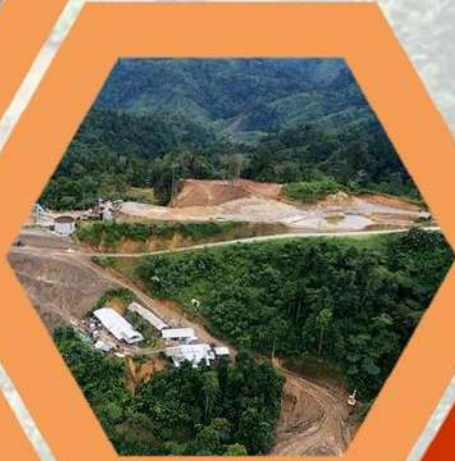




Resource Development (Phils.) Inc.



# Transformative Mining Towards a Sustainable Future

ESR Report 2021-2022





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GRI 102-47

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## About this Report

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

We are delighted to present the inaugural Environmental, Social, and Governance (ESG) report of TVI Resource Development Philippines Inc. (TVIRD), covering the period from 2021 to 2023. This comprehensive sustainability report showcases the collective efforts and performance of the TVIRD Group of companies, including Agata Mining Ventures Inc., the Greater Canatuan Resource Project (GRC), and the Balabag Gold-Silver Project (BGSP).

Over the years, TVIRD has made steadfast commitments to prioritize sustainability, responsibility, and transparency in all facets of our operations. This inaugural ESG report serves as a testament to our unwavering dedication to implementing best practices, fostering positive social impact, and minimizing our environmental footprint across our business endeavors.

Throughout the covered period, TVIRD has continued to integrate sustainable business practices into our core strategies, striving to achieve the delicate balance between economic growth, social well-being, and environmental protection. This report outlines our key initiatives and progress in various areas, including but not limited to:

- **Environmental Stewardship:** TVIRD recognizes the importance of preserving the natural environment for future generations. The report will detail our efforts in responsible resource management, reforestation initiatives, waste reduction, and biodiversity conservation.
- **Social Responsibility:** As a responsible corporate citizen, TVIRD remains deeply committed to supporting the communities where we operate. Our report will showcase our community development programs, education and healthcare initiatives, and endeavors to empower local stakeholders.
- **Governance and Ethics:** We understand that strong corporate governance and ethical practices are crucial for long-term sustainability. In this report, we will outline our governance framework, compliance measures, and commitment to upholding ethical standards.
- **Health and Safety:** The well-being of our workforce and stakeholders is of utmost importance. Our ESG report will highlight the measures taken to ensure a safe and healthy work environment across all our operations.
- **Economic Impact:** TVIRD believes that responsible business practices should also contribute positively to the local and national economies. Our report will present insights into our economic contributions, local employment opportunities, and procurement practices.

By undertaking this transformative journey towards transparency and accountability through our inaugural ESG report, TVIRD seeks to fortify the foundation of trust and active engagement with our valued stakeholders. Our commitment extends to investors, partners, customers, employees, and the wider community, with whom we share a collective responsibility for the planet and society. As we present this report, we acknowledge that our sustainability journey is an ongoing one, and we remain open to feedback and continuous improvement. Together, we will strive to create a positive impact and build a better, more sustainable world for everyone.





## Reporting Standard

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

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

## Reporting Scope and Limitations

Throughout this report, TVI Resource Development (Phils) Inc. (TVIRD) will be used to refer to all of our companies, offices, sites, and operations. This report examines TVIRD's environmental, social, and governance performance during a two-year period, 2021 and 2022.

Detailed on significant contributions to the following economic performance, development of its host and neighboring communities, commitment to environmental excellence are all provided. This report will be published annually for the following TVIRD Assets.

- Agata Mining Ventures Inc. (AMVI)
- Greenstone Resources Corporation – Siana Gold Project (GRC-SGP)
- TVI Resource Development (Phils) Inc – Balabag Gold Silver Project (TVIRD- BGSP)





## Material Topics

GRI 102-47

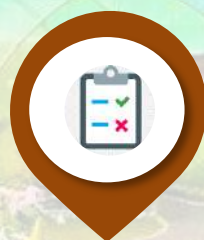
We have diligently adhered to the Global Reporting Initiative (GRI) reporting materiality requirements to ensure a comprehensive and accurate assessment of our material topics. Our commitment to Environmental, Social, and Governance (ESG) reporting led us to develop the ESG Report using a robust materiality assessment process.

Throughout this assessment, we considered insights from various sources, including extensive stakeholder involvement and engagement, operational reports, complaint registers, and valuable feedback gathered from our ongoing interactions with both internal and external stakeholders. By carefully evaluating these inputs and identifying opportunities, we have gained a deeper understanding of our sustainability risks, which has formed the basis for the content of this report. Our approach to identifying issues and topics has been all-encompassing, considering perspectives from diverse parties, including our employees, suppliers, contractors, host and neighboring communities, investors, and local and national government agencies. Moreover, we have remained mindful of environmental and economic aspects while addressing these concerns.

In our pursuit of excellence, we have implemented the principles of the Globally Harmonized System's materiality assessment, further enhancing the credibility and transparency of our reporting process. Through this diligent and inclusive methodology, we aim to present a comprehensive and reliable ESG Report that highlights our commitment to responsible business management and meaningful engagement with all stakeholders.



**IDENTIFY**  
Material Topics



**ASSESS**  
The Level of  
Criticality



**DETERMINE**  
The Current  
Performance



**RECOGNIZE**  
Stakeholders



**SETTING UP**  
Targets and  
Objectives



## ABOUT US

GRI 102-1, GRI 102-2, GRI 102-3, GRI 102-4, GRI 102-5, GRI 102-45

### OUR COMPANY

TVI Resource Development Phils., Inc. (TVIRD) is the Philippine affiliate of TVI Pacific Inc. (TSX: TVI), a publicly listed Canadian mining company focused on the exploration and production of precious and base metals from district-scale, large-system, high-margin projects located in the Philippines.

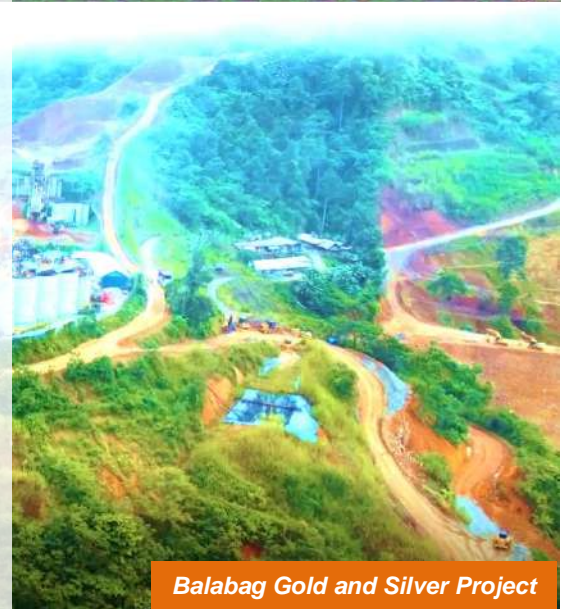
TVIRD is a Filipino corporation and is the first foreign-affiliated Filipino company to reach production stage upon the enactment of the Philippine Mining Act of 1995-the law that was instituted to revitalize the large-scale mining industry that would propel the nation's economic growth. Since then, TVIRD has evolved into a diversified mining company that focuses on the acquisition, exploration, development, and production of resource projects in the country. It operates under the highest standards of health and safety practices for its workers and its host community and is uncompromising in its best-practices approach to environmental protection as well as community development.

The company's first operating mine is in a 508-hectare area in Canatuan, Siocon, Zamboanga del Norte where it established gold and silver operations from 2004 to 2008, and then eventually moved to copper and zinc from 2009 until 2014. It produced 105,200 ounces of Gold, 1.8 million ounces of Silver, 199,778 DMT of Copper concentrates and 30,558 DMT of Zinc (Zn) concentrates and ranks among the country's top copper producers. TVIRD's operations stimulated economic growth and development, especially benefiting its indigenous Subanon hosts. Its operations also elevated its host town, Siocon, to a Class 1 municipality because of income, taxes and continued agricultural and mineral production.

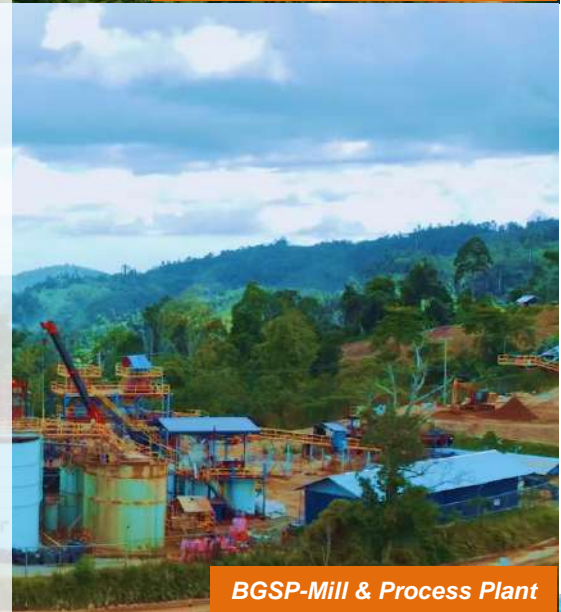
While TVIRD is currently advancing its succeeding mine sites, it also embarks on a sustainability program for Canatuan – making it the first company to conclude its operations under the Philippine Mining Act. Its Mine Rehabilitation Fund will support its final mine decommissioning and rehabilitation program; notwithstanding the company's current reforestation program that has planted over five times more trees than what was affected during its mining operations. A SUSTAINABLE FUTURE! Its subsidiary, TVI Agriproducts Inc., is set to ensure sustainable development through a



Canatuan Project



Balabag Gold and Silver Project



BGSP-Mill & Process Plant





Agata Mine Area



Agata Causeway



Agata Thematic Landscape

### OUR COMPANY (continued...)

viable agricultural production program in Canatuan. TVIRD has also advanced a joint venture project in the Philippines with Mindoro Resource Ltd. (MRL) and Mineral Production Sharing Agreement (MPSA) holder, Minimax Mineral Exploration Corporation. The companies signed four joint venture agreements relating to the Agata and Pan de Azucar mining projects located in the Mindanao and Visayas regions, respectively. Under the agreements, TVIRD reserves the option to assume a majority 60% interest and will act as operator of the projects.

These projects present TVIRD, MRL and Minimax with multiple growth prospects, including mineral development and processing of high iron laterite and limestone direct shipping ores (DSOs) known as Agata Projects. In the medium-term, prospects include pyrite material DSO, lime, and nickel.

TVIRD's chosen partner, MRL Nickel Philippines, Inc. (formerly MRL Gold Phils., Inc.), has consistently won major awards in the Philippine Mine Safety and Environment Association (PMSEA) competition for the past eight years, including the ASEAN award received by Agata Mining Ventures, Inc. in 2019. It has also received DENR Exemplary Performance Recognition for achieving Zero Environmental Violations since the start of operation. Likewise, TVIRD is primed to operate its gold and silver production in Balabag, Zamboanga del Sur as well as its ongoing joint venture projects.

Since 2004, TVIRD has already opened three (3) major mining projects in the Philippines - the TVIRD Canatuan, Gold Silver Project in Siocon Zamboanga del Sur, Agata Nickel Laterite Project in Agusan del Norte, and Balabag Gold Silver Project in Zamboanga del Sur. TVIRD also acquired two major gold projects in the Philippines, the Siana Gold Project (MPSA-184-2002-XIII) and the Mt. Labo Exploration and Development Corporation (MLEDC).



## OUR COMPANY (continued...)

TVIRD fully acquired ownership of Greenstone Resources Corporation (GRC), the MPSA holder in September 2021. The asset valuation is at 68.5% internal rate of return. At conservative gold and silver prices assumption of \$1,800/oz and \$23/oz respectively, the project is expected to generate \$370 million free-cash over its 10-year mining life. The Siana Gold Project having an area of 3,289 ha. is a high grade, production-ready gold project with a state of the art 1.1Mtpa Outotec mill located in northern Mindanao within the mineral rich province of Surigao del Norte, Philippines. The JORC 2012 mineral resource is 828.7koz gold and 1,042koz silver. GRC is ISO 9001, 14001 and OHSAS 18001 certified.

In 2022, TVIRD acquired the Mt. Labo Exploration and Development Corporation, which owns Mabilo – a near-production high grade copper-gold project in Camarines Norte Province. It has a shallow, flat-lying high-grade deposit that can be accessed through open pit mining at a relatively low cost. Per project feasibility study, all-in costs are at \$1200/oz gold and \$5000/lb copper.

It has strong overall economics with a nominal start-up cost of \$17.4 million to produce 1.97 million oz gold and 472,000 tonnes copper. The company plans to operate at an annual capacity of 67,000 oz for gold and 18,000 tonnes for copper to provide annual cash flow of ~\$52 million and 33% internal rate of return. In addition, Mabilo also has a high potential for further mineral exploration.

The two other exploration projects – TVIRD's Canatuan Expanded MPSA and its North Zamboanga tenements - are still in the target definition stage wherein the delineated geological, geochemical, and geophysical gold-silver-copper base metal anomalies are further explored. The potential of these two projects to proceed to the next exploration phase is high.



GRC Mill & Process Plant



GRC - Siana Open Pit



## OUR PURPOSE AND OUR MANAGEMENT POLICY

GRI 102-16

TVI Resource Development Phils., Inc. (TVIRD) advocates to the highest operational standards in exploration, development, and utilization of the mineral deposits in its tenement areas. TVIRD is committed to achieve a safe and healthy working environment for its employees, satisfaction of its customers and stakeholders, and the protection and restitution of the environment through pro-active establishment, implementation, maintenance, and continuous improvement of the Integrated Management System.

The company aims not just to be compliant with environmental laws and regulations but in the field of occupational safety, health, and quality management as well. TVIRD has made a commitment to work harmoniously with all its stakeholders and assuring sustainable development for its host and neighboring communities. In attributing its success, the company has been guided by the philosophy of "starting it right, keeping the end in mind" – and from which comes the strategic integration of the company's front-end operations to become a major mining company to conduct exploration and mining operation safely, efficiently, and profitably for the benefit of our stakeholders.





## BUSINESS ETHICS, PRINCIPLES AND GOVERNANCE

GRI 102-16

The business processes of TVIRD are synchronized with its environmental management and occupational safety and health processes while inputs required and output expected are determined before, during, and after mining a specific area so that adverse effects to the environment and people are addressed in the life cycle of the mine.

The company is cognizant that its social license to operate rests upon its ability to show that there is life after mining and that sustainable communities are achievable. Its imprint therefore is sustainable holistic development during and post mining operations.

TVI Resource Development Phils., Inc. (TVIRD) bears its conscripted guiding principles to realize a self-reliant community and resilient environment while conducting mining operations. Driven by a strong commitment to develop skills from grassroots level to better ensure the overall sustainability of its operations and the welfare of its communities.

TVIRD follows these five (5) guiding principles in the holistic implementation of its management system:

### a) COMMITMENT FROM THE TOP

This is the hands on and felt leadership of the Top Management in all aspects of the operation which draw the unified commitment from top to bottom of the organization and from which comes the synchronized integration of the company's front end mine planning, engineering, environmental management, and social development.







## BUSINESS ETHICS, PRINCIPLES AND GOVERNANCE *(continued...)*

### b) STARTING IT RIGHT, KEEPING THE END IN MIND

Guided by the philosophy of “Starting it Right, Keeping the End in Mind”, TVIRD inculcate a clear objective through the effective implementation of the Company’s ISO Integrated Management System (ISO 9001:2015 Quality Management System, ISO 14001:2015 Environmental Management System, and ISO 45001:2018 Occupational Health and Safety Management System) to integrate sound environmental management in the entire mining cycle of its Projects starting from planning, research study, exploration, development, operation until its rehabilitation and decommissioning stage to ensure that customers are satisfied and that ISO standards are being met.

From exploration to final utilization of the minerals within its tenement, it is ensured that careful assessment on the full impact of any activity is being considered towards achieving the final land use of transforming the TVIRD mine areas into an Agroforestry Ecotourism Hub at the end of mine life.



### c) OUR CORE VALUES

The realization of TVIRD’s approach to mining is guided in the beginning of its operation by the corresponding set of “Core Values: Honesty, Teamwork, Competitive Spirit, Cost Consciousness, Closeness to Stakeholders, and Environmental Excellence” which bonds the overall organization to share a bigger purpose. Ingraining these values builds a culture for driving TVIRD’s desired outcomes and performance during times of change. It was cultivated as the bedrock of TVIRD’s perseverance to achieve its objective and fulfill its vision.

### d) YEBO, MEANS OBEY

The discipline of voluntarily obeying the strategic objective of the Company fueled by the trust and confidence shared amongst employees and the management is by virtue of the steeled culture “YEBO” which means OBEY!



## BUSINESS ETHICS, PRINCIPLES AND GOVERNANCE *(continued...)*

### e) MULTIPLY THE BREAD

TVIRD's operation is creating a multiplier effect that cascaded to its host local government units and local communities in terms of taxes, fees, infrastructures development, employment, supplies, and linked industries. This comes with the direction of the Company to "Multiply the Bread" to its employees, families, host and neighboring communities, nearby communities beyond its MPSA, and to the country in general.

Staying true to this vision, measurable benefits that shall transcend to delivery of economics will be progressive:

- Continued significant contribution of the Project to the country's exports of gold and silver and to the municipality, provincial, regional, and national GDP for years to come.
- Continued generation of tax revenue for the national government (i.e., excise and income taxes), concerned local government units (i.e., excise tax share, occupation fees, and local taxes), and IP sectors (i.e., royalties).
- Continued employment generation in the Country, which when coupled with the massive activities appurtenant to the operational expenditures of the Project, will pump-prime economic growth and development with the end in view of delisting the region from among the least economically developed regions in the country.
- Continued promotion of economic and social development for the IPs of the area in their Ancestral Domain through guaranteed royalty of 1% from the gross revenues of the Project.
- Continued provision and development of education, health and medical services, and livelihood initiatives for the disadvantaged population through robust social development projects.







TREE IMPROVEMENT  
&  
FOREST HEALTH  
LABORATORIES

## BUSINESS ETHICS, PRINCIPLES AND GOVERNANCE *(continued...)*

### GOVERNANCE

Governance in TVIRD has always been clear through the company's vision to always act in its best interests. TVIRD strongly believes that having good corporate governance maximizes long-term value for the company and maintaining good relationship to our stakeholders through its anchored business ethics and principles.

