internal compliance and control system by conducting regular reviews of internal controls, operation of the risk management framework and the quality management system. The Audit Committee is responsible for reviewing and analyzing the effectiveness of the risk management framework, the internal compliance and control systems and shall report on the same to the Board, no less than annually or at such intervals as determined by the Board.

CORPORATE GOVERNANCE

CORPORATE GOVERNANCE STRUCTURE AND PRACTICES

The Board of Directors is the ultimate authority in matters of governance and in managing the business of the Corporation. Within their authority under the Corporation Code and other applicable laws and By-laws of the Bank (the "By-laws"), the Directors, acting as a Board, have the fullest powers to regulate the concerns of the bank according to their best judgment. The Board is responsible to promote and adhere to the principles and best practices of corporate governance, to foster the long-term success of the Bank and to secure its sustained competitiveness in a manner consistent with its fiduciary responsibility. The Board shall exercise its powers and duties in the best interest of the Bank, its shareholders, regulators and other stakeholders.

The Bank's operations is managed through properly established organizational structure and adequate policies and procedures embodied in the manuals approved by the Board Committees and the Board.

SELECTION PROCESS FOR THE BOARD AND SENIOR MANAGEMENT

The stockholders entitled to vote shall elect annually such directors in the manner provided in Section 23 of the Revised Corporation Code whose qualifications shall be subject to the pertinent rules and regulations of the Bangko Sentral ng Pilipinas. The Bank considers diversity in the Board of Directors. It is composed by a combination of qualified business professional, senior officers with at least five years of experience and knowledge in banking, marketing, sales, real estate and construction and other related industries.

BOARD'S OVERALL RESPONSIBILITY

The Board of Directors is primarily responsible for approving and overseeing the implementation of the Bank's strategic objectives, risk strategy, corporate governance and values. The Board also approves the policies which guides the bank in the operation of its business. The Board of Directors is also responsible for monitoring and overseeing the performance of senior management as the latter manages the day-to-day operations of RBCP.

DUTIES AND RESPONSIBILITIES OF THE DIRECTORS

1. The Board shall establish business plans for the bank in accordance with the bank's strategic objectives and goals. These shall take into account the bank's long-term financial interests, its level of risk tolerance and its ability to manage risks effectively. The board shall establish a system for measuring performance against plans through regular monitoring and reviews, with corrective action taken as needed.
2. The board shall approve and oversee the implementation of policies on the bank's operations. The board shall set out matters and authorities reserved to it for decision, which include, among others major capital expenditures, equity investments and divestments. The board shall also establish the limits of the discretionary powers of each officer, committee, sub-committee and such other groups for purposes of lending, investing or any other financial undertaking that exposes the bank to significant risks.

BOARD QUALIFICATION

QUALIFICATIONS OF A DIRECTOR

- Holder of at least one (1) share of stock of the Bank;
- He shall be at least a college graduate or have at least five (5) year-experience in business to substitute for such formal education;
- He shall be at least twenty-five (25) years old at the time of his election or appointment;
- He must have attended a special seminar on corporate governance for Board of Directors conducted or accredited by the BSP or SEC: Provided, That incumbent Directors must attend said seminar within a period of six (6) months from date of election;
- He must be fit and proper for the position of a director of the bank, proven to possess integrity/probity, physical and mental fitness, relevant education/financial literacy/ training, knowledge and experience, Skills, diligence and independence of mind, and sufficiency of time to fully carry out responsibilities.
- Practical understanding of the business of the Bank; and
- Membership in good standing in relevant industry, business or professional organizations.

QUALIFICATIONS OF AN INDEPENDENT DIRECTOR

Performance Appraisal is the evaluation of the performance of officers and employees and to understand the abilities of a person for further growth and development. Performance appraisal is done in systematic ways which are as follows:

- The superior measures the performance of officer or employee through a 5-point rating scale (5 being the highest which corresponds to consistently surpassing the expectation and 1 being the lowest which corresponds to failure to achieve expectation
- The superior shall also identify the strengths and weaknesses of officer or employee and provide remarks/comments regarding its overall performance.
- The superior shall also measure the competency of officer or employee. It is measured through a 100% based core competencies comprising of 20% for contribution to company goals, 20% for protection of information and ethical behavior, 20% for knowledge on the duties and responsibilities assigned, 20% for understanding in banking business and its operation and 20% for the use of good judgment or decision making.

This is used to determine performance incentives, improve performance of officers and employees and for possible promotion and guide for the Bank for trainings/seminar that would help the employee enhance himself/herself.

The Board of Directors also evaluates their performance as a director, committee and as a Body annually. This aid the Directors in their function of overseeing task and management performance, identify areas/policies for improvement, provide controls/mitigating measures that would help the Bank attain its goals and objectives.

ORIENTATION AND EDUCATION PROGRAM

The Bank believes that its greatest investments are on its people. Orientation trainings and seminars are provided yearly. Corporate Governance Seminar is required for all directors, as required by the BSP. In-house trainings are developed and provided by the Bank on loans processing, bank operation and bookkeeping.

Specialized trainings on Anti-Money Laundering, credit investigation and other matters are obtained from training providers accredited by Bangko Sentral ng Pangasinan or Securities and Exchange Commission and Rural Bankers Association of the Philippines.

The HR Department is permanently responsible in seeing to it that training requirements are complied with. They are to schedule employees who may attend training programs and shall for the purpose of determining training needs, consult other departments or branch offices from time to time.

HR Department is responsible in arranging/ advertising group trainings or seminars that may be conducted by RBCP regardless of the subject matter. If the training is highly specialized, the same will be conducted with necessary assistance and consultative services from specialized staff, resource persons or training institutes. Online seminars/webinars were attended by Bank employees in 2021.

RETIREMENT

The Bank provides an employees retirement plan in accordance with law. It aims to attract and keep honest, loyal, devoted and competent personnel in the service of the Bank and to recognize that such employees are necessary for successful operation of the Bank by providing benefits upon their separation or retirement.

SUCCESSION POLICY

The Bank's succession plan aims to identify officers and employees who could potentially fill and perform effectively and efficiently in each position. Hiring and training programs of the Bank ensure that potential successors are readily available. Employees will be given different trainings and seminars for them to achieve their maximum potential. Employee rotations and assignments will be conducted in order to effectively develop employees. The development of employees is essential to employee rotation or reshuffling and promotion. This increases the availability of experienced and capable employees that are prepared to assume roles as they become available.

The Bank's succession plan aims to identify officers and employees who could potentially fill and perform effectively and efficiently in each position. Hiring and training programs of the Bank ensure that potential successors are readily available. Employees will be given different trainings and seminars for them to achieve their maximum potential. Employee rotations and assignments will be conducted in order to effectively develop employees. The development of employees is essential to employee rotation or reshuffling and promotion. This increases the availability of experienced and capable employees that are prepared to assume roles as they become available.

