

BEYOND THE GOLD

2025 Sustainability Report





About the Theme

For years, FCF Minerals has pursued responsible mining practices in the Philippines, guided by our aspiration to become the most admired gold producer in the country. Building on this foundation, we continue to place sustainability at the centre of our operations, recognising that mining exists within a broader system of communities, ecosystems, and local economies. As we advance our operations, we remain committed to exercising stewardship over our impacts, ensuring that the value created through mining is managed responsibly and with long-term outcomes in mind.

Following last year's theme, "Green and Gold," which emphasised harmony between economic growth and environmental stewardship, "Beyond the Gold" reflects a natural progression in our sustainability journey. This year's theme underscores the Company's commitment to sustaining the positive outcomes we have established by nurturing balanced and mutually reinforcing relationships between operations, communities, and the environment. It conveys our belief that responsible mining is defined not only by production, but by the lasting resilience, environmental recovery, and shared value that continue to endure beyond mining activities.

This Report is published on 31 March 2026 and can be accessed, together with our previous sustainability reports, at <https://metalsexploration.com/esg/esg-overview/>

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About the Report

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FCF Minerals Corporation (referred to as “FCF Minerals” or the “Company” or “We”) publishes our sixth sustainability report (the “Report”) to present our sustainability performance from January 1 to December 31, 2025. This Report is our second year publishing annually, covering one year of operations in the Philippines.

As aligned with our commitment to sustainability, we want to showcase our initiatives, targets, and milestones, as well as the challenges and impacts of our operations to our stakeholders and the environment. To further enhance our disclosures, we also applied double materiality assessment this year to determine what sustainability issues are important for our stakeholders. Our approach considered both impact materiality and financial materiality which resulted to the determination of the 11 material topics detailed in this Report.

Reporting Frameworks

The Report has been prepared with reference to the Global Reporting Initiative (GRI) Standards. It also follows and integrates the recommendations set out by the Task Force on Climate-related Financial Disclosures (TCFD), as well as the Towards Sustainable Mining (TSM) Standard.

Refer to the GRI, TCFD, and TSM Content Indices for the location of the disclosures within this Report.



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2025 Sustainability Performance Highlights

2025
₱11.98B
2024
₱10.97B

Economic Contributions



2025
₱92.63M
2024
₱86.38M

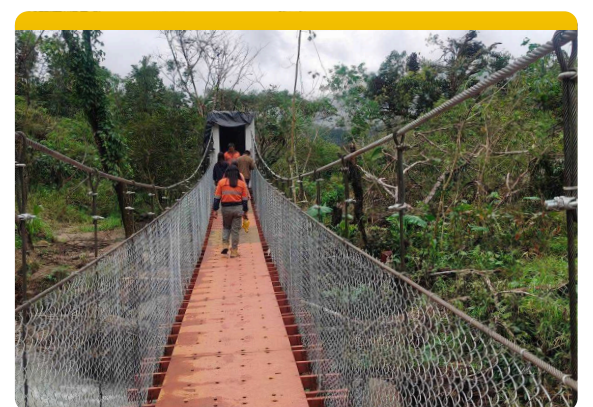
Local Community and Infrastructure Investments through SDMP

2025
₱448.28M
2024
₱430.00M

Employee Wages and Benefits

2025
₱1.36B
2024
₱1.05B

Taxes Remitted to the Government



2025
₱188.46M
2024
₱169.39M

Defined Benefit Plan



2025
871 Hectares
2024
871 Hectares

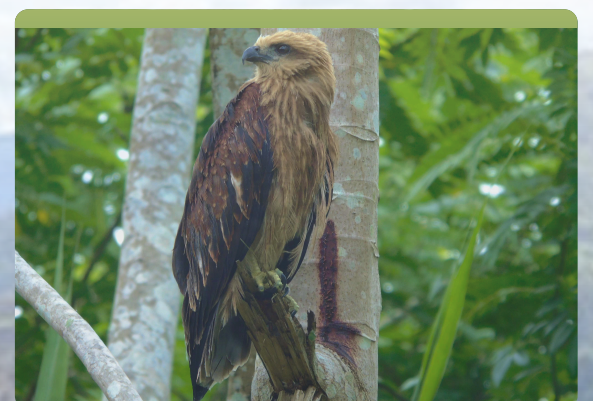
Habitat Areas Protected

2025
₱229.20M
2024
₱190.34M

Products and Services Sourced from Host Communities

2025
16.99 Hectares
2024
7.22 Hectares

Habitat Areas Restored





2025
2.23M

2024
25.01M

Safe Man-hours



2025
878 Employees

2024
853 Employees

Total Number of Employees

2025
26%

2024
27%

Women in the Workforce

2025
18 Scholars

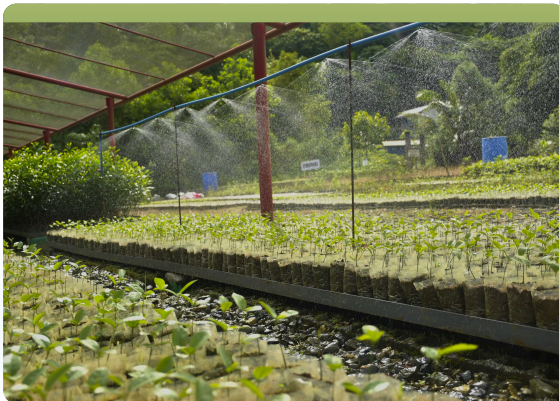
2024
35 Scholars

Number of FCF Scholars²

2025
17 Barangays

2024
17 Barangays

Barangays Covered by Local Community Investments



2025
20,981 Hours

2024
16,154 Hours

Total Employee Training Hours

2025
4 Employees

2024
4 Employees

PWD in the Workforce

2025
12,505 Trees

2024
13,009 Trees

Trees from FCF Nursery Donated to the Community¹

2025
73.55 Hectares

2024
56.56 Hectares

Restored Area

¹Since donations are dependent on the request of interested community members, the number of trees donated annually is not fixed. Other donations are also covered by our environmental programmes.

²Number of scholars decreased because acceptance of scholarship halted three years ago given the remaining mine-life of RGP which cannot cover a 4-year course anymore.

About the Company

Who We Are

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FCF Minerals is a Philippine gold mining company registered with the Philippine Securities and Exchange Commission since 2001. The Company was established primarily to engage in the continuing exploration, development, and commercial operation of mineral claims, with full authority to undertake activities necessary and incidental to these purposes in accordance with the Financial or Technical Assistance Agreement (FTAA) with the Republic of the Philippines. Through this agreement, we are authorised to develop and operate mineral resources within our contract area without entering into a Mineral Production Sharing Agreement.

FCF Minerals operates the Runruno Gold Project (“RGP”) in Region II (Cagayan Valley) of the Philippines, which serves as the foundation of our business and activities. We also undertake exploration and evaluation work within other authorised area to support operational continuity and resource planning.

Areas of Operations

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FCF Minerals is currently operating the RGP located in Barangay Runruno, Municipality of Quezon, Province of Nueva Vizcaya, Philippines. The gold production started in 2016 and is expected to be completed by 2026. However, we continue to explore new opportunities to expand our operations both within the country and internationally.

With the remaining mine life of RGP, we stay dedicated to support the surrounding communities and local governments from our mine site. We keep environmental protection, social development, and economic growth as essential components of the legacy we aim to create.

Membership Associations

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- Chamber of Mines of the Philippines (CoMP)
- Australian-New Zealand Chamber of Commerce of the Philippines

Metals Exploration Plc

Ultimate parent company and beneficial owner of FCF Minerals

A company listed on the Alternative Investment Market of the London Stock Exchange; organised and incorporated under the laws of England and Wales

Metals Exploration Pte. Ltd.

Intermediate parent company of FCF Minerals

A company organised and incorporated under the laws of Singapore

Vision



To be the most admired gold producer in the Philippines

Mission



To enhance the lives of our people and local communities through the responsible management of our natural resources

To build a multi-project business and deliver performance that stakeholders are proud of

Values

- Prevent harm
- Act honestly
- Seek excellence
- Acknowledge success
- Show respect
- Be accountable
- Innovate
- Be fearless





2024

- **Annual Gold Revenue:** US\$191.15 million
- **Presidential Mineral Industry Environmental Awards (PMIEA):** Awarded under the Surface Mining Operation Category for the third time
- **Group Debt Repayment:** Completed (March)
- **Yamang Mineral Acquisition:** Completed (August)
- **Safest Mines Award:** Won the two highest distinctions in the PMIEA (November)
- **Safe Man-hours:** Achieved over 25.01 million man-hours with no lost-time incidents (December)

2025

- **Annual Gold Revenue:** US\$ 208.41 million
- **Presidential Mineral Industry Environmental Awards:** Awarded under the Surface Mining Operation Category for the fourth consecutive year
- **4th ASEAN Minerals Awards:** 1st Runner-Up in Best Practices in Minerals Processing – Metallic Category

2026 and beyond

- Design progressive rehabilitation, secure decommissioning of facilities, and continue environmental controls
- Support workforce and community transition to mine closure
- Explore new projects for business continuity following the RGP governance and operational model

Value Chain

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As a company operating under the mining sector, part of our commitment is to support nearby communities, so we prioritise locally produced items from local vendors. However, when goods or services cannot be sourced within the area or country, we resort to finding international suppliers. We maintain good and long-term business relationships with our suppliers and third-party service providers³.

Our primary product is gold, with approximately 99% of our production being sold to a single customer in Switzerland. Because of this contract, our final products are directly delivered from our gold storage in RGP site to the customer using secured logistics.

³Refers to contractors or workers who are not employees and whose work is controlled by the Company.

Message from the President and CEO



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To our esteemed stakeholders,

It is an honour to present to you our sixth sustainability report, which covers our 2025 sustainability performance. As another year concludes, we remain steadfast in our commitments to being a responsible mining company in the Philippines, particularly our contributions to sustainable development. Guided by our sustainability framework, we prioritise transparency and accountability as we share with you our targets, progress, achievements, and challenges in this year. We also highlight our plans and strategies to uphold our corporate mission and vision—to be the most admired gold producer in the Philippines.

As we approach the final operational year of the RGP in 2026, this year has been pivotal in our preparation for a sustainable transition for both our stakeholders and the environment. Our core strategy stayed focused on yielding positive outcomes from our current operations while capitalising on new assets to continue the legacy we have established. We embarked on a challenging yet rewarding year, bringing out the best in our workforce as we navigated obstacles and celebrated achievements together. We also received strong support from our stakeholders, which played a crucial role in helping us achieve our milestones.

In all our endeavors, we are committed to adhering to the TSM Guiding Principles and Protocols. We extend this to our supply chain and communities, aiming to promote responsible mining practices in the Philippines as a leading advocate. We are deeply grateful for the recognition of our efforts, as evidenced by our receipt of our fourth consecutive PMIEA Award in the Surface Mining Operation Category, the highest award attainable in the Philippines for a mining company.

Additionally, we garnered regional recognition as the first runner-up for the Best Practices in Minerals Processing – Metallic Category at the ASEAN Minerals Awards, our third in the last four years. These achievements demonstrate that we can reach remarkable heights by balancing economic performance, good governance, social responsibility, and environmental stewardship.

Contributing to Enhanced Economic Productivity

In 2025, the Company achieved total production of 65,287 ounces. Our average gold recovery rate reached 88.4%, reflecting our dedication to maximising positive outcomes through enhanced workforce productivity and innovation.

We also applied responsible procurement practices, which boosted local economic activity. With mine closure in mind, we intensified our initiatives and investments to equip our workers and communities, introduce green jobs, and improve infrastructure that can support long-term economic stability.

Committing to Workforce and Community Obligations

We invested in training and education to strengthen our people’s resilience as we near the conclusion of RGP. We also extended our support to the new mining project in Nicaragua by sending human resources and sharing best practices, helping them to establish a robust operational framework.

In parallel, we heightened the implementation of our Social Development and Management Program (SDMP), spending PHP 92.63M in community development initiatives. Our efforts focused on key areas such as health, education, livelihood, infrastructure development, human resources, and socio-cultural issues. We also provided PHP 7.31M in assistance to 171 organisations and individuals through our Corporate Social Responsibility (CSR) programme, which included both financial and in-kind contributions to support various activities.

This year, a workplace accident led to the Company’s first lost-time injury (LTI), prompting a shift in our change management approach. While our safety culture and values remain unchanged, this accident highlighted the need to enhance our policies and procedures to prevent a recurrence.



Embracing the theme “Beyond the Gold,” we envision a future where sustainable development fosters a lasting, net-positive impact on both stakeholders and the environment.

Although health and safety risks are inherent in our line of work, we have established robust controls to minimise them. This experience demonstrated our effective emergency response, underscoring the fundamental importance of safety in our operations.

**Embracing Shared Environmental
Responsibility and Benefit**

We enhanced our progressive rehabilitation and biodiversity conservation activities while advancing our climate action initiatives. This year, we restored 16.99 hectares of disturbed land. In addition, we reduced our greenhouse gas (GHG) emissions by 7.23% compared to last year. Although our Residual Storage Impoundment (RSI) is already stable, we made upgrades to exceed national standards, intended to increase capacity for optimal safety and long-term stability. We also monitored water quality and implemented effective waste management practices to reinforce our environmental commitment.

Engaging various stakeholders has been crucial in promoting shared environmental responsibility and mutual benefit. As we transition to post-mining activities, we emphasise accountability among the different departments and the surrounding communities to ensure the maintenance and responsible use of natural resources.

Envisioning the Future Beyond the Gold

2025 has been a productive and meaningful year, and although the mine-life is about to end in 2026, our journey is far from over. We recognise that government support and positive public perception are crucial for the success of our growth strategy. Embracing the theme “Beyond the Gold,” we envision a future where sustainable development fosters a lasting, net-positive impact on both stakeholders and the environment.

Our message is clear: mining is essential, but it must be done responsibly. We aspire for FCF Minerals to serve as a leading example in the country, demonstrating that transformative and dynamic mining is achievable with the backing of local communities and the government. We are optimistic about continuing our legacy with new projects following the RGP, which also mean endorsing employment for our workforce and fully utilising RGP’s infrastructure.

Transitioning from operations to closure is a multifaceted venture, but we are dedicated to leaving stable landforms and equipped communities that will thrive long after the mine's life has concluded. We seek your unwavering support as we unveil what lies “Beyond the Gold” for all our stakeholders and the environment.

Darren Bowden
President and Chief Executive Officer

Our Sustainability Approach and Strategy

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With few more years left to complete the RGP operations and post-mining rehabilitation, we uphold our mission to enhance the lives of our people and local communities through responsible management of our natural resources. We do this by positioning Environmental, Economic, Social, and Governance (EESG) as fundamental elements of our business strategy. We embrace the role of our sustainability efforts in achieving net positive impacts to our stakeholders and the environment. We comply with applicable laws and regulations for the mining sector, and we adhere to relevant global policies and standards that keep us in the path towards better mining practice. We support innovation and invest in advanced technologies, striving to minimise the negative impacts that may result from our operations.

SUSTAINABILITY FRAMEWORK: SHIFTING TO TRANSITION FOCUS

The sustainability framework we use contains three core elements: process, people, and planet. These areas harmonise our sustainability programmes, projects, and activities (“PPAs”). This year, our sustainability approach is updated to anchor on a transition-focused framework that ensures responsible closure, supports people through change management, and delivers a positive environmental legacy. This framework is guided by our regulatory obligations, international best practices, and long-term stewardship principles.



PROCESS

Responsible Closure & Operational Transition

We apply structured, risk-based processes to ensure the safe and responsible closure of mining operations in accordance with approved mine closure plans and regulatory requirements.

Our approach includes progressive rehabilitation, securing decommissioning of facilities, and continued environmental controls to manage residual risks and ensure the long-term stability of mine infrastructure and tailings facilities.

PEOPLE

Workforce & Community Transition

We place strong emphasis on supporting employees and host communities through a just and inclusive transition as mining activities wind down.

We prioritise workforce transition planning, skills development, and livelihood diversification, while sustaining community programmes focused on health, safety, education, and capacity-building in partnership with local government units and stakeholders.

PLANET

Environmental Rehabilitation & Post-Mining Legacy

We employ best practices with measurable outcomes to rehabilitate disturbed areas, restore ecosystems, and manage long-term environmental risks.


Our focus includes landform stabilisation, revegetation aligned with agreed post-mining land use, biodiversity recovery, and long-term water quality and environmental monitoring to protect the surrounding environment beyond mine closure.

As we transition from operations to closure, we aim to leave behind safe and stable landforms, empowered communities, and a sustainable environmental legacy that extends well beyond the life of the mine.



BBP 2025: INTEGRATING SUSTAINABILITY IN STRATEGY

The Balanced Business Plan (“BBP”) 2025 highlights our strategic priorities for the year. We incorporated EESG in these strategies, designing goals and targets that are both attainable and impactful for our stakeholders and the environment. In 2025, we have achieved favourable results, despite some challenges along the way. We remain optimistic that as we approach the end of RGP, we will leave positive impacts beyond our operations.

Strategic Priorities	Goals	Strategies	2025 Highlights
BBP#1: Sustaining the Echo			
Improving operational performance 	<ul style="list-style-type: none"> Maintain mill performance 	<ul style="list-style-type: none"> Minimise cost of operations through cost savings initiatives and optimised processes 	<ul style="list-style-type: none"> Achieved milling cost of \$17.18/tonne Reduced consumption rate of high-cost reagents through cost savings initiative Conducted monthly inspection of SAG mill by in-house Condition Monitoring Team and semi-annual inspection by independent consultant Maintained efficient maintenance of limestone mill and its components and improved availability of limestone mill in 2025 leading to decrease in consumption by 40%
	<ul style="list-style-type: none"> Manage mining cost Continue tailings management Advance the closure plan 	<ul style="list-style-type: none"> Optimise short haul dump Monitor key equipment availability Increase storage capacity Increase progressive rehabilitation Complete mine closure plan 	<ul style="list-style-type: none"> Achieved lower mining cost amounting to \$1.82/tonne compared to \$2.04/tonne budget Monitored availability of key equipment for operations Initiated update designs in RSI As of the end of 2025, the total disturbed area was 290.56 hectares, with a total rehabilitated area of 73.55 hectares, bringing the 2025 rehabilitated accomplishment to 25% Had preliminary deliberation of the submitted Final Mine Rehabilitation and Decommissioning Plan (FMRDP) conducted in November 2025 Completed and released mine closure plan for Stage 6 dump design

Strategic Priorities	Goals	Strategies	2025 Highlights
BBP#2: Our People are Gold			
Keeping a safety culture 	<ul style="list-style-type: none"> Keep everyone safe 	<ul style="list-style-type: none"> Promote hand injury prevention Reinforce behaviour-based safety through engagement-focused safety and health programmes 	<ul style="list-style-type: none"> Launched the hand safety campaign in May to December 2025 Implemented Occupational Safety and Health (OSH) annual engagement programmes
Developing and retaining competent workforce 	<ul style="list-style-type: none"> Retain key employees 	<ul style="list-style-type: none"> Design a comprehensive benefits package Support training needs for capacity building Engage with employees' families for work appreciation 	<ul style="list-style-type: none"> Provided competitive compensation and benefits package Sponsored trainings for employees Conducted Family Day event to foster sense of belonging by bringing employees and their families together in a relaxed and engaging environment
	<ul style="list-style-type: none"> Implement transition plan – Runruno 	<ul style="list-style-type: none"> Prepare transition plan requirement, particularly on number of employees for transfer to new projects 	<ul style="list-style-type: none"> Completed initial plan in Q2 2025 for finalisation and approval
	<ul style="list-style-type: none"> Establish progressive plan – Dupax/Abra 	<ul style="list-style-type: none"> Prepare required manning based on mine design for new projects 	<ul style="list-style-type: none"> Completed initial plan, pending for finalisation based on project progress
BBP#3: Partners Sustain Our Future			
Engaging new communities 	<ul style="list-style-type: none"> Continue future in Dupax 	<ul style="list-style-type: none"> Engage Mines and Geosciences Bureau (MGB) and local barangays Identify key projects and budget requirements Support more scholarship programmes 	<ul style="list-style-type: none"> Granted exploration permit in August 2025 Implemented CSR, supporting organisations, schools, and government programmes Hired one local Community Relations staff to resolve community issues
	<ul style="list-style-type: none"> Reinforce community engagement – Abra 	<ul style="list-style-type: none"> Conduct stakeholder engagement Engage key regulatory officials Execute approved budget on community programmes (scholarship) Engage military, police, and private sector (signed agreement) Utilise social media platform 	<ul style="list-style-type: none"> Achieved 100% completion of stakeholder engagement Engaged key regulatory officials Completed all planned community programmes Established appropriate security presence Established social media presence
BBP#4: Forge Our Future			
Mining forever 	<ul style="list-style-type: none"> Develop a preliminary Mineral Resource Estimate for Dupax Continue breaking ground at Abra 	<ul style="list-style-type: none"> Initiate drilling Start Environmental Impact Assessment (EIA) Plan for drilling in Domenglay and Manikbel 	<ul style="list-style-type: none"> Drilled 1,488 metres for five drill holes Initiated contract for EIA Not yet commenced



AWARDS AND RECOGNITIONS: CELEBRATING EXCELLENCE AND HONOUR

Through all the years we have been operating, FCF Minerals has received numerous international and national awards recognising our excellence in sustainable mining, environmental protection, safety and health, and community development. Overall, the awards highlight our long-standing commitment to responsible mining practices, EESG principles, and continuous improvement, both in the Philippines and across the ASEAN region.



Presidential Mineral Industry Environmental Awards

For the fourth consecutive year, FCF Minerals bagged the PMEIA Award under the Surface Mining Operation Category. We received this award on November 21, 2025, during the Awards Night and Testimonial Dinner at the CAP-John Hay Trade and Cultural Centre in Baguio City, together with the other awardees. The PMEIA is a prestigious award that recognises exceptional mining companies that demonstrate effective implementation of environmental and social management systems. This sustained recognition marks our dedication to continuously improve and align with responsible mining principles, as guided by our sustainability framework.

One of our Safety Officers, Joshua D. Ambojnon, was also acknowledged as the Best Safety Inspector for Plant Category. This honour reaffirms our safety culture throughout our mining operations.



ASEAN Mineral Awards

FCF Minerals reflected strong performance, coming in as the first runner-up for the Best Practices in Minerals Processing – Metallic Category at the ASEAN level. The recognition was part of the 4th ASEAN Minerals Awards held in Vientiane, Laos held on October 2, 2025. This achievement underscores our efforts not only to be recognised as a responsible and sustainable gold mining company locally, but also to set a benchmark for best practices across the ASEAN Region.



First Aid Competition

Keeping our people ready for emergency response is one of our strategies to ensure strong safety performance all the time. During the 71st Annual National Mine Safety and Environment Conference Safety Field Competition, we secured second place in the First Aid Competition. The recognition reflects the FCF Emergency Response Team's high level of preparedness, disciplined execution of emergency response protocols, and effective performance under simulated emergency scenarios. This achievement affirms our commitment to excellence and demonstrates that the FCF Emergency Response Team performs at a level comparable with industry leading organisations.





IDENTIFYING IMPACT THAT MATTERS FOR OUR STAKEHOLDERS

Stakeholder Engagement

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Impact that Matters

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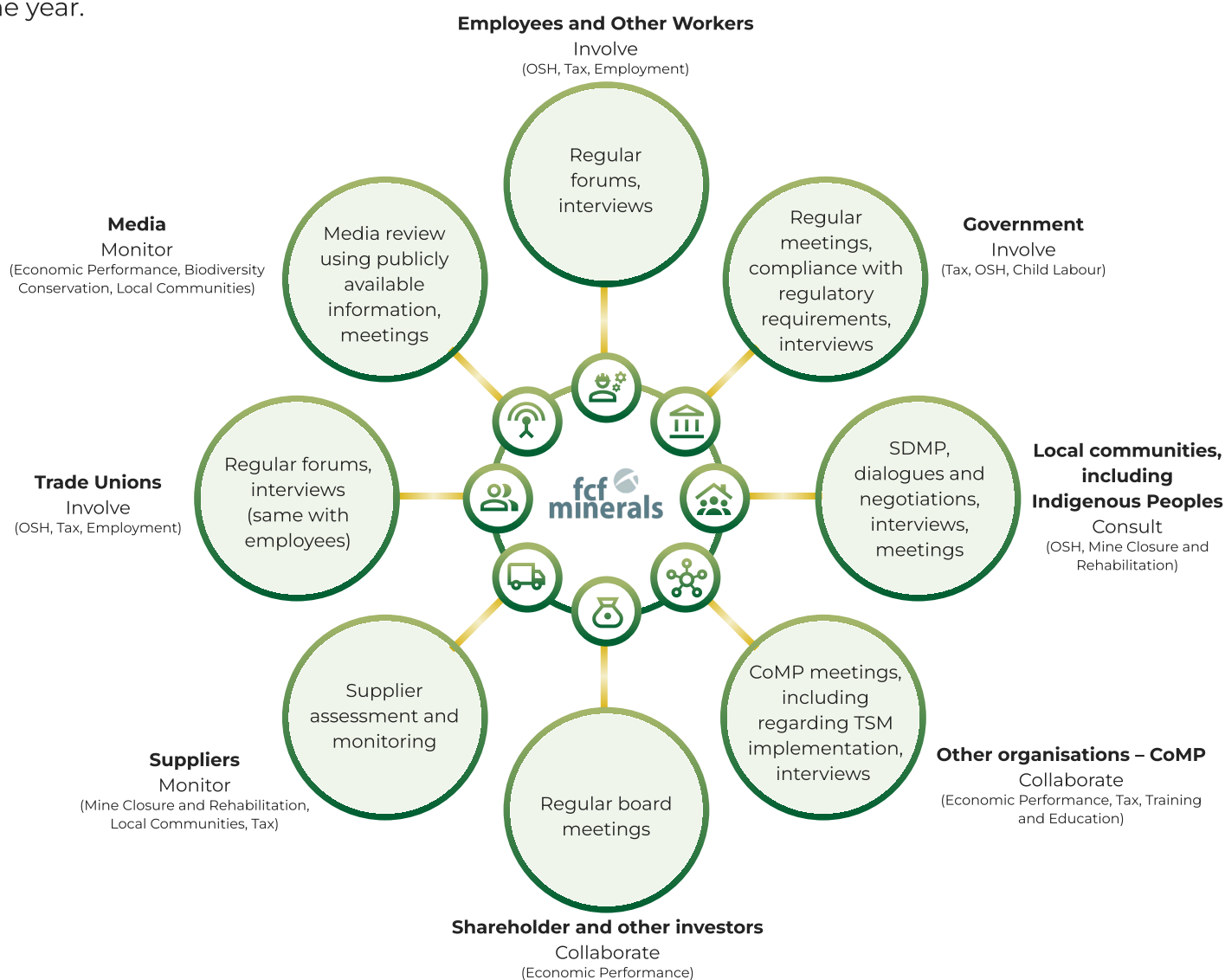
STAKEHOLDER ENGAGEMENT: FOSTERING COLLABORATIVE RELATIONSHIPS

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Our stakeholders and their insights are important to us. We operate valuing the well-being of our stakeholders, no matter how small or big their influence is to our business. Every year, we engage relevant stakeholder groups to understand the impacts of our operations to their welfare and their surroundings. We open channels where they can freely and honestly express their perspectives without judgement, ensuring that our strategies would consider providing positive outcomes for our stakeholders and the environment, while still fueling economic growth.