TVIRD affirms that the company will always act proactively and sustainably in fulfilling the long term economic, moral, legal and social obligations towards every stakeholders and to be an environmental catalyst to act as a driving force for generation of clean energy and abatement of major pollutants in air, water, and land.





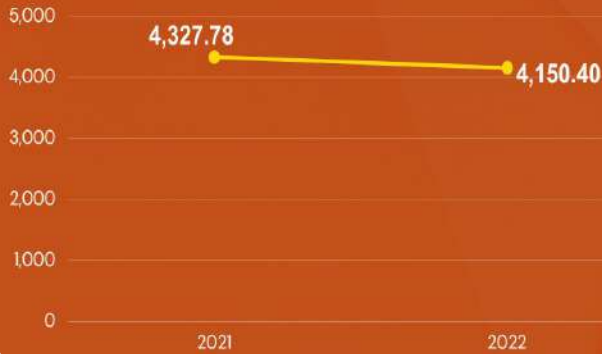
# PERFORMANCE HIGHLIGHTS



## AGATA MINING VENTURES INC. (AMVI)

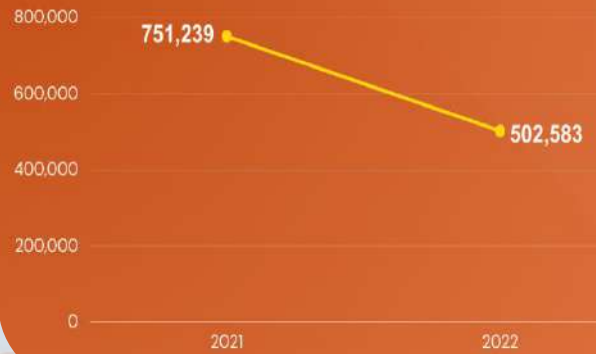
### GROSS REVENUES

(IN PHP MILLIONS)



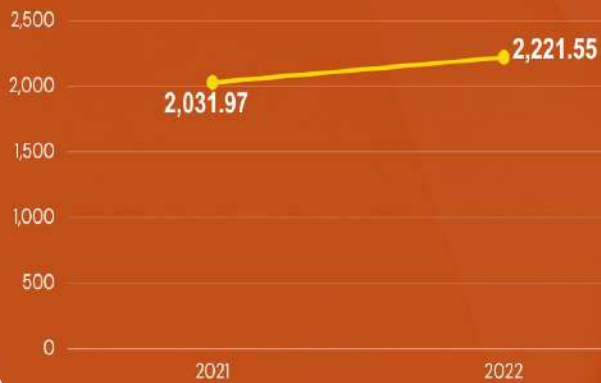
### LIMONITE OUTPUT

(in WMT)



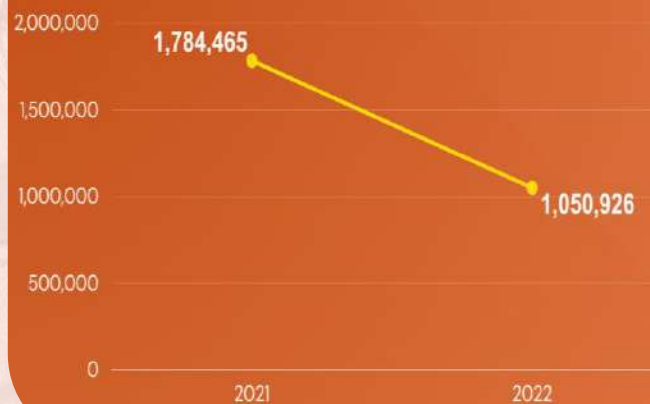
### EBITDA

(IN PHP MILLIONS)



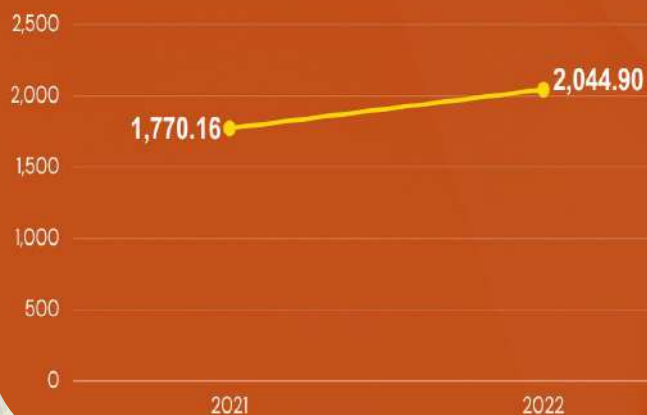
### SAPROLITE OUTPUT

(in WMT)



### NET PROFIT

(IN PHP MILLIONS)





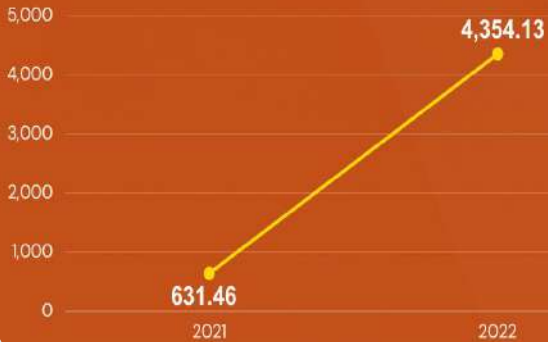
# PERFORMANCE HIGHLIGHTS



## TVIRD – BALABAG GOLD AND SILVER PROJECT (BGSP)

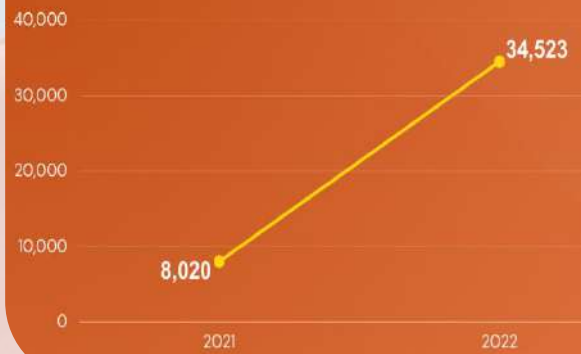
### GROSS REVENUES

(IN PHP MILLIONS)



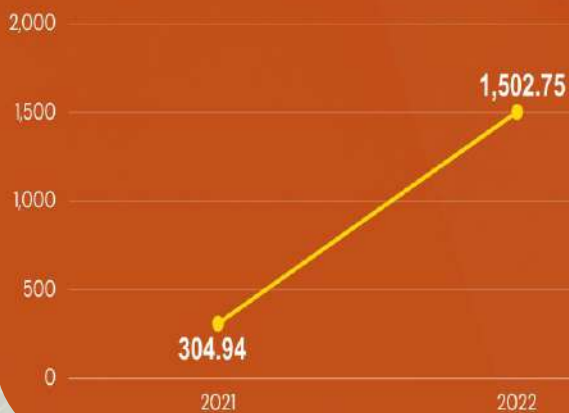
### GOLD OUTPUT

(in ounces)



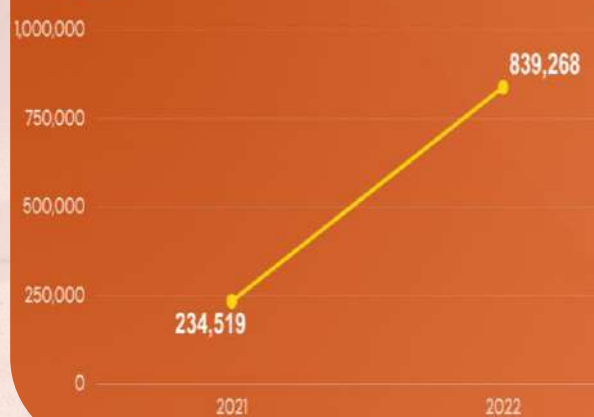
### EBITDA

(IN PHP MILLIONS)



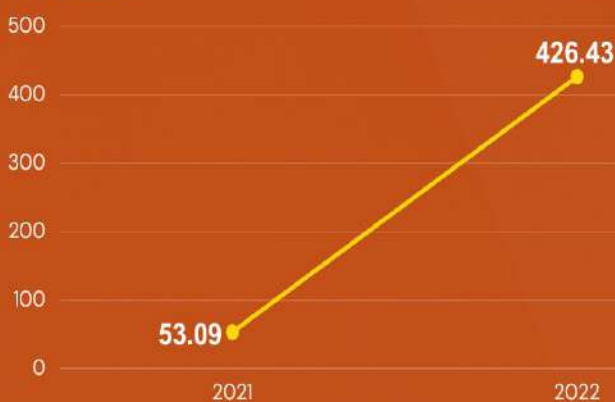
### SILVER OUTPUT

(in ounces)



### NET PROFIT

(IN PHP MILLIONS)





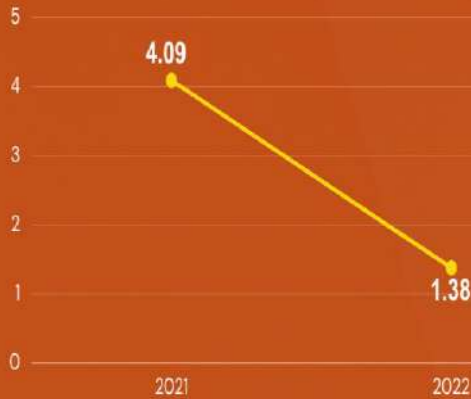
# PERFORMANCE HIGHLIGHTS



## GREENSTONE RESOURCES CORPORATION (GRC)

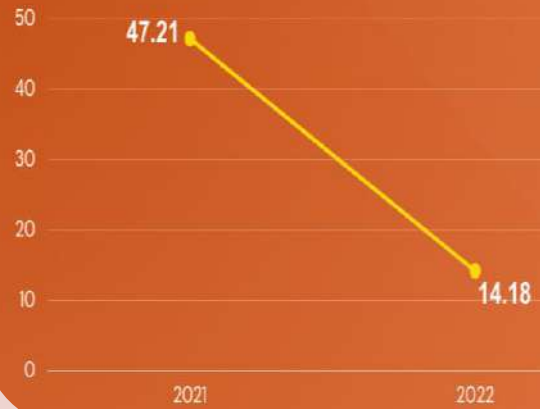
### GROSS REVENUES

(IN PHP MILLIONS)



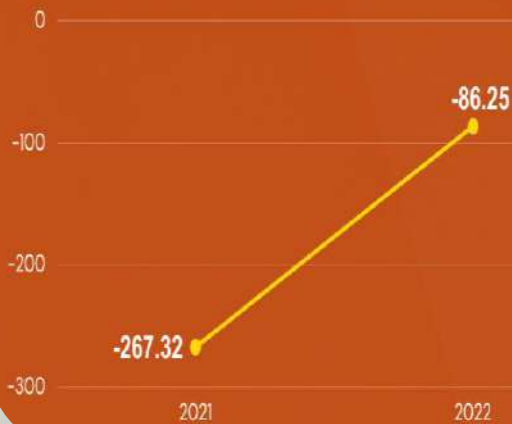
### GOLD OUTPUT

(in ounces)



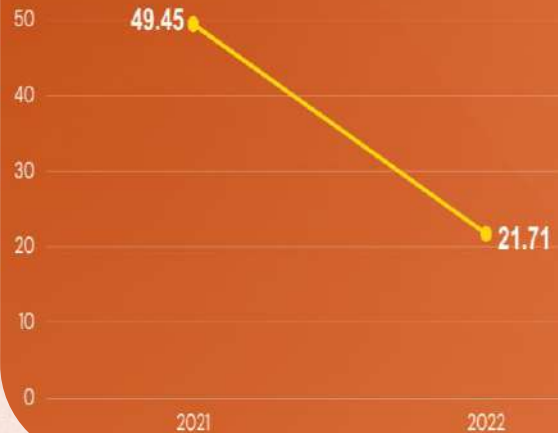
### LBITDA

(IN PHP MILLIONS)



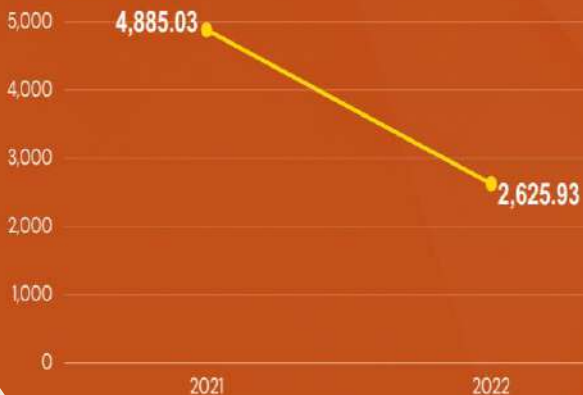
### SILVER OUTPUT

(in ounces)



### NET PROFIT

(IN PHP MILLIONS)







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**ECONOMIC CONTRIBUTION  
AND PERFORMANCE**

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Our financial strategy is based on providing all of our stakeholders with solid returns and long-term benefits for economic and social growth.

### ECONOMIC PERFORMANCE

Throughout the unprecedented circumstances brought about by the pandemic, The company experienced remarkable financial success in both 2021 and 2022, enabling us to make substantial contributions to the economy through various means, including employment generation, tax payments, dividend distribution, and community engagement.

Agata Mining Ventures Inc. achieved a significant milestone in 2021 by generating an annual revenue of Php 4.0 Billion, demonstrating our strong financial performance. Building on this success, we continued to surpass expectations in 2022, with a new record annual revenue of Php 4.15 Billion.

AMVI paid Php 254 million in taxes in 2021 and Php 190.8 million in taxes in 2022.

**Table 1. Agata Mining Ventures Inc. (AMVI) Economic Value Generated and Distributed**

GRI 201-1

DISCLOSURE	AMOUNT
<b>2021</b>	
Direct economic value generated (revenue)	₱4,000,796,100
a. Operating Costs	₱2,517,111,550
b. Employee wages and benefits	₱102,433,000
c. Payments to suppliers	₱595,578,770
d. Taxes paid to government	₱254,112,730
e. Investments in community	₱55,591,120
<b>2022</b>	
Direct economic value generated (revenue)	₱4,150,401,090
a. Operating Costs	₱2,018,748,550
b. Employee wages and benefits	₱100,513,070
c. Payments to suppliers	₱314,953,900
d. Taxes paid to government	₱190,817,150
e. Investments in community	₱42,990,470



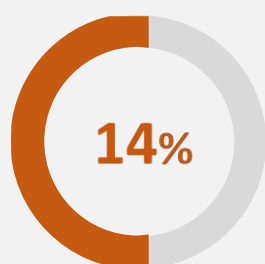
**Table 2. TVI-Balabag Gold and Silver Project’s (BGSP) Economic Value Generated and Distributed**

GRI 201-1

DISCLOSURE	AMOUNT
<b>2021</b>	
Direct economic value generated (revenue)	₱614,946,197
a. Operating Costs	₱924,617,564
b. Employee wages and benefits	₱471,161,243
c. Payments to suppliers	₱59,457,877
d. Interest payments to loan providers	₱78,882,154
e. Taxes paid to government	₱297,776,453
f. Investments in community	₱8,579,571
<b>2022</b>	
Direct economic value generated (revenue)	₱4,232,843,760
a. Operating Costs	₱2,015,845,827
b. Employee wages and benefits	₱329,210,652
c. Payments to suppliers	₱1,511,763,272
d. Interest payments to loan providers	₱72,643,472
e. Taxes paid to government	₱297,776,453
f. Investments in community	₱21,558,500

A higher milestone was set in 2022 when the company's yearly revenue surpassed Php 4.2 billion from 2021's TVIRD-Balabag Gold Silver Project's Php 614.9 million.

TVIRD setting the bar high for its economic performance. TVIRD continuously improving their commitment, targets, objectives to instill holistic growth and align to their company's goals in terms of excellence.



14% was increased from the previous year's annual revenue.

TVIRD's tax payments reached Php 297.7 Million for 2021 and 2022. Community engagement and investments reached Php 8.57 Million for 2021 and Php 21.5 Million in 2022.

***TRANSPARENCY is an integral part of TVIRD's management policy.***



Greenstone Resources Corporation, put a strong focus to remain at the top to their commitment to go beyond compliance and maintaining their engagement with communities, relationship with the government and others.

Greenstone Resources Corporation reached Php 24.69 Million for their taxes paid to the government in year 2021 and Php 43.06 Million for year 2022. Investments in community reached Pho 14.1 Million for 2021 and Php 1.92 Million for 2022.

TVIRD Projects affirms its commitment to better meet the rising demand from all spheres of society for knowledge and responsibility about the Company's objectives, pursuits, and results of its businesses.

**Table 3. Greenstone Resources Corporation (GRC) Economic Value Generated and Distributed**

GRI 201-1

DISCLOSURE	AMOUNT
<b>2021</b>	
Direct economic value generated (revenue)	₱4,086,586.82
a. Operating Costs	₱271,404,895.43
b. Employee wages and benefits	₱43,775,477.20
c. Payments to suppliers	₱1,115,101,341.16
d. Taxes paid to government	₱24,697,515.45
e. Investments in community	₱14,110,766
<b>2022</b>	
Direct economic value generated (revenue)	₱1,381,130.95
a. Operating Costs	₱87,629,008.39
b. Employee wages and benefits	₱135,901,217.85
c. Payments to suppliers	₱871,884,307.50
d. Taxes paid to government	₱43,060,402.12
e. Investments in community	₱1,927,000

*We continued to post strong financial performance with a record revenue and proliferating profitability to accomplished positive returns in a row on capital that was invested. We are in a good position to make investments and innovations in our future to increase our operations and extend the mine lives with the aim of creating long-term value for stockholders, stakeholders and the areas in which we operate.*



# 2021-2022 PAYMENTS AND PROCUREMENT

We operate with the approval of our host communities and collaborate with them to leave a constructive socioeconomic legacy based on increased capability.

We work closely with these communities and other stakeholders to develop a cohesive partnership thereby establishing strong social acceptance and a sense of ownership and community involvement.

Our operations provides employment, purchase goods from local and international. The Company has been invested heavily in its communities through the establishment of agroforestry plantations, poultry and livestock facilities, furniture and handicraft production and fishing equipment.





## SUPPLY CHAIN MANAGEMENT

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

A good or service's complete manufacturing process, from the procurement of its raw materials through the delivery of its finished goods to customers, is managed through supply chain management. Effective strategic supply chain management systems minimize cost, waste and time in the production cycle. TVIRD has an accreditation procedure to govern its supplier chain. The accreditation process involves adherence to environmental management, safety and health protocols and in bribery and corruption.

