



GREENSTONE RESOURCES CORPORATION

A TVIRD COMPANY



ENVIRONMENTAL, SOCIAL, AND GOVERNANCE REPORT

Achieving a Sustainable Environment,
Community, and Economy

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OVERVIEW






GRI 102-46, GRI 102-50, GRI 102-52, GRI 102-54

Greenstone Resources Corporation (GRC) is pleased to present its inaugural Environmental, Social, and Governance (ESG) report, covering the years 2021 to 2023. This comprehensive documentation of sustainability initiatives underscores the collective endeavors and achievements of GRC as it advances towards a more sustainable future.

Over the years, GRC has consistently adhered to its commitments to prioritize sustainability, responsibility, and transparency across all operational facets. This inaugural ESG report stands as a testament to its unwavering dedication to imbuing best practices, fostering positive social impact, and minimizing its environmental footprint throughout its area of operations. Throughout the covered period, GRC has consistently integrated sustainable business practices into its core strategies, aiming to strike a delicate balance between economic growth, social well-being, and environmental protection.

OBJECTIVES

This report also delineates GRC's key initiatives and progress in various areas, but not limited to:

 Environmental Stewardship	<p>GRC recognizes the importance of conserving the natural environment for future generations in accordance with its core value Environmental Excellence. The report will detail its efforts in responsible resource management, reforestation initiatives, waste reduction, and biodiversity conservation.</p>	 Social Responsibility	<p>As a responsible corporate citizen, GRC remains deeply committed to supporting the communities where it operates with respect to its closeness to stakeholders – a core value that exemplifies the importance of people. This report showcases GRC's community development programs, education and healthcare initiatives, and endeavors to empower local stakeholders.</p>	 Governance and Ethics	<p>GRC understand that strong corporate governance and ethical practices are crucial for long-term sustainability as this reflects its other core value, Competitive Spirit, towards leadership and following the guiding principle of "Starting it right, Keeping the end in mind" in managing the Company. This report outlines GRC's governance framework, compliance measures, and commitment to upholding ethical standards.</p>	 Economic Impact	<p>GRC believes that responsible business practices should also contribute positively to the local and national economies as this aligns with its very own principle of "Multiplying the Bread." This report will present insights into the Company's economic contributions, local employment opportunities, and procurement practices.</p>	 Health and Safety	<p>The well-being of its workforce and stakeholders is of utmost importance as GRC continues to generate safe man-hours throughout its operations, underscoring the welfare of the community. This ESG report highlights the measures taken to ensure a safe and healthy work environment across all the Company's operations.</p>
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In embarking on this transformative initiative towards transparency and accountability, as evidenced by this inaugural ESG report, GRC seeks to enhance trust and engagement with its stakeholders. This commitment spans across investors, partners, customers, employees, and the broader community, reflecting a shared responsibility for the well-being of society and the natural environment. By presenting this report, GRC acknowledges that its sustainability journey is ongoing, welcomes feedback, and is committed to continuous improvement. Moreover, it aims to make a positive impact and contribute to building a more sustainable world.



INTEGRATED MANAGEMENT SYSTEM POLICY

GRC-IMS-SM-POL-001

Policy Statement:

Greenstone Resources Corporation (GRC) advocates the highest operational standards in the exploration, development, and utilization of the mineral deposits in its tenement areas. GRC is committed to achieving a safe and healthy working environment for its employees, the satisfaction of its customers and stakeholders, and the protection and restoration of the environment through the proactive establishment, implementation, maintenance, and continuous improvement of the Integrated Management System.

Policy Objectives:

- Establish and maintain an Integrated Management System which satisfies the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018.
- Establish and implement appropriate actions to address risks, capture opportunities associated with internal and external issues, and meet the needs and expectations of interested parties that are relevant to the organization.
- Establish measurable strategic objectives and targets as a basis for the evaluation and guide for the continual improvement of the Integrated Management System.
- Adhere to applicable local and national regulatory and statutory requirements and other requirements from relevant interested parties to which the company subscribes.
- Identify and address health and safety hazards and environmental impacts associated with the activities of GRC's operation.
- Ensure the participation of employees at all levels of the organization to develop the company's IMS through continuous workshops and consultations.
- Consistently provide products and services that satisfy customers' requirements.
- Ensure current policies and procedures, roles and responsibilities are communicated well to all employees within the organization and relevant stakeholders;
- Involve stakeholders as partners of the company in environmental, quality, health and safety activities and programs;
- Facilitate and enhance the decision-making process on environment, quality, health and safety issues by seeking opinions, feedback and participation from GRC's stakeholders;
- Make available resources to sustain the implementation and meet the requirements of this Policy;
- Monitor, evaluate and report GRC's Integrated Management System performance to stakeholders clearly and transparently;
- Review the Integrated Management System at planned intervals to ensure it is effective and achieves the stated integrated management policy; and
- Continually improve GRC's Integrated Management System compliant with ISO 14001, ISO 9001 and ISO 45001.

Responsibilities:

This policy shall be communicated to all employees and relevant stakeholders through the company's IEC Program. The development and implementation of this policy is the responsibility of Site Management.

ANTHONY B. QUIJANO
President



Effectivity Date : September 19, 2022
Revision No. : 05

REPORTING STANDARD

This report was created in accordance with the Securities and Exchange Commission's (SEC) Sustainability Reporting Guidelines for Publicly Listed Companies. The Global Reporting Initiative (GRI) Standards, which include a thorough framework for reporting that incorporates environmental and socioeconomic issues, are among the commonly used sustainability reporting systems that the standards build upon

The essential information is supplied in two sections: disclosures and management techniques or approach. A detailed materiality study and GRC stakeholder engagement activities were used to determine which social, environmental, and economic issues were the most crucial. These conclusions are reflected in the disclosures. Disclosures provide an overview of the business's viability and financial success during the review period in a defined, measurable way.

SCOPE AND LIMITATIONS

Throughout this report, GRC management shall be showcased in terms of its Company, offices, sites, and operations. This report examines GRC's ESG performance during a three-year period ending in 2023.

Details on significant contributions to the Company's economic performance, development of its host and neighboring communities, and commitment to environmental excellence are all provided. This report will be published annually and will focus on GRC's management initiatives and implementation throughout the Company's operations.

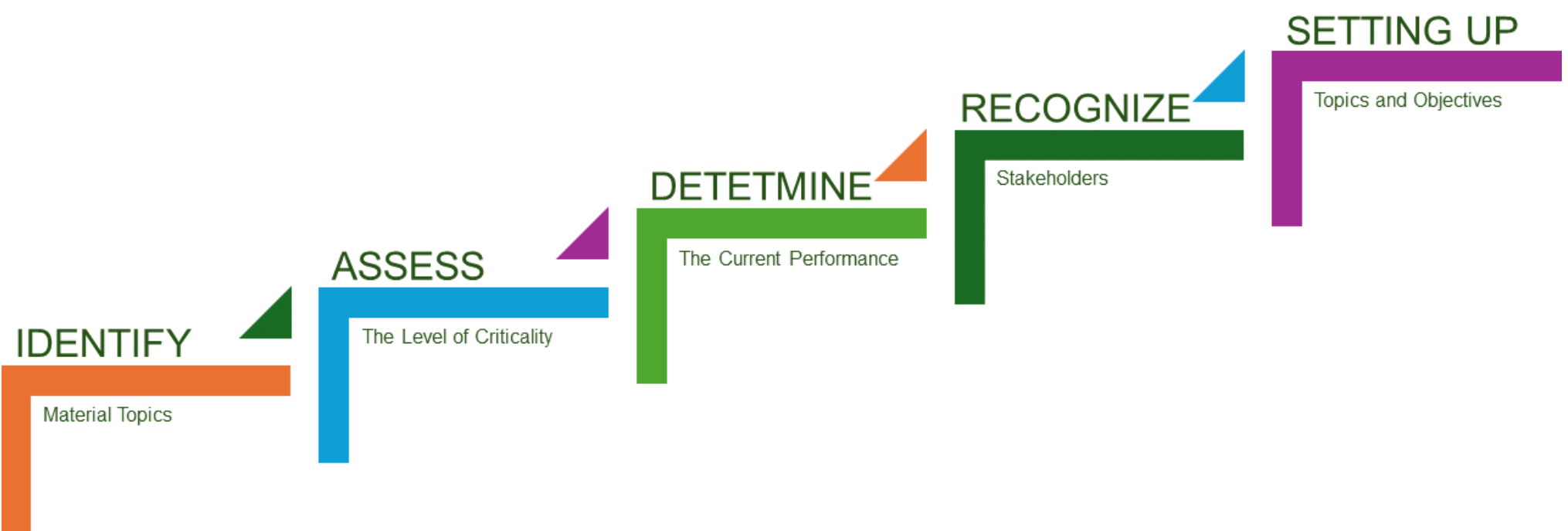
MATERIAL TOPICS

GRI 102-47

GRC has diligently adhered to the GRI to ensure a comprehensive and accurate assessment of its material topics. The commitment to ESG reporting led the Company to develop this report using a robust materiality assessment process.

Throughout this assessment, insights from various internal departments were considered, including extensive stakeholder involvement and engagement, operational reports, complaint registers, and valuable feedback gathered from ongoing interactions with both internal and external stakeholders in accordance with its section 4. Context of Organization in its Integrated Management System. By carefully evaluating these inputs and identifying opportunities, the organization has gained a deeper understanding of its sustainability risks, forming the basis for the content of the report. The approach to identifying issues and topics has been all encompassing, considering perspectives from diverse parties, including employees, suppliers, contractors, host and neighboring communities, investors, and local and national government agencies. Moreover, the Company has remained mindful of the environmental and economic aspects of the report while addressing these concerns.

In the regular course of business, the Company has implemented the principles of the Globally Harmonized System's materiality assessment, further enhancing the credibility and transparency of its reporting process. Through this diligent and inclusive methodology, the organization aims to present a comprehensive and reliable ESG Report that highlights its commitment to responsible business management and a meaningful engagement with all its stakeholders.





THE COMPANY

ABOUT THE COMPANY

Greenstone Resources Corporation (GRC) is a duly registered Company, engaged in mining and processing both gold and silver. It was first registered in 2001 to carry out mineral extraction and processing for the Siana Gold Project (SGP) under the management of Red 5 Limited. GRC's Siana Gold Project is within Mineral Production Sharing Agreement (MPSA) No. 184-2002-XIII, granted on 11 December 2002 and registered with the Mines and Geosciences Bureau – Regional Office No. XIII in Surigao City on 27 December 2002 for a term of 25 years.

In July 2021, Red 5 announced a Binding Agreement to divest the Siana Gold Project to TVI Resource Development Philippines Inc. (TVIRD), a Filipino Company controlled by Prime Resource Holdings Inc. (PRHI / the majority owner) and TVI Pacific Inc. of Canada. On 22 September 2021, TVIRD completed the acquisition of 100% of GRC's outstanding equity. It holds significance as the third gold mining Company and the fourth operating mine, following Agata Mining Ventures Inc. (AMVI) and TVIRD's Balabag Gold-Silver Project (BGSP).

The Siana MPSA is divided into two (2), non-contiguous north and south parcels comprising a collective 3,288.8 hectares situated in the adjacent municipalities of Alegria, Mainit, Tubod, and Bacuag - all in the province of Surigao del Norte. The mining operation and development lies primarily within the northern block, which is correspondingly bordered by the 715-hectare Environmental Compliance Certificate (ECC) coverage area. The host and neighboring communities that are directly or indirectly affected by the mining operations in terms of social, economic, political, and environmental aspects are composed of eight (8) barangays that overlap with the areas of five (5) Mamanwa Indigenous Peoples (IP) groups. GRC was first issued ECC No. 0811-030-1010 on 12 April 2009. Several amendments were made between the first issuance up to the present, making the current ECC the fourth amendment. The present active ECC (No. 0811-030-1010) was issued last 31 July 2018.

Since its acquisition by RED 5 Limited in 2001, GRC has been meticulously processing its social and other licenses to operate. Then in 2012, it eventually commenced gold production at Siana after completing the construction of the process plant and Tailings Storage Facility (TSF) No. 4. Unfortunately, on account of unforeseen circumstances due to a crack found on the embankment of the said TSF, the Project underwent a two-year hiatus from 2013 to 2014. It resumed operations but went on voluntary stoppage/care and maintenance once again from April 2017 until 2021. The Siana mine was recommissioned once again in September 2021, now under the management of TVIRD.

GRC is now progressing at a new pace by reviving the mining and mineral processing operations at Siana. And while the Company resumed its mining operations, the establishment of a new TSF 6 and the rehabilitation of its processing plant and ancillary facilities, GRC is now guided by TVIRD's philosophy of *"Starting it Right, Keeping the End in Mind."* This principle originated from TVIRD subsidiary Company, Agata Mining Ventures, Inc. (AMVI), with the proven methods and techniques in terms of environmental management, safety programs, community development initiatives and stakeholder engagement.

Grounded in the principles and core values of the TVIRD Group of Companies, GRC is dedicated to operating the Siana Gold Project with the goal of implementing an innovative approach to mining. This vision is a commitment that GRC aims to fulfill by implementing enhanced methods derived from the lessons learned in previous projects. These same methods include the cultivation of the Company's most valuable asset — its human resource — along with fostering stronger relations with the community and improving the implementation of environmental programs. Additionally, it involves the application of best mining practices, drawing from a wellspring of ideas from qualified personnel across various disciplines - all while prioritizing safety consciousness and environmental awareness.

PURPOSE AND MANAGEMENT POLICY

GRI 102-16

GRC advocates the highest operational standards in the exploration, development, and utilization of the mineral deposits in its tenement areas. GRC is committed to achieving a safe and healthy working environment for its employees, the satisfaction of its customers and stakeholders, and the protection and conservation of the environment through the proactive establishment, implementation, maintenance, and continuous improvement of its Integrated Management System.

Following the example set by TVIRD and its subsidiary companies, GRC brings forward its innovative mining practices by refining methodologies, guided by insights gleaned from prior projects. These methodologies extend to the cultivation and optimization of the Company's human resources while building stronger community relations and a sound environment. Furthermore, it applies best practices from the mining industry, drawing upon diverse ideas from various disciplines.

GRC's Company culture transcends mere compliance with environmental laws and regulations. It goes beyond by including occupational safety, health, and quality management within its framework to advocate safe mining practices and ensure a secure working environment. It also aligns with TVIRD's philosophy and has dedicated itself to a harmonious collaboration with all stakeholders that ensures the sustainable development of all its beneficiary communities.

GRC diligently adheres to ISO standards at every stage of its operations, ensuring a commitment to sustainable development that extends until the realization of its Final Land use. The current success of this approach validates the philosophy of "Starting it Right, Keeping the End in Mind." This philosophy highlights the strategic integration of GRC's front-end operations, establishing the company as a major mining entity capable of conducting exploration and mining operations with a focus on safety, efficiency, and profitability, ultimately benefiting its stakeholders.