Stakeholder Engagement Process

Because we want to understand their interests and concerns, we keep our stakeholders engaged through different approaches and methods. We identified eight stakeholder groups who we know are directly or indirectly affected by our operations. Aside from nurturing strong relationships with them, a key objective of our stakeholder engagement activities is to identify, understand, and address significant sustainability issues. By incorporating their perspectives in our assessment, we can effectively communicate and present the Company's decisions, actions, and performance throughout the year.



This year, we had several community consultations, internal and external meetings, interviews, as well as media monitoring, among other methods, to connect with our stakeholders. Their perspectives have been integral inputs to our materiality assessment.



IMPACT THAT MATTERS: APPLYING DOUBLE MATERIALITY ASSESSMENT

Process to Assess Impacts, Risks, and Opportunities

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Assessing impacts, risks, and opportunities is a crucial step to holistically understand what matters need to be presented in this Report. This year, we adopted the double materiality assessment approach, considering both impact and financial materialities of pre-identified sustainability topics. We considered an issue as “material” when it meets the definitions:



IMPACT MATERIALITY

(defined by GRI)

“Material topics... represent an organisation’s most significant impacts* on the economy, environment, and people, including impacts on their human rights.”

**positive and/or negative effects*

FINANCIAL MATERIALITY

(defined by International Sustainability Standards Board (ISSB))

“Information is material if omitting, misstating, or obscuring it could reasonably be expected to influence the decisions that the primary users of general-purpose financial statements make on the basis of those financial statements.”

With this new approach, we developed a refined materiality process linked to the stakeholder engagement activities we conducted.

Internal Desktop Review

- Risk Register, Corporate Strategy, Board Papers

External Desktop Review

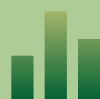
- Peer Review, Media Review, Organization Review, Other Publications

Internal Stakeholder Interviews

- Employees, FCF Union

External Stakeholders Interviews

- Contractors, CoMP, Regional Director of MGB, Mayor, Barangay Captain & Barangay Council Interviews
- Communities Focus Group Discussions



External Desktop Review

- Other Publications

Internal Stakeholder Interviews

- Employees, FCF Union
- General Manager - Operations

External Stakeholders Interviews

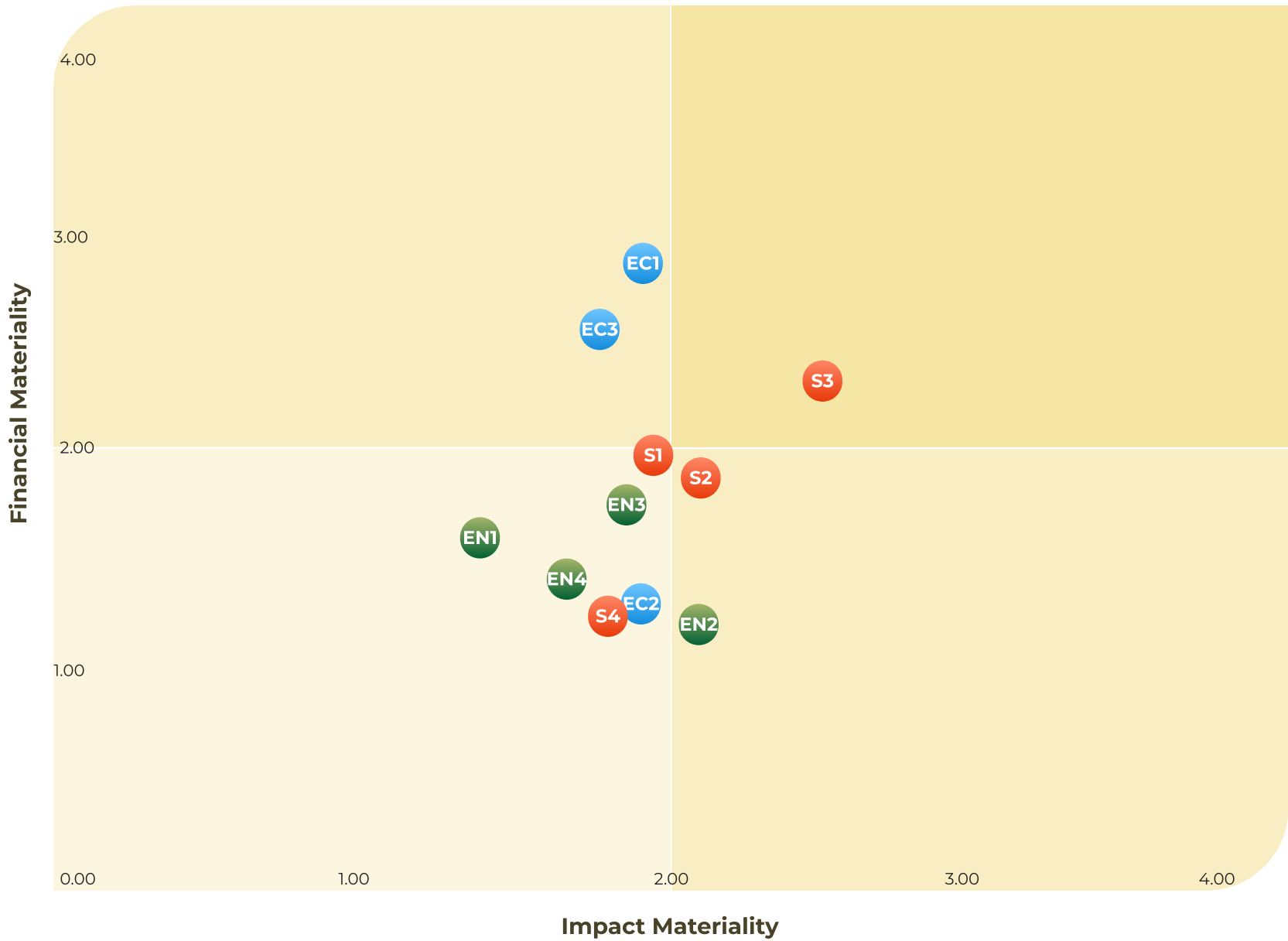
- Contractors, CoMP, Regional Director of MGB, Mayor, Barangay Captain & Barangay Council Interviews
- Communities Focus Group Discussions



Double Materiality Assessment Process

Final List of Material Topics to be reported in the Sustainability Report

The diagram shows the material topics determined from our double materiality assessment exercise.



● EC Economic
 ● EN Environmental
 ● S Social

- | | |
|---|--|
| ● EC1 Economic Performance | ● S1 Local Communities |
| ● EC2 Indirect Economic Impacts | ● S2 Employment |
| ● EC3 Tax | ● S3 Occupational Safety and Health |
| ● EN1 Mine Closure and Rehabilitation | ● S4 Critical Incident Management |
| ● EN2 Climate Change Adaptation and Mitigation | |
| ● EN3 Biodiversity Conservation | |
| ● EN4 Tailings Management | |



List of Material Topics

3-2

From 27 pre-identified sustainability matters, we narrowed down our focus to 11 issues which are considered the most critical to our operations. While we considered the perspectives of our internal and external stakeholders, we also ensured our compliance with the regulatory requirements and quality standards for mining sector. We connected the topics to related Sustainable Development Goals (SDGs) of the United Nations (UN) to align our efforts with global objectives.

Changes to the List Compared to 2024 Material Topics

3-2

With the enhanced process we did this year, the following topics from our Report last year were concluded as less material. While we acknowledge that these issues are still relevant to our operations as a mining company, our assessment is aimed at focusing on the top material issues to highlight the most important information for our stakeholders and intended readers of this Report. Though these topics are less material this year, we still included related disclosures to support our ongoing sustainability practices.

- Training and Education
- Procurement Practices
- Labour/Management Relations
- Water and Wastewater Management
- Diversity and Equal Opportunities

To comply with regulatory requirements for mining companies in the Philippines and UK, the information on Human Rights and Rights of Indigenous Peoples, Child Labour, and Forced or Compulsory Labour have been integrated in the Employment section of this Report.



Material Topic	SDG Alignment
Economic	
Economic Performance	1 NO POVERTY, 4 QUALITY EDUCATION, 6 CLEAN WATER AND SANITATION, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 13 CLIMATE ACTION
Tax ⁴	1 NO POVERTY, 11 SUSTAINABLE CITIES AND COMMUNITIES
Indirect Economic Impacts ⁵	3 GOOD HEALTH AND WELL-BEING, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 11 SUSTAINABLE CITIES AND COMMUNITIES, 13 CLIMATE ACTION
Social	
Occupational Safety and Health ⁵	3 GOOD HEALTH AND WELL-BEING
Local Communities ⁵	1 NO POVERTY, 4 QUALITY EDUCATION, 8 DECENT WORK AND ECONOMIC GROWTH, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Employment	1 NO POVERTY, 5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES
Critical Incident Management	3 GOOD HEALTH AND WELL-BEING, 11 SUSTAINABLE CITIES AND COMMUNITIES
Environmental	
Biodiversity Conservation	14 LIFE BELOW WATER, 15 LIFE ON LAND
Climate Change Adaptation and Mitigation	7 AFFORDABLE AND CLEAN ENERGY, 8 DECENT WORK AND ECONOMIC GROWTH, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION
Mine Closure and Rehabilitation	6 CLEAN WATER AND SANITATION, 8 DECENT WORK AND ECONOMIC GROWTH, 11 SUSTAINABLE CITIES AND COMMUNITIES, 14 LIFE BELOW WATER, 15 LIFE ON LAND
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⁴New material topic in 2025.

⁵Only the SDGs that were primarily impacted were included.



UPHOLDING STRONG GOVERNANCE FOR TRANSPARENCY AND ACCOUNTABILITY

Our Leadership

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Risk Approach

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OUR LEADERSHIP: ESTABLISHING OVERSIGHT STRUCTURE

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The Company is 100% owned by Metals Exploration Plc, FCF Minerals' ultimate parent company. Metals Exploration Plc's Board of Directors (the "Board") serves as the responsible body for overseeing the operations within the Philippines. Moreover, its Audit and Remuneration Committees hold authority for governance-related matters in FCF Minerals.

Current Board composition is all male, consisting of one executive and five non-executive directors (NEDs). Three of these NEDs are independent and the Chair is a shareholder appointee NED. In addition, the Audit and Remuneration Committees are composed of three NEDs. The Executive Director is still our Chief Executive Officer since 2019. Two NEDs have been part of the Board since 2020, one since 2021, and two since 2024.

As the highest governing body of FCF Minerals, the Board has collective knowledge and experiences related to mining, geology, engineering, finance, and legal.

These competencies have been pivotal to the success of our operations. Given the nature of our work, it is also a prerequisite for our Board members to have extensive experience in the mining industry.

To advance the collective knowledge, skills, and expertise of the Board on sustainable development, the members hold regular board meetings, discuss critical matters and updates, as well as join bi-annual on-site tours.

To complement this, weekly and monthly reports, including matters relating to sustainable development, are issued for the Board's perusal and appreciation. Furthermore, review and evaluation of the Board's performance is conducted internally by the members themselves every week.

FCF Minerals Executives



DARREN BOWDEN

President and Chief Executive Officer



LORNE HARVEY

General Manager - Operations



MICHAEL LANGOULANT

Chief Financial Officer

Oversight for Managing Our Economic, Environmental, and Social Impacts

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The Board oversees the management of the Company's impacts to the society and environment. It holds responsibility for the development, approval, and updating of FCF Minerals' purpose, values, vision, and mission. To ensure streamlined operations, the Board also supervises the creation of our annual BBP. Through these plans, we establish strategies and attainable goals with specified economic, environmental, and social targets.

Quarterly board meetings are held to discuss critical matters including relevant sustainability agenda. While the stakeholder engagement is part of responsibilities of the Community Relations Office, key results and recommendations are reported to the leaders, and outcomes of actions taken are reviewed by the Board accordingly.

Our Executive Management Committee manages the day-to-day operations of FCF Minerals through approved Delegation of Authority schedule. Each department also has designated personnel in-charge for managing risks and impacts of their corresponding activities to our stakeholders, the economy, and the environment. Their plans, actions, and progress are reported to the Executive Management Committee weekly, who then reviews and approves all disclosed information, including the selection of material topics, in our annual sustainability reports. The Board and Executive Management Committee work hand-in-hand in directing our mining operations towards optimal performance to achieve our mission and vision.

Governance Structure of Climate-related Risks and Opportunities

TCFD Governance

Oversight of the Board of Directors

The Board is responsible for overseeing the climate-related risks and opportunities that arise from FCF Minerals' operations. Our corporate risk register integrates risks posed by climate change. There is no separate committee related to climate issues, but they are regularly discussed during the board meetings.

Role of the Executive Management Committee

The Executive Management Committee identifies, assesses, and manages climate-related risks and opportunities, with the support of the different departments. Since environmental monitoring is already incorporated within FCF Minerals' operations, any changes to climate-related risks are presented during the quarterly board meetings.

GOVERNANCE IN ACTION: STREAMLINING PROCESSES FOR BETTER OUTCOMES

Nomination and Selection of the Highest Governance Body

2-10

All Board members are part of the Nomination Committee, and the directors are elected by shareholders during the Annual General Meetings. The main metric used for nominating and selecting directors is their experience in the mining industry. Diversity and independence are considered but not imposed.

Management of Conflicts of Interest

2-15

The detailed process of managing conflicts of interest is integrated in the Articles of Association of Metals Exploration Plc. We disclose conflicts of interest to our stakeholders through the Annual Reports we publish.

Communication of Critical Concerns

2-16

As part of our Code of Conduct and Discipline principles, we advocate for all our people to keep a safe, successful, balanced, and productive workplace. To do this, we encourage them to report any critical concerns that need to be addressed to appropriate authorised personnel for investigation and assessment. In 2025, we did not record any report related to critical concerns on FCF Minerals' official channels.

We designated the Community Relations Office to manage the resolution of any community-related concerns, while the Land Acquisition Office and Legal Department facilitate specific concerns on land disputes and settlements of occupants within FCF Minerals' operational area.

POLICY COMMITMENTS: DRIVING ACCOUNTABILITY AND PROGRESS

2-23

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Responsible business conduct is a must in FCF Minerals. We abide by applicable laws that protects the rights of our stakeholders, namely, the Anti-Discrimination Act of 2011, the Anti-Sexual Harassment Act of 1995, and UK Modern Slavery Act 2015, as well as the UN Guiding Principles on Business and Human Rights.

Internally, our employees' concerns are handled by the Human Resources Department and can be coursed through the established employees' union.

Remuneration

2-19

2-20

The Board and Executive Management Committee's remuneration is governed by the Remuneration Committee. Our policy provides fixed salaries, and executives are entitled to annual performance bonuses. They are also given an option for sign-on bonuses or recruitment incentive payments. The two largest shareholders have Board representatives which allow them to share their views regarding remuneration.

Our employee remuneration has industry-competitive packages with contracts approved by the Board and Group lenders. The Human Resources Department provide recommendations to design dynamic compensation deals for our employees, with the support of publicly available independent industry information. These recommendations are then considered and approved by the Board.

The Board, Executive Management Committee, and employees are expected to perform according to their roles and responsibilities. This also entails realising some key performance indicators relating to health and safety of our people, environmental management, and economic thresholds.

Furthermore, we adhere to the Philippine Labor Code, Department of Labor and Employment (DOLE) regulations and the Special Protection of Children Against Child Abuse, Exploitation and Discrimination Act.

To make sure our people uphold these commitments, we have established several internal policies that keep them informed and grounded in the corporate values we have set in the Company.

<p>Code of Conduct and Discipline</p> <p>Outlines key principles and system for maintaining a fair, respectful, and equitable management of employee conduct and discipline</p>	<p>Recruitment Procedures</p> <p>Guides all recruitment activities for equitable, human rights-sensitive process aligned with relevant laws and regulations</p>
<p>Alcohol Breath Testing Policy and Programme</p> <p>Provides the procedures and disciplinary actions to maintain an alcohol-free work environment</p>	<p>Data Privacy Policy</p> <p>Establishes handling practices to observe privacy rights and protect personal information of employees</p>
<p>Policy on Child and Forced Labour and Human Trafficking</p> <p>Sets considerations to prohibit child labour, forced labour, and human trafficking, thus protecting individual rights, dignity, and freedom of employees, contractors, and suppliers</p>	<p>Anti-sexual Harassment Policy</p> <p>Presents guidelines and response mechanism to have a work environment that is free from sexual harassment and all forms of sexual intimidation and exploitation</p>

We inform employees and third-party service providers of these policies and commitments through orientations and series of required trainings. These cover basic information on proper behaviour and conduct, human rights, safety, renewal of licenses and permits, and more. We also design sessions in accordance with the International Labour Standards on Vocational Guidance and Training. In addition, we keep all our policies and manuals in an internally shared electronic folder that can be accessed by our employees.

These policy commitments are approved by the Executive Management Committee, while each department holds responsibility in implementing and integrating them in their respective activities and operations. We embrace a workplace that protects the rights of every individual and respects diversity in all aspects.

RISK APPROACH: INTEGRATING MANAGEMENT AND COMMUNICATION MECHANISMS

2-25 2-26

FCF Minerals has a comprehensive risk register that enumerates potential risks and negative impacts to the Company. Because risk management is a critical matter to our operations, this is a standing agenda in board meetings. Part of our strategy is to consult and engage with our stakeholders to identify, assess, and manage risks, and communicate them effectively to those involved or directly affected. Different departments identify risks, preventive responses, and opportunities which are integrated in monthly management reports. We also comply with regulatory requirements by conducting regular on-site monitoring and quarterly reporting.

This risk management approach also applies for environmental risks, in accordance with ISO 14001:2015. We systematically identify, evaluate, and manage environmental risks and opportunities through the Environmental Aspect Identification and Significance Evaluation process. Significant environmental matters identified are prioritised and translated into the Company's environmental objectives, targets, and programmes to ensure effective mitigation of potential impacts, fulfilment of compliance obligations, and protection of the environment.

Furthermore, these are supported by our established operational controls, management of change procedures, and regular monitoring and review to ensure continual improvement of environmental performance and the effectiveness of the Environmental Management System.

We are committed to remediate identified negative impacts through the structured information and education campaigns, formal stakeholder and community consultations, and internal coordination mechanisms. These efforts allow us to assess these impacts, direct corrective measures, and ensure continual improvement in environmental and social performance.

We identify and address grievances through established and documented procedures governing the implementation of our development programmes in accordance with our Community Relations Policy Statement. The Community Relations Office functions as the main contact for external stakeholders—local communities, non-government organisations, government agencies, and advocacy groups.



Part of our strategy is to consult and engage with our stakeholders to identify, assess, and manage risks, and communicate them effectively to those involved or directly affected.

The Policy on Feedback Management System creates avenues for stakeholders to raise concerns. We have established four FCF Information Centres, a disclosure board, and suggestion boxes accessible to external stakeholders. A Certificate of Feedback Response is provided when the concern raised has been resolved. In 2025, no complaints or grievances were received through these established mechanisms.

The Human Resources Department manages the feedback raised by internal stakeholders, including our employees and contractors. We promote a workplace that practices open communication relationship between supervisors and team members, built with respect and discipline. We also encourage them to report and discuss concerns related to unethical practices, misbehaviours, and other noncompliance with established policies, ensuring that these are handled with confidentiality and accountability.

LEGAL COMPLIANCE: ADHERING TO LAWS AND REGULATIONS

Transparency and Accountability

2-27

We highly regard our compliance with laws and regulations, especially with respect to social and environmental protection. We stand accountable and responsible for any notice of violations we receive from the government to maintain a safe workplace and environment for our stakeholders.

In 2025, we did not record any material instances of non-compliance with applicable laws and regulations. For FCF Minerals, a non-compliance issue is deemed significant if it leads to substantial financial penalties or fines impacting profitability; legal actions or lawsuits resulting in settlements or judgments; operational disruptions such as forced shutdowns of mining activities; reputational harm that could undermine investor confidence and market value; the imposition of stricter regulatory or compliance requirements; loss of licenses, permits, or operating rights within the FTAA area; or nonconformities with Environmental Management System standards that have caused significant environmental impacts, accidents, or serious or life-threatening injuries or illnesses.

This definition ensures that only non-compliance issues with measurable or demonstrable consequences are classified as significant.

Corrective Measures and Preventive Actions

We stand firm in strengthening our compliance with industry standards and regulatory compliance through the professional assistance of our Compliance Section. Corrective measures and preventive actions are designed to minimise the risk of recurrence and addition of violations in the future. Our Compliance Framework serves as our guide in processing instances of non-compliance, with focus on controlling the situation, limiting its effects, and targeting prevention.



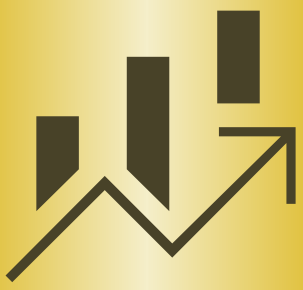
<p>1. Timely Issue Resolution</p> <p>To ensure swift action and prevent escalation, process owners are required to address compliance issues as they arise. A tracking system is implemented to monitor the resolution process and outcomes.</p>	<p>5. Culture of Compliance and Continuous Improvement</p> <p>We foster an environment where compliance is ingrained in daily operations. Ongoing education and training on ethical practices are highly encouraged, and we undertake regularly reviews and updates on policies to reflect best practices and regulatory changes.</p>
<p>2. Thorough Root Cause Analysis</p> <p>We employ structured methodologies to identify underlying causes of non-compliances. Findings and implications from these activities are documented to inform future preventative measures.</p>	<p>6. Monitoring and Evaluation</p> <p>We implemented a robust monitoring system to track compliance adherence and effectiveness of corrective actions. Audits and assessments are regularly conducted to identify areas for improvement and ensure that corrective measures are sustainable.</p>
<p>3. Transparent Communication Channels</p> <p>We created multiple avenues for communication, including regular training sessions, newsletters, and an open-door policy for reporting issues. We utilise feedback loops to ensure that team members are empowered to voice concerns and share insights.</p>	<p>7. Stakeholder Engagement</p> <p>Our stakeholders are deeply involved in compliance discussions and decision-making processes. We solicit input from our employees and management, as well as external partners to enhance our commitment to compliance initiatives.</p>
<p>4. Defined Accountability Framework</p> <p>Roles and responsibilities regarding compliance are clearly established at all levels of the organisation. We implement regular performance reviews that include compliance metrics, integrating accountability in our organisational culture.</p>	<p>8. Learning from Nonconformities</p> <p>We develop a repository of past nonconformities and corrective actions taken, and analyse trends over time to identify systemic issues and promote organisational learning.</p>

TSHES Audit

Consistent with the previous years, the Department of Environment and Natural Resources (DENR)-MGB conducted our annual Tenement, Safety and Health, Environmental Management, and Social Development (TSHES) audit.

While this year's results have not yet been released, we anticipate positive results as we strived for further improvements in 2025 and we will continue to do so even after RGP's closure.

Parameter	2023	2024	2025
Tenement	100.00%	99.99%	As of writing, the results of the MGB audit have not yet been released.
Safety and Health	97.30%	99.28%	
Environmental Management	98.61%	96.86%	
Social Development	98.11%	99.64%	
Total Rating	99.00%	99.29%	



REALISING ECONOMIC POTENTIAL FOR COLLECTIVE BENEFIT

Economic Performance and Tax

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Indirect Economic Impacts

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ECONOMIC PERFORMANCE AND TAX: UNLOCKING GREATER CONTRIBUTIONS

3-3

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207-2

Our economic performance reflects the valuable contributions we have made towards the local and national economy through our employment, revenues, investments, and payments to the government. We capitalise on resources for economic growth and development. Our Commercial Team prepares monthly operating cost analyses per cost centre to evaluate and effectively manage our operations. They also prepare financial reports according to the requirements of the Philippine Financial Reporting Standards.

While our revenues directly benefit the Company and our people, we also use them to support our social and community development programmes, environmental protection and rehabilitation initiatives, and health and safety controls. Through our investments, we unlock greater opportunities and contributions for the local communities and the environment.

We remain committed to be transparent and accountable about our financial activities, including payments to the governments through taxes. We disclose all required tax information and practices to comply with regulatory requirements. We currently have no formalised tax manual and strategy, but we have personnel assigned to do regular tax calculations and tax compliance review. This is also part of the TSHES audit annually conducted by the DENR-MGB.



Through our investments, we unlock greater opportunities and contributions for the local communities and the environment.

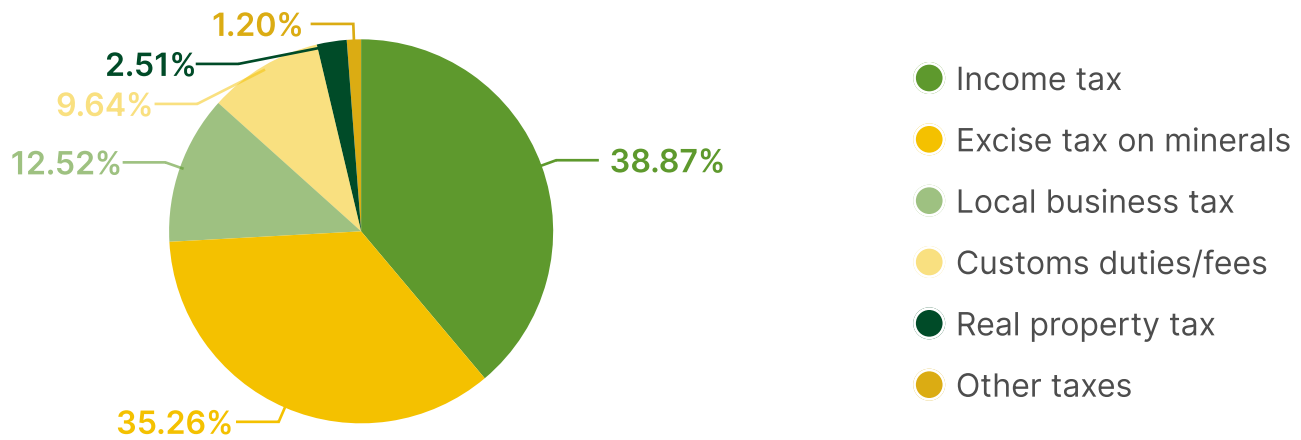


Management of Tax Information



Tax Reporting in 2025

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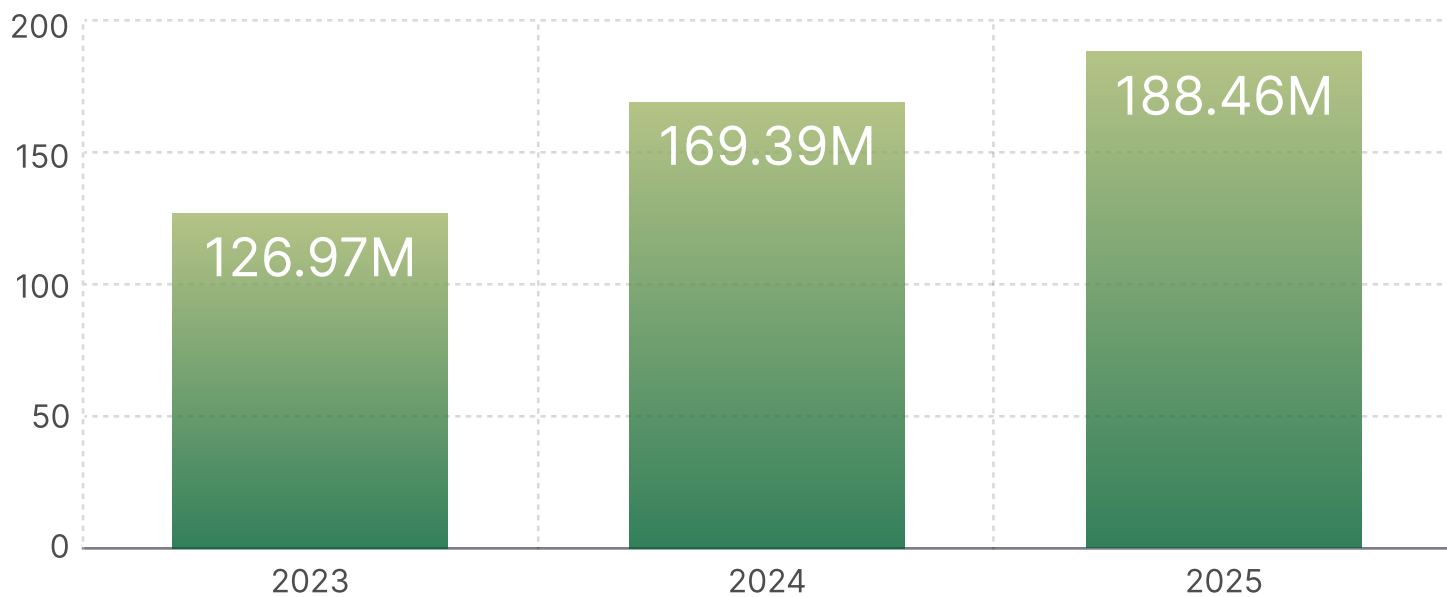


We sustained our strong economic performance through the past years as demonstrated in the positive increase in our revenues and cashflows in 2025. With only a year left in the RGP operations, we are enhancing departmental collaborations and efforts towards achieving greater outcomes. We are not only targeting better financial results, but also stronger engagements with the local communities as we prepare them for the transition to closure of RGP.