REMUNERATION POLICY

For Directors

The remuneration of the Directors consists of per diem for every Board and Board Committee meetings plus communication, transportation and meal allowances. Per diem is set at present market level with comparative assessment of the Bank's asset range.

For Officers and Employees

The Bank considers its human resources very significant in the attainment of the Bank's objectives and strategic plans. For this purpose the Bank sustains a remuneration policy that would attract, motivate and retain its officers and employees.

The Bank's remuneration policy adheres to Philippine Labor Laws and regulations. It includes compensation, performance incentives, fringe benefits, per diems for outside trainings and loyalty cash incentives. Fringe benefits include financial assistance for real estate vehicles and personal consumption. For top senior management, fringe benefits include transportation, insurance and repair and maintenance

POLICIES AND PROCEDURES ON RELATED PARTY TRANSACTIONS

The Bank's board approved Policies and Procedures on Related Party Transactions conform to the BSP Manual of Regulations for Banks (MORB). It shall be consistently observed on related party transactions which includes loans, other credit accommodations or guarantees granted by the bank to any of its subsidiaries and affiliates, as well as Directors, Officers, Shareholders and Related Interests (DOSRI) and related parties, purchases and sale of assets, construction arrangement/contracts, lease arrangements/contracts with DOSRI and related parties.

On arm's length basis

The dealings of the bank with any of its DOSRI and related parties should be in the regular course of business and upon terms not less favorable to the bank than those terms and services offered to others (fair process), i.e., price, commissions, interest rates, fees, tenor, collateral requirement. Further, it should not undertake on more favorable economic terms to such related

parties than similar transactions with non-related parties under similar circumstances (fair terms).

All transactions entered by bank to DOSRI and related parties should be fair, within terms similarly offered to unrelated 3rd party regular clients, and entered into for the best interest of the bank. The price mechanism may include, but not limited to, acquiring the services of an external expert, opening the transaction to a bidding process, or publication of available property for sale.

Exposures effectively monitored

Business Units of the bank are required to document all lending and credit accommodations to DOSRI and related parties; and record keeping must be in place. The Bank submits periodic reports on DOSRI and RPT exposures and compliance with the DOSRI ceilings/limits with the BSP. Appropriate steps are taken to control or mitigate the risks

Relevant DOSRI and RPT policies and procedures issued by BSP are considered as steps for the bank to control or mitigate risk exposures from RPT lending and credit accommodations. Policy that addresses the requirement includes DOSRI loan limits/ceilings and definition, procedural requirements, covered transactions, loans to subsidiaries and affiliates, and policy covering approved fringe benefit plan.

Write-offs are made according to existing standard policies and processes

Write-offs are allowed pursuant to Bank existing policy and only after securing prior approvals from the bank's board of directors and from the Monetary Board.

BOARD-LEVEL COMMITTEES

BOARD-LEVEL COMMITTEES

AUDIT COMMITTEE

Dir. Mario P. Gabrillo– Chairman

Dir. Ma. Sheila H. Lambino– Member

Dir. Arcelia E. Soberano– Member

FUNCTION

The primary function of the Audit Committee is to assist the Bank's Board in fulfilling its fiduciary responsibilities by overseeing the Bank's financial reporting and public disclosures activities. The Audit Committee's primary duties and responsibilities are to:

- a) Assist the Board in the oversight of the (1) integrity of the Bank's financial statements, (2) Bank's compliance with legal and regulatory requirements, (3) independent auditor's qualifications and independence, and (4) performance of the Bank's internal audit function and independent auditors.
- b) Provide oversight of the Bank's financial reporting and control and internal and external audit functions.
- c) It shall be responsible for setting up internal audit department and for the appointment of the internal and external auditor who shall report both to Audit Committee

LIQUIDITY AND CRISIS MANAGEMENT COMMITTEE

Dir. Nila L. Torres – Chairman

Dir. Charmaine L. Torres-Castro – Member

Dir. Rachelle T. Gannaban – Member

The Liquidity and Crisis Management Committee shall be responsible for the development and oversight of the institution's liquidity risk management program. The core responsibilities of the Liquidity and Crisis Management Committee are:

- Identify and evaluate exposures. The committee shall assess the probability of each risk becoming reality and shall estimate its possible effect and cost. Priority areas of concern are those risks that are most likely to occur and are costly when they happen.
- Development liquidity management strategies and manual. The liquidity management committee shall develop a written Manual on Liquidity Management Plan defining the strategies for managing and controlling the major risks. It shall identify practical strategies to reduce the chance of harm and failure or minimize losses if the risk becomes real.

CREDIT COMMITTEE

Dir. Nila L. Torres – Chairman

Dir. Rachelle T. Gannaban – Member

Dir. Warren L. Torres – Member

The Credit Committee shall establish the bank's overall credit risk management, set standards related to strategic targets, projected portfolio composition and limits at the corporate level, review and approve credit decision that may pose material risk to the bank's business strategy and composition, ensure adequate assessment of the borrowers financial capacity based primarily on cash flows, social and economic status and previous credit standing of the borrower and review and approve all loans and credit transactions within the scope of its authority.

DIRECTORS' ATTENDANCE AT BOARD AND COMMITTEE MEETINGS

FOR THE YEAR 2024	BOD MEETINGS	AUDIT COMMITTEE MEETINGS	MGT. COMMITTEE MEETINGS	CREDIT COMMITTEE MEETINGS	SPECIAL MEETING
NILA L. TORRES	12		4	12	1
WARREN L. TORRES	12			12	1
RACHELLE T. GANNABAN	12		4	12	1
CHARMAINE L. TORRES- CASTRO	12		4		1
MARIO P. GABRILLO	12	4			1
MA. SHEILA H. LAMBINO	12	4			1
ARCELIA E. SOBERANO	12	4			1



BOARD OF DIRECTORS

Front row from left to right: Arcelia E. Soberano (Independent Director), Ma. Shiela H. Lambino (Director), Nila L. Torres (President and CEO), Chairman Warren L. Torres (Chairperson)

Back row from left to right: Atty. Charmaine L. Torres-Castro (Director), Mario P. Gabrillo (Independent Director), Rachelle T. Gannaban (Director)

Name	Type of Directorship	No. of Years as a Director	No. of Shares Held	Percentage of Shares Held
1. Warren L. Torres	Non-Executive	20	189,234	11.47%
2. Nila L. Torres	Executive	25	431,764	26.17%
3. Charmaine L. Torres-Castro	Executive	8	189,234	11.47%
4. Rachelle T. Gannaban	Executive	16	189,234	11.47%
5. Maria Sheila H. Lambino	Regular	8	207	0.01%
6. Mario P. Gabrillo	Independent	4 yrs. & 6 mos.	207	0.01%
7. Arcelia E. Soberano	Independent	2 yrs. & 7 mos.	11	0.001%

BOARD OF DIRECTORS



CHAIRPERSON OF THE BOARD

Warren L. Torres

47, Filipino

He is the Chairman of the Board of Directors and served as Marketing Officer in RBCP from 1999 to 2017. He is also a member of the Credit Committee. He earned a degree in BS Management and Entrepreneurship from San Beda College. Before joining the company, he was an Agency Manager at Mercantile Insurance, Co., and served as a Unit Manager at PhilAm Plans. He is presently the General Manager of Northwest Pacific Realty and Development Corporation. He also manages the Wernz Autosports Center and Services since 2012.