This strategic integration is not only confined to operational aspects but also includes a steadfast commitment to environmental management. This underscores GRC's holistic approach to responsible and sustainable mining practices, emphasizing the importance of minimizing environmental impact throughout the entire operational life cycle.

Greenstone Resources Corporation
Integrated Management System
ISO 14001:2015 | ISO 9001:2015 | ISO 45001: 2018



BUSINESS ETHICS, PRINCIPLES AND GOVERNANCE

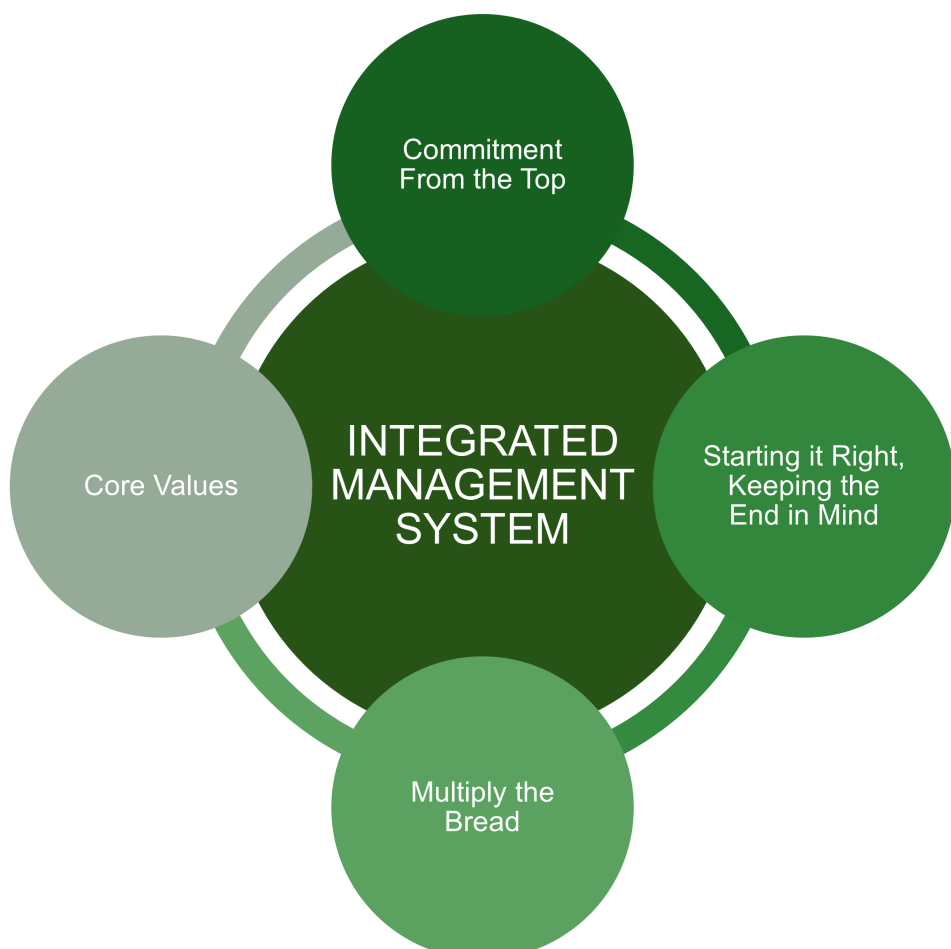
GRI 102-16

The operational details of GRC are intricately aligned with its environmental management and occupational safety and health processes. Before, during, and after mining a specific area, the Company meticulously determines the requisite inputs and anticipated outputs, ensuring that potential adverse effects on the environment and individuals are systematically addressed throughout the mine's life cycle.

Recognizing that its social license to operate hinges on demonstrating its commitment to life beyond mining, GRC actively pursues the realization of sustainable communities. The Company places a premium on sustainable holistic development during and after mining operations, acknowledging its responsibility to leave a positive imprint on the areas and people it engages with.

Guided by TVIRD, GRC is steadfast in its pursuit of fostering a self-sufficient community and a resilient environment while conducting mining operations. Meantime, education and skills development on the grassroots levels ensures both the overall sustainability of its operations and the well-being of the communities it serves.

The Company integrates four (4) guiding principles from TVIRD into the comprehensive implementation of its management system:



COMMITMENT FROM THE TOP

This is the hands-on and ever-present leadership of top management in all aspects of GRC's operations that draws a unified commitment from across the ranks of the organization – and from which the Company integrates its front end mine planning, engineering, environmental management, and social development.

STARTING IT RIGHT, KEEPING THE END IN MIND

TVIRD appoints GRC with the clear objective of implementing its ISO Integrated Management System (ISO 9001:2015 Quality Management System, ISO 14001: 2015 Environmental Management System, and ISO 45001:2018 Occupational Health and Safety Management System). This future-oriented philosophy integrates sound environmental management in the entire mining cycle, starting from planning, research study, exploration, development, and operation, until its rehabilitation and decommissioning stage. This likewise ensures that stakeholders are satisfied and that ISO standards are met.

CORE VALUES

TVIRD's approach to mining is guided by a corresponding set of Core values which bonds the overall GRC organization to share a bigger purpose. Ingraining these values in its personnel provides a foundation for achieving TVIRD's desired outcomes and optimum performance during times of change – and ultimately, for fulfilling its vision.

Honesty	This value underscores the importance of integrity, transparency, and truthfulness in all dealings, both internally within the organization and externally with stakeholders. It involves being forthright, ethical, and maintaining credibility in actions and communications.
Teamwork	Collaboration and cooperation among employees are essential for achieving common goals and fostering a supportive work environment. Emphasizing teamwork encourages synergy, shared responsibility, and the pooling of diverse skills and perspectives.
Competitive Spirit	Encouraging a competitive spirit within the company drives innovation, continuous improvement, and a focus on achieving excellence. It involves striving to be the best in the industry, embracing challenges, and seeking opportunities for growth.
Cost Consciousness	Being mindful of expenses and resource utilization is crucial for efficient operations and financial sustainability. Cost consciousness involves prudent decision-making, optimizing resources, and finding ways to maximize value while minimizing unnecessary expenses.
Closeness to Stakeholders	This value centers on maintaining strong relationships and connections with stakeholders, including employees, communities, customers, and partners. It emphasizes understanding their needs, engaging in open communication, and fostering mutually beneficial relationships.
Environmental Excellence	Recognizing the importance of environmental responsibility, this value emphasizes sustainable practices, minimizing environmental impact, and promoting conservation efforts. It involves adhering to regulations, implementing eco-friendly technologies, and striving for environmentally conscious operations.

MULTIPLY THE BREAD

GRC's operations create a multiplier effect cascaded to its host local government units and local communities through taxes, fees, infrastructure development, employment, supplies, and allied industries. The Biblical reference of "Multiplying the Bread" extends to its employees, families, host and neighboring communities, nearby communities beyond its MPSA, and to the country at large.

Staying true to this principle, measurable benefits that shall be realized are:

1. Continued significant contribution of the Project to the country's exports of gold and silver as well as to the respective GDP of municipalities, host province, region and ultimately the country for years to come.
2. Continued generation of tax revenues for the national government (i.e., excise and income taxes), concerned local government units (i.e., excise tax share, occupation fees, and local taxes), and IP sectors (i.e., royalties).
3. Continued employment generation in the country, which when coupled with significant economic activities of Siana, will pump-prime economic growth and development that can potentially elevate Caraga to rank among more developed regions in the country.
4. Continued promotion of economic and social development for the indigenous peoples of the area in their Ancestral Domain through a guaranteed royalty of 1% from the gross revenues of the Project
5. Continuously providing education, health and medical services, and livelihood initiatives for the general population through robust social programs

TVIRD strongly believes that observing good corporate governance keeps the Company in good standing while maintaining strong relationships with its stakeholders through its shared business ethics and principles. TVIRD affirms that the Company will always act proactively and sustainably in fulfilling its long-term economic, moral, legal, and social obligations to all stakeholders and to be a catalyst in conserving the natural environment, utilizing clean energy, and mitigating pollutants.





ECONOMIC CONTRIBUTION & PERFORMANCE

ECONOMIC PERFORMANCE

The Company's financial strategy is based on providing all our stakeholders with solid returns and long-term benefits for economic and social growth.

Greenstone Resources Corporation (GRC) is committed to sustainable business practices, aligning economic contributions with responsible corporate citizenship. In this technical exploration of GRC's Economic Distribution and Performance within the ESG framework, we delve into the corporation's proactive measures that aim to surpass regulatory compliance. Demonstrating dedication through community engagement, robust government relations, and substantial financial contributions, GRC actively generates a positive economic impact while upholding the principles of environmental and social responsibility.

In 2021, GRC contributed Php24.69 million in taxes to the government – which increased by 74% to Php43.06 million in 2022. Simultaneously, community investments amounted to Php16.02 million for both years. Reflecting on the Company's economic performance, GRC remains confident in its financial achievements, and that it is on the right path to sustainable growth and profitability.

ECONOMIC VALUE GENERATED AND DISTRIBUTED

GRI 201-1

Table 1: Economic Value Generated and Distributed from 2021-2023 in Philippine Peso

Distribution	1 st Sem 2023	2022	2021
Direct economic generated revenue (revenue)	457,031	1,381	4,087
Operating cost	500,263	64,250	213,866
Employee wages and benefits	96,224	111,072	65,507
Payments to suppliers	862,126	870,060	250,621
Interest payments to loan providers	-	-	-
Taxes paid to government	48,230	39,563	39,825
Investments in community (e.g., donations, CSR)	911	13,093	16,579

This financial performance enables GRC to strategically invest in its operations, innovations, and create lasting value for stockholders, stakeholders, and the communities in which it operates.

SUPPLY CHAIN MANAGEMENT

GRI 102-9, GRI 102-10, GRI 204-1

Table 2: Supplier Spending from 2021-2023 in Philippine Peso

INDICATOR	2023	2022	2021
Local Supplier	1,078,314,789	840,921,871	202,714,350
National Supplier	-	-	-
International Supplier	88,397,335	30,962,436	912,386,992
Total Expenditure	1,166,712,124	871,884,308	1,115,101,341
Local Suppliers % on Expenditures	92%	96.45%	18.18%

GRC's Supply Chain Management within the ESG framework is characterized by a strategic approach that goes beyond conventional business metrics. This strategic orientation underscores a commitment to sustainable practices that extend across the entirety of the supply chain.

GRC oversees the entire process of delivering its precious metal products - from mining and milling, to processing and delivering its finished products to customers. The Company recognizes that an effective and strategic supply chain management system is crucial for minimizing costs, waste, and time in the production cycle.

The Company implements a rigorous accreditation procedure to govern its supply chain as indicated in GRC-MM-PRO-001 of the supplier accreditation, in accordance with its Integrated Management System Standard Operating Procedures. This process requires strict adherence to environmental management, safety and health protocols, and stringent measures against bribery and corruption. By holding suppliers to these high standards, GRC ensures that its supply chain aligns with its own commitment to ESG principles.

The Company also places strategic emphasis on prioritizing local suppliers, particularly those from host communities and livelihood initiatives. This approach is in accordance with GRC's procurement process and government guidelines, aiming not only to support local businesses, but also to strengthen community ties and contribute to sustainable development.

GRC's strategic approach to supply chain management is integral to its ESG commitment. Through active management of the entire production cycle, implementation of rigorous accreditation procedures, and a focus on local suppliers, the organization ensures that its supply chain aligns seamlessly with sustainability goals.

PAYMENTS AND PROCUREMENTS

GRC recognizes the critical role that transparency plays in contributing to sustainable and responsible business operations. Aligned with its ESG commitment, GRC places paramount importance on the accuracy and timeliness of its payments and procurement processes.

The financial transactions of GRC, which encompass payments and procurement activities, adhere to the established procedures of the Company under its Quality Management System. This rigorous compliance ensures that all relevant stakeholders - including investors, regulators, and the public - have access to comprehensive and accurate information regarding GRC's financial records. This level of transparency serves not only as a regulatory obligation, but also as an integral part of GRC's responsibility to build trust and accountability.

In the Company's procurement processes reflected in GRC-MM-PRO-001, business ethics take precedence. The Company engages with suppliers and service providers who share a commitment to sustainable and socially responsible business practices. Procurement decisions are likewise guided by a set of clear ethical guidelines that consider fair labor practices, environmental sustainability, and compliance with international standards.

Eliminating the risk of corruption stands as the cornerstone of GRC's financial governance strategy. Strict anti-corruption measures are implemented within the payments and procurement systems, involving thorough due diligence on suppliers and vendors, regular audits, and the integration of anti-corruption clauses in contracts. Through these efforts, GRC actively contributes to fostering a business environment free from corruption and bribery.

In terms of social responsibility, GRC prioritizes local procurement whenever feasible. By engaging local suppliers and businesses, the Company aims to stimulate economic growth in the communities where it operates while streamlining its logistics. This approach not only contributes to the empowerment of local economies but also strengthens relationships with local downstream industries.

In summary, GRC's approach to payments and procurement aligns directly with ESG principles. Through transparent financial practices, ethical procurement decisions, anti-corruption measures, and a focus on local engagement, the Company strives to create a sustainable and responsible business environment, generating positive impacts on both stakeholders and the broader community.





PEOPLE

Empowering Success, Valuing the GRC Team

In its unwavering commitment to comprehensive corporate responsibility, GRC demonstrates an awareness that its benefits go beyond mere financial metrics. The company dedicates itself to fostering positive relationships with diverse stakeholders, with a particular emphasis on employees, customers, communities, and the broader stakeholder ecosystem. A commitment deeply aligned with GRC's holistic approach to ESG principles and its core values.

GRC values its people - its most valuable assets. The company is determined to improve the well-being of its employees, their families, and the wider community who have an interest in its projects. TVIRD's dedication goes beyond healthy ledgers, focusing on ethical business practices and social responsibility.

The TVIRD work environment is meticulously based on a foundation of mutual trust and respect, where individuals collectively take responsibility for group performance and reputation. The company actively fosters diversity, respecting individual rights and customs. Meantime, recruitment, employment, and promotions are guided by objective criteria, aligning seamlessly with TVIRD's commitment to responsible and sustainable business practices.

TVIRD's commitment to the well-being and development of its workforce is exemplified through initiatives such as the Labor Management Council (LMC) and the establishment of an Employee Cooperative called *Karag-an*. The LMC serves as a collaborative platform for decision-making between management and employees, ensuring open communication and addressing labor-related concerns. This inclusive approach ensures active involvement in shaping policies that foster safe working conditions and overall welfare.

The creation of an Employee Cooperative at TVIRD underscores the company's dedication to enhancing the lives of its employees. This cooperative structure empowers workers by providing a collective platform for managing and controlling certain aspects of their economic activities, including shared ownership, decision-making, and benefits apart from their own salaries.

