

Annex A: Sustainability Report

Contextual Information

Company Details	
Name of Organization	Benguet Corporation
Location of Headquarters	7F Universal RE Building, 106 Paseo de Roxas, 1226 Makati City Philippines
Location of Operations	Itogon, Benguet Province for mining of gold and silver Irisan, Baguio City for operation / processing of lime products
Report Boundary: Legal entities (e.g. subsidiaries) included in this report*	Benguet Gold Operations (BGO) Corporate Headquarters (CHQ) Irisan Lime Project (ILP)
Business Model, including Primary Activities, Brands, Products, and Services	Natural resources company engaged in, but not limited to the following: <ol style="list-style-type: none"> 1. Mineral exploration; 2. Mine development; 3. Mineral resources extraction; 4. Gold processing; 5. Production of quicklime and hydrated lime; and 6. Restoration / rehabilitation of mined-out areas.
Markets Served	Processed gold is sold to Bangko Sentral ng Pilipinas (BSP); Lime products market are mining and allied companies and farmers within Benguet and other neighboring Provinces.
Scale of the Organization	<ol style="list-style-type: none"> 1. Total average number of employees for 2022 is 419 employees which includes Central Headquarters (CHQ), Benguet Gold Operation (BGO) and Irisan Lime Project (ILP). 2. Total number of operations: <ul style="list-style-type: none"> ➤ One (1) – Mining and milling operations for gold and silver ➤ One (1) – 3 Kilns alternately operating for lime production. 3. Net Sales (private sector) – Php 1.015B <ul style="list-style-type: none"> ➤ Total Capitalization – Php 9.061B ➤ Debt – Php 2.089B ➤ Equity – Php 6.972B 4. Quantity of products – <ul style="list-style-type: none"> ➤ Gold – 9,402.31 ounces ➤ Silver – 9,325.27 ounces ➤ Lime – 7,340.34 Metric Tons
Reporting Period	CY 2022
Highest Ranking Person responsible for this report	Atty. Lina G. Fernandez – President

Materiality Process

Explain how you applied the materiality principle (or the materiality process) in identifying your material topics.¹

The 2022 Sustainability Report will provide the transition beyond coronavirus disease-19 (COVID-19) pandemic that has impacted on people's health, the environment, and the economy. Beyond the unprecedented challenges, the Company has embodied a solution-driven mindset to impart lasting value to its investors and stakeholders. The report provides a detailed overview on the way best sustainability practices are deeply rooted in Benguet Corporation's business.

It is of these facts that Benguet Corporation unceasingly strives to manage its operation under the following principles and commitments to attain its long-term objectives:

- a. Profit and growth-oriented;
- b. Responsible operation and care for the environment;
- c. Commitment to improving the quality of life of our employees, the communities, and all stakeholders; and
- d. Compliance with existing laws, rules, and other obligations

The Board has a clearly defined and updated vision, mission, and core values. Please refer to the BC website under the tab "About Us"
<http://benquetcorp.com/about-us/>

Please refer also to the Board Charter p.8 which states that one of the general responsibilities of the Board is to determine the Company's purpose, vision, mission, and strategies to carry out its objectives.

<http://benquetcorp.com/corporate-governance/board-committee/>

Economic Material Factors

With the continuing increase of power rates and fuel cost, BC thought of retooling strategies that can manage to withstand multiple operational headwinds and prolonged worries in this new reality as it resumes its growth trajectory in the long term. Implementation of staggered increase in milling cost charges to contractors and advancement of mine development are among the derived strategies that were considered. Towards the last quarter of 2022, the management decided to increase milling charges to contractors due to the rise of power consumption charges. The decision was a preemptive measure to avert enormous losses.

¹ See [GRI 102-46](#) (2016) for more guidance.

Our economic performance is based on the value our operations contribute to the local and national governments, host and neighboring mining communities, and the environment, at large. Our operations have created derived demand resulting in the establishment of micro, small, and medium enterprises in our mining community as well as in other areas where we source our value chain. Through our operations, the quality of life of our shareholders, employees and other stakeholders have improved, local economies vigorously grew, and protection of the environment-intensified.

Environmental Material Factors

Benguet Corporation is committed to the protection and enhancement of the environment by ensuring that its mining operations are in full compliance with mining and environmental laws, rules and regulations. It ensures close collaboration and coordination with the Department of Environment and Natural Resources (DENR), the Mines and Geo-sciences Bureau (MGB), the Environmental Management Bureau (EMB), and all the government agencies that monitor compliances. Sustainability is core to BC's corporate strategy and sits at the heart of everything it does. Our operation aims to be environmentally responsible, respecting human rights and supporting the communities in which BC operates. It is the leading value which enables our people to understand our common purpose, our values, how we measure success, and the basis for our decision-making. It is about managing our risks, reducing adverse environmental, social, economic, and cultural impacts, and supporting and sustaining the communities and environments in which we operate.

The Environmental Material Factors have been considered essential in keeping our operations successful. As a mining company, we are committed partners of the government in the conscientious development of the country's natural resources. This agreement comes with a huge responsibility not just to harness but most specifically to protect, nurture, restore and enhance the environment. Nature and the resources within are the main enabler of our business, and as such, considerable care is our priority. Mitigating any possible adverse effects of our operations on the environment is part of our day-to-day function. The Company's mining activity is guided by the provisions of the Philippine Laws, but is not limited to the following:

1. Department Administrative Order No. 2010-21 (Implementing Rules and Regulations of R.A. 7942 – The Philippine Mining Act of 1995)
2. R.A. 9275 – Philippine Clean water Act Of 2004
3. Department Administrative Order No. 2005-10 (IRR of R.A. 9275 – Philippine Clean Water Act);
4. Department Administrative Order No. 2000-98 (Mine Safety and Health Standard);
5. Department Administrative Order No. 2000-81 (IRR of R.A. 8749 – Philippine Clean Air Act);
6. R.A. 8371 – Indigenous Peoples Rights Act;
7. DENR Administrative Order NO. 2001-34 (IRR of R.A. No. 9003 – Ecological Solid Waste Management Act),
8. R.A. No. 6969 – An Act to Control Toxic Substances and Hazardous and Nuclear Wastes
9. Department Administrative Order No. 28 (IRR of R.A. 6969 – Toxic Substances and Hazardous and Nuclear Wastes Control Act); and
10. DENR Administrative Order No. 2003-30 (Revised Procedural Manual of P.D. 1586 – Environmental Impact Statement System).

We constantly monitor the land, air, and water quality, the siltation levels in bodies of water, as well as the forest cover / density in the affected areas within our operations and its surrounding environs. We adhere to the strict parameters laid out by the government in ensuring that we protect the ecosystem, promote biodiversity, and enhance the environment.

Social Material Factors

Benguet Corporation puts health and safety as a top priority before anything and believes that sustainability includes playing an appropriate role in addressing global issues such as climate change, supporting and respecting human rights, and advocating for social change such as by supporting the rights of Indigenous Peoples. As a century-old corporation, BC has witnessed and navigated through countless crises together with our employees, suppliers, and local communities but BC managed to put top priority concerns to people first.

As a responsible business entity, our **Vision, Mission, Goals, Safety and Environmental Policies** are centered on achieving productivity and advocating for the safety and health of our employees, assisting the people within our host and neighboring communities, and the continuous enhancement of our environment. We share the stewardship of our country's natural resources. As we operate within the indigenous communities, we support local cultures, and respect human rights as we help drive economic development in the area.

As a responsible corporate partner of society, the Company has a social obligation not only to preserve, protect and enhance the physical and ecological environment but also to improve the quality of life of the people in the communities surrounding the operation.

Aside from the Company's commitment to be socially responsible and environmentally conscious, it also aims to achieve competitiveness and excellence as a natural resource development Company through enhanced productivity and improvement of quality of life of its employees, their families and the host communities. At the heart of Benguet Corporation's philosophy are the people (employees and other stakeholders) promoting not only their interests and maintaining good community relationships but as well enable them to be empowered for the stewardship of the environment and natural resources surrounding them.

As a continuing commitment and manifestation of the Company's compliance to the implementation of its Social Development and Management Programs, Benguet Corporation has extended the various needs of its host and neighboring communities in all its areas of operations based on the following development framework as provided under the SDMP guideline:

1. On Human Resource Development and Institutional Building,
2. On Enterprise Development and Networking,
3. On Assistance to Infrastructure Development and Support Services,
4. On Access to Education and Educational Support Programs,
5. On Access to Health Services, Health Facilities and Health Professionals

6. On Protection and Respect to Socio-Cultural Values, and
7. On the Development of Mining Technology
8. On United Nations Sustainable Development Goals

This is our fundamental way to maintain our social license.

ECONOMIC

Economic Performance (c/o CHQ)

Direct Economic Value Generated and Distributed

Disclosure	Amount (2022) - BGO	Amount (2022) - ILP	Total Amount (2022)	Total Amount (2021)	Unit
Direct economic value generated (revenue)	914.75M	99.98M	1,014.73M	1,020.9M	PhP
Direct economic value distributed:					
a. Operating costs	379.02M	5.92M	384.94M	147.1M	PhP
b. Employee wages and benefits	107.76M	4.15M	111.91M	185.5M	PhP
c. Payments to suppliers, other operating costs	360.97M	69.27M	430.24M	581.7M	Php
d. Dividends given to stockholders and interest payments to loan providers				2.7M	PhP
e. Taxes given to government	40.31M	0.39	40.70M	110.5M	PhP
f. Investments to community (e.g. donations, CSR)	12.52M	2.48M	15.00M	5.0M	PhP

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p>The operation of Benguet Corporation-Benguet Gold Operation, Acupan Contract Mining Project (BC-BGO-ACMP) employs underground mining method or tunneling while the Irisan Lime Project (ILP) operation purchases raw limestone materials from suppliers engaged in land development and quarry operations surrounding Baguio City and Benguet Province as feed material for the kiln plant. The 2022 combined total revenue of the operations slightly increased by 0.01% (up by P 0.106M vs. 2021 value).</p> <p>The Company is operating in partnership with MGB, EMB, LGU and the accredited mining contractors that employ miners from the indigenous peoples of the Cordillera Region.</p> <p>The Mines and Geosciences Bureau (MGB) and the Environmental Management Bureau (EMB) of the Department of Environment and Natural Resources (DENR) in the Cordillera Administrative Region (CAR) monitor regulatory compliances to best and responsible practices of the mining operations.</p>	<p>Employees of the Company and mining contractors.</p> <p>People in the host and neighboring communities.</p> <p>Local and national government – revenue / tax collection.</p> <p>Service providers and suppliers.</p> <p>Business establishments in the community.</p> <p>National government – additional gold reserve and contributes to national revenue</p> <p>MSMEs – our gold operations have been instrumental in creating derived demand for inputs to our suppliers and stakeholders (i.e. raw materials, housing, construction) and creation of small business enterprises in</p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p>The Company ensures that all regulatory requirements are religiously complied with, work programs are implemented according to approved plans, commitments to stakeholders are delivered, taxes are paid, employees' statutory benefits are given, i.e. payment of salaries and wages of employees are on schedule, and health and safety of employees are taken care of.</p> <p>Measures are in place to prevent or mitigate, if not totally eliminate, the negative impacts of the operation.</p> <p>BC is striving to diversify into other business prospects in agribusiness and land development projects with the aim to sustainably maintain its economic prosperity.</p>

<p>The local government unit assist in maintaining peace and order in camp, provide social health and other community services, facilitate local government required permits and assist in information dissemination and proper education of the community.</p> <p>The mining operation through the accredited mining contractors provides employment opportunities to people across several regions in the country, majority of which are from the communities where we do our business.</p> <p>We also provide business opportunities to our various suppliers and service providers that support the day-to-day operation of the company.</p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p> <p>Benefits derived from the operation by employees and our host and neighboring communities:</p> <ul style="list-style-type: none"> • Provided medical assistance to the local government unit in Itogon during the Covid-19 pandemic; • Economic growth in the host and neighboring communities; • Increased family income of employees and community residents; 	<p>the communities surrounding the mining operation.</p>	
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<ul style="list-style-type: none"> • Improved medical services through the SDMP; • Educational opportunities - deserving students from the host and neighboring communities are enrolled through the scholarship program of the Company; • For the local government units - increased tax revenue collection; • Increased budget for local government infrastructure projects and sustained delivery of basic services to the communities; • Assured budgetary allocations for the protection and enhancement of the environment and social development; • Subsidized electricity and provision of free water to employees and other stakeholders in the communities. <p>Negative impacts of the mining operation include the ff:</p> <ul style="list-style-type: none"> • Depleting / dwindling mineral resources - Minerals, like gold, is a non-renewable resource. • Intrusion of small-scale miners' operation in BC claims that depletes resources and reduce company revenues, thus, the lower tax collection by the local government. • The underground mining method may have negative environmental effect unless properly remediated. 		
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<ul style="list-style-type: none"> • Timber resources for underground mine support. Scarcity of timber for mine support due to nationwide logging ban. 		
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<p><i>Identify risk/s related to material topic of the organization.</i></p> <p>Risk identified that have affected the 2022 operation are the following:</p> <ul style="list-style-type: none"> ➤ Appreciation of the Philippine Peso versus US dollar; ➤ Lower ore grades and mineable ore reserves. ➤ The everchanging policies toward mining industry is greatly affected as investors tend to shy away from mining investments. ➤ The illegal intrusion by small-scale miners surrounding the mining properties of the Company entails significant business risks and leads to environmental degradation or mining accidents that regulators blamed the incident to the operation of the Company. ➤ Intrusion of illegal small-scale miners into the working areas of mining contractors resulting to high-grading of mineral ores; 	<p><i>(e.g. employees, community, suppliers, government, vulnerable groups)</i></p> <p>Company – production target not attained.</p> <p>Employees of the Company and mining contractors.</p> <p>People in the host and neighboring communities.</p> <p>Local and national government – reduced revenue / tax collection.</p> <p>Service providers and suppliers.</p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p>To monitor production performance, BC-BGO site managers regularly conduct operations meetings where weekly production activities vs. targets are discussed and solutions are provided to issues and concerns that affect the production. At the corporate head office, the officers are given daily and weekly updates on the accomplishments of the operations, and bi-monthly meetings are conducted to discuss matters arising from previous operations reports and introduce interventions when necessary. Weekly and monthly mine productions and mill recovery are being monitored regularly. Compliance with regulatory obligations is likewise discussed during these meetings.</p> <p>Quarterly and annual reports are timely submitted to the regulatory agencies and monitored regularly. Production records, employment levels, amount of local and national taxes paid, as well as compliance progress are reported.</p>

<ul style="list-style-type: none"> ➤ High-grading / pilferage of high grade ore by employees of mining contractors due to shortage and limited presence of security personnel in the underground mining operation. ➤ Uncontrolled entry of hazardous substance/explosives inside camp for illegal miner's use. ➤ The unstable supply of electric power and the unscheduled power interruption in 2022 have contributed to lower gold production. 		<p>To ensure proper compliance, the Company puts a great amount of effort and invests substantial amount of its resources into environmental protection and rehabilitation in its areas of operations. As proof of its commitment to responsible and sustainable mineral resource development, the Company implements best practices and has adopted an environmental policy statement consistent with ISO:14001-2015 Certification on Environmental Management System (EMS).</p> <p>The Company maintains strong relationships with the IPs, and LGUs through its SDMP, and multi-sectoral monitoring / consultation meetings.</p> <p>The Company continues to have effective lines of communication with the regulatory agencies (i.e. DENR, MGB, EMB, etc.). The Company provides full cooperation to regulators regarding compliance with governmental requirements in ensuring mine safety and environment protection.</p> <p>On COVID-19, the Company continuously implemented following the IATF programs that have prevented the spread of the virus inside the mining camp.</p> <p>Following are measures imposed to abate pilferage of processed gold inside the industrial zone:</p> <p>Site managers had closely monitored the production performance and issue guidance / instructions to department heads to improve on their mining activities and gold recovery at the mill operation.</p>
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What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<p><i>Identify the opportunity/ies related to material topic of the organization?</i></p> <p>Through continuous cost monitoring of power consumption, BC Management have realized that the increased power rates have greatly affected the revenue. With this finding, management decided to impose shared mill charges through graduated increase in milling cost per tonnage to the contractors.</p>	<p><i>(e.g. employees, community, suppliers, government, vulnerable groups)</i></p> <p>BC-BGO Employees.</p> <p>Mining contractors</p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p>The economic material topic is managed through strict observance of corporate governance mechanism and employee’s dedication to meet production targets, financial objectives and shareholder expectations that were derived from well-disciplined workforce of the organization.</p> <p>Profound and faithful monitoring of mining and milling cost to determine the various factors that are contributing to the economic losses of the operation.</p> <p>Strengthened mining strategy with the advanced development that preceded the geology and exploration activity in the identification of high-grade ore mineable areas.</p>

Climate-related risks and opportunities²

Governance	Strategy	Risk Management	Metrics and Targets
<p><i>Disclose the organization’s governance around climate-related risks and opportunities.</i></p> <p>The Management Committee composed of the Chairman of the Board, the Chief Executive Officer and the Compliance Officer oversees the Company’s sustainability initiatives. They work together in ensuring that the Company achieve its sustainability commitments.</p> <p>As a responsible enterprise, the operation of Benguet Corporation-Benguet Gold Operation advocates for natural ecosystem preservation. The Management Committee exercises its mandate in the enforcement of laws for the operation not to pose any significant pollution that contribute to climate-related risks that threaten biodiversity existence.</p> <p>Global warming is distinct. The climate change covers a wide range of different circumstances, such as the increasing number of natural calamities caused by</p>	<p><i>Disclose the actual and potential impacts³ of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material.</i></p> <p>Every year, BC-BGO and ILP allocates portion of its operating cost to further strengthen its environmental programs that, to some extent, go beyond mere regulatory compliance.</p> <p>BGO and ILP operations are in collaboration with the host and neighboring villages to actively participate in the CO² sequestration by planting more trees in their surroundings.</p> <p>In 2022, the company has planted 6.0 hectares of open brushlands inside its mineral claims.</p>	<p><i>Disclose how the organization identifies, assesses, and manages climate-related risks.</i></p> <p>BC-BGO is ISO 14001-2015 Certified operation. All identified and assessed climate related risks and its corresponding mitigating measures have been incorporated and addressed in the Environmental Management System Manual, in addition to the Environmental Protection and Enhancement Program which are continuously being monitored by the regulatory agencies.</p>	<p><i>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.</i></p> <p>The Company continuously looks at ways in contributing to community and ecosystem resiliency.</p> <p>With the approved Annual Environmental Protection and Enhancement Program (AEPEP), the Company laid out its annual targets and milestones to continuously address and mitigate the identified climate related risks which are stated in its Corporate Governance Manual.</p>

² Adopted from the Recommendations of the Task Force on Climate-Related Financial Disclosures. The TCFD Recommendations apply to non-financial companies and financial-sector organizations, including banks, insurance companies, asset managers and asset owners.