PRESIDENT/CEO

Nila L. Torres

74, Filipino

She is the President and CEO of Rural Bank of Central Pangasinan, Inc. She is also the Committee Chairman of Credit Committee and Liquidity Crisis Management Committee. She earned a Bachelor's degree in Business Administration from University of the East. She is also a former President in Dating Samahan of Rural Bank in Pangasinan. Prior to appointment as President/CEO, Mrs. Torres worked in different positions within the company and at other banks where she has acquired extensive experiences. She is also an active member and has served as Club President, for multiple times, of the Inner Wheel Club of Central Pangasinan District 379 and was designated as District Chairman in 2005.



DIRECTOR

Atty. Charmaine L. Torres-Castro

45, Filipino

She is the Vice President for Business and Lending Group and Legal Counsel of RBCP, Inc. She is also a member of Liquidity Crisis Management Committee. She holds a Bachelor's Degree in Accountancy and Liberal Arts major in Psychology at De La Salle University and Law Degree from San Beda College where she graduated Valedictorian in 2006. She's a Certified Public Accountant in 2002 and passed the Bar Exam in 2007. She served as a Legal Associate at SyCip Law Office. She held the positions of Bank Officer IV and Legal Officer III at Bangko Sentral ng Pilipinas before. She served as the President of the Association of Pangasinan Rural Banks (APRuB) from 2022 until 2025.



DIRECTOR

Rachelle T. Gannaban

42, Filipino

She is the Assistant Vice President for Support and Services Group of Rural Bank of Central Pangasinan, Inc. She manages the IT and the Human Resource Department. She is a member of Credit Committee and Liquidity Crisis Management Committee. She has been employed by the Bank since 2002, immediately after earning her Bachelor's Degree in Psychology from De La Salle University that same year. She is also serves as the Corporate Treasurer for the Northwest Pacific Realty and Development Corporation.





DIRECTOR

Ma. Sheila H. Lambino

61, Filipino

She is a member of the Audit Committee. She graduated with a Bachelor's Degree in Commerce from Luzon Colleges in 1981, and is a Certified Public Accountant. She previously worked as General Bookkeeper and Audit Examiner at Security Bank, Branch Cashier at Asia Trust Bank, Assistant Manager at Planters Bank, and Branch Manager at PDCP Bank. She also was the Treasurer of the Solid Fund in 2011 to 2012 and became a President in 2012 to 2024. She has served as an Independent Director of RBCP from 2016 to 2022.

INDEPENDENT DIRECTOR

Mario P. Gabrillo

70, Filipino

He is appointed as the Chairman of the Audit Committee. He earned his Bachelor's Degree in Business Administration major in Accounting from Philippine School of Business Administration. He has 40 years of experience in banking sector, having worked in Bank of the Philippine Islands for more than 21 years, as Compliance Officer and General Manager in Pangasinan Bank (A Rural Bank, Inc.) for 15 years, and worked as a Management Consultant in 2016. He is currently an Independent Director at Rural Bank of Central Pangasinan, Inc.



INDEPENDENT DIRECTOR

Arcelia E. Soberano

71, Filipino

She is a member of the Audit Committee. She holds a Bachelor's Degree in Accounting from the University of Pangasinan. She also finished her Master's Degree in Business Administration at Luzon Colleges. She worked as Money Counter, Bank Teller and Bank Officer at the Bangko Sentral ng Pilipinas for a total of 32 years, and assigned as an Assistant Manager for 10 years. She is currently an Independent Director at Rural Bank of Central Pangasinan, Inc. She is also a former Club President of the Inner Wheel Club of Central Pangasinan for the year 2022 to 2023, during which she initiated and coordinated multiple projects focused on social, environmental, and humanitarian welfare.



EXECUTIVE OFFICERS AND SENIOR MANAGEMENT

First Row from left to right: Nila L. Torres (President/CEO), Lorenzo S. Torres (Former RBCP President/CEO)

Second Row from left to right: Elizabeth T. Lacandola (San Carlos Branch Manager), Analyn A. Burguillos (Manaoag Branch Manager), Atty. Charmaine L. Torres-Castro (VP-Business and Lending Group), Rachelle T. Gannaban (AVP-Support and Services Group), Pamela P. Tamayo (Accounting Department Head), Ruby E. Manaday (AVP-BOG/ Malasiqui Branch Manager), Sarah V. Bulatao (Urdaneta Branch Manager), Analyn S. Moyano (Calasiao Branch Manager), Alegria B. Montemayor (Internal Auditor)

Third Row from left to right: Angel C. Dela Peña (BDC/AARM Department Head), Larry B. Resuello (AVP- Chief Compliance Officer), Gino Geordan Torres (Binmaley Branch Operations Officer), Gladwin M. Salindong (Bayambang Branch Manager), Edgardo S. Montemayor (Mangatarem Branch Manager), Joshua Joe I. Rabaja (IT Department Head), Brando G. Moyano (Mangaldan Branch Manager), Rodolfo B. Cerezo (Corporate Secretary)

EXECUTIVE OFFICERS/ SENIOR MANAGEMENT

The Executive Officers/Senior Management must have the technical expertise or skills and necessary experience to fulfill their responsibilities. They should possess integrity and commitment that will effectively contribute to the growth of the Bank.

The Human Resource Department takes the lead role in recruitment, selection and promotion of the executive officers as senior management. They seek inputs and referrals from the members of the executive officers/ senior management thus, it is recommended to the President for further evaluation. Eligible employees for executive officer/senior management should be at least 25 years old, a degree holder (college graduate), have at least 5 years of experience in banking or financing and a Filipino citizen.