GRC's commitment to employee-centric initiatives and collaborative governance stands as a testament to its dedication to responsible and sustainable business practices. This holistic approach not only prioritizes the well-being of its workforce but also seamlessly aligns with principles of corporate responsibility, forming a comprehensive strategy that transcends financial considerations.

HIRING AND EMPLOYEE BENEFITS

GRI 102-9, GRI 102-10, GRI 204-1

GRC prioritizes the hiring of individuals from its host communities and is committed to providing competitive salaries and benefits that exceed regional standards across its ranks. Across its projects, the TVIRD Group of Companies goes beyond regulatory compliance in offering a range of benefits. This includes providing transportation allowances, personal protective equipment (PPEs), as well as free medicines, vitamins, and medical consultations to safeguard the health and well-being of its employees.



Table 3: GRC Manpower from municipalities and barangays of Surigao del Norte from 2021 to 2023

MUNICIPALITY	BARANGAY	2023				2022				2021			
		NON SKILLED	SKILLED	SPECIALIST SUPERVISOR MANAGERIAL	TOTAL	NON SKILLED	SKILLED	SPECIALIST SUPERVISOR MANAGERIAL	TOTAL	NON SKILLED	SKILLED	SPECIALIST SUPERVISOR MANAGERIAL	TOTAL
Tubod	Cawilan	39	44	2	85	54	47	3	104	3	1	-	4
	Del Rosario	19	34	1	54	12	28	2	42	-	1	-	1
	Poblacion	9	22	6	37	8	17	4	29	-	1	3	4
	San Pablo	8	12	1	21	4	11	1	16	-	-	-	-
Mainit	Siana	24	57	5	86	26	47	8	81	-	9	5	14
	Dayano	26	25	4	55	26	29	4	59	-	2	2	4
Alegria	Magpayang	24	18	2	44	15	12	3	30	-	3	1	4
	Pongtud	18	15	-	33	15	11	-	26	-	3	-	3
Neighboring	TUBOD	15	57	3	75	12	33	3	48	-	1	2	3
	MAINIT	7	29	2	38	5	23	2	30	-	-	3	3
	ALEGRIA	7	21	4	32	7	14	3	24	-	-	-	-
CARAGA	Within	4	102	67	173	-	66	44	110	2	9	21	32
	Outside	-	1	56	57	-	1	32	35	-	-	20	20

Table 4: New Hires and Turnovers for 2021 to 2023

NEW HIRES AND TURNOVERS	2023			2022			2021		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
New Hires	18	84	102	81	694	775	16	52	68
Attritions/Turnover	20	60	82	3	14	17	-	-	-
Attrition Rate	23%	69%	0.39%	4%	2%	3%	-	-	-

In terms of compensations, the policy at GRC maintains a ratio of 1:1 between the minimum wage and the salary of the lowest-paid employee, set at Php350.

Table 5: List of Benefits for 2021 to 2023

LIST OF BENEFITS	2023		2022		2021	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
SSS	10%	90%	-	4%	-	-
PhilHealth	30%	70%	-	0.28%	-	-
PAG-ibig	56%	94%	-	6%	-	-
Parental Leaves	55%	45%	55%	94%	-	-
Vacation Leaves	39%	70%	21%	69%	-	-
Sick Leaves	29%	71%	24%	76%	-	-
Life Insurance	29%	71%	-	-	-	-
Medical Benefits aside from PhilHealth	4%	40%	-	-	-	-
Housing Assistance aside from PAG-ibig	-	-	-	-	-	-
Free Company quarters, with basic furnishing, free electricity, and water	15%	4%	11%	13%	0.02%	0.04%
Professional Tax Renewal (PRC)	6%	3%	-	-	0.02%	-
Free Meals/Meal Allowance	15%	4%	100%	100%	0.02%	-
Free Laundry	12%	3%	11%	13%	0.02%	-

Table 6: Parental Leaves for 2021 to 2023

PARENTAL LEAVE	2023		2022		2021	
	Paternal	Maternal	Paternal	Maternal	Paternal	Maternal
Total Employees who took parental leave	5	6	18	1	-	-
Number of employees who returned to work after paternal leave	4	5	18	1	-	-
Return to work rate (%)	80%	83%	100%	100%	-	-
Number of employees who are still employed one year after their return from parental leave	4	5	18	18	-	-
Retention rate (%)	20%	17%	-	-	-	-



TRAINING AND DEVELOPMENT

GRC is committed to fostering a culture of continuous learning and development, empowering employees to enhance their competencies. The Company implemented a comprehensive training and development system to address skill gaps and improve employee performance effectively, which involves:

Training Needs Analysis	GRC conducts a thorough assessment to identify specific skill and competency gaps within its workforce. This data-driven approach ensures that its training programs are tailored to address the most pressing needs of all employees.
Employee Development Plans	Based on the findings of the training needs analysis, GRC creates development plans tailored to the needs of every employee. These plans outline specific training goals and interventions aligned with both their aspirations and the Company's objectives.
Targeted Training Delivery	Based on the findings of the training needs analysis, GRC creates development plans tailored to the needs of every employee. These plans outline specific training goals and interventions aligned with both their aspirations and the Company's objectives.
High Potential Employee Development	GRC implements targeted training programs to nurture and develop high-potential employees, preparing them for future leadership roles within the Company.
Community Empowerment	The Social Development and Management Program (SDMP) funds a range of community-based trainings aimed at empowering locals. These initiatives encompass a series of skills training sessions designed to uplift and empower community members.

The goals of the Company's training and development initiatives are multifaceted:

Enhance Employee Performance and Productivity	GRC aims to equip its employees with the skills and knowledge they need to excel in their roles, leading to improved performance and increased productivity.
Career Development and Personal Growth	GRC encourages and supports its employees' professional and personal growth aspirations, helping them achieve their career goals and reach their full potential.
Employee Engagement and Retention	GRC recognizes that investing in training and development fosters a sense of engagement and appreciation among its employees, contributing to higher retention rates and a more motivated workforce.
Enhanced Competitiveness	By upskilling and reskilling the Company's employees, GRC strengthens their competitiveness and synergizes into the Company's overall competitiveness in its industry.

Table 7: Training and Development for 2021 to 2023

TRAINING AND DEVELOPMENT	2023	2022	2021
Male Training Hours	4,704	200	312
Female Training Hours	576	632	128
Total Training Hours	5,280 Hours	832 Hours	440 Hours
Male Employees Trained	588	79	39
Female Employees Trained	72	25	16
Total Employees Trained	660 Employees	104 Employees	55 Employees

Table 8: Hours of Programs for Upgrading Employee Skills

PROGRAMS FOR UPGRADING EMPLOYEE SKILLS	2023	2022	2021
Technical Training	264	8	-
Leadership Skills Training	317	42	-
Soft Skills Training	4,699	782	440

Table 9: Employment by Position and Age Group from 2021 to 2023

	2023			2022			2021		
	Below 30 years Old	30 to 50 Years Old	Above 50 Years old	Below 30 years Old	30 to 50 Years Old	Above 50 Years old	Below 30 years Old	30 to 50 Years Old	Above 50 Years old
Senior Management	0	0	6	0	0	3	0	0	1
Managers	0	16	3	0	11	3	0	4	0
Supervisors	21	61	9	10	19	4	2	8	1
Rank and File	138	363	68	11	54	6	11	31	2
Total	159	440	86	21	84	16	13	43	4
OVERALL TOTAL	685 Employees			440 Employees			159 Employees		

In empowering the local community, GRC's Corporate Social Responsibility programs have established the 'Mabakas Techno-Demo Farm School' which focuses in the training, research and development of community members to acquire skills in sustainable farming technologies that will ensure food security and generate income opportunities even after the end of mining. Being a registered Learning institution, the farm school, popularly known as 'Mabakas' - which was named after the indigenous *Mamanwa* word for 'Industrious' - is not only serving interested individuals within GRC's area of operation but also throughout the Province of Surigao del Norte and the entire Caraga region. Since its first day of class in 2023, Mabakas-GRC now has 124 beneficiaries. And as the program progressed, the number of interested individuals and institutions have also increased. The farm school offers Organic Agriculture Production NC-II* course, which has six competencies, namely to:

1. Produce Organic Vegetable,
2. Produce Organic Concoctions and Extracts,
3. Produce Organic Fertilizer,
4. Raise Organic Chicken,
5. Raise Organic Swine, and
6. Raise Organic Small Ruminants.

DIVERSITY AND INCLUSION

GRI 102-7, GRI 102-8, GRI 405-1

Operating in a remote location, GRC embraces the diverse cultures of its employees and created an inclusive work environment where everyone can enrich their own respective cultural identities, backgrounds, and perspectives. The Company's commitment to diversity and inclusivity brings together a more comprehensive range of experiences, knowledge, and views, leading to innovations, creativity, and a broad approach to problem solving. By fostering a workplace culture that values, respects, empowers, and listens to its people, GRC is able to unleash the full potential of its employees.

This approach to diversity and inclusivity goes beyond hiring individuals from different backgrounds. It consists of a comprehensive strategy that touches all segments of the employment process – from recruitment and onboarding, to training and development, as well as performance evaluation and career development.

The Company actively engages with diverse stakeholders, including residents, community leaders, and non-profit organizations, to ensure that its operations align with the needs and values of its communities. As a result, the Company's success in establishing a truly inclusive culture is a testament to its guiding principles and the dedication of its employees to creating a workplace where everyone can thrive.

Through the initiatives of the Labor Management Council, a robust Gender and Development Program has been established to recognize and amplify the contributions of women within the organization. In a predominantly male-occupied industry, GRC takes pride in employing 9-15% women in its workforce, acknowledging their unique perspectives and skills. The dedication to inclusion extends to Indigenous Peoples, particularly the Mamanwa IPs, constituting approximately 3% of GRC's workforce. The organization recognizes the significance of indigenous perspectives in its operations and is devoted to providing equal opportunities for their active participation and growth within the company.

At GRC, diversity encompasses more than gender and ethnicity; the organization welcomes professionals from diverse backgrounds and roles. The commitment to an inclusive hiring process ensures equal access to employment opportunities for individuals across various skill sets and professions. The company stands firmly against discrimination, fostering an environment where all employees, regardless of their roles, can thrive and contribute to the company's success.

By championing diversity and inclusion, GRC believes in creating a dynamic and innovative work environment that mirrors the diverse perspectives of the global community. These inclusive practices not only meet the expectations of responsible corporate governance but also contribute significantly to the long-term sustainability and success of the organization.

Table 10: Employment by Contract Type and Gender

EMPLOYMENT BY CONTRACT TYPE AND GENDER		2023	2022	2021
Male	Regular/Probationary	113	94	11
	Seasonal	0	0	0
	Project Based	616	608	53
	TOTAL	729 Employees	702 Employees	64 Employees
Female	Regular/Probationary	45	35	2
	Seasonal	0	0	0
	Project Based	46	38	9
	TOTAL	91 Employees	73 Employees	11 Employees
	OVERALL TOTAL	820 EMPLOYEES	775 EMPLOYEES	75 EMPLOYEES

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

GRC values workers' rights and recognizes the importance of freedom of association and collective bargaining within the organization. The Company fosters a fair and effective work environment that encourages communication between management, teams, and the workforce. It likewise believes in maintaining a safe, healthy, and harmonious working environment and implementing best practices for its mining operations, in general.

GRC established a Labor-Management Committee (LMC) guided by the Company's core value of Teamwork in order to ensure the achievement of its organizational objectives. The LMC is a platform for the parties to work collaboratively towards addressing matters that could affect their relationship and to develop measures to improve employee care vis-à-vis GRC's programs. The Company is also committed to maintaining a cooperative relationship with its employees and recognizes mutual responsibility to address matters that could affect its goals.

In upholding their rights, GRC strives to provide quality and reliable services to all its clients/consumers while allowing its workers the freedom to form and join trade unions or other associations of their choosing and to participate in their activities.

WORKING HOURS

GRC's commitment to operational excellence goes hand in hand with ensuring a conducive and balanced work environment for its employees. The company maintains a standard working schedule of eight (8) hours per day and forty-eight (48) hours per week for a healthy work-life balance.

With the commencement of round-the-clock mining operations in 2022 followed by milling operations in 2023, GRC has tailored its departmental working arrangements to optimize productivity and efficiency. The Technical Group departments operate in three shifts a day, while the Support Group departments work on a single shift per day. This strategic alignment allows the company to ensure continuous operations and meet the demands of advancing its endeavors.

In times of critical exigencies that demand immediate attention, key employees may need to extend their working hours for a maximum of 4 hours overtime. However, even amidst these exigencies, GRC prioritizes the well-being of its workforce by adhering to regular mandated lunch breaks, as well as AM and PM breaks. These breaks are diligently observed, irrespective of the specific shifting schedules followed by employees.

GRC values the dedication and commitment of its employees. As such, eligible employees who render work beyond the prescribed eight (8) regular hours per day are entitled to receive compensation in accordance with prevailing national and local regulations. Moreover, employees engaged in work during night hours are qualified for "Night Differential" pay and receive compensation based on mutually agreed- guidelines.

GRC continually strive to uphold a fair and supportive work environment, recognizing and rewarding the hard work and contributions of its employees while ensuring their well-being as its top priority.

EMPLOYEE ENGAGEMENT

GRC recognizes that employee engagement - fostering a culture of enthusiasm and dedication - is vital to its success. It facilitates year-round activities that promote community, teamwork, and pride of association.

Kasadya	A Visayan term for enjoyment. This event is a quarterly Celebration of the Birthdays of employees.
Monthly Mass	employees gather and worship to strengthen faith and spirituality.
Valentine's Special	where love and compassion as one family is celebrated.
Women's Month Celebration	the Company gives tribute to its female employees in recognition of their contribution to nation-building.
Mother's Day Celebration	special event that acknowledges the unwavering love and dedication of female employees who also juggle the responsibilities of motherhood.
Father's Day Celebration	this event offers the opportunity to honor male employees who also embrace the responsibilities of fatherhood.
Sportsfest	As part of team building, this event promotes physical fitness, strengthens bonds among colleagues, and ingrains a competitive spirit; this event takes place every July and August of each year.
Halloween Party	for fun in a festive atmosphere, employees are encouraged to embrace their creativity and dress-up in their favorite Halloween costumes.
Thanksgiving Celebration	a joyous occasion for employees to reflect on the year's accomplishments, express gratitude for their colleagues, and celebrate the holiday season together.

PREVENTION OF CHILD AND FORCED LABOR

The right to life and dignity is a top priority of GRC and the TVIRD Group of Companies across all its operating sites. Like all its sister companies, GRC enforces this commitment through its Code of Conduct and existing policies prohibiting forced and child labor. The Company has a zero-tolerance policy against such practices in all stages of its mining operations as these are prohibited by International standards, national laws and regulations as well as international treaties and conventions. More importantly, it goes against all moral standards.