³ For this disclosure, impact refers to the impact of climate-related issues on the company.

<p>abnormal weather conditions, depletion of water resources, food scarcity, flooding, typhoons, earthquakes, etc. Under each condition, the impacts to the environment are pronounced.</p> <p><i>Please refer to Manual on Corporate Governance.</i> http://benquetcorp.com/corporate-governance/board-committees/.</p>	<p>The total expenditures for the implementation of the environmental protection program of BC-BGO and ILP in 2022 amounted to P 11,049,039.</p> <p>In 2022, the consumption of fuel oil (GHG Emission – Scope 1) increased by 12.24% while use of electricity (GHG Emission - Scope 2) went down by 1.33% vs. 2021 value. The increase in the consumption of bunker fuel by the lime kiln operation with the full utilization of the two units kiln plant contributed to the increase in GHG Emission – Scope 1. This resulted in slight increase of lime produced for the requirement of farmers and mining operation in Benguet Province.</p> <p>During the 2nd semester of 2022, there is a slowdown of gold milling operation at BC-BGO mill resulting in low power consumed during the period that resulted in the reduction of Scope 2 - GHG Emission.</p>		
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Recommended Disclosures

<p><i>a) Describe the board’s oversight of climate-related risks and opportunities.</i></p> <p>Monitoring the implementation of all action plans to address identified climate change and climate related risks and performance against commitments are among the major topics being discussed during regular meetings by the Board Risk Oversight Committee (BROC).</p> <p>The Board has the overall function or control of all related activities on climate risks and opportunities and ensuring that budgets for the implementation of environmental programs are funded and implemented according to approved plans.</p>	<p><i>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.</i></p> <p>Among the identified risks and opportunities related to climate change are the following:</p> <ol style="list-style-type: none"> 1. Risks - <ol style="list-style-type: none"> a. Deforestation b. Landslide c. Forest fire / bush fire d. Underground water depletion e. Air pollution 2. Opportunities – <ol style="list-style-type: none"> a. Employment through reforestation activities b. Watershed enhancement c. Water spring and water impounding development d. Cleaner air 	<p><i>a) Describe the organization’s processes for identifying and assessing climate-related risks.</i></p> <p>Risks identification attributed to climate change is supported by the following approach:</p> <ol style="list-style-type: none"> 1. The involvement of the Site Manager in the assessment and evaluation of the potential risks in all aspects of the operation. 2. Develop response (including required budget) to ease the effect of the identified risks and report to the Board Risk Oversight Committee for approval. 3. The Site Management shall implement the approved mitigation plans and submit accomplishment report to the BROC for information. 4. BROC will monitor the effectiveness of the mitigation measures to abate risk. 5. Report to regulatory agencies where appropriate. 	<p><i>a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</i></p> <p>There is open line communication between the members of the Board, the Committees, and the Company Executives down to the Site Management.</p> <p>Programs on climate-related risks are considered among top priorities of management, particularly, water management, pollution control and increase reforestation activities to enhance the surrounding ecosystem.</p> <p>BC-BGO and ILP are following the provisions of Environmental Laws, Rules and Regulation:</p> <ol style="list-style-type: none"> 1. R.A. 9275 – Philippine Clean Water Act Of 2004 2. Department Administrative Order No. 2005-10 (IRR of R.A. 9275 – Philippine Clean Water Act);
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<p><i>b) Describe management’s role in assessing and managing climate-related risks and opportunities.</i></p> <p>Managing the climate change is a shared responsibility among key managers/front liners in the mining operation and executives of Benguet Corporation. Collaboration among Department heads has proven to be effective in assessing and determining risks and opportunities attributable to climate-related risks.</p>	<p><i>b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.</i></p> <p>Mining operation is an extractive process which is always associated with environmental risk. Benguet Corporation’s operation in Itogon is the subject of rigorous evaluation and monitoring by regulatory agencies on its</p>	<p><i>b) Describe the organization’s processes for managing climate-related risks</i></p> <p>BC recognizes the role in collaborating with others to achieve progress in managing the challenges of climate change. Experts from the private sector, government agencies, the academe and non-government organizations were consulted on various</p>	<p><i>b) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</i></p> <p>The implementation of the approved 2022 Environmental Protection and Enhancement Program (EPEP) of BGO and ILP includes the annual targets and corresponding budget per activity. The total expenditures</p>

<p>Regular collaboration and coordination by BC management with the regulatory agencies to discuss issues, concerns and other matters related to climate change and other related risks that affect governance while promoting accountability and transparency.</p>	<p>compliance to environmental laws and regulations to reduce or eliminate pollution.</p> <p>The Company stands in solidarity with the government to arrest the deteriorating climate pattern through wise utilization of natural resources and lowering CO² emission that affects the ozone layer. The Company's reforestation programs (Mining Forest Program and the National Greening Program of the government) are its positive contribution to the worsening climate change.</p> <p>As presented in the approved Annual Environmental Protection and Enhancement Program of 2022, Plans/Programs/Activities (P/P/A's) are all provided with corresponding budget and monitoring strategies.</p>	<p>aspects to prevent and minimize the effects of climate change. The company implements programs that are consistent with its goals and targets.</p> <p>Budget for the full implementation of the reforestation program on denuded slopes of the mountain and rehabilitation of eroded areas are funded.</p> <p>Water pollution control measures are strictly monitored to prevent scape of processed water from leaks that may contaminate the water bodies.</p> <p>The company seeks opportunities to work with partners to utilize technologies that will include carbon capture, and the natural climate solutions of reforestation and afforestation. We will continue to seek opportunities to collaborate with value chain partners, investors, researchers, and government agencies to work towards</p>	<p>for the implementation of the 2022 EPEP is P11,049,039 representing 60.02% accomplishment vs. the P18,407,665 budget. Non-attainment of goal was due to failure or late compliance by the communities/beneficiaries to the requirements and partly due to health restrictions imposed on villages due to the COVID-19 pandemic during 1st half of 2022. For the year 2022, the total area reforested in BGO is 6.0 hectares planted with assorted seedlings of forest tree species and fruit trees.</p>
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		reducing the negative effect of climate change.	
	<p><i>c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios including a 2°C or lower scenario.</i></p> <p>BC's environmental enhancement program, particularly, on reforestation and forest protection is aimed at reducing CO² in the atmosphere.</p> <p>In addition to the establishment of forest plantations, additional projects implemented to attain the different climate related scenarios are as follows:</p> <ul style="list-style-type: none"> • Increased preventive maintenance schedule of anti-pollution devices such as scrubbers to arrest air pollutants from gold smelting processes. • Dust emissions were reduced with dust suppressor system using air and water to act as suppressors for spraying along roads inside industrial area. • Regular preventive maintenance program is being conducted on vehicles and 	<p><i>c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.</i></p> <p>The Board Risk Oversight Committee is tasked to make sure that the Company's environmental programs and compliances are integrated into the over-all mine development program and implemented in accordance with the approved program by the Department of Environment and Natural Resources through the Mines and Geosciences Bureau and Environmental Management Bureau.</p> <p>With this, it is clearly defined following the principle that risk management is management's responsibility. Clear roles are defined aligned to the sustainability strategy and commitments of Benguet Corporation.</p>	

	<p>equipment to ensure smoke emissions are within the DENR prescribed standards.</p> <ul style="list-style-type: none"> All environmental safeguards are put in place to mitigate and reduce emission of CO². 		
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Procurement Practices

Proportion of spending on local suppliers

Disclosure	Quantity				Units
	BGO		ILP		
	2022	2021	2022	2021	
Percentage of procurement budget used for significant locations of operations that is spent on local suppliers.	71.00% (P104,987,980.5)	94% (218,886,534)	110% (61,696,298)	87 % (P 37,456,341)	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p>Sustainable procurement of essential commodities / supplies and materials needed by the operation is attained by working closely with</p>	<p><i>(e.g. employees, community, suppliers, government, vulnerable groups)</i></p> <p>Employees in-charge of procurement</p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p>

<p>our key partners/suppliers along our value chain. BC's procurement practices are always in accord with the Procurement Policy of the company.</p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p> <p>Sustainability activities in our value chain were categorized as follows:</p> <p>Responsible sourcing from local or foreign source of needed logistics for the operation;</p> <p>Quality control of products and services to meet the expectations of the operation</p> <p>Timeliness – availability of the products and services.</p> <p>The 2022 operation of BGO has incurred a total purchase of materials and supplies from local suppliers amounting to P 104,987,980.5M vs budget of P 148,517,392.57.</p> <p>On the other hand, the Irisan Lime Project spent a total of P 61,696,298 on local purchases of materials and supplies vs. budget of P 55,766,064. The variance is due to the increase in volume and price of fuel and other commodities needed in the operation.</p>	<p>Suppliers/manufacturers of product and services providers</p> <p>Materials Management Departments</p>	<p>BC believes that the success of the operation can be achieved through respect and transparent dealings between the management and the various agencies/entities and suppliers that provide the goods and services to the Company. It manages supplier relationships through its values and compliance with applicable regulatory frameworks. To ensure sustainability in our supply chain, a risk-based approach in assessing suppliers is in place. Suppliers must comply with the standard requirements, such as ISO certified or government standard compliances. We acknowledge the invaluable contributions of our suppliers and service providers who play an integral role in our holistic value chain.</p>
<p>What are the Risk/s Identified?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>

<p><i>Identify risk/s related to material topic of the organization</i></p> <p>Delay in the delivery of imported supplies and materials / equipment parts during COVID-19 pandemic affected the mechanical availability of the ball mill equipments.</p> <p>Sub-standard quality of supplies and materials or products that may affect or slowdown the operation and reduce gold production.</p> <p>Some local suppliers do not have access to or limited funds to expand thereby affecting the availability of local materials and supplies.</p> <p>Sourcing of imported materials are expensive and may delay the delivery of needed supplies that will affect the production.</p>	<p><i>(e.g. employees, community, suppliers, government, vulnerable groups)</i></p> <p>Shareholders – lesser revenue due to lower production;</p> <p>Employees of contractors and suppliers – productivity is affected;</p> <p>Operations – they must work around the limitations of local suppliers sometimes sacrificing the timeliness in the process that may result to higher production cost.</p> <p>Suppliers – loss of trust and confidence</p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p>To ensure sustainability in supply chain, a risk-based approach is being taken in assessing suppliers. We engage them through a commercial framework that is aligned with BC’s Purchasing Policy.</p> <p>Long-term planning on mining development and programs to advance the forecasting of needed materials and supplies to ensure availability when needed by the operation.</p> <p>The company has prioritized suppliers with ISO 14001-2015 Certification.</p>
<p>What are the Opportunity/ies Identified?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
<p><i>Identify the opportunity/ies related to material topic of the organization.</i></p> <p>Partnering with local suppliers gives BC better credit lines, more responsive lead times, and customization options (smaller minimum order requirement).</p> <p>Through its mining operation, the Company is opening doors and providing business opportunities to suppliers and service providers, (local and foreign suppliers, and community residents).</p>	<p><i>(e.g. employees, community, suppliers, government, vulnerable groups)</i></p> <p>Suppliers – local suppliers can sustain and grow their operations because of the mining operation of BGO and ILP.</p> <p>MSMEs – as mining operations expand, intermediate industries are given opportunity to address the needs in each part of value chain.</p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p>Continue to develop good relationship with suppliers and service providers.</p> <p>Continue to work with local suppliers that provide quality services and products with lower cost.</p>

	Employees – direct collaboration in dealing with local suppliers	
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Training on Anti-corruption Policies and Procedures

Disclosure	Quantity	Units / %
Percentage of employees to whom the organization’s anti-corruption policies and procedures have been communicated to	100	%
Percentage of business partners to whom the organization’s anti-corruption policies and procedures have been communicated to	100	%
Percentage of directors and management that have received anti-corruption training	100	%
Percentage of employees that have received anti-corruption training	100	%

What is the impact and where does it occur? What is the organization’s involvement in the impact?	Which stakeholders are affected?	Management Approach
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p> <p>Prior to the pandemic, Directors, managers and employees were oriented and are knowledgeable of the Anti-fraud, Corruption and Whistle Blowing Policy of the Company. BC practices zero tolerance to corruption in the conduct of its business. Some potential sources of corruption are as follows:</p>	<p><i>(e.g. employees, community, suppliers, government, vulnerable groups)</i></p> <p>Suppliers – all suppliers must go through the same screening. This ensures the company gets what it pays for and supplier delivers what it promises.</p> <p>Employees – must be the vanguards of integrity especially when representing the company to external parties.</p> <p>Community – those who support corruption by supporting peers engaged in unlawful conduct deprive honest businesses the chance of</p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p>Board sets the tone and makes a stand against corrupt practices by adopting an Anti-fraud, Corruption and Whistleblowing Policy and in its Code of Employee and Business Conduct.</p>

<p>Employees maybe involved in bribery and corruption on permit and license acquisition and during land acquisitions/negotiation.</p> <p>As there are numerous purchasing transactions, employees may be offered bribes/ incentives on these engagements.</p> <p>Giving or asking special favor to/from mining contractors or Service Contractors or other stakeholders in exchange for personal gain such as but not limited to relaxing company policies and procedures.</p> <p>Face to face trainings was implemented on a case-to case basis and with limited participants. Webinar was implemented on a limited scale due to the covid-19 pandemic health protocols.</p>	<p>flourishing their trade and contributing back to the community.</p> <p>Management – should always advocate a culture of excellence and integrity. They set the values of the company and must promote the example in anti-corruption.</p> <p>Government regulatory agencies – officials must practice global policies on anti-corruption in the conduct of government and private business transactions.</p>	<p><i>Pls refer to the following links:</i></p> <p><i>Code of Employee Conduct and Discipline</i> http://benquetcorp.com/wp-content/uploads/2018/05/ECD%20with%20ee%20acknowledgement.pdf</p> <p><i>Code of Business Conduct and Ethics</i> http://benquetcorp.com/wp-content/uploads/2020/06/E.-Code-of-Conduct-of-Business-and-Ethics.pdf</p>
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<p>Delay in the acquisition of permits and licenses.</p> <p>Engagement in corrupt practices may result in:</p> <ul style="list-style-type: none"> ➤ Cancellation or suspension of permit/licenses/contract agreements or other kinds of penalty ➤ Court case ➤ Business losses 	<p>Mining contractors – reduced amount of share in volume and value</p> <p>LGU – less tax collection</p> <p>Employees – suspension and withholding of salaries and benefits, dismissal from employment.</p> <p>Host community –stoppage of the implementation of social development programs.</p>	<p>Prompt submission of documents and compliances with government requirements to avoid delay in the processing of permits and licenses.</p> <p>Maintain good relationship and close communication with concerned regulatory agencies.</p> <p>Company has clear and stringent Fraud and Corruption policies and procedures in curbing and</p>

<p>➤ Exposure to higher or additional operational costs</p>		<p>penalizing employee involvement in offering, paying and receiving of bribes/unlawful benefits.</p> <p>The Company disseminated the anti-corruption policies and programs to employees throughout the organization via emails and employees signed acknowledgement.</p> <p><i>Pls refer to link Code of Employee Conduct and Discipline, link #41 & 47 Page 8</i></p> <p>http://benguetcorp.com/wp-content/uploads/2018/05/ECD%20with%20ee%20acknowledgement.pdf</p>
<p>What are the Opportunity/ies Identified?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>