Defined Benefit Plan

201-3

Php (M)



As part of our benefits, we provide a mandatory FCF Minerals Retirement Plan which is an unfunded and noncontributory defined benefit plan for our regular and permanent employees. This benefit is based on our employees' final plan salary and years of service in the Company.

Community Investments

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As required by law, we allocated 1.50% of our operating expenses to the implementation of our SDMP. Our actual expenditures for local community and infrastructure investments under the SDMP amounted PHP 92.63M, reflecting increases of over 7% from 2024 and 21% from 2023. Aside from the SDMP, we also carried out our CSR programme, providing assistance to 171 beneficiaries. We invested PHP 7.31M to support various organisations and individuals through cash contributions and in-kind donations, including materials, supplies, equipment, seedlings, scrap donations, earthwork assistance, technical support, and other essential resources.

Local Community Investments in 2025

 <p>Infrastructure PHP 39.14M</p>		 <p>Education PHP 17.33M</p>	
 <p>Public Awareness and Education on Mining Technology and Geosciences PHP 14.23M</p>		 <p>Development of Mining Technology and Geosciences PHP 9.12M</p>	
 <p>Corporate Social Responsibility PHP 7.31M</p>		 <p>Livelihood PHP 4.90M</p>	
 <p>Human Resources PHP 1.51M</p>		 <p>Health PHP 1.20M</p>	
 <p>Socio-cultural PHP 1.15M</p>		 <p>Others PHP 4.05M</p>	

INDIRECT ECONOMIC IMPACT: CREATING VALUE BEYOND COST

3-3

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203-3

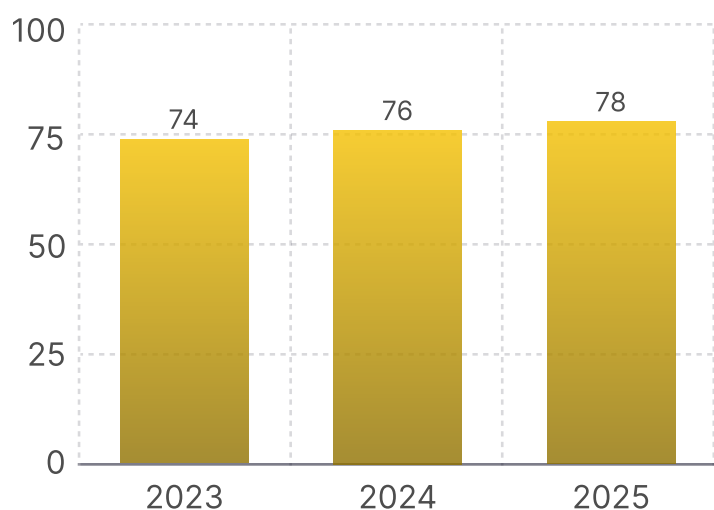
Just as we prioritise economic performance for the Company's continuity and growth, we also emphasise strategic investments that foster local economic development. Our indirect contributions to the well-being of our host and neighbouring communities primarily stem from our infrastructure initiatives, employment and livelihood assistance, education, and commitment to responsible procurement practices. We recognise that the value of our investments extends beyond the costs we incur.

Responsible procurement is an essential part of our strategy to boost local economies and establish a resilient supply chain. We prioritise local sourcing in our procurement process and select suppliers based on criteria outlined in our Procurement Policy. In addition to assessing vendors' ability to meet our needs, we also consider their ethical practices to ensure fair practice and responsible sourcing of goods and services. Our Green Procurement Programme encourages our suppliers and third-party service providers to adopt environmentally responsible practices applied in the entire process, from identifying and shortlisting to selecting and acquiring goods and services.

In 2025, majority of our product and service requirements were sourced within the Philippines. Significant portion of food supplies, consumables, and construction materials were procured directly from Nueva Vizcaya. We support local livelihoods to stimulate economic activity, which can lead to greater impact at the national level.

Percentage of Products and Services Purchased Locally⁶ for RGP⁷

204-1



⁶“Local” refers to the entire order within the Philippines.

⁷The data covers RGP, our “significant location of operation” where we conduct the mining and process plant operations.



2025 Highlights on Infrastructure Investments and Support Services

203-1



Development and improvement of **barangay sites** by constructing **high perimeter fences, stage, covered court, and water system**, among others



Installation of **30 solar streetlights**, which contributes to improved safety and security for the residents



Construction of **hanging and foot bridges** for safe access of pedestrians

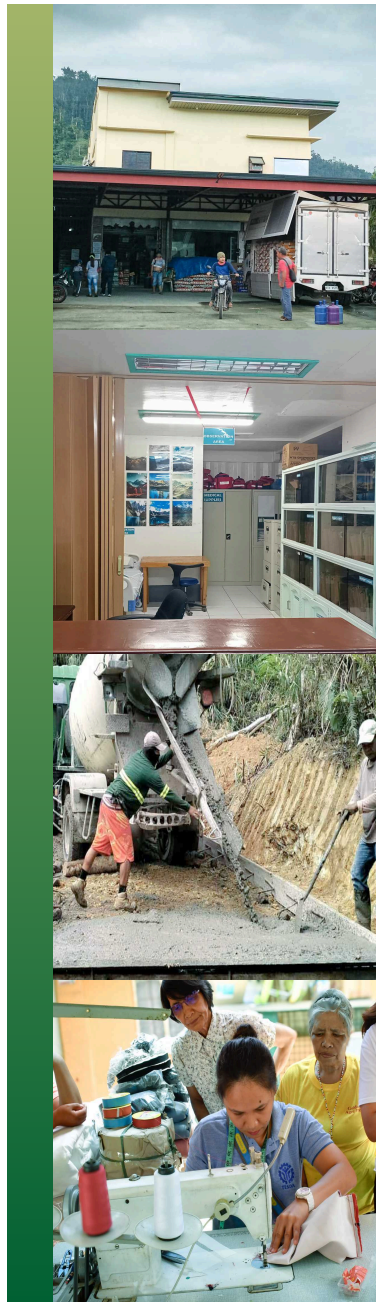


Road improvements to support **Farm-to-Market** and barangay access, contributing to food security and better economic activities



Improvement of **irrigation and drainage canals** to optimise water flow

Spending with Indirect Economic Impacts



Procurement from Runruno Community Multi-Purpose Cooperative

 **PHP 97.03M**
Amount Spent

We source our goods from local suppliers, including meal preparation ingredients, basic office supplies, laundry products, and more. This approach not only ensures the smooth operation of the Company but also stimulates economic activity for local vendors.

Hospital and health services cost support

 **PHP 27.88M**
Amount Spent

Although the Emergency Hospital primarily serves our workers and contractors, we also extend our services to the host and neighbouring communities. We offer health and dental services, as well as medications at no cost to patients. In addition, we offer health insurance for regular employees and their eligible dependents.

Road construction, repair, and maintenance

 **PHP 10.73M**
Amount Spent

Recognising the importance of access roads for our operations, we invest in infrastructure that ensures smooth transportation and efficient transactions. This infrastructure also benefits community residents by providing convenient access for economic activities and commuting to work.

Attainment of sewing services

 **PHP 2.64M**
Amount Spent

We avail of the sewing services to produce calico bags for rock sampling used in our operations. We also procure souvenirs for distribution to various stakeholders during events giveaways and tokens. Local sewers benefit from these purchases.



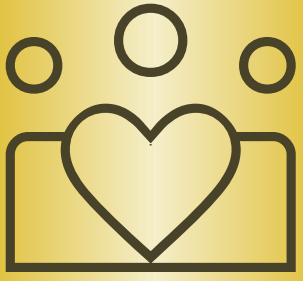
Post-typhoon Road and Bridge Developments

Road and bridge development, improvement, and maintenance are key initiatives of our CSR. For many years, we successfully maintained roads and bridges in excellent condition, ensuring these are passable for all vehicles. Additionally, we constructed hanging footbridges that provide residents with safer and more convenient crossings, benefitting both our employees and the local community. These infrastructures facilitated transportation, goods delivery, and access to essential services like schools and health facilities.

In 2025, several typhoons caused significant damage to roads and bridges due to continuous heavy rainfall and strong winds. Following Typhoon "Uwan," many pavements suffered visible cracks, erosion, and potholes, while flooding and debris obstructed roadways, delaying transportation and transactions. Footbridges were also compromised, with loosened cables and removed walkways, forcing people to cross the river as temporary route.

With the initiative of the Municipality of Quezon and FCF Minerals, repairs were swiftly executed. We collaborated to clear roads and backfill eroded bridges, restoring normal transportation and improving traffic flow. We continued enhancing bridges for greater durability and connectivity to neighbouring towns. For footbridges, we replaced damaged wooden walkways with durable checkered metal plates, updated all tension cables, and treated structures with anti-slip materials, ensuring they are fully restored and safe for public use.





STRENGTHENING WORKER AND COMMUNITY RESILIENCE FOR ENHANCED WELL-BEING

Employment Practices

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Occupational Safety and Health

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Training and Education

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Community Involvement

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EMPLOYMENT PRACTICES: ENHANCING WORKPLACE CULTURE

3-3

Driven by our mission to enhance the lives of our employees and the local communities, we practice responsible human resource management. We regard our people as the foundation of our operations, so we prioritise their safety and well-being. We further recognise that the pursuit to excellence and alignment with the Company's values have been key to the Company's continuous growth. As a responsible mining company, we invest in our people's personal and career development which also contribute to greater positive impact to the local communities and national economy.

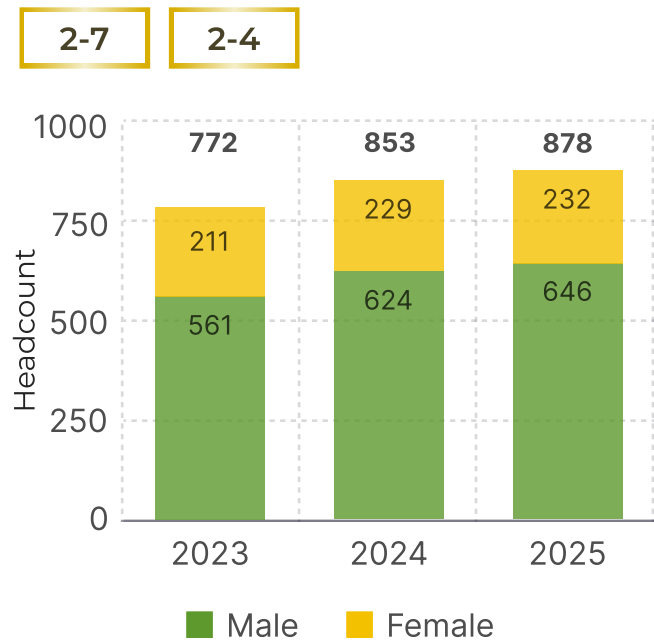
Through our targeted, employee-focused initiatives, we facilitated job creation, skills development, and improvement on overall employee well-being. We also built a culture of diversity and inclusion, ensuring that everyone is equally respected, thus supporting a healthy and productive workforce.

Talent Management

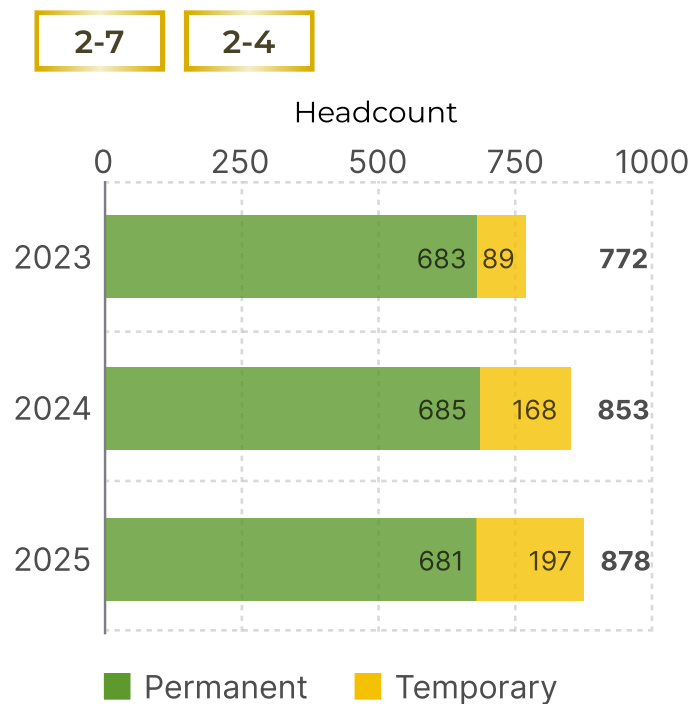
Because our objective is to achieve an overall retention rate of at least 95%, we strategise for top talent acquisition, development, and retention. Our talent management is handled by the Human Resources Department who directs and reports all employee-related metrics such as hiring and turnover rates, and training completion. Our 2024 Recruitment Procedure has been our guide in ensuring that we adhere to the Labor Code of the Philippines and apply non-discriminatory approach throughout the recruitment process.

In general, we engage with employees, communities, and advertising agencies to inform our recruitment actions. Feedback and recruitment outcomes are used to assess the effectiveness of these actions and guide improvements in our recruitment process.

Employees By Gender⁷



Employees by Type of Employment⁸



As a responsible mining company, we invest in our people's personal and career development which also contribute to greater positive impact to the local communities and national economy.

⁸Total employees have been updated to align values with reports submitted to the government.

2025 Outstanding Service Awardees

This year, 63 outstanding employees were recognised for reaching significant milestones in their careers with the Company. Of the 63 awardees, 56 celebrated their 10th year of service and seven marked 15 years with FCF Minerals. They were given plaques of recognition and cash gifts as tokens of appreciation for their loyal service to the Company.



General Labour Standards (GLS) and OSH Internal Audit for Responsible Contracting

Through the Human Resources Department, we conducted GLS and OSH Internal Audit to ensure responsible contracting and safeguard worker welfare across our value chain, in compliance with the regulations of the DOLE. The audit assessed our third-party service providers' adherence with minimum labour standards, statutory benefits, employment documentation, and OSH programmes, including risk prevention, personal protective equipment provision, safety training and competency records, emergency preparedness protocols, and overall workplace safety management systems. Through structured document reviews, interviews, and on-site verification, the initiative identified compliance gaps and implemented corrective and preventive actions.

This audit strengthens supply-chain governance, mitigates legal and operational risks, and reinforces our commitment to decent work, safe workplaces, and continuous improvement under our operational framework.



Ratio of Basic Salary and Remuneration in 2025

405-2

Senior Management

1.0 : 0.7
0.8 in 2024
0.9 in 2023



Middle Management

1.0 : 1.0
1.0 in 2024
1.1 in 2023

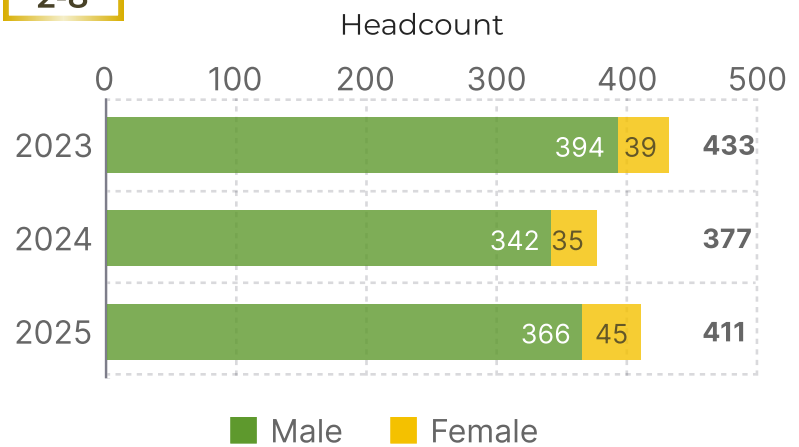


Rank and File

1.0 : 1.1
1.1 in 2024
1.0 in 2023

Third-party Service Providers by Gender

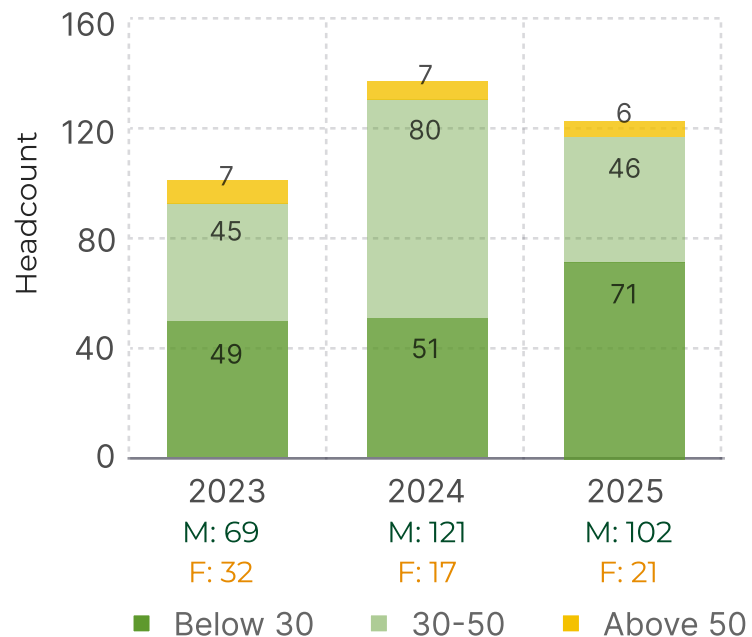
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New Hires by Age and Gender

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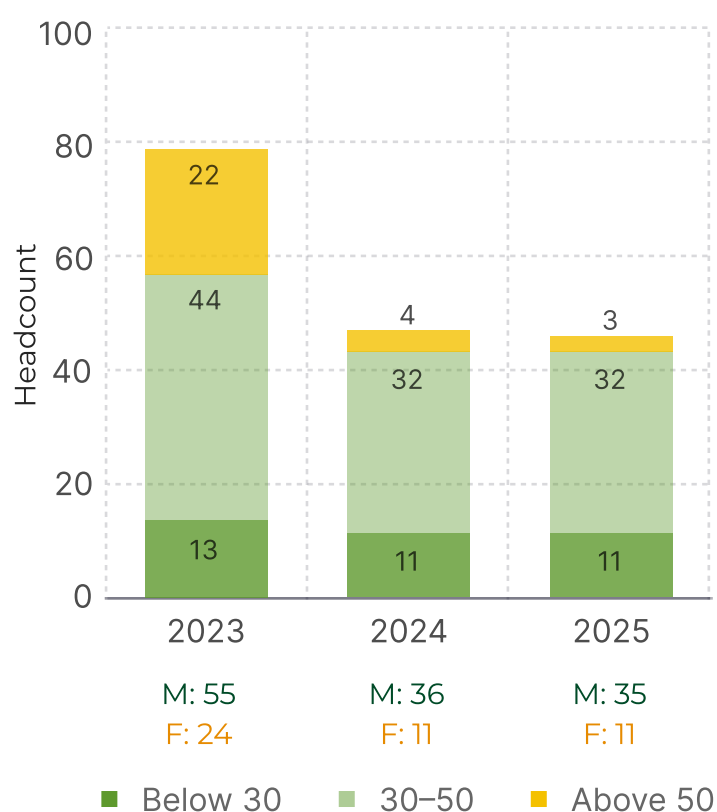
Category	2023	2024	2025
Number of new employee hires	101	138	123
Rate of new employee hires	13.08%	16.18%	14.01%



Employee Turnover by Age and Gender

401-1

Category	2023	2024	2025
Number of employee turnover	79	47	46
Employee turnover rate	11.40%	6.49%	6.72%



Through our compensation and benefits package, we nurture our workforce and encourage them to pursue career development in FCF Minerals. However, with a year left in our operations, we acknowledge that resignations are inevitable. Nonetheless, there was still an increase in employment count in 2025 as we prepare for the mine closure and post-mining activities. This year, we opened new opportunities for local employment to support our rehabilitation efforts.

Recruitment Strategy for Local Employment

Consistent with Section 62 of the Philippine Mining Act of 1995, we prioritise the employment of qualified Filipino citizens, provided that they are capable of performing their roles effectively and safely. In support of this policy, we place strong emphasis on hiring from our host and neighbouring communities. Of the total workforce in 2025, majority came from the host barangay and surrounding areas. Only a small portion was hired from outside the region, mainly to fill positions requiring specialised skills that are not readily available locally.

Communication of Employee Milestones

Keeping our people informed is key to cultivate greater sense of belonging among our people. We utilise email blast communications as an effective internal platform to formally announce new hires, employee promotions, and notable employee achievements. These announcements are circulated to all employees to foster transparency, strengthen organisational alignment, and promote a culture of recognition and inclusion. Introducing newly hired employees with their roles or positions help facilitate smoother integration into the Company. Promotion and achievement announcements recognise outstanding performance, milestones, and career progression, boosting merit-based growth, professional development, and employee motivation. Through consistent and timely communications, we ensure that employees are informed, engaged, and connected across all levels of the Company.



We apply a “Bull’s Eye” recruitment approach in filling vacant positions. This means that priority is given to qualified applicants from Barangay Runruno, followed by the Municipality of Quezon, the Province of Nueva Vizcaya, Region II, and finally, areas outside the region. This structured approach ensures equitable access to employment opportunities while maintaining overall operational efficiency and safety. We also employ multiple recruitment channels to attract qualified applicants and promote equitable access to employment, particularly within the host and neighbouring communities. These include online job platforms, the Company’s official Facebook page and newsletter, postings at the Information Centre, and copies of job advertisements shared with the host barangay to enhance community-level access.





Active Participation in Job Fairs

Our Human Resources Department actively participates in job fair initiatives to promote skills development, local employment, and community engagement. The year began with the Nueva Vizcaya State University (NVSU) Job Fair 2025 held in June at the NVSU Bambang Campus, where we connected with students, graduates, and jobseekers, providing information on available positions and guiding applicants through the application process.

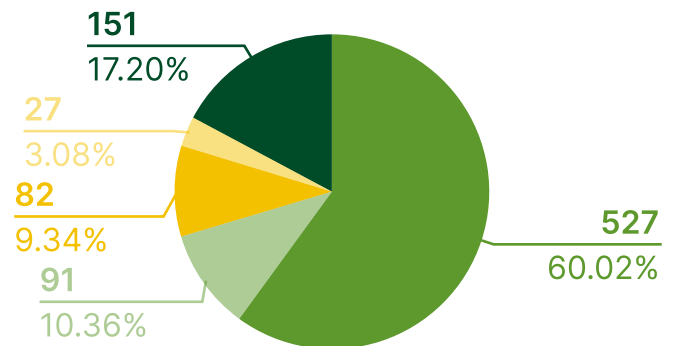
In mid-August, FCF Minerals joined the Kasibu Job Fair, in conjunction with the Citrus Festival. The two-day event enabled direct, face-to-face interactions between applicants and recruiters. Nine job openings were promoted, including seven local positions and two overseas for our parent company. On-the-spot application processing streamlined recruitment and made employment opportunities more accessible to residents, demonstrating our dedication to local employment and socio-economic growth.

Later in the month, we also participated in the World Café of Opportunities organised by Technical Education and Skills Development Authority (TESDA) – Nueva Vizcaya at the Lunduyan Pastoral Center, Bayombong, in celebration of TESDA's 31st Founding Anniversary. This one-day event, which brought together national agencies, employers, and training institutions, coincided with the observance of National Tech-Voc Day. Our participation helped connect Technical-Vocational Education and Training graduates and jobseekers with potential employment opportunities, promoting skills development and career advancement.

Through our engagement in these initiatives, we continue to empower local communities, support workforce development, and create meaningful employment opportunities for residents and graduates alike.