The company prioritizes local suppliers particularly those suppliers that belong to the host communities and livelihood initiatives, in accordance with the procurement process and government guidelines.

Due to Management's focus of involvement with local suppliers or vendors, Agata Mining Ventures Inc. purchased Php 595.78 Million in 2021 (54% of this comes from the local suppliers) and Php 314.95 Million in 2022 (49.4% of this comes from the local). In 2021, Greenstone Resources Corporation purchased a total of Php 1.11 Billion and 18.18% of this total purchases are from local vendors and for 2022, total purchase is Php 871.88 Million and 96.4% of this comes from the local. TVI-BGSP total purchased in 2021 reached Php 1.01 Billion, 18.76% of this were made from local vendors and for 2022, and it reached a total purchase of Php 2.51 Billion with a purchased percentage of 5.31% from the local vendors.

As part of instilling continuous development and innovation, the Company improves the purchasing procedure and material forecasting including its production strategic plans, lead time, and adherence to human rights and anti-corruption policy as an additional criteria to avoid any stock unavailability.



**Table 4. Supplier Spending for 2021 and 2022**

SUPPLIER SPENDING	AMVI	TVIRD	GRC
<b>2021</b>			
Local Supplier	₱318,824,501	₱190,847,095	₱202,714,349.51
National Supplier	₱276,963,269	₱805,810,485	N/A
International Supplier	N/A	₱20,235,919.58	₱912,386,991.95
<b>Total</b>	<b>₱595,787,770</b>	<b>₱1,016,893,500</b>	<b>₱1,115,101,341.16</b>
<b>2022</b>			
Local Supplier	₱155,710,479	₱133,595,134	₱840,921,871.06
National Supplier	₱159,243,421	₱2,369,958,328	0.00
International Supplier	N/A	₱9,366,153	₱30,962,436.44
<b>Total</b>	<b>₱314,953,900</b>	<b>₱2,512,919,615</b>	<b>₱871,884,307.50</b>

**Table 5. Payments for 2021 and 2022**

PAYMENTS	AMVI	TVIRD	GRC
<b>2021</b>			
Taxes paid to the government	₱254,112,730	₱297,776,453	₱24,697,515.45
Royalties	₱86,555,518	₱27,004,657	₱0
<b>Total</b>	<b>₱340,668,248</b>	<b>₱324,781,110</b>	<b>₱24,697,515.45</b>
<b>2022</b>			
Taxes paid to the government	₱190,817,150	₱297,776,453	₱43,060,402.12
Royalties	₱83,510,818	₱151,601,752	₱0
<b>Total</b>	<b>₱274,327,968</b>	<b>₱449,378,205</b>	<b>₱43,060,402.12</b>





# PEOPLE





## PEOPLE

TVIRD values its people, who are its most valuable intangible assets. The Company is dedicated to improving the quality of life for employees and their families, it also demands that they be well-aware of social and environmental issues affecting the sector and strictly uphold high moral and ethical standards when performing their duties.

Training, awareness, and competency are important aspects for an employee to effectively perform his/her duties and responsibilities. The Company upholds employee rights guaranteed by existing labor laws that promote non-discrimination, environmental awareness, a safe working environment as well as supports programs that effectively engage and develop employees. As a first step prior to annual training, TVIRD identifies relevant interventions by assessing the training needs of employees - either behavioral or technical - based on their performance. This extends to contractors either through in-house or external trainings, a series of orientations, inductions, and workshops.

TVIRD developed incentive programs to promote consistent safety practices and proactive environmental stewardship by using it as a key performance indicator of individual employees. TVIRD holds an annual celebration to recognize the top performing employees across the ranks. This is part of the Company's initiative under its 'Employee Development Program' in providing opportunities for improvement and job succession.

It strives to create workplaces that builds a culture of mutual trust and respect and where every person feels responsible for the performance and reputation of their group. We respect one another and each other's individual rights and customs. TVIRD works towards achieving a diverse workforce, recruiting, employing, and promoting people only based on the objective criteria and the qualifications and abilities needed for the job to be performed.

Guided by one of TVIRD's Core Values "Closeness to Stakeholders", we prioritize local employment and training opportunities top priority so that the communities where our activities are located prosper. At all levels of our business, we recognize the value of having a significant local presence, thus we keep implementing initiatives for developing leaders who are enhancing leadership potential within our company.



## CODE OF CONDUCT

GRI 205-2, GRI 205-3, GRI 412-2

We continuously uphold the greatest standards of corporate behavior, and everyone who works for TVIRD around Agata Mining Ventures Inc. (AMVI), Greenstone Resources Corporation (GRC) – Siana Gold Project, and TVI Resource Development (TVIRD) – Balabag Gold Silver Project. All TVIRD employees are subject to our Code of Conduct, which outlines the guidelines by which we conduct our company working on our behalf are our directors, officers, staff, and contractors. The code is complemented by policies and procedures that provide acceptable standards and procedures for health and safety, environmental management, human rights, and community participation. Heritage and culture, employment and diversity, bribery and corruption prevention, and investor relations.

Instilling “Honesty” as one of our Core Values, the Company prohibits all forms of dishonesty including bribery and corruption, specifically item Article 6 (Offense Against Company Interest), Section 2.5 of the Company’s Code of Conduct wherein offering or accepting anything of value in exchange of employment opportunities or favors to third parties wherein the company has business relationship. To ensure that the policy of the Company regarding anti-corruption, which is imbedded in the Code of Conduct, on a regular basis, the Company conducted an information, education, and communication (IEC) activities across all levels, specifically during:

1. Onboarding orientation of new hires.
2. Annual General orientation every January of the year.
3. Flag raising ceremony every Monday of the week.

Apart from that, the Company has also an established procedure in handling administrative cases involving violation of anti-corruption practices policy, Code of Conduct, and other Standard Operating Procedures relative thereto. In 2021 and 2022, there were no recorded incidents of bribery, human rights, discrimination and corruption.





## EMPLOYMENT

### EMPLOYMENT HIRING AND BENEFITS

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

TVIRD gives priority to hiring individuals from its host communities and provides salaries and benefits that exceed those of regional counterparts across its operating sites. In 2021, Agata's new hires reached 43 and the attritions/turnover reached 24 both for male and female with the attrition rate of 4.76% for male and 15% for female. TVIRD reached a total of 268 newly hired employees and a total attrition of 510 with the respective attrition rate of 57.48% for male and 2.59% for female. GRC has a total of 68 newly hired employees with zero attritions or turnover.

Year 2022, Agata's newly hired employees both male and female reached a total of 46 and the total attrition of 370 with corresponding 91.26% attrition rate for male and 58.98% for female. TVIRD reached a total of 301 newly hired employees with the attrition of 250 in total. The corresponding attrition rate was 19.42% for male and 3.16% for female. At the end of 2022, TVIRD Balabag Gold Silver Project had generated and provided employment for 1,387 people, of which 1,228 or 88.5% are employed in permanent contracts. GRC having a blast for year 2022 as it reached 775 newly hired employees with a total attrition of 17 with the corresponding attrition rate of 2% for male and 3.7% for female.

In conclusion, TVIRD Projects in 2021 reached a total of 311 newly hired employees with an attrition of 534 and an average attrition rate of 13.31%. In 2022, it has a total of 1,122 newly hired employees and an attrition of 637 with an average attrition rate of 29.75%.

TVIRD across its projects offers wide range of benefit packages beyond merely complying with regulations, from giving transportation allowance, vitamins, PPEs, and free medicines and consultations to protect employees' health and well-being.



**Table 6. New Hires and Turnovers for 2021 and 2022**

GRI 202-1, GRI 401-1

NEW HIRES AND TURNOVERS	AMVI		TVIRD		GRC		TOTAL
	Male	Female	Male	Female	Male	Female	
<b>2021</b>							
New Hires	31	12	243	25	52	16	311
Attritions/Turnover	15	9	488	22	0	0	534
Attrition Rate	4.76%	15%	57.48%	2.59%	0%	0%	13.31%
Salary of the lowest paid	350	350	316	316	350	350	
Minimum wage	350	350	316	316	350	350	
Ratio of the lowest paid employee against minimum wage	1:1	1:1	1:1	1:1	1:1	1:1	
<b>2022</b>							
New Hires	42	4	264	37	694	81	1122
Attritions/Turnover	324	46	215	35	14	3	637
Attrition Rate	91.26%	58.98%	19.42%	3.16%	2%	3.7%	29.75%
Salary of the lowest paid	350	350	351	351	350	350	
Minimum wage	350	350	351	351	350	350	
Ratio of the lowest paid employee against minimum wage	1:1	1:1	1:1	1:1	1:1	1:1	



**Table 7. List of Benefits for 2021 and 2022**

GRI 401-2

LIST OF BENEFITS	AMVI		TVIRD		GRC	
	Male	Female	Male	Female	Male	Female
<b>Percentage of Employees who availed for the year 2021</b>						
SSS	0.03%	0.01%	1.40%	0.05%	0%	0%
PhilHealth	0.01%	0.01%	1.98%	1.48%	0%	0%
Pag-ibig	0.08%	0.04%	0.60%	0.30%	0%	0%
Parental Leaves	0.01%	0%	1.75%	0.12%	0%	0%
Vacation Leaves	0.10%	0.08%	36.00%	1.90%	0.05%	0.02%
Sick Leaves	0.08%	0.04%	9.20%	0.70%	0.03%	0%
Life Insurance	0%	0%	0%	0%	0%	0%
Medical benefits aside from PhilHealth	0%	0%	78.66%	5.30%	0%	0%
Housing assistance (aside from Pag-ibig)	0%	0%	26.16%	1.38%	0%	0%
Free company quarters, with basic furnishing free electricity and water	0.15%	0.12%	58.35%	5.16%	0.04%	0.02%
Professional Tax Renewal (PRC)	0.16%	0.05%	0%	0%	0.03%	0.02%
Free Meals/Meal Allowance	0.19%	0.08%	72.81%	6.71%	0.21%	0.02%
Free Laundry	0.15%	0.06%	14.80%	4.48%	0.04%	0.02%
<b>Percentage of Employees who availed for the year 2022</b>						
SSS	100%	100%	1.48%	0.12%	4%	0%
PhilHealth	100%	100%	2.23%	2.48%	0.28%	0%
Pag-ibig	100%	100%	0.62%	0.37%	6%	0%
Parental Leaves	0%	0%	2.73%	0.74%	0%	0%
Vacation Leaves	100%	100%	37.97%	1.99%	14%	14%
Sick Leaves	0%	0%	10.30%	0.74%	10%	12%
Life Insurance	100%	100%	N/A	N/A	N/A	N/A
Medical benefits aside from PhilHealth	63.94%	88.46%	64.27%	6.33%	0%	0%
Housing assistance (aside from Pag-ibig)	0%	0%	23.20%	1.36%	0%	0%
Free company quarters, with basic furnishing free electricity and water	0%	0%	49.75%	6.20%	13%	11%
Professional Tax Renewal (PRC)	33.33%	24.35%	0%	0%	0%	0%
Free Meals/Meal Allowance	24.80%	67.95%	63.15%	7.57%	100%	100%
Free Laundry	24.80%	57.69%	15.38%	5.96%	13%	11%



**Table 8. Parental Leaves for 2021 and 2022**

GRI 401-3

PARENTAL LEAVES	AMVI	TVIRD	GRC	TOTAL
<b>2021</b>				
<b>Paternal Leave</b>				
Total employees who took paternal leave	2	5	0	7
Number of employees who returned to work paternal leave	2	5	0	7
Return to work rate (%)	100%	100%	0%	100%
Number of employees who are still employed one year after their return from paternal leave	2	5	0	7
Retention Rate (%)	100%	100%	0%	100%
<b>Maternal Leave</b>				
Total employees who took paternal leave	3	3	3	9
Number of employees who returned to work paternal leave	3	3	3	9
Return to work rate (%)	100%	100%	100%	100%
Number of employees who are still employed one year after their return from paternal leave	3	3	3	9
Retention Rate (%)	100%	100%	100%	100%
<b>2022</b>				
<b>Paternal Leave</b>				
Total employees who took paternal leave	3	22	18	43
Number of employees who returned to work paternal leave	3	22	18	43
Return to work rate (%)	100%	100%	100%	100%
Number of employees who are still employed one year after their return from paternal leave	3	20	18	41
Retention Rate (%)	100%	90.91%	100%	95.35%
<b>Maternal Leave</b>				
Total employees who took paternal leave	4	6	0	10
Number of employees who returned to work paternal leave	4	4	0	8
Return to work rate (%)	100%	66.67%	0%	80%
Number of employees who are still employed one year after their return from paternal leave	4	2	0	6
Retention Rate (%)	100%	50%	0%	75%



## EMPLOYEE TRAINING AND DEVELOPMENT

The company have a strong focus on training and development by increasing the knowledge, skills, and abilities of employees. TVIRD have a system to identify the skills and competency gap in order to come up with the best intervention depending on the function. We are training them depending on the actual need for skills, behavioral and mandatory training. We do

- Training Needs Analysis
- Create an Employee Development Plan
- Schedule the training to keep High Potential Employees

The process includes classroom instructions, workshops, mentoring, coaching, online courses and more. The goals of these trainings are to improve employee's performance and productivity, as well as to help employees develop their careers and achieve their personal goals. The Company recognizes that investing in training and development, we increase employee's engagement and retention, as well as improve their overall competitiveness in the job.





**Table 9. Training and Development for 2021 and 2022**

GRI 404-1

TRAINING HOURS	AMVI	TVIRD	GRC	TOTAL
<b>2021</b>				
<b>Total Training Hours</b>	<b>1,030</b>	<b>7,978</b>	<b>148</b>	<b>9,156</b>
Male Training Hours	924	7,100	68	8,092
Female Training Hours	106	878	80	1,064
<b>Total Employees Trained</b>	<b>115</b>	<b>268</b>	<b>29</b>	<b>412</b>
Male Employees Trained	103	243	20	366
Female Employees Trained	12	25	9	46
<b>2022</b>				
<b>Total Training Hours</b>	<b>1,982</b>	<b>11,580</b>	<b>2,850</b>	<b>16,412</b>
Male Training Hours	1580	10,246	2,400	14,226
Female Training Hours	402	1,334	450	2,186
<b>Total Employees Trained</b>	<b>242</b>	<b>694</b>	<b>353</b>	<b>1,289</b>
Male Employees Trained	201	614	300	1,115
Female Employees Trained	41	80	53	174

**Table 10. TVIRD Programs for Upgrading Employee Skills for 2021 and 2022**

GRI 404-2

KEY TRAININGS	AMVI	TVIRD	GRC	TOTAL
<b>2021</b>				
Technical Training	538	2,741	78	<b>3,357</b>
Leadership Skills Training	338	0	62	<b>400</b>
Soft Skills Training	154	5,250	8	<b>5,412</b>
<b>2022</b>				
Technical Training	820	3,932	1,608	<b>6,360</b>
Leadership Skills Training	408	0	600	<b>1,008</b>
Soft Skills Training	754	7,648	642	<b>9,044</b>



**Table 11. Employment by Position and Age Group for 2021 and 2022**

GRI 404-3

EMPLOYMENT BY POSITION AND AGE GROUP	AMVI	TVIRD	GRC	TOTAL
<b>2021</b>				
<b>Below 30 years old</b>				
Senior Management	0	0	0	0
Managers	0	0	0	0
Supervisors	9	29	2	40
Rank and file	60	131	19	210
Total	<b>69</b>	<b>160</b>	<b>21</b>	<b>250</b>
<b>30 to 50 years old</b>				
Senior Management	0	0	0	0
Managers	3	12	2	17
Supervisors	32	82	14	128
Rank and file	207	263	27	497
Total	<b>242</b>	<b>357</b>	<b>43</b>	<b>642</b>
<b>Over 50 years old</b>				
Senior Management	0	0	1	1
Managers	3	10	7	20
Supervisors	3	13	2	18
Rank and file	40	41	8	89
Total	46	64	18	128
2021 Total	<b>351</b>	<b>581</b>	<b>82</b>	<b>1,014</b>
<b>2022</b>				
<b>Below 30 years old</b>				
Senior Management	0	0	0	0
Managers	0	0	0	0
Supervisors	4	47	17	68
Rank and file	71	238	123	432
Total	<b>75</b>	<b>285</b>	<b>140</b>	<b>500</b>
<b>30 to 50 years old</b>				
Senior Management	0	0	0	0
Managers	2	14	4	20
Supervisors	22	81	44	147
Rank and file	197	351	321	869
Total	<b>221</b>	<b>446</b>	<b>369</b>	<b>1,036</b>
<b>Over 50 years old</b>				
Senior Management	0	0	1	1
Managers	1	7	9	17
Supervisors	2	14	11	27
Rank and file	40	54	59	153
Total	43	75	80	198
2022 Total	<b>339</b>	<b>806</b>	<b>589</b>	<b>1,734</b>



## DIVERSITY AND INCLUSION

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

The high performance and long-term success of TVIRD and our capacity to sustainably contribute to the communities where we operate depend on a diverse workforce and an inclusive culture. Bringing together individuals from various backgrounds and fostering a healthy environment for them.

TVIRD focuses of creating a workplace that is made up of employees from a variety of different backgrounds, including differences in race, gender, age, ethnicity religion, sexual orientation, and other factors. It aims to create a work environment where all employees feel valued, respected, and supported, regardless of their differences. There were no recorded discrimination for the two year period 2021-2022.

**Table 12. Employment by Contract Type and Gender for 2021 and 2022**

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

EMPLOYMENT BY CONTRACT TYPE AND GENDER		AMVI	TVIRD	GRC	TOTAL
<b>2021</b>					
Male	Regular/Probationary	52	467	15	534
	Seasonal	130	0	0	130
	Project-based	118	60	48	226
	<b>Total</b>	<b>300</b>	<b>527</b>	<b>63</b>	<b>890</b>
Female	Regular/Probationary	0	46	0	46
	Seasonal	0	0	0	0
	Project-based	12	8	13	33
	<b>Total</b>	<b>12</b>	<b>54</b>	<b>13</b>	<b>79</b>
<b>Total</b>	<b>(Regular/Probationary)</b>	<b>52</b>	<b>581</b>	<b>15</b>	<b>648</b>
<b>2022</b>					
Male	Regular/Probationary	34	646	95	775
	Seasonal	115	0	0	115
	Project-based	109	78	430	617
	<b>Total</b>	<b>258</b>	<b>724</b>	<b>525</b>	<b>1507</b>
Female	Regular/Probationary	23	74	34	131
	Seasonal	7	0	0	7
	Project-based	11	8	30	49
	<b>Total</b>	<b>41</b>	<b>82</b>	<b>64</b>	<b>187</b>
<b>Total</b>	<b>(Regular/Probationary)</b>	<b>57</b>	<b>806</b>	<b>129</b>	<b>992</b>



## FREEDOM OF ASSOCIATION OF COLLECTIVE BARGAINING

GRI 407-1

Freedom of association and collective bargaining are closely related concepts that are important for protecting the rights of workers.