<p>With the existence of written policies and communication to all concerned and its vigorous implementation, possible involvement in corruption and bribery will be minimized if not eliminated.</p> <p>Harmonious relationship with the regulatory agencies, community and other stakeholders.</p> <p>Continuous mining operation is assured, and the integrity and reputation of the Company are maintained with the absence of corruption and bribery in the organization.</p>	<p>Host community – increase in public investment and support to the organization.</p> <p>National government agencies and local government units – strengthens the position of regulatory system and guarantee a degree of fairness.</p> <p>Suppliers / contractors / service providers – leads to a secure and long-term business relationship.</p> <p>Employees – job satisfaction and security and increase in employee morale and shared values.</p>	<p>Closer relationship with all the stakeholders in the mining circle and government agencies.</p> <p>Strict observance on the schedule for the submission of regulatory reports and compliances.</p>
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Incidents of Corruption

Disclosure	Quantity	Units
Number of incidents in which directors were removed or disciplined for corruption	0	#
Number of incidents in which employees were dismissed or disciplined for corruption	0	#
Number of incidents when contracts with business partners were terminated due to incidents of corruption	0	#

What is the impact and where does it occur? What is the organization’s involvement in the impact?	Which stakeholders are affected?	Management Approach
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p>	<p><i>(e.g. employees, community, suppliers, government, vulnerable groups)</i></p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p>

<p>The Company did not experience and has no recorded incidents of corruption by any of its Board of Directors, Officers and Senior Managers in 2022. The company's Code of Business Conduct and anti-corruption standard clearly prohibit bribery and corruption in all business dealings.</p> <p>Benguet Corporation has been recently recognized as being the top performing publicly-listed company of the Philippines under the 2021 ASEAN Corporate Governance Scorecard (ACGS) given by the Institute of Corporate Directors. The award was received on January 20, 2022.</p> <p>The recognition is an indication for the strong commitment of Management for a good corporate governance initiative.</p>	<p>The Company, Board of Directors, officers, Senior Managers and all employees were all responsible for the strict implementation and compliances to the Employee Code of Conduct and compliant to all government and other pertinent governing bodies.</p>	<p>All employees are covered by the Anti-Fraud, Corruption and Whistleblowing Policy and Employee Code of Business Conduct.</p> <p>Review of the Code was recently undertaken, and changes were communicated to BC and subsidiaries' employees.</p> <p>Members of the Management Team continued to comply governing bodies' requirements including Corporate Governance reports and compliances.</p> <p><i>Pls refer to the following links:</i></p> <p><i>Code of Employee Conduct and Discipline, link #41 & 47 Page 8</i> http://benguetcorp.com/wp-content/uploads/2018/05/ECD%20with%20ee%20acknowledgement.pdf</p> <p><i>Anti-fraud, Corruption and Whistle-blowing Policy</i> http://benguetcorp.com/wp-content/uploads/2020/06/anti-fraud-corruption-whistleblowing-policy.pdf</p> <p><i>ACGS Awarded Benguet Corporation as top performing publicly listed Company</i> http://benguetcorp.com/corporate-governance/</p>
<p>What are the Risk/s Identified?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>

<p><i>Identify risk/s related to material topic of the organization</i></p> <p>Keeping the workplace free from corruption vis a' vis building a culture of integrity is always a continuous challenge as employees and stakeholders are exposed to high valued minerals and assets.</p> <p>If the risk of income/profit loss due to corruption or pilferages will not be addressed, it will eventually lead to business closure.</p>	<p>Business closure may may affect the following:</p> <p>Mining contractors – reduced amount of share in volume and value.</p> <p>LGU – lesser tax collection</p> <p>Employees – Suspension or termination of employment</p> <p>Host community - community development projects might be suspended/stopped.</p>	<p>Management, including its officer and Managers should set personal example of integrity. Strong leadership and commitment in the implementation of the “Anti-fraud, Corruption and Whistleblowing Policy” which is included in the Employee Code of Conduct should be uniformly implemented across all organization and levels.</p>
<p>What are the Opportunity/ies Identified?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
<p><i>Identify the opportunity/ies related to material topic of the organization</i></p> <p>A workplace free of corruption with employees with high regard of integrity could lead to a more productive and greater business opportunities for the Company. .</p>	<p>The opportunities/outcome will surely be reaped by the communities, LGUs, employees and other stakeholders.</p>	<p>Management endeavors to further strengthen its core values, systems and procedures to reduce, if not totally eliminate corruption and fraud in the workplace.</p>

ENVIRONMENT

Resource Management

Energy consumption within the organization:

Disclosure	Quantity						Units
	BGO		ILP		Total		
	2022	2021	2022	2021	2022	2021	
Energy consumption (kerosene)	3,044.79	3,534.49	0.00	0.00	3,044.79	3,534.49	GJ
Energy consumption (diesel)	5,886.30	6,551.44	229.11	289.25	6,115.41	6,840.69	GJ
Energy consumption (bunker fuel)	0.00	0.00	48,555.167	46,630.17	48,555.167	46,630.17	GJ
Energy consumption (electricity)	6,568,656	6,696,713.31	241,560	205,374	6,810,216	6,902,087.31	kWh
Energy consumption (gasoline)	0.00	0.00	27.03 GJ	7.67	27.03	7.67	GJ

Reduction of energy consumption

Disclosure	Quantity						Units
	BGO		ILP		Total		
	2022	2021	2022	2021	2022	2021	
Energy reduction (kerosene)	489.7	0.00	0.00	0.00	489.7	0.00	GJ
Energy reduction (diesel)	665.14	0.00	60.14	0.00	725.28	0.00	GJ
Energy reduction (bunker fuel)	0.00	0.00	0.00	0.00	0.00	0.00	GJ
Energy reduction (electricity)	128,057	0.00	0.00	6,456	128,057	0.00	kWh
Energy reduction (gasoline)	0.00	0.00	0.00	0.00	0.00	0.00	GJ

<p>What is the impact and where does it occur? What is the organization's involvement in the impact?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
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<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p> <p>In 2022, there was a slowdown of milling operation due to the lower delivery of ore as a result of delayed development of the underground working areas and non-delivery of low grade ore to the mill by mine contractors due to the increased milling rate that requires higher cut-off grade coupled with non-delivery of equipment needed by the operation due to covid-19 travel protocols imposed by IATF.</p> <p>The electricity consumption is down by 1.33% or 91,871.31 KWH for the year under report. This resulted in the reduction of GHG emission (Scope 2) by 26.01 CO₂e vs 2021. However, GHG emission (Scope 1) increased by 12.24% or 549.15 CO₂e vs 2021.</p> <p>The increased fuel consumption of ILP for running the full operation of the Kiln plant contributed to the increase in Scope 1 CO₂e.</p> <p>The Company, however, continuously observes the energy conservation guidelines.</p> <p><i>Please refer to the following:</i></p> <p><i>Appendix “A”–EMS Document # EMSG06 (EMS Guidelines on Power Conservation)</i></p>	<p><i>(e.g. employees, community, suppliers, government, vulnerable groups)</i></p> <p>Operations – power cost is a significant cost driver in gold operations.</p> <p>Small-scale miners – The Company implemented disconnection of illegal power connections to eliminate pilferage of electricity, however, despite this preventive action, there are still Illegal electrical connections. Increase in milling charges due to increased cost of electricity and fuel/oil affected the operation of mining contractors.</p> <p>Employees – home activities of employee dependents are affected by the energy conservation measures being implemented.</p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p>Safeguards in the following measures in order to be sustainable:</p> <p>Conduct regular energy level monitoring/reports.</p> <p>Submission of regulatory reports on energy consumption to Mines and Geosciences Bureau and Environmental Management Bureau.</p> <p>Maintain BC Program on energy conservation.</p> <p>Disconnection of illegally connected power lines by small scale miners.</p> <p>BC–BGO has been re-certified ISO 14001:2015 (by NQA) as proof of commitment to make operations aligned with international environmental and safety standards that includes energy conservation.</p>
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What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<p><i>Identify risk/s related to material topic of the organization</i></p> <ul style="list-style-type: none"> ➤ Price of fuel and oil - The fluctuating world market price of diesel and bunker fuel have affected the overall operating cost and the profitability of the operation. ➤ Ore grade - Low grade of ore from the mining operation have affected the milling cost. ➤ Pilferage of processed and unprocessed ore - stealing of processed / loaded carbon have contributed to income loss. ➤ Misappropriation – inappropriate target / goal setting affected the revenue projection. 	<p>BC Operation</p> <p>Suppliers of fuel & oil</p> <p>Employees / miners</p> <p>Community</p>	<p>BGO follows a strict set of environmental standards in the conduct of its operation to monitor the power consumption and utilization. To be sustainable, there is a need to strictly implement the following:</p> <ul style="list-style-type: none"> ➤ Energy level monitoring; ➤ Strengthen security measures and surveillance of mine and mill workers / employees; ➤ Close monitoring of production vs budget and revise projections when necessary; ➤ Submission of regulatory reports on energy consumption; ➤ Conduct regular Preventive Maintenance Schedule on equipment and vehicles; and ➤ Conduct regular monitoring of small-scale miners' operation in the area and implement immediate disconnection of illegally connected power lines.
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<p><i>Identify the opportunity/ies related to material topic of the organization.</i></p> <p>Cost savings initiatives are being implemented across the value chain to become a least cost producer as well as achieve greener, cleaner operations.</p> <p>Developed better understanding of the mine and mill operations process flow and coordination with</p>	<p>Community</p> <p>LGU</p>	<p>Continuously monitor its power consumption and check areas that can be subjected to power adjustments.</p> <p>The company has moved to reduce power consumption in its industrial areas by shifting to energy-efficient motors and lighting fixtures for cost reduction program.</p>

security, mill and mine managers that will improve relationship among department heads in the prevention of pilferage of commodities.		Shared electricity rates through graduated increased milling charges to contractors.
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Water consumption within the organization

Disclosure	Quantity						Units
	BGO		ILP		Total		
	2022	2021	2022	2021	2022	2021	
Water withdrawal							
Industrial	113,241.83	111,966.52	447	483	113,688.83	112,449.52	Cubic meters
Domestic			170	170	170	170	
Water consumption							
Industrial	113,241.83	111,966.52	447	483	113,688.83	112,449.52	Cubic meters
Domestic			170	170	170	170	
Water recycled and reused	106,057.55	0.00	0.00	0.00	106,057.55	0.00	Cubic meters

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p> <p>Water is an essential input to the mining operations of BC-BGO. The Company monitors the impact of the operation to the adjacent river</p>	<p><i>(e.g. employees, community, suppliers, government, vulnerable groups)</i></p> <p>The affected stakeholders are as follows:</p> <p>Company – has 24/7 access to water supply from its underground mine tunnels for industrial use.</p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p>Access to water is a basic human right as it is a shared resource of high economic, environmental and social value. Considering that its operation is dependent</p>

<p>systems and downstream communities to ensure that these are maintained at minimum levels for equal access of water source by various stakeholders.</p> <p>The Company sourced its industrial water from its old underground mine tunnel located at L-2000, Acupan, Virac, Itogon, Benguet with water rights Permit No. 16154 issued by the National Water Resources Board (NWRB).</p> <p>The potable water is sourced from a natural spring owned and maintained by a private individual for his water delivery business. The Company engaged the service of the owner to supply and deliver potable water for employees' consumption at a fixed rate per drum.</p> <p>Domestic water for ILP operation is supplied by the Baguio Water District (BWD) while the industrial water is supplied by a private individual who sourced the water from the natural spring permitted by the government for his water delivery business and paid at negotiated cost per cu. meter.</p>	<p>BC-BGO employees, contractors/service providers – have access to safe potable water within the mine site.</p> <p>Host, and neighboring communities – have free access to water sources present in the area since the Company source and utilize its water internally.</p>	<p>from the free-flowing water from the Company's underground mine tunnel and for the continuous water recharging of the aquifer, it developed a strategy through an intensified watershed development and management by implementing reforestation program on denuded and sparsely vegetated areas within and outside the Company's mining claims. This activity is included in the Annual Environmental Protection and Enhancement Program.</p> <p>Streamflow measurement and water quality monitoring is done quarterly.</p> <p><i>Please refer to Appendix "B" – Certificate of Approval of Annual Environmental Protection and Enhancement Program (AEPEP)</i></p>
<p>What are the Risk/s Identified?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>

<p><i>Identify risk/s related to material topic of the organization</i></p> <p>The identified risk are as follows:</p> <p>The water quality for domestic use may be compromised if good housekeeping is not properly observed by the miners working underground.</p> <p>With the increase in population and business establishments in the area, it is expected that water demand will double.</p> <p>It is anticipated that water from some of the springs will dry up during summer that will cause high domestic water competition in price and volume.</p> <p>There is high water competition with illegal small-scale miners during dry season due to their ball milling operation.</p>	<p><i>(e.g. employees, community, suppliers, government, vulnerable groups)</i></p> <p>BC-BGO employees, contractors/service providers, community residents.</p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p>The company will continue to support a range of projects that offer sustainability co-benefits, including support for local communities and biodiversity conservation and watershed rehabilitation.</p> <p>The Company’s Mining Forest Program is a shared responsibility with the community while the government monitors implementation of the program. The Company continues to engage with its host and neighboring communities for an uninterrupted partnership in the protection of the reforested areas to increase water yield of the aquifer.</p>
<p>What are the Opportunity/ies Identified?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
<p><i>Identify the opportunity/ies related to material topic of the organization</i></p> <p>The operations have slightly increased water usage in 2022 by 1.1% or 1,239.31 cu.m. in 2022 due to the full operation of the gold processing plant after easing the health protocol.</p> <p>The intensified watershed development in the area have provided additional livelihood</p>	<p>BC-BGO employees, contractors/service providers, community residents</p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p>Engagement with the stakeholders by providing livelihood opportunities, like seedling propagation, tree planting</p>

<p>opportunities to the IPs through contract reforestation, seedling propagation, plantation maintenance and forest protection activities.</p> <p>There is abundant volume of domestic water from the Company's underground source that has the potential for business development to supply bulk water needs of the surrounding communities.</p>		<p>contracts and maintenance of previously established reforestation areas, will improve the relationships and empower the community on forest rehabilitation.</p> <p>The enhanced forest cover of the mining claim through intensified tree planting activities will increase the water yield of the springs and lower the atmospheric temperature in the area.</p> <p>The Company may consider developing the water source from the Company's Acupan underground as a potential business opportunity to supply bulk water for Itogon and Baguio City.</p>
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Materials used by the organization

Disclosure	Quantity						Units
	BGO		ILP		Total		
	2022	2021	2022	2021	2022	2021	
Materials used by weight or volume							
Renewable (identify) – lumber, paper, sawdust, flour	383,182.47	496,427.38	118 (paper)	180	383,300.47	496,607.38	kg/liters
Non-renewable - lubricants, motor oils, bunker fuel oil, diesel oil, kerosene, dynamite explosive, sodium cyanide, nitric acid,	1,012,721.12	6,162,329.17	1,190,768 ltrs.	1,172,243	2,203,489.12	7,334,572.17	kg/liters

ammonium nitrate, sodium hypochlorite, hydrochloric acid, activated carbon, lime and sulfuric acid, caustic soda, hydrochloric acid, nitric acid, etc.							
Percentage of recycled input materials used to manufacture the organization's primary products and services. Note: Only sawdust was used for firing carbon ash while papers are recycled for printing internal reports and memos.	0.04% (sawdust)	0.32	100% 118 (paper)	100 180 (paper)	0.04	0.32	% Kgms.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p> <p>The underground mining operation is utilizing mine timbers as support in the tunnels. All mine timbers delivered by the Company supplier are covered with certificate of lumber</p>	<p><i>(e.g. employees, community, suppliers, government, vulnerable groups)</i></p> <p>BGO mine and mill employees, community, suppliers and Irisan Lime Project employees and its surrounding residential areas.</p> <p>Employees of the mining contractors.</p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p>The underground workings / tunnels are supported by square-set mine timbers to provide safe working conditions of the mine workers. Pre-cast concrete columns is the alternative mine support,</p>