Employment Profile by Place of Origin in 2025

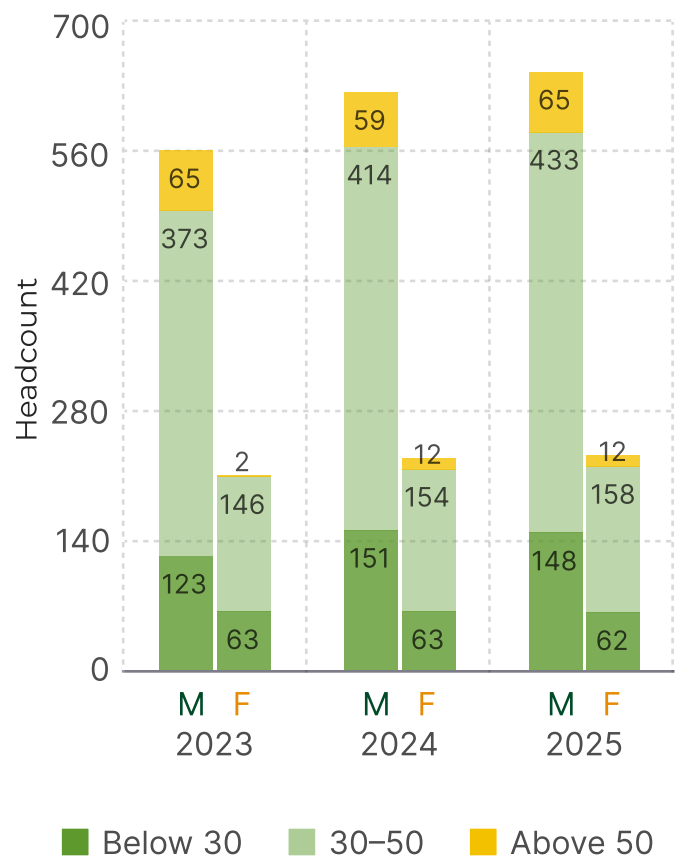


- Runruno (Host barangay)
- Outside Runruno but within Quezon Municipality
- Outside Quezon Municipality but within Province of Nueva Vizcaya
- Outside Nueva Vizcaya but within Region II
- Outside Region II

Employee Diversity⁹ by Gender and Age

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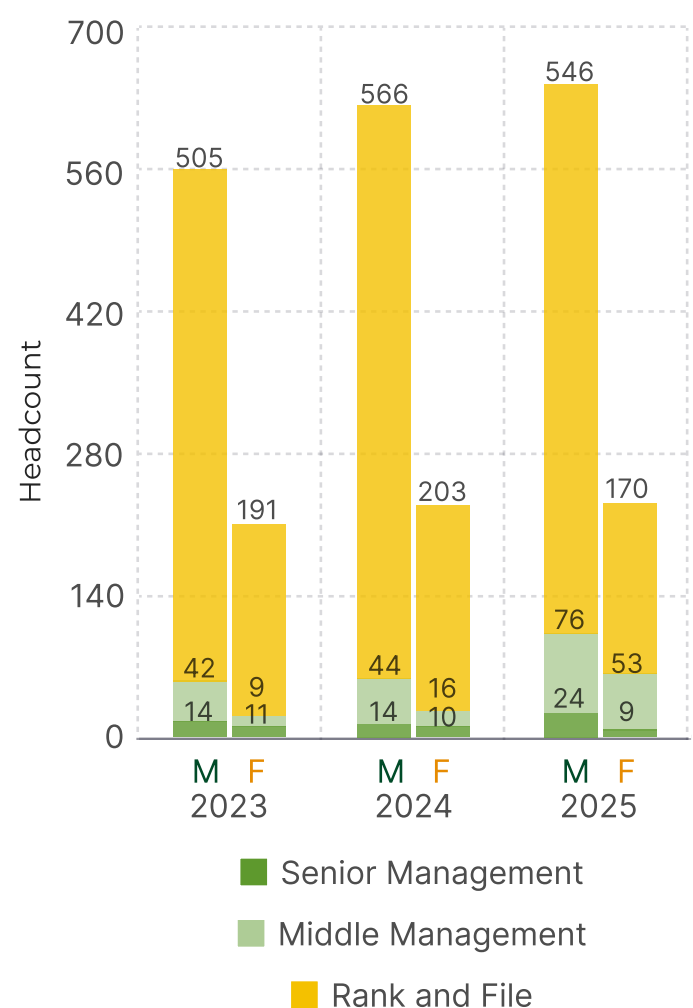


⁹Headcounts have been updated to match the total employees count.



Employee Diversity⁹ by Gender and Employee Category

405-1 2-4



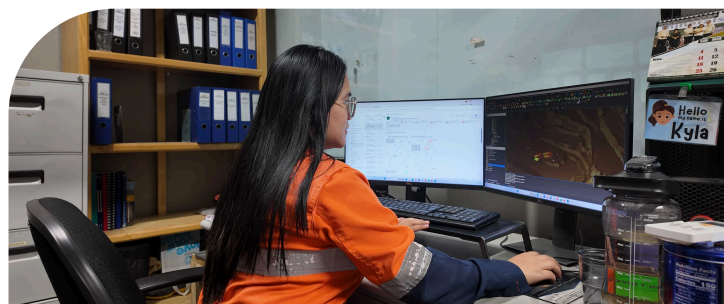
Labour-Management Relations

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We believe that a harmonious, productive workforce needs strong labour-management relations. We established a corporate culture that has a safe, open, and collaborative environment, promoting healthy relationship and high-performing teams. We also support freedom of association and collective bargaining to foster positive labour relations and improve employee well-being. FCF Minerals and the labour union agreed on the principle that all disputes between both parties may be settled through structured and amicable negotiations. The Collective Bargaining Agreement (CBA) also specifies that a minimum notice period of 15 days shall be observed when implementing significant operational changes in the Company.

This year, 487 workers practiced their right to be members of the collective bargaining unit and labour union, showing a decrease from 523 members in 2024. The decrease was attributed to employee movements throughout the year, stemming from separations, retirements, and promotions.

⁹Headcounts have been updated to match the total employees count.



Code of Conduct and Discipline
 To maintain order, all our employees are guided by the Code of Conduct and Discipline which outlines key principles of ethical behaviour, integrity, fairness, respect in the workplace, compliance with laws and company policies, and equitable treatment of all employees. Compliance with this is monitored by the Human Resources Department. Any breaches are investigated and address through established disciplinary procedures.

Whistleblower Policy
 Our Whistleblower Policy protects whistleblowers' identity, and all reports are treated with utmost confidentiality. Received complaints are reviewed and handled by the Disciplinary Committee to prevent partiality and any form of retaliation or harassment towards the whistleblower. Our employees are informed of their rights and the protections in place when reporting issues in good faith. Appropriate corrective actions are taken where necessary, while maintaining confidentiality throughout the process.

Grievance Mechanism
 The grievance mechanisms are established under the procedures and rules outlined in the approved CBA, jointly managed by the Human Resources Department and employee representatives. These mechanisms include formal reporting channels, regular meetings, and direct consultation with designated representatives. Effectiveness is periodically assessed through case resolution outcomes and feedback, with procedural updates made through CBA reviews when needed.

Diversity, Equality, and Inclusion
 To have consistent understanding and adherence to anti-discrimination, equality, inclusion, and diversity principles, we integrated these into our policies which are communicated to all employees through orientations and internal procedures. Our people are aware of their rights and responsibilities to comply with the policies and procedures to maintain a fair, inclusive, and respectful workplace.



Institutional Human Resource Support and Knowledge Transfer Across Projects

As we continue to explore and strengthen new projects, we reaffirm our commitment to strong governance and operational consistency. Because of this, FCF Minerals deployed Human Resources personnel to assist and support both international and domestic projects of our parent company, including operations at Mina La India in Nicaragua.

Through these engagements, we facilitated the institutional transfer of systems, policies, and procedures, ensuring the consistent application of the Company's human capital frameworks across diverse regulatory and operational environments. This included the rollout and integration of standardised Human Resource processes covering recruitment and onboarding, workforce planning, performance management, labour relations, and compliance governance.

The institutional knowledge transfer strengthened local project teams by embedding best-practice Human Resource systems aligned with FCF Minerals' governance standards, while remaining responsive to host-country labour regulations and cultural contexts. This approach enhanced workforce stability, compliance assurance, and organisational readiness across projects at varying stages of development.

In addition, we reinforced continuity, accountability, and operational discipline, while mitigating people-related risks during project start-up, transition, and expansion phases. As part of this initiative, a Competency and Skills Dictionary Manual has been initiated which will serve as a standardised reference framework to guide talent assessment, development planning, and future workforce capability requirements across projects.

Comprehensive Employee Benefits

To supplement our talent management, we provide a comprehensive compensation and benefits package to our employees. These include support for continuous professional development through training and education, access to safety and health services, and recognition programme. In addition, we practice an "On Duty, Off Duty" field break roster where two days of work correspond to one day off. Different ratio schedules apply depending on operational needs such as 14:7, 18:9, 20:10, and 28:14. Because of the extended breaks, traditional vacation leaves are not implemented for mine site employees. We designed this package to strengthen employee satisfaction and loyalty through balanced and mutual benefits.

Employment Benefits and Participation Rates

401-2

♂ Percentage of male employees who availed			Benefits	♀ Percentage of female employees who availed		
2023	2024	2025		2025	2024	2023
0.18%	0.00%	0.15%	Life insurance	0.00%	0.00%	0.00%
14.26%	17.00%	16.87%	Health care (aside from PhilHealth)	29.74%	35.78%	19.72%
0.00%	0.00%	0.00%	Disability and invalidity coverage	0.00%	0.00%	0.00%
6.03%	5.85%	6.35%	Parental leave	6.90%	7.80%	6.42%
2.93%	2.01%	1.55%	Retirement provision (aside from SSS)	0.00%	0.46%	3.67%
29.43%	20.66%	22.91%	SSS	34.91%	22.48%	29.82%
7.50%	6.58%	16.87%	PhilHealth	29.74%	11.47%	7.34%
24.31%	25.78%	18.73%	Pag-IBIG	23.28%	23.85%	23.39%
0.00%	0.00%	0.00%	Vacation Leaves ¹⁰	0.00%	0.00%	0.00%
57.59%	56.49%	49.38%	Sick Leaves	48.71%	50.92%	50.00%
55.03%	57.59%	52.32%	Monetisation of sick leaves	61.21%	60.09%	61.93%
0.00%	0.00%	0.00%	Further education support	0.00%	0.00%	2.29%

¹⁰We have not included employees who did not go through the "On Duty, Off Duty" field break roster.

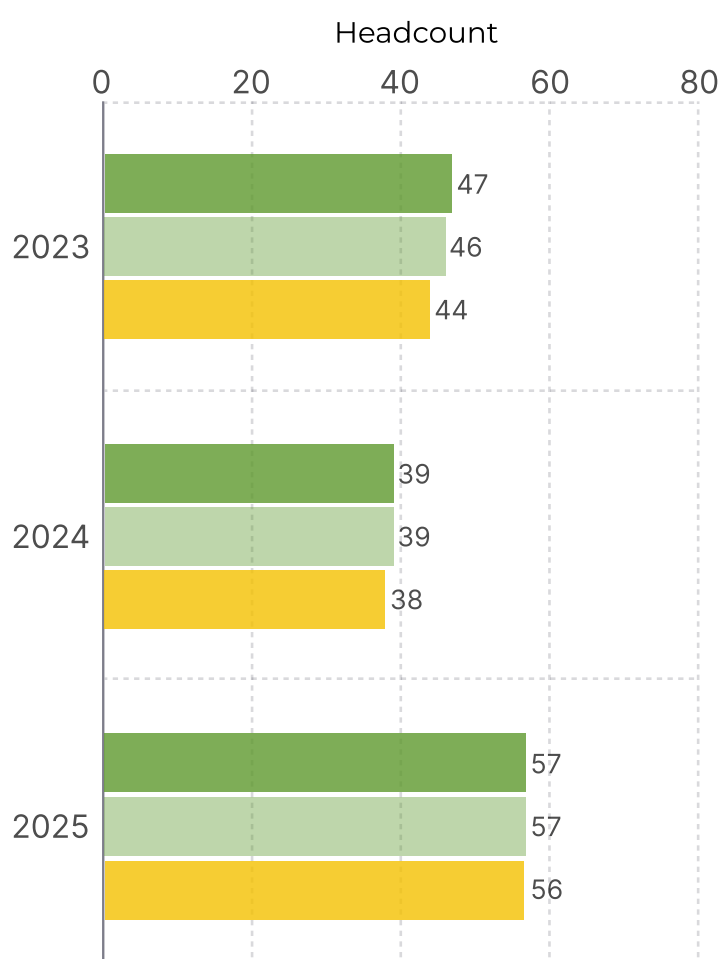
Parental Leave

401-3

543

 Number of people entitled to parental leave
2025

 498
 2024

 506
 2023


- Number of people who took parental leave during the reporting period
- Number of people who returned to work after parental leave ended
- Number of people who returned to work after parental leave ended who were still employed 12 months after their return to work (indicated in year they initially took a parental leave)


100%

 Return-to-work Rate
2025

100% 2024 97.87% 2023


98.25%

 Retention Rate
2025

97.44% 2024 95.65% 2023



Family Day Programme

We celebrated our second Family Day in April 2025 at RGP site with the theme, “*Ang Pamilyang Nagsasama-sama para sa Responsableng Pamiminda*” (The family that comes together for responsible mining).

Nearly 2,000 family members of employees joined the celebration and participated in a variety of fun-filled activities organised by FCF Minerals. Highlights included parlour games, an inflatable game room, an equipment showroom, booth exhibits showcasing the Company’s best practices, and a mine tour. Food carts and a special mascot appearance from a popular fast-food chain added extra excitement to the day’s festivities.

This event was spearheaded by the Company’s Labour Management Council-Kalinga Committee in partnership with the Human Resources Department, and was aligned with DOLE Department Order No. 56-03, also known as the Family Welfare Programme.



Human Rights and Ethical Responsibility

408-1
409-1
411-1

As a responsible mining company, we promote ethical practices in all aspects of our operations. We enforce regular training for our people on topics related to labour rights, workplace safety, diversity, and the prevention of child and forced labour. We are guided by our Code of Conduct and Discipline which sets high expectations on workplace behaviour, including respect to individual human rights. To further establish workplace ethics, we continue to implement the Policy on Child and Forced Labour and Human Trafficking which was last reviewed in January 2025. This policy was aligned with the UN, Convention on the Rights of the Child, the International Labour Organization Conventions on Child Labour, Special Protection of Children Against Child Abuse, Exploitation and Discrimination Act, the Child and Youth Welfare Code, and the Labor Code of the Philippines.

These training programmes and policies help foster a safe, inclusive, and respectful workplace, while reducing risks of discrimination and harassment.

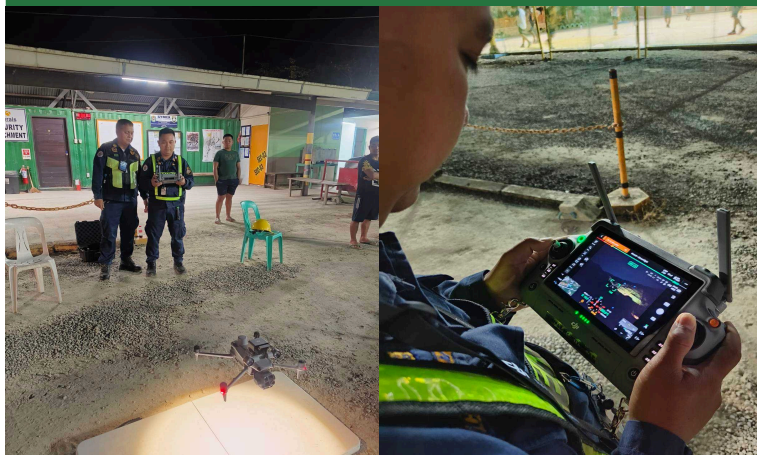
We observe and comply with all applicable local and national laws, committed to promoting and applying industry best practices related to diversity, equity, and inclusion in the workplace. To prevent or mitigate discrimination, we ensure the strict implementation and compliance with the non-discrimination principles outlined in our Recruitment Procedures and approved CBA. We also established open-door communication channels to report and resolve concerns raised by our stakeholders.

Routine Surveillance

As part of our safety culture, we perform routine surveillance patrols, both on land and in the air, covering the site and surrounding areas. We invested in advanced technologies, such as drones, to expand our security coverage.

During one of the aerial surveillance patrols, we discovered two suspicious makeshift structures near the perimeter boundary. Further investigation revealed that these structures were being used by small-scale miners, indicating potential unauthorised mining activities. Because of our equipped security personnel and technological support, we were able to respond swiftly to the situation. We collaborated with local government authorities to take legal action against these illegal miners and intensified our advocacy to raise awareness about the dangers of unregulated mining, including vegetation loss, soil disturbance, water pollution, and safety risks.

To further improve security and reduce the risk of such occurrences, we enhanced our patrols with equipped security guards along the site's perimeters.



In 2025, we did not identify any incidents of violations involving the rights of indigenous peoples. FCF Minerals is operating in a location without official Indigenous Peoples group recognised by the National Commission on Indigenous Peoples. Furthermore, we ensure a child and forced labour-free environment across our supply chain. We follow the same standards when screening our service providers and suppliers. This year, we did not note any operations or third-party service providers that may pose significant risk for incidents of child and forced labour.

We encourage our people to report complaints or incidents to the Human Resources Department if they observe any unethical behaviours. Proven violations are dealt administratively in accordance with the Code of Conduct and Discipline and other applicable laws and regulations. There were no reports filed in relation to child or forced labour in 2025.

Security Personnel Trained in Human Rights Policies and Procedures

410-1

 **100%**
(112)

of our security personnel received formal training about human rights policies and procedures as part of their job orientation. They also practice morning briefings which cover potential violations on human rights, and their application to security.



TRAINING AND EDUCATION: BRIDGING THE SKILLS GAP FOR DEVELOPMENT

Investing in training and education not only benefits the Company but also advances the welfare of our employees and their families. Through improved skills, productivity, and innovation, we promote professional growth within and beyond the Company. As we get ready for the mine closure, we place great importance on bridging the skills gap among our people and preparing them for transition as early as possible. Equipping them appropriately through reskilling and upskilling offer significant potential to positively transform local economies and the communities' overall well-being.

We established procedures and guidelines detailed in our Human Resources Manual to effectively manage training and education initiatives, aligned with the ISO 14001:2015 Standards. We also developed a comprehensive training roadmap, with a primary target of having at least one training per employee per year. In 2025, we started transitioning our training culture to a more proactive approach, creating plans that consider their individual development needs depending on their functions and schedules.

We continuously seek new opportunities to implement inclusive and accessible training programmes through internal collaborations and external partnerships with accredited institutions like TESDA. Effectiveness of these programmes are assessed through evaluation forms. Feedback received are used to improve or design new programmes to maintain high-quality, standardised trainings that meet the different needs of our workforce.



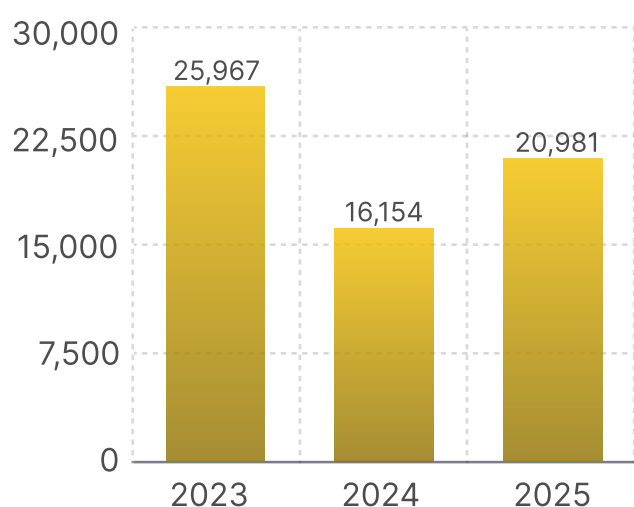
International Human Resources Certifications

As part of our commitment to strong governance, professional excellence, and sustainable human capital management, we supported the international certification of seven Human Resources personnel. Six of them successfully earned the Certified Practitioner in Human Resources (CPHR) and one received the Certified Human Resources Professional (CHRP) Top Tier credentials. Notably, FCF Minerals achieved top-ranking results in the CPHR certification examination, underscoring the Company's emphasis on competency, rigor, and professional excellence. This milestone enhanced our institutional Human Resources capability, aligned people management practices with global standards, and reinforced our efforts towards ethical governance, regulatory compliance, and long-term organisational resilience.



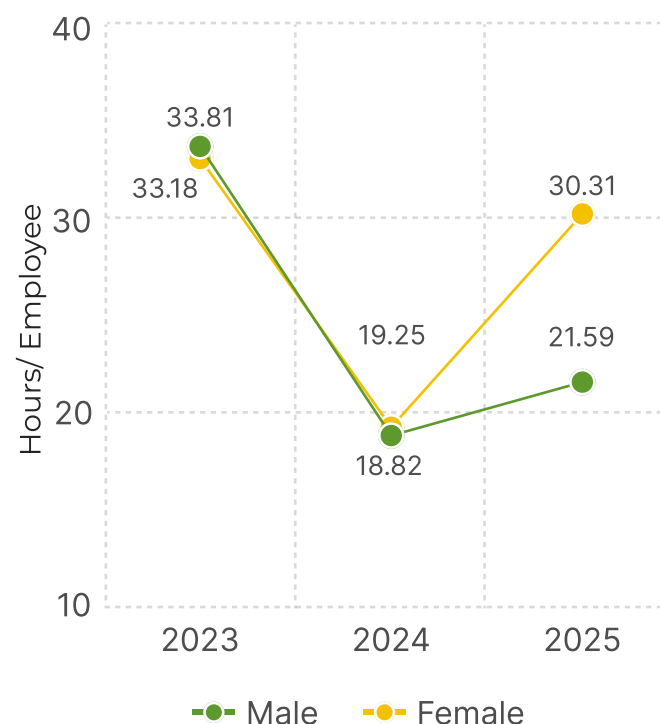
Total Training Hours Received¹¹

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Average Training Hours by Gender¹¹

404-1 2-4



¹¹Restated figures for 2023 and 2024 due to ongoing improvements in internal monitoring.



Binhi Programme "Seed Programme"

This year, we introduced the Binhi Programme, a structured training and development initiative designed to prepare employees for the end of mine-life transition. The programme focuses on capacity building, skills-set enhancement, and competency development to ensure workforce resilience beyond the operational life of RGP.

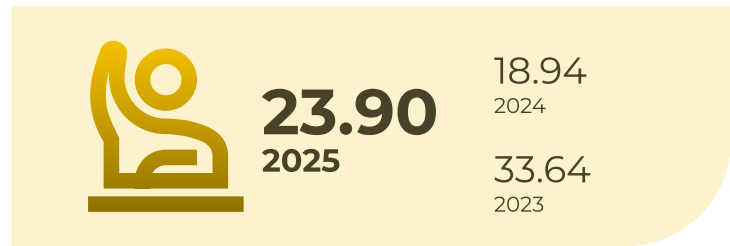
A proactive, soft launch was executed in the last quarter of 2025, targeting training interventions that will equip employees with transferable skills, technical competencies, and professional capabilities applicable both within and outside the mining sector. Through structured learning modules, cross-functional exposure, and competency-based development plans, the programme supports employee adaptability, career continuity, and long-term employability amid changing operational and economic conditions.

The programme was anchored on the Community Relations Office's community case-study results regarding post mine-life scenarios of FCF Minerals, ensuring that employee development initiatives are responsive to both corporate needs and community realities. This was also aligned with just transition principles that ensure employees are not only supported during active mining operations but are also prepared for post-mining conditions. By investing in human capital systematically, the Company mitigates social risks associated with mine closure, strengthens employee engagement, and promotes sustainable livelihood readiness.



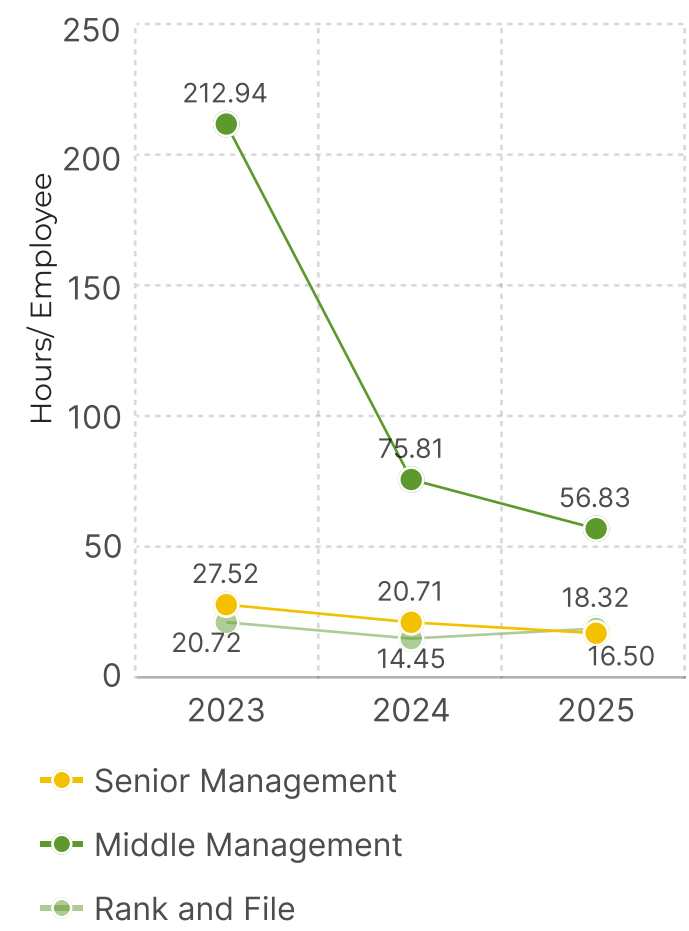
Average Training Hours per Manpower¹¹

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Average Training Hours by Employee Category¹¹

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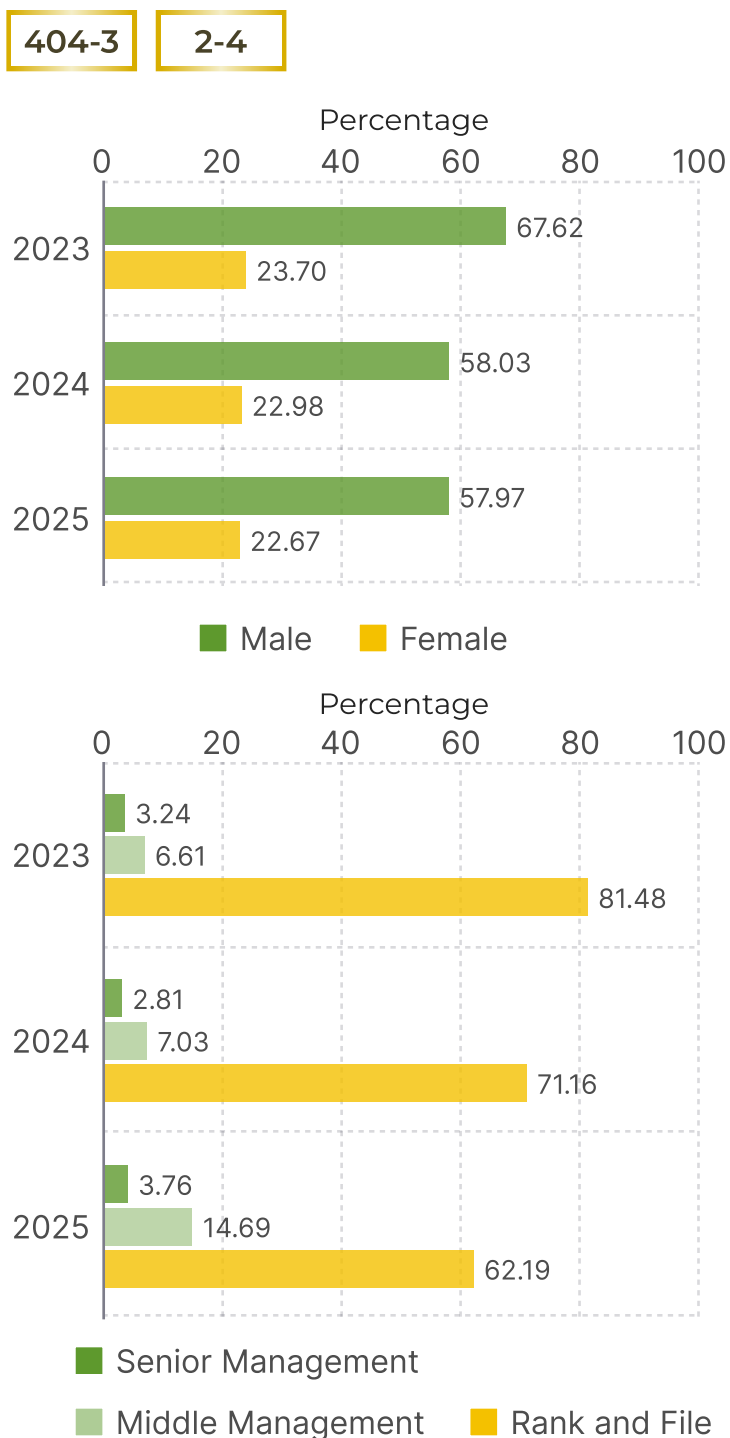
Programmes for Upgrading Employee Skills and Transition Assistance

404-2

While we keep our regular training and education programmes including function-based topics, leadership development, OSH, and corporate policies, we also commenced a more progressive strategy this year given that we are approaching the end of mine-life. Through the Community Relations Office, we conducted a community case-study that presented potential post mine-life conditions of the Company, our people, and the communities. We prioritised skills that would address the challenges and advance opportunities for post mining activities.