Freedom of association refers to the right of workers to form and join trade unions or other associations of their own choosing, and to participate in their activities. On the other hand, collective bargaining refers to the process by which, workers their unions, negotiate with management for better wages, working conditions, and other benefits.

In TVIRD, we promote effective, fair, uniform, and continue to foster direct connections based on strong leadership, clear communication, respect, and trust between our management teams and our workforce. Within our company, we always ensure the application of safe, harmonious, and healthy working standards; care for the environment; and implementation of best practices at the mining operation.

We recognize the importance of maintaining a cooperative relationship to help fulfill TVIRD's programs and to provide quality and reliable services to all clients/consumers. The parties recognize their mutual responsibility to address matters that could affect this goal and will work harmoniously to ensure the achievement of this goal.

Hence, guided by our Core Value of Teamwork, we officially established a Labor-Management Committee (LMC). The purpose of the LMC shall be to work cooperatively to address matters affecting the relationship between the parties and to develop measures to improve employment care and TVIRD's program.





## EMPLOYEE ENGAGEMENT

In TVIRD Balabag Gold-Silver Project, we continue to enhance our employee engagement across all levels of the organization by facilitating activities that aims to increase the level of enthusiasm and dedication a worker fees towards their job.

As such, whole year round the Company facilitate the following activities:

1. Quarterly “Kasadya” where we celebrate the birthdays of employees.
2. Monthly Mass where we gather and worship to strengthen faith and spirituality of our employees.
3. Valentine’s Special every February where we celebrate love and compassion as one family.
4. Woman’s Month Celebration every March where we gave tributes to our women employees in recognitions of their contribution in nation building.
5. Mother’s Day celebration every May where we pay tributes to our female (mothers) employees.
6. Father’s Day Celebration every June where we pay tributes to our male (fathers) employees.
7. Sports fest activity every July to August as part of teambuilding
8. Halloween Party every November to create some fun; and
9. Thanksgiving Celebration (Christmas Party) every December



[www.facebook.com/grcivrd](https://www.facebook.com/grcivrd) [www.facebook.com/grccareers](https://www.facebook.com/grccareers)



## CHILD AND FORCED LABOR

GRI 408-1, GRI 409-1

Respecting and protecting human rights is a top priority across TVIRD operating sites and is codified and enforced through TVIRD's Code of Conduct and existing Policy prohibiting forced and child labor.

The Company has a zero-tolerance policy against forced and child labor as prohibited by international standards and relevant national laws and regulations in all stages of its mining operations.

The Company understands the related risk on the employment of child labor may be more vulnerable to harm and injury due to their young age.

We are committed to respect and support all laws of the land relative thereto promulgated by the state including treaties in international conventions.

In addition, TVIRD strives to comply with the responsible selection and due diligence process in the conduct of business with its stakeholders, contractors, and suppliers. TVIRD endeavors to comply with all applicable local laws and regulations and respects the spirit and intention of the international norms and standards such as the United Nations Universal Declaration of Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. In 2021 and 2022, there were no recorded incidents of child and forced labor.



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# ENVIRONMENT

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## ENVIRONMENTAL PERFORMANCE

As an extractive industry, mining will always have some level of both short-term and long-term environmental impact. TVIRD's primary objective is to minimize its impact footprint, to implement appropriate and best practice measures to control the impacts, and to promote restoration and rehabilitation that best support the needs of the community and the natural environment. The company's corporate environmental policy guides this process and commits TVIRD to a course of responsible mining and sustainability.

Four major areas specified in the Greenhouse Gas and Energy Management Plans for each site served as the foundation of our strategy for combating climate change. These strategies for managing, observing, mitigating, and reporting climate change. Our aim is to continuously reduce our greenhouse gas emissions from project planning to operations closure, even though we haven't established any goals. By putting management plans into action, we can make sure that every year we are assessing our operations, results, and mitigating factors in order to promote sustainable, ongoing progress.

## ENVIRONMENTAL STANDARDS

TVIRD is dedicated to maintaining and restoring the natural environment in and around its areas of operations through the Environmental Protection and Enhancement Program (EPEP), which serves as the operational link between the mining company's environmental commitments under DENR Administrative Order (DAO) No. 2010-21, those outlined in the Environmental Compliance Certificate (ECC) under Presidential Decree NO. 1586, and the mining company's plan of operation. In order to guarantee that the effects of its operations are minimized and that safeguards are in place to confirm conformity with current laws, rules, and regulations.

TVIRD undertook certification with International Organization for Standardization (ISO) 14001:2015 Environmental Management System, with the efficient application TVIRD continuously aspired to be a leader in the field of environmental stewardship and management from ridge to reef. The company has successfully incorporated environmental protection into every aspect of its business, from planning and exploration to development to rehabilitation and decommissioning. It has also addressed environmental issues related to mining by instilling a culture of sound environmental management at all levels of the organization. It adheres to the highest standards while implementing its environmental initiatives and uses best practices in all facets of its operations while keeping in mind the "cradle to cradle" philosophy.

Every year, we work to improve our environmental performance in support of surroundings that are healthy, sustainable, and leave a lasting, good impact for the communities where we operate. By evaluating and tracking the positive, negative, direct, indirect, and cumulative environmental consequences of our operations, we adhere to environmental requirements. All environmental risks and events are reported, and we carry out the recommended remedial measures. Additionally, we responsibly manage our emissions, water use, and effluents, minimizing waste and preventing pollution through resource efficiency, and providing safe storage and disposal of all residual waste and process residues.



## ENVIRONMENTAL COMPLIANCE

GRI 307-1

Operational controls and environmental management are still at the forefront of our attention across all TVI Resource Development (Phils) Inc. (TVIRD) sites. We maintained stellar track record that frequently goes beyond mere compliance, and it has maintained its strict adherence to regulatory regulations. We execute company-wide environmental performance requirements in accordance with generally acknowledged international standards and conventions, as well as, at a minimum, we abide by all applicable environmental laws of the host nation. For its execution, we give our workers and contractors the essential instruction, tools, trainings, guidance and information.

TVIRD Projects holds no issued suspension orders, violations, or cease-and-desist order from the Environmental Management Bureau (EMB) of the DENR. In reality, Agata received praise for its "impeccable environmental performance" during the inspections by the Multi-Partite Monitoring Team. The CARAGA Mines and Geosciences Bureau's Regional Director praised this as a "first in history" accolade.





## CLIMATE RELATED RISKS AND OPPORTUNITIES

The TVIRD Board of Directors oversees climate change related management policies and procedures, including those for managing climate-related risks and opportunities.

The board endorses reducing our GHG emissions and becoming a carbon neutral company. This goal demonstrates our commitment to GHG emission reductions and managing climate-related risks and issues throughout the business. It also ensures that appropriate risk management discussions occur throughout the life cycles of our assets.

### Executive Management

The Board delegates certain elements of its climate oversight functions to the Management Committee (ManCom) which meet on weekly basis and discuss project updates, progress against performance is monitored and results are evaluated, including those for managing climate-related risks and opportunities.

The ManCom is represented by the Shareholders, President, Vice President for Support Group, Vice President for Operations Legal Officer, Corporate Finance Officer and Human Resource and Administration Head, Human Resource Director for Exploration, Director for Environment and Tenement Compliance, General Manager, Asst General Manager for Technical and Support Group.

### Organizational Management

#### Environmental Management Team

The EM team objective is to ensure that climate-related risks and opportunities are identified and monitored by our business units and environmental metrics are provided for public disclosure. The groups collaborate to ensure that the requisite climate risk tools, processes and procedures are developed and integrated into the company's Environmental Management System. The Environmental Management Group reports to the General Manager, Director for Environment and Tenement Compliance and Vice President for Support.

### Key Processes

Climate-related considerations are integrated into the key business planning processes for the company:

- Scenario planning
- Corporate strategy.
- Long-range plan
- Enterprise risk management



## EMISSIONS AND ENERGY USE

### AIR EMISSIONS

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

The company has long been conducting air and noise quality monitoring quarterly with the Environmental Protection and Enhancement Program as its guiding program to ensure that ambient air and noise within the site is compliant to the standard set by the regulatory body (RA 8749) and that the employees have been provided with healthful workplace environment.

The company manages its GHG emission and implemented action plan to further reduce its emission. This includes progressive rehabilitation of disturbed areas, forest protection and management, introduction of alternative source of energy such solar power (if applicable), purchased energy and cost saving equipment. conduct sequestration monitoring of reforestation areas. Further, installation of appropriate air pollution facility such acid and lead scrubber and dust collector within the source to ensure that emission is regulated prior to dispersal to the ambient environment was also implemented. To verify the effectiveness measure implement, we contracted third-party service provider to carry out the ambient quality monitoring within the established stations from the project site and to the host and neighboring communities. The parameters tested were Particulate Matter (PM-10), Sulfur oxide, Nitrogen oxide and Carbon monoxide. In 2021 and 2022, the results of ambient air quality monitoring and source emission test were within the DENR standards.

The company conducts regular monitoring for the ambient air and water spraying activities for dust suppression that are all incorporated in its Air Quality Management Procedure.



TVIRD-BGSP and GRC gives off a total of 12,227.43 Tonnes CO<sub>2</sub>e of GHG in 2021 and 52,703.41 Tonnes CO<sub>2</sub>e of GHG in 2022 from fuel burning and purchasing of electricity adding GHG Emission to the atmosphere. TVIRD, sets priorities for the GHG reduction program and it aims to become a Carbon Neutral Company alongside with the involvement of employees in tree growing activities for progressive rehabilitation of disturbed areas and forest protection management through its Carbon Neutral Project and the introduction of potential alternative energy source to fully realize its targets in mitigating air emissions and objectives throughout the course of its operation.

As part of its Carbon Neutral Program, TVIRD-BGSP computed its carbon sequestration capacity. As of December 2022, TVIRD already planted a total of 549,937 trees with a total area of 397 hectares. This reforestation area has annual sequestration capacity of 23,804.12 Tonnes CO<sub>2</sub>e or 65.22 per day. With the current average annual GHG emission of 37,333.35 Tonnes CO<sub>2</sub>e, TVIRD aims to plant additional of at least 300,000 trees with a total area of 215 hectares to meet its goal as Carbon Neutral Company.



**Table 13. Emission and Ozone Depleting Substances**

GRI 305-1, GRI 305-2, GRI 305-6

GHG EMISSIONS	AMVI	TVIRD	GRC	TOTAL
<b>2021</b>				
Direct (Scope 1) GHG Emissions (in Tonnes CO2 e)	N/A	12,165.82	61.61	12,227.43
Energy indirect (Scope 2) GHG Emissions (in Tonnes CO2 e)	N/A	1602.00	3.16	1605.16
Emission of ozone-depleting substances (ODS) (in Tonnes CO2 e)	N/A	0.00	0.00	0.00
<b>2022</b>				
Direct (Scope 1) GHG Emissions (in Tonnes CO2 e)	N/A	37,332.43	15,370.98	52,703.41
Energy indirect (Scope 2) GHG Emissions (in Tonnes CO2 e)	N/A	0.92	5.67	6.59
Emission of ozone-depleting substances (ODS) (in Tonnes CO2 e)	N/A	0.00	0.00	0.00

**Table 14. Agata Mining Ventures Inc. (AMVI) Air Pollutants for 2021**

GRI 305-7

AIR POLLUTANTS	AMVI	UNITS
<b>2021</b>		
Nitrogen Dioxide	314.50	mg/Nm <sup>3</sup>
Sulfur Dioxide	N/A	kg
Persistent organic pollutants (POPs)	N/A	kg
Volatile organic compounds (VOCs)	N/A	kg
Hazardous air pollutants (HAPs)	N/A	kg
<b>Particulate matter (PM)</b>		
Infront of Admin Building	45.8	µg/Nm <sup>3</sup>
PY-2 Sitio Payong-payong, Brgy Tinigbasan, Tubay, Agusan del Norte	16.2	µg/Nm <sup>3</sup>
Limestone Quarry	89.2	µg/Nm <sup>3</sup>
Mine Pit Area	39.2	µg/Nm <sup>3</sup>
P-4, Brgy. E. Morgado, Santiago, Agusan del Norte	32.1	µg/Nm <sup>3</sup>
P-2, Brgy. Tinigbasan, Tubay, Agusan del Norte	18.7	µg/Nm <sup>3</sup>
P-1, Brgy. Lawigan, Tubay, Agusan del Norte	19.9	µg/Nm <sup>3</sup>
P-1, Brgy. Binuangan, Tubay, Agusan del Norte	0	µg/Nm <sup>3</sup>



**Table 15. Agata Mining Ventures Inc. (AMVI) Air Pollutants for 2022**

GRI 305-7

AIR POLLUTANTS	AMVI	UNITS
<b>2022</b>		
Nitrogen Dioxide	314.50	mg/Nm <sup>3</sup>
Sulfur Dioxide	N/A	kg
Persistent organic pollutants (POPs)	N/A	kg
Volatile organic compounds (VOCs)	N/A	kg
Hazardous air pollutants (HAPs)	N/A	kg
<b>Particulate matter (PM)</b>		
Infront of Admin Building	11.6	µg/Nm <sup>3</sup>
PY-2 Sitio Payong-payong, Brgy Tinigbasan, Tubay, Agusan del Norte	40.3	µg/Nm <sup>3</sup>
Limestone Quarry	20.2	µg/Nm <sup>3</sup>
Mine Pit Area	45.7	µg/Nm <sup>3</sup>
P-4, Brgy. E. Morgado, Santiago, Agusan del Norte	40.8	µg/Nm <sup>3</sup>
P-2, Brgy. Tinigbasan, Tubay, Agusan del Norte	25.6	µg/Nm <sup>3</sup>
P-1, Brgy. Lawigan, Tubay, Agusan del Norte	17.1	µg/Nm <sup>3</sup>
P-1, Brgy. Binuangan, Tubay, Agusan del Norte	31.5	µg/Nm <sup>3</sup>



**Table 16. TVIRD-Balabag Gold and Silver Project (BGSP) Air Pollutants for 2021**

GRI 305-7

AIR POLLUTANTS	TVIRD-BGSP	UNITS
<b>2021</b>		
<b>Ambient Air Quality</b>		
Particulate Matter (PM-10)		
<i>Exploration Camp</i>	<0.07	µg/Nm <sup>3</sup>
<i>Assasin</i>	<1.7	µg/Nm <sup>3</sup>
<i>Cavalier</i>	<1.6	µg/Nm <sup>3</sup>
<i>Inter Agency</i>	<0.07	µg/Nm <sup>3</sup>
<i>Maglatin</i>	<0.07	µg/Nm <sup>3</sup>
<i>Permanent accommodation(simbol)</i>	<0.07	µg/Nm <sup>3</sup>
<i>DENR Standard (24 Hr Sampling)</i>	150	µg/Nm <sup>3</sup>
<b>SOX</b>		
<i>Exploration Camp</i>	8.40	µg/Nm <sup>3</sup>
<i>Assasin</i>	164.5	µg/Nm <sup>3</sup>
<i>Cavalier</i>	160.5	µg/Nm <sup>3</sup>
<i>Inter Agency</i>	7.93	µg/Nm <sup>3</sup>
<i>Maglatin</i>	9.00	µg/Nm <sup>3</sup>
<i>Permanent accommodation(simbol)</i>	9.03	µg/Nm <sup>3</sup>
<i>DENR Standard (24 Hr Sampling)</i>	180	µg/Nm <sup>3</sup>
<b>NOX</b>		
<i>Exploration Camp</i>	0.99	µg/Nm <sup>3</sup>
<i>Assasin</i>	1.6	µg/Nm <sup>3</sup>
<i>Cavalier</i>	1.8	µg/Nm <sup>3</sup>
<i>Inter Agency</i>	1.03	µg/Nm <sup>3</sup>
<i>Maglatin</i>	0.62	µg/Nm <sup>3</sup>
<i>Permanent accommodation(simbol)</i>	1.58	µg/Nm <sup>3</sup>
<i>DENR Standard (24 Hr Sampling)</i>	150	µg/Nm <sup>3</sup>
Persistent organic pollutants (POPs)	0	kg
Volatile organic compounds (VOCs)	0	kg
Hazardous air pollutants (HAPs)	0	kg



**Table 17. TVIRD-Balabag Gold and Silver Project (BGSP) Air Pollutants for 2022**

GRI 305-7

AIR POLLUTANTS	TVIRD-BGSP	UNITS
<b>2022</b>		
<b>Ambient Air Quality</b>		
Particulate Matter (PM-10)		
<i>Exploration Camp</i>	6	µg/Nm <sup>3</sup>
<i>Assasin</i>	13	µg/Nm <sup>3</sup>
<i>Cavalier</i>	20	µg/Nm <sup>3</sup>
<i>Inter Agency</i>	38	µg/Nm <sup>3</sup>
<i>Maglatin</i>	9	µg/Nm <sup>3</sup>
<i>Permanent accommodation(simbol)</i>	16	µg/Nm <sup>3</sup>
<i>DENR Standard (24 Hr Sampling)</i>	150	µg/Nm <sup>3</sup>
<b>SOX</b>		
<i>Exploration Camp</i>	<4	µg/Nm <sup>3</sup>
<i>Assasin</i>	<7	µg/Nm <sup>3</sup>
<i>Cavalier</i>	<7	µg/Nm <sup>3</sup>
<i>Inter Agency</i>	<4	µg/Nm <sup>3</sup>
<i>Maglatin</i>	<4	µg/Nm <sup>3</sup>
<i>Permanent accommodation(simbol)</i>	<4	µg/Nm <sup>3</sup>
<i>DENR Standard (24 Hr Sampling)</i>	180	µg/Nm <sup>3</sup>
<b>NOX</b>		
<i>Exploration Camp</i>	2	µg/Nm <sup>3</sup>
<i>Assasin</i>	13	µg/Nm <sup>3</sup>
<i>Cavalier</i>	4	µg/Nm <sup>3</sup>
<i>Inter Agency</i>	<0.4	µg/Nm <sup>3</sup>
<i>Maglatin</i>	0.9	µg/Nm <sup>3</sup>
<i>Permanent accommodation(simbol)</i>	<0.4	µg/Nm <sup>3</sup>
<i>DENR Standard (24 Hr Sampling)</i>	150	µg/Nm <sup>3</sup>
Persistent organic pollutants (POPs)	0	kg
Volatile organic compounds (VOCs)	0	kg
Hazardous air pollutants (HAPs)	0	kg

**Table 18. Greenstone Resources Corporation (GRC) Air Pollutants for 2021 and 2022**

GRI 305-7

AIR POLLUTANTS	GRC	UNITS
<b>2021 &amp; 2022</b>		
Sulfur Dioxide	0	kg
NOx	0	kg
SOx	0	kg
Persistent organic pollutants (POPs)	0	kg
Volatile organic compounds (VOCs)	0	kg
Hazardous air pollutants (HAPs)	0	kg
Particulate Matter	0	kg



## ENERGY USE

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

Electricity is the primary source of power to run the Process Plant and diesel to fuel heavy equipment to produce ore to feed the Mill Plant. The Company recognizes the importance of energy conservation. AMVI commissioned Agusan del Norte Electric Cooperative (ANECO) and GRC commissioned Surigao del Norte Electric Cooperative (SURNECO) as the main power provider for the power source, however the company still has power generating sets as back-up power in case of power outage. TVIRD-BGSP uses an off-grid method of power source, identified fuel-driven generators sets were being maintained to supply the required energy of the facilities wherein fifty (50) percent of its diesel consumption was dedicated to running the mill plant while 73,030 kWh purchased electricity was only dedicated to support the internet connection.