<p>origin issued by DENR to make sure these are sourced legally.</p> <p>Wood wastes and other renewable materials are recycled for other beneficial use.</p> <p>Explosives are used in the underground to open new areas for mining development. The permit for the explosives is issued by the Firearms and Explosives Unit of the Philippine National Police in Camp Crame.</p> <p>There is a reduction in the utilization of renewable materials by 22.82% or 113,306.91 in 2022. In parallel, the non-renewable materials (chemicals) also have large volume reduction of 69.96% or 5,131,083.05 in 2022 due to reduced milling operation of ore.</p> <p>The Irisan Lime Project have slightly increased the quantity of non-renewable materials (bunker fuel) by 1.58% or 18,525 kgs with slight increase in lime production during the year under report.</p>		<p>but the cost is expensive and may not last especially on heavy grounds and acidic underground. BC-BGO is committed to continue to explore other alternative materials as substitute for mine timber for underground support without sacrificing safety of mine workers. This is part of the Company's sustainability commitment to minimize use of timber resources.</p> <p>Forest plantation will be part of the Company's sustainable commitment for environmental enhancement in its area of operation. It encourages supplier of mine timber to participate in the reforestation program of the company and the government.</p> <p>In compliance with BC-BGO's commitment and its concurrence to the standards set in its ISO 14001:2015 certification, the company strictly adheres to the standards set by the regulatory agencies (DENR-EMB) on proper recording and labelling of renewable and non-renewable materials in accordance with R.A. 9003 (Ecological Solid Waste Management Act) provisions.</p>
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What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<p><i>Identify risk/s related to material topic of the organization.</i></p> <p>Identified risks are as follows:</p> <ul style="list-style-type: none"> ➤ Timber resource – depletion or shortage of wood resources (lumber, paper, sawdust). ➤ Environmental risks – non-renewable materials will contribute to air and water pollution and health hazards if not properly handled and disposed. ➤ The safety and health of employees directly and regularly exposed to non-renewable materials are at risks. ➤ Utilizing large quantities of non-renewable inputs drive the cost of production, pushing margins in an already highly commoditized market. ➤ Accidents due to fly rocks, loss of hearing (noise pollution) and air pollution for dust due to blasting is a potential risk if not managed properly. <p><i>Please refer to the following:</i></p> <p><i>Appendix “C” – (DRCS - 09) Summary of Risks and Opportunities</i></p> <p><i>Appendix “D” – EMS Document # EMSG-03 (EMS Guidelines on Diesel, Oil and Grease Hauling, Transport and Storage)</i></p>	<p>Underground employees/miners/blasters;</p> <p>Employees at the motor pool area, mine and mill mechanical shops;</p> <p>Communities adjacent to the operation.</p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p>Management will focus on the following approach to minimize risk:</p> <ul style="list-style-type: none"> • Monitor implementation of ISO 14001:2015 objectives, targets and performance vs. audit reports • Implement hazardous materials storage, handling, waste/tailings management monitoring and health, safety and wellbeing for greater protection of workers. • Continue regular quality monitoring test and submission of reports to regulatory agency for validation of result following DENR Standards. • Monitor the strict implementation of Annual Environmental Protection and Enhancement Program. • Provide complete Personal Protective Equipment (PPE) to employees. • Conduct regular safety lectures, meetings and pep talks before

<p><i>Appendix "E" – EMS Document # EMSG - 12 (EMS Guidelines on Contaminated Water)</i></p>		<p>deployment in assigned working area to remind workers of safety protocols in the underground mining activities and proper handling of chemicals at the mill.</p>
<p>What are the Opportunity/ies Identified?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p> <p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p>
<p><i>Identify the opportunity/ies related to material topic of the organization.</i></p> <p>The following opportunities that were identified in relation to the utilization of renewable and non-renewable resources are:</p> <ul style="list-style-type: none"> ➤ Sawdust are being recycled for firing carbon ash while used papers are recycled for printing internal reports and memos. ➤ Continuous improvement in mining technologies and innovations and how it can benefit from renewable sources of energy throughout the stages of operation. ➤ BGO's logistics and support services, on the other hand, utilize renewable materials such as wood and used packing materials (carton or a box container made of cardboard). ➤ Better planning and forecasting of usage of non-renewable materials in relation to programmed 	<p>Residents in the surrounding communities stand to benefit from cleaner air and water.</p> <ul style="list-style-type: none"> • Employees – exposure to less quantities of non-renewable materials will be healthier and safer • Operations – cost efficiencies will deliver better profit margin without incremental damage to the environment. 	<p>Safety lectures and work briefings before deployment to assigned working areas.</p> <p>Continue to monitor the usage of non-renewable materials to attain reduction year over year without sacrificing production.</p> <p>Implement materials storage, handling, management, monitoring, and disposal of waste/tailings.</p> <p>Continue regular submission of reports to the regulatory body on the use of regulated chemicals.</p> <p>Regular water quality monitoring to ensure water is free from contaminants that are hazardous to human and animal health.</p>

procurement systems can lead to cost efficiencies of the operation.		
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Ecosystems and biodiversity (whether in upland/watershed or coastal/marine)

Disclosure	Quantity	Units
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	(Identify all sites) Crosby Park – 11.0 Irisan has no protected areas outside or adjacent to the operation.	Has.
Habitats protected or restored and newly established plantation areas	<ul style="list-style-type: none"> ➤ Crosby Park – 11.0 ➤ Virac Timber Yard Plantation Area – 6.0 ➤ <i>How about the ff included in 2021 SR:</i> -Calhorr, Virac Plantation – 5.0 -Poded, Ucab Plantation – 5.0 	Has.
IUCN ⁴ Red List species and national conservation list species with habitats in areas affected by operations. Note: No list of thriving IUCN species in the project impact area because the mining claim is populated of build-up communities and small-scale miners abound.	(list) 0.00	Has.

⁴ International Union for Conservation of Nature

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p> <p>For the year 2022, the company continuously maintained and protected the established Crosby Forest Park (man-made forest as support to watershed development of the Company) inside its mining property with a total area of about 13.0 hectares. Enrichment planting is a continuing activity being conducted on areas with sparsely growing trees to provide more greens in its surroundings. The tree density is estimated at 352.55 trees per hectare. Family of employees and visitors from other areas are visiting the Park, enjoying the scenery and do camping.</p> <p>In addition to the Forest Park, the company also implemented reforestation program within and around its mining claims in compliance with its environmental enhancement program. For the year under report, a total of 6.0 hectares was planted with various forest tree species and bamboos.</p> <p>Overall, the total plantation area that BGO have maintained over the period of 16-years, consist of 800.0 hectares. Likewise, Irian Lime Project have</p>	<p><i>(e.g. employees, community, suppliers, government, vulnerable groups)</i></p> <p>Employees and families – benefit from using the Crosby Park</p> <p>Contractors and laborers of the reforestation project.</p> <p>Community residents – inhaling pollution-free and fresh air.</p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p>Continue to undertake care and maintenance of the forest park – included in the Environmental Work Program of BC-BGO</p> <p>The company hired a caretaker from the community to protect and maintain the established forest park.</p> <p>Conduct regular foot patrol by BC's Claims Protection Team to avert illegal activities in the area.</p> <p>Intensified reforestation and forest protection program as included activity in the AEPEP.</p>

<p>continuously maintained a total of 3,711 sq. m. of plantation area with 837 surviving seedlings as against 2,013 planted trees (42% survival rate). Protection and maintenance of the established plantation is the focus in 2022.</p>		
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<p><i>Identify risk/s related to material topic of the organization</i></p> <p>Illegal cutting of trees and squatting.</p> <p>Illegal cattle grazing.</p> <p>Forest / bush fire</p>	<p>Employees and nearby residents</p>	<p>Intensified forest protection activities in the area.</p> <p>Conducted regular foot patrol by BC's Claims Protection team to avert illegal activities in the area, particularly by squatters/SSM.</p>
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<p><i>Identify the opportunity/ies related to material topic of the organization.</i></p> <p>The established Crosby Park serves as ecological tourism park as well as biodiversity enhancement and conservation. Likewise, reforested areas inside and outside of the Company's mining claims serves as watershed area of the Company, the communities within the surroundings and restoration of open and abandoned areas.</p> <p>The reforestation activities provide employment opportunities to interested families or community associations through seedling production, plantation establishment and forest protection.</p>	<p>Employees and the host and neighboring communities.</p>	<p>Continue to maintain the park through enrichment planting and forest protection activities by involving the residents in the area.</p> <p>Continue to partner with the residents near the reforestation areas on the protection of the established plantation and prevention of illegal activities like tree cutting and small-scale mining.</p>

Environmental Impact Management

Air Emissions

GHG

Disclosure	Quantity						Units
	BGO	BGO	ILP	ILP	Total		
	2022	2021	2022	2021	2022	2021	
Direct (Scope 1) GHG Emissions (Diesel fuel, Gasoline, Kerosene, Bunker fuel)	702.262	796.21	4,333.098	3,690	5,035.36	4,486.21	Tonnes CO ₂ e
Energy indirect (Scope 2) GHG Emissions (electricity)	1,859.38	1,895.64	68.38	58.13	1,927.76	1,953.77	Tonnes CO ₂ e
Emissions of ozone-depleting substances (ODS)		0.00		0.00		0.00	Tonnes

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p>Scope 2 GHG emission reduced by 1.33% or 26.01 CO₂e in 2022 as against 2021.</p> <p>Less operating hours of the mill plant due to reduced ore to be processed is the major reasons for the reduction in carbon dioxide emission.</p> <p>On the other hand, GHG emission (Scope 1) increased by 12.24% or 549.15 CO₂e due to the following:</p>	<p><i>(e.g. employees, community, suppliers, government, vulnerable groups).</i></p> <p>Employees and their families</p> <p>Community / IP's</p> <p>Suppliers</p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p>Identify other sources / areas to reduce GHG emissions and establish measures to minimize emissions.</p>

<p>The Irian Lime kiln operation increased its diesel and bunker fuel consumption due to the operation of 2 kilns.</p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p> <p>The lime operation is the major contributor to the increase in greenhouse gas emission (GHG) due to the operation of the 2 kilns during the period. Increased feed of diesel and bunker fuels was required to run the 2 kilns.</p> <p>There are more orders of lime products by the mining and agriculture industries in 2022.</p>		<p>Horsepower of air conditioning units should be evaluated to reduce the cooling capacity per floor area of the office.</p> <p>Regular preventive maintenance program of diesel run motors and other equipments to improve efficiency.</p>
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<p><i>Identify risk/s related to material topic of the organization.</i></p> <p>Risk identified are as follows:</p> <p>A. Lime Kiln Operation</p> <ul style="list-style-type: none"> ➤ Prolonged exposure of kiln operators to heat is a health risk; ➤ Inhaling of dust from feed materials and fumes during start up operation by kiln operators; <p>B. Underground Mining Operation</p>	<p>.</p> <p>Employees - Health of employees is affected that will result to reduced workforce.</p> <p>Company - reduced ore tonnage</p>	<p>Implement regular preventive maintenance program of the machines and equipments.</p> <p>Record the running hours of equipments for monitoring purposes and schedule of preventive maintenance.</p> <p>There should always be available spare parts in the warehouse in case of mechanical breakdown of the equipments.</p>

<ul style="list-style-type: none"> ➤ Breakdown of the air compressor machine/equipment may result to suspension or slowdown of underground mining operation. ➤ Poor ventilation may slowdown performance of miners and reduces the production. ➤ Poor ventilation will result to carbon monoxide poisoning coming out from the diesel-run locomotive that will affect health and safety of underground miners that may cause fatality to underground miners. 		
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<p><i>Identify the opportunity/ies related to material topic of the organization.</i></p> <p>Minimized emission of carbon monoxide from the diesel-run LHD locomotives (Scope 1 – GHG) due to the utilization of battery powered locomotives that hauled the ore produced by BGO miners. This improved the air quality underground.</p> <p>Increased production and sales of kiln products and improved revenue.</p>	<p>Employees of the company and mining contractors.</p> <p>Residents residing in camp.</p>	<p>Stronger, effective, and efficient coordination among heads of the operation and company executives gives a good account in addressing challenges in the operation.</p> <p>Regular preventive maintenance program of all equipments and machineries to minimize downtime and increase operating efficiency.</p> <p>Maintain records of running time of machineries and equipments to check wear and tear of parts.</p>

Air pollutants

Disclosure	Quantity		Unit
	BGO	ILP	

	2022	2021	2022	2021	
NO _x Stack emission Ambient	72.5 23.67	114 10.5	Kiln 1 = 92.4 Kiln 2 = 102.5 to 148	3.33	mg/Nm ³
SO _x Stack emission Ambient	8.00 11.27	2.5 15.48	Kiln 1 = 25.4 Kiln 2 = 118.9 to 154.0	2.53	mg/Nm ³
Carbon Monoxide (CO)	0	0	Kiln 1 = 69.1 Kiln 2 = 73.3 to 146.8		mg/Nm ³
Persistent organic pollutants (POPs) e.g. PCB's, PFOs; Biphenols; Pthalates: Atrazine (herbicide)	0.00	0.00		0.00	kg
Volatile organic compounds (VOCs) Propane, butane	0.00	0.00		0.00	kg
Hazardous air pollutants (HAPs) (Lead)	0.00	0.00		0.00	kg
Particulate matter (PM10)	5.75	7.67	Kiln 1 = 46.8 Kiln 2 = 6.5 to 11.0	Range – 1.6 to 51.5	mg/Nm ³

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i>	<i>(e.g. employees, community, suppliers, government,</i>	<i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and</i>

<p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship) .</i></p>	<p><i>vulnerable groups)</i></p>	<p><i>initiatives do you have to manage the material topic?</i></p>
<p>Cognizant of the impact of mining operations to the environment particularly on air quality, the company is much aware of its consequences but equally aware of managing it properly. The identified major source of air pollution are as follows:</p> <ol style="list-style-type: none"> 1. Generation of dust during mining development caused by blasting; 2. Generated fumes at the mill operation during gold smelting where chemicals are added to separate gold from other impurities; and 3. ILP operation – Kiln plant operation and generation of dust along access road. <p>Poor air quality will impact on the health of the employees and the community residents living near the mining operation.</p> <p>During the period under report, the ambient air quality sampling and source emission monitoring within the established sampling sites at BGO was conducted on April 07, 2022, June 16, 2022, and October 07, 2022, by Greentek Environmental Engineering Services.</p> <p><i>Note:</i></p> <p>BC-BGO - The air quality performance during the period under report is within the National Standard on air pollutants. The noise levels as well in the 3 stations are within the applicable DENR daytime limit of 70dBA. Both are shown in the reports (Source Emission Test Report and Ambient Air Quality and Noise</p>	<p>BC-BGO - Employees/workers, community.</p> <p>ILP - Employees, community/neighboring Puroks of the Plant</p>	<p>The implementation of the following procedures/mechanisms are being monitored:</p> <ul style="list-style-type: none"> ➤ Conduct regular air quality monitoring by EMB accredited third-party environmental engineering services. ➤ Reduced dust pollution through a dust suppressor system using air and water to act as suppressors. ➤ Regular system maintenance of underground ventilation machines and blowers to ensure suppression of dust during blasting activity. Provide respirators in the different underground working areas for ready use by employees when needed. ➤ Follow protocols on proper management, storage, use and handling of chemicals and reagents.