RBCP OFFICERS	POSITION
Nila L. Torres	President/CEO
Charmaine L. Torres-Castro	Vice President-Business and Lending Group/ Legal Counsel
Rachelle T. Gannaban	Assistant VP-Support Services Group
Larry B. Resuello	Assistant VP-Chief Compliance Officer
Ruby E. Manaday	Assistant VP- Branch Operations Group
Alegria B. Montemayor	Internal Auditor
Rodolfo B. Cerezo	Loan Documentation and Review Department Head/ Corporate Secretary
Analyn S. Moyano	Manager/ Corporate Treasurer
Pamela P. Tamayo	Accounting Department Head
Angel C. Dela Peña	Business Development Center/Acquired Asset and Remedial Management Head
Joshua Joe I. Rabaja	IT Department Head
Gladwin M. Salindong	Manager/ Area Head I
Analyn A. Burguillos	Manager/ Area Head II
Brando G. Moyano	Manager/ Area Head III
Edgardo S. Montemayor	Manager II
Elizabeth T. Lacandola	Manager II
Sarah V. Bulatao	Manager I
Joefil N. Silleza	Security Officer

EXECUTIVE OFFICERS & SENIOR MANAGEMENT



Nila L. Torres
President/CEO



Atty. Charmaine L. Torres-Castro
VP- Business and Lending Group/
Legal Counsel



Larry B. Resuello
AVP-Chief Compliance
Officer



Rachelle T. Gannaban
AVP-Support Services
Group



Ruby E. Manaday
AVP-Branch Operations
Group/
Branch Manager

SENIOR MANAGEMENT



Alegria B. Montemayor
Internal Auditor



Rodolfo B. Cerezo
Corporate Secretary/
LDRD Head



Analyn S. Moyano
Corporate Treasurer/
Branch Manager



Angel C. Dela Peña
BDC/AARM Department
Head



Pamela P. Tamayo
Accounting
Department Head



Joshua Joe I. Rabaja
IT Department Head



Gladwin M. Salindong
Area Head I/ Branch
Manager



Analyn A. Burguillos
Area Head II/
Branch Manager



Brando G. Moyano
Area Head III/
Branch Manager



Edgardo S. Montemayor
Manager II



Elizabeth T. Lacandola
Manager II



Sarah V. Bulatao
Manager I

RBCP BRANCHES AND DEPARTMENTS



Calasiao Branch



Bayambang Branch



San Carlos City Branch



Mangaldan Branch



Malasiqui Branch



Manaoag Branch



Mangatarem Branch



Urdaneta Branch



Binmaley Branch



LDRD and HR Department



**Compliance Department
Audit Department
Accounting Department**



IT Department



BDC/AARM Department

SELF-ASSESSMENT PROGRAM



INTERNAL AUDIT

The scope of internal auditing encompasses, but it is not limited to, the examination and evaluation of the adequacy and effectiveness of the organization's governance, risk management, and internal controls as well as the quality of performance in carrying out assigned responsibility to achieve the organization's stated goals and objective. This includes:

- Assessing risk exposure related to the achievement of the organization's strategic objectives.
- Evaluating the reliability and integrity of information, as well as the methods used to identify, measure, classify, and report that information.
- Reviewing the measures in place to safeguard the organization's assets and, when appropriate, verifying their existence.
- Assessing compliance with the Bank's internal control policies.
- Monitoring and evaluating the effectiveness of the organization's risk management processes.
- Conducting reviews of the Loan Portfolio and Other Risk Assets.
- The Internal Auditor reports directly to the Audit Committee.

COMPLIANCE FUNCTION

The compliance function shall have a formal status within the organization. It shall be established by a charter or other formal document approved by the board of directors that defines the compliance function's standing, authority and independence. It shall have the right to obtain access to information necessary to carry out its responsibilities, conduct investigations of possible breaches of the

compliance policy, and shall directly report to and have direct access to the board of directors or appropriate board-level committee.

The compliance function shall facilitate effective management of compliance risk by:

- a) Providing guidance to the Board of Directors and senior management on applicable laws, regulations, and standards, and keeping them updated on relevant developments;
- b) Apprising bank personnel on compliance issues, and acting as a contact point within the Bank for compliance queries from bank personnel;
- c) Developing written guidance—such as policies, procedures, compliance manuals, internal codes of conduct, and practice guidelines—to support proper implementation of laws, regulations, and standards;
- d) Identifying, documenting and evaluating the compliance risks associated with the Bank's business activities, including new products and business units;
- e) Reviewing the adequacy of the Bank's compliance procedures and guidelines, addressing any deficiencies identified, and recommending necessary improvements;
- f) Conducting regular monitoring and compliance testing through adequate and representative sampling;
- g) Maintaining a collaborative and transparent relationship with the Bangko Sentral and other regulatory authorities.

REVIEW PROCESS TO ENSURE EFFECTIVENESS AND ADEQUACY OF INTERNAL CONTROL SYSTEM

The following process shall be done to ensure that internal audit and compliance issues are periodically monitored:

a) Internal audit and compliance issues are forwarded to the respective branches, departments, or units for their review. They are required to respond and address the findings—such as exceptions, deficiencies, or deviations—within five (5) working days from the date of receiving the memorandum.

b) Branches, departments, or units are expected to comply with the specified timelines by providing a detailed, point-by-point response, along with any necessary attachments or annexes as required.

c) The Internal Auditor and Compliance Officer will review the submitted responses and may require the respective branches, departments, or units to prepare follow-up replies based on their comments or directives resulting from the evaluation.

d) Audit Committee will conduct further evaluation and based on observation will direct the Branches/Department units concerned to comply with the recommended action plans.

e) On a quarterly basis, the Audit Committee will consolidate all recurring findings and unresolved issues and discuss them with branch and department heads, the Internal Auditor, and the Compliance Officer to identify the reasons for non-compliance and develop solutions. These matters will then be escalated to the Board of Directors for further discussion and to recommend corrective actions to resolve the issues.

f) Ongoing and thorough monitoring of unresolved issues will be conducted to ensure compliance by the respective departments, branches, or units.

g) Despite memo reprimanding respective branches/department/units to regularize the said unresolved issues, they failed & continue to fail the regularization/ do corrective actions, this will be elevated to Human Resource Department for sanction in accordance with HR policies.

DIVIDEND POLICY

The declaration of dividends by the Board should always be compliant to the rules and regulations set out by the BSP. The Bank believes that its capital adequacy ratio should be more than that required by the BSP.

ENVIRONMENTAL AND SOCIAL RISK MANAGEMENT

Information on Sustainability Finance as required under Section 153 of the Manual of Regulations for Banks (MORB)

a. Sustainability strategic objectives and risk appetite

To achieve strategic resilience by incorporating sustainability in the conduct of business. Integrate environmental, social and governance (ESG) and sustainability principles in financial products and services. Embedded sustainability principles when making decisions, assessing relationships and creating products. And to align the business operations with the United Nations Sustainable Development Goals (SDGs).