In 2021, AMVI consumed electricity of 600,115.22 kWh, GRC consumed 6,361,239.00 kWh, and TVI-BGSP consumed 46,451.64 kWh. In 2022, AMVI consumed 480,290.60 kWh, GRC consumed 11,431,404.87 kWh, and TVIRD-BGSP consumed 26,578 kWh to provide power for the plant, offices, and accommodation for employees. In 2021, AMVI consumed 2,100,000 L of diesel, GRC consumed 23,174 L of diesel, and TVIRD-BGSP consumed 4,497,841.10 L of diesel. In 2022, AMVI consumed 3,475,862.12 L of diesel, GRC consumed 5,781,981.98 L of diesel, TVIRD-BGSP consumed 13,802,217 L of diesel used for fuel of heavy and light equipment including the Power Generating sets as back-up and main power. There are no significant energy reduction for both 2021 and 2022.

To successfully reduce its emission and energy utilization, the company employs cost-effective means in utilizing energy and conservation values that is incorporated in our Environmental Management System which focuses on the management of electrical and fuel consumptions such as switching off lights and other electricity-consuming equipment within the facilities when not used, regular preventive maintenance of electronics equipment and power saving techniques that limits diesel generation. Additionally, strict implementation of fuel consumption as to vehicles, electronics, and heavy equipment usage were being carried out as well. To continually improve and achieve energy efficiency programs and to reduce emission from diesel generator, TVIRD – Balabag Project and GRC aims to reduce its emission by establishing alternative source of electricity by establishing solar power farm.

**Table 19. Energy Consumption within the Organization**

GRI 302-1

ENERGY CONSUMPTION	AMVI	BGSP	GRC	UNITS
<b>2022</b>				
Energy Consumption (Renewable Sources)	N/A	N/A	N/A	GJ
Energy Consumption (Gasoline)	1,050	12,201.00	4023	L
Energy Consumption (LPG)	2,145	27,776.00	319266	Kg
Energy Consumption (Diesel)	3,475,862.12	13,802,217.00	5,781,981.98	L
Energy Consumption (Electricity)	600,115.22	26,578.00	11,431,404.87	kWh
<b>2021</b>				
Energy Consumption (Renewable Sources)	N/A	N/A	N/A	GJ
Energy Consumption (Gasoline)	947	8,091	N/A	L
Energy Consumption (LPG)	1,848	9,213.00	N/A	Kg
Energy Consumption (Diesel)	2,100,000	4,497,841.10	23,174	L
Energy Consumption (Electricity)	480,290.60	46,451.64	6,361,239	kWh



## BIODIVERSITY

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

Land Resource Management is one major component of the Environmental Protection and Enhancement Program of the Company in line with biodiversity monitoring. This outlines the technical strategies employed by the environmental professionals of the Company in transforming the mining disturbed land into a productive Agroforestry Eco-Tourism Site which in the future shall be inherited by the local farmers in the community as well as the monitoring of the present status of biodiversity of the company.

The Company has continuously been implementing its reforestation programs within and outside its mining operations. As of 2022, a total of 341.93 hectares has been reforested in Balabag Gold Silver Project and planted with 549,937 different indigenous and fruit trees species with 94.3% survival rate. In AMVI, a total of 106.54 hectares in which these areas have completed the rehabilitation. A total of 10.43 hectares of areas affected by mining operation were revegetated by 12,421 of grasses and different fruit plants in TVIRD-BGSP. For GRC, total of 41.68 hectares were completed for rehabilitation.

The method of reforestation being implemented to take advantage of trees already growing in the area is Assisted Natural Regeneration (ANR) within its mining operation. Progressive rehabilitation is also a key component of the overall environmental control and mitigation programs. Progressive rehabilitation minimizes the extent of disturbance. The Company's rehabilitation program across its sites for the affected land resources is sustained starting from the Development Phase and continuing through the Closure and Decommissioning Phase.

TVIRD is fully committed in supporting and engaging in long term partnership with DENR for our reforestation project. Reforestation programs start with its seedling production through its Nursery Operation. Production of high quality seedlings is the most important objective of TVIRD's Nursery Management.





**Table 20. Ecosystem and Biodiversity as of 2022**

GRI 304-1, GRI 304-3, GRI 304-4

ECOSYSTEM AND BIODIVERSITY	AMVI	BGSP	GRC	TOTAL
<b>2022</b>				
Total Area Disturbed for MPSA (ha)	132.65	94.78	139.34	<b>366.77</b>
Completed Rehabilitation (ha)	106.54	10.43	41.68	<b>158.65</b>
Area under Temporary Rehabilitation (ha)	N/A	0	18.77	<b>18.77</b>
Total Area Undisturbed	299.19	4653.05	2767.34	<b>7719.58</b>
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	2	1	1	<b>4</b>
Habitats protected or restored (ha)	27.98	198.88	128.24	<b>355.1</b>
IUCN17 (No. of Species)	9	139	32	<b>180</b>



## “HONING OF BIODIVERSITY CONSERVATION MEASURES”

Biodiversity conservation refers to the protection, upliftment, and management of flora and fauna in the area to derive sustainable benefits. The goal of TVIRD in biodiversity conservation is to ensure that the remaining forest vegetation and the established rehabilitated areas within the mine site will be preserved and protected.

Flora Species diversity in the mine site has a very high index and for Fauna species the diversity index was high based on 2022 Biodiversity Assessment conducted by Melach Environmental Consultancy Services. Species diversity is a community attribute related to stability, productivity, and trophic structure. Therefore, an area with high species diversity results in a more stable and productive ecosystem as observed in TVIRD area of operation. This result indicates that the company’s efforts in conservation practices has a high impact in protecting the biological diversity of the area despite of its mining operations.

In partnership with DENR the company is fully committed to our policy in Wildlife conservation. The Deputization of 22 CAAs which conduct biodiversity monitoring and patrolling within the MPSA area are tasked to apprehend any violators and assist in disseminating environmental laws through intensive information, education, and communication (IEC) campaign.







## WATER AND EFFLUENTS

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

In 2021, the total amount of water withdrawn in AMVI is 55,800 cubic meter of water from Paiton Creek, 30,000 cubic meter from third party. TVIRD-Balabag Project withdraw a total of 425,868.48 cubic meter of water coming from Diguman, Lalab Creek and third party. In 2022, TVIRD-Balabag Project withdraw around 1,527,149.92 cubic meter of water from Diguman, Lalab, Genaro Creek and third party. GRC withdraw around 551,809.65 cubic meter of water from the three (3) boreholes and AMVI withdrew around 77,000 cubic meter of water from Paiton Creek and third party. The Agata Mining Ventures Inc. discharges a total of 204,074 cubic meter of water both for year 2021 and 2022. TVIRD-Balabag Project discharges a total of 398,128.06 cubic meter of water from Unao-Unao Creek and Lalab Creek in 2021 while in 2022, a total of 1,498,741.39 cubic meter of water coming from Unao-unao Creek, Genaro and Lalab Creek. GRC discharges 402,209.65 cubic meter of water in the year 2022.

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



**Table 21. Water Withdrawal and Discharge for 2021 and 2022**

GRI 303-3, GRI 303-4

<b>WATER WITHDRAWAL AND DISCHARGE</b>				
2022	EXTRACTION		DISCHARGE	
	SOURCE	VOLUME (CU.M)	DESTINATION	VOLUME(CU.M)
AMVI	Paiton Creek	47,000	Paiton Creek	36,740
	Third Party	30,000	Mantiwas Creek	83,333
	N/A	N/A	Payong-payong Creek	84,001
BGSP	Digoman Creek	1,437,861.42	Unao-unao Creek	1,430,118.09
	Genaro Creek	84,613	Genaro Creek	67,690.40
	Lalab Creek	4,664.70	Lalab Creek	932.9
	Third Party	10.80	N/A	N/A
GRC	Borehole A	415,550.94	Dayano Creek	402,209.65
	Borehole B	135,902.23	Discharge Point	N/A
	Borehole C	356.48	Third Party	N/A
<b>TOTAL</b>		<b>2,155,959.57</b>		<b>2,105,025.04</b>
2021	EXTRACTION		DISCHARGE	
	SOURCE	VOLUME (CU.M)	DESTINATION	VOLUME(CU.M)
AMVI	Paiton Creek	55,800	Paiton Creek	36,740
	Third Party	30,000	Mantiwas Creek	83,333
	Payong Payong Creek	N/A	Payong-payong Creek	84,001
BGSP	Digoman Creek	416,776.58	Unao-unao Creek	396,314.00
	Genaro Creek	N/A	Genaro Creek	N/A
	Lalab Creek	9,070.30	Lalab Creek	1,814.06
	Third Party	21.60	N/A	N/A
GRC	Borehole A	N/A	Dayano Creek	N/A
	Borehole B	N/A	Discharge Point	N/A
	Borehole C	N/A	Third Party	N/A
<b>TOTAL</b>		<b>511,668.48</b>		<b>602,202.06</b>



For the water consumption, the Agata Mining Ventures Inc. (AMVI) consumed a total of 2,638,533.18 cubic meter of water coming from Paiton, Mantiawas and Payong-payong Creek both for 2021 and 2022. TVIRD-Balabag Project consumed 27,740.42 cubic meter of water in 2021 from Diguman Creek, Lalab Creek, and third party while in 2022, it reached 28,408.49 cubic meter of water that was consumed from the three (3) creeks. On the other hand, Greenstone Resources Corp. (GRC) consumed 551,453.17 cubic meter in 2022.

**Table 22. Water Consumption for 2021 and 2022**

GRI 303-5

<b>WATER CONSUMPTION</b>		
<b>2022</b>	<b>CONSUMPTION</b>	
	<b>DESTINATION</b>	<b>VOLUME(CU.M)</b>
<b>AMVI</b>	Paiton Creek	131,926.66
	Mantiawas Creek	923,486.62
	Payong-payong Creek	1,583,119.9
<b>BGSP</b>	Diguman Creek	7,743.33
	Genaro Creek	16,922.60
	Lalab Creek	3,731.76
	Third Party	10.80
<b>GRC</b>	Borehole A	415,550.94
	Borehole B	135,902.23
<b>TOTAL</b>		<b>3,218,394.84</b>
<b>2021</b>	<b>CONSUMPTION</b>	
	<b>DESTINATION</b>	<b>VOLUME(CU.M)</b>
<b>AMVI</b>	Paiton Creek	131,926.66
	Mantiawas Creek	923,486.62
	Payong-payong Creek	1,583,119.9
<b>BGSP</b>	Diguman Creek	20,462.58
	Genaro Creek	N/A
	Lalab Creek	7,256.24
	Third Party	21.60
<b>GRC</b>	Borehole A	N/A
	Borehole B	N/A
<b>TOTAL</b>		<b>2,666,273.6</b>



## TVIRD IMPLEMENTING MEASURE TO PREVENT SCARCITY OF WATER BY:

- Improving water infrastructure is so important for sustainable water management, it must be given top priority. Solar desalination and intelligent irrigation systems are examples of clean water management and conservation technology.
- Reclaimed water - Recycling wastewater and collecting rainwater are further strategies for lowering the demand for groundwater and other natural water sources and preventing shortages. A common method of preventing water scarcity is groundwater recharge, which enables water to move from surface water to groundwater.



- Environmental protection and improved wastewater treatment - Without proper sanitation, water becomes contaminated and unfit for human consumption. As a result, it's crucial to measure the water quality as well as treat pollution. Modernizing sewage systems in certain locations is another method for preventing a developing water shortage.

- Promote awareness and education about water conservation among all users, from small businesses to huge corporations, by using an information, education, and communication (IEC) campaign.



## WASTE AND MATERIALS MANAGEMENT

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

Bearing in mind the 'Cradle to Cradle' principle, TVIRD ensures that wastes are recovered and converted to other beneficial uses and properly managed in compliance with RA 9003 or the Ecological Solid Waste Management Act of the Philippines.

Waste minimization is being practiced through 'source reduction,' enabling the Company to cut costs and recover waste by converting 100% of the collected biodegradable waste into secondary beneficial use. The collected food wastes serve as a major source substrate in the in-house production of Vermi Cast/Organic Fertilizers. Other biodegradable wastes, such as yards wastes, dilapidated bollards used as safety markings, and wood debris from construction activities are also used in the production of Biological Charcoals and Charcoal Briquettes that are replicated at the Mabakas Techno Demo Farm School during its organic farming practices. Meanwhile, collected PET/plastic bottles are used as floaters for silt curtains, thereby eliminating the need to purchase floaters and cut costs – which also avoids the wasteful single use of plastics. The generated plastic cellophane wastes and glass materials are also used as raw materials, incorporating these in cement bricks used for landscaping purposes.

TVIRD also ensures compliance with Republic Act 6969 also known as the Toxic Substances and Hazardous and Nuclear Waste Control Act of 1990 in close coordination with DENR-EMB Region XIII. A Hazardous Waste Management Procedure was also developed by the Company to provide operating guidelines in compliance with legislative standards for segregation, collection, storage, transportation, and disposal of hazardous waste. Engineering control measures, such as oil and water separators in motor pools and vehicle bays are also implemented to ensure that run-off water is free from contamination.





As we put values in our waste and for the efficient implementation of waste management, TVIRD established a Zero-Domestic Waste Disposal Program. This aims that by 2024, one hundred (100%) of all domestic waste generation will be converted and diverted into something useful and beneficial. In 2021, AMVI's generated solid waste reached 29,226 kg and for TVIRD-Balabag Project reached 121,060.3 kg. In 2022, AMVI's generated solid waste reached 15,770.40 kg, GRC generated 33,428.76 kg of solid waste and TVIRD-Balabag Project generated 223,603.3 kg of solid waste.

In 2022, TVI-Balabag Project has 83.8% of the biodegradable waste or 68,889.1 kgs such food waste, bones and shells, fruit and vegetables were converted into compost through bokashi and vermicomposting technology while 78.3 % of the generated recyclable wastes or 32,090.7 kgs were sold to local buyer such scraps and pet bottles and others were upcycled as decorative materials in the MRF and as potting materials for vegetable production in our Central Nursery and other were recycled as landscape materials. On the other hand, 32% of the residual waste or 6,184.8 kgs like plastic wrapper and other cellophane materials were being shredded and used as binder for concrete bricks. Further, other residual wastes were stored at the designated Residual Containment Area as future materials for plastic chairs.

The Company identified the hazardous waste generated and employed best practices and observed proper storage requirements, handling, labelling and disposal of hazardous waste generated from our various operations. In 2021, TVIRD Balabag Project generated 161,479.80 tons of hazardous waste and transported 37.86 tons. In 2022, AMVI generated 32.84 tons of hazardous waste and transported 20.84 tons. TVIRD Balabag Project reached 590,374.60 tons of hazardous waste and transported 115.06 tons. Tailings from process plant contaminated with cyanide and other acids applied in the analysis and recovery of gold and silver were neutralized and disposed into the TSF while other hazardous waste were disposed to DCH Ecogreen Solution Inc - a Third-party Environment Management Bureau (EMB) Accredited treater/transporter. In compliance with DAO 2013-22 ) Revised Procedures and Standards for the Management of Hazardous Wastes (Revising Dao 2004-36), disposal of hazardous waste was conducted at least twice a year. TVIRD Balabag Project neutralized and disposed hazardous, wherein 99 % or 751,847.84 tons of hazardous generated were neutralized and disposed to TSF and other were transported to the treatment plant of the third party transported at Sta. Maria, Bulacan. On the other hand, GRC generated 76.67 tons of hazardous waste and transported 10.99 tons and the other are transported by a third party. All generated waste materials were properly stored inside the Central Waste Storage Facility (Hazardous Waste Facility) equipped with concrete bund wall and impermeable flooring, oil and water separator and proper labelling.