<p>Level Monitoring Report) of the Greentek Environmental Engineering Services.</p> <p>ILP - Results/volume of pollutants in the Plant site is within the DENR Standards based on the monitoring report conducted by EMB accredited party, BERKMAN SYSTEMS, INC.</p> <p><i>Please refer also to Appendix "F" and "F-1" - Report Certification of Greentek Environmental Engineering Services on Source Emission Test Result and Appendix "G", "G-1" and "G-2" - Ambient Air Quality and Noise Monitoring Report of Greentek Environmental Engineering Services</i></p>		
<p>What are the Risk/s Identified?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
<p><i>Identify risk/s related to material topic of the organization.</i></p> <p>The exceedance of pollutants in the atmosphere will cause health hazards to employees and residents of communities living nearby that may lead to filing of complaint to concerned government regulatory agencies against the operation of the Company (BGO and ILP).</p> <p>Dust and acid fumes exceeding DENR standards are health hazards that may lead or cause the suspension or even stoppage of operation.</p>	<p>Employees/workers, adjacent communities</p> <p>ILP - community/residents of direct impact areas (Purok 10 and 11; employees</p>	<p>Following management approach are being monitored:</p> <ul style="list-style-type: none"> ➤ Conduct regular air monitoring to determine the quality of air within the industrial and residential areas. ➤ Follow protocols on proper management, storage, use and handling of chemicals and reagents. ➤ Enhance the mitigating measures of air pollution employed or to introduce better air pollution mitigating measures.
<p>What are the Opportunity/ies Identified?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>

<p><i>Identify the opportunity/ies related to material topic of the organization.</i></p> <p>Employees gained environmental awareness and the Company commits to sustain good air quality in its surrounding environs.</p> <p>With the availability of various anti-pollution devices and advance technologies, employees were trained on the proper operation, handling and maintenance of anti-pollution devices/equipment to mitigate air pollution and avoid violation of the provision of R.A. 8749 (Philippine Clean Air Act and its IRR: DAO No. 2000-81).</p> <p>Employees were trained on proper handling and use of chemicals and reagents to avoid exposure/accidents at the workplace.</p> <p>The Company is compliant with RA 8749 and ECC conditionalities following the strict implementation of pollution prevention measures. The results of air emission tests are within the DENR allowable standards.</p>	<p>Employees/workers, community</p>	<p>Continue training employees and workers on the observance and compliance of protocols on environmental laws and Company policies.</p> <p>Follow protocols on proper management, storage, use and handling of chemicals and reagents.</p> <p>Maintain the established guidelines on air pollution control/mitigating measures and conduct regular PMS of vehicles and equipments.</p>
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Solid and Hazardous Wastes

Solid Waste

Disclosure	Quantity						Units
	BGO		ILP		Total		
	2022	2021	2022	2021	2022	2021	
Total solid waste generated	350,579.20	312,402.94	1,318.5	1,110	351,897.7	313,512.94	kg
Reusable (Sawdust, Paper)	235.20	200.00	132	100	367.2	300	kg
Recyclable (used sacks, cartons, pet bottles, cans)	30,064.00	12,605.22	380.5	76	30,444.5	12,681.22	kg

Composted	0.00	0.00	0.00	0.00	0.00	0.00	kg
Incinerated	0.00	0.00	0.00	0.00	0.00	0.00	kg
Residuals/Landfilled	320,280.00	299,597.72	806	934	321,086	300,531.72	kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p>Residents in camp and concession stores are the major source of residual wastes.</p> <p>The volume of solid waste collected and delivered to the landfill facility increased by 9.36% or 20,554.28 kg. (300,531.72 vs 321,086 in 2022) for persistently initiating information campaign on the provision of R.A. 9003 or the Ecological Solid Waste Management Act (ESWMA) and the regular collection of garbage in camp is maintained. Increased awareness on the provision of ESWMA is now a culture that was developed among the residents.</p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p> <p>The following practices are being implemented:</p> <ul style="list-style-type: none"> ➤ Proper waste management is part of the Company's good housekeeping practices. ➤ Scraps are collected and hauled to a designated depository area or scrap yard every first and last hour of each shift. ➤ The Company practices segregation at source and encourages the recycling of materials which are sorted and sold to DENR 	<p><i>(e.g. employees, community, suppliers, government, vulnerable groups)</i></p> <p>Employees of Benguet Corporation and workers of solid waste/residual waste hauling contractor.</p> <p>Owners of concession stores.</p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p>Strict compliance of the provision of R.A. 9003 (Ecological Solid Waste Management Act) and its IRR – DAO No. 2001-34</p> <p>Practice strictly the waste segregation at source. Mine Environment Protection and Enhancement Officer (MEPEO), in collaboration with the Camp Administration personnel shall continue regular monitoring of Company policy on waste labelling and disposal.</p> <p>Remind hauling contractor to provide enough PPE to their workers and regularly check hauling permits and health of workers.</p>

<p>accredited solid wastes and recycling contractor thus resulting in the reduction of solid wastes generated.</p> <ul style="list-style-type: none"> ➤ Generated solid waste/residual waste are disposed by a contractor in a sanitary landfill located outside of the Region, hence, it has no impact to the mining operation. ➤ The Company established a Material Recovery Facility (MRF) to store recyclable wastes. Separate waste bins for the biodegradable wastes' materials are in-place to convert into other uses (fertilizer, etc.). These facilities are being operated and maintained throughout the year. 		<p>Proper sorting of wastes and proper disposal of waste materials in each labelled garbage bin is being practiced in the offices and residential areas.</p>
<p>What are the Risk/s Identified?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
<p><i>Identify risk/s related to material topic of the organization.</i></p> <p>Failure to collect and dispose solid wastes on time by commissioned hauler will result in the accumulation of solid wastes and may generate unsanitary and foul odor which may affect health of workers and the adjacent communities.</p> <p>Complaints by employees and residents for uncollected garbage in violation of the provisions of R.A. 9003 will be subject to sanctions by regulatory agencies.</p> <p>Health and safety risk to workers of hauling contractor.</p> <p>There is possibility of water pollution if wastes are not properly managed and collected.</p>	<p>Workers of solid waste/residual waste hauling contractor</p> <p>Employees of the Company</p> <p>Community</p>	<p>Strengthen information campaign on the provision of R.A. 9003 to all residents in camp.</p> <p>Reprimand hauler if provisions on the contract are not being followed. Stipulation in the contract includes among others, the issuance of complete PPE to workers.</p> <p>Availability of hauling permits.</p> <p>Proper sorting of solid wastes disposed in each labelled garbage bins.</p>
<p>What are the Opportunity/ies Identified?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>

<p><i>Identify the opportunity/ies related to material topic of the organization</i></p> <p>Additional income for residents on the sale of recyclable materials (plastic bottles, scrap materials, cartons, etc.).</p> <p>Highly sustained clean environment translates to environmental compliance by the company.</p> <p>The Company is compliant to the provision of Ecological Solid Waste Management Act (RA 9003) and its Implementing Rules and Regulations, DAO No. 2001-34.</p> <p>Well-kept and litter-free surroundings is a better community to live in.</p>	<p>Company</p> <p>Hauling contractor</p> <p>Employees</p>	<p>Continue to maintain beneficial relationship with the hauling contractor to avoid violations of environmental laws and regulations.</p> <p>The company has its own MRF within the industrial area as well as its own centralized hazardous wastes storage are.</p>
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Hazardous Waste

Disclosure	Quantity						Units
	BGO		ILP		Total		
	2022	2021	2022	2021	2022	2021	
Total weight of hazardous waste generated:			74.48	6.5			
Type of waste generated –							
➤ Mill tailings	47,180.51	51,134,828.63		0.00	47,254.99	51,134,838.13	Kg.
➤ Other hazardous waste (lead compounds, busted fluorescent lamps, non-halogenated organic chemicals, clinical waste)	6,293.71	6,691.78			6,293.71	6,691.78	Kg.
Total weight of hazardous waste transported	7,040.00	0.00	84.98	0.00	7,124.89	0.00	Kg.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p>Mill tailings is the product from milling the gold bearing mineral ore to produce said precious metal. The tailings are impounded in the ECC-approved Tailings Storage Facility (TSF) that serves as treatment facility.</p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p> <p>The impounded tailings contain chemicals like cyanide. If the treatment facility is not properly managed and maintained, soil and water contamination may develop.</p> <p>Other hazardous wastes (acids, alkali and organic waste from assay laboratory; organic solvent wastes such as used oil, grease, etc.; are properly labelled and stored in a hazardous waste storage area before hauling for disposal by an Environmental Management Bureau (EMB) -accredited hauler of hazardous waste.</p> <p>Based on records, there is a total of 7,124.89 kgs. of hazardous waste generated hauled/transported outside of the Company facility by a DENR-EMB -accredited third-party service provider engaged for this purpose.</p>	<p><i>(e.g. employees, community, suppliers, government, vulnerable groups)</i></p> <p>Employees of BC-BGO, and ILP</p> <p>Employees of mining contractors and hauler</p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p>A DENR-EMB accredited third-party service provider was engaged to dispose the hazardous waste outside the Company facilities. Proper labelling is done prior to hauling. This is part of sustainability compliance to ensure proper management and disposal of hazardous wastes at the site and comply with regulatory requirements.</p> <p>The Company has obtained/secured from DENR-EMB the Treatment Storage and Disposal Registration (TSDR) for Tailings Storage Facility per RA 6969 regulation.</p>
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<p><i>Identify risk/s related to material topic of the organization.</i></p>		

<p>Potential environmental risk like water contamination of the Ambalanga river can happen if the Company does not strongly follow proper waste management protocols inside the industrial area.</p> <p>Siltation along the river system due to deposition of non-toxic tailings or sediments caused by accidental tailings leaks is potential environmental risks. Health hazard if not properly managed.</p> <p>Violation of R.A. 9275 provisions (Philippine Clean Water Act of 2004) and its IRR, DAO 2005-10, will cause suspension of the operation or cancellation of the Environmental Compliance Certificate (ECC).</p>	<p>Employees of BC-BGO, BC-CHQ and ILP</p> <p>Employees of mining contractors</p>	<p>The Company is guided by its strong commitment to abide by its Environmental Policy and compliance to Environmental Management System and government environmental laws, rules and regulations.</p> <p>Continuous monitoring of the anti-pollution structures, regular repair and maintenance of penstocks and spillways and strengthen tailings dam embankment (engineering intervention).</p> <p>The Company posted security personnel at the TSF area to secure the facility from intentional damage to the structure by outsiders.</p> <p><i>Please refer to Appendix "H" – EMSG-07-A (EMS Guidelines on Hazardous Waste Management – Used Oil, Oil and Grease Contaminated Items)</i></p>
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<p><i>Identify the opportunity/ies related to material topic of the organization.</i></p> <p>The Company demonstrate corporate responsibility by adhering to established protocol on waste management and environmental quality monitoring (R.A. 9003 and R.A. 9275), EMS Guidelines on Hazardous Waste Management (<i>Appendix "I"</i>), and Environmental Compliance Certificate provisions.</p>	<p>BC-BGO/ACMP, BC-CHQ and ILP employees</p> <p>Employees of mining contractors</p> <p>Suppliers</p> <p>Community.</p>	<p>Management awareness and compliance to the Code of Business Conduct and Ethics which provide among others, adherence to the provisions of environmental laws, rules and regulations for the operation's key to sustainability.</p>

		Please refer to Code of Business Conducts and Ethics link http://benguetcorp.com/wp-content/uploads/2020/06/E.-Code-of-Conduct-of-Business-and-Ethics.pdf
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Effluents

Disclosure	Quantity	Units
Total volume of water discharges Effluent discharge from the mill	106,057.55	Cubic meters
Percent of wastewater recycled.	0.00	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p>Water contamination from hazardous substances will likely affect the water quality of the river system along Ambalanga and Batuang rivers. This event will impact the downstream community and the aquatic resources along the water ways of the river tributaries.</p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p> <p>The effluent discharge from the Tailing's Storage Facility, serving as the water treatment facility and the filter drain will contaminate and may affect the quality of water of</p>	<p><i>(e.g. employees, community, suppliers, government, vulnerable groups)</i></p> <p>The Company; Employees; Community</p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p>The following are measures that were implemented to mitigate the impacts:</p> <ul style="list-style-type: none"> ➤ The company treats the wastewater through detoxification with sodium hypochlorite;

<p>the Ambalanga river if not managed and maintained properly.</p>		<ul style="list-style-type: none"> ➤ Conducts water sampling at the established sampling stations downstream to monitor the quality of water; ➤ Maintains underground drainage system and canals to drain run-off water; ➤ Maintains oil water separator and conducted regular clean-up of canals/drains and check-up of discharge valves, pipes and connections; ➤ The company adheres to the provisions of R.A. 9275 (Philippine Clean Water Act) and conditions set forth in the Environmental Compliance Certificate (ECC). <p><i>Please refer to Appendix "I" – Photocopy of Environmental Compliance Certificate</i></p>
<p>What are the Risk/s Identified?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
<p><i>Identify risk/s related to material topic of the organization</i></p> <p>Risks identified are as follows:</p>	<p>The Company; Employees;</p>	<ul style="list-style-type: none"> ➤ Observe proper maintenance of the Tailings Storage Facilities and other appurtenant structures and

<ul style="list-style-type: none"> ➤ Complaints from the farmers/residents downstream of the Tailing's Storage Facility (TSF); ➤ Deprived farmers/residents of the downstream community of their livelihood; ➤ Fish kill; ➤ Water contamination will result to suspension of operation, and; ➤ Suspension of permit/ECC, and/or imposed monetary penalties 	<p>Community</p>	<p>implement mitigating measures to prevent accidental wastewater discharge/leaks.</p> <ul style="list-style-type: none"> ➤ Assessment of improvement downstream - keep database of all improvements for future reference. ➤ Strict enforcement and compliance with the provisions of environmental laws & policies and the ECC.
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<p><i>Identify the opportunity/ies related to material topic of the organization</i></p> <ul style="list-style-type: none"> ➤ Employees awareness of the importance of responsibility & accountability in Environmental Management. ➤ Application of new technologies to process wastewater to eliminate or reduce toxicity before discharge. 	<p>Employees, community residents;</p> <p>Mines Environmental Protection and Enhancement Officer;</p> <p>Pollution Control Officer.</p>	<p>Top management demonstrates leadership and commitment with respect to the Environmental Management System (EMS) of the Company by ensuring:</p> <ul style="list-style-type: none"> ➤ that the environmental policy and objectives are compatible with the strategic direction of the Company; ➤ the integration of the Environmental Management System into the organization's business processes through identification of risks/impacts

		<p>and addressing corresponding risks and opportunities;</p> <ul style="list-style-type: none">➤ the availability of resources needed for the implementation of Environmental Management System;➤ that communication takes place among all interested parties on the importance of effective Environmental Management and in conformity to Environmental Management System requirements through meetings and consultations;➤ that the Environmental Management System achieves its intended output(s), specifically those required in the ECC, AEPEP, ASDMP and EPRMP;➤ the promotion of continual improvement of environmental management through the system of internal audits and reporting/analyzing incidents and applying corrective actions to prevent recurrence;
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		<ul style="list-style-type: none"> ➤ that support in terms of resources is readily available to demonstrate relevant management roles and leadership in environmental management areas; ➤ that adequate trainings are provided to the Mines Environmental Protection and Enhancement Officer (MEPEO), Community Relations Officer (CRO), Pollution Control Officer (PCO), Environmental Management Representative (EMR) and members of the EMS Audit Team.
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Environmental compliance

Non-compliance with Environmental Laws and Regulations

Disclosure	Quantity	Units
Total amount of monetary fines for non-compliance with environmental laws and/or regulations No fines or penalty for violations committed against any provisions of environmental laws, permits and licenses that have been assessed or determined with finality during the period under report (2022).	0.00	PhP
No. of non-monetary sanctions for non-compliance with environmental laws and/or regulations	0.00	#
No. of cases resolved through dispute resolution mechanism	0.00	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p> <p>The operation of Benguet Corporation, as partner of the government in environmental protection, abides by all provisions of mining and environmental laws and regulations. All regulatory requirements are complied, submitted and approved by concerned government agencies. Environmental and social programs are being implemented, compliance is being monitored and certificates of compliance were issued by the respective government agencies.</p>	<p><i>(e.g. employees, community, suppliers, government, vulnerable groups)</i></p> <p>The Company employees, service contractors, suppliers, investors, community, local and national government, other stakeholders.</p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p>The Company will keep up its good record by continuously conforming with the conditions of all its permits and licenses and to pursue its obligation as a responsible mining company. Environmental safeguards are in place to mitigate or eliminate risks.</p> <p>BGO formulated its environmental policy striving for excellence in mineral resources development.</p>
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<p><i>Identify risk/s related to material topic of the organization</i></p> <p>Failure of the Company to submit compliance reports on time and delay in or non-implementation of the work program stated in the approved Annual Environmental Protection and Enhancement Program (AEPEP), Annual Social Development and</p>	<p>Benguet Corporation, employees, service contractors, suppliers, investors, community, local and national government, other stakeholders</p>	<ul style="list-style-type: none"> ➤ Continuous implementation of rehabilitation work program to eliminate risks during rainy season. ➤ Preventive maintenance of Tailings Storage Facilities and all pollution control structures

<p>Management Program (ASDMP) and Annual Safety and Health Program (ASHP) may lead to issuance of penalties.</p> <p>Non-compliance to the relevant environmental laws, rules and regulations have its respective penalties.</p>		<p>to eliminate environmental risks.</p> <ul style="list-style-type: none"> ➤ Monitoring the effectiveness of the established environmental mitigating / management measures. The Company's Multipartite Monitoring Team in each operation will also assess and validate the company's compliance with the relevant environmental standards. ➤ Timely submission of accomplishment reports in accordance with the guidelines on submission of compliance reports and other obligations to the government. <p><i>Please refer to link - http://benguetcorp.com/wp-content/uploads/2020/06/O.-BC-Internal-Audit-Charter.pdf BenguetCorp's Internal Audit Charter – Defining the Scope of Work of the Internal Audit Office (IAO) – Item II, #7-9, p.1 and Detailing Responsibility of IAO – Item V, # 4-6 p. 2 of the Charter.</i></p>
<p>What are the Opportunity/ies Identified?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
<p><i>Identify the opportunity/ies related to material topic of the organization</i></p>	<p>Management, employees, mining contractors, stakeholders</p>	<ul style="list-style-type: none"> ➤ Re-assess and evaluate physical conditions of all

<p>There are no violations of any government laws, rules and regulation resulting in smooth operation.</p> <p>Improved production due to continuous mining and milling operation (there are no operation stoppage or suspension issued).</p> <p>Proactive attitude by the Company in addressing unfavorable situations caused by operational failure or infirmities.</p> <p>Company awareness in compliance to environmental laws, rules, policies and compliance to Social Development Programs of the Company.</p>		<p>pollution control structures and further intensify regular monitoring of all facilities to ensure safe operation and compliance with environmental policies and programs of the operation.</p> <ul style="list-style-type: none"> ➤ Conduct regular Information, Education and Communication (IEC) to all stakeholders on the different aspects of mining operation and environmental policies. ➤ The Environmental Protection and Enhancement Program (EPEP) is proof of the Company's commitment to protect the environment and to observe Responsible Mining that would maintain productive use of land and water resources for future generations. ➤ As a socially and environmentally conscious Filipino Company striving for excellence in mineral resource development, BC is committed to continuously
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		<p>improve its operations to minimize adverse environmental impact by complying with all applicable policies, laws, rules and regulations while at the same time promoting environmental awareness among its workers at all levels.</p> <p><i>Please refer to Appendix “J”– Summary of Status of Regulatory Compliance Performance for C.Y. 2022</i></p>
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SOCIAL