¹¹Restated figures for 2023 and 2024 due to ongoing improvements in internal monitoring.

Participation in the Performance, Appraisal, and Talent Development Process¹¹



Implementation of Performance Management System

In 2025, we implemented the Semi-Annual Performance Appraisal Process starting with January to June 2025 period. This initiative serves as a structured mechanism to recognise employee performance, reinforce accountability, and ensure individual and departmental outcomes remain aligned with the Company's approved plans and programmes under the Business Development Plan.

This initiative enables management and employees to have meaningful performance discussions focused on actual accomplishments, challenges encountered, and lessons learned during the first half of the year. It further facilitates the identification of employee strengths, development needs, and agreed-upon capability-building plans to support continuous improvement and workforce readiness. Through this process, individual goals and performance indicators are recalibrated and aligned with corporate objectives, ensuring strategic coherence across all levels of the organisation.

To ensure fairness and consistency, performance ratings undergo departmental review and calibration with Human Resources Department, with provisions for re-calibration where necessary. This governance mechanism strengthens the integrity of performance outcomes and supports merit-based recognition, development planning, and management decision-making.

OCCUPATIONAL SAFETY AND HEALTH: PROTECTING EMPLOYEES AND ENHANCING PRODUCTIVITY

OSH Management

3-3
403-1

OSH Management is a critical aspect of our work. Since mining activities pose high risk to safety and health, we integrate OSH in all areas of our operations. We adhere to key OSH principles, and we embed them in our strategic planning and operational procedures.

The Safety and Health Compliance Manual, last updated in 2023, contains our Occupational Safety and Health Policy Statement ("OSH Policy") and



¹¹Restated figures for 2023 and 2024 due to ongoing improvements in internal monitoring

clearly defines management's commitment and responsibilities to prevent work-related injuries and illnesses arising from the performance of duties. The OSH Policy applies to all employees, contractors, visitors, and other individuals entering and working at the RGP site.

To operationalise this commitment, we have developed a Safety and Health Programme (SHP) that sets out the specific systems, procedures, and control measures implemented to safeguard the overall well-being of our workforce. The SHP aligns with the requirements of the DENR-MGB's Safety and Health, Environment and Social Development and Management Manual (2021) and the Mine Safety and Health Standards (DENR Administrative Order No. 2000-98). The programme is reviewed and updated annually to ensure it remains current, responsive to emerging hazards and operational changes, and compliant with applicable regulations. It also supports our compliance with DOLE Department Order No. 252-25 and complements our implementation of ISO 14001:2015 by integrating occupational hazard identification, risk assessment, and control measures within our overall management system framework.

Hazard Identification, Risk Assessment, and Control (HIRAC) Programme

403-2



As part of our OSH management framework, we have established Standard Operating Procedures (SOPs) and Safe Work Instructions (SWIs) across all departments to ensure that routine activities are performed in a consistent and controlled manner. These documents define safe methods of work and set the minimum standards for operational safety across the site.

To strengthen risk management beyond routine tasks, we implemented the HIRAC Programme. This programme requires formal risk assessments for new activities, significant process modifications, and other operational changes to ensure hazards are identified and appropriate measures are in place before work commences. Under the HIRAC framework, Job Safety and

Environment Analysis (JSEA) is conducted for non-routine activities that are not adequately covered by existing SOP or SWI. A Work Permit System is also implemented to regulate critical or high-risk activities by ensuring proper evaluation, authorisation, and verification of controls prior to execution. In addition, the Visible Felt Leadership (VFL) Programme reinforces daily safety engagement through leadership presence in the field, active coaching, and meaningful safety conversations with workers.

These measures are further supported by planned Safety and Health Inspections conducted across the entire site on a daily, monthly, and quarterly basis. Inspection findings are documented, monitored, and addressed to promote continuous improvement and sustained regulatory compliance.

All workers receive a hazard booklet during safety inductions. The booklet outlines common workplace hazards and reinforces responsibility to actively participate in hazard identification and reporting. Workers are encouraged to report any unsafe conditions or practices encountered during the performance of their duties through the Hazard Report Slip System.

Submitted hazard report slips are forwarded to designated safety officers or engineers for verification and review. Following their assessment, the reports endorsed to the concerned supervisors or managers for the implementation of appropriate corrective and preventive actions. Once the necessary actions have been completed, the report is formally closed and signed off in accordance with established procedures. Supervisors then communicate the findings and implement controls with the affected workers to ensure they understand the identified hazards, the associated risks, and the measures taken to prevent recurrence. This structured process strengthens hazard awareness, reinforces line management accountability, and promotes shared responsibility for maintaining a safe working environment.

The HIRAC Programme supports this system by ensuring that all activities are assessed and carried out at the lowest practicable level of risk through the proper identification of hazards and implementation of effective control measures. Collectively, these measures reinforce the Company's zero-harm objective and contribute to the reduction of the Total Recordable Injury Frequency Rate (TRIFR) relative to the 2024 baseline.

Golden Rules



The Company has established the Golden Rules that reinforce non-negotiable safety requirements addressing the highest risk activities within mining and processing operations at the RGP site. These rules define clear behavioural and operational expectations and serve as critical safeguards against serious injuries and high-consequence events.

Workers' Right to Refuse Unsafe Work



Workers' Right to Refuse Unsafe Work is formally communicated to all personnel as part of the annual Mandatory 8-hour Safety and Health Training. Employees are informed of their authority and responsibility to stop work if they believe conditions present an imminent danger to life or health, without fear of retaliation, and to report such situations through established channels for immediate assessment and corrective action.

Incident Management Programme



The Incident Management Programme provides a structured approach to reporting, investigation, and managing OSH incidents. Investigations utilise the 5-Why Method, the Incident Cause Analysis Method, and the Just Culture Model to ensure that root causes are identified, corrective and preventive actions are implemented, and accountability is applied fairly. This approach promotes transparency, organisational learning, and continuous improvement in safety performance.

Occupational Health Services

403-3



The Company's Emergency Hospital operates 24 hours a day and is staffed by registered physicians and nurses who are available to provide immediate medical intervention and healthcare services when needed. This ensures timely response to occupational injuries, illnesses, and other medical emergencies within the site.

Integrated in the SHP is the Health Control and Services component, which focuses on medical surveillance, as well as the prevention and control of work-related health conditions. This includes regular health monitoring, early detection of potential health risks, and implementation of appropriate preventive measures to safeguard workers' well-being.

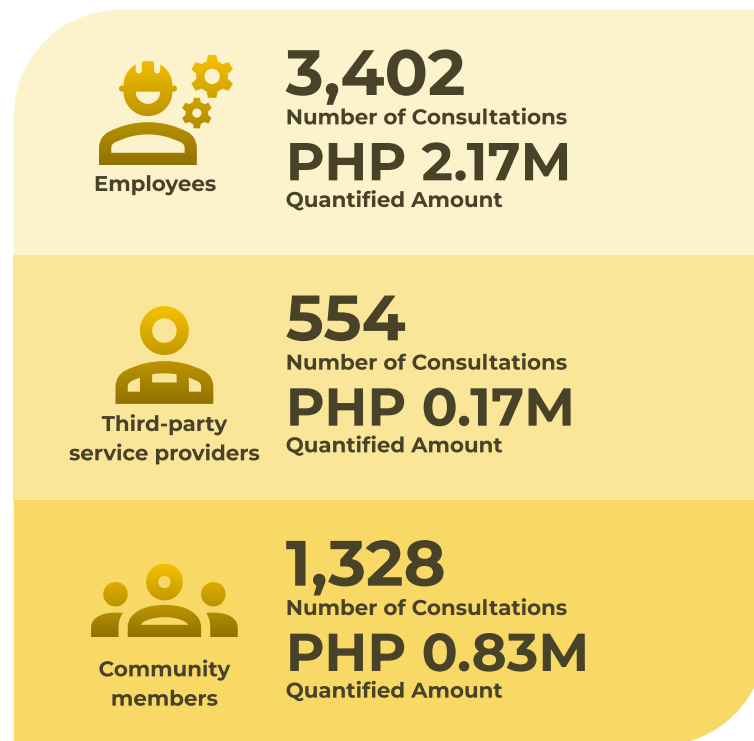
Additionally, the Workplace Policy and Programme on Promoting Workers Health and Ensuring Prevention and Control of Health-related Issues and Illnesses was co-developed and signed by FCF Minerals and the Runruno Friends of Highland Group Union ("RFHGU"), demonstrating a joint commitment to promoting workers' health in RGP.

We protect workers' health through close monitoring of their medical conditions, identifying health-related risk, and facilitating their timely access to health services for free. A centralised storage area is dedicated to keeping health records, strictly managed by the physicians and nurses responsible for record monitoring and review. They also ensure that workers fully understand the purpose, benefits, and potential risks of any health services, allowing them to make informed decisions regarding their participation.

The Emergency Hospital is equipped with adequate and appropriate medical supplies, equipment, and a dedicated ambulance to ensure efficient patient management and timely

transfer to higher-level medical facilities when advanced care is required. In addition to emergency medical services, dental care is made available to all workers on an appointment basis, supporting overall health maintenance and preventive care within the workplace.

Health Consultations



Medical Missions and Consultations

We extended our promotion of health to the local communities through the medical missions we conducted. In 2025, we completed 12 medical missions that benefited 10,590 residents of Nueva Vizcaya. Furthermore, we recorded a total of 1,328 community consultations where we provided free healthcare support and medicines to community members needing medical attention.



Promotion of Worker Health

403-6

To further promote workers' health and well-being, the Company implements medical consultation programmes and annual physical examinations for employees as well as third-party service providers operating on site. These initiatives support early detection of health concerns, encourage timely treatment, and reinforce preventive healthcare practices within the workforce. The services of the Emergency Hospital are also extended, free of charge, to workers' families and nearby communities as part of the Company's broader social responsibility efforts. While outpatient consultations and dental services are provided on designated schedules, the Emergency Hospital remains accessible at all times for genuine emergency cases requiring immediate medical attention.

Aligned with the SHP, we have established a comprehensive health promotion programme that addresses key health domains relevant to our workforce and surrounding communities. These include HIV/AIDS awareness, Pulmonary Tuberculosis prevention and control, Hepatitis B management, implementation of an alcohol and drug-free workplace policy, mental health services, promotion of healthy lifestyle practices, and smoking and betel nut cessation initiatives.

To ensure sustained awareness and engagement, the OSH Department regularly integrates these topics into toolbox meetings and departmental assemblies, displays informational materials throughout the workplace, and conducts focused lecture sessions and health campaigns. These efforts aim to increase knowledge, reduce stigma, and encourage early consultation and treatment. Employees are actively encouraged to seek medical advice from site physicians whenever necessary. Access to consultation services is supported even during working hours to remove barriers to care and promote timely medical intervention.

Worker Participation, Consultation, Communication, and Training

403-4

403-5

It is essential that all workers understand and are fully aware of the Company's OSH Policy and related procedures. To ensure this, completion of a mandatory 8-hour Safety and Health training is required for all personnel, regardless of rank or position. This training follows the prescribed basic OSH course of DOLE under its guidelines.

In 2025, we introduced a reward and accountability system to improve training compliance and timeliness. Employees who successfully complete the required training are recognised under the GR-8 “GREAT” Umbrella Programme as a form of positive reinforcement. Those who fail to comply are formally endorsed to the Human Resources Department for appropriate action in accordance with the Code of Conduct and Discipline. Although the outcomes of this initiative have not yet been formally measured, observable improvements have been noted. There has been increased participation, with some employees voluntarily attending training sessions beyond regular office hours, indicating heightened awareness and stronger personal commitment to safety responsibilities.



To strengthen competency and ensure a thorough understanding of safety processes, regular safety workshops are conducted across the organisation. These workshops cover key operational topics such as incident reporting and investigation, VFL, JSEA, Work Permit System, and risk assessment methodologies. The objective is to reinforce practical application of safety systems and ensure consistent implementation at all levels. Emergency preparedness and response training is also provided to all workers. This includes basic firefighting and basic life support with first aid to equip personnel with the skills necessary to respond effectively to workplace emergencies. More advanced emergency response training is delivered to designated members of the Emergency Response Team, ensuring that competent responders are available on site to manage higher-risk or complex emergency situations.

The OSH Department facilitates monthly Departmental Safety and Health Meetings, which serve as a formal platform for discussing key safety and health matters. Topics typically include safety performance statistics, reported incidents, ongoing activities, inspection findings, and upcoming programmes. Each department conducts its own scheduled session, with participation, open to all workers to promote inclusive dialogue and provide a structured avenue for raising concerns, suggestions, and emerging risks.

Issues that cannot be resolved at the departmental level are formally elevated, these are escalated to the Central Safety and Health Committee (“CSHC”) for further review and action. The CSHC is composed of department managers, representatives from the RFHGU, and service providers. As the site’s planning and policy-making body for OSH, CSHC is responsible for initiating, developing, reviewing, and overseeing the implementation of safety and health programmes, as well as ensuring alignment with regulatory requirements and organisational objectives.

Brother’s Keeper Programme

The Brother’s Keeper Programme facilitates a monthly internal audit initiative designed to strengthen cross-departmental engagement in workplace safety. Under this programme, safety engineers invite workers from one department to participate in inspections of another department. This approach promotes fresh perspectives, encourages shared learning, and reinforces collective responsibility for safety performance across the site.

Through these inspections, participants identify workplace hazards, observe operational practices, and recognise good practices that may be adopted by other departments. The process generates constructive feedback on OSH, allowing inspectors to provide practical insights and recommendations for improving existing control measures.

In 2025, a total of 12 inspections were completed under this programme. The initiative enhanced worker and union representative participation in safety and health inspections, strengthened overall safety awareness, and fostered a culture of shared accountability. It also contributed to improved compliance with established site safety standards and operational best practices at the RGP site.

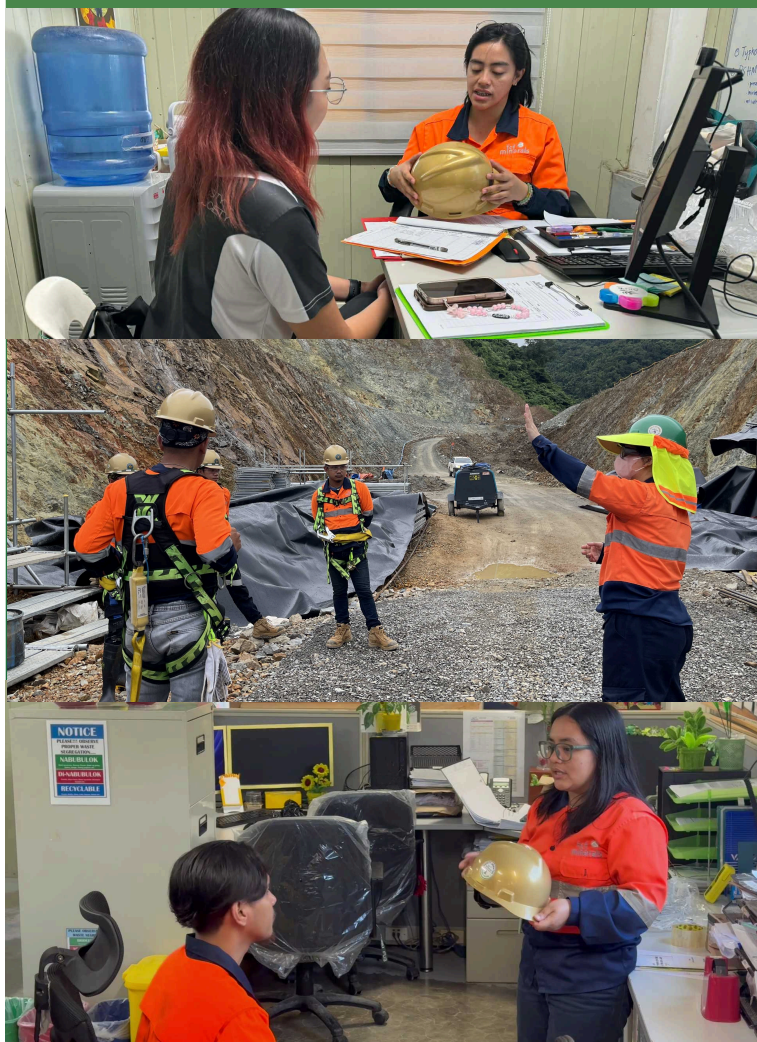


Goldling Identification Programme

We recognise that newly hired employees are particularly vulnerable to workplace hazards, as they may not yet be fully familiar with the site's safety culture, procedures, and operational practices. To address this, we introduced the Goldling Identification Programme in 2025. The term "Golding" combines "gold," representing FCF Minerals, and "ling," denoting newness.

Under this programme, new hires are issued gold hard hats to clearly identify them as individuals who may require additional support and supervision. This visual distinction enables supervisors and colleagues to provide extra guidance and oversight, helping to minimise the risk of work-related injuries and illnesses during the initial adjustment period.

To further support their integration, each new hire is paired with an experienced employee through a structured buddy system. The mentor provides on-the-job coaching, guidance on safe work practices, and reinforcement of operational procedures. Upon successful completion of the probationary period, the gold hard hat is exchanged for a coloured hard hat specific to the employee's role, signifying that they have received the necessary training, acquired the required competencies, and can perform their duties independently and safely.



Prevention and Mitigation of OSH Impacts

403-7

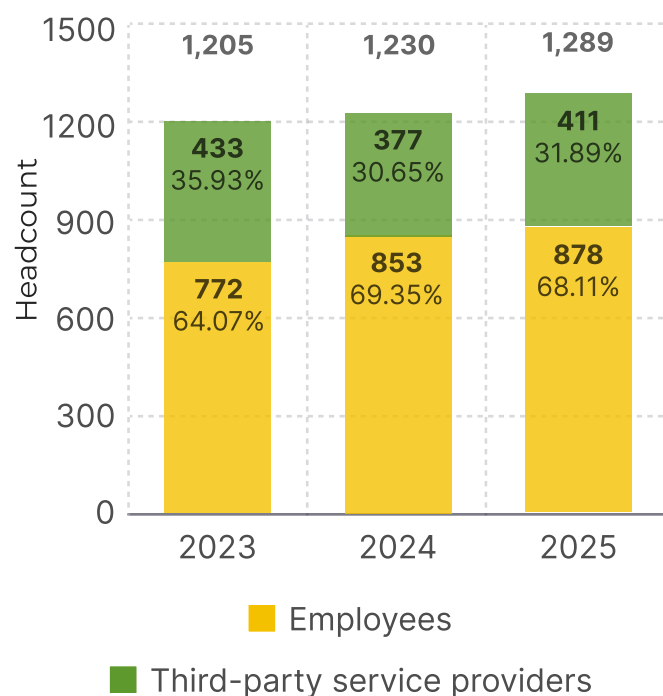
We adopt proactive measures to prevent or minimise potential negative impacts on OSH. This is achieved through the regular review and continuous improvement of existing SOPs and SWIs, as well as the timely implementation of programmes outlined in the SHP. These efforts ensure that safety controls remain effective, relevant, and responsive to operational changes.

To strengthen compliance and alignment with regulatory requirements, we maintain open communication and active collaboration with external partners, including the DENR-MGB Region II, the Municipal Health Office of Quezon, the Bureau of Fire Protection – Quezon Fire Station. Engagement with these agencies supports regulatory compliance, coordinated emergency preparedness, and continuous improvement of site safety and health practices.

The OSH Department leads the development of training and engagement initiatives aimed at strengthening safety culture both within the site and in the surrounding community. Overall, our approach integrates structured procedures, stakeholder collaboration, competency development, and adequate resource allocation to prevent and mitigate significant risks associated with the mining processing operations at the RGP site.

Employees and Other Workers Covered by OSH Management System

403-8



Work Hazards

403-9

These hazards were identified during the planning and development of the SHP. While the inherent nature of our work means that some risks cannot be completely eliminated, we continuously update and rigorously implement the SHP to manage and mitigate these hazards. Workers are kept informed about identified risks, and appropriate control measures are provided to minimise potential negative impacts on their health and safety.



Hazards that Pose Risk of High-consequence Injuries

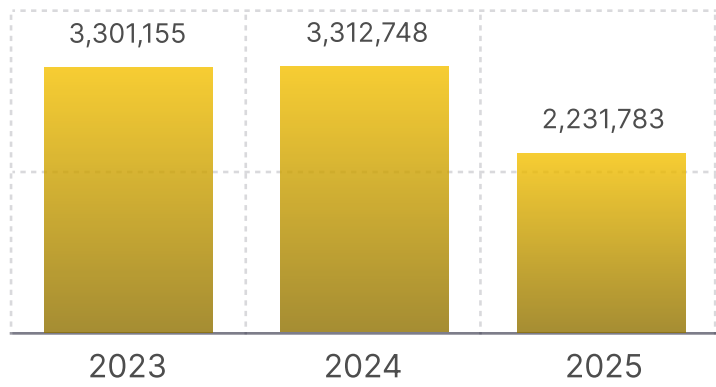
-  Slope failure
-  Blasting hazards (e.g., fly rock, improper handling or detonation of explosives)
-  Interactions with equipment (both to another equipment and workers)
-  Chemical exposure
-  Working at heights
-  Lifting and rigging operations
-  Hot works
-  Confined spaces entry
-  Compressed gasses
-  Heavy equipment maintenance

Hazards that Pose a Risk of Ill-health

-  Exposure to chemicals, radiation, and hazardous noise levels
-  Psychological stress
-  Infectious diseases
-  Fatigue
-  Poor hygiene practices
-  Use of equipment associated with vibrations
-  Ergonomic-related hazards
-  Working in heat

Safe Man-hours

403-9 403-10



Number of work-related injuries



6
(0.35%)
2025

Types of Injuries:

- Burns
- Laceration
- Avulsion

8

(0.48%)
2024

Types of Injury:

- Laceration

4

(0.24%)
2023

Types of Injuries:

- Laceration
- Embedded metallic foreign body

Analysis of 2024 injury data indicates that the majority of medical treatments involved hand lacerations. This highlights significant exposure to cutting and pinch-point hazards during routine work activities. In response, the OSH Department identified the reduction of hand-related injuries as a priority focus for 2025, aiming to lower overall injury rates across the RGP site through targeted interventions, hazard controls, and enhanced worker awareness.



0
Number of high-consequential work-related injuries
2025

0
2024
0
2023



0
Number of work-related fatalities
2025

0
2024
0
2023



0
Number of work-related ill-health
2025

0
2024
0
2023



9
Number of safety drills conducted
2025

8
2024
8
2023



Hand Safety Campaign

The OSH Department launched a site-wide Hand Safety Campaign from May to December 2025, aimed at increasing awareness and reinforcing safe work practices to prevent hand injuries at the RGP site. The campaign specifically targeted the reduction of hand-related injuries through focused engagement and training initiatives. Topics on hand safety were integrated into regular toolbox meetings, using practical demonstrations, visual aids, and short interactive activities conducted prior to shift commencement to enhance worker participation and retention. Additionally, hand safety was incorporated into scheduled safety training sessions held on the first Sunday of each quarter, ensuring consistent reinforcement of safe practices.

As a result of these targeted interventions, hand-related medical treatment injuries decreased by 40% in 2025 compared to 2024, contributing to an overall reduction of 38% in medical treatment injuries across the site during the same period. This demonstrates the effectiveness of proactive safety engagement and targeted training in reducing workplace injuries.



In March 2025, the RGP site recorded its first non-fatal LTI since 2016. The incident involved a sudden burst of hydraulic hose connected to an oxygen cylinder in the Process Plant, which caused a flash fire. The InLine Leach Reactor (ILR) Operator working at the oxygen manifold bank sustained visible skin burns as a result. The emergency response protocol was immediately activated. The ILR Operator was promptly transported to the on-site Emergency Hospital, where the attending physician provided initial medical care and arranged referral to a larger medical centre for further evaluation and treatment. Following 39 lost workdays, the ILR Operator was medically cleared and successfully returned to work, with full support from FCF Minerals to ensure a safe and effective reintegration.

As a result of this incident, a root cause assessment was conducted, which led to the establishment of a Management of Change procedure at the Process Plant.

Targeted training was arranged to improve communication and understanding of the proper handling, use, and storage of operational equipment, including the oxygen manifold bank. Additionally, existing operational manuals were updated to incorporate specific procedures for working with oxygen manifold system. This incident reinforced our commitment to OSH, driving proactive measures to prevent recurrence and ensuring that future operations are conducted without further LTI.