GRC also recognizes that the employment of child labor carries significant safety and health risks, and it strives to comply with a responsible due diligence process in selecting contractors and suppliers.

In addition, GRC endeavors to comply with all applicable laws and regulations while adhering to international norms and standards, such as the United Nations Universal Declaration of Human Rights and the International Labor Organization (ILO) Declaration on the Fundamental Principles and Rights at Work. In 2021 and 2022, there were no recorded incidents of child and forced labor across the Company's operations. It likewise remains committed to upholding its policies and standards to protect human rights and the well-being of its employees, stakeholders, and members of the community.

EMPLOYEE COOPERATIVE

The *Kalag-an* Multi-Purpose Cooperative, formerly known as the Agata Mining Ventures Inc. Employees Consumers Cooperative (AMVI-ECC), is a collaborative effort initiated by TVIRD. The cooperative is driven by a fundamental goal to elevate the quality of life of its members, facilitating convenient access to essential goods, reducing the need to travel to distant markets, promoting community-centric commerce by encouraging the consumption of locally-produced goods, and to serve as a viable supplementary income source for all its members.

Membership in this Cooperative is not limited solely to the employees of the company; rather, it is open to all natural persons who are Filipino citizens, of legal age, possess the capacity to contract, and share a common bond or field of membership whether regular or associate member. This inclusive approach ensures that a diverse range of individuals can join and contribute to the cooperative's collective goals.

To fulfill the Share Capital requirement, each member is required to subscribe to a minimum of four (4) common shares, remitting the value of at least one (1) common share upon the approval of their membership. The individual cost per share is Php500.00, and members have the option to subscribe to a maximum of 70 shares, totaling Php35,000.00. This structure provides flexibility while extending a reasonable and accessible financial commitment to all members.

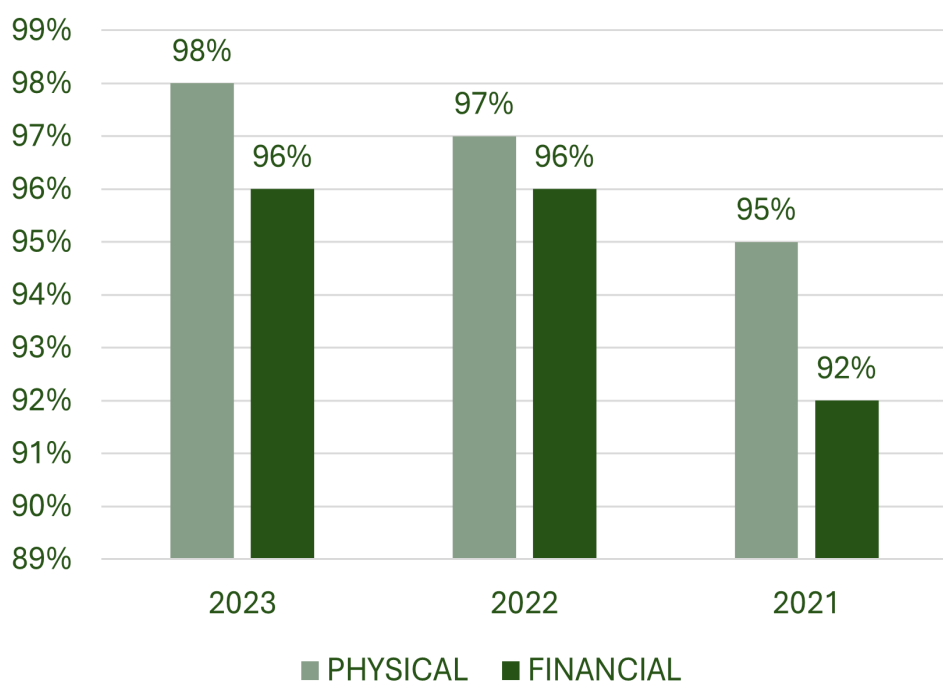
As Cooperative members, individuals are entitled to a variety of benefits on top of dividend shares to ensure that members can fully benefit. These include, but are not limited to, grocery credits with convenient payroll deductions, salary loans with a modest 2% monthly interest, rebate or patronage refund programs, and access to loans for appliances and gadgets.



ENVIRONMENT

*Harvesting Resources and Cultivating Responsibility:
An Enduring Commitment to Environmental Excellence in Mining*

AEPEP ACCOMPLISHMENT



PERFORMANCE

Greenstone Resources Corporation (GRC) recognizes that mining inevitably causes both short-term and long-term environmental impacts. The Company approaches this challenge with a positive and proactive mindset with a primary objective focused not solely on resource extraction, but rather, one that extends to minimizing its ecological footprint. GRC is committed to implementing appropriate and best practices to control these impacts, implementing responsible mining practices that align with sustainability goals.

Guided by its corporate environmental policy, GRC is dedicated to both responsibility and sustainability. This policy serves as its compass in directing its efforts to minimize environmental impacts and promote restoration and rehabilitation activities that align with the needs of both the community and the natural environment.

In mitigating climate change and laying the foundation of its strategy, GRC established Greenhouse Gas and Energy Management Plans with four major components: managing, observing, mitigating, and reporting climate change impacts.

GRC is in its preliminary stages and is currently engaged in establishing baseline data and targets. Nonetheless, it is actively pursuing comprehensive environmental initiatives to reduce greenhouse gas emissions across all stages of its mining project.

As part of its commitment to reducing its carbon footprint, GRC conducts carbon inventory and carbon sequestration computations. The Company actively plants more trees, contributing to carbon offset, and conducts awareness campaigns to achieve carbon neutrality. GRC has implemented a robust carbon sequestration program that involves both indoor and outdoor plant cultivation. Additionally, the strict implementation of an energy conservation program is integral to its environmental strategy.

In a significant leap towards sustainable energy practices, GRC partnered with PAVI Green Commercial Rooftop Inc. to develop a 5.37 megawatts peak (MWp) Solar Ground-mounted Project designed specifically to augment the energy requirements of its processing plant and substantially reduce the Company's reliance on grid electricity and diesel generators. The proposed Project is expected to generate 7,905MWh in the first year of its operation, which can reduce the plant's carbon emissions by a total of 4,184.65 tCO₂ emissions, equivalent to 190,748 trees, and is located on a suitable plot of land which on TSF4 adjacent to the mining facility.

To meet the future energy demands, the project will expand to a total installed capacity of 9.9 MWp, making it a substantial renewable energy source for mining operations. Ultimately, the benefits of the solar farm will go beyond energy efficiency as it reduces GRC's overall carbon footprint and greenhouse gas emissions as solar is a clean and renewable energy source. This strategic move aligns with the Company's sustainability initiatives and its bold move towards carbon neutrality.

STANDARDS

GRC established stringent benchmarks within its Environmental Management System that are aligned with the highest environmental standards, reflecting GRC's active response to surpassing mere compliance. The Company elevated its environmental performance standards to serve as a gauge, evaluating the effectiveness of implemented mitigating measures and determining the extent to which perceived negative environmental impacts are being addressed.

Aligned with the TVIRD Group, GRC likewise rigorously implements its Environmental Protection and Enhancement Program (EPEP) – an operational framework that serves as the critical link between the Company's environmental commitments under DENR Administrative Order (DAO) No. 2010-21, the stipulations of its Environmental Compliance Certificate (ECC) under Presidential Decree No. 1586, and its comprehensive plan of operations. This stringent adherence ensures that the impacts of GRC's operations are not only minimized but also accompanied by robust safeguards to guarantee compliance with prevailing laws, rules, and regulations.

Also following TVIRD's example, GRC adopted the International Organization for Standardization (ISO) 14001 for the Environmental Management System. This efficient application is a dynamic approach in implementing initiatives that engender environmental stewardship from "ridge to reef." The Company also integrates environmental protection and excellence into every facet of its operations - from business and planning, to exploration and development, and ultimately to rehabilitation and decommissioning - elevating its environmental management culture to even higher standards. GRC also remains proactive and implements sound initiatives for efficient resolution, aligning with the "cradle-to-cradle" philosophy that seeks accountability from start to end of each aspect of management.

On a yearly basis, GRC dedicates efforts to enhancing its environmental performance, aiming to create surroundings that are healthy, sustainable, and leave a positive, lasting impact on the communities where the Company operates. GRC adheres to stringent environmental requirements and conducts a thorough evaluation and tracking process encompassing positive, negative, direct, indirect, and cumulative environmental consequences of its operations. Risks and events are promptly reported and GRC implements remedial measures. Additionally, the Company responsibly manages emissions, water use, and effluents, minimizing waste and preventing pollution through resource efficiency. GRC also ensures the safe storage and disposal of all residual waste and process residues.

COMPLIANCE

GRI 307-1

As a staunch advocate for responsible mining practices, GRC deeply values the role of its environmental performance in fostering positive change. The company prioritizes compliance with the rigorous environmental regulations outlined in the Philippine Mining Act of 1995. A crucial aspect of this commitment involves the establishment of the Annual Environmental Protection and Enhancement Program (AEPEP). This program encompasses various activities such as progressive rehabilitation of mine-affected areas, establishment and maintenance of plantations, nursery operations, slope stabilization, thematic landscaping, construction and upkeep of environmental facilities, solid and hazardous waste management, dust and noise suppression, air and water quality monitoring, biodiversity conservation, environmental research, training programs, and celebratory events.

The operational activities that potentially impact the environment span a spectrum including clearing and grubbing, drilling, and blasting, hauling, and dumping of ore and waste materials, mine dewatering, gold processing, assaying, construction, the operation of tailings storage facilities (TSF), power plant operations, and infrastructure development. These activities can result in land contamination, ecosystem alterations, dust generation, river sedimentation, generation and disposal of domestic and industrial waste, noise, vibrations, and impact on terrestrial plants, wildlife, freshwater biology, as well as heritage and cultural values. Consequently, the company continues to implement robust control measures to mitigate these impacts.

Operational controls and environmental management to ensure compliance is a hallmark of the TVIRD Group of Companies and GRC is no exception. It is in fact consistent in maintaining the highest standards that comply with environmental regulations. Its implementation is Company-wide and in accordance with international standards and conventions as well as local laws. Moreover, its HR approach of enhancing its personnel with essential instructions, tools, training, guidance, and information on environmental compliance is a best practice on its own.

Demonstrating its firm dedication to environmental conservation and social responsibility, GRC's operations and technical groups extend their focus beyond production targets. They incorporate key performance indicators (KPIs) covering social, environmental, and compliance obligations. To ensure responsible development, all activities that could impact the land and deviate from approved plans necessitate a Notice to Proceed (NTP). This procedural requirement promotes effective coordination among different departments, minimizing the risk of conflicting plans.

GRC's commitment to global environmental standards is evident through the continued certification of its EMS (Environmental Management System), which practices consistently meet ISO 14001 requirements, validated through internal audits conducted by EMS-trained Internal Auditors and further confirmed during annual surveillance audits by Certification International Philippines. The company effectively implements the Plan-Do-Check-Act (PDCA) principle of the EMS through comprehensive written procedures and guidelines, supported by sufficient resources allocated via the AEPEP. Aligned with the GRC Integrated Management System Manual, the company has implemented the following environmental procedures, among others:

GRC-ENV-PRO-001 Land Resource Management Procedure

Relative to the company's commitment to restore impacted areas by its mining operation, GRC had established this procedure on rehabilitating and revegetating disturbed areas as part of its land resource management. The approach stipulated in this procedure is aimed at restoring the disturbed areas to their previous vegetative condition when necessary or establishing a distinct type of vegetation based on the approved Final Mine Rehabilitation and Decommissioning Plan.

GRC-ENV-PRO-002 Hazardous Waste Management Procedure

GRC ensures its compliance with the Republic Act 6969 also known as "Toxic Substances and Hazardous and Nuclear Waste Control Act of 1990" in close coordination with the DENR-EMB Caraga Regional Office. This Hazardous Waste Management Procedure has been developed to provide operating guidelines in compliance with legislative standards from segregation, collection, storage, transportation, and disposal of hazardous wastes.

GRC-ENV-PRO-003 Solid Waste Management Procedure	In support of the company's commitment to prevent pollution of the environment, GRC provided a Solid Waste Management Procedure to address issues regarding solid waste generated. This document provides a framework for managing the environmental aspects of solid waste generation by the different facilities within GRC's mine site. The plan also addresses issues under RA 9003 or the Ecological Solid Waste Management Act of 2000.
GRC-ENV-PRO-004 Air Quality Management Procedure	This serves as a general guide to address air quality throughout GRC's mining operation period. This procedure includes the source identification, mitigating measures and monitoring of dust and air emissions generated by GRC and ensuring compliance to legislative requirements in order to minimize potential impacts to the environment.
GRC-IMS-SM-PRO-017 Erosion and Sediment Control Procedure	This erosion and sediment management procedure provides a general guide that outlines the methods to address the erosion and sediments from mining operations and civil work activities of GRC. The procedure includes source identification, mitigating measures, and monitoring to prevent or mitigate erosions, stockpile runoff, siltation, surface water pollution, and aquatic habitat pollution. The plan also ensures compliance with legislative requirements and that potential impacts to the environment are minimized.
GRC-IMS-SM-PRO-014 Chemical Management Procedure	GRC ensures compliance with all Government rules and regulations relating to the procurement, handling, storage, and disposal of the chemical substances used in its operations and the hazardous wastes derived from its processes. Chemicals consisting of process plant reagents, laboratory reagents, chemicals, and petroleum products may enter the surface water system through structural failure, inadequate design, and/or human error. Hence, chemical management procedures are implemented to contain and control accidental releases and are part of the design criteria for the Process Plant and other infrastructure facilities.
GRC-IMS-SM-PRO Notice to Proceed Application Procedure	Notice to Proceed is developed to provide guidelines for all departments and contractors to ensure that construction, mining, and other related activities are assessed against with their environmental impacts, risks and compliance obligations before commencement.

Despite challenges posed by the persistent pandemic and associated movement restrictions, GRC's implementation of the Annual EPEP faced hurdles in 2021. However, the company accomplished approximately 97% of the year's budget, amounting to PhP6,029,365. Subsequently, in March 2023, GRC received a commendation from the MGB Regional Office No. XIII for achieving a similar 97% accomplishment in implementing its Annual EPEP for 2022, amounting to PhP12,226,413. As of the 3rd Quarter 2023, GRC successfully utilized a total of PhP 76,576,939 equivalent to 96 % financial accomplishment.