Employee Management

Employee Hiring and Benefits 434

Employee Data

Disclosure	Quantity (2022)			Units
	Combined BGO & CHQ	ILP	TOTAL	
Total number of employees ⁵	427	7	434	Headcount
a. Number of female employees	63	3	66	Headcount
b. Number of male employees	364	4	368	Headcount
Attrition rate ⁶	.016%		0.46%	Percent Rate

⁵ Employees are individuals who are in an employment relationship with the organization, according to national law or its application ([GRI Standards 2016 Glossary](#))

⁶ Attrition are = (no. of new hires – no. of turnover)/(average of total no. of employees of previous year and total no. of employees of current year)

Ratio of lowest paid employee against minimum wage (P380 lowest rate / regional min. wage of P380)	380/day CAR 570/day NCR	1:1.04 or 4% higher than the prescribed minimum wage in the region	1:1	Ratio
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Employee Benefits

List of Benefits	Y/N	% of female employees who availed for the year		% of male employees who availed for the year	
		CHQ & BGO	ILP	CHQ & BGO	ILP
SSS (premium)	Y	100%	100%	100%	100%
PhilHealth (premium)	Y	100%	100%	100%	100%
Pag-ibig (premium)	Y	100%	100%	100%	100%
Parental leaves					
Maternity	Y	0.04%	0	0	0
Paternity		0	0	0	0
Solo Parent		0%	0	0	14 %
Vacation leaves	Y	100%	100%	100%	100%
Service Incentive Leave	Y	100%	100%	100%	100%
Sick leaves	Y	100%	100%	100%	100%
Medical benefits (aside from PhilHealth))	Y	100%	100%	100%	100%
Free Housing in camp	Y	34.8%	0	46.1%	0
Retirement fund (aside from SSS)	Y	0	0	0.54 %	0
Tuition Fee Refund	Y	3.02 %	0	22.2 %	0
Company stock options	Y	0	0	0	0
(Others)					
Insurance (Group life; Accident)	Y	100%	100%	100%	100%
Birthday Leave	Y	100%	100%	100%	100%
Mine workers onsite:					
Subsidized water	Y	34.8%	0	46.1 %	0
Subsidized electricity	Y	34.8%	0	46.1 %	0

Free meal during the shift	Y	21.2 %	100 %	10.32% %	100 %
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What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p> <p>The backbone of the operation are the workers (skilled and professionals) of BC-BGO, CHQ and ILP that delivers the metallic gold, silver and lime products that generate revenue for the Company. The company have invested in skills training program for its personnel, provide more than what the government's statutory benefits to employees and contribute to poverty alleviation by creating livelihood opportunities for community members to earn a decent living and obtain basic economic services.</p> <p>During the 1st half of 2022, the Company's expenses to mitigate the effect of Covid-19 was reduced to 75% compared to 2021 due to the implementation of the massive vaccination and health protocol compliance by employees.</p> <p>The company is a diverse, equal opportunity and non-discriminating employer. It believes in the ability of women as key contributors to its business. Female employees are well represented within the organization. For the year 2022, the female employees represent more than 15% of the total workforce, starting from the Board of Directors down to the lower rank employees.</p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p>The Company continued to operate with reduced Covid-19 cases from 130 in 2021 to 45 cases in 2022. Basic Safety and Health protocols were still strictly implemented in the workplace.</p> <p>BC continued to provide its employees' benefits on timely manner. Recognition for a job well-done or satisfactory performance through promotions and a simple "pat at the back" was made part of the Management responsibilities to boost the morale of employees.</p> <p>To mitigate the high turnover rate, Human Resources continues to benchmark with other mining companies on the compensation package or other best practices to mitigate the high turnover rate. Critical positions have been identified. Strengthened succession for understudies, employee's development and training programs are in place to keep loyal employees. Continued and widened network on finding talents is being done by the Corporate and minesite Human Resources departments.</p> <p>Despite the operational and financial challenges by the Company, BC implemented the Regional Tripartite Wages and Productivity Board (RTWPB) Wage Order to cover all rank-and-file employees</p>

<p>Ninety percent (90%) of the workers of the 16 mining contractors belongs to the indigenous peoples of the different tribal communities in the Cordillera Region. The employees of BC-BGO, BC-CHQ and ILP, came from the different territorial Regions in the Philippines.</p> <p>The continuing high metal prices have greatly contributed to the Company's good financial record for the year.</p> <p>The most challenging impact was the high turnover rate due to the opening of the local and international borders. Employment opportunities opened doors for the skilled and professionals looking for employment opportunities that offer higher compensation, locally or abroad. Attrition/turnover rate for the year is at 0.46% compared to 2021 at 0.17%. The Company has spent additional costs for talent acquisition such as recruitment costs (to include job posting, pre-employment medical, etc.) and training investment.</p>	<p>including those receiving above the minimum wage and extended to Managerial employees to mitigate the effect of inflation on their take home pay.</p>
<p>What are the Risk/s Identified?</p>	<p>Management Approach</p>
<p><i>Identify risk/s related to material topic of the organization</i></p> <p>Operational risks - employees voluntarily leaving the Company due to higher offers by local or foreign companies is expected to continue.</p> <p>Brain drains – technical /managerial positions are becoming scarce in the human resource trade because of greater competition locally and internationally.</p>	<p>To minimize this identified risk, BC shall seriously consider the following:</p> <ol style="list-style-type: none"> 1. Continuously aim to strengthen robust succession and contingency planning for business continuity especially for the critical positions; 2. Pursue benchmarking/study on the improvement of compensation benefits 3. Invest on strengthening the employees' career and training development with more stringent training agreement

	4. Implement employee engagement initiatives to improve employees' and family relationships.
What are the Opportunity/ies Identified?	Management Approach
<p><i>Identify the opportunity/ies related to material topic of the organization</i></p> <p>The high turnover rate is an opportunity for BC to review and revisit the following:</p> <ol style="list-style-type: none"> 1. existing employee compensation package 2. relevant policies and procedures 3. leadership and work environment 4. training and development 	BC Management team shall continue to support the identified initiatives and efforts to mitigate the internal risks identified.

Employee Training and Development

Disclosure	Quantity (2021)	Quantity (2022)	Units
Total training hours provided to employees	1,018	6,322	hours
a. Female employees	451	345	hours
b. Male employees	567	5,977	hours
Average training hours provided to employees	2.42	14.56	hours
a. Female employees	7.51	5.22	hours
b. Male employees	1.59	16.24	hours

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p>	Training hours have significantly increased from 1,018 hours in 2021 to 6,362 hours in 2022. This shows the commitment of Management to train and develop its workforce.

<p>The moderate implementation of Covid-19 health protocols in the 2nd half of 2022, the conduct of training and seminars were less tedious.</p> <p>Leadership and skills training/seminars were conducted face to face, though, vulnerable employees were still allowed to attend virtually.</p> <p>The Company religiously complied with the requirements of the regulatory bodies and certification by 3rd party certifiers.</p>	<p>Safety, Health and Environmental trainings and orientations were part of the regular activities especially at the mine sites to inculcate the importance of safe and clean working environment.</p>
<p>What are the Risk/s Identified?</p>	<p>Management Approach</p>
<p><i>Identify risk/s related to material topic of the organization</i></p> <p>The increased training costs is a continuing challenge for Management considering the high cost of professional fees, transportation, meals and accommodation during the training and other training related cost.</p> <p>Training investment is also a challenge as trained employees are more marketable after the training. This is one factor why they are poached and offered attractive compensation and benefits. The challenge of the high turnover rate is how to retain these trained and high performing employees.</p>	<p>Management must investigate or improve on the following retention strategies to address/minimize high turnover rate:</p> <ol style="list-style-type: none"> 1. Motivate employees to grow in the organization by providing career opportunities and development. 2. Due recognition for excellent performance. 3. Continual review/benchmarking with the same industry on compensation and benefits to include best practices. <ul style="list-style-type: none"> ➤ Enforce workable succession plan ➤ Continue to create an excellent working environment where there is integrity, trust and respect in the attainment of Company's goals and objectives.

	➤ Management to provide strong leadership to win the trust of the employees and other stakeholders.
What are the Opportunity/ies Identified?	Management Approach
<p><i>Identify the opportunity/ies related to material topic of the organization</i></p> <p>The high turnover of employees holding critical positions have affected the operation, however, it may also create opportunities or avenue for stayers to grow in the organization, if given the chance and support.</p> <p>It also gives signal to Management to review the existing policies and procedures, strengthen employee development and engagement.</p>	<p>Management shall continue to develop and recognize high performing employees and potential leaders. Effective retention strategies shall be developed or skilled-up to address the risk at hand.</p>

Labor-Management Relations

Disclosure	Quantity	Units
% of employees covered with Collective Bargaining Agreements	0.00	%
Number of consultations conducted with employees concerning employee-related policies	0.00	Ea.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p>

<p>The employees of the Company are not member of any labor union; hence, they are not covered by any Collective Bargaining Agreement.</p> <p>Labor related policies are reviewed and issued/discussed to employees by the Policies and Procedures Committee through the Human Resources Department.</p>	<p>Best efforts to maintain status as a non-unionized organization by keeping an open communication with employees at all levels. Employee grievances are addressed by immediate supervisors and elevated to higher Management if not solved at their level.</p>
<p>What are the Risk/s Identified?</p>	<p>Management Approach</p>
<p><i>Identify risk/s related to material topic of the organization</i></p> <p>Erring employees may seek attention from aggressive militant trade unions or organization which may disrupt the harmonious relationship among employees and management and may lead to labor unrest.</p>	<p>Continue to implement identified strategies to maintain employee engagement, cooperation, and satisfaction.</p>
<p>What are the Opportunity/ies Identified?</p>	<p>Management Approach</p>
<p><i>Identify the opportunity/ies related to material topic of the organization</i></p> <p>Maintain harmonious relationship between Management and employees to maintain industrial peace in the workplace through continued provision of:</p> <ol style="list-style-type: none"> 1. Good leadership; 2. Career development for the employees; 3. Maintain good benefits that is beneficial to employees themselves and their families. 	<p>Management ensures that good leadership is maintained, there is competitive compensation package and established employee engagement strategies.</p>

Diversity and Equal Opportunity

Disclosure	Quantity (2021)	Units	Quantity (2022)	Units
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% of female workers in the workforce	15.27% (64)	%	15.21% (66)	%
% of male workers in the workforce	84.73% (355)	%	84.79% (368)	%
Number of employees from indigenous communities and/or vulnerable sector*	Elderly - 19 Solo Parent - 4 Indigenous Peoples - 195 Approximate 90% of the site workforce are Indigenous People.	% % % 	Elderly - 16 Solo Parent - 0 PWDs - 3 Indigenous Peoples - 198 Approximate 90% of the site workforce are Indigenous people.	% % % %

**Vulnerable sector includes, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E).*

Workforce Distribution by Region

Region	No. of Employees (2021)	No. of Employees (2022)
National Capital Region (NCR)	52	52
CALABAR Zone		7
CARAGA		1
Region 1	116	116
Region 2	7	7
Region 3	27	27
Region 4A	6	6
Region 4B	1	1
Region 5	3	5
Region 6		1
Region 7	8	8
Region 8		1
Region 11	4	4
Cordillera Administrative Region (CAR)	195	198

<p>What is the impact and where does it occur? What is the organization's involvement in the impact?</p>	<p>Management Approach</p>
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p> <p>The Company sustained its commitment to provide employment to its impact and nearby communities. For the Benguet Gold Operation in Benguet, 90% of the headcount are locals in Benguet and nearby provinces.</p> <p>Worth noting is the 15% female employees employed by the company. Mining has always been known to be “a world of men” but BC strives to offer equal employment opportunity for all if they are qualified for the job.</p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p>BC Hiring Policy has been consistently used as reference and guidance of all Department Heads that local resident shall be given priority in hiring and no discrimination shall be imposed to applicants with vulnerability, sex or religious affiliations.</p> <p>Succession Plan includes local employees to be trained for higher positions.</p>
<p>What are the Risk/s Identified?</p>	<p>Management Approach</p>
<p><i>Identify risk/s related to material topic of the organization</i></p> <p>Elderly employees or persons with disabilities and underlying conditions and female employees may have limitations to work in hazardous areas such as the underground and mill areas due to their perceived vulnerabilities</p>	<p>For elderly employees/managers, Management ensures that succession plans shall be in place for continuity and effective operation.</p> <p>Persons with disabilities and/or underlying conditions are closely monitored by the Company's Medical and Safety teams to ensure a safe and healthy work environment.</p>
<p>What are the Opportunity/ies Identified?</p>	<p>Management Approach</p>
<p><i>Identify the opportunity/ies related to material topic of the organization</i></p> <p>1. Seasoned employees can transfer their knowledge and skills to the younger generation which is advantageous to the Company. This may</p>	<p>Management maintains its approach of giving equal opportunities in the workplace and in the communities where it operates.</p>

<p>post additional costs in the operations but in the long run, the investment is worth it.</p> <p>2. Employment opportunities to the vulnerable sector. Persons with disabilities can prove that they are useful to the Company and the society as well.</p> <p>3. Women proved to be as equally capable and competent as person in the opposite sex.</p>	<p>Currently, the Company is headed by a Lady President and 15.21 % in the Management team are ladies.</p>
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Workplace Conditions, Labor Standards, and Human Rights

Occupational Health and Safety

Disclosure	Quantity (2022)		Units
	BGO-CHQ	ILP	
Safe Man-Hours	2,847,708	102,523	Man-hours
No. of work-related injuries	22	0	#
No. of work-related fatalities	0	0	#
No. of work related ill-health	0	0	#
No. of safety drills	Conducted Four (4) safety drills in 2022: 1. Fire Evacuation Drill - 1 2. Rescue Drill - 1 3. Earthquake Evacuation Drill - 1 4. Mine Rescue Drill - 1	Conducted three (3) Safety Drills: 1. Fire Evacuation Drill - 1 2. Rescue Drill - 1 3. First Aid/CPR - 1	

What is the impact and where does it occur? What is the organization’s involvement in the impact?	Management Approach
<i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i>	<i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or</i>

The health and safety of employees in the mining and milling operations normally influence the performance of the Company. Miners and other skilled workers are exposed to strenuous activities such as mucking, rock drilling, lifting, moving equipment and other perilous working conditions. Performing these activities require miners to be physically fit, alert, well-trained on safety and aware of various underground hazards and how to mitigate or eliminate them to perform their jobs safely.

Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)

For this reporting period, while no work-related fatalities and ill-health was recorded, the company has recorded a decrease of about 15% (26 in 2021 to 22 in 2022) in work-related injuries from that of year 2021 record. Manageable incidents of work-related injuries and illnesses did not warrant suspension of operations and production.

Reduced absenteeism among employees if they are safety and health conscious.

projects, programs, and initiatives do you have to manage the material topic?

The company's Safety and Health Department ensures the implementation of the following:

- Safety orientation for newly hired BC (employees) and Service Contractor employees (mandated 8-hr Safety and Health Seminar for Workers pursuant to R.A. No.11058.
- Monthly Safety meeting with employees and service contractors.
- Inclusion of safety and health topics on departmental pep talks.
- Mandatory Annual Physical examination of employees
- Certification of the First Aider & Safety Officer
- Participation in all Fire and Earthquake Drill being conducted by the Company in coordination with the local NDRRMC, BFP and other relevant agencies.
- Provision of emergency kit to CHQ employees
- Compliance to DAO No. 2000-98 (Mines Safety and Health Standard)
- Reiteration of "No PPE-No Work Policy" to prevent any untoward incident by:
 - ✓ Achieving a Zero (0) work related incident record;
 - ✓ Reporting any unsafe working condition;
 - ✓ Apprehending workers not using/wearing proper PPEs issued by the Company and subjecting them to proper counseling and/or reprimanding or imposing penalty when necessary.