The Bank has a low-risk appetite for activities that could result in environmental damage, social harm, or governance shortcomings. However, it is willing to accept a moderate to high level of risk when investing in innovative sustainability technologies and solutions that promise long-term impact, even where short-term returns may be uncertain

b. Overview of E&S Risk Management System

The Bank recognizes that climate change, along with other environmental and social risks, may have significant implications for its operations and financial interests. In response, the Board and Senior Management will provide strategic direction and establish policies to guide decision-making at all levels. This approach ensures the responsible delivery of products and services to clients while effectively managing risks and seizing opportunities in a rapidly evolving environment.

c. Products and Services

The Bank develop a Green or Sustainable Deposits, time deposits with maturity of at least two (2) years, which shall finance green or sustainable projects as well as social projects.

Green projects can include:

- those of renewable energy like solar energy;
- agriculture like organic farming or fishing
- purchase of equipment or vehicles that reduce carbon emission or lessen impact to the environment;
- sustainable water and wastewater management, including water irrigation systems;
- and other similar projects.

Social projects can include:

- those that provide education, vocational training programs accredited by TESDA;
- provide business or work for the marginalized, disabled or underserved;
- provide access to essential services such as health care;
- and other similar projects that contributes to economic goals and wellbeing of people.

The Bank can also assess the existing loans that can qualify as green or sustainable financing and also offers a Green Loans.

d. Breakdown of E&S Risk Exposure of the Bank per Sector

These sectors are exposed or vulnerable to environmental and social risk. Hereunder is the breakdown of E&S risk exposures of the Bank per sector:

Loan Subject to E&S Risk Exposure as of December 31, 2024				
Loan Product	Current	Past Due Performing	Non-Performing	Total
Agra-Agri Loans				
a. Agrarian Reform Loan	10,479,753.91	-	1,000,000.00	11,479,753.91
b. Other Agricultural	56,071,190.86	636,500.00	358,000.00	57,065,690.86
Small and Medium				
a. Small Scale Enterprises	83,245,677.00	853,160.25	858,598.37	84,957,435.62
b. Medium Scale Enterprises	46,144,991.32	-		46,144,991.32
Total	195,941,613.09	1,489,660.25	2,216,598.37	199,647,871.71
% To Total Loan Portfolio	33.30%	0.25%	0.38%	33.93%

e. Information on Existing and Emerging E&S risks and their impact on the Bank

The Bank operates in Region I, within the Province of Pangasinan, through nine (9) branches. It acknowledges the presence of environmental and social risks, including the potential impacts of climate change, which must be considered in its strategic planning. These impacts may include significant shifts in rainfall patterns and distribution, threats to natural ecosystems, increased frequency and intensity of droughts, water scarcity, and other related challenges.

The Bank has established an evaluation and selection process to support the focused assessment and management of environmental and social risks and impacts.

f. Initiatives to Promote Adherence to Internationally recognized Sustainability Standards and Practices

The Board and Senior Management are committed to promoting compliance with internationally recognized sustainability standards and best practices by:

- Monitoring the Bank's progress in achieving its sustainability objectives and reporting the results to the Board of Directors;
- Strengthening the knowledge and technical capabilities of Bank personnel in sustainable finance; and
- Ensuring that operations and employee performance align with the Bank's objectives.

RBCP SUSTAINABILITY REPORT

RBCP recognizes environmental and social protection as one of its guiding principles and a key component to sound business performance. We are committed to providing quality products and services in a manner that ensures a safe and healthy workplace for our employees and minimize our environmental footprints.

The Bank is already has begun formulating its Sustainable Finance Framework, in compliance to BSP Circular Nos. 1085 and 1128.

RBCP Sustainable Development Initiatives include:

Establishment of Solar Panel in RBCP Head Office

In the third quarter of 2024, the bank implemented solar panels, which had a significant impact on its energy consumption. This led to a reduction of over 30% compared to the previous quarter. The positive results from the solar panel installation not only benefit the bank but also inspire greater confidence in educating our valued clients about the importance of sustainability and encouraging them to invest in eco-friendly initiatives.

Balance economic, social, and environmental objectives

RBCP continues to collaborate with local government units and non-profit organizations to carry out various corporate social responsibility (CSR) initiatives. The bank actively participates in activities such as Brigada Eskwela, dental and medical missions, the annual tree planting in partnership with the 71st Battalion of the AFP, and coastal cleanups at Binmaley Beach alongside the KKK (Kasama Kapatid Kapamilya) organization.

A notable addition to these efforts is a new CSR project focused on a livelihood program. This initiative aims to promote sustainability, responsible financial management for aspiring entrepreneurs, and inclusive employment opportunities.

As the bank continues to offer its new products—Green Deposit and Green Loan—it has successfully accumulated 22 green deposit accounts this year, amounting to P8.9 million, reflecting its ongoing commitment to promoting sustainability.

Strengthen lending programs to agricultural sectors and expanding agriculture finance markets

RBCP is committed to delivering vital financial services to the most marginalized sectors of society. As of December 31, 2024, Agriculture, Forestry, and Fishing remains the bank's leading industry sector, accounting for 29.24% of total loans—a 6.10% increase from the previous year.

In its lending efforts, the bank prioritizes loan applications from farmers to help strengthen the agricultural sector and improve farmers' access to essential inputs and financing. RBCP also continues to support local farmers through its Onion Seed Program, which provides onion seedlings to aid in agricultural productivity.

Strengthen lending programs to other sectors and expanding other finance markets

RBCP also strives to extend essential financial services to other key sectors, including Education—supporting one of our borrowers accredited by TESDA. Additionally, the bank finances clients who supply nutritional products and complementary food to government programs aligned with the Zero Hunger goal.

Furthermore, RBCP supports small and local business borrowers by providing financial services that help them grow and expand. In doing so, the bank contributes to job creation and helps reduce the unemployment rate in the communities it serves.

RBCP incorporated social and environmental risks and processes in its Credit Policy, Human Resource Policy, Business Continuity Plan and Bank Recovery Plan.

The bank is enhancing its policies by carefully assessing the risks associated with borrowers' collateral to support long-term sustainability. It is also strengthening its Business Continuity Plan (BCP) to ensure uninterrupted service to clients, even in the face of potential challenges.

In addition, the bank is developing a Business Recovery Plan (BRP) to prepare for extreme scenarios, ensuring that it can continue operations and maintain service delivery under any circumstances.

|CORPORATE SOCIAL RESPONSIBILITY

DENTAL AND MEDICAL MISSION



RBCP believes that a simple act of service can bring joy to the people and community.