Table 11: Annual EPEP Budget Allocation and Actual Expenditures for 2021 to 2023

EPEP Components	Annual EPEP					
	2023		2022		2021	
	Allocation	Expenditures	Allocation	Expenditures	Allocation	Expenditures
Land Resource Management	26,937,281	25,094,672	2,005,500	1,870,504	632,500	796,530
Water Resource and Quality Management	50,539,223	35,136,704	5,009,500	5,152,927	4,205,000	4,367,975
Air Quality Management	8,774,567	8,148,537	2,694,200	2,642,575	-	-
Noise and Vibration	133,238	195,527	75,000	79,966.00	-	-
Conservation Values	1,220,000	1,013,538	718,000	804,574	150,000	153,000
Environmental Research	1,500,000	950,000	300,000	262,051	300,000	300,000
Training and Other Activities	5,959,700	6,037,960	1,492,000	1,413,814	472,000	411,860
Grand Total	95,064,009	76,576,939	12,294,200	12,226,413	5,759,500	6,029,365
Percentage of Financial Accomplishment	97%		97%		96%	

According to the country's Environmental Management Bureau (EMB), GRC has consistently demonstrated exemplary compliance with all policies, holding a commendable record of having no violations, suspension orders, nor cease-and-desist orders from the agency. Since TVIRD's acquisition, the National Government has awarded GRC for its commitment to compliance – most recently with the prestigious Platinum Award conferred by the Philippine Mineral Industry Environmental Awards (PMIEA) in November 2023, which is a testament to environmental excellence. In addition, GRC was also honored by PMIEA as a Safest Mine first runner-up and a Best Mine Supervisor award for its personnel.

These accolades highlight the dedication of GRC to go beyond mere compliance and aspire for excellence in all its undertakings. It is also testament to the Company's strong adherence to national policies and its innovative approach to upcycling – further cementing its position as an industry leader in setting high standards for compliance, safety, and innovative practices.

CLIMATE RELATED RISKS AND OPPORTUNITIES

The TVIRD Group oversees climate change-related management policies and procedures that have board-level approval, including those designed for handling related risks and opportunities. Towards this, GRC has operationalized this approach to achieve maximum greenhouse gas (GHG) reduction in its operations and address future climate-related risks.

TVIRD fully supports the aggressive target of one day eliminating GHG emissions and transitioning towards becoming a carbon-neutral Company. This signifies the group's dedication to eradicate pollution and manage risks throughout the entire project life cycle.

Executive Management

The TVIRD Group delegates its climate oversight functions to the Management Committee (ManCom), which meets on weekly basis to discuss project updates, monitor progress and performance, and evaluate results – including metrics for managing climate-related risks and opportunities. The TVIRD ManCom is represented by the Company's shareholders, managing director, key department heads and project managers.

Organizational Management

The GRC Mine Environment Protection and Enhancement Office ensures that climate-related risks and opportunities are identified and monitored by business units and that environmental metrics are provided for public disclosure. The groups collaborate to ensure that the requisite climate risk tools, processes and procedures are developed and integrated into the Company's Environmental Management System. The group reports to the General Manager, Director for Environment and Tenement Compliance and Vice President for Support.

Key Processes

Climate-related considerations are integrated into the key business planning processes for the Company to apply sound practices in relation to the dynamic environment.



EMISSIONS AND ENERGY USE

GRI 103-1, GRI 103-2, GRI 103-3

Guided by its Environmental Protection and Enhancement Program, GRC has long been conducting quarterly air and noise quality monitoring to ensure that ambient air and noise within the mine is compliant to government standards (RA 8749) and that the employees have been provided with a healthy working environment.

The Company manages its GHG emissions and implements an action plan to further reduce, including the progressive rehabilitation of disturbed areas, forest protection and management, introduction of alternative sources of energy such as solar power (if applicable), saving on purchased energy, using cost saving equipment and conducting carbon sequestration monitoring of reforestation areas. Moreover, the Company installed air purifying facilities such as acid and lead scrubbers and dust collectors on the pollution source itself to ensure that emissions are neutralized prior to dispersal to the ambient environment. To measure effectiveness, GRC contracted third-party service providers to monitor ambient quality within the established stations from the project site to the communities. The parameters tested were Particulate Matter (PM-10), Sulfur oxide, Nitrogen oxide and Carbon monoxide. In 2021 and 2022, the results of ambient air quality monitoring and source emission tests were within the standards set by the DENR.

The Company systemically employs water spraying activities for dust suppression as an integral component of its Air Quality management Procedure. GRC Emitted a total of 147.02 tonnes of CO₂e in greenhouse gas (GHG) in 2021, followed by 14,907.37 tonnes in 2022, and 7,917.86 tonnes of CO₂e as of the Third quarter of 2023, stemming from the utilization of fuel and the procurement of electricity – both contributing to the elevation of GHG levels in the atmosphere.

Recognizing the imperative to mitigate its carbon footprint, GRC has prioritized the implementation of a GHG reduction program with the overarching objective of achieving Carbon Neutrality in the future. This strategic initiative aligns seamlessly with the active involvement of its employees in tree planting activities, contributing to the progressive rehabilitation of disturbed areas and the management of forest protection.

Furthermore, GRC plans to augment these efforts with the introduction of a solar farm as an alternative and sustainable energy source. This forward-looking approach is designed to mitigate emissions significantly, concurrently facilitating the attainment of air quality objectives throughout the entirety of its operations.

Table 12: Emissions and Ozone depleting Substances in Tonnes of CO₂e
GRI 305-1, GRI 305-2, GRI 305-6

Energy Consumption	Quantity			Total
	2023	2022	2021	
(Scope 1) Direct Greenhouse Gasses	7,907	14,903	144	22,954
(Scope 2) Indirect Energy Greenhouse Gasses	11	4	3	18
Ozone-depleting substances (ODS)	-	-	-	-

Since TVIRD's Acquisition, Company has emitted 0Kg for other known pollutants such as NO_x, Sox, Persistent Organic Pollutants (POP), Volatile organic compounds (VOCs), Hazardous air pollutants (HAPs), Particulate matter (PM).

Electricity is the main power source for running the GRC Processing Plant while its hauling trucks and heavy equipment run on diesel fuel. To conserve energy, the Company maintains power-generating sets to serve as backup for its main provider, Surigao del Norte Electric Cooperative (SURNECO).

In 2022 until the third quarter of 2023, GRC consumed 37,006,352 kWh for plant operations, offices, and employee accommodations. Diesel consumption totaled 8,563,293.84 L used for mobilization of heavy equipment, medium-light vehicles, and back-up generator sets.

The increase in diesel consumption from 2021 to 2022 was mainly due to the resumption of the project operations after being under voluntary care and maintenance status since 2017, wherein the activities were focused on mine development, production, and construction of TSF 6. On the other hand, the increase in electric consumption from 2022 to 2023 was due to the recommissioning of the project's processing plant operations.

To enhance emission and energy reduction, GRC integrates cost-effective measures into its Environmental Management System, including measures such as regular preventive maintenance for equipment, power-saving techniques for diesel generators, and even simple practices such as turning off lights and unused electrical equipment. The Company strictly implements fuel consumption guidelines for vehicles, electronics, and heavy equipment. Moreover, GRC is committed to establishing solar farms, which aligns with TVIRD's ongoing efforts to optimize energy utilization and minimize its environmental impact.

Table 13: Energy consumption within the organization
GRI 302-1

Energy Source	Consumption			Total	Unit
	2023	2022	2021		
Renewable Resources	-	-	-	-	GJ
Gasoline	2,338	4,023	-	6,361	L
Liquified Petroleum Gas	159,633	319,266	-	478,899	Kg
Diesel	2,903,236	5,605,982	54,076	8,563,294	L
Electricity	21,832,748	8,609,860	6,563,774	37,006,352	kWh

BIODIVERSITY

Land Resource Management is an essential element of the Company's Environmental Protection and Enhancement Program, with special focus on biodiversity monitoring. This delineates the technical strategies employed by the Company's environmental professionals to convert mining-affected land into a productive Agroforestry Eco-Tourism Site. The ultimate goal in the future is to assign this site to local farmers in the community but continue monitoring its biodiversity status.

GRC has also consistently implemented its reforestation programs both within and beyond its mining operations. The reforestation journey begins with seedling production at its nurseries, focusing on producing high-quality seedlings, which will be transplanted into areas disturbed by the Company's mining activities. The latest data for 2023 indicates that 41.68 hectares have been rehabilitated in GRC's Siana Gold Project area where the Assisted Natural Regeneration (ANR) method is adapted to utilize existing trees in the area and promote the growth of vegetation within the mine site. Progressive rehabilitation is integral to its overall environmental control and mitigation programs and minimizing disturbance. This rehabilitation effort spans from the Development Phase prior to actual mining, all the way to the Closure and Decommissioning Phase.

Fully aligned with TVIRD's overall direction, GRC is dedicated to supporting and adopting reforestation programs, and establishing a long-term partnership with DENR for these projects. This commitment underlines GRC's proactive approach to sustainable land use and environmental stewardship.

Table 14: Ecosystems and biodiversity in Hectares
GRI 304-1, GRI 304-3, GRI 304-4

Disclosure	Quantity
Total Area Disturbed for MPSA Ancillary Facilities	192.80
A. Active Mining Area	52.94
B. Ancillary Facilities	
Mine Camp/Facilities	13.26
Stockyards	48.30
C. Environmental Structures	
Tailings Pond	46.32
Silt Ponds	7.08
Nursery	0.52
Drainage System	4.79
Others	0.32
Road Networks	12.14
Mine Processing Plant	4.60
IP Communities/ Relocation Area	1.70
Clay Source	0.82
Completed Rehabilitation	46.296
Area under temporary rehabilitation	1863
Total undisturbed	2,764.48

GRC has only one (1) Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas. GRC also contributed 81 hectares to LGU-Tubod for the Critical Habitat for Tarsier, rehabilitated 42.51 hectares, conducted enrichment planting (6.66 hectares) at TSF 3 and TSF 5 from February to April 2023, and safeguarded 1.07 hectares of planted bamboo along Barangay Dayano Creek as part of its habitat protection and restoration initiatives.

Table 15: Ecosystems and biodiversity
GRI 304-1, GRI 304-3, GRI 304-4

IUCN¹⁷ Red List Species and national conservation list species with habitats in areas affected by operations.

List of Flora		
Scientific Name	Common Name	IUCN Status
<i>Alocacia Sinuata</i>		CR ²
<i>Alocacia Zebrina</i>	Gabi Ihaas	VU ¹
<i>Astrocalyx Calycina</i>	Tungaw-tungaw	EN ¹
<i>Begonia Colorata</i>	Begonia	VU ²
<i>Calamus Merrillii</i>	Ulisi	NT ²
<i>Cinamomum Mercadoi</i>	Kalingag	OTS ¹
<i>Diospyros Philippinensis</i>	Kamagong	VU ¹
<i>Diospyrus Pulosanthera</i>	Bolong eta	VU ¹
<i>Dipterocarpus Grandiflorus</i>	Apitong	VU ¹
<i>Dracantonmelon Dao</i>	Dao	VU ¹
<i>Hopea Malibato</i>	Magasusu	CR ¹
<i>Intia Bijuga</i>	Ipil	VU ¹ , NT ²
<i>Medinilla Cumingii</i>	Medinilla	VU ¹
<i>Monophyllaea Longipes</i>		OTS ¹
<i>Mussaenda Nervosa Elm</i>	Dalagang Bukid	OTS ¹
<i>Myristica Philippinensis</i>	Duguan	VU ¹
<i>Pinangga Maculata</i>	Karupay	CR ¹
<i>Shorea Almon</i>	Almon	VU ¹
<i>Shorea Astylosa</i>	Yakal	VU ¹
<i>Shorea Contorta</i>	White Lauan	EN ¹
<i>Shorea Negronensis</i>	Red Lauan	VU ¹
<i>Shorea Ovata</i>	Tiaong	CR ¹
<i>Shorea Polysperma</i>	Tanguile	VU ¹
<i>Shorea Squamata</i>	Mayapis	CR ¹
<i>Tristaniopsis Decorticata</i>	Tiga	VU ¹
<i>Vitex Parviflora</i>	Molave	EN ¹
<i>Ziziphus Talanai</i>	Balakat	OTS ¹

List of Fauna		
Scientific Name	Common Name	IUCN Status
<i>Eonycteris Robusta</i>	Philippine Dawn Bat	VU
<i>Limnonectes Magnus</i>	Giant Philippine Frog	NT
<i>Boiga Cynodon</i>	Dog Toothed-cat Snake	LC
<i>Ceyx Argentatus</i>	Southern Silvery Kingfisher	NT
<i>Lonchura Oryzivora</i>	Java Sparrow	EN

HONING BIODEIVERSITY CONSERVATION MEASURES

Biodiversity conservation covers the safeguarding, enhancement, and thoughtful management of both flora and fauna, aiming to derive sustainable benefits from the natural environment. Guided by TVIRD, GRC preserves and protects the existing forest vegetation and rehabilitated areas within the mine site – which will ultimately contribute to maintaining the local ecology.

A comprehensive 2022 Biodiversity Assessment conducted by Melach Environmental Consultancy Services reveals a notably high diversity index for flora and fauna species within the mine site. This key attribute contributes to the stability, productivity, and trophic structure of the ecosystem. The high diversity of species in GRC's area also signifies a stable and productive ecosystem, highlighting the positive impact of the Company's conservation efforts, despite ongoing mining operations.

In collaboration with the DENR, GRC remains fully dedicated to its Wildlife conservation policy. Deputizing 22 Civilian Active Auxiliary personnel responsible for biodiversity monitoring and patrolling within the MPSA area plays a crucial role in apprehending violators and disseminating environmental laws. Their efforts are further bolstered by intensive information, education, and communication (IEC) campaigns on GRC's responsible wildlife conservation practices.

As a testament to this dedication, GRC has voluntarily relinquished around eighty 80 hectares of land to the Municipal Government of Tubod and the Mines and Geosciences Bureau. This area is intended to be developed as a critical habitat that will enhance and preserve the biodiversity in the local environment. It likewise underscores GRC's contribution to the broader ecological health of the region.

WATER AND EFFLUENTS

GRI 103-1, GRI 103-2, GRI 103-3, GRI 306-4

GRC ensures that all discharges passed all treatment process such as settling ponds, oil water separators, septic tanks, collector sumps, silt traps and series of natural drainage systems to ensure the efficient use of all water resources used in all areas of the operation. TVIRD also establishes resource conservation measures incorporated in the environmental management system, which includes water conservation measures that were inculcated in all employees: collection and use of rainwater for domestic purposes such as plant watering, dust suppression, cleaning and laundry, recycling of surface run-off water from the settling ponds to be used for dust suppression and plant watering, monitoring and repair of leaking faucet or pipelines which is under Repair and Maintenance of Facility Procedure for proper maintenance of the fixtures, and carrying out periodic inspections and maintenance of equipment.

In 2022, GRC withdrew approximately 551,809.65 cubic meters of water from three boreholes and discharged 402,209.65 cubic meters of water. In 2023, water withdrawal decreased to 275,726.58 cubic meters, with a discharge of 201,104.8 cubic meters.