The company Safety Department has been conducting regular monthly safety meeting to the employees. It shall continue to implement its safety obligation and responsibility as stated in its Health and Safety Program to respond to any type of emergencies within the workplace, its host, and neighboring communities, to wit:

	<p>1. Occupational Health – This pertains to the promotion and maintenance of the right degree of physical, mental and social well-being of the workers in all occupation; prevention of work-related illness; protection of workers from risks usually arising from factors adverse to health; placing and maintaining occupational environment in accordance with their physiological and psychological ability; and adaptability of the worker to his/her job.</p> <p>Company clinic is available at the mine site for emergencies and consultation anytime and in the event of untoward incidents.</p> <p>2. Mental Health – By providing recreational and social facility and programs; and providing research and training to build up competence with sound mind and body.</p> <p>3. Occupational Exposure – Control of work environment hazard, physical and biological agents.</p>
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What are the Risk/s Identified?	Management Approach
<p><i>Identify risk/s related to material topic of the organization.</i></p> <p>Most of our employees belong to the “High Risk” age bracket who are vulnerable especially during the pandemic. The age of employees ranges from 22 yrs. old being the youngest to 65 years old for regular employees and 74 years old for consultants.</p>	<p>Continuous implementation of Health and Wellbeing Programs as well as Health Awareness Program focused on Disease Prevention and Healthy Lifestyle.</p> <p>Continuous training for the Emergency Response Team (ERT) in handling situations during emergency and disasters. Company provides equipment needed in emergency and rescue operations.</p>

What are the Opportunity/ies Identified?	Management Approach
<p><i>Identify the opportunity/ies related to material topic of the organization.</i></p> <p>Despite the reduction of work-related injuries by 15% as against injuries in 2021, most appropriate to review and enhance even more are the health and safety program to reduce further or eliminate injuries and work-related ill-health. Pre-emptive actions would prevent occurrence of wok-related incidents that may adversely affect the mining operation.</p> <p>Potential recognition/citation for Best Health and Safety Practices in the industry. For this reporting period, BC-BGO received several citations and commendations from Barangay LGU's of Itogon in recognition to the Company's contribution not only to safety activities but also to other development components.</p> <p>The Irisan Lime Project (ILP) was chosen as Runner-up of the Mineral Processing Calcining Plant Category by the DENR-Mines and Geosciences Bureau and the Philippine Mine Safety and Environment Association in the pursuit of excellence in safety and health management.</p>	<p>The company always prioritize strict observance and compliance to Occupational Health and Safety Policy of its employees as mandated by DENR Department Administrative Order (DAO) No. 2000-98.</p> <p>For the reporting period, the company has allotted as approved by the MGB, the amount of PhP 11,723,600.04 for BGO Safety and Health Programs. While ILP has budgeted PhP 745,190.00 for its Health and Safety Program.</p> <p>Consistent practice and participation to the PMSEA improved and raised the skills of the ERT members in responding to emergencies. The COVID-19 may have subsided but still a concern with the emergence of sub-variants. Emergency preparedness in response to the implementation of COVID-19 health protocols is maintained.</p> <p><i>(Please refer to Appendix "K" – Photocopy of Certificate of Approval of 2022 Safety and Health Program)</i></p>

Labor Laws and Human Rights

Disclosure	Quantity	Units
No. of legal actions or employee grievances involving forced or child labor	0.00	# of employees

Do you have policies that explicitly disallows violations of labor laws and human rights (e.g. harassment, bullying) in the workplace?

Policy on Labor Laws and Human Rights

Topic	Y/N	If Yes, cite reference in the company policy
Forced labor	Y	Policy contains provisions of RA 10364 – An Act to Institute Policies to Eliminate Trafficking in Persons specially Women and Children, Establishing the Necessary Institutional Mechanism for the Protection and Support of Trafficked Persons, Providing Penalty for Its Violation and for other Purposes...

Child labor	Y	Policy contains provisions of RA 7610
Human Rights	Y	Policy on Sexual Harassment – <i>(see link- Policy on Sexual Harassment)</i> Employees Code of Conduct – <i>(see link http://benguetcorp.com/wp-content/uploads/2018/05/ECD%20with%20ee%20acknowledgement.pdf)</i>

What is the impact and where does it occur? What is the organization’s involvement in the impact?	Management Approach
As a Company, Benguet Corporation does not tolerate forced or child labor and human right violations. It ensures that the Philippine law on such is strictly implemented across the organization.	As evidenced in the manpower profile, no employee in the roster is below 18 years of age. No incident of human right violation has been filed by any employee as of to date. Company Policy on Child Labor is in place. <i>(see link http://benguetcorp.com/wp-content/uploads/2023/04/Child-Labor-Policy.pdf)</i>
What are the Risk/s Identified?	Management Approach
Contractors and suppliers may engage in forced labor or employment of minors or below 18 years of age.	Provision in the contracts that Contractors and suppliers must comply with the Company policies and procedures applicable to them as well as with applicable Philippine laws.
What are the Opportunity/ies Identified?	Management Approach
With the formulated policies on forced and child labor and human rights violation, Management and employees are properly guided.	Employees are oriented on the Code of Discipline before start of employment and regular update is done as necessary.

Supply Chain Management

Do you have a supplier accreditation policy? If yes, please attach the policy or link to the policy.

Do you consider the following sustainability topics when accrediting suppliers?

Topic	Y/N	If Yes, cite reference in the supplier policy
Environmental performance	Yes	Certified ISO 14001-2015
Forced labor	No	-
Child labor	No	-
Human rights	No	-
Bribery and corruption	No	-

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p> <p>The Company sources its equipment and supplies locally and abroad. The impact may occur in the following factors to increase productivity:</p> <ul style="list-style-type: none"> ➤ Quality of the materials and supplies; cost element; ➤ availability of the product and services; and ➤ environmental quality – to reduce land, water and air pollution. <p>Various stakeholders/agencies involved in the supply chain are manufacturers of chemicals (cyanide, sulfuric acid), equipments, lubricants, fuel/oil, electricity or power, banks, transportation, trucking,</p> <p>Bureau of Customs (if imported materials – but very seldom) and permitting agencies involved (Philippine National Police - explosives, Environmental Management Bureau - toxic chemicals like cyanide, etc.,</p> <p>Mines and Geosciences Bureau – ore transport permit), among others.</p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p>We believe that success of the operation can be achieved through respect and transparent dealings between the management of Benguet Corporation and the various agencies and entities that provide/supply the goods and services. We manage supplier relationships through our values and in compliance with applicable regulatory frameworks. There are three considerations in the procurement of materials and supplies as follows:</p> <ol style="list-style-type: none"> 1. Responsible sourcing; 2. Process stewardship; and 3. Product stewardship.

	Considering the availability, quality and competitiveness of price, as much as possible, the company will source the material requirements of the operation locally or from the host communities, province/region before foreign suppliers are considered.
	We ensure that our suppliers and service providers have aligned core values, standards on health, safety, human rights, anti-corruption and environmental protection. For major suppliers, the Company requires ISO Certification, as a qualification.
What are the Risk/s Identified?	Management Approach
<p><i>Identify risk/s related to material topic of the organization</i></p> <p>Suspension, closure or stoppage of operation due to violation of laws and policies.</p> <p>High operating cost</p> <p>Delay in production</p>	<p>The selection of local suppliers is in accordance with the processes embodied in the Company's Purchasing Manual. Only those that comply with the Purchasing Manual are engaged or accepted to supply the requirement of the operation.</p> <p><i>(Please refer to Link on BC Purchasing Manual)</i></p>
What are the Opportunity/ies Identified?	Management Approach
<p><i>Identify the opportunity/ies related to material topic of the organization</i></p> <p>Opportunity for local suppliers to engage business with BC.</p> <p>BC-BGO gives opportunity to local businesses / suppliers in supplying the mining and milling operation's requirement. This partnership enables the company and the local supplier of products and services to develop harmonious working</p>	<p>The Company always adheres to BC Purchasing Manual.</p>

relationship and improve the economic condition of the local business community. Partnering with local suppliers also provides the company with better credit lines and credit terms, more responsive lead times and customization options.	
Tax revenue collection by the LGU also contributes to the sustained growth of the local business communities that may improve the delivery of basic services to their constituents like health care assistance to senior citizens and indigent members of the community.	

Relationship with Community Significant Impacts on Local Communities

Operations with significant (positive or negative) impacts on local communities (exclude CSR projects; this has to be business operations)	Location	Vulnerable groups (if applicable)*	Does the particular operation have impacts on indigenous people (Y/N)?	Collective or individual rights that have been identified that or particular concern for the community	Mitigating measures (if negative) or enhancement measures (if positive)
As a continuing commitment and manifestation of the Company's compliance to the implementation of its Social Development and Management Programs, BC-BGO operation has extended various needs to its host and neighboring communities. Based on the development framework of the SDMP, the company had extended PPAs in the following forms:	Itogon, Benguet & Baguio City	IPs, women, migrant groups, elderly, youth	Yes	Right to livelihood; Right to education; Right to shelter; Right to health; Water resource and Infrastructure developments;	<ol style="list-style-type: none"> Continued to respect and honor the rights of the IPs to alleviate poverty and improve the quality of life around the mining area. Shared the wealth to the vulnerable members of the community to live a better life. The mining operation offers other mining related projects that generate employment opportunities for the local communities.

<p>1. Human Resource and Institutional Building;</p> <p>2. Enterprise Development and Networking;</p> <p>3. Assistance to Infrastructure Development and Support Services;</p> <p>4. Access to Education and Educational Support Programs;</p> <p>5. Access to Health Services, Health Facilities and Health Professionals; and</p> <p>6. Protection and Respect of Socio-cultural Values.</p> <p>For the year 2022 reporting period, the SDMP implementation performance was 89.16% or PhP 4,981,010.57 of the PhP 5,763,807.57 total budget. The delay in the submission of project proposals from respective beneficiary barangays have contributed to the non-implementation of SDMP projects for the period 2022 with total amount of P 605,767.63 or 10.84%.</p> <p>Such balance will be carried over for implementation in CY 2023 Program.</p>					<p>3. Assisted the national government in addressing development constraints with infrastructure and other projects through various means including the pro-active promotion of responsible mining with the Department of Environment and Natural Resources (DENR), Department of Interior and Local Government (DILG) support Projects, Department of Agriculture (DA) Projects. Additionally, there are several bi-lateral and multi-lateral projects operating in the infrastructure, water resource, rural development and governance areas. However, there are still shortfall and required assistance to improve LGU capacity.</p> <p>The Itogon Municipality and Barangays Virac and Poblacion LGUs rely heavily on Internal Revenue Allotment as their main source of revenue. Slow economic development reinforces the low-income generations of the LGUs. One possible outcome of these fiscal limitations on the LGUs will be increased pressure to review financial revenues, revenue sources, collection rates and the operational efficiency of LGUs. With the approval and proper implementation of the Annual Social Development and Management Program (SDMP) and the 2022 Environmental Protection and Enhancement Program (EPEP) of BC-BGO</p>
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<p>Implementation of the balance from 2021 SDMP fund amounting to PhP 177,029.38 was fully implemented during this 2022 reporting year.</p>					<p>and ILP operations, these constraints were addressed and reinforced the LGU's development projects in the host and neighboring areas.</p> <p><i>Refer to Appendix "L" – Photocopy of Certificate of Approval of Annual Social Development and Management Program (ASDMP)</i></p> <p><i>Refer to Appendix "B" – Photocopy of Certificate of Approval of Annual Environmental Protection and Enhancement Program 2022 (AEPEP)</i></p>
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**Vulnerable sector includes children and youth, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E)*

For operations that are affecting IPs, indicate the total number of Free and Prior Informed Consent (FPIC) undergoing consultations and Certification Preconditions (CPs) secured and still operational and provide a copy or link to the certificates if available:

Certificates	Quantity	Units
<p>FPIC –</p> <p>CP secured –</p> <p>The mining claim is mostly titled/patented, and the company has been mostly operating in the area for over 100 years. The land patent and the mining operation existed long before the enactment of the Indigenous Peoples Rights Act (R.A. 8371) which require FPIC and eventual issuance of CP.</p>	<p>The Company's mineral claim where it undertakes mining operation is Patented / Titled property of Benguet Corporation. In recognition of the rights of the IPs to be informed, management undertake consultations with them in cases of implementing new projects related to mining activities in its area of operation.</p>	<p>The FPIC process is not required as the Company's mining operation already existed in the area prior to the enactment of R.A. 8371 and that there are no new projects requiring FPIC.</p>

What are the Risk/s Identified?	Management Approach
<p><i>Identify risk/s related to material topic of the organization</i></p>	<p>The company strictly complied with the established Environmental Management System (EMS). With the recertification of ISO 14001-2015, all</p>

<p>The potential risk can be attributed to non-compliance to the provisions of environmental laws and standards as per R.A. 9275 (Clean Water Act), R.A. 8749 (Clean Air Act), R.A. 9003 (Ecological Solid Waste Management Act) and Indigenous Peoples Rights Act (R.A. 8371). Violations on the provisions of the above-mentioned laws may result to imposition of penalties and risk to health and safety of nearby communities, majority of which are indigenous peoples.</p> <p>Ambiguity in the policies and guidelines regarding PPAs' implementation may induce varied interpretations which may cause disagreement and eventual delay of PPAs' implementation.</p>	<p>programs / projects and activities were implemented in accordance with the terms of the certification.</p> <p>Though Benguet Corporation is the owner of the mining claim, it recognizes the rights of the IPs in sustainable development. Commensurate with the aim of improving their standard of living by providing livelihoods in a culturally appropriate manner, we continuously practice the following, as provided for in:</p> <p>A. <u>IFC Performance Standard #7: Indigenous Peoples</u> The standard sets out to:</p>
	<ul style="list-style-type: none"> • Ensure that the Company respects the culture and rights of local people; • Minimize impacts on local communities and their way of life; and • Establish mechanisms for local community engagement and good faith negotiation on issues of grievance. <p>B. <u>IFC Performance Standard #8: Cultural Heritage</u></p> <ul style="list-style-type: none"> • Aims to protect culture heritage and ensure that its use (where appropriate) is equitably shared.
<p>What are the Opportunity/ies Identified?</p>	<p>Management Approach</p>
<p><i>Identify the opportunity/ies related to material topic of the organization</i></p> <p>Compliance to regulations may result to greater confidence of stakeholders and investors on the ability of the company to fulfill its commitment as a responsible miner.</p>	<p>Though Benguet Corporation is the owner of the mining claim, it recognizes the rights of the IPs in their role in sustainable development. Their participation commensurate with the aim of improving their standard of living in a culturally appropriate manner as per community norms and conduct.</p> <p>Reviewed policies and guidelines together with the recipient- communities to avoid disarray among implementers and the recipients.</p>

Customer Management Customer Satisfaction

Disclosure	Score	Did a third party conduct the customer satisfaction study (Y/N)?
Customer satisfaction	100%	N
What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach	
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p>	
<p>The company has both product and services. Its gold productions are sold and purchased by the Bangko Sentral ng Pilipinas (BSP) based on prevailing market price. The world market dictates the price of gold.</p> <p>As to the services, the company complied and extended all what is due to the communities. Their desired quantity of PPAs implemented might not have fully satisfied them but all were undertaken based on quality and resiliency standards.</p>	<p>Continued engagements with the Bangko Sentral ng Pilipinas as the buyer of our product and abide by its rules and regulations.</p> <p>Continued enhanced engagements with the clients/recipients of the services. Institutionalized participative approach in all stages in coming up with PPAs. For quality assurance, involved the communities from the planning stage up to implementation and monitoring.</p>	
What are the Risk/s Identified?	Management Approach	
<p><i>Identify risk/s related to material topic of the organization No identified risks as of this reporting.</i></p> <p>Sudden/abrupt reduction of the price of gold in the world market.</p>	<p>Maintained close monitoring of gold price while constantly engaging with the BSP.</p>	
What are the Opportunity/ies Identified?	Management Approach	

<p><i>Identify the opportunity/ies related to material topic of the organization</i></p> <p>Selling BC's gold production to BSP directly contributed to the Philippine economy as opposed to selling the product to foreign buyers.</p> <p>Maintained or improved the purity of gold sold to BSP.</p>	<p>Continue selling gold produced to Bangko Sentral ng Pilipinas (BSP) and silver to local market.</p> <p>Provided better service to BSP by selling gold concentrate.</p>
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Health and Safety

Disclosure	Quantity	Units
No. of substantiated complaints on product or service health and safety*	0.00	#
No. of complaints addressed	0.00	#

**Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p> <p>Safety of employees during transport and delivery of gold to Bangko Sentral ng Pilipinas (BSP) in Baguio City</p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p>No fixed schedule of transporting the commodity.</p> <p>Security alert must be imposed.</p>
What are the Risk/s Identified?	Management Approach
<p><i>Identify risk/s related to material topic of the organization</i></p> <p>There is potential possibility of hold-up and kidnap for ransom during delivery of gold to BSP in Baguio City.</p>	<p>Maintain confidentiality of information on gold production and details.</p> <p>No fixed schedule of transporting the commodity.</p>

	Security alert must be imposed. Impose rotation of security escort during transport and delivery of product to Baguio City.
What are the Opportunity/ies Identified?	Management Approach
<i>Identify the opportunity/ies related to material topic of the organization</i> Accessibility of market – location of BSP is in Baguio City which is about 15 kms. away from the mine site.	Improve intelligence network and regular coordination with Itogon PNP.