On July 14, 2024, RBCP Malasiqui collaborated with the barangay officials of Brgy. Barang during their Dental Mission and community outreach. A complimentary dental care kit and haircut were given for everyone. There were also feeding program in Barang Elementary School. RBCP donated one box of Anesthesia to Dacasin Dental Clinic in order for them to provide dental services in community.

RBCP Urdaneta and the Corporate Office joined with registered nurses for a medical mission in Sitio Parongking Interior, Brgy. San Miguel, Calasiao on August 3, 2024. Free blood pressure and sugar level check-up were offered. Nutritious and tasty arrozcaldo was also provided to the residents of Sitio Parongking.

“BRIGADA ESKWELA ”



Education serves as the basis for constructing the future of the children. Through brigada eskwela, RBCP shares in realizing their dreams.

RBCP Mangaldan, in collaboration with the Inner Wheel Club of Central Pangasinan, took this opportunity to donate cleaning and painting materials to Mangaldan Central School on July 23, 2024. RBCP San Carlos joined the school teachers and principal in Central I Elementary School and they donated cleaning supplies to the school.

On July 31, 2024, RBCP Mangatarem provided painting supplies for the Clean and Green Program of the school and to enhance the beauty of the Mangatarem I Central School.

TREE PLANTING AND COASTAL CLEAN-UP DRIVE



On July 27, 2024, RBCP Mangatarem and Corporate Office collaborated with soldiers of 71st Battalion of Armed Forces of the Philippines engaged in a tree planting activity at Daang Kalikasan, Mangatarem. The Bank donated three (3) sacks of rice. RBCP Binmaley, along with the Corporate Office and KKK “Kasama, Kapatid, Kapamilya”, also participated in a coastal clean-up at Binmaley Baywalk.

The aim is to promote environmental awareness or consciousness that will protect our lives and our Earth.

PROMOTING LIVELIHOOD AND WORK FOR ALL FOR SUSTAINABILITY



Last August 7, 2024, RBCP Calasiao, partnering with the Inner Wheel Club of Central Pangasinan, seized the opportunity to help and provide farming tools to the local farmers of Samahan ng Magsasaka ng Talibaew- BML Irrigators Association, Inc. in Brgy. Talibaew, Calasiao. Agricultural sprayers can help farmers enhancing production yields and expediting plant treatment process, leading to greater efficiency and improved livelihoods in the community.

On August 23, 2024, livelihood training program on Pamaypay Making was held by the RBCP Manaoag, in collaboration with Annie's Bamboo Products Entrepreneur at Brgy. Baritao, Manaoag. At a minimal cost of the materials coupled with diligent effort, rural folks could sell their products at a profit sufficient for their living.

FINANCIAL CONSUMER PROTECTION PRACTICES

I. OVERSIGHT FUNCTION

The Board of Directors (BOD) has the ultimate responsibility for the level of customer risk assumed by RBCP. Accordingly, the Board approves the Bank's overall business strategies and significant policies, including those related to managing and taking customer risks.

Senior management is responsible for implementing a program to manage the customer compliance risks associated with the Bank's business model, including ensuring compliance with laws and regulations on both a long-term and a day-to-day basis. Accordingly, management should be fully involved in its activities and possess sufficient knowledge of all major products to ensure that appropriate risk controls are in place and that accountability and lines of authority are clearly delineated.

The BOD and Senior Management shall periodically review the effectiveness of the Customer Protection Risk Management System (CPRMS) including how findings are reported and whether the audit mechanism in place enables adequate oversight.

II. CONSUMER PROTECTION STANDARDS

RBCP follows key protection principles in building up its good relations to its clients. Each principle is embedded in its operations, such as; credit extension, deposit taking and other banking services involving the participation of its clients. The Bank ensures that the principles are carried out effectively and efficiently by its employees through proper and regular orientation of bank products and services and training on policies and procedures.

The protections standards are defined below:

A. DISCLOSURE AND TRANSPARENCY

RBCP shall provide up to date information about its products and services to customers. This information is easily accessible, clear, simple to understand, accurate, not misleading and include any potential risks for the clients. It includes the rights and responsibilities of both the Bank and the customer, including the mechanism for either party to end the banking relationship, as well as details of fees, pricing and any potential penalties that the customer may incur.

B. PROTECTION OF CLIENT INFORMATION

Customers' financial and personal information disclosed in the course of a transaction should be protected through appropriate control and protection mechanisms. These mechanisms should define the purposes for which the data may be collected, processed, held, used and disclosed

C. FAIR TREATMENT

The Bank should deal fairly, honestly and with professionalism with customers at all stages of their relationship, so that it is an integral part of the culture of a Bank. Products should not be disadvantageous to the customers. Care should also be made and special attention given to the needs of vulnerable persons and groups.

D. EFFECTIVE RECOURSE

Financial customers should be provided efficient means for resolving complaints with their financial transactions. Hence, the Bank should have in place mechanisms for complaint handling and redress.

E. FINANCIAL EDUCATION AND AWARENESS

Financial education initiatives give customers the knowledge, skills and confidence to understand and evaluate the information they receive and empower them to make informed financial decisions.

III. CUSTOMER PROTECTION RISK MANAGEMENT SYSTEM

The Customer Protection Risk Management System (CPRMS) is a means by which RBCP shall identify, measure, monitor and control customer protection risks inherent in its operations.

The CPRMS shall be proportionate to the size, structure and complexity of RBCP operations. It provides the foundation for ensuring the Bank's adherence to CP standards of conduct and compliance with customer protection laws, rules and regulations in order to prevent risk to the Bank and any harm or financial loss to the customer.



RBCP HR-Related Sustainable Goals

In addition to the Bank's approach to sustainability in the areas of climate action and financial health through the customers and projects it finances, the Human Resource Department also focuses on the following HR-related SDGs:



SDG 3: Good Health and Well-Being

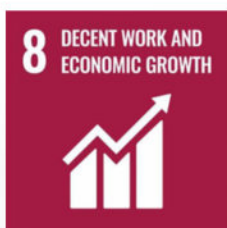
At RBCP, we take great lengths in ensuring that our people enjoy a healthy work-life balance. The Bank provides annual physical examination program to its Officers, 5-day paid sick leave and annual flu vaccinations to its employees/ OTC medicine for headache; cough and cold, aches or pains. It also provides teambuilding activities which promotes good camaraderie and mental well-being.



SDG 5: Gender Equality

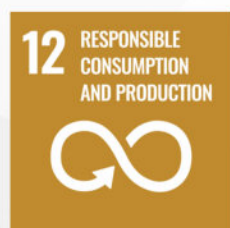
RBCP ensures the respect for basic human rights including life, liberty, expression and equality. The Bank has no tolerance for and protects against workplace harassment, abuse, discrimination and violence.

The Bank promotes women empowerment and gender equality. The Bank also have an equal base entry salary to any men and women employees.