**Table 22. Solid and Hazardous Waste Management for 2021 and 2022**

GRI 306-2, GRI 306-3

WASTE MANAGEMENT	AMVI	BGSP	GRC	TOTAL
<b>2022</b>				
Solid waste generated (kg)	15,770.4	223,603.3	33,428.76	272,802.46
Reusable (kg)	788.52	N/A	10,600	11,388.52
Recyclable (kg)	13,404.84	40,995.80	1,356.55	55,757.19
Composted (kg)	N/A	68,889.10	8,248.89	77,137.99
Incinerated (kg)	N/A	N/A	N/A	0
Residuals/Landfilled (kg)	N/A	31,528.80	96.9	31,625.70
Biodegradable (kg)	1,577.04	82,189.60	13,126.42	96,893.06
Hazardous Waste Generated (tons)	32.84	590,374.60	76.67	590,484.11
Hazardous Waste Transported (tons)	20.84	115.06	10.99	146.72
Biodegradable Converted to Compost (kg)	N/A	68,889.10	N/A	68,889.10
Recyclable Waste Recycled/Upcycled (kg)	N/A	32,090.70	N/A	32,090.70
Residuals Waste Upcycled (kg)	N/A	6,184.80	N/A	6,184.80
<b>2021</b>				
Solid waste generated (kg)	29,226	121,060.3	N/A	150,286.3
Reusable (kg)	1,461.30	N/A	N/A	1,461.30
Recyclable (kg)	24,842.10	20,445.00	N/A	45,287.1
Composted (kg)	N/A	N/A	N/A	0
Incinerated (kg)	N/A	N/A	N/A	0
Residuals/Landfilled (kg)	N/A	35,979.30	N/A	35,979.30
Biodegradable (kg)	2,992.60	64,636.00	N/A	67,628.60
Hazardous Waste Generated(tons)	N/A	161,479.80	N/A	161,479.80
Hazardous Waste Transported(tons)	N/A	37.86	N/A	37.86
Biodegradable Converted to Compost (kg)	N/A	N/A	N/A	0
Recyclable Waste Recycled/Upcycled (kg)	N/A	N/A	N/A	0
Residuals Waste Upcycled (kg)	N/A	N/A	N/A	0



**Table 23. Materials Used for 2021 and 2022**

GRI 301-1

MATERIALS USED	AMVI	BGSP	GRC	UNITS
<b>2022</b>				
<i>Materials used by weight or volume</i>				
a. Renewable (Water)	N/A	32,355.00	149,600,000	cu.m
b. Non-renewable	N/A			
• Sodium Cyanide		858,000	34,000	kg
• Activated Carbon		385,235.00	130000	kg
• Lime		3,341,765.00		kg
• Quicklime			40,000	kg
• Hydrated Lime			66,000	kg
• SMBS		3,565,285	38,750.00	kg
• Copper Sulfate		105,275	8,800.00	kg
• Hydrochloric Acid		531,043	1,389.00	kg
• Sodium Hydroxide		1,121,907	5,734.00	kg
• Nitric Acid			395	kg
<b>Percentage of recycled input materials used to manufacture the organization's primary products and services</b>	N/A	N/A	27	%
<b>2021</b>				
<i>Materials used by weight or volume</i>				
a. Renewable (Water)	N/A	12,071.00	N/A	cu.m
b. Non-renewable	N/A		N/A	
• Sodium Cyanide		297,000		kg
• Activated Carbon		130,900.00		kg
• Lime		857,543.00		kg
• SMBS		1,020,372		kg
• Copper Sulfate		6,450		kg
• Hydrochloric Acid		192,313		kg
• Sodium Hydroxide		65,399		kg
<b>Percentage of recycled input materials used to manufacture the organization's primary products and services</b>	N/A	N/A	N/A	%



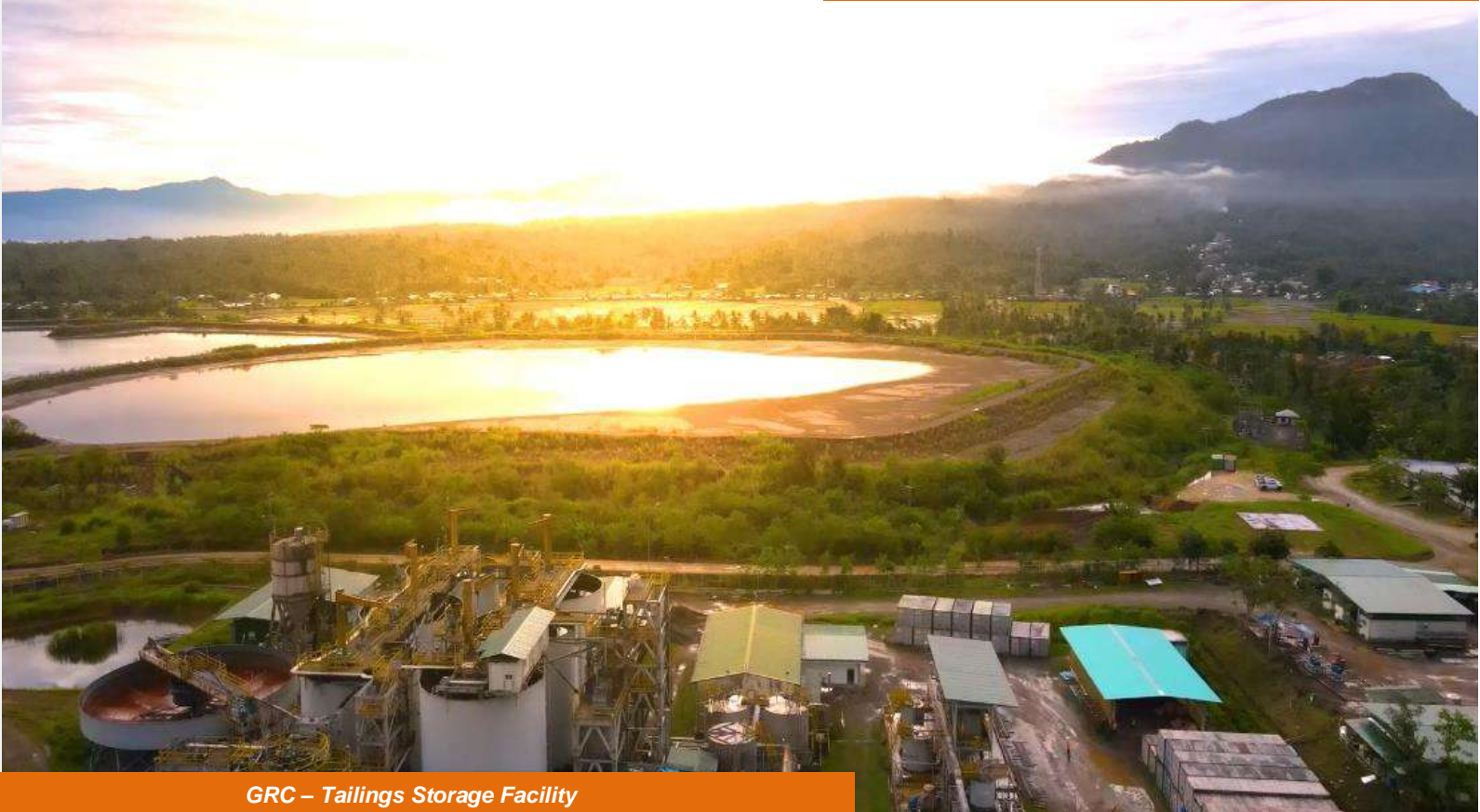
## TAILINGS MANAGEMENT

Inspired by the Canatuan sulphide tailings impoundment facility that can withstand an 8.5-magnitude earthquake, protecting the town of Siocon from natural disasters, including the strongest rains ever recorded in the region, TVIRD-BGSP is now on same goal by building another robust impoundment facility that will safeguard the town of Bayog.

Designs are done by international consulting engineering companies specializing in mining and facilities design. Performance monitoring of the tailing's storage facilities is incorporated in the daily environmental monitoring activities that includes water quality, internal water pressure, filter drain discharge and embankment movements. These data are reviewed by third parties on a regular basis.



*BGSP – Tailings Storage Facility*



*GRC – Tailings Storage Facility*





## MILESTONE AND ACHIEVEMENTS

TVIRD and Agata are consistent recipients of the country's Presidential Mineral Industry Environment Award (PMIEA) as well as recognitions from the Philippine Government's regulating agencies: Department of Environment and Natural Resources, Mines and Geosciences Bureau, Environmental Management Bureau and branches of the Community Environment and Natural Resources Office. In 2019, Agata was honored in the ASEAN Mineral Awards in Thailand – landing the group's first international recognition. To date, Agata has been conferred the PMIEA three times in the past four years.





**TVI Resource Development (Phils.) Inc.**

- 2010** PMIEA Platinum Achievement Award, Surface Mining Category  
 Best Mining Forest Program 3rd Runner Up, Metallic Category  
 PMIEA Safest Mineral Processing, Concentrator Category
- 2011** PMIEA Titanium Award, Surface Mining Category  
 PMIEA Safest Mining Operation  
 PMIEA Safest Surface Operation  
 PMIEA Safest Mineral Processing, Concentrator Category
- 2012** PMIEA Platinum Award, Surface Mining Category  
 Best Mining Forest Program 3rd Runner Up, Metallic Category  
 PMIEA Safest Mining Operation  
 PMIEA Safest Surface Operation  
 PMIEA Safest Mineral Processing, Concentrator Category
- 2013** PMIEA Titanium Achievement Award, Surface Mining Category  
 Best Mining Forest Program 2nd Runner Up, Metallic Category  
 PMIEA Safest Mineral Processing, Concentrator Category



**Agata Mining Venture Inc.**

- 2014** PMIEA Safest Exploration Runner Up
- 2015** PMIEA Titanium Achievement Award (Mineral Surface Mining Category)
- 2016** PMIEA Titanium Achievement Award (Mineral Surface Mining Category)
- 2017** PMIEA Platinum Achievement Award (Mineral Surface Mining Category)
- 2018** Presidential Mineral Industry Environmental Award (PMIEA) (Mineral Surface Mining Category)
- 2019** Presidential Mineral Industry Environmental Award (PMIEA) (Mineral Surface Mining Category)



Philippine Representative to the ASEAN Mineral Awards for Best Practices in Mining (Metallic Minerals Distribution Category)

- 2021** Presidential Mineral Industry Environmental Award (PMIEA) Mineral Surface Mining Category

**Greenstone Resources Corporation**

- 2016** PMIEA Platinum Achievement Award Mineral Surface Mining Category



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# COMMUNITY AND STAKEHOLDER MANAGEMENT

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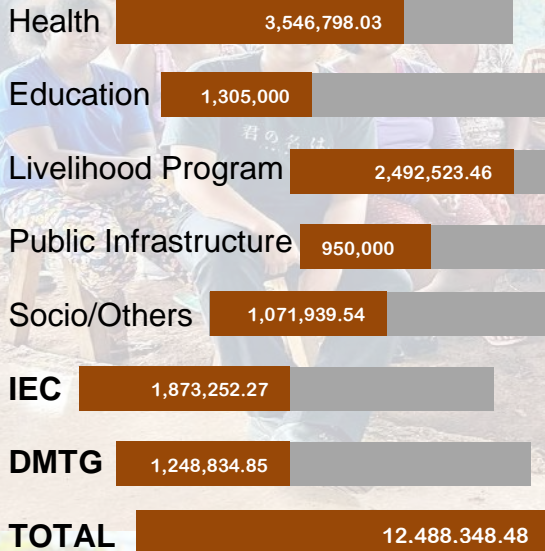




# 2021 SDMP Breakdown

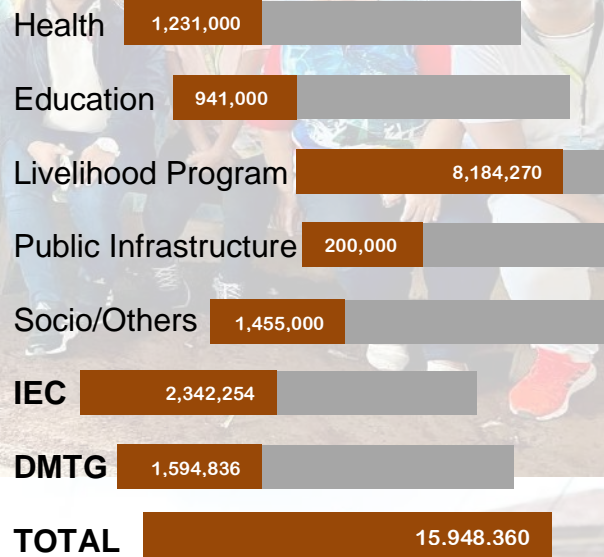
## Agata Mining Ventures Inc.

### DHNC Components:



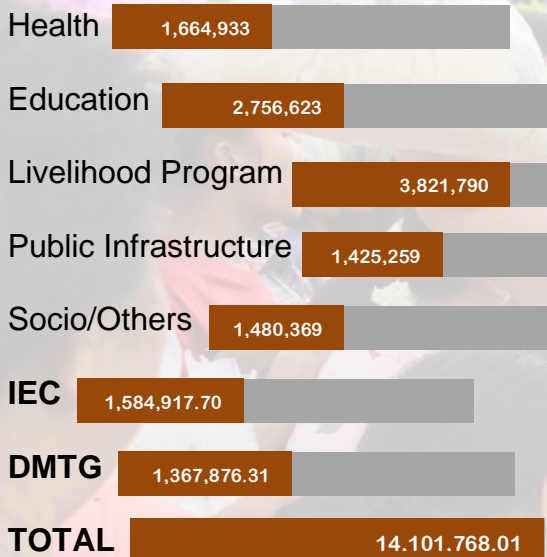
## TVI-Balabag Gold and Silver Project

### DHNC Components:



## Greenstone Resources Corp.

### DHNC Components:

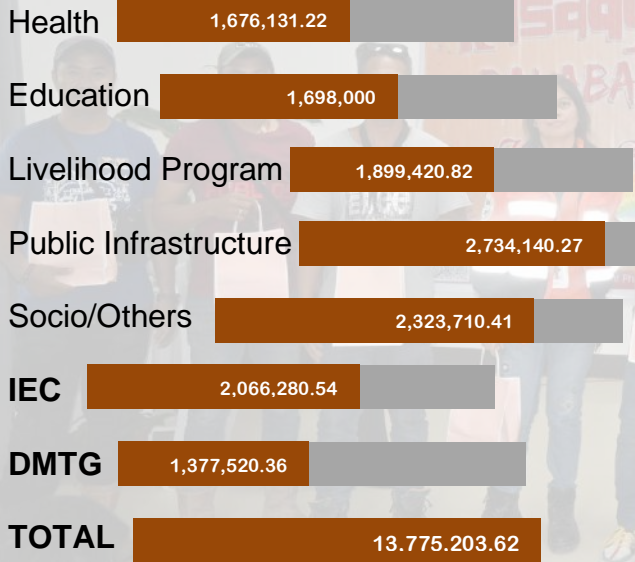




# 2022 SDMP Breakdown

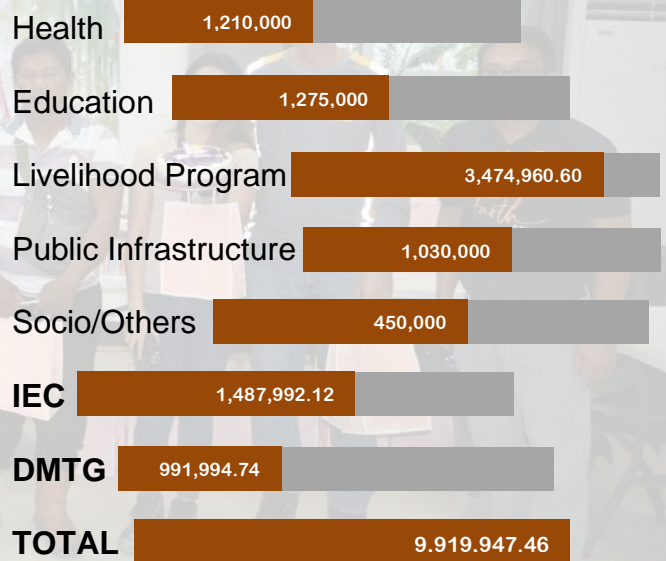
## Agata Mining Ventures Inc.

### DHNC Components:



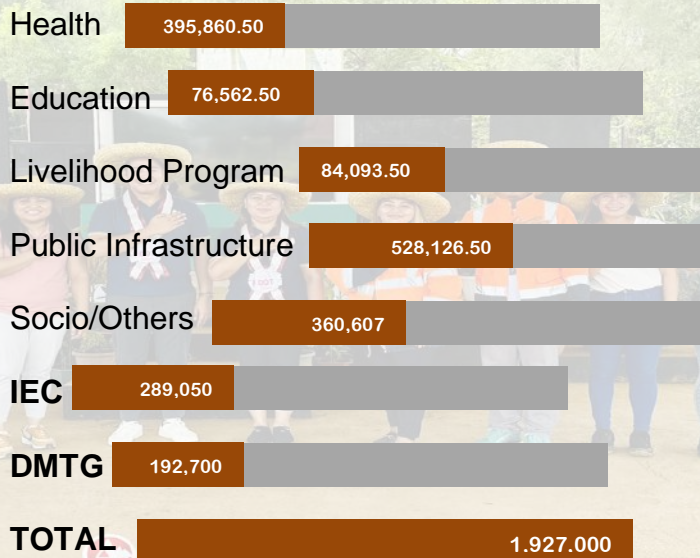
## TVI-Balabag Gold and Silver Project

### DHNC Components:



## Greenstone Resources Corp.

### DHNC Components:





## COMMUNITY AND STAKEHOLDER PERFORMANCE

TVIRD firmly believes that by its philosophy, responsible mining, and sustainable environmental management in harmony with the community is possible. Despite negativity from media and heavy scrutiny of the Philippine mining industry, the Company was able to overcome challenges by developing a cohesive partnership among all stakeholders, especially the different sectors in the communities from its early exploration phase up to its current operations; thereby establishing strong social acceptance and a sense of ownership and community involvement. Consideration of the basic social structures - from its local barangay executives down to every family - is deeply ingrained in the Company's mission, vision, and core values, and creates a more vigilant and pro-active environmental management system, successful and self-sufficient social development programs, and systematic and efficient mining operations.



**GREENSTONE**  
RESOURCES CORPORATION  
A TVIRD COMPANY

The Company has always been pro-people and strives to ensure the successful implementation and long-term sustainability of its Social Development and Management Program (SDMP) for its communities. This is geared towards the implementation of Health, Education, Livelihood, Public Utilities and Infrastructures, and Socio-Cultural projects in partnership with the respective local government units (i.e., provincial, municipal and barangay levels) and non-government organizations operating in the Project areas. The goal is to develop alternative income-generating projects that are resource-based and in line with the principle of viability and sustainability. The development fund of the Company is allocated as follows: 75% for SDMP, 15% for Information, Education and Communication (IEC) Programs, and 10% for the Development of Mining Technology and Geosciences.





## STAKEHOLDER ENGAGEMENT AND CONSULTATION

GRI 102-43

The key role in the Company's effective development strategies is its strong public relations guided by one of its core values "Closeness to Stakeholders". The intensification and amelioration of Information, Education, and Communication (IEC) campaigns through Representative to the Host and Neighboring Communities (RHNC) meetings, attending regular sessions of local government units, general workplace orientation, community engagement, publications, and social media platforms have established a feedback mechanism aimed for stakeholders to be constantly aware and properly informed – all in the spirit of transparency.