Marketing and labelling

Disclosure	Quantity	Units
<i>No. of substantiated complaints on marketing and labelling*</i> No complaints received in 2022 from our only customer which is the BSP on quality of our products.	0.00	#
No. of complaints addressed. No complaints received/addressed in 2022 from our only customer which is the BSP.	0.00	#

**Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i> <i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>	<i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>

There was no determined impact because there are no complaints received/addressed in 2022 from BC's only customer, BSP. Likewise, no complaint was received from ILP clients.	For the year under report, the Company did not receive any complaint from BC's customer, BSP, regarding marketing and labelling of our gold product. Likewise, no complaint was received from ILP clients. If ever complaints arise in the future, the Company will handle/resolve the issues in accordance with Company's policies and procedures.
What are the Risk/s Identified?	Management Approach
<i>Identify risk/s related to material topic of the organization</i> There were no determined risks because we deliver our product in accordance with the established guidelines of BSP.	For the year under report, the Company has not received any complaints from BC's customer, BSP, regarding marketing and labelling of our product. Likewise, no complaint was received from ILP clients. If ever complaints arise in the future, the Company will handle/resolve the issues in accordance with Company's policies and procedures.
What are the Opportunity/ies Identified?	Management Approach
<i>Identify the opportunity/ies related to material topic of the organization</i> Increased Gold sales will increase BSP's gold reserve.	Benguet Corporation will continue to maintain or improve further on gold production and purity.

Customer privacy

Disclosure	Quantity	Units
<i>No. of substantiated complaints on customer privacy*</i>	0.00	#
<i>No. of complaints addressed</i>	0.00	#
<i>No. of customers, users and account holders whose information is used for secondary purposes</i>	Limited only to authorized Company engagement.	#

**Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

<p>What is the impact and where does it occur? What is the organization's involvement in the impact?</p>	<p>Management Approach</p>
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p> <p>The gold products are sold only to Bangko Sentral ng Pilipinas. Benguet Corporation cater to a government institution as customer. Thus, the company strives for confidentiality and accountability in all its public disclosures.</p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p>Observed the Data Privacy Policy of the company formulated in accordance w/ the Data Privacy Act of 2012 (R.A. 10173). This assures confidentiality of customers' information. Moreover, the Company adopted control measures to prevent the occurrence of data breach incidents.</p> <p>Proactively managed risks to ensure protection of data privacy at the start and throughout the lifecycle of any transaction.</p> <p>Appointment of Data Privacy Officer (DPO) for Baguio Operation.</p>
<p>What are the Risk/s Identified?</p>	<p>Management Approach</p>
<p><i>Identify risk/s related to material topic of the organization</i></p> <ol style="list-style-type: none"> 1. Loss of trust by either party (BC or customer) due to privacy breach. 2. Unauthorized processing which include but not limited to collection, recording, storage, updating or modification, retrieval, consolidation, use, erasure, or destruction of information/data gathered that may result in financial injury to both the company and the customer. 	<p>Security of the data collected from the Bangko Sentral ng Pilipinas is undertaken by limiting access to such information after it's been gathered.</p> <p>Direct and upfront communication with the customers about the information gathered and plans for using it.</p>
<p>What are the Opportunity/ies Identified?</p>	<p>Management Approach</p>

<p><i>Identify the opportunity/ies related to material topic of the organization</i></p> <p>Build stronger relationship with the customer.</p>	<p>Give customer an online form or email address for communicating their problems or concerns. Management undertakes to respond to these messages. Such two-way communication can help build trust and loyalty -- and help avoid potential privacy breach.</p>
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Data Security

Disclosure	Quantity	Units
<p>No case of data breaches, including leaks, thefts and losses of data</p> <p>There were no reported data privacy incidents, notifiable data breaches relating to cyber security, data governance or failure in the internal controls, any substantiated complaints concerning breaches of customer privacy and losses of customer data for the reporting period.</p>	<p>0.00</p>	<p># of data breaches</p>

<p>What is the impact and where does it occur? What is the organization’s involvement in the impact?</p>	<p>Management Approach</p>
<p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p> <p>While we do not have any substantiated complaints concerning breaches of privacy, BC continuously ensures the security of personal data, and protects employee’s privacy by creating, collecting, managing, storing, retrieving, and disposing of data in accordance with the BC Policy, Code of Conduct and NPC regulations.</p>	<p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p> <p>Benguet Corp has the Data Privacy policy in place which is being rolled out to all employees. The penalty for the violation of privacy rights resulting in data breaches, were also incorporated in the Employees’ Code of Conduct. To raise the security awareness even further, the Data Privacy policy is also a part of the Orientation Program during the onboarding process of employees.</p> <p>Moreover, the Company adapts control measures to prevent the occurrence of data breach incidents.</p>

<p>The Company has implemented and continuously improved its internal control to minimize the risk of data breaches.</p>	
<p>What are the Risk/s Identified?</p>	<p>Management Approach</p>
<p>Due to pandemic, individuals and companies are faced with the risk of data theft or data leakage (employee data) where collection of personal information is frequently done. (i.e. contact tracing, vaccination program) The Company's challenge is to ensure that security controls and practices are sufficient to mitigate those risks.</p> <p>The accelerating threat of cyber-attack and technical challenges.</p> <p>Unstructured data and bulk of information processed over the period of the company's existence is difficult to manage for data protection officer and compliance teams.</p> <p>Due to the geographical location of the central office and mine sites, the monitoring and managing the security of data by a common DPO would entail potential risks.</p>	<p>Benguet Corp has reviewed the entire Data Privacy framework and taken necessary measures to fully comply with the requirements of the National Privacy Communication (NPC). We continue to monitor pronouncements, advisories from regulating bodies on the new guidelines to ensure that we have a consistent data protection framework.</p> <p>The hiring of IT Manager to effectively handle the cyber-attack threat, malware and implement processes to improve handling of data and increase the efficiency of the file service use.</p> <p>Organizations must strive to achieve continuous compliance; risks continuously monitored and stakeholders continuously informed.</p> <p>Appointment of Data Privacy Officer (DPO) for Benguet District to effectively implement Data Privacy Policies.</p> <p><i>Please refer to link on Data Privacy Policy http://benguetcorp.com/wp-content/uploads/2018/05P7-Data-Privacy-Policy.pdf</i></p>
<p>What are the Opportunity/ies Identified?</p>	<p>Management Approach</p>
<p><i>Identify the opportunity/ies related to material topic of the organization</i></p> <p><u>Integration of File Service Data into Other Systems</u></p> <p>To establish and reinforce the knowledge about security and data protection, all employees handling personal data.</p>	<p>Secure ISO Certification on Quality Management Systems</p> <p>DPOs and personnel directly involved in handling the personal information underwent Training Seminars. .</p>

UN SUSTAINABLE DEVELOPMENT GOALS

Product or Service Contribution to UN SDGs

Key products and services and its contribution to sustainable development.

Key Products and Services	Societal Value / Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
<p>Gold and silver production – (BGO)</p> <p>Slake lime and quick lime – (ILP)</p>	<p>No Poverty</p> <ol style="list-style-type: none"> Contributed to the local and national economy. Contributed to the Bangko Sentral ng Pilipinas gold reserve for economic development of the country. Contribute to poverty alleviation by the provision of employment, payment of taxes to the government, payment of mandated statutory benefits to workers and other economic activities in the areas where the Company operates. 	<p>Land degradation – uncontrolled and unregulated activity of small-scale miners will contribute to instability of the ground slope resulting in landslides.</p> <p>Peace and order disruption due to influx of migrant IPs from other Regions.</p> <p>Illegal squatting in company properties/claims.</p>	<p>BC shall endeavor to increase production while reducing the use of materials and processes using land, water and air contaminants.</p> <p>Collaboration and coordination with the LGU, DENR and MGB as the regulatory agencies, for the fast resolution and regulation of small-scale mining activities in the area to minimize or control the increase of migrant IP’s.</p> <p>Strict enforcement of camp rules and regulations.</p>
	<p>Zero Hunger:</p> <p>Benguet Corporation provided development projects to the direct impact communities through the implementation of Social Development and Management Program such as infrastructures, reforestation projects,</p>		

	<p>trainings on empowerment, livelihood and provided computer equipments.</p>		
	<p>Good Health and Well-Being:</p> <ol style="list-style-type: none"> 1. Prevention of the spread of COVID-19 to the community where we operate and to the partners of the mining operation. 2. The Company provides medical care and services to employees and community residents, mostly belongs to IP's. 3. COVID19 Initiatives – spent a total of P5.6M for personal protective equipment, accommodations, food supplies for employees residing outside of Itogon, and construction of quarantine facilities. 	<p>The COVID-19 pandemic has affected the normal mining operation of BC during the 1st semester of 2022.</p>	<p>The spread of the deadly virus was prevented through the strict implementation of the identified safety and health protocols. Additional expenditures on the prevention and health protocol requirements of COVID-19 as well as construction and maintenance of isolation facilities were implemented that minimized the minimization of the COVID-19 during the 1st semester of 2022.</p> <p>Proper sanitation management coupled with information campaign on the disposal of solid waste, including proper disposal of used face mask and face shields.</p>
	<p>Quality Education:</p> <p>As a responsible corporate partner of society, the Company has a social obligation not only to preserve, protect and enhance the physical and ecological environment but also to improve the quality of life of the people in the</p>	<p>Hostile or rivalry.</p> <p>Envious from nearby or outside mining communities.</p>	<p>Selection of candidates for scholarship will be recommended by the officials of the community.</p>

	<p>communities surrounding the operation.</p> <p>The Company continues to offer Scholarship Program for qualified and deserving indigent community members.</p>		
	<p>Clean Water and Sanitation:</p> <p>The Company monitors the impact of the operation to the adjacent river systems and downstream communities to ensure that these are maintained at minimum levels for equal access of water source by various stakeholders.</p> <p>Following the provision of R.A. 9003 or the Ecological Solid Waste Management Act of 2001, BC has developed programs and activities that are in compliant with the segregation and proper disposal of various types of solid waste to improve sanitation inside the mining camp,</p>	<p>We are into mining and processing of gold and lime. Water pollution is the major concern in the mining operation. Gold processing requires a containment facility to impound the mill tailings.</p> <p>Potential water contamination and water pollution through improper management of ecological solid waste.</p>	<p>With the dam raising issues resolved, the raising of the dam crest of Tailings Storage Facility (TSF) No. 2 was completed and mill tailings produced are continuously contained / impounded at the storage facility to prevent water pollution along the river downstream.</p> <p>On the potential water pollution, regular monitoring of the drain tunnels and other appurtenant structures of the tailing's storage facility must be implemented. In the event of leakage, the milling operation must stop and immediate repair of the source of leaks must be conducted.</p> <p>BC is ISO 14001-2015 Certified.</p>
	<p>Life on Land</p> <p>For the year 2022, the company continuously maintained and protected the established Crosby Forest Park (man-made forest as support to watershed development of the</p>		

	<p>Company) inside its mining property. Enrichment planting is a continuing activity being conducted on areas with sparsely growing trees to provide more greens in its surroundings. The tree density is estimated at 352.55 trees per hectare. Family of employees and visitors from other areas are visiting the Park, enjoying the scenery and do camping.</p> <p>In addition to the Forest Park, the company also implemented reforestation program within and around its mining claims in compliance with its environmental enhancement program. For the year under report, a total of 6.0 hectares was planted with forest tree species.</p>		
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	<p>Responsible Consumption and Production:</p> <p>BC's procurement practices are always in accord with the Procurement Policy of the company. Sustainability activities in our value chain were categorized as follows:</p> <ul style="list-style-type: none"> a. Responsible sourcing from local or foreign source of needed logistics for the operation; b. Quality control of products and services to meet the expectations of the operation; c. Timeliness – availability of the products and services. 	<p>Sub-standard quality of supplies and materials or products that may affect or slowdown the operation and reduce gold production. Some local suppliers do not have access to or limited funds to expand thereby affecting the availability of local materials and supplies. Sourcing of imported materials are expensive and may delay the delivery of needed supplies that will affect the production.</p> <p>High cost of fuel, oil and power generation cost affecting the revenue.</p>	<p>BC believes that the success of the operation can be achieved through respect and transparent dealings between the management and the various agencies and entities that provide the goods and services to the Company. It manages supplier relationships through its values and compliance with applicable regulatory frameworks. To ensure sustainability in our supply chain, a risk-based approach in assessing suppliers is in place. Suppliers must comply with the standard requirements, such as ISO certified or government standard compliances. We engage them through a commercial framework that is aligned with BC's Purchasing Policy. Long-term planning on mining development and programs to advance the forecasting of needed materials and supplies to ensure availability when needed by the operation. The company has prioritized suppliers with ISO 14001-2015 Certification</p>
	<p>Peace, Justice and Strong Institutions:</p> <p>The influx of migrant workers and</p>	<p>Peace and order disruption due to influx of migrant IPs from other Regions</p>	<p>The Company established a strong security force guided by established policies of the Company and in</p>

	<p>proliferation of illegal small-scale miners have affected peace and order inside camp.</p>	<p>Illegal squatting in company properties/claims</p>	<p>coordination with government law enforcement agencies to avert and prevent security threat in the area.</p> <p>Strict enforcement of camp rules and regulations.</p>
	<p>Decent Work and Economic Growth:</p> <p>BC improved the quality of life of the people in the communities surrounding the operation by providing livelihood development programs such as giving work contracts to qualified residents in the area willing to participate in the projects, thereby earning income to support their day-to-day financial needs. BC share the wealth to the vulnerable members of the community to live a better life. The mining operation offers other mining related projects that generate employment opportunities for the local communities.</p>		
	<p>Climate Action:</p> <p>BC and ILP operations are in collaboration with the host and neighboring villages to actively participate in the CO² sequestration by planting more trees in their surroundings. In 2022, the company has</p>	<p>Among the identified negative impact related to climate change are the following:</p> <ul style="list-style-type: none"> a. Deforestation b. Landslide c. Forest fire / bush fire 	<p>Stronger, effective, and efficient coordination among heads of the operation and company executives gives a good account in addressing challenges in the operation.</p> <p>Regular preventive maintenance program of all equipments and</p>

	<p>maintained its reforestation program and planted additional 6.0 hectares of open brushlands inside its mineral claims. Overall, the company maintained a total of 800 hectares planted with various fruit bearing and forest tree species inside its mining properties.</p> <p>Air pollution is handled and minimized through regular maintenance of scrubbers and regular monitoring of air quality.</p> <p>The air quality performance during the period under report is within the National Standard on air pollutants as shown in the Disclosure Table on Air Pollutants and the monitoring report by Greentek Environmental Engineering Services and BERKMAN SYSTEMS, INC.</p>	<p>d. Underground water depletion e. Air pollution</p>	<p>machineries to minimize downtime and increase operating efficiency.</p>
	<p>Partnership to Achieve the Goal:</p> <p>The Company is operating in partnership with Mines and Geosciences Bureau (MGB) accredited mining contractors that employ miners from the</p>	<p>The illegal exploitation of mineral resources by the unregulated small-scale miners' operators surrounding the mining properties of the Company entail significant business</p>	<p>To ensure proper compliance, the Company puts a great amount of effort and invests substantial amount of its resources into environmental protection</p>

	<p>indigenous peoples of the Cordillera Region. Over 2,000 people in the workforce were employed by the Company and service contractor combined. Irisan Lime Project have engaged the services of a Cooperative whose members are composed of the indigenous people and members of the community in Brgy. Irisan, Baguio City and former company employees to operate its kiln plant. We also provide business opportunities to our various suppliers and service providers that support the day-to-day operation of the company. BC's partnership with regulatory agencies, supply chain providers and financial institutions is necessary to enhance policy coherence for sustainable development.</p>	<p>risks that may lead to environment degradation or mining accidents. Insufficient compliance or failure to follow environmental laws could affect the Company's mining activities. It may delay mining operations or could result in suspension of operation and/or imposition of substantial fines and penalties.</p>	<p>and rehabilitation in its areas of operations. As proof of its commitment to responsible and sustainable mineral resource development, the Company implements best practices and has adopted an environmental policy statement which is consistent with ISO:14001-2015 Certification on Environmental Management System (EMS). The ISO certification makes the Company's operations fully compliant with the requirement of DENR DAO No. 2015-07.</p>
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LIST OF APPENDICES:

APPENDIX NO.	TITLE
A	Environmental Management System Document No. EMSG-06 (Guidelines on Power Consumption)
B	Certificate of Approval of Annual Environmental Protection and Enhancement Program (AEPEP)
C	DRCS-09 (Summary of Risks and Opportunities)
D	Environmental Management System Document No. EMSG-03 (Guidelines on Diesel, Oil and Grease Handling, Transport and Storage)
E	Environmental Management System Document No. EMSG-12 (Guidelines on Contaminated Water)
F, F-1	Report Certification of Greentek Environmental Engineering Services on Source Emission Test Result
G, G-1, G-2	Ambient Air Quality and Noise Monitoring Report of Greentek Environmental Engineering Services
H	Environmental Management System Document No. EMSG-07-A (Guidelines on Hazardous Waste Management – Used Oil, Oil and Grease, Contaminated Items)
I	Photocopy of Environmental Compliance Certificate
J	Summary of Status of Regulatory Compliance Performance for C.Y. 2022
K	Photocopy of Certificate of Approval of 2022 Safety and Health Program
L	Photocopy of Certificate of Approval of Annual Social Development and Management Program (ASDMP)