Under TVIRD's oversight, GRC ensures that all discharges undergo rigorous treatment processes, including settling ponds, oil-water separators, septic tanks, collector sumps, silt traps, and a series of natural drainage systems. The Company is committed to upholding stringent environmental standards in managing water resources throughout its operations.

To promote the efficient use of water resources, GRC has implemented resource conservation measures embedded in its environmental management system. These measures, including water conservation practices, are communicated, and ingrained in all employees. Initiatives such as collecting and utilizing rainwater for domestic purposes, recycling surface runoff water from settling ponds for dust suppression and plant watering, and monitoring and repairing leaking faucets or pipelines are actively carried out.

GRC's aligns with TVIRD in implementing measures to prevent scarcity of water by:

- Improving water infrastructure is very important for sustainable water management and is given top priority. Solar desalination and intelligent irrigation systems are examples of clean water management and conservation technology.
- Reclaimed water - recycling wastewater and collecting rainwater are further strategies for lowering the demand for groundwater and other natural water sources and preventing shortages. A common method for preventing water scarcity is groundwater recharge, which enables water to move from surface water to groundwater.
- Environmental protection and improved wastewater treatment - without proper sanitation, water becomes contaminated and unfit for human consumption. As a result, it is crucial to measure the water quality as well as treat pollution. Modernizing sewage systems in certain locations is another method for preventing a developing water shortage.
- Promote awareness and education about water conservation among all users, from small businesses to huge corporations, by using an effective information, education, and communication (IEC) campaign.

WASTE AND MATERIALS MANAGEMENT

Guided by the cradle-to-cradle principle and TVIRD's sustainable practices, GRC is committed to transforming waste into valuable resources while adhering to the standards set by RA 9003 - the Ecological Solid Waste Management Act of the Philippines.

GRC actively engages in waste use minimization through the practice of 'source reduction,' which not only results in cost savings but also converts 100% of collected biodegradable waste into secondary beneficial uses. For instance, food waste is harnessed as a primary substrate for in-house VermiCast/Organic Fertilizers production. Additionally, biodegradable waste contributes to the foundation of the MABAKAS Farm initiative within the Company's agriculture programs. Instead of being discarded, PET/plastic bottles find a new purpose as floaters for silt curtains that eliminate the need for additional purchases and promote the reduction of single-use plastics. Plastic cellophane and glass waste are also ingeniously incorporated into the production of landscaping cement bricks.

Taking waste utilization further, GRC introduced the concept of UPCYCLING - transforming waste into bricks and subsequently restoring an abandoned facility with upcycled ideas for recreational activities, aptly named "HININANG, THE RUINS." Hininang, a Surigaonon term meaning "handmade," has undergone a remarkable transformation from a ruined facility into one utilized for temporary solid waste storage. This restoration showcases the versatility of upcycled materials, transforming a once neglected space into a testament to best practices in waste management – a place where trash is turned into something valuable. The Company also remains diligent in upholding environmental regulations, including its compliance with Republic Act 6969, also known as the Toxic Substances and Hazardous and Nuclear Waste Control Act of

1990. GRC developed a Hazardous Waste Management Procedure, which outlines the segregation, collection, storage, transportation, and disposal of hazardous waste. It also implemented engineering control measures - such as oil and water separators - to ensure that run-off water remains uncontaminated.

In terms of responsible waste management, GRC initiated a Zero-Domestic Waste Disposal Program, with the ambitious goal of converting 100% of domestic waste into useful and beneficial products by 2024. In 2022, GRC generated 20,302.34 kg of solid wastes, laying the groundwork for continuous improvement. The entire waste generated was brought to the Company's Materials Recovery Facility for a major recycling activity, which is continuously conducted.

Identification of hazardous waste generated by the Company is coupled with best practices, including proper storage, handling, labeling, and disposal. Tailings from the process plant contaminated with cyanide and other acids, undergo neutralization and are disposed in the Tailings Storage Facility (TSF). Other hazardous wastes are entrusted to DCH Ecogreen Solution Inc., a third-party treatment Company accredited by the Environment Management Bureau (EMB). Also, in adherence to DAO 2013-22 (Revised Procedures and Standards for the Management of Hazardous Wastes), hazardous waste disposal is conducted at least twice a year.

Moreover, GRC adheres to a comprehensive Repair and Maintenance of Facility Procedure, ensuring the proper upkeep of fixtures and conducting periodic inspections and maintenance of equipment. This holistic approach underscores GRC's commitment to responsible water management, reflecting its dedication to sustainability and environmental stewardship.

Table 16: Water Withdrawal per Volume m³ from 2021 to 2023

WATER WITHDRAWAL PER VOLUME m ³			
SOURCE	2023	2022	2021
BOREHOLE A	207,776	415,551	-
BOREHOLE B	67,951	135,902	-
BOREHOLE C	178	356	-
TOTAL	275,904	551,809	-

Table 17: Water Discharge per Volume m³ from 2021 to 2023

WATER DISCHARGE PER VOLUME m ³			
SOURCE	2023	2022	2021
DAYANO CREEK	201,105	402,210	-
DISCHARGE POINT	-	-	-
THIRD PARTY	-	-	-
TOTAL	201,105	402,210	-

For the water consumption GRC, the Company consumed a total amount of 551,453.17 cubic meter in 2022 and 275,904.83 cubic meters for 2023. In 2022, GRC recycled around 27.11% of wastewater, while in 2023, the Company also saved and recycled 13.5% of wastewater.

In total, GRC generated 76.67 tons of hazardous waste, of which 10.99 tons are handled in-house while the remainder is responsibly transported by DCH. All waste materials are securely stored within the Central Waste Storage Facility, which is equipped with a concrete bund wall, impermeable flooring, oil and water separators, and proper labeling – thus, ensuring a comprehensive and eco-friendly waste management approach.

Table 18: Total Weight of Solid Waste Generated in Tonnes

Disclosure	Quantity
Total Solid Waste Generated	20
Reusable	10
Recyclable	1
Composted	8
Incinerated	-
Residuals/Landfilled	0.09
Biodegradable	13

Table 19: Hazardous Waste Description

Classification	Description
I101	Used Industrial Oil including sludge
J201	Containers previously containing toxic chemical substances
D406	Lead compounds
F603	Ink formulation
1104	Oil-contaminated materials
M501	Pathological or infectious wastes
M503	Pharmaceuticals and drugs
A101	Wastes with cyanide
B201	Sulfuric acid
B202	Hydrochloric acid
B203	Nitric acid
B208	Organic acid
B299	Other acid wastes
D407	Mercury and Mercury compounds
E501	Oxidizing agents
H802	Grease wastes

Table 20: Hazardous Waste Utilized in Tonnes

Disclosure	Quantity	Disposal Method
I102 (Vegetable oil including sludge)	77	All generated waste materials were safely stored inside the Central Waste Storage Facility (Hazardous Waste Facility) equipped with concrete bund wall and impermeable flooring, oil and water separator and proper labelling.
Total weight of hazardous waste transported	11	

Table 21: Materials Used for 2022 in Tonnes
GRI 301-1

Disclosure	Quantity
Renewable (Water)	149,600
Non-renewable	
Sodium Cyanide	34
Activated Carbon	130
Quicklime	40
Hydrated Lime	66
SMBS	37.75
Copper Sulfate	9
Hydrochloric Acid	1.4
Sodium Hydroxide	5.7
Nitric Acid	0.13

GRC has accumulated a total of 27% of recycled input materials used to manufacture the organization's primary products and services.

TAILINGS MANAGEMENT

GRI 103-1, GRI 103-2, GRI 103-3

Designs for the company's Tailings Storage Facilities are crafted by internationally renowned consulting engineering firms specializing in mining and facility design. The daily environmental monitoring activities encompass comprehensive performance checks on the TSFs. This includes monitoring water quality, internal water pressure, filter drain discharge, and embankment movements. Regular reviews of this data are conducted by independent third parties to ensure transparency and adherence to rigorous standards.



The Company is also considering an alternative method for containing the tailings from the process plant. One of the methods being introduced is known as 'Tailings Dry Stacking,' which will be situated in the TSF 7 proposed area in Barangay Dayano, Mainit, Surigao del Norte.

Some of the advantages of this method include:

1. Dry stacking is suitable for areas with high seismic activity, as it prevents the construction of retention embankments and minimizes the risk of dam failure.
2. Groundwater contamination through seepage is virtually eliminated.
3. It helps minimize the footprint of the TSF.

This process includes the thickening of the tailings and dewatering on membraned plate filter pressed into dry stackable material. Dewatered tailings can still contain 10-20% moisture, but the material behaves more like a solid, making it possible to dry stack the tailings in containment areas.



MILESTONES AND ACHIEVEMENTS

Since the acquisition of TVIRD, GRC has received accolades for environmental achievements. To site some, the Company has been awarded with a certificate of commendation by the MGB Region XIII for accomplishing 97% implementation of its Environmental Protection and Enhancement Program for the year 2022. GRC also received an award for its efforts in complying with environmental laws and for having no Notices of Violation from the Environmental Management Bureau. This year GRC received the prestigious Platinum Award for Surface Mining Operations Category during the 69th Annual National Mine Safety and Environment Conference (ANMSEC), a yearly mining industry event organized by the Philippine Mine Safety and Environment Association (PMSEA) in Baguio City.



COMMUNITY AND STAKEHOLDER MANAGEMENT

*Building Bridges and Nurturing Bonds:
GRC Fosters Prosperity through Robust Community and Stakeholder Management*

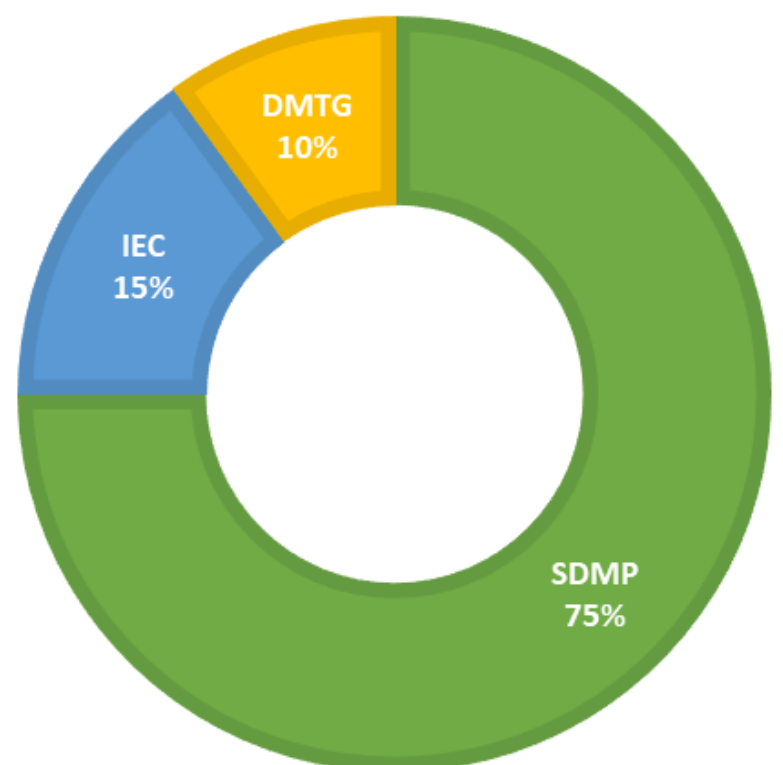
Table 22: SDMP Breakdown from 2021 to 2023 in Philippine Peso

Programs, Projects, and Activities (PPA)	2023	Allocation 2022	2021
Development of Host and Neighboring Communities (DHNC)			
Access to Education and Educational Support Program	734,133	76,562	2,756,623
Access to Health and Services, Health Facilities and Professionals	250,000	395,861	1,664,933
Enterprise Development and Networking	1,506,580	84,093	3,743,789.00
Assistance to Infrastructure Development and Support Services	250,000	528,127	1,503,259
Others	1,093,288	360,607	1,480,369
Information, Education, and Communication (IEC)	766,800	289,050	1,584,918
Development of Mine Technology and Geosciences (DMTG)	511,200	192,700	1,367,876
TOTAL	5,112,001	1,927,000	14,101,767

GRC allocates its development fund accordingly:

COMMUNITY AND STAKEHOLDER PERFORMANCE

GRC has always been committed to the well-being of its beneficiary communities and strives to ensure the success and long-term sustainability of its Social Development and Management Program (SDMP). By design, the SDMP is geared towards the implementation of Health, Education, Livelihood, Public Utilities and Infrastructures, and Socio-Cultural projects in partnership with the respective local government units (i.e., provincial, municipal, and barangay levels) and non-government organizations covering the project areas. The goal is to develop alternative and additional income-generating projects that are resource-based, viable and sustainable.



GRC invests heavily in its communities, aligning its program with the life cycle perspective, which considers the environmental aspects of an organization's activities, products, and services that it can control or influence. Stages in a life cycle include acquisition of raw materials, design, production, transportation/delivery, use, end of life treatment, and final disposal. The Company creates value-added livelihood and promotes future "Integrated Forestry" in preparation for the eventual conclusion of mining activities. Strong public relations, guided by the core value Closeness to Stakeholders, play a key role in GRC's effective development strategies. Meantime, intensified IEC campaigns through regular meetings, engagement with local government units, workplace orientations, community engagement, publications, and social media platforms – all establish a feedback mechanism for stakeholders to be well-informed and promote transparency.

GRC also aims to mold dependable, self-reliant, and resource-based communities capable of developing, implementing, and managing livelihood and socio-economic cultural preservation and conservation programs. The Company encourages consultation, participation, and community involvement across the implementation stage of the SDMP.

Beyond the regulatory framework, GRC provides alternative support mechanisms and a cohesive long-term development framework. This includes establishing social enterprise and community livelihood programs such as agroforestry and high-value crop plantations, agribusiness/organic farming, poultry and livestock facilities, and furniture and handicraft production. The adoption of sister Company Agata's Mabakas Techno Demo Farm enhances technology and builds skills through hands-on training, ensuring a sustainable production scale and quality of value-added livelihood.

In preserving cultural identity, GRC is in the process of adopting Agata's Community Royalty Development Program (CRDP). This program ensures proper management of the Royalty Share of the indigenous people's sectors, with the majority of funds allocated to the community for health, education, public utilities, livelihood, and socio-cultural needs. The remaining share is allocated to tribal leadership and governance. The CRDP is drafted in consultation with the IP sectors and serves as a common development roadmap to ensure mutual success.



STAKEHOLDER ENGAGEMENT AND CONSULTATION

GRI 102-43

GRC believes that responsible mining and environmental management can be sustained harmoniously with the support of the community. Since its exploration stage, GRC has already successfully navigated the challenges of implementing long-term community programs by fostering a cohesive partnership among all its stakeholders—particularly the various community sectors. This approach cultivated a strong social acceptance and a sense of ownership and involvement on the part of the community.