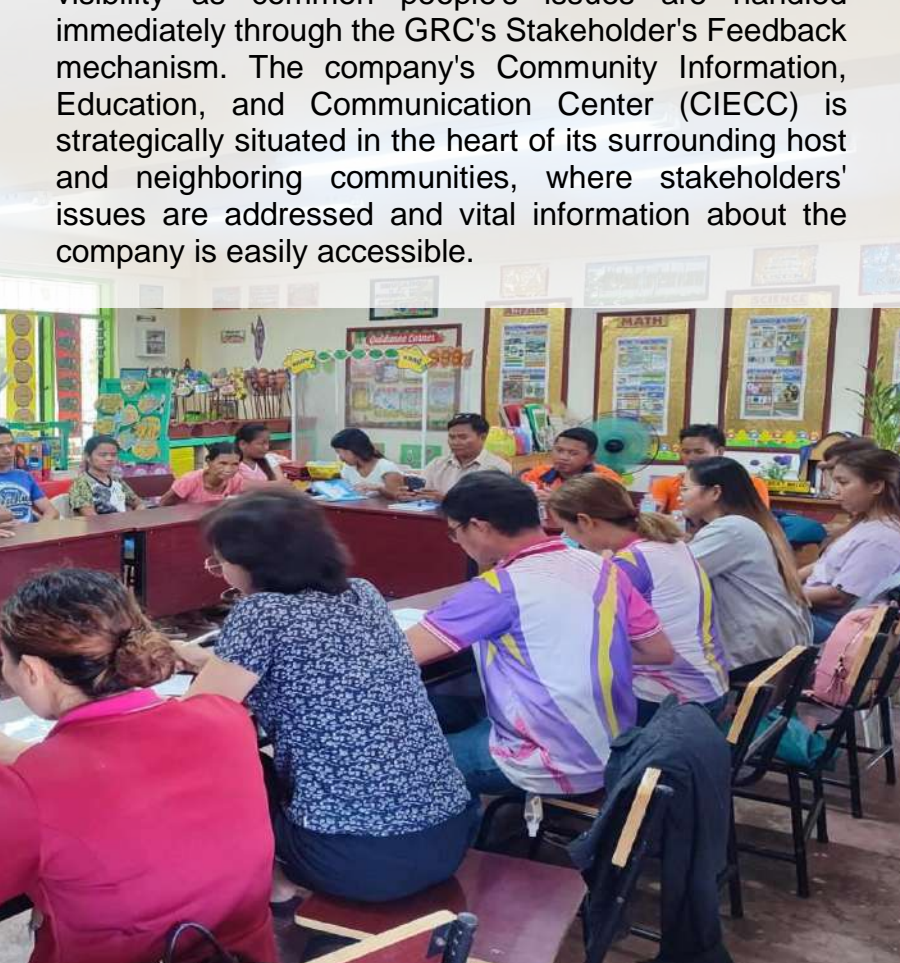
IEC's involvement in gaining community support is critical to the company's long-term operation in the area. To ensure the appropriate intensified execution of it, the company prepares an array of activities throughout the year through its Community Relations Office's IEC Calendar. The IEC Calendar is then monitored by the company's Site Management to ensure proper implementation.







In the spirit of setting the company's foot into the realm of being genuinely close to its stakeholders, it developed varied programs that bridges GRC to the community smoothly. One of these is its regular presence at barangay session meetings, where issues and concerns are taken seriously, and regular company updates are provided. Regular stakeholder visits in the form of friendly engagements also increase the company's visibility as common people's issues are handled immediately through the GRC's Stakeholder's Feedback mechanism. The company's Community Information, Education, and Communication Center (CIECC) is strategically situated in the heart of its surrounding host and neighboring communities, where stakeholders' issues are addressed and vital information about the company is easily accessible.





## SOCIAL INVESTMENT

### Care Beyond Border

Strengthening its commitment to ensure the safety, health and welfare of its employees and its host and neighboring communities, TVIRD and its projects has since established a Safety, Health and Emergency Preparedness and Response Program following its Safety and Health Policy. This includes the key principles and objectives which the organization is committed and at the same time incorporated to its Integrated Management System (IMS).

TVIRD Projects partnered with the Provincial Disaster Risk Reduction and Management Office (PDRRMO) and the Municipal Disaster Risk Reduction and Management Offices (MDRRMOs) to establish Community Emergency Response Team which aims to strengthen resiliency and community-based disaster and risk reduction skills by conducting workshops, basic life support trainings, standard first aid trainings, mass casualty incident management, command center formation, search and rescue workshops, equipment and relief goods.

The company's emergency preparedness and response programs are established to manage and respond to any untoward emergency that might arise throughout our mining operations. The company Emergency Response Team is well equipped with intensive training to be prepared in such event of an emergency. Resources such as emergency equipment and materials have been prioritized thru procurement and inspection to be readily available and in good conditions. The company's practices of readiness to respond is not only within its premises, but it also goes beyond to serve and thru the spirit of volunteerism, this was seen during calamities affecting the communities.





Access to Health and Services through the provision of vitamins, medical equipment, medicines to all host and neighboring communities of TVIRD and its projects plays an important role in the heart of TVIRD.

In 2021, AMVI allotted a budget of Php 2,401,308.66 to stakeholders and the Company provided medicines, vitamins, and health center equipment to five (5) health centers in the host and nearby towns to facilitate medication access, as the majority of the barangays' jurisdiction is rather remote from Rural Health Units and even hospitals.

GRC was able to deliver a substantial number of medicines, vitamins, and medical equipment to its stakeholders, who were then ravaged by Super Typhoon Yolanda, the country's strongest typhoon. In addition, the company assisted Barangay Pongtud in financing the rehabilitation of its health center. Stakeholders were also able to receive financial aid during hospitalization as part of the company's commitment to helping everyone. Its medical workers went above and beyond their jurisdiction to assist in various campaigns such as enjoining medical missions in partnership with other entities to better serve the community. A total of Php 1,405,744 was spent to assist the company's host and nearby communities.



*Provision of Rescue Vehicles, Medical Equipment and Medicines.*



TVIRD-Balabag Project allocated a total of Php 8,168,413 for the implementation of health component. This includes establishment of Material Recovery Program (MRF), construction of Purok hall with toilet, provision of thermal gun, facemask, face shield, PPE suit, alcohol, and sanitizer during covid pandemic, provision of equipment to Brgy. Health Center and many more. During the Typhoon Odette, relief operations have been essential in providing aid to those affected and TVIRD was there to render relief operations. The significance of these relief operations cannot be overstated, as they have provided much-needed assistance to those who are suffering and have helped to restore hope in a time of despair. Relief operations are a vital part of rebuilding communities after disasters like Typhoon Odette, and they play an important role in helping people to get back on their feet.



TURN-OVER  
es Support



BP-TAKING

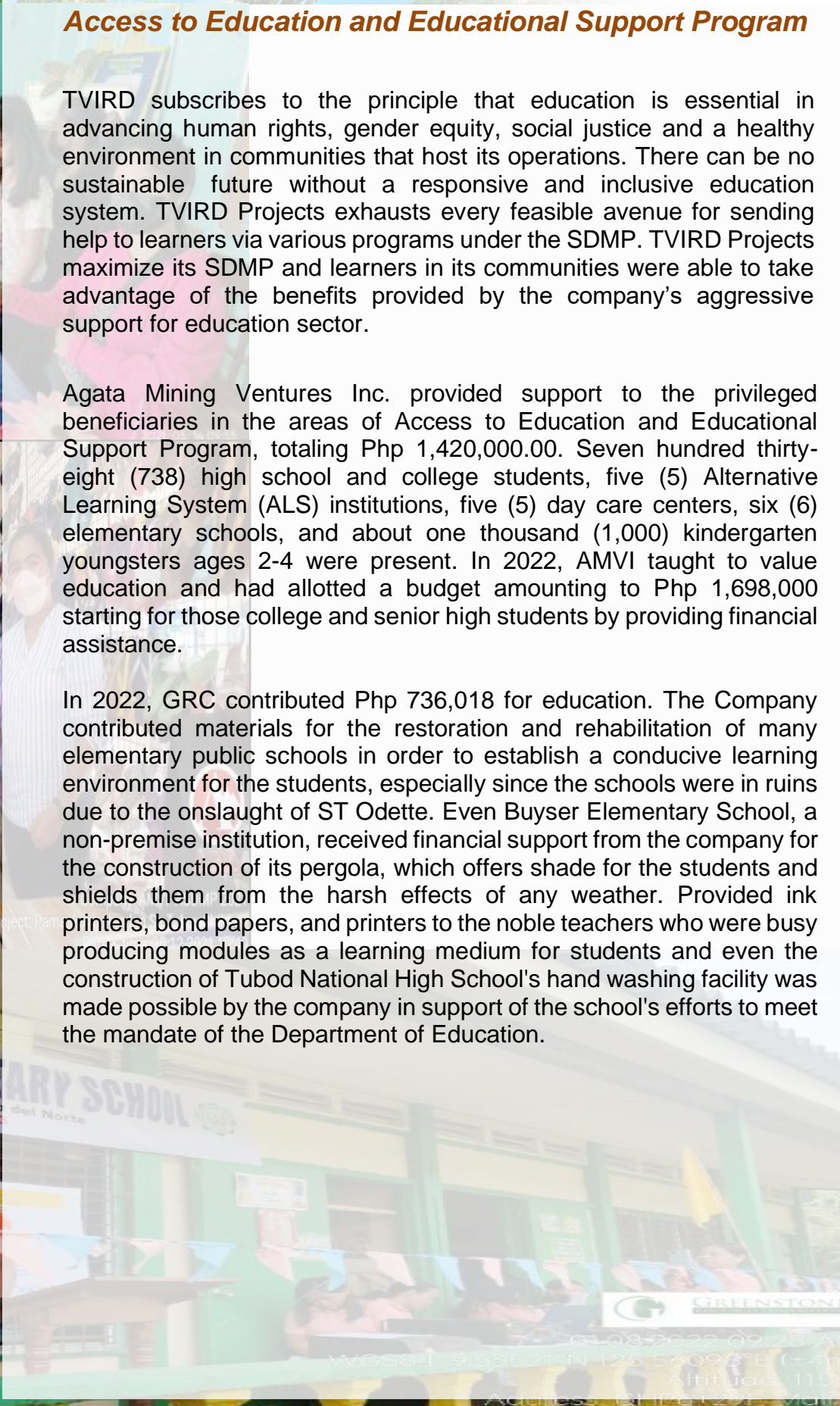


## Access to Education and Educational Support Program

TVIRD subscribes to the principle that education is essential in advancing human rights, gender equity, social justice and a healthy environment in communities that host its operations. There can be no sustainable future without a responsive and inclusive education system. TVIRD Projects exhausts every feasible avenue for sending help to learners via various programs under the SDMP. TVIRD Projects maximize its SDMP and learners in its communities were able to take advantage of the benefits provided by the company's aggressive support for education sector.

Agata Mining Ventures Inc. provided support to the privileged beneficiaries in the areas of Access to Education and Educational Support Program, totaling Php 1,420,000.00. Seven hundred thirty-eight (738) high school and college students, five (5) Alternative Learning System (ALS) institutions, five (5) day care centers, six (6) elementary schools, and about one thousand (1,000) kindergarten youngsters ages 2-4 were present. In 2022, AMVI taught to value education and had allotted a budget amounting to Php 1,698,000 starting for those college and senior high students by providing financial assistance.

In 2022, GRC contributed Php 736,018 for education. The Company contributed materials for the restoration and rehabilitation of many elementary public schools in order to establish a conducive learning environment for the students, especially since the schools were in ruins due to the onslaught of ST Odette. Even Buysar Elementary School, a non-premise institution, received financial support from the company for the construction of its pergola, which offers shade for the students and shields them from the harsh effects of any weather. Provided ink printers, bond papers, and printers to the noble teachers who were busy producing modules as a learning medium for students and even the construction of Tubod National High School's hand washing facility was made possible by the company in support of the school's efforts to meet the mandate of the Department of Education.





## Access to Education and Educational Support Program (continued..)

For the fiscal year 2023, a total of Php 734,132.57 is allotted to support the educational sector, which will allow for the realization of the provision of educational supplies to schools in its host and neighboring communities, the provision of materials for the Brigada Eskwela, the provision of repair materials for Cawilan's elementary school, and a source of funding for an array of national certificate courses that will be given equally to its stakeholders through the active participation of Technical Education And Skills Development Authority (TESDA). The company has already set aside Php 75,000 for its scholarship program, which is likely to grow in the coming years. In partnership with Caraga State University, the company will offer more avenues for eligible and worthy students to receive free education.

TVIRD-Balabag provided school supplies and a feeding program to schools as a noble effort aimed at making quality education accessible to children of all backgrounds. In conclusion, the company provided Php 3,701,812.49 in total for the year of 2021-2022 implementation and this year 2023, the company allocated Php 9,608,850.58 to be implemented to education component.

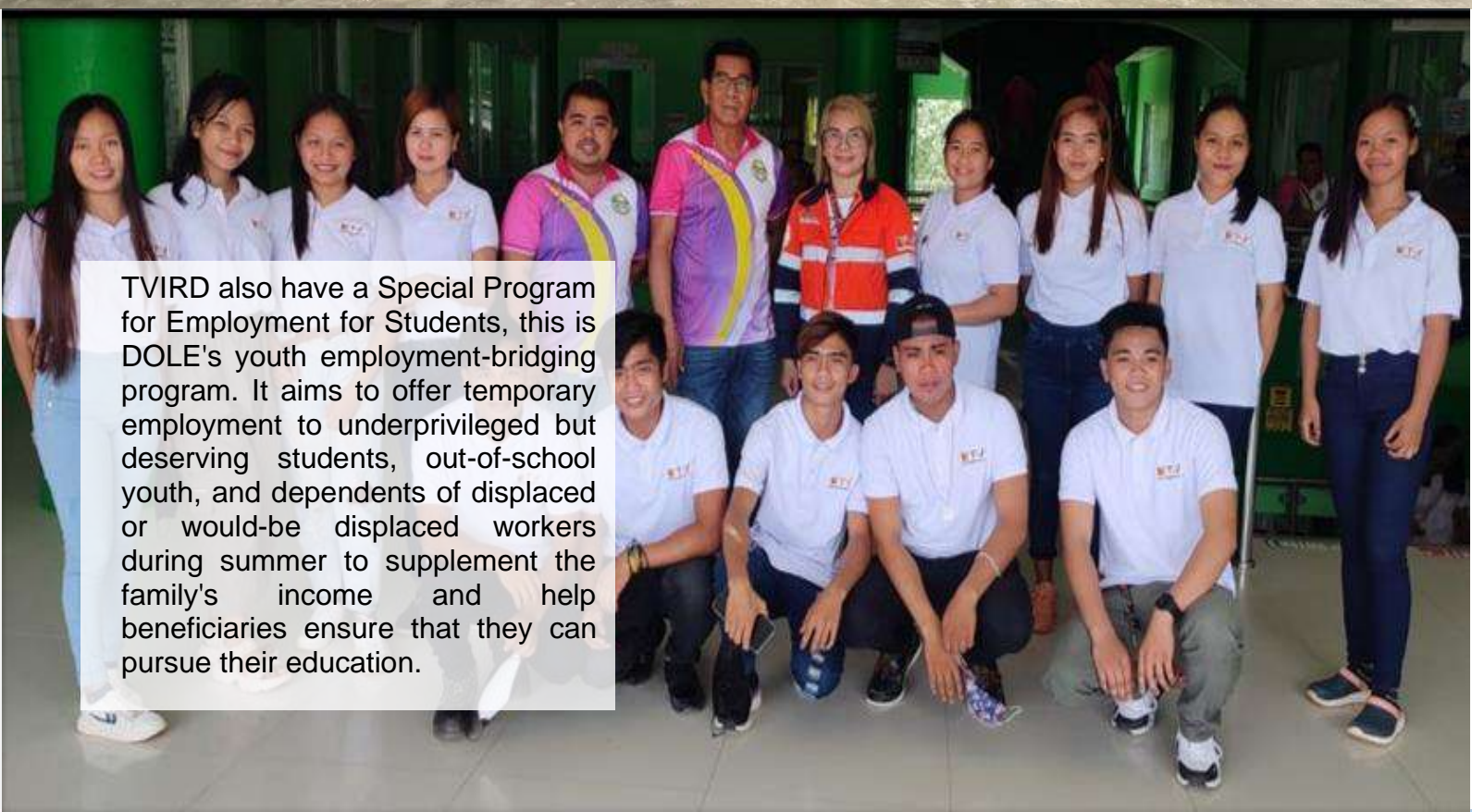






**Access to Education and Educational Support Program (continued..)**

TVIRD provided scholarships to college students with mining related courses in MSU-Buug. This provides access to high-quality education for those who might otherwise be unable to afford it. It aims to provide financial aid and resources that promote educational opportunities for students facing economic constraints and help ensure that any student can pursue their passions in higher education.



TVIRD also have a Special Program for Employment for Students, this is DOLE's youth employment-bridging program. It aims to offer temporary employment to underprivileged but deserving students, out-of-school youth, and dependents of displaced or would-be displaced workers during summer to supplement the family's income and help beneficiaries ensure that they can pursue their education.



## Access to Education and Educational Support Program (continued..)

Cherly C. Rodriguez, a teacher at Timamana National High School, was given support by GRC in her endeavors to prepare for her compliance, which resulted in her being named the Outstanding International Teacher of the International Young Leaders and Achievers Awards 2022. A distinction that brought pride and joy not just to the company, but to the entire province of Surigao del Norte.



TVIRD-BGSP has one TVIRD paid teacher from Dimalinao Elementary School and one from Bobuan Extension Elementary School. TVIRD paid teachers are individuals who are employed in a public school that doesn't have item yet to teach courses and provide educational services to elementary students. They have a range of objectives, including providing quality instruction, engaging students in meaningful learning experiences, and working with the Department of Education to ensure that educational goals are met. These TVIRD paid teachers are knowledgeable in their subject areas and be able to effectively communicate with their students. They also possess excellent organizational skills and able to work independently or as part of a team.



## Responsive Training

Through TVIRD's free technical learning skills trainings in partnership with TESDA, new drivers, construction workers, bakers, cooks, and agricultural technicians are trained from what used to be jobless and informal settlers. These efforts have seen the birth of Agata Mabakas Techno Demo Farm in 2018, the only TESDA-accredited organic farm school in Caraga Region which focuses on the training, research, and development of community members to acquire skills in sustainable farming technologies that will ensure food security and generate income opportunities even after the end of the mine.