SDG 8: Decent Work and Economic Growth

RBCP offers a dynamic, inclusive, engaging and exciting work environment, as well as a competitive wage and benefits program. The Bank is committed to upholding its values and creating opportunities for its employees to lead and grow with focus on engagement, development, retention and equity.



SDG 12: Responsible Consumption and Production

In RBCP, we promote efficient use of resources throughout our facility aiming at rationale water and energy consumption.

The Bank intends to implement conservation methods to help protect the environment, from excess resource use and carbon dioxide emissions.



SDG 13: Climate Change

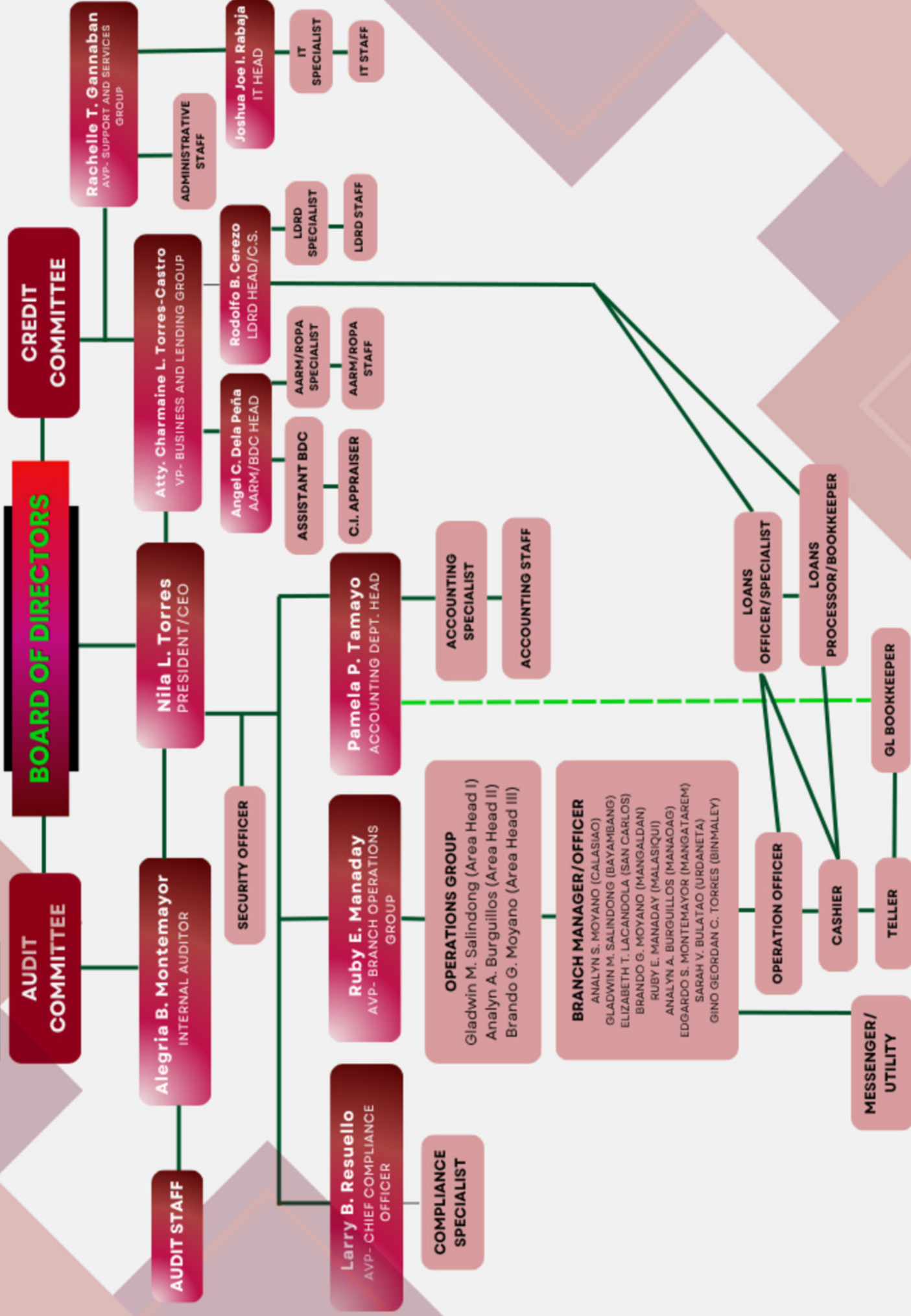
Reduce paper usage and waste by initiating recycling programs within the office – including the recycling of paper, cardboard, beverage containers, plastic containers, and other materials that are accepted by a recycling provider or materials recycling facility. The Bank recognizes the impact of climate change to human life and the environment.

HR SUSTAINABLE INITIATIVES	ACTIONS/PLANS
Energy and Water Conservation	<ul style="list-style-type: none"> • Turn off the lights and unplug electronic devices around the office during off-hours or when not in use. Avoid unplugged electricity connectors. An employee shall be responsible for the computers or equipment assigned to him/her. Aircons should be turned off after 5pm. Electric fans may be used after 5pm. • Keep the lights off when a meeting room is not in use. • Reuse water, if possible, for watering plants/flushing toilets. • Turn off the faucet while lathering and scrubbing hands then turn it back on to rinse.
Reduce Paper Usage	<ul style="list-style-type: none"> • Print less often and switch to paperless communication through online platforms for bank-wide announcements or circulate one copy of a memo, letter or publication to several people via a routing slip. • Share, review and edit documents on-screen. • Use both sides of the paper when printing, copying, and writing. • Print emails, memos and other documents only when necessary. Delete unwanted and unnecessary email as this also contributes to carbon footprints.
Safe and Healthy Workplace	<ul style="list-style-type: none"> • Smoking is not permitted within the bank premises at any time. Smoking is harmful to the health of those who smoke and more to those around them (passive smokers). • Attending work under the influence of alcohol will never be tolerated and may result in disciplinary action. Driving under the influence of alcohol or any other illicit drug is illegal. The Bank is committed towards creating and maintaining a safe, healthy and productive workplace for all employees. The policy is not concerned with social drinking or taking prescribed drugs for medical purposes. • Every employee is expected to follow safety rules and to exercise caution in all work activities. Employees have to immediately report any unsafe condition to the appropriate supervisor.
Waste Management and Reduction	<ul style="list-style-type: none"> • Promote proper segregation of waste to all employees and clients by putting up color-coded or labeled trash bins at the bank premises. • Avoid using single-use plastic bottles, disposable straw and plastic silverware. Instead, use reusable bottles, mugs and plates. • Ordinances for proper waste disposal and garbage collection schedules of municipal or cities where offices are situated shall also be strictly followed.