The Company's mission, vision, and values are deeply ingrained in the fundamental social structures - from the local barangay executives, down to every family. This approach has created a higher degree of

involvement and affinity to GRC's proactive environmental initiatives, social programs, and mining operations.

GRC's responsible mining practices and sustainable environmental program has brought it among the ranks of foremost large-scale mining companies in the country, setting a high standard for itself to exceed its usual best. The Company's dedication to its community has likewise fostered strong relationships by successfully engaging in meaningful development – thus, ensuring its operations' long-term sustainability.

The Company's comprehensive IEC campaign for stakeholder engagement and transparency has a wide range of activities that include:

- GRC's Regular Representative to the Host and Neighboring Communities (RHNC) meets regularly with various sectors to facilitate open dialogue and gather feedback from community members.
- Active Company participation in regular sessions of local government units helps GRC to stay informed about community concerns and collaborate on solutions.
- General workplace orientation with comprehensive training on the Company's social responsibility policies and procedures is provided to all new employees.
- Proactively supporting community engagement initiatives, such as local events and community organizations help build relationships and address community needs.
- Regular publications and social media keep stakeholder informed and updated about the Company's activities and progress.

GRC prepares an annual IEC Calendar outlining a range of activities throughout the year to ensure the effective implementation of its campaign. The Company's management carefully monitors this calendar to ensure that all planned activities are conducted effectively, and that stakeholder engagement remains a top priority. Meantime, its feedback mechanism ensures that stakeholders can provide input as well as receive support. This level of transparency is essential for gaining and maintaining community support, which is critical to the Company's long-term success.

GRC also attends regular barangay meetings to stay informed about community concerns and participate in crafting solutions, conducting stakeholder visits, and providing opportunities in order to connect with the community on a deeper level and address their concerns promptly.

SOCIAL INVESTMENT

Care Beyond Borders

GRC is dedicated to ensuring the safety, health, and well-being of its employees and the surrounding communities and enshrined it in its comprehensive Safety, Health, and Emergency Preparedness and Response Program (SHEPPRP) – which is aligned with its internal policies. The SHEPPRP's key principles and objectives are incorporated in the Company's Integrated Management System (IMS).

It has also partnered with the Provincial and Municipal Disaster Risk Reduction and Management Offices to establish a Community Emergency Response Team (CERT) that aims to strengthen community resilience and skills by conducting workshops, basic life support training, standard first aid training, mass casualty incident management, command center formation, search and rescue workshops, and providing equipment and relief goods.



GRC's emergency preparedness and response programs are designed to manage and respond to any potential emergencies that may arise during mining operations – for which the Company's ERT is well-equipped and trained. Emergency equipment and materials are also always readily available and in good condition. And in times of calamity, the Company's volunteerism efforts have been instrumental in providing immediate response and relief to the communities.

Access to healthcare is likewise a top priority for GRC, as evidenced by its regular delivery of vitamins, medical equipment, and medicines to its host and neighboring communities. In 2021, GRC invested Php1,664,933 in its healthcare initiatives, demonstrating its commitment to the well-being of its stakeholders.

GRC's medical workers have also gone above and beyond the call of duty by actively participating in medical missions in partnership with other concerned organizations in order to serve the community better.

These efforts have provided much-needed medical care to underserved communities and improved the overall health of the population.

During the COVID-19 pandemic, the TVIRD Group shored-up critical PPEs: N95 face masks, face shields and surgical and examinations gloves to support frontliners, including LGUs, volunteers, medical workers, police, and civilian volunteers as well as checkpoint personnel.

It likewise sourced majority of its fresh vegetable from farmers and other goods from local establishments to provide relief to more than 10,000 families in its respective areas. The group's joint relief efforts cushioned the impact of the COVID-19 pandemic and has reached some 46 barangays consisting of its primary and secondary communities. This timely assistance helped to mitigate the spread of the virus and protect the health of its stakeholders.

ACCESS TO EDUCATION AND EDUCATIONAL SUPPORT PROGRAM

GRC highly regards the transformative power of education in promoting human rights, gender equality, social justice, and a sustainable environment for its communities. Recognizing the crucial role of education, the Company leverages various programs under its SDMP to bolster support for learners in its areas of operations.

In 2022, GRC allocated Php736,018.00 to education initiatives and directed these funds towards the restoration and rehabilitation of several elementary public schools in order to create a conducive learning environment for the students. Financial assistance was likewise provided to Buyser Elementary School for the construction of a pergola to provide added protection from changing weather conditions. Additionally, the Company supplied printers and supplies to enable teachers to produce learning modules. It also constructed sanitation facilities at Tubod National High School, in support of the Department of Education's mandate.



Eligible students who are beneficiaries of GRC's community-focused initiatives can also engage in short-term employment across various industries, fostering hands-on experience that complements their academics. The Company also adopted a Special Program for Employment of Students (SPES), which actively promotes the development of essential skills, work ethics, and a deeper understanding of the professional environment

For the fiscal year 2023, GRC allocated Php734,132.57 to support the education sector. These funds will help provide educational supplies to schools in host and neighboring communities. It will also contribute to the *Brigada Eskwela* initiative, support the repairs for Cawilan Elementary School, and fund various TESDA national certificate courses. GRC also earmarked Php75,000.00 for its scholarship program, with plans for further expansion through its collaboration with Caraga State University. Through its significant contributions and implementation of its SDMP scholarship program, GRC is making a meaningful impact on the lives of children in its communities.

The Department of Labor and Employment (DOLE) platform, Special Program for Employment of Students (SPES), is a significant youth employment-bridging initiative. GRC aligned its community development and educational support programs with SPES to offer students meaningful employment opportunities during school breaks or summer vacations. It directly links academic pursuits and practical work experiences, allowing GRC students and scholars to gain valuable insights into the workforce while receiving a stipend.

DOLE oversees and collaborates with employers and educational institutions to seamlessly integrate students into the workforce. This initiative not only provides a financial support system for students, but also contributes to their personal and professional growth. The program involves diverse activities, including job matching, skills training, and facilitation of employment. It also plays a pivotal role in preparing the youth for more lucrative future careers, effectively addressing the transitional challenges between education and employment. Through these synergistic efforts, both DOLE and GRC contribute to empowering the youth, enhancing their employment prospects, and collectively creating a more resilient and skilled workforce for the community and the country.

RESPONSIVE TRAINING

Through its partnership with the country's Technical Education and Skills Development Authority (TESDA), GRC provides free technical skills training to transform previously unemployed informal settlers into drivers, construction workers, bakers, cooks, and agricultural technicians. These efforts culminated in establishing the Mabakas Techno Demo Farm School in 2022 - a TESDA-accredited organic farming institution dedicated to training, research, and development.

Mabakas empowers community members to acquire skills in sustainable farming technologies, ensuring food security and generating income opportunities even beyond the conclusion of mining activities in the future. It is a TESDA-accredited organic farm school and one of only two registered as a learning site operated by a mining Company in the CARAGA Region (the other one is operated by sister company, Agata).

True to its name, which originates from the indigenous *Mamanwa* word for "industrious," the school welcomes individuals from the entire region. Mabakas has trained 124 beneficiaries since its inception and continues to attract a growing number of eager participants.

It offers a comprehensive Organic Agriculture Production NC-II program with six competencies on Organic Farming:

1. Vegetable Production
2. Concoctions and Extracts
3. Fertilizer Production
4. Chicken Raising
5. Swine Raising
6. Small Ruminant Production

SUPPORT FOR PUBLIC INFRASTRUCTURES

Recognizing the importance of physical infrastructures in driving economic development, especially in its host communities, GRC pursues sustainable development as a long-term, generational goal that harmonizes economic, environmental, social, and cultural consideration aspects. It carefully evaluates the potential benefits of its planned infrastructure on the various aspects of community well-being, acknowledging that strategically planned infrastructure can significantly enhance sustainability. GRC's SDMP strategically allocates funds for the construction and repair of public infrastructure.

In 2022, the Company invested Php738,345.00 in infrastructure development and support services and earmarked an additional Php250,000 for the current year. GRC focused on water system construction and repair projects in Barangays Del Rosario, Pongtud, Magpayang, Cawilan, Poblacion, Siana, San Pablo, and Dayano – which provided residents with direct access to potable water. Though the amount was small, the impact is sustainable and viable for the long run since the project helped the community to access potable water enough for the communities' living and agricultural needs.

For 2023, GRC focused on structural improvements for churches and allocated Php100,000.00 to Barangays Dayano, Pongtud, Poblacion, and Siana. Additionally, water system improvements in Dayano and Del Rosario are budgeted with Php150,000.00. GRC's infrastructure development projects provide tangible benefits to its host communities. The Company's approach to infrastructure directly aligns with sustainable development, ensuring that its initiatives contribute to economic growth as well as environmental, social, and cultural well-being.

SOCIO-CULTURAL ACTIVITIES

Culture is the heartbeat of a thriving society, weaving the fabric of people's shared stories, celebrations, remembrances, and dreams for the future. It is through artistic expression that people define their identity, fostering a collective vision that transcends individual perspectives. GRC recognizes the profound importance of culture and wholeheartedly dedicates itself to supporting community festivities and events in every way.

In 2022, GRC contributed Php200,000.00 to the *Araw* and *Fiesta* Celebrations across its eight barangays. Additionally, the Company allocated Php215,000 to Provincial and Municipal Development Projects for training and consulting initiatives. And during the Yuletide Season, GRC supported the lighting programs of various local government units.

In the current year, GRC likewise supported a diverse range of activities. It contributed Php360,000 to support '*Araw Celebrations*' in its barangays, earmarked Php340,000 for patron saints' celebrations, and another Php50,000 each for the women's sector and youth activities. Moreover, GRC allocated Php30,000 for the well-being of senior citizens and Php20,000 to support Persons with Disabilities (PWDs).

The Company extended its support of Php148,288 for various socio-cultural events. In collaboration with the Mines and Geosciences Bureau (MGB), GRC also set aside Php55,000 for medical/health emergency aid, including funeral assistance and will continue its tradition of providing lighting support during the Yuletide Season in 2023.

GRC actively engages in government-initiated celebrations: National Women's Month, Fire Prevention Month, Nutrition Month, *Buwan ng Wika*, and Earth Day, further dedicating itself to community engagement and social responsibility. Back home, the Company also fosters a healthy work-life balance for its employees, offering stress-relief fellowship activities such as *Sabado* Nights and *Hu-Wow-Bes*, which features a global cuisine on a weekly basis. Additionally, GRC organizes *Kasadya*, a quarterly birthday celebration, and conducts monthly team-building activities for each department.

The Company is committed to creating an inclusive workplace where individuals of all backgrounds and identities are free from discrimination and treated with respect, ensuring a safe and supportive environment for all employees.

LIVELIHOOD

GRC continues to foster sustainable livelihood programs for its beneficiary communities – one that will go beyond the life of the mine. The philosophy of "Starting it Right, Keeping the End in Mind" continues to guide GRC in actively developing a comprehensive blueprint designed to uplift the local economy with the focus on doubling or tripling earnings through value-added initiatives for the community.

In 2022, GRC invested Php1,661,510 to enhance the local economy and benefit various stakeholders through various programs: goat raising, milk production, and providing post-harvest facilities – all of which contributed to the community's economic growth. The Company also provided essential supplies to the Barangay Siana Training Center and allocated funds to enhance marketing centers in Barangays Del Rosario and Poblacion, in addition to supporting women's livelihood skills training programs in Barangay Poblacion and a rice milling facility in Barangay Cawilan.

Recognizing the agricultural potential and fertile soil in the area, the Company further invested Php1,506,579.72 to enhance agricultural production in the current year. Funding was allocated to each of the eight barangays, providing vital support for farming materials and significantly boosting agricultural activities within the community. These initiatives underscore GRC's dedication to creating a positive and lasting impact on both the local economy and its resident communities.



SAFETY AND HEALTH

Mining Excellence, Elevating Safety: GRC's Commitment to Health and Well-being

GRC's unwavering commitment to excellence is inseparable from its dedication to elevating safety and prioritizing the health and well-being of its employees and the communities in which the Company operates. This commitment has been solidified through the establishment of a Safety and Health Policy programmed into its Integrated Management System (IMS). Its Safety and Health Department takes charge of formulating and overseeing the implementation of this policy and all its relevant rules and regulations.

SAFETY AND HEALTH POLICY

GRC is guided by its policy and objectives to ensure that the company commitment on the continuous improvement of its safety and health management system and compliance in all relevant safety and health legislation requirements to prevent accidents resulting in personal injury, property damage, operational distraction and even exposure to health hazard.

POLICY STATEMENT

It is the policy of GRC to conduct its operation with good stewardship in the protection of human health and the natural environment, prioritizing the health of its employees and its host community.

GRC shall take measures to deal with risks of incidents by diligent application of technically proven and economically feasible protective measures throughout the process, with the aim of not only meeting the normal standards but surpassing what is legislated by law.

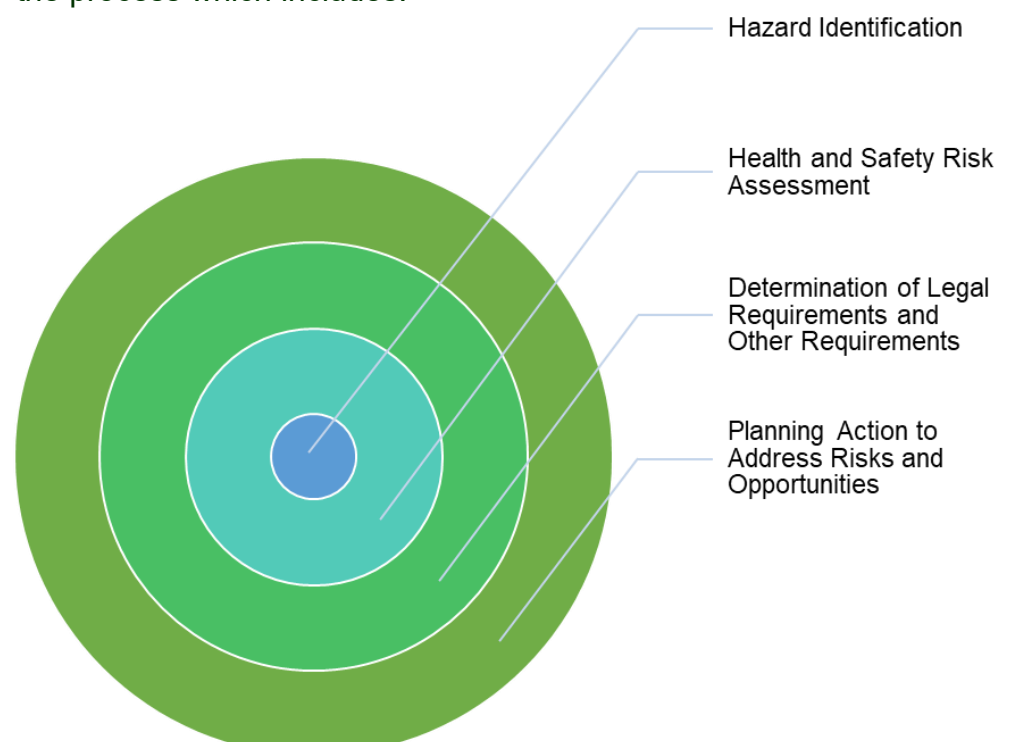
OBJECTIVES

1. To promote a culture of Occupational Safety and Health by providing an effective monitoring and investigation system.
2. To promote the strict implementation of the Occupational Safety and Health Rules.
3. To promote Occupational Safety and Health training, thereby attaining its objective of total employee development.
4. To comply with the various government legislations regarding Occupational Safety and Health.