Being the only Technical Education and Skills Development Authority (TESDA)-accredited organic farm school in the province, and one of the only two in the CARAGA Region operated by a mining company, the institution was formally registered as a Farm School and a Learning Site in 2016. Popularly known as 'Mabakas,' which takes after the Mamanwa word for 'Industrious,' the school serves interested individuals within AMVI's area and throughout the entire region. Since its first day of class on February 23, 2018, Mabakas now has almost 5,000 beneficiaries and an ever-growing number of interested parties. The farm school offers Organic Agriculture Production NC-II\* which has six competencies:

- (1) Organic Vegetable,
- (2) Organic Concoctions and Extracts,
- (3) Organic Fertilizers,
- (4) Organic Chickens,
- (5) Organic Swine, and
- (6) Organic Small Ruminants.





### ***Responsive Training (continued..)***

GRC adopted AMVI's Mabakas Techno Demo Farm, proven effective in sharing technology and skills building through hands on trainings and development. With these trainings, it activates a bigger production scale with a more competent quality of value-added livelihoods. As a whole, this will ensure the overall sustainability of community that would outlive even after mine life. The company will also be adopting AMVI's Community Royalty Development Program which will ensure the Royalty Share of the IP Sectors to be managed properly with 50% of it is dedicated to the community (health, education, public utilities, livelihood, and socio-cultural), and 50% of it to its tribal leadership and governance. This program was developed from the learning experience of TVIRD from its previous operations giving insight to necessary difference which will eventually be reaped by its IP Sectors.

GRC partners with TESDA to provide significant training to its stakeholders in courses such as Animal Production - Poultry NC II, Small Ruminants NC II, Cacao Production, Abaca Production, and Rice Competitive Enhancement, all of which will boost productivity and add value to fresh agricultural produce through the GRC MABAKAS Techno Demo Farm. Through these relevant training and skill advancements, the implementation of GRC's fool-proof blueprint for the community is currently within reach.



ON THIS SITE WILL SOON RISE

# SIDLAK

TECHNO DEMO FARM SCHOOL

A MABAKAS TECHNO DEMO FARM INC. - LEARNING AND ASSESSMENT CENTER AFFILIATE



### *Responsive Training (continued..)*

TVIRD-Balabag also adopted the AMVI's Mabakas Techno Demo Farm and will soon established their very own SIDLAK (Sustainable Integrated Diversified Livelihood Agricultural Knowledge) Demo Farm. The sole demonstration farm school built by a mining company. It instructs community members on the right techniques for gardening, tree planting, livestock keeping, management, and marketing. It seeks to educate more constituents to provide them with an alternate or supplementary source of income. The TVIRD-BGSP have already established linkages to the following agencies: The Agricultural Technical Institute (ATI), The Philippine Rubber Research Institute (PRRI), TESDA, The Philippine Fiber Industry Development Authority (PhilFIDA), The Department of Trade and Industries (DTI), Department of Agriculture (DA) and Bayog Municipal Local Government Unit.







## Livelihood

TVIRD and its projects primary purpose is to provide a sustainable livelihood program to the host and nearby communities so that after the company ceases operations, the company's legacy remains active. That is why all of TVIRD Projects is quite specific about how the program is implemented.

The Livelihood component of AMVI's Social Development Management Program of 2021 (SDMP) has a total budget of Php 2,187,520 to offer the community with long-term livelihood assistance.

Four (4) of the eight (8) barangays under AMVI's jurisdiction were located on the coast. Pumpboat engines were given to the Lawigan Farmers Fisherfolks Association to help them in their fishing activities. In addition, the other four (4) barangays were located along the Kalinawan river, where fishing was also a source of wealth. That is why AMVI gave the fishermen fishing nets. It was a huge benefit to the fishermen. On the other hand, there were low-land barangays where cattle rearing would be ideal because farming was their primary source of revenue. As part of the Cattle Dispersal program, AMVI released over 20 cattle. In 2022, AGATA's SDMP also funded for Enterprise Development and Networking with a total budget of Php 1,899,420.82 for Abaca Plantation Training and integrated Agri-Aqua Enterprise Project Support to Farmers and Fisherfolks.

Regular meeting and SDMP monitoring of implemented livelihood projects, particularly promoting abaca weaving in the community



Production of the Mapaso Tableya, a business venture of the Mapaso Mamanwa Tribe in partnership with Agata and the Department of Agriculture





*GRC's CRO Manager joins in LERIO Chocolate Factory Tour to better understand cacao post-production*

**Livelihood (continued..)**

Bearing TVIRD's guiding philosophy of 'Starting it Right, Keeping the End in Mind,' GRC is developing a blueprint that will not only help its community economically but will also double and even triple its earnings through value-adding. A total of Php 1,661,510 has been allotted in 2022 to help the community's striving economy. The company's stakeholders have benefited from goat raising, milk production, and the acquisition of post-harvest facilities. Supplies for Barangay Siana's Training Center have also been donated to increase productivity in the area. The company contributed funds to the marketing centers in Barangay Del Rosario and Poblacion. It also supported livelihood skills training for women in Barangay Poblacion and rice milling in Barangay Cawilan. One of the best things about GRC communities is the gift of lush soil and the likelihood of success in agriculture is skyrocketing high. As a result, GRC allocated Php 1,506,579.72 to increase agricultural production this year. Its eight barangays would each receive substantial funds to assist with farming materials, ensuring a significant boost to its activities.



*The pleased and proud graduates of the Community-based Organic Agriculture Training, along with TESDA's Regional and Provincial Officers*





### *Livelihood (continued..)*

On the other hand, TVIRD allocated Php 14,675,942 for the livelihood programs this year and these include Abaca Production, Rubber Farming, Procurement of Rice Post Harvest Equipment, Construction of Water Refilling Station and complete Refilling Equipment, Poultry Production, Fresh Egg Production, Organic Vegetable Production, Organic Fertilizer, Hog Raising, Goat Raising, and Banana Production and Propagation. Through these training initiatives, TVIRD strive to help the community set attainable goals and objectives needed for success, both short-term and long-term. This aims to provide lasting solutions that will give them further employment opportunities beyond the initial training. By equipping the community with knowledge and skills in areas such as finance, technology, sustainability management, and communication - they have the chance of greater opportunities so they can turn their potential into actuality.



*Women's Association undergone Training on Abaca Handicraft*



## Support to Public Infrastructures

TVIRD recognizes the important role that physical infrastructure plays in contributing towards economic development. It is clearly a vital prerequisite for mobilizing progress in host communities. The company also believes that sustainable development is a goal that emphasizes a long-term and generational perspective which integrates economic, environmental, social, and cultural dimensions. As such, as TVIRD pursues its infrastructure initiatives being one of its principles of development, it considers the impact of infrastructure on the other aspects of well-being. The underlying principle is that strategically planned, infrastructure can provide significant improvements to other dimensions of sustainability.

AMVI's Social Development Management Program of 2021 (SDMP) Infrastructure Development and Support Services has a total budget of Php 1,110,000.00 to provide construction, maintenance, and enhancement of facilities and buildings to the host and nearby communities. AMVI allotted funds for Water System Improvement to five (5) barangays to ensure that everyone has access to safe drinking water. The construction of a day care center in Sitio Guinaringan, Barangay Lapaz, offers joy to students, parents, and day care workers who now have a safe and comfortable development center to stay with during class hours. AMVI never forgets to help churches with repairs and facility improvements because religion plays an important role in a person's cultural identity. Some churches were given building supplies and equipment to help them repair, renovate, and improve their facilities. As part of AMVI's mission to improve the facilities of its host and nearby communities, CCTV cameras were put for security purposes on the newly constructed hanging bridge of Barangay E. Morgado. In 2022, Infrastructure Development and Support Services were also funded by SDMP with a total budget allocation amounting to Php 2,734,140.27 still for the support of religious sector that benefited a total of 24 churches and for the water system improvement 8 host and neighboring barangays benefited from the project.



Water Refilling station managed by the Tinigbasan Farmers and Fisherfolks Association







### Support to Public Infrastructures (continued..)

The GRC's Social Development and Management Program (SDMP) includes a provision for the construction and repair of community-beneficial public infrastructure. Php 738,345 has been set aside for infrastructure development and support services last year and Php 250,000 this year. The year 2022 was a year for Water System construction and repair for Del Rosario, Pongtud, Magpayang, Cawilan, Poblacion, Siana, San Pablo, and Dayano, with a total cost of Php 734,345. These large infrastructural improvements pleased consumers by bringing potable water directly to their taps. This year's key recipients for the provision of supplies for church building improvements totaling Php 100,000 include churches from Dayano, Pongtud, Poblacion, and Siana. Water System Improvement in Dayano and Del Rosario, on the other hand, continues with an overall set expenditure of Php 150,000.

Provision of Construction Materials in Brgy Poblacion



Provision of Ceramic Floor Tiles to Brgy Pongtud's Catholic Church



Water Tank turned over to Brgy. Depore



### Support to Public Infrastructures (continued..)

TVIRD Balabag Project's public infrastructure includes a provision of covered court, enhancement of Farmers Irrigators Federation Office, expansion of Water system level 2, Multipurpose Hall with furnitures, chairs and tables and construction of Solar dryer with a total cost of Php 1,980,000. The objectives and goals of public infrastructure provision therefore include providing fair access to resources that are essential for living a productive life. By ensuring equal opportunities through public infrastructure provision, TVIRD boost social cohesion in the community.



Ground breaking on multipurpose hall Phase I





AMVI gives Relief Goods to the affected people of Brgy. Colorado

## Socio-Cultural Activities

A dynamic society's culture is expressed in the myriad ways we tell our stories, celebrate, remember the past, enjoy ourselves, and envisage the future. Our artistic expression helps us define ourselves and perceive the world through the perspective of others. TVIRD acknowledges this, which is why it goes out of its way to ensure that community celebrations and events are fully supported in all aspects.

AMVI's Social Development Management Program of 2021 (SDMP) has a total budget of Php 1,231,939.54 and it supports various activities such as barangay activities, church activities, youth, women's, and senior citizen's activities, and Indigenous peoples' activities in the host and neighboring communities, as well as the various activities of other municipalities covered by either government or private agencies. In 2022, AMVI had budgeted for Socio-Cultural Component of SDMP with the total amount of Php 2,323,710.41 for the support of community's annual celebrations such as Support to Religious Sector, Youth Activities, Support to Araw, Support to Fiesta and other related annual celebrations.



AMVI celebrates 2023 National Women's Month





GRC celebrates Nutrition Month



1<sup>st</sup> Quarter's Month of February Birthday Celebrators during KASADYA



GRC celebrates 2023 National Women's Month



### **Socio-Cultural Activities (continued....)**

In 2022, GRC contributed Php 200,000 to festivities such as Araw and Fiesta Celebration in its eight (8) host and neighboring communities. GRC was also able to provide Php 215,000 in assistance to Provincial and Municipal Development Projects, which included training and consultations. The company also wholeheartedly backs the lighting projects of the different local government units during the Yuletide Season. In the current fiscal year, Php 360,000 have been allocated to support its barangay's 'Araw Celebrations', Php 340,000 to support the church's patron saints celebrations, Php 50,000 to support women's sector activities in the communities, as well as youth activities in the same amount, Php 30,000 to support the communities' senior citizens, and Php 20,000 to support Persons with Disabilities (PWDs).

Other socio-cultural events were also funded, including a Php 30,000 allocation for Poblacion's Year-End Activity, a Php 10,000 provision for Magpayang's Community Activities, and a Php 148,287.71 funding for other socio-cultural-related events. In agreement with the Mines and Geosciences Bureau (MGB), the company additionally set aside Php 55,000 for medical/health emergency aid, including funeral aid. The company will also provide traditional lighting support for this year's Yuletide Season.



TVIRD Relief Operation

**Socio-Cultural Activities**  
*(continued...)*

Under the program of Socio-cultural components of Social Development and Management Programs (SDMP), TVIRD Balabag provided a total of Php 5,256,799.51 to the community of Bayog and its stakeholders. Activities supported included meaningful celebrations such as Patronal Fiestas, Araw ng Barangay, Araw ng Tribu, and the like.



TVIRD celebrates 56<sup>th</sup> Founding Anniversary of Palad-Palad Festival in Bayog



TVIRD and GRC celebrates Earth day







### Socio-Cultural Activities (continued....)

All projects are actively participating in government-driven celebrations such as annual women's month, fire prevention month, nutrition month, buwan ng wika, earth day and the like. It also strives to foster a work-life balance culture in which its employees are given an avenue to take a break and unwind from the demanding tasks that they have through various mental-health-friendly activities such as Sabado Night, where all accommodated staff socialize with each other while enjoying good food and booze, Hu-Wow-Bes, a weekly activity that offers sumptuous cuisines from all over the world, Kasadya, a quarterly celebration for the quarter's birthday celebrators, and monthly team building in every department. TVIRD practices inclusivity, where people of all colors and genders are provided with protection from discrimination and disrespect, hence providing a safe space and environment for all employees.







**SAFETY AND HEALTH**



## SAFETY AND HEALTH PERFORMANCE

The TVIRD has been pump-primed to ensure the safety and health of its employees, partners, contractors, and community stakeholders since the start of its operation. With its present status as a Class A Mine, it adheres to the Mine Safety and Health Standards relative to this classification. Guided by the ISO – Integrated Management System, the commitment to Safety and Health Management resonates with the project's internal and external parties and the highest safety and health measures through its extensive awareness, training, and education, implementation of the rules, applying efficient and technical equipment provision and process and aiming not only meeting the normal standard but surpass what is legislated by law. The achievement of the 13 million Safe Man-hours of the company has been attributed to the TVIRD's Management thru its Safety and Health Department's proactive ways.

The global pandemic has caught our attention in keeping safe and healthy. TVI Resource Development (Phils.) Inc. has taken a leap and committed to ensuring the employees' and communities' safety. The company has already established a Safety, Health, and Emergency Response Program following its Safety and Health Policy. The Safety and Health Program of the company ensures the conduct of good stewardship, training, awareness, and consciousness for the protection of life and property. The company's primary vision is to make the stakeholders safe and be the lifestyle of each one. The Safety and Health Department of the company has been hands-on in the formulation of programs and oversees the effective implementation of TVI Resource Development (Phils.) Inc. related policies as well as safety concerns and issues that are raised and policies/procedures are reviewed by the committee.





## SAFETY CULTURE

The TVIRD has been pump-primed to ensure the safety and health of its employees, partners, contractors, and community stakeholders since the start of its operation. With its present status as a Class A Mine, it adheres to the Mine Safety and Health Standards relative to this classification. Guided by the ISO – Integrated Management System, the commitment to Safety and Health Management resonates with the project's internal and external parties and the highest safety and health measures through its extensive awareness, training, and education, implementation of the rules, applying efficient and technical equipment provision and process and aiming not only meeting the normal standard but surpass what is legislated by law. The achievement of the 13 million Safe Man-hours of the company has been attributed to the TVIRD's Management thru its Safety and Health Department's proactive ways.

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## SAFETY AUDITS

The objective of the inspection and audit is to determine unsafe actions and conditions which might be potentially hazardous or detrimental to the operation's safety. By risk control we identify and implement a range of options to treat any risk, it could have existed or to possibly exist along while the employee is working, and risk should be made low as reasonably practicable. Unless a hazard is removed, the risk associated with hazards can never be eliminated. By planned inspection, risk can be identified from the source and can now be directly taken into action.

A Walkthrough survey is done to pinpoint the location of the existing health hazard so that proper corrective actions can be taken and to identify potential health hazards under normal and abnormal conditions.

Daily inspection is covered 24 hours a day and 7 days a week including holidays to ensure SOPs and safety programs are in place. Daily inspection has two shifts that submit on-the-spot findings especially unsafe conditions and unsafe acts at every end of the safety inspector's duty.

Committee inspections are normally represented by Managers, the Superintendent, or Supervisors (members of the CSHC) to conduct random inspections every month to ensure that the safety and health programs are carried out in place.

Third-party inspection is also part of the system to audit if the Safety and Health Program system is in place. They are either invited and/or the third-party auditors formally send a communication letter for proper audit flow. This also includes the ISO-IMS-related audit and other external interested parties.

MGB Safety Inspections – the MGB Safety Engineer regularly conducts their own Safety Inspection and provides the management with a copy of their report of inspection with findings and recommendations, which the management acts accordingly.

The Safety and Health Department yielded an overall remarkable score on the conducted MGM Region IX TSHES Audit. Not only in mining regulations does the company receive recognition, but the Bureau of Fire Protection (BFP) also commended and awarded TVIRD-BGSP as one of their partners in responding to fire emergencies and other types of emergencies thru its "KAISA STAR SEAL" plaque.





## HEALTH AND SAFETY TRAINING

GRI 403-5

Training and development activities are planned based on need and demand to enable employees to meet upgrade or maintain proficiency in their current jobs. Develop knowledge, skills, and abilities as part of the succession planning and leadership development process. To implement all programs stipulated in this Safety and Health Management Plan, support from the Management played a vital role. TVIRD Management ensures that enough resources are available to provide the needs in the establishment, implementation, and continual improvement of the Safety and Health Management System.

All personnel working for or with TVI Resource Development Phils., Inc. are made aware of their safety and health responsibilities about the Safety and Health Policy and Safety and Health Management System requirements, the consequences of deviating from the policy and procedures, their role in emergency response and the hazards and controls associated with their tasks and roles. Training and awareness programs may include inductions, training sessions, and various safety promotional bulletin communication of this information in all areas of concern.



All Management representatives working on TVI Resource Development Phils., Inc. are considered competent in managing the hazards in their work area by advantage of qualifications, experience, or training.

TVIRD delivers several different inductions (including general, department/area, and visitors) and captures all employees, contractors, suppliers, and visitors as applicable. The inductions cover a range of topics, including (but not limited to) site safety rules, site standards for high-risk hazard management, emergency evacuation, first aid facilities, and incident reporting requirements. All individuals are re-inducted on a two-yearly basis. Pertinent information about the job which is done before the start of the job and during the phase of work.





**Table 24. Health and Safety Trainings**

GRI 403-5

Name of Safety and Health Orientation	Target Number of Participants/Project	Date
General Safety and Health Orientation	1200	January
Safety and Health Orientation for Visitors	100	Monthly
<b>SO1 Trainings (R.A 11058):</b>		
Housekeeping	30	Once a Month
LOTOTO	30	Once a Month
HIRAC	30	Once a Month
PTW	30	Once a Month
JHA	30	Once a Month
Use and Maintenance of PPE	30	Once a Month
Safety Program Auditing	30	October
Defensive Driving Training	30	May
Fire Safety Practitioner Training	1	September
WEM	2	June
Loss Control Management Training	30	February
BCOM Training	1	August
BOSH for Nurses	1	July
<b>Emergency Response Trainings:</b>		
Oil and Chemical Spill