



## NEWS RELEASE

### **Empowered Women Who Inspire Progress: TVIRD Group Celebrates Women's Month 2025**

*A tribute to women shaping inclusive growth, sustainability, and leadership across the Philippine mining sector*



***The female environmental warriors of the TVIRD Group:*** Angel Sumapal of Greenstone and Analyn Branzuela of the Balabag Project (Left & Right, respectively) symbolize the collaboration of the two projects, being the new generation of strong women protecting the environment.

**Makati City, Philippines/ April 2025** - In celebration of National Women's Month in March, TVI Resource Development Philippines Inc. (TVIRD) proudly honored the invaluable contributions of women across its organization and their collective role in shaping a more inclusive, equitable and sustainable future for the mining industry.

With the theme *"Babae Para sa Lahat ng Sektor: Aangat ang Bukas sa Bagong Pilipinas (Women for all sectors: tomorrow will rise on a new Philippines)"*, TVIRD joins the nation in commemorating women's achievements while strengthening its commitment to gender empowerment in the workplace as well as the community.

Women comprise 63% of the company's head office personnel while making up 39% of its site personnel in Mt. Labo Exploration and Development Corp. Meantime, women likewise take up a significant share in the workforce in TVIRD project sites: Greenstone Resources Corporation's Siana Gold Project in Surigao del Norte (12%), the Balabag Gold-Silver Project in Zamboanga del Sur (10%) and the Agata Nickel Project in Agusan del Norte (17%)

### **Advocating Gender Equality**

This year's observance recognized female employees through storytelling, wellness programs and empowerment workshops. At Siana, they were treated to a day of pampering and team-building, highlighting the importance of mental health and self-care.

Meantime, in Agata, outstanding female employees were recognized for their commitment to safety, sustainability and the community. In addition, a gender sensitivity forum discussed inclusivity and gender-based challenges, fostering empathy and solidarity among employees at the Balabag Project.

The company promotes a workplace culture that supports diversity, equal opportunities, and zero-tolerance on discrimination and harassment.

TVIRD also extends this commitment to its beneficiary communities through skills development training programs, entrepreneurship support and developing leadership; thus, enabling women to take charge of their own personal development.

### **Breaking Barriers**

Mining has long been perceived as a male-dominated industry, but it is evolving and TVIRD is taking an active part in that transformation. Across all its active sites — from Greenstone, to Balabag and Agata — women are rising to the challenge, taking key operational roles that span health and safety,

community relations and environmental protection. Key corporate officers in the TVIRD Group are likewise accomplished women: its Chief Financial Officer, Controller and Resource Director.

These empowered women are not only breaking barriers; they are redefining what leadership in mining looks like. With both strength and compassion, they are reshaping the industry's culture with purpose and grace.

### **A Message of Progress**

"Empowering women is not just about representation; it's about creating the space and the right opportunity for them to lead, innovate and transform," said Tenement Management and Environmental Compliance Director Jesalyn Guingguing during the culmination program.

Community Relations Manager Kahlil Pope Tabernero echoed the statement during the *EmpowerHer* program: "When we invest in women, we invest in stronger, more resilient communities and a better future for all."

As the 2025 National Women's Month drew to a close, TVIRD affirms that the journey toward gender equality is not just celebrated for one month. But rather, it is a daily commitment that is woven into the company's values, principles and vision for a more inclusive and equitable future.

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### **Press Photos**



- 1 All for her.** *The Siana Gold Project's Community Relations Team marked Women's Month with EmpowerHer – a program held across its host Mainit, Tubod and Alegria Municipalities in Surigao del Norte – to honor and support the contributions of women in the community.*





- 2** *Greenstone's female employees marked the occasion with a tree-planting activity in Siana, symbolizing both their womanhood and their love for the environment.*



- 3** **Going bananas.** *During its Women's Month celebration, the women of TVIRD Balabag learned how to make banana chips – an activity that promotes sustainable small business opportunities for the community.*



- 4** *Female employees at the Balabag Project started their women's month celebration with a tree-planting activity, demonstrating their role in nurturing and protecting the environment.*

## **About TVI in the Philippines**

*TVI Resource Development Philippines Inc. ("TVIRD") is owned in part by TVI Pacific Inc. (TSX: TVI), a publicly-listed Canadian mining company focused on the exploration, development, and production of precious and base metals from district-scale, large-system, high-margin projects located in the Philippines. Concurrent ownership of ventures is shared with partner company Prime Resource Holdings Inc.*

*The Agata Nickel Laterite Mine is the third successful mining project that TVIRD brought on stream in a period of 10 years, while its Balabag Gold-Silver Mine further cements its position as a steady producer of precious metals in the country. With the commercial operations of its Siana Gold Mine, the company remains committed to exploration and mining practices that promote transparency, responsible stewardship of the environment, and the inalienable rights to life, dignity and sustainable development of its host communities.*

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