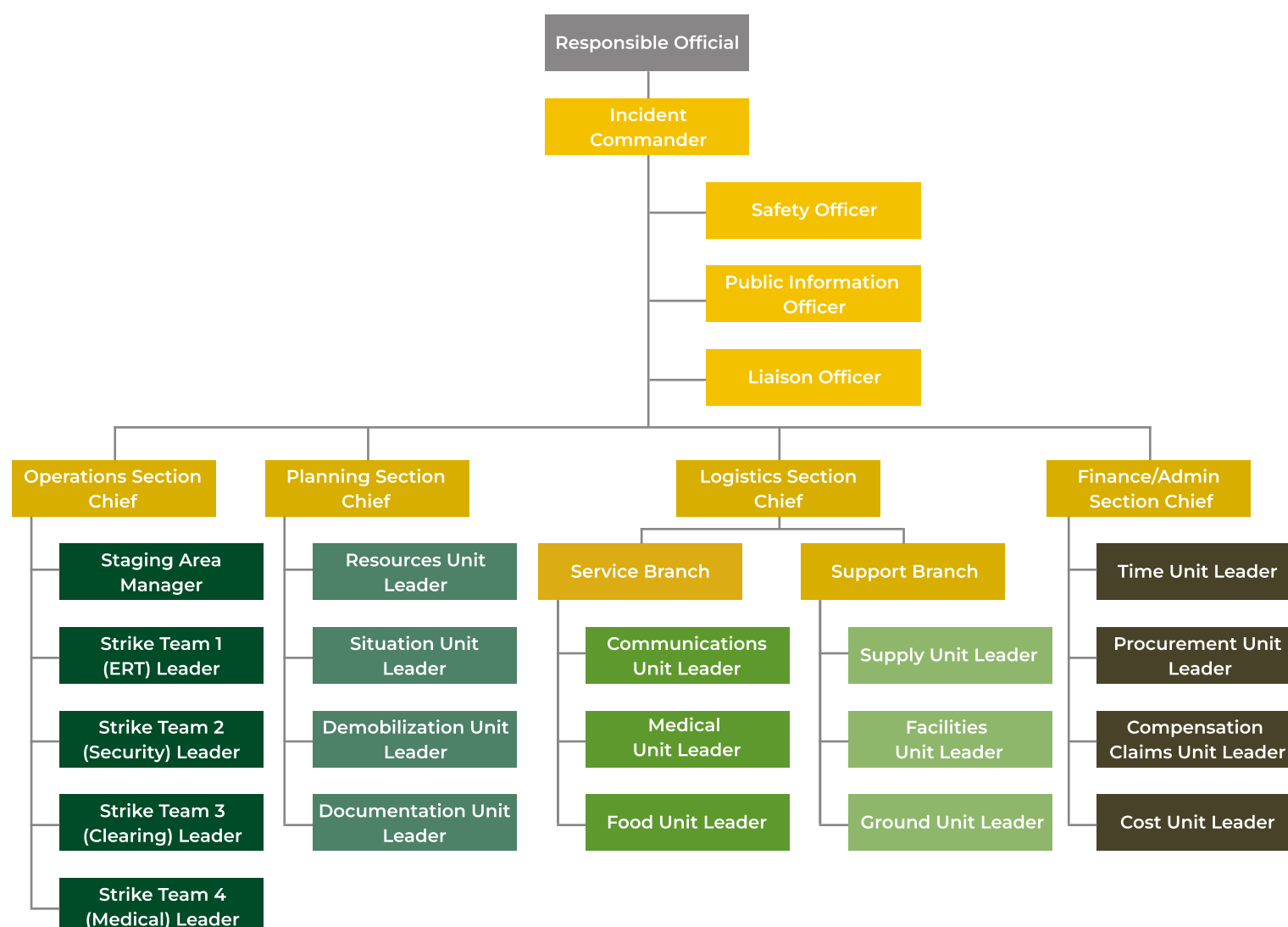
Critical Incident Management

3-3

Critical incidents in the mining sector can result in severe damage to company assets and pose significant risks workers, local communities, and the environment. To mitigate such catastrophic impacts, we implement critical incident management system guided by the Emergency Control Plan and the Safety and Health Compliance Manual. We ensure proactive preparation for potential emergency scenarios and maintain a robust emergency management system to enable timely, effective, and coordinated response. This approach helps to minimise threats to life, protect assets, and reduce damage to property and surrounding environment.

We established an Incident Command Structure (ICS) at the RGP site, comprising representatives from various sections of the Company. The ICS is led by the Incident Commander and overseen by the Responsible Official, ensuring clear authority and accountability during emergency situations. Members of the ICS are tasked with defined responsibilities to strengthen emergency preparedness, coordinate response actions, and maintain operational control, thereby enhancing the effectiveness of the site's emergency management programme.

FCF Minerals Incident Command Structure





Tabletop Exercises

While the Company prioritises preventive measures, we recognise that some emergency situations cannot be entirely avoided. As a proactive approach to enhance preparedness, three tabletop exercises were conducted in 2025. Participants included representatives from the OSH Department, RSI, Community Relations Office, Survey, Geotechnical, and the Mine Environmental Protection and Enhancement Office (MEPEO).

The exercises simulated emergencies such as a dam breach—specifically, overtopping of the dam embankment—and a tropical storm under yellow alert level conditions. These sessions allowed participants to explore potential scenarios, evaluate existing response plans, and identify areas for improvement. Lessons learned from these exercises strengthened emergency coordination, informed strategy development, and enhanced the overall readiness of the RGP site to respond effectively to critical incidents.



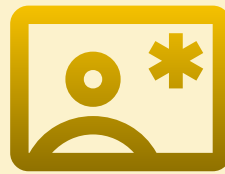
2025 Highlights



Conducted **5** emergency drills



Invested over **PHP 71.12M** for OSH initiatives



Completed **531** OSH-related training sessions

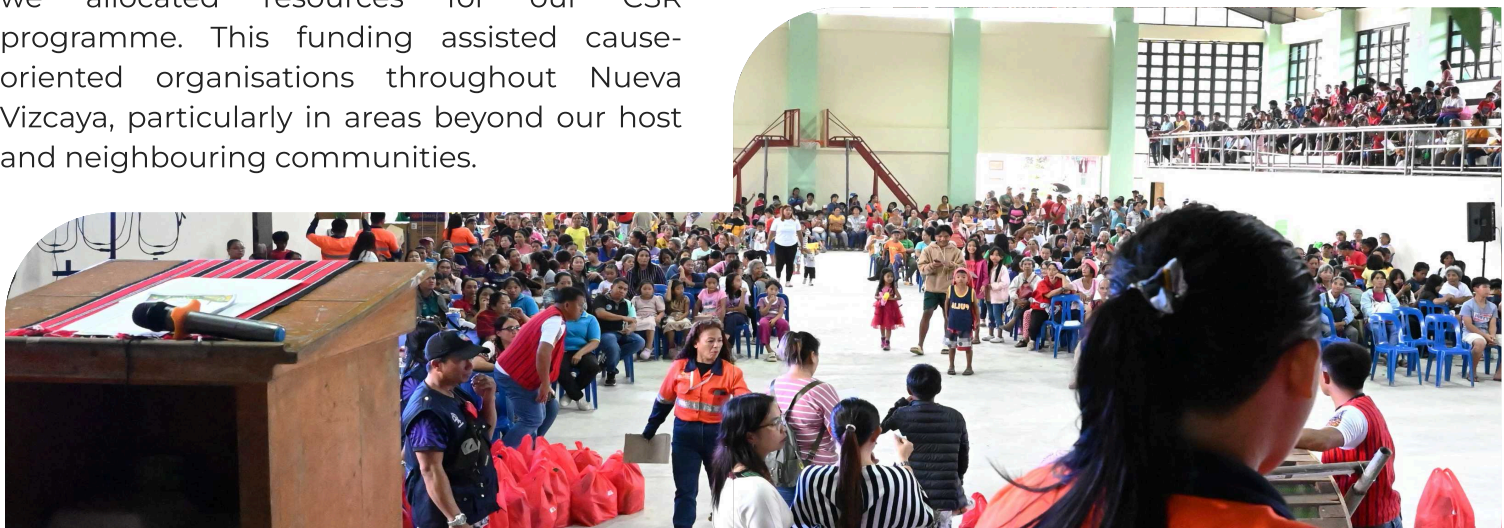


Achieved Recordable Injury Frequency Rate of **0.35**

COMMUNITY INVOLVEMENT: PROMOTING COMMUNITY RESILIENCE

3-3

The host and neighbouring communities of RGP are vital to our operations, directly influencing our social license to operate. To maintain this license and prevent settlement conflicts, we engaged actively with the local communities through our SDMP, adhering to the Revised Implementing Rules and Regulations of the Philippine Mining Act of 1995. Our support included direct employment, livelihood assistance, and educational programmes to enhance economic productivity, as social responsibility is essential for our reputation and business continuity. Beyond regulatory compliance, we allocated resources for our CSR programme. This funding assisted cause-oriented organisations throughout Nueva Vizcaya, particularly in areas beyond our host and neighbouring communities.



With the upcoming mine closure, we recognise the potential impact on communities due to job displacement and the cessation of social development support. To address this, we are collaborating with various organisations and local governments to promote socio-economic development in human resources, livelihood, infrastructure, education, health, and cultural aspects, facilitating a smooth transition to a post-mining environment. We also involve communities in environmental preservation efforts, such as agroforestry and initiatives aimed at achieving net-zero waste and climate-smart infrastructure.

The Community Relations Office targets zero operational downtime due to social movements. To achieve this, the SDMP includes annual PPAs tailored to the needs of the host and neighbouring communities, fostering strong relationships and addressing local concerns. These PPAs are developed based on community consultations, resulting to concrete annual plan.

Governance in the Implementation of the SDMP



Engagement with Local Communities for Post-mine Readiness

413-2



This year, we conducted a Social Impact Assessment to evaluate our contributions to the UN SDGs through the implementation of our SDMP from 2020 to 2025. This helped us identify gaps to inform new initiatives needed by local communities in preparation for the conclusion of RGP.



At present, the SDMP functions as a transition platform, shifting from basic compliance to proactively enhancing community self-reliance, safety, preparedness, and the establishment of sustainable social, economic, and institutional systems. In alignment with the UN SDGs and rooted in inclusive development, the SDMP promotes a just transition by equipping host and neighbouring communities with robust institutions, functional infrastructure, improved human development outcomes, resilient livelihoods, and enduring partnerships.

Our accomplishments in 2025 reflect a strategic shift towards post-mine readiness. By strengthening human capabilities, enterprise resilience, infrastructure, safety legacy assets, education and health systems, cultural cohesion, and governance, we helped position local communities to sustain development gains beyond RGP's operational life.

Percentage of Operations with Implemented Local Community Engagement, Impact Assessment, and/or Development Plans

413-1



Development of Host and Neighbouring Communities

Our Company
Materiality
Governance
Economic
Social
Environmental
Indices



A Solid Path Towards a More Concrete Future

One of the most impactful and beneficial legacies that FCF Minerals will leave for the community through the SDMP is the implementation of various infrastructure projects. These include the construction of buildings, schools, hanging footbridges, and Farm-to-Market roads, all of which have significantly enhanced the lives of our stakeholders, particularly the farmers in remote area.

“Idi addan dagituy nga projects, dagiti naitultulong ti SDMP, adu nga residente ti nakinabang, kangrunaan ti Farm-to-Market road projects. Saan nga kasla idi nga narigat ti dalan, marigatan dagiti farmers, nga mangibaba kadagiti productto da pa apan idia NVAT. Idi addan dagita nga projects, limmag-an ti taray ti biag dagiti farmers, nangruna dagiti adda idia banbantay.” **(When these projects under SDMP were implemented, many residents benefited, especially with the construction of Farm-to-Market road projects. Unlike when the roads used to be so challenging, it was inconvenient for farmers to transport their produce from their farm to NVAT [Nueva Vizcaya Agricultural Terminal in Bambang]. With these projects, the lives of farmers have improved significantly, especially those living in the mountainous areas.)**

“Idi un unana gamin gapu iti kinapangit ti dalan, marigatan dagiti lugan nga sumang-at kadagiti banbantay. Ti uso paylaeng idi ket patuki, nga nuwang ti mangiguyud kadagita, ta padas kun dagita, nu mapan kami agala iti laku mi idia bantay, patuki ti mangidanun kadagiti produkto mi dito baba. Isunga idi adun ti na improve nga Farm-to-Market road, adun ti limmag-an ti panagbiagna gapu kadagituy nga project ti FCF. Isunga agingga tatta mapi-feel mi ti presencia dagita nga projects nga naitultulong ti kompaniya ti FCF isunga up to now, adu ti makinkinabang nga residente ti Barangay Cordon, number 1 garud dagitoy farmers nga makinkinabang, pati dagiti riders, dagiti adda ti lugluganna, haandan nga marigatan ta siyempre na improve en dagiti kalkalsada mi dito Barangay Cordon. Dakkel nga pagyamanan mi iti FCF kadagita nga projects nga naipaay iti Barangay Cordon.” **(In the past, the challenging road conditions made it difficult for vehicles to access the mountains and transport produce. What was commonly used back then were wagons pulled by carabaos. I personally experienced this; we used wagons to haul our harvest from our upland farm to the market we are selling them to. With the improvement and construction of many Farm-to-Market roads, the quality of our lives really improved thanks to FCF [Minerals] projects. Until now, we can still feel the presence of these projects provided by the Company, FCF [Minerals].**

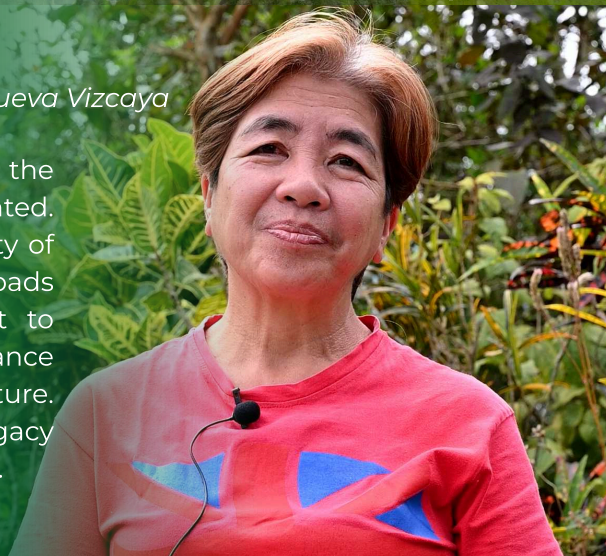
Many residents of Barangay Cordon profited especially the farmers, riders, and those who are transporting goods. They no longer struggle as our roads have greatly improved. We are very grateful to FCF [Minerals] for these projects provided to Barangay Cordon.)

“Aside iti Farm-to-Market roads adda pay dagiti hanging footbridge nga naipaay iti Barangay Cordon, kadakkelan daydiay adda dito Purok 5; I think agarup 1 million dayta nga hanging footbridge. Adda pay ti intulongda kadagiti irrigators nga padanun kadagiti taltalon, para kadagiti farmers iti Barangay Cordon, adda pay ti support da iti DepEd, maysa nga napagasatan ti Cordon Elementary School, nga naikkan iti water system project, RISO xerox machine ken TV. Naikkan pay ti maysa nga daycare center iti TV.” **(Aside from Farm-to-Market roads, there were also hanging footbridges constructed in Barangay Cordon, most of which are in Purok 5; I think that a hanging footbridge cost around [PHP] 1 million. They assisted irrigators as well through the water system in their fields, for the farmers in Barangay Cordon. In addition, they supported the DepEd [Department of Education], with one notable beneficiary being Cordon Elementary School, which was given a water system project, a RISO xerox machine, and a television. Our daycare center was also provided with television.)**

Marilyn Wanguis

Resident and former Barangay Councilor of Cordon, Kasibu, Nueva Vizcaya

Barangay Cordon is one of the 17 barangays included in the Company's SDMP, where various PPAs are being implemented. The positive impact of our support on the community's quality of life is evident from the story of Ms. Wanguis. These concrete roads stand as symbols of FCF Mineral's steadfast commitment to providing assistance and sustainable programmes that enhance the community's way of life, paving the way for a brighter future. We aspire for all the implemented PPAs to serve as a lasting legacy of FCF Minerals following the conclusion of the RGP operations.



Public Awareness and Education on Mining Technology and Geosciences

Our Company

Materiality

Governance

Economic

Social

Environmental

Indices



Information worker capacitation

- Conducted enhanced training for information workers to further improve the delivery and organisation of information, education, and communication (IEC) sessions
- Provided in-depth orientation on the Company's PPAs in preparation for the quarterly "Kapihan sa Information Centre" sessions with 308 participants



Production of information materials

- Developed four audio-visual presentations and produced 15,658 IEC materials including flyers, brochures, the BALITOK newspaper, and 8,065 advocacy materials during events and engagements



Public awareness campaigns

- Implemented education and advocacy campaigns through multiple media platforms and community assemblies
- Sustained the 4th year partnership with the Provincial Indigenous Peoples Mandatory Representative, extending IEC outreach to non-impact municipalities, and supporting seven elementary schools in Nueva Vizcaya through CSR gift-giving activities



Stakeholder engagement

- Ensured monthly updates on FCF disclosure boards in impact communities
- Maximised use of the Company's official Facebook page, maintaining at least three posts weekly featuring the Company's programmes and activities, in line with the 2025 Communications Plan



Advocacy and community activities

- Organised one advocacy event per quarter in partnership with the local government, particularly a clean-up drive, youth talent showcase, bamboo planting, and training workshop on biodiversity friendly enterprise



Mine visits and exhibits

- Facilitated mine visits for 23 groups totaling to 664 participants, providing firsthand exposure to responsible mining practices and operational transparency
- Participated in four local exhibits and two national events



Development of Mining Technology and Geosciences (DMTG)



Scholarship programme

- One DMTG scholar successfully passed the October 2025 Philippine Mining Engineering Licensure Examination
- Five DMTG scholars were Dean's Listers for Academic Year 2024-2025
- Supported a total of eight DMTG scholars in Academic Year 2024-2025
- Six 3rd year DMTG scholars have chosen to complete their On-the-Job Training at FCF Minerals



Capital outlay

- As part of the regular evaluation, the PMC led the monitoring and assessment of the donated laboratory equipment at Saint Louis University - Baguio City



Basic and advanced research

- Currently supporting three research, with topics relating to zero-waste management, community-based business innovation, field monitoring system, livelihood baseline assessment, social impact assessment, and Geographic Information System mapping.



TSM

- Conducted TSM Self-Assessment for Calendar Year 2025 covering the period January to December 2024
- Completed the TSM self-rating in all 8 Protocols via TSM Mine Site Sustainability App
- Participated in the TSM Community of Interest Advisory Panel Meeting



Others

- Attended the 1st National Community Relations Officers and Practitioners Congress in September 2025



Empowering Informed Communities through IEC

In 2025, we enhanced public awareness and stakeholder confidence through a comprehensive, multi-platform IEC programme focused on transparency, responsible mining, and UN SDG-aligned community engagement. Our four Information Centres served as key access points, accommodating 2,106 walk-in visitors, including job applicants, community residents, new employees, and guests, while regularly updating information boards and disclosure boards.

The programme sustained media partnerships through sponsorships and quarterly engagements, resulting in 49 news articles published via local broadcast and print media, an installation of community billboards and SDMP signages across 16 mining communities to communicate project delivery and accountability.

Under "Project ALAMIN," we completed 29 information sessions, reaching 5,453 stakeholders. Additionally, we strengthened our credibility through inter-company and sector engagements, including a mine visit hosted by Didipio Mine and the 3rd Inter-company Mine Visit with mining companies and regulators in Region II.

Finally, we supported transition readiness by participating in cross-visits to mines nearing end-of-mine-life to learn from others' best practices.

Overall, the 2025 IEC accomplishments reflect a robust, evidence-driven communications system that institutionalises transparency, expands stakeholder participation, and enhances public understanding of responsible mining, contributing to informed communities and sustained trust.





ADVANCING ENVIRONMENTAL MANAGEMENT FOR SUSTAINABLE OUTCOMES

Climate Change

Page 58

Biodiversity Conservation

Page 67

Tailings Management

Page 61

Mine Closure and Rehabilitation

Page 70



Since 2016, we operate under a certified Environmental Management System compliant with ISO 14001:2015, which provides a structured approach to identifying, managing, and mitigating environmental risks and impacts associated with mining and processing operations. In June 2025, we updated our Environmental Policy to incorporate tailings management as required by the TSM Initiative.

Our environment initiatives include:

 <p>Responsible use of natural resources through water and energy efficiency programmes</p>	 <p>Waste minimisation, segregation, recycling, and proper hazardous waste management</p>	 <p>Continuous monitoring of air emissions, wastewater discharges, and noise to ensure regulatory compliance</p>
 <p>Pollution prevention measures supported by operational controls and emergency preparedness plans</p>	 <p>Progressive rehabilitation and protection of surrounding ecosystems</p>	 <p>Regular environmental monitoring, internal audits, and management reviews for continual improvement</p>

CLIMATE CHANGE: DRIVING ACTION FOR SUSTAINABLE FUTURE

3-3

Mining activities directly contribute to climate change due to emissions released during operations. Our climate change adaptation and mitigation strategies are grounded in our commitment to comply with the Philippine Clean Air Act of 1999, support financial stability, reduce carbon footprints in alignment with our environmental targets, and enhance worker safety and health. Non-compliance with air quality monitoring standards may lead to penalties and disrupt our operations.

To prevent such outcomes, we emphasise our commitment to sustainable development by promoting the efficient use of energy, water, and materials in our Environmental Policy. We also implement ISO 14001:2015 Standards across our operations. Our climate action initiatives under ISO 14001:2015 are guided by the Environmental Aspects Identification and Significance Evaluation, along with our Guidelines on Resource Conservation.



Climate-related Risks and Opportunities

TCFD Strategy

TCFD Risk Management

201-2

As a key component of our strategy and management approach to addressing climate-related risks, we incorporated climate scenarios into our strategic operational planning and review processes. This proactive approach allows us to anticipate potential challenges and opportunities associated with climate change, ensuring that our operations remain resilient and sustainable.

We are actively exploring additional avenues to further reduce our GHG emissions, leveraging the expertise of MEPEO and collaboration with other departments. To effectively manage climate-related risks, we do regular assessments of principal and emerging risks that are pertinent to our business. These assessments and action plans are documented in our risk register. Changes in risk profiles and new opportunities are reported and discussed at the Board level by the Executive Management Committee for further integration to our strategy. This ensures that the leadership is informed and engaged in the decision-making process, hence positioning us to navigate the complexities of climate change while advancing our sustainability goals.

Driver	Time Period	Potential Impacts	Potential Financial Implications	Management Approach
PHYSICAL RISKS				
Changing rainfall pattern due to climate change	Short-term	<ul style="list-style-type: none"> Increased risk of RSI dam breach and break Temporary suspension of operations Introduction of pollutants into nearby water bodies and soils Contamination affecting local ecosystems Injuries and fatalities Reputational damage 	<ul style="list-style-type: none"> Decrease in revenue due to operational disruption Increase in expenses (e.g., insurance, remediation costs, compliance, potential fines) Decrease in cash/increase in payables, accruals, or provision Increase in cash outflow from operating activities 	<ul style="list-style-type: none"> Regular monitoring and maintenance of freeboard by discharging water Design and compliance of dam construction with Australian National Committee on Large Dams Incorporated (ANCOLD) Standard Construction of final spillway IEC (e.g., mine tours) Prism and vibrating piezometer monitoring Quarterly emergency drills Annual dam breach drill
More frequent and intense natural disasters	Short-term	<ul style="list-style-type: none"> Operational disruption/temporary suspension Injuries Damage to infrastructure and equipment Decline in production level 	<ul style="list-style-type: none"> Decrease in revenue due to operational disruption and decline in production level Increase in expenses (e.g., clearing activities, medical costs, CSR, stakeholder engagement) Decrease in property and equipment due to impairment or disposal Decrease in cash/increase in payables or accruals Increase in cash outflow from operating activities 	<ul style="list-style-type: none"> Emergency control plans and pre-, during or post-disaster meetings Automated weather station situated in the community and in-house Coordination with the Disaster Risk Reduction and Management Office Allocation of standby equipment for clearing operations after typhoon Desilting of sumps in preparation for typhoon Continued enhanced, progressive rehabilitation IEC (e.g., community announcement) Diversion of mining areas during typhoon
OPPORTUNITY				
Resource efficiency practice	Short-term	<ul style="list-style-type: none"> Increased operational efficiency Reduced energy consumption 	<ul style="list-style-type: none"> Increase in replacement/improvement cost Decrease in expenses (e.g., maintenance, utilities due to efficient energy consumption) 	<ul style="list-style-type: none"> Lighting retrofit (use of light-emitting diode) Replacement of existing air-conditioning units with inverter-type systems and transition from R22 to R32 or R410A refrigerants Replacement of aging motors with high-efficiency models



Progress to Environmental Targets

TCFD Metrics and Targets **305-1** **305-2** **2-4**

Continuing our practice from previous years, we set annual objectives and targets to reduce our negative environmental impacts. Our targets encompass various factors contributing to climate change, including reductions in water usage, electricity and fuel consumption, waste generation, rehabilitation efforts, and environmental compliance. Due to the limited remaining operational life of RGP, we focused on measuring Scope 1 and Scope 2 GHG emissions and excluded Scope 3 from our reporting.

<p>WATER</p> <p>Annual water consumption must not exceed an average of 8,701.34 cubic metre (cu.m.) from Lintungan.</p>	<p>ACHIEVED</p> <p>8,286 cu.m.</p> <p>Total water consumption</p> <p><small>¹²7,223.17 cu.m. in 2024</small></p>
<p>ELECTRICITY</p> <p>Electricity consumption for Process Plant operations equipment must not exceed 52 kilowatt-hour (kWh)/per milled tonne.</p>	<p>ACHIEVED</p> <p>50.56 kWh/milled tonne</p> <p>Total electricity consumption</p> <p><small>¹²46.39 kWh/milled tonne in 2024</small></p>
<p>FUEL</p> <p>Diesel consumption for Mining operations equipment must not exceed 0.56 litre (L) per mined tonne from last year's consumption.</p>	<p>ACHIEVED</p> <p>0.48 L/mined tonne</p> <p>Total fuel consumption</p>
<p>GHG EMISSIONS</p> <p>Annual carbon footprint must be reduced by at least 1% (tCO₂e) based on the average of total emission of the last two years GHG emissions (Scope 1 & 2).</p>	<p>ACHIEVED</p> <p>Reduced GHG emissions by 7.23%</p> <p>86,103.25 tCO₂e</p> <p><small>¹²6.83% (89,599.93 tCO₂e) in 2024</small></p>
<p>PAPER USE</p> <p>Bond paper consumption must be reduced by at least 1% kilogram per year (kg/yr) based on the last year's total consumption.</p>	<p>ACHIEVED</p> <p>Reduced paper use by 39.57%</p> <p>1,345.00 kg compared to 2,225.70 kg in 2024</p>
<p>SOLID WASTE (RESIDUAL)</p> <p>Residual waste must be reduced by at least 1% (kg/yr) based on last year and first quarter of this year's total generated waste, including single-use plastic, plastic bags, plastic container, paper with plastic packaging, glasses, plastic cups, plates, spoon and fork, and any plastic-based packaging.</p>	<p>ACHIEVED</p> <p>Reduced residual waste by 5.86%</p> <p>17,056.30 kg compared to 18,117.30 kg in 2024</p>
<p>HAZARDOUS WASTE (LEAD-ACID BATTERIES)</p> <p>Used lead-acid batteries must be sent for recycling by at least 72% (kg/yr) generated in the current year.</p>	<p>ACHIEVED</p> <p>Turned over 132.85%</p> <p>3,396.00 kg</p>
<p>FLORAL SPECIES DIVERSITY</p> <p>Floral species diversity index in rehabilitated areas must be increased to at least 3.72 based on last year's data.</p>	<p>ACHIEVED</p> <p>Achieved a Floral Species Diversity Index of 3.99</p>
<p>FLORAL SPECIES EVENNESS</p> <p>Floral species evenness in rehabilitated areas must be increased to at least 0.84 based on last year's data.</p>	<p>NOT ACHIEVED¹³</p> <p>Achieved a Floral Species Diversity Index of 0.61</p>

¹²Corrected values from last year's disclosures. Liquefied petroleum gas (LPG) used in Scope 1 calculation is limited to Intertek and mess hall use.