HAZARD IDENTIFICATION, RISK ASSESSMENT AND CONTROL

GRC establishes, implements, and maintains a process that will proactively identify potential risks and opportunities, assess the risks and opportunities and other associated risks and opportunities to the management system, the legal and other requirements that are critical in the creation of the company's OH&S Plan as outlined in its GRC-IMS-SM-PRO-004 HIRACO Procedure.

GRC's management, together with its Safety and Health Department, Central Safety and Health Committee shall spearhead the process which includes:



Risks and Opportunities assessment shall not only be applied to the “normal operation” of plant and procedures but also to periodic or occasional operations/procedures such as cleaning and maintenance, including routine and non-routine activities, activities of all personnel (sub-contractors, visitors), identified hazards originating outside the workplace capable of adversely affecting the health and safety of persons under the responsibility of the organization, the changes, and modifications in the activities and materials and facilities at the workplace.

GRC reviews its procedure's effectiveness semi-annually for suitability while Risks and Control Measure are reviewed, updated, and maintained by the Departmental Management Representative (MR) under the Risk Register (HIRAC).



PERFORMANCE

Greenstone Resources Corporation (GRC) prioritizes the safety and well-being of its employees, partners, contractors, and community stakeholders since its development phase and prior to mining operations. As a Class A Mine, it strictly adheres to the Mine Safety and Health Standards relevant to this classification as well as its ISO Integrated Management System, which permeates across the organization and its external stakeholders. The Company upholds the highest safety and health standards by fostering extensive awareness, providing comprehensive training and education, implementing stringent rules, supplying equipment, and surpassing legislative requirements.

The noteworthy milestone of achieving 1 million Safe Man-hours on its first year of resuming operations is attributed to GRC's proactive measures, particularly its Safety and Health Department. In response to the global pandemic, the Company heightened its focus on ensuring the well-being of its workforce and surrounding communities. A

significant stride in this direction is the establishment of a robust Safety, Health, and Emergency Response Program that aligns with the Company's governing policy, which implementation is overseen by the department.

The program is designed to instill a sense of consciousness to protect life and property with a vision to create a safe environment that becomes second nature to each stakeholder. The GRC Safety and Health Department plays an active role in pursuing this and remains vigilant in addressing related concerns and issues through a periodic review and refining policies and procedures via committee.

CULTURE

As a mining Company, GRC operates in an industry that is exposed to potential risks and hazards – for which a culture of safety is needed to safeguard the well-being of employees, partners, contractors, the environment, and the wider surrounding community affected by its operations. Class A Mines like GRC strictly adhere to Mine Safety and Health Standards specific to this category. These standards go beyond mere legal compliance and ensure that the Company's operations are conducted with the utmost responsibility and care, mitigating risks and hazards associated with mining activities. Compliance with these rigorous standards meets legal requirements and further cements GRC's reputation as a responsible and sustainable mining entity.

Having a safety and healthy culture contributes significantly to operational efficiency. GRC's investment in comprehensive awareness, training, and education programs empowers its workforce with the knowledge and skills needed to operate safely. This, in turn, reduces the likelihood of accidents, downtime, and associated costs. Stringent safety rules, coupled with efficient technical equipment, further enhance operational effectiveness, minimize disruptions and optimize productivity. At the height of the global pandemic, GRC's commitment to safety and health took on added significance. By prioritizing the well-being of its employees and communities, GRC mitigated the risk of transmission and demonstrated a powerful sense of corporate responsibility and adaptability in the face of unprecedented challenges.

Meantime, the achievement of milestones, such as 1 million Safe Man-hours, validates GRC's efforts in fostering a robust safety and health culture. Such accomplishments elevate GRC's overall standing in the industry and enhance its workforce's overall satisfaction and well-being. Prioritizing safety and health are not just a legal requirement for GRC. But rather, it is a strategic investment that aligns with its principle and vision for responsible and sustainable mining practices. For the Company, it is a lifestyle that has become second nature to its associates and community.

AUDITS

Inspections and audits aim to identify unsafe actions and conditions that present potential hazards to operational safety. Through risk control, various options are considered and implemented to mitigate any existing or potential risks during work, aiming to minimize risks to the lowest reasonable level – if not, to eliminate such risks if the hazard itself can possibly be eliminated.

GRC conducts planned inspections to allow for the early identification of risks at their source and enable prompt corrective action. Walkthrough surveys are conducted to pinpoint existing health hazards and identify potential ones under normal and irregular conditions. Two daily inspections, including holidays, are carried out around the clock to ensure that Standard Operating Procedures (SOPs) and safety programs are consistently in place.

Committee inspections by Managers, the Superintendent, or Supervisors (members of the Central Safety and Health Committee, are also conducted monthly to randomly inspect and verify the implementation of safety and health programs. Invited third-party inspections are likewise integrated into the system to audit the effectiveness of the Safety and Health Program. These auditors sometimes communicate their intent to conduct ISO-IMS-related inspections and provide their unbiased assessments.

Finally, MGB Safety Inspections are conducted regularly by the agency's Safety Engineer, who submits a report with recommendations to the Company. The GRC Safety and Health Department received an outstanding score in the recent MGM Region IX TSHES Audit, reflecting the overall effectiveness of its programs



TRAINING

GRI 403-5

As a cornerstone of GRC’s organization, the Occupational Health Services GRI 403-3 ensures the implementation of programs involving the community, underscoring the Company’s commitment not only to its employees’ well-being but also to that of its stakeholders - all while maintaining a safe environment.

GRC’s active role in the neighboring community includes Community Health Consultation, Community Medical Outreach, and a Feeding Program. Its Safety and Health team provides valuable health education, focusing on Basic Life Support and other health-related awareness and education. The GRC clinic operates around the clock to provide health services to employees through consultations, health condition monitoring, dispensing vitamins, and emergency services.

To safeguard their health, all employees undergo various medical examinations and receive necessary recommendations for maintaining their well-being. The Company’s robust pandemic prevention and control initiatives involves a substantial budget that includes allocations for quarantine facilities, test kits, vitamins, food, and ensuring all employees are vaccinated and shot with boosters. Even during the pandemic, GRC’s effective COVID-19 control programs have enabled the Company to continuously operate its business unhampered.

The Company also established occupational health services in alignment with Occupational Safety and Health (OSH) standards and government regulations and includes medical assessments, care and maintenance, referrals, and providing essential and emergency medicines.



CONTROL SERVICES

GRC’s Occupational Health Services is dedicated to implementing community-involved programs, emphasizing our commitment to the well-being of both our team and stakeholders while maintaining a safe environment. Our engagement in the local community involves initiatives such as Community Health Consultation, Community Medical Outreach, and a Feeding Program. The Safety and Health team contributes to community service by providing valuable health education, focusing on Basic Life Support and other health-related awareness. Our clinic operates 24/7, offering health services like consultations, health condition monitoring, vitamin dispensing, and emergency readiness.

To ensure the health of our workforce, employees undergo various medical examinations, receiving recommendations for maintaining good health. The Company’s comprehensive pandemic prevention initiatives include resource allocation for quarantine facilities, test kits, vitamins, food provisions, and mandatory vaccination, including booster shots. Despite the pandemic threat, its effective COVID-19 control programs have enabled seamless business operations.

GRC’s commitment extends to establishing occupational health services in line with OSH standards and government regulations. This includes medical assessments, care and maintenance, referrals, and providing essential and emergency medicines. The company actively cooperates and participates in organizational measures related to occupational health services, reinforcing its dedication to employee well-being.

Table 23: Health and Safety Trainings
GRI 403-5

Name of Safety and Health Orientation	Target Population Project	Date
Safety and Health Orientation	1,200	January
SO1 Trainings (R.A.11058):		
Housekeeping	30	Once a Month
LOTOTO	30	Once a Month
HIRAC	30	Once a Month
PTW	30	Once a Month
JHA	30	Once a Month
Use and Maintenance of PPE	30	Once a Month
Safety Program Auditing	30	October
Defensive Driving Training	60	May
Fire Safety Practitioner Training	1	December
WEM	3	August
BOSH 40 Hours	30	December
BCOM Training	1	February
BOSH for Nurses	2	September
Emergency Response Trainings:		
Oil and Chemical Spill Response Training	30	April
Chemical Safety and Response Training	30	June
Fire Competency and Rescue Training	30	March

PROMOTION ON WORKER HEALTH

GRI 403-6

In order to ensure a healthy work environment, GRC mandates occupational health personnel to regularly assess sanitation conditions, inspect premises and facilities, and evaluate the overall working environment to identify and evaluate occupational health hazards and environmental factors affecting comfort and job efficiency.

Currently, the Company implements various interventions such as Diet Management, Sports Festivals, Health Symposiums, and IEC Awareness programs focusing on Preventing Communicable

Diseases, Mental Health Consultations, Blood Letting Programs, Mobile Clinics, *Sayaw Para Sa Puso*, Drug-Free Workplace initiatives, and other health promotional campaigns. These are accessible to all employees, contractors, and stakeholders. The Company has also provided numerous free consultations to employees, their dependents, contractors, OJTs, visitors, and neighboring communities. Additionally, substantial financial resources have been allocated for medicines, COVID-19 test kits, and other related health and medical supplies. Each TVIRD project site – including GRC – is equipped with two (2) doctors, four (4) nurses, trained first aiders, and competent Emergency Response Team (ERT) members.

PREVENTION AND MITIGATION OF OCCUPATIONAL HEALTH AND SAFETY IMPACTS DIRECTLY LINKED TO BUSINESS RELATIONSHIPS

GRI 403-7

GRC employees are provided copies of their medical records: diagnosis and treatment of all injuries, whether occupational or otherwise, and diseases; immunization programs for workers, community residents, and nearby barangays; maintenance of accurate and comprehensive medical records for each worker, beginning with their initial examination or treatment, exclusively under the custody and control of occupational health personnel.

These records are likewise accessible to their duly authorized representative and are not utilized for discriminatory purposes or any actions prejudicial to the worker's interests.

The Company also conducts health education and counseling sessions where designated personnel collaborate with supervisors to provide employees and residents with relevant health and safety information. This includes awareness of health hazards such as: Human Immunodeficiency Virus (HIV) and Acquired Immune Deficiency Syndrome (AIDS), Tuberculosis, and Hepatitis B. Proper precautions, cleanliness habits, orderliness, safe work practices, fair use and maintenance of personal protective clothing and devices, and utilization of available health services and facilities are also provided.

Additionally, a nutrition program is conducted by a dietitian and supervised by a physician. They implement various medical examinations, including pre-employment tests, annual medical examinations, return-to-work examinations, separation medical examinations, and medical surveillance, such as monitoring blood lead levels and other relevant assessments.

OCCUPATIONAL HEALTH MONITORING IN THE WORKPLACE

GRI 403-4

The Company established programs to manage the prevention and control of health domains through the implementation of the following adopted policies and programs for the information and guidance of the employees:

- Human Immunodeficiency Virus (HIV) and Acquired Immune Deficiency Syndrome (AIDS)
- Tuberculosis at Workplace
- Hepatitis B
- COVID-19 Prevention and Controls
- Drug Free Workplace
- Mental Health Services at Workplace
- Smoking Policy
- Breastfeeding Policy

Table 24: Injuries and Accidents from 2021 to 2023
GRI 403-8, GRI 403-9, GRI 403-10

Injuries and Accidents	2023	2022	2021
Total man-hours	2,004,509	2,126,741	157,476
Lost time accidents	-	-	-
Number of Occupational injuries/illnesses	8	5	-
Incidence Rate (%)	3.90	2.35	-
Severity Rate (%)	-	-	-
Lost Days	-	-	-
Work Related Fatalities	-	-	-
Number of employees in Health and Safety Committee	30	30	30

EMERGENCY PREPAREDNESS

GRC ensures its ability to effectively address safety, health, and environmental emergencies by establishing an Emergency Response Team (ERT) aligned with the Company's Annual Safety and Health Program (ASHP) and Emergency Preparedness and Response Program (EPRP). A swift and efficient emergency response is crucial in minimizing accidental losses and mitigating the impact of both natural and man-made disasters.

Towards this, GRC's Emergency Preparedness Safety Program adheres to the National Disaster Coordinating Council's (NDCC) Incident Command System (ICS) in establishing a disaster response command and management structure – which ensures accurate dissemination of information, accountability, effective planning, cost-efficient operations, and systematic support.



The Company's emergency preparedness and response programs are designed to handle unforeseen emergencies during mining operations. The ERT undergoes regular comprehensive training to be well-prepared for potential emergencies. The procurement and inspection of emergency equipment and materials are also prioritized to ensure their readiness and optimal condition. Beyond its premises, GRC dispatches volunteer response personnel for rescue and relief operations during calamities affecting its communities. Even during the pandemic, the Company effectively managed the spread of the disease within the community by strictly implementing its COVID-19 Management, Prevention, and Response Program. The Company provided appropriate facilities, vehicles, and equipment on-site: fire safety equipment, spill kits, first aid facilities, alarm systems, rescue equipment, patient transport vehicles, and mobile clinics strategically located and maintained by the Safety and Health Department for immediate use during emergencies.



AWARDS

Upon TVIRD's acquisition of GRC, the Company has been keen on prioritizing safety among its employees. On October 2022, GRC received the 2nd Runner-up in the First-aid competition in the 6th Caraga Mining Symposium and Safety Competition. The year after, the Mines and Geosciences Bureau gave the Company two accolades for achieving a 100% rating in its Safety and Health Performance for Calendar year 2022 and the Safety Milestone Award for reaching 2,737,628 safe man-hours. GRC was also awarded the KAISA Star Seal by the Bureau of Fire Protection for its remarkable Safety and Health efforts and practices. Moreover, the company achieved an exemplary safety record in 2022, having no reported Lost Time Accidents. This outstanding accomplishment earned the company the prestigious SMILE (Safety Milestone) Award from the Department of Labor and Employment (DOLE) Caraga during the 2023 Caraga Multipartite Congress. Lastly, GRC recently secured recognition as the Runner-up for the Safest Surface Mines Award at the Presidential Mineral Industry Environmental Awards (PMEIA) Night held in Baguio City.

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CORPORATE DIRECTORY

GRI 102-53

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