HR also encourages RBCP employees to participate in bank's sustainable activities.



RURAL BANK OF CENTRAL PANGASINAN INC.



LIST OF STOCKHOLDERS

NAME OF STOCKHOLDERS	TYPE OF SHARE	CITIZENSHIP	NO. OF SHARES SUBSCRIBED	PAID – IN CAPITAL	TOTAL	RATIO OF SHARES
Lorenzo S. Torres	Common	Filipino	509,631	50,963,100.00	50,963,100.00	30.887%
Nila L. Torres	Common	Filipino	431,764	43,176,400.00	43,176,400.00	26.167%
Warren L. Torres	Common	Filipino	189,234	18,923,400.00	18,923,400.00	11.469%
Charmaine L. Torres-Castro	Common	Filipino	189,234	18,923,400.00	18,923,400.00	11.469%
Rachelle L. Torres-Gannaban	Common	Filipino	189,234	18,923,400.00	18,923,400.00	11.469%
Bayani P. Lapeña	Common	Filipino	76,725	7,672,500.00	7,672,500.00	4.650%
Peter Samuel L. Torres	Common	Filipino	20,625	2,062,500.00	2,062,500.00	1.250%
Larry B. Resuello	Common	Filipino	5,775	577,500.00	577,500.00	0.350%
Pedro L. Casingal	Common	Filipino	4,043	404,300.00	404,300.00	0.245%
Zemonette L. Casingal-Chin	Common	Filipino	4,022	402,200.00	402,200.00	0.244%
Philip L. Casingal	Common	Filipino	4,022	402,200.00	402,200.00	0.244%
Alegria B. Montemayor	Common	Filipino	3,919	391,900.00	391,900.00	0.238%
Ruby E. Manaday	Common	Filipino	3,918	391,800.00	391,800.00	0.237%
Analyn S. Moyano	Common	Filipino	3,326	332,600.00	332,600.00	0.202%
Angel C. dela Peña	Common	Filipino	3,300	330,000.00	330,000.00	0.200%
Edgardo S. Montemayor	Common	Filipino	3,300	330,000.00	330,000.00	0.200%
Brando G. Moyano	Common	Filipino	3,300	330,000.00	330,000.00	0.200%
Carmelita M. Alfonso	Common	Filipino	2,564	256,400.00	256,400.00	0.155%
Gladwin M. Salindong	Common	Filipino	413	41,300.00	41,300.00	0.025%
Analyn Burguillos	Common	Filipino	413	41,300.00	41,300.00	0.025%
Elizabeth T. Lacandola	Common	Filipino	412	41,200.00	41,200.00	0.025%
Sarah V. Bulatao	Common	Filipino	412	41,200.00	41,200.00	0.025%
Ma. Shiela H. Lambino	Common	Filipino	207	20,700.00	20,700.00	0.013%
Mario P. Gabrillo	Common	Filipino	207	20,700.00	20,700.00	0.013%
Arcelia E. Soberano	Common	Filipino	11	1100.00	1100.00	0.001%
TOTAL COMMON STOCKS			1,650,011	165,001,100.00	165,001,100.00	100.000%

DEPOSIT PRODUCTS



Regular Savings Deposit

An interest-bearing deposit account evidenced by the passbook and can be withdrawn anytime within banking hours. Withdrawal can be made upon presentation of a properly accomplished withdrawal slip along with the passbook itself.

Basic Savings Deposit

A passbook-based interest - bearing savings deposit with no maintaining balance especially designed for underserved Filipinos, with opening deposit of P100 and balance of not more than P50,000.00.

Premium Savings Deposit

An investment savings account with a higher interest rate compared to regular savings deposit.

Time Deposit

Time deposit represents interest-bearing deposits and is evidenced by a Certificate of Time Deposit issued by the bank.

Checking Account

An Interest-bearing deposit subject to withdrawal by issuance of checks.

Green Deposit

Green deposit is an interest-bearing time deposit, having a term of 1 year or 365 days. it is designed to finance green and sustainable loans.

LOAN PRODUCTS



Agricultural and Agrarian Loan

Offered to farmers for agricultural crop production and agricultural equipment and materials.



Loan to Private Corporation

Offered to private corporations, excluding those characterized as MSMEs.



Housing Loan

Offered to individuals for housing purposes, which may be for the acquisition, improvement or construction of residential units.



MSME Loan

Offered to any business activity or to enterprise engaged in industry, agribusiness and or in services, whether single proprietorship, cooperative, partnership, or corporation.



Personal Loan (Consumption Loan)

Offered to individuals for personal consumption.



Green Loan

This refers to loan given in compliance with BSP Circular No. 1085, Sustainable Finance Framework, to promote sustainable loans.



Auto Loan

Offered to individuals for personal consumption.

BRANCH DIRECTORY

RBCP – HEAD OFFICE

Address: 2nd Flr., RBCP Bldg., Mc Arthur Highway, San Miguel St., Calasiao, Pangasinan
Landline: (075) 517-6542
Email: rbcentralpang@rbcp.com

RBCP – MALASIQUI

Address: Quezon Blvd., Malasiqui, Pangasinan
Landline: (075) 510-0733
Email: malasiqui005@rbcp.com

RBCP – CALASIAO

Address: Mc Arthur Highway, San Miguel St., Calasiao, Pangasinan
Landline: (075) 529-2482
Email: calasiao001@rbcp.com

RBCP – MANAOAG

Address: Rizal St., Manaoag, Pangasinan
Landline: (075) 654-7126
Email: manaoag006@rbcp.com

RBCP – BAYAMBANG

Address: Rizal St., Bayambang, Pangasinan
Landline: (075) 523-3029
Email: bayambang002@rbcp.com

RBCP – MANGATAREM

Address: Corner Zamora St., Mangatarem, Pangasinan
Landline: (075) 656-5106
Email: mangatarem007@rbcp.com

RBCP – SAN CARLOS

Address: Palaris St., San Carlos City, Pangasinan
Landline: (075) 653-8117
Email: sancarlos003@rbcp.com

RBCP – URDANETA

Address: Amadeo R. Perez Jr. Ave. Poblacion, Urdaneta City, Pangasinan
Landline: (075) 510-0735
Email: urdaneta008@rbcp.com

RBCP – MANGALDAN

Address: Rizal St., Mangaldan, Pangasinan
Landline: (075) 654-8201
Email: mangaldan004@rbcp.com

RBCP – BINMALEY

Address: Nagsangaan Corner Biec East, Binmaley, Pangasinan
Landline: (075) 653-8115
Email: binmaley009@rbcp.com



RBCPInc



rbcpcentralpang@rbcp.com



rbcentralpangasinan.com



AUDITED FINANCIAL STATEMENTS AND NOTES DICLOSURE