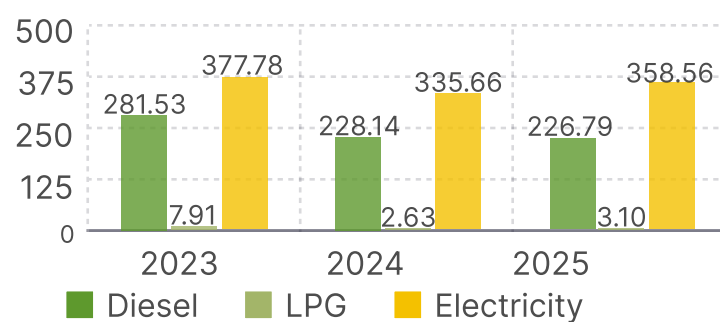
¹³While evenness index is still high, recent typhoons caused a decrease in tree numbers in some plots, particularly affecting exotic species.

This year, total diesel consumption for mining operations decreased primarily due to lower volume of material moved in line with the approved mining plan for the year. Mining activities in 2025 encountered softer materials in crest areas, reducing the requirement for drilling and blasting.

However, diesel consumption per tonne increased slightly from the 0.47 L/mined tonne in 2024 because of the additional activities such as grade control drilling, sterilisation drilling, and ore rehandling.

Energy Consumption within FCF Minerals in Terajoule (TJ)

302-1



Energy Intensity

302-3

2-4

Category	2023	2024 ¹⁴	2025
TJ/tonne of gold produced	0.25	0.22	0.29

Water Truck in RGP Site

While our quarterly ambient air test results showed that presence of particulate matter was lower than the threshold, we still operated three water trucks within the RGP site and surrounding roads, watering areas equivalent to about 17 kilometres. The purpose of this initiative was to sprinkle water on the roads and reduce exposure of people to any particulate matter.



TAILINGS MANAGEMENT: MINIMISING ENVIRONMENTAL FOOTPRINT

3-3

Minimising our negative environmental impact significantly depends on our management of tailings, waste and the quality of water bodies surrounding the RGP.

Tailings, the by-products of our gold mining operations, are treated using Activated Sludge Tailings Effluent Remediation technologies, which effectively break down all cyanide species and eliminate toxic substances.

While these activities require more equipment usage and fuel, they do not suggest a deterioration in equipment performance or operational efficiency.

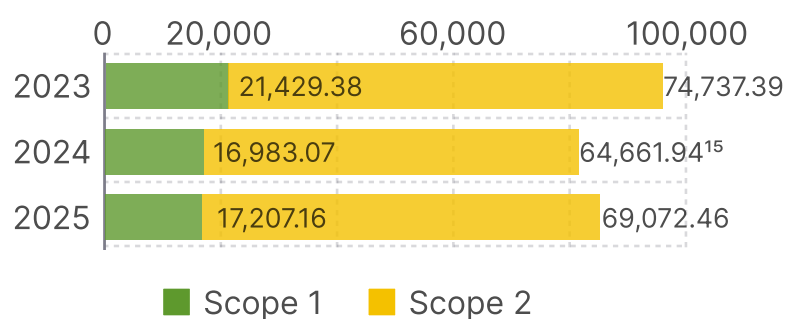
There was an increase in energy intensity, but this does not necessarily indicate reduced energy efficiency. Our energy consumption is more directly correlated with tonnes of ore mined and processed, rather than tonnes of gold produced. Product output is significantly influenced by ore grade, which determines how much gold is contained per tonne of ore.

GHG Emissions in tCO₂e

305-1

305-2

2-4



Emissions Intensity

305-4

Category	2023	2024	2025
TJ/tonne of gold produced	36.30	31.29	42.34

Air Emissions¹⁶

305-7

Category ¹⁷	2023	2024	2025
Nitrogen oxide (NOx) [mg/Nm ₃]	892.25	736.24	827.49
Sulfur oxide (SOx) [mg/Nm ₃]	1.83	1.50	4.42
Particulate matter [µg/Ncm]	16.37	20.35	20.85
Carbon monoxide (CO) [mg/Nm ₃]	141.67	56.61	193.64

¹⁴Correction of year presented in 2024 Sustainability Report.

¹⁵We updated the value for consistency with supporting document.

¹⁶We used emissions factors from National Grid Corporation of the Philippines. Reported values were based on average third-party laboratory test results conducted.

¹⁷NOx, SOx, and CO emissions covered only the seven generation sets used in RGP.

It is engineered to withstand a probable maximum flood event (>1:10,000 year) and an earthquake of magnitude 8.6. This design guarantees the safety of local communities for years to come, even after the mine's closure. We are also committed to continuously monitor the RSI to fulfill our responsibilities outlined in the FMRDP.

Improvements in the RSI

To facilitate continuous operations of the RSI, we drafted the Tailings Management Plan that contains strategies as we transition to mine closure in 2026 and beyond.



Addition of Piezometers

We installed 12 piezometers, and all are currently operational within the RSI embankment. The piezometers measure subsurface piezometric levels and assess groundwater flow patterns to support our monitoring of slope stability as groundwater is one of the primary triggering factors for slope instability.



RSI Dewatering

Since we identified overtopping and resulting embankment erosions as primary causes of dam failures in some operational mines, adequate freeboards are needed to mitigate these risks. To support the limited freeboard at the RSI, we use pumps and siphons to transport water from the RSI to the polishing pond, where additional silt-settling processes occur before it is released into the Sulong River. We keep the RSI level as low as possible to maintain a freeboard requirement of five metres, ensuring sufficient storage capacity for excessive rainfall or typhoon events. In addition, a gravity-fed decant system has been designed to transfer water from the RSI storage to the Siltation Pond, with seven decant operating siphons regulating the water level in the RSI. While decant siphons primarily manage water levels, pontoon pumps are also necessary when the freeboard exceeds five metres. Two submersible pumps are utilised in the RSI as dewatering pumps, discharging water to either the polishing pond or the Processing Plant for reuse. In extreme weather events, the inflow rate into the RSI can surpass the combined discharge rates of the decant siphons and submersible pumps. In such cases, we deploy four backup diesel pumps to expedite water level reduction.



Installation of Silt Curtains

During operations, the Processing Plant faced challenges in maintaining consistent water quality due to rising silt levels in the RSI. To address this issue, we proposed installation of anchored silt curtains. These are designed to contain suspended sediments within the designated area, ensuring more reliable supply of clean water for plant operations. Following installation, we will continuously monitor them to verify compliance with operational requirements.



Embankment Lift

To increase flood storage and silt capacity within the RSI, we identified staged embankment lifts as the most effective solution. We engaged a third-party consultant to develop a detailed design that specifies appropriate materials, layering techniques, and compaction requirement to achieve structural stability in line with global safety standards. The staged lift approach allows for controlled construction which lessens the risk of slope instability. Each lift is compacted to design specifications and incorporates erosion protection measures, such as riprap placement and drainage controls, to ensure long-term durability.



Use of Stilling Basin as a Temporary Siltation Pond

The old siltation pond was constructed at the river's edge, situated within the riverbed and separated only by earth fill. While it functioned adequately for a time, it posed risks to aquatic life and was highly susceptible to being washed away during floods. To protect the river and prevent further ecological disruption, the old pond has been completely dismantled. Currently, the area designated for the new stilling basin has not yet been developed, leaving it open and accessible. Given the available space and ease of access, the site has been selected as temporary siltation pond. The new basin is designed to accommodate more sediment than the previous riverbed pond, and its configuration facilitates easier cleaning and maintenance. Using the stilling basin in this manner enables effective capture of excess debris from excavation works in the spillway, while simultaneously protecting the river's ecosystem.

Progress on the Final Spillway

The construction of the spillway achieved a significant milestone in 2025, marking a critical step towards ensuring long-term safety and environmental compliance. Excavation and foundations were completed for each segment, with progress now extending to approximately two-thirds of the total spillway length. Subsequent activities, including excavation, falsework, and structural works, demonstrate our sequential progress.

To protect environmental integrity, the design incorporates erosion control measures, such as benching for catchment purposes and drainage lines. Continuous dewatering and temporary diversion drainage systems are also added to minimise downstream siltation, all through effective water management.

Water Management

303-1 303-2

We established Guidelines on Resource Conservation and defined our objectives, targets, and programmes as part of the ISO 14001:2015 implementation. We also drafted the Water Management Plan which sets the management of operational activities associated with surface water and groundwater.

These documents support the effective management of water resources and effluents, promote continuous improvement in our environmental performance, and maintain compliance with regulations. Consistent with the previous years, we conducted several monitoring procedures to track water quality, usage, and discharges:

- Quarterly surface water monitoring (sampling and laboratory analysis)
- Monthly effluent monitoring (sampling and laboratory analysis)
- Weekly surface water monitoring
- Weekly streamflow monitoring
- Daily turbidity monitoring at Sulong River
- Daily effluent inspections
- Daily Total Suspended Solids and RSI effluent monitoring
- Daily monitoring of water extraction and discharge volumes

We primarily source our water from surface water bodies, specifically the Sulong River, which supplies water for mining and plant operations, and Lintungan River, which meets our potable and domestic needs.

Treated effluents and excess process water are discharged back into the Sulong River in accordance with regulatory permits and applicable water quality standards. Continuous monitoring and operational controls are in place to avoid impacts on downstream users, aquatic ecosystems, and community water needs.

Measures to promote water conservation and efficient use of water across operations



Provision of water conservation reminders and signages in comfort rooms, accommodation facilities, and mess halls



Regular inspection of water lines, pipes, and outlets to ensure proper functioning and to promptly identify and prevent leaks



Immediate reporting and repair of leaks through established maintenance and reporting procedures



Constant encouragement to practice turning off faucets and other water outlets when not in use



Minimising the use of potable water for non-potable purposes such as plant watering and cleaning of comfort rooms



Maximising washing machine loads by operating washers only when fully loaded to reduce water consumption



Installation of flow metres for accurate monitoring of water extraction, use, and discharge

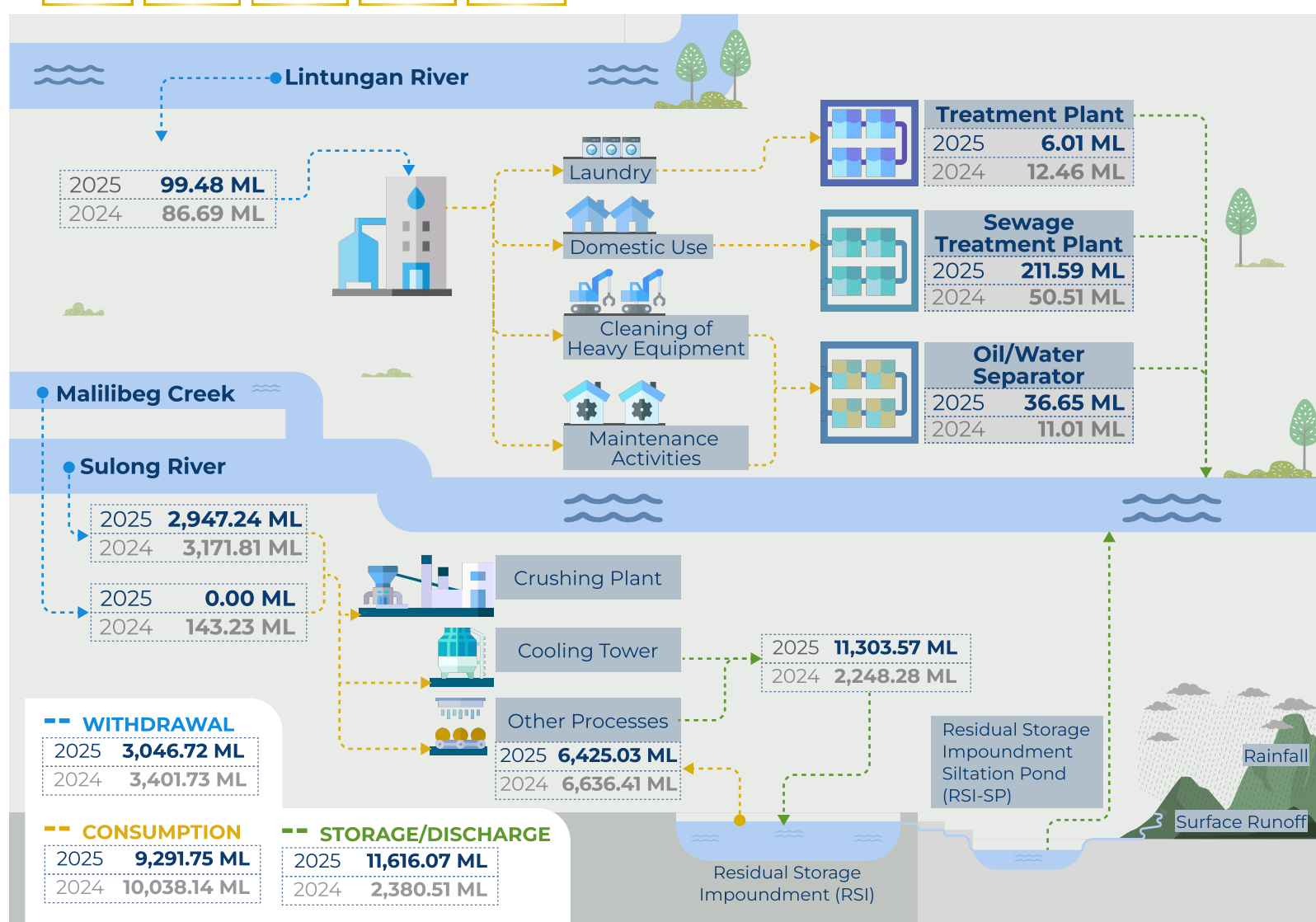


Installation of rainwater collection systems to supplement water supply for non-potable uses



Water Flow Chart¹⁸

101-6 303-3 303-4 303-5 2-4


Water-related Risks, Impacts, and Opportunities

Category	Risks and Impacts	Strategies and Opportunities
Compliance	<ul style="list-style-type: none"> Non-compliance with environmental laws and regulations Legal fines and penalties 	<ul style="list-style-type: none"> Regular and strict monitoring, both in-house and externally IEC for awareness raising Submission of monitoring reports to regulatory bodies
Environmental	<ul style="list-style-type: none"> Water contamination leading to environmental degradation and loss of biodiversity Pollutants disrupting natural habitats 	<ul style="list-style-type: none"> Construction and installation of technologies to control quality of water Conduct of emergency drills
Operational	<ul style="list-style-type: none"> Water scarcity or shortages disrupting mining operations Effluent discharge violation that can lead to suspension or unwanted mine closure Risk of not maintaining water quality for usage in plant operations 	<ul style="list-style-type: none"> Implementation of water recycling and reuse, and other strategies to efficiently use water and reduce operational costs
Social	<ul style="list-style-type: none"> Loss of social license to operate Water contamination that may result in illnesses and other health issues 	<ul style="list-style-type: none"> Collaboration with government agencies, local communities and non-government organisations
Climate	<ul style="list-style-type: none"> Extreme weather events altering rainfall patterns that may impact water availability 	

¹⁸Restated figures due to ongoing improvements in internal monitoring.

Waste Management

306-1

306-2

Aside from tailings, we manage other types of waste to reduce our negative environmental impact. Proper waste management supports operational continuity, reduces health and safety risks, improves environmental performance, and strengthens stakeholder trust. It also aids our alignment with ISO 14001:2015 and TSM requirements. To ensure compliance to standards and regulations, we developed several policies that guide us in waste management practices including:

- Guidelines on Handling Storage and Disposal of Hazardous Waste
- Solid Waste Management
- Guidelines on Handling and Storage of Chemicals, Reagent and Disposal of Waste
- Guidelines on Handling, Transport and Storage of Diesel
- Guidelines on Biodegradable Waste Composting

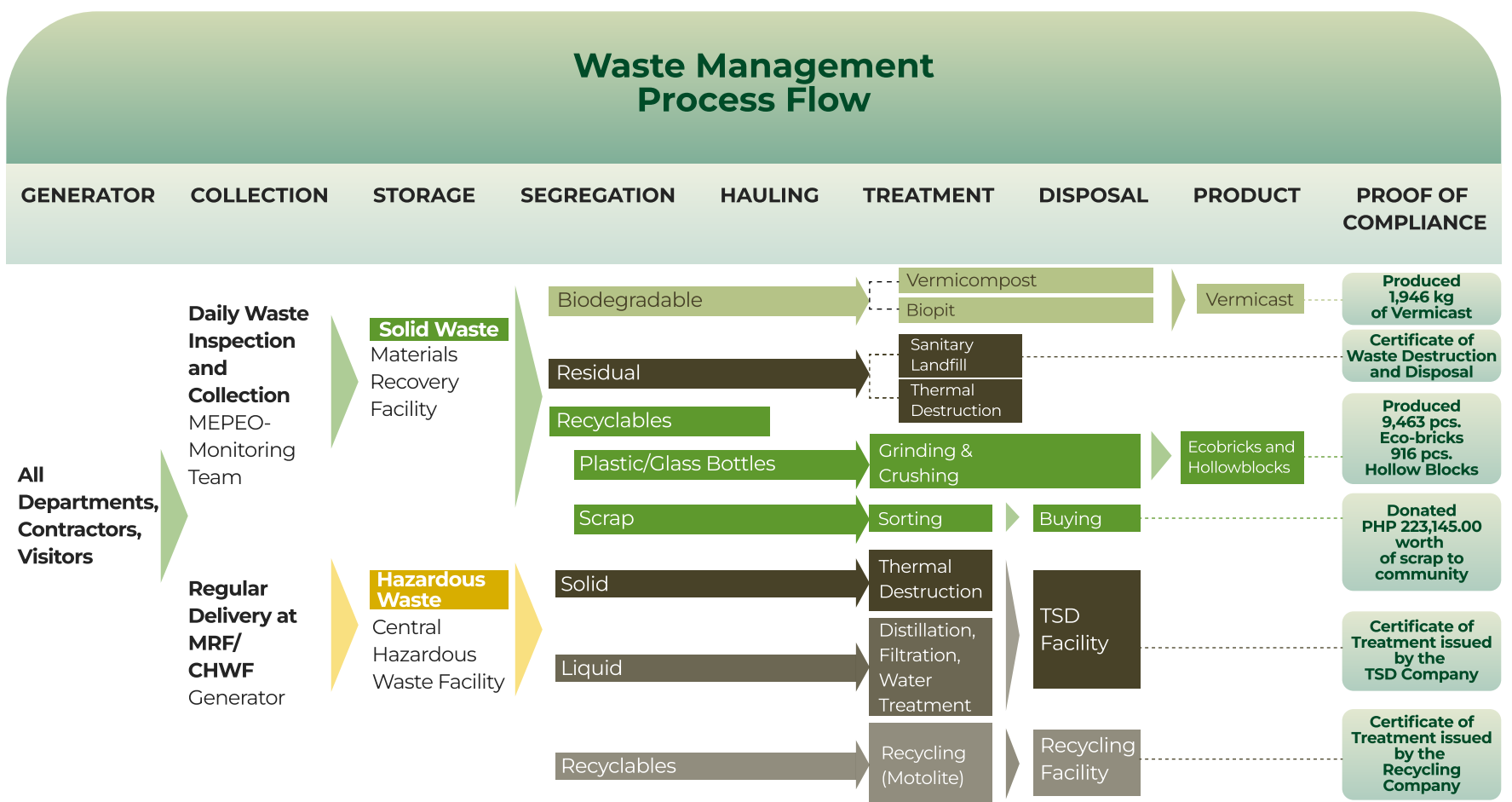
As part of our initiatives, we inspect and collect waste daily within the Company's premises. The MEPEO oversees implementation of waste segregation, reduction of hazardous waste, employee training, and proper storage and labelling. They also engage in community IEC activities, Multi-partite Monitoring Team meetings, and regulatory consultations. The 2025 Annual Environmental Protection and Enhancement Programme ("AEPEP") allocated resources for environmental personnel,

conduct of waste treatment and disposal activities, as well as improvements in waste management facilities. Accomplishments under the 2025 AEPEP were reported quarterly.

Our main waste generators are the different departments, contractors, and visitors. All waste collected are categorised as either solid waste or hazardous waste. Different approaches are done for each type of waste to cut down those that will be landfilled. We also encourage each department to reduce waste generation in performing their duties. The Waste Management Process Flow presents how waste move from generation to final diversion or disposal.

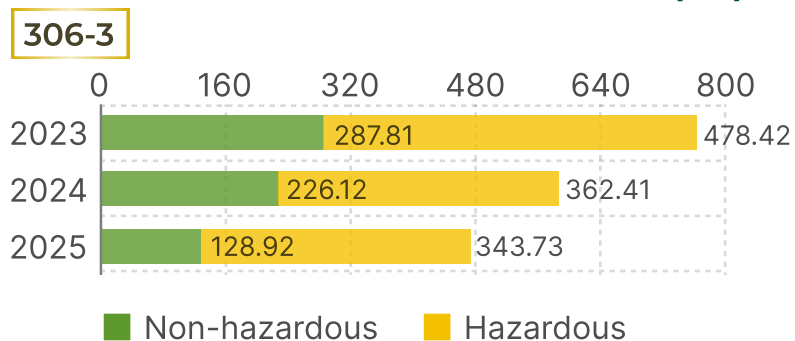
Our total waste generation follows a decreasing trend for both non-hazardous and hazardous waste. We heightened our waste management activities, particularly on recycling and composting which led to lesser waste directed to landfills.

Since there were materials that cannot be used in our internal diversion processes, we engaged DENR-accredited third-party service providers to collect, transport, treat, and properly dispose of these products. Third-party service providers are evaluated through accreditation checks, permits, contracts, and compliance monitoring to ensure alignment with legal and contractual requirements.

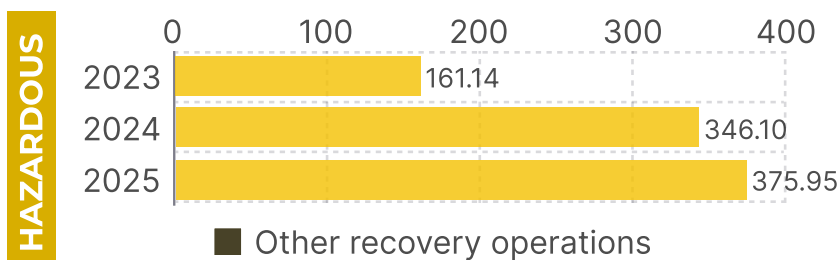
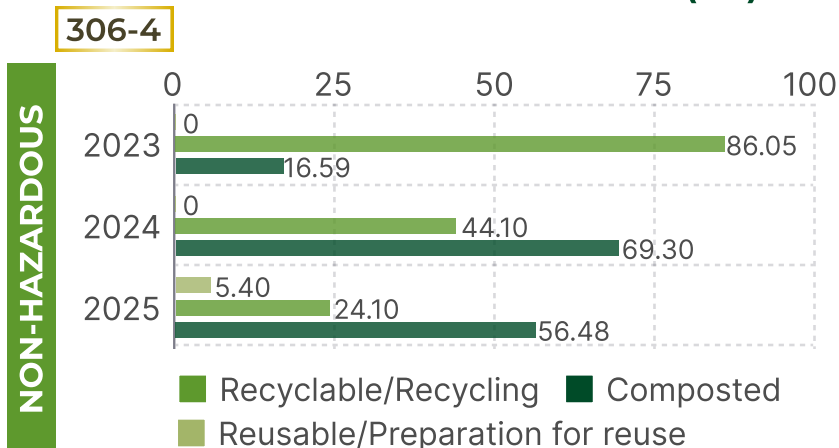




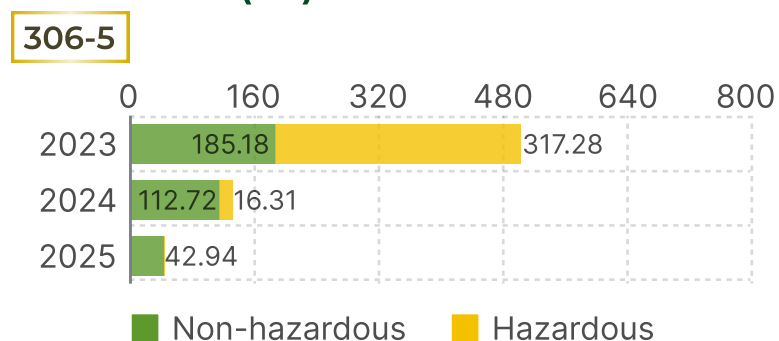
Total Waste Generated in Metric Tonne (MT)



Total Waste Diverted in Metric Tonne (MT)



Total Waste Directed to Disposal Metric Tonne (MT)



Eco-brick and Eco-hollow Block Production Facility

At FCF Minerals, we believe that sustainability begins "at home." To ensure maximum quality control and to minimise our external waste footprint, we have established an In-House Eco-Brick and Eco-Hollow Block Production Line. By keeping production within our own facilities, we directly manage the conversion of site-generated waste into functional assets for our landscapes, recreational areas, and structural infrastructure.

We utilise a specialised blend of pulverised glass bottles and shredded plastics, mixed with sand and cement. The glass acts as a partial sand replacement, reducing our reliance on local quarrying for landscaping and construction materials. Eco-bricks are designed as decorative pavers for walkways and parks, while eco-hollow blocks are engineered for greater structural integrity, used in perimeter walls and non-load-bearing site partitions.

Following the official commencement of this facility in March 2024, we diverted 711 kilograms of plastic and 4,721.50 kilograms of glass in 2025, producing 9,463 pieces of eco-bricks and 916 pieces of eco-hollow blocks. By creating our own pavers and hollow blocks, we significantly reduced procurement and logistics costs for site maintenance and civil works. The presence of these materials in our recreational and operational zones serves as a constant, visible reminder of our commitment to circular solutions.



BIODIVERSITY CONSERVATION: PROTECTING ABUNDANCE OF NATURAL RESOURCES

3-3

Protecting biodiversity is a priority for us as a responsible mining company. We recognise the actual negative impacts of our operations and continuously execute conservation and rehabilitation to enhance environmental resilience and continue the business. By integrating biodiversity management into our operations, we align economic growth with environmental stewardship and stakeholder trust. Our commitment includes a robust, long-term rehabilitation strategy, with the MEPEO overseeing comprehensive site restoration activities that extend beyond the life of the mine. This includes a ten-year post-closure maintenance and monitoring to ensure that rehabilitated ecosystems achieve ecological stability and self-sustenance before final relinquishment.

Our operations pose biodiversity risks including resource scarcity, supply chain disruptions, reputational damage, and regulatory penalties, which can increase operational costs and undermine stakeholder trust. To reinforce our commitment, we engage our people, communities, and supply chain in responsible sourcing and use of natural resources.

We also seize opportunities from adopting sustainable practices, including innovation, new markets, and investments. We proactively do reforestation, habitat restoration, and land-use planning to mitigate the risks, strengthen ecological balance, and improve operational efficiency.

Our comprehensive approach to biodiversity management is focused on minimising negative impacts while maximising positive contributions to ecosystems. Our strategy involves identifying and mitigating risks to habitats and species, controlling pollution, preventing the introduction of invasive species, and leading restoration programmes. These measures align with DENR Administrative Order No. 2022-04, Enhancing Biodiversity Conservation and Protection in Mining Operations, and are fully integrated into our AEPEP. The AEPEP provides a structured framework for planning, monitoring, reporting, and improving our environmental initiatives. The MEPEO oversees implementation of the AEPEP with the support of other departments through cross-departmental collaboration and community engagement.

Additionally, we actively support the Mining Forest Programme and National Greening Programme in adherence to our Special Tree Cutting and Earth Balling Permit. Recognising that our environment is a shared resource and responsibility, we maintain an arboretum and regularly donate seedlings to communities to promote local reforestation and foster environmental stewardship. We ensure that access and benefits are shared ethically for collective gain of stakeholders.

Management of Biodiversity Impacts

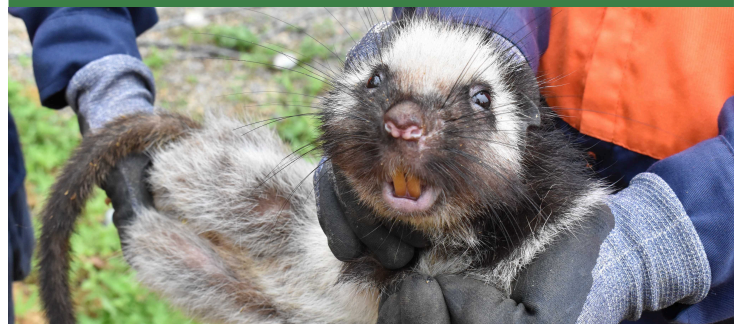
101-1 101-2 101-4 101-5 101-6

Our biodiversity and rehabilitation policies encompass 100% of our direct operational footprint, including all active mining areas, processing facilities, and administrative areas. Our commitments extend to our business relationships, as we require our third-party service providers and primary suppliers to comply with our environmental standards and the specific protocols managed by the MEPEO.

Since 2021, our annual biodiversity assessments have established a benchmark for measuring our restoration success. From 2021 to 2025, an upward trend in species richness was observed across both floral and faunal categories, reflecting the effective implementation of scientific best practices in ecosystem restoration.

2025 Biodiversity Assessment

The 2025 Biodiversity Assessment results demonstrate that our rehabilitation programme has achieved a stable, homogeneous habitat where birds and other wildlife are consistently using reclaimed areas. While rehabilitation sites currently support high abundance, the analogue (control) site still serves as the critical target for successional benchmarks, particularly for supporting specialised and endemic species.





We manage land-use changes by following the mitigation hierarchy: Avoid, Minimise, and Restore. Our restoration efforts aim to return land to a self-sustaining state by utilising indigenous wildlings from undisturbed areas, preserving genetic integrity of the local flora. Furthermore, the Mining Forest Programme extends reforestation initiatives to host and neighbouring communities.

The RGP, governed by a 3,093-hactare FTAA, is our only active operational site with significant biodiversity impacts. Our comprehensive Biodiversity Management Plan integrated into the AEPEP applies to RGP site. While the total tenement area is expansive, we limit environmental exposure through a phased operational approach, with significant impacts localised within the active mining footprint and infrastructure zones. To date, we have rehabilitated 73.55 hectares out of the 290.56 hectares of disturbed area, focusing on biodiversity restoration as a core strategy to mitigate land disturbance and habitat alteration. Furthermore, our most significant indirect biodiversity impacts arise from procuring process chemicals, such as cyanide and lime, and fuels. We address these upstream impacts by prioritising suppliers with established environmental management systems and optimising consumption to reduce the overall ecological footprint of our supply chain.

We actively enhance synergies between biodiversity and climate change management through nature-based solutions. By establishing extensive reforestation sites under our Mining Forest Programme and executing the progressive rehabilitation of disturbed areas, we achieve dual objectives—significantly increasing species richness to restore local biodiversity and creating robust carbon sinks that sequester atmospheric carbon dioxide. This integrated approach contributes directly to global climate mitigation and the ecological resilience of our host environment.

Our biodiversity management creates shared value through a social-ecological approach. We reduce negative impacts on stakeholders by implementing strict buffer zones and erosion control measures that protect neighbouring land and water resources. To maximise positive impacts, we prioritise local hiring for nursery and rehabilitation operations which promotes green economy. We also have regular IEC campaigns and involve local communities in environmental celebrations. Additionally, we collaborate with local farmers to incorporate non-timber forest products into our programme, ensuring long-term, sustainable livelihood opportunities for host communities.

Other Ecosystem Services

101-8

We are rehabilitating disturbed areas to restore the site to its original condition. This initiative is supported by various ecosystem services designed to address effects of mining activities, revert the ecosystems' natural processes, and benefit the surrounding communities.



Climate Regulation (Carbon Sequestration)

This refers to the capacity of vegetation and soil to absorb and store carbon dioxide, playing a crucial role in climate regulation. This ability is compromised during the “disturbed” phase of mining, which leads to biodiversity disturbance. When vegetation is cleared for mining activities, the plants that typically sequester carbon are removed, which significantly diminishes the area’s capacity for carbon storage.



Water Purification and Provisioning

This refers to the natural filtration of water by soil and vegetation, which is essential for providing clean water to ecosystems and communities. However, this process can be negatively impacted by siltation and chemical runoff resulting from mining activities. Mining can introduce sediments and harmful chemicals into nearby water bodies, degrading water quality and reduces the natural water purification function.

State of Biodiversity

101-5

101-7

We identified high ecosystem integrity zones within the 3,093-hectare FTAA, mainly in undisturbed and steep-sloped primary and secondary forest fragments. These areas feature a diverse multi-story canopy, stable nutrient cycling, and indicator species like hornbills and diverse orchid varieties, indicating a healthy and balanced environment. By preserving these corridors, we allow local mother trees to aid in reforestation and maintain genetic diversity of the region's flora.

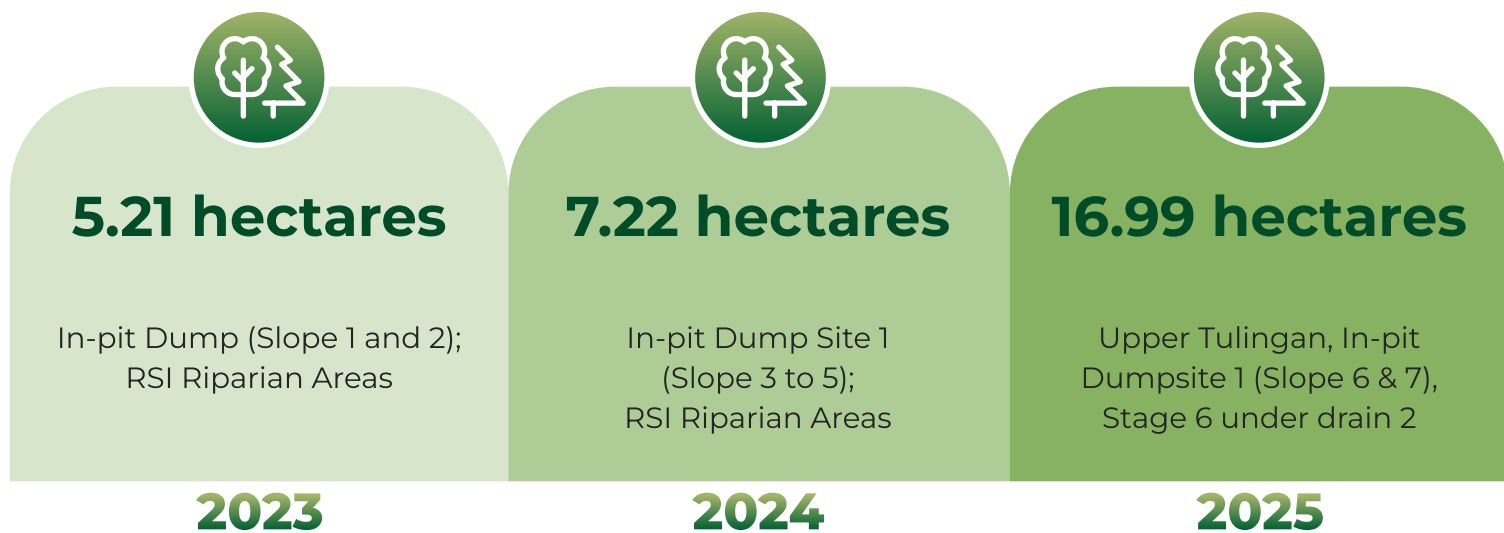
Our mine site is in the ecologically important Magat River Watershed, an area characterised by secondary growth forests and critical drainage systems. While our active operational footprint is outside proclaimed protected areas,

we are situated approximately 10 to 15 kilometres from the Casecnan Protected Landscape.

The project tenement is recognised as a Key Biodiversity Area, home to indigenous flora and fauna documented during scientific baseline assessments. To protect these sensitive ecosystems, we enforce strictly monitored buffer zones and a comprehensive AEPEP to prevent encroachment, mitigate edge effects, and preserve ecological integrity of the adjacent forest reserves.



Habitats Partially Restored



2025 Highlights

- A total of **73.55 hectares of disturbed land were restored** and planted with different endemic species that serve as a natural habitat for wildlife species in the area.
- Of the undisturbed areas, **we continued to protect 871.34 hectares** in Hill 805 and Mt. Kabukbukan in Sitio Kinalabasa, Lintungan Area.
- The Biodiversity Assessment 2025 recorded a **very high overall Biodiversity Index** of $H' = 3.99$ and a high Evenness Index of $J' = 0.61$ across all our restoration areas.
- 64,801 individual trees and bamboos with **high survival rates (most above 85%) were recorded** based on the 2025 Monitoring and Evaluation Report of Rehabilitated Areas.
- We allotted about **PHP 84M for our 2025 AEPEP**, which supported our reforestation, rehabilitation of mined-out areas, biodiversity conservation, water and air quality management, and community programmes.

We maintain data integrity through a robust validation framework. Environmental metrics are compiled from verified onsite monitoring logs, cross-checked against regulatory submissions to the DENR, and overseen by the Multi-Partite Monitoring Team.

This approach ensures that our disclosures on water use, chemical management, and biodiversity restoration are accurate and reliable.





MINE CLOSURE AND REHABILITATION: PREPARING FOR HARMONIOUS TRANSITION

3-3






As we approach the final years of commercial use at the RGP site, with mine completion expected by the end of 2026, we recognise the potential impacts of closure on our workers, local communities, and the environment. To proactively mitigate these adverse effects, we heightened our mine closure and rehabilitation activities for a harmonious transition.

In preparation for the eventual closure, we developed the FMRDP, which was presented to the DENR-MGB Region II in November 2025. We are revising the FMRDP based on feedback received—to further incorporate the provisions of DENR-MGB’s Safety and Health, Environment, and Social Development and Management Manual. We are also updating the FMRDP to reflect the results of our community consultations, particularly on determining the proposed final land use and ensure alignment with the approved Comprehensive Land Use Plan of the Municipality of Quezon. The next review of the FMRDP is scheduled for 2026.

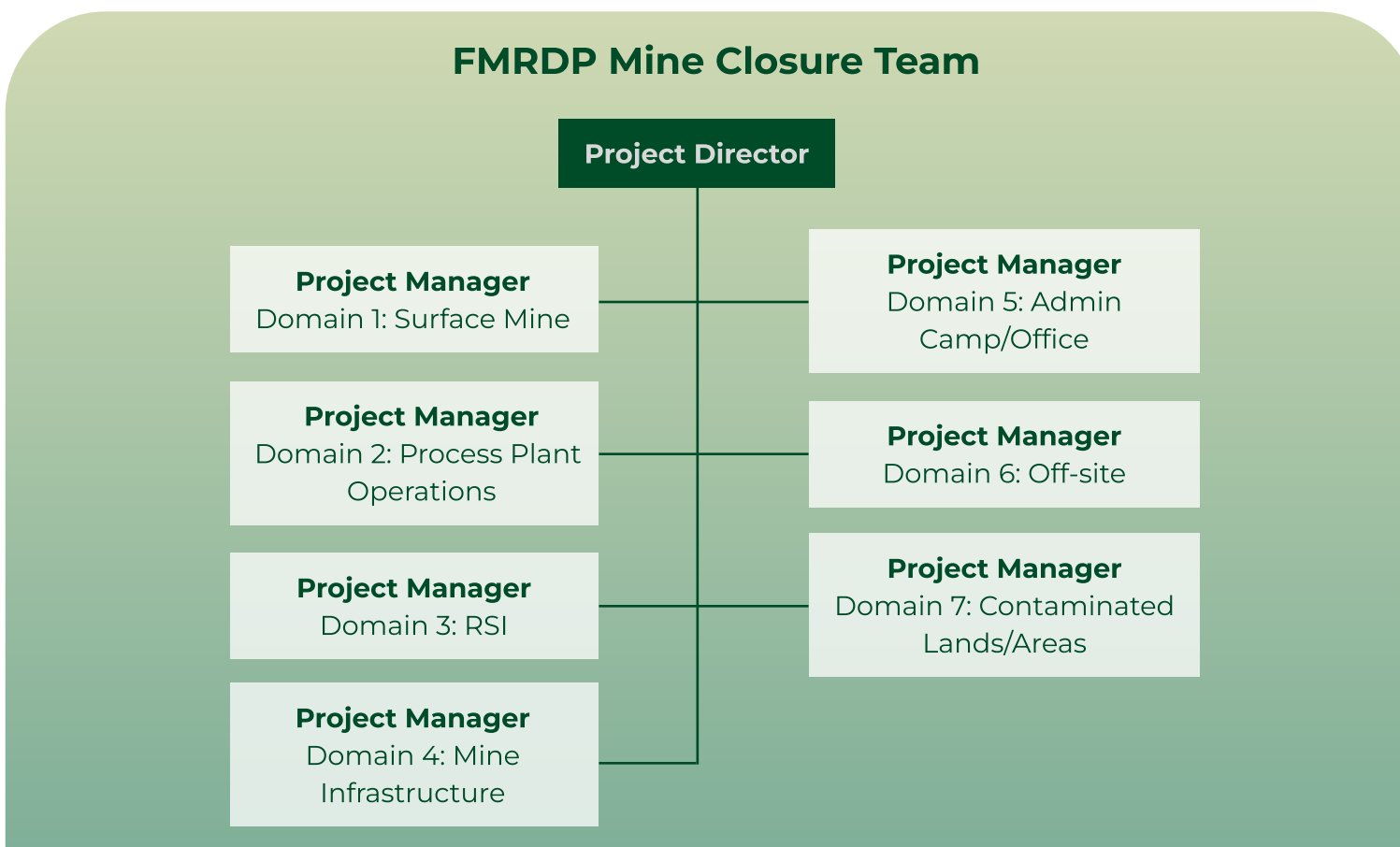
Given that a significant portion of the local workforce is employed by the RGP, the cessation of operations may result in reduced economic activity, lower household incomes, diminished local revenues, and limited employment opportunities. To address these concerns, we are collaborating with local communities and concerned government units to develop

a sustainability action plan that identifies and implements measures to manage the impacts of mine closure. These initiatives are fully aligned with, and integrated into, the regularly updated FMRDP.

Alongside our community engagement initiatives, we are actively executing the Biodiversity Management Plan, a key element of our rehabilitation strategy, with a focus on the following activities:

-  Stabilisation of disturbed landforms
-  Selection of appropriate and site-specific plant species
-  Nursery establishment and operation
-  Development and implementation of effective revegetation techniques
-  Maintenance and monitoring of established plantations

Furthermore, we are exploring agroforestry and other biodiversity-friendly livelihood enterprises to promote the creation of green jobs and enhance sustainable local livelihoods during and beyond the mine closure period.



GRI Content Index

Our Company

Statement of use	FCF Minerals Corporation has reported with reference to the GRI Standards for the period from January 1, 2025 to December 31, 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	GRI 14: Mining Sector 2024

Materiality

Governance

Economic

Social

Environmental

Indices

GRI Standard	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
GENERAL DISCLOSURES						
The Organisation and its Reporting Practices						
GRI 2: General Disclosures 2021	2-1 Organisational details	1-2, 5-6	<i>A grey cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available</i>			
	2-2 Entities included in the organisation's sustainability reporting	2				
	2-3 Reporting period, frequency and contact point	1-2				
	2-4 Restatements of information	32, 35-36, 40-42 60-61, 64				
	2-5 External assurance	The report has not been externally assured.				
Activities and Workers						
GRI 2: General Disclosures 2021	2-6 Activities, value chain, and other business relationships	6				
	2-7 Employees	32				
	2-8 Workers who are not employees	33				
Governance						
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	19				
	2-10 Nomination and selection of the highest governance body	21				
	2-11 Chair of the highest governance body	19				
	2-12 Role of the highest governance body in overseeing the management of impacts	20				
	2-13 Delegation of responsibility for managing impacts	20				
	2-14 Role of the highest governance body in sustainability reporting	20				
	2-15 Conflicts of interest	21				
	2-16 Communication of critical concerns	21				
	2-17 Collective knowledge of the highest governance body	19				
	2-18 Evaluation of the performance of the highest governance body	19				
	2-19 Remuneration policies	21				
2-20 Process to determine remuneration	21					
2-21 Annual total compensation		2-21 a-c	Information unavailable	We have not yet gathered the required information as it is not part of our internal metrics.		
Strategy, Policies, and Practices						
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	7-11				
	2-23 Policy commitments	21-22				
	2-24 Embedding policy commitments	21-22				
	2-25 Processes to remediate negative impacts	22-23				
	2-26 Mechanisms for seeking advice and raising concerns	22-23				
	2-27 Compliance with laws and regulations	23-24				
	2-28 Membership associations	5				

GRI Standard	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
Stakeholder Engagement						
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	14				
	2-30 Collective bargaining agreements	36				
MATERIAL TOPICS						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	15				
	3-2 List of material topics	16-17				
ECONOMIC						
Economic Performance						
GRI 3: Material Topics 2021	3-3 Management of material topics	26				14.9.1
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	26, 28				14.9.2 14.23.2
	201-3 Defined benefit plan obligations and other retirement plans	27				
	Workers hired from local community	35				14.9.6
Tax						
GRI 3: Material Topics 2021	3-3 Management of material topics	26				14.23.1
GRI 201: Economic Performance 2016	201-4 Financial assistance received from government	In 2025, we did not receive any financial assistance from the government.				14.23.3
	207-1 Approach to tax	26-27				14.23.4
GRI 207: Tax 2019	207-2 Tax governance, control, and risk management	26-27				14.23.5
	207-3 Stakeholder engagement and management of concerns related to tax	27				14.23.6
	207-4 Country-by-country reporting	-		Not applicable	We operate RGP in the Philippines only.	14.23.7
	State mineral purchase	-		Not applicable	We do not purchase minerals from the state.	14.23.8
Indirect Economic Impacts						
GRI 3: Material Topics 2021	3-3 Management of material topics	29-30				
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	28-30				14.9.3
	203-3 Significant indirect economic impacts	29-30				14.9.4
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	29				14.9.5
SOCIAL						
Employment						
GRI 3: Material Topics 2021	3-3 Management of material topics	32				14.17.1
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	33-34				14.17.3
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	37				14.17.4
	401-3 Parental leave	38				14.17.5

	GRI Standard	Disclosure	Location	Omission			GRI Sector Standard Ref. No.	
				Requirement(s) Omitted	Reason	Explanation		
Our Company	GRI 402: Labour / Management Relations 2016	402-1 Minimum notice periods regarding operational changes	36				14.17.6 14.8.2	
	GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	40-41				14.17.7	
		404-2 Programmes for upgrading employee skills and transition assistance programmes	41				14.17.8 14.8.3	
Materiality	GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	19, 35-36				14.21.5	
		405-2 Ratio of basic salary and remuneration of women to men	33				14.21.6	
	GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	38-39				14.11.2	
Governance	GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	38-39				14.18.2	
	GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	38-39				14.19.2	
	GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	39				14.14.2	
	Occupational Health and Safety							
Economic	GRI 3: Material Topics 2021	3-3 Management of material topics	42-43				14.16.1	
	GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	42-43				14.16.2	
		403-2 Hazard identification, risk assessment, and incident investigation	43-44				14.16.3	
		404-3 Occupational health services	44-45				14.16.4	
		403-4 Worker participation, consultation, and communication on occupational health and safety	45-46				14.16.5	
	Social	GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	45-46				14.16.6
			403-6 Promotion of worker health	45				14.16.7
			403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	47				14.16.8
			403-8 Workers covered by an occupational health and safety management system	47				14.16.9
			403-9 Work-related injuries	48-50				14.16.10
403-10 Work-related ill health			48-50				14.16.11	
Environmental	Critical Incident Management							
	GRI 3: Material Topics 2021	3-3 Management of material topics	50-51				14.15.1	
	GRI 306: Effluents and Waste 2016	306-3 Significant spills	In 2025, FCF Minerals had no significant water or chemical spills.					14.15.2
		Critical incidents	50-51					14.15.3
Sites with emergency preparedness and response plans		50-51					14.15.4	

GRI Standard	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
Local Communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	51-52				14.10.1
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	52-56				14.10.2
	413-2 Operations with significant actual and potential negative impacts on local communities	52				14.10.3
	Grievances from local communities	22				14.10.4
ENVIRONMENT						
Climate Change Adaptation and Mitigation						
GRI 3: Material Topics 2021	3-3 Management of material topics	58				14.2.1
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	58-59				14.2.2
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	61				14.1.2
	302-2 Energy consumption outside of the organisation	-	302-2 a-c	Information unavailable	We have not yet gathered the required information as it is currently not part of our internal metrics.	14.1.3
	302-3 Energy intensity	61				14.1.4
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	60-61				14.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	60-61				14.1.6
	305-3 Other indirect (Scope 3) GHG emissions	-	305-3 a-g	Information unavailable	We do not measure Scope 3 GHG emissions due to the limited remaining mine-life of the RGP.	14.1.7
	305-4 GHG emissions intensity	61				14.1.8
	305-5 Reduction of GHG emissions	-	305-5	Information unavailable	We do not measure GHG reduction per initiative.	14.1.9
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	61	305-7 iii-v	Not applicable	We do not have a process that produces POP, VOC, or HAP.	14.3.2
Tailings Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	61-62				14.6.1
	Tailings disposal methods	62				14.6.2
	Tailings facilities	61-62				14.6.3
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	63				14.7.2
	303-2 Management of water discharge-related impacts	63				14.7.3
	303-3 Water withdrawal	64				14.7.4
	303-4 Water discharge	64				14.7.5
	303-5 Water consumption	64				14.7.6
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	65				14.5.2
	306-2 Management of significant waste-related impacts	65				14.5.3
	306-3 Waste generated	66				14.5.4
	306-4 Waste diverted from disposal	66				14.5.5
	306-5 Waste directed to disposal	66				14.5.6

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GRI Standard	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
Biodiversity Conservation						
GRI 3: Material Topics 2021	3-3 Management of material topics	67				14.4.1
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	67-68				14.4.2
	101-2 Management of biodiversity impacts	67-68				14.4.3
	101-4 Identification of biodiversity impacts	67-68				14.4.4
	101-5 Locations with biodiversity impacts	67-69				14.4.5
	101-6 Direct drivers of biodiversity loss	67-68				14.4.6
	101-7 Changes to the state of biodiversity	69				14.4.7
	101-8 Ecosystem services	68				14.4.8
	Mine Closure and Rehabilitation					
GRI 3: Material Topics 2021	3-3 Management of material topics	70				14.8.1
	Closure and rehabilitation of sites	70				14.8.4
	Approval and review of closure and rehabilitation plans	70				14.8.5
	Land disturbed and rehabilitated	70				14.8.6
	Estimated life of mine	70				14.8.7
	Financial provisions for closure and rehabilitation	-	14.8.8	Information unavailable	Revisions to the FMDRP are ongoing.	14.8.8
	Post-mining transition	70				14.8.9

TCFD CONTENT INDEX

Core elements	Recommended Disclosures	Location in this Report
<p>Governance The organisation's governance around climate-related risks and opportunities</p>	<p>Describe the board's oversight of climate-related risks and opportunities.</p> <hr/> <p>Describe management's role in assessing and managing climate-related risks and opportunities.</p>	<p>Governance around Climate-related Risks and Opportunities, p. 20</p>
<p>Strategy The actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning</p>	<p>Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.</p> <hr/> <p>Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.</p> <hr/> <p>Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>Climate-Related Risks and Opportunities, pp. 58-59</p>
<p>Risk Management The processes used by the organisation to identify, assess, and manage climate-related risks</p>	<p>Describe the organisation's processes for identifying and assessing climate-related risks.</p> <hr/> <p>Describe the organisation's processes for managing climate-related risks.</p> <hr/> <p>Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.</p>	<p>Climate-Related Risks and Opportunities, pp. 58-59</p>
<p>Metrics and Targets The metrics and targets used to assess and manage relevant climate-related risks and opportunities</p>	<p>Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.</p> <hr/> <p>Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.</p> <hr/> <p>Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.</p>	<p>Progress to Net-Zero Target, p. 60</p>

TSM CONTENT INDEX

Topics	Sub-topic	Reference	Location
Safety and Health Performance	Commitment and accountability	Legal Compliance, Occupational Safety and Health	23, 42
	Planning and implementation	Occupational Safety and Health	42
	Training, behaviour, and culture	Occupational Safety and Health	42
	Monitoring and reporting	Occupational Safety and Health	42
	Performance	Occupational Safety and Health	42
Indigenous People and Community Outreach	Stakeholder identification	Stakeholder Engagement	14
	Effective stakeholder engagement and dialogue	Stakeholder Engagement, Impact that Matters	14, 15
	Stakeholder response mechanism	Risk Approach, Community Involvement	22, 51
	Social development management	Economic Performance and Tax, Community Involvement	26, 51
	Reporting	Community Involvement	51
Human Rights Assessment	Preventing child labour	Policy Commitments, Employment Practices	21, 32
	Preventing forced labour	Policy Commitments, Employment Practices	21, 32
Crisis Management and Communications Preparedness	Crisis management and communications preparedness	Occupational Safety and Health, Critical Incident Management	42, 50
	Review	Occupational Safety and Health, Critical Incident Management	42, 50
	Training	Occupational Safety and Health, Critical Incident Management	42, 50
Tailings Management	Tailings management policy and commitment	Tailings Management	61
	Tailings management system and emergency preparedness	Tailings Management, Occupational Safety and Health	61, 42
	Assigned accountability and responsibility for tailings management	Tailings Management	61
	Annual tailings management review	Tailings Management	61
	Operations, maintenance, and surveillance manual	Tailings Management	61
Biodiversity Conservation Management	Corporate biodiversity conservation commitment, accountability, and communications	Biodiversity Conservation	67
	Mine site biodiversity conservation planning, implementation, and performance	Biodiversity Conservation	67
	Biodiversity conservation reporting	Biodiversity Conservation	67
Climate Change	Corporate climate change management	Climate Change, Climate-Related Risks and Opportunities	58, 59
	Mine site climate change management	Climate Change, Climate-Related Risks and Opportunities	58, 59
	Mine site performance targets and reporting	Progress to Net-Zero Target	60
Water Stewardship	Water governance	Water Management	63
	Operational water management	Water Management	63
	Watershed planning	Water Management	63
	Water reporting and performance	Water Management	63



TECHNICAL WORKING GROUP

We thank the members of the 2025 Technical Working Group members for their invaluable contributions to the preparation of this Report. These individuals truly exemplified our corporate values and wholeheartedly embraced our sustainability commitments for the remaining mine- life of RGP. Their insights and efforts reflect the essence of FCF Minerals and our vision of what we can achieve “Beyond the Gold.” We are excited to share these insights with our stakeholders in this Report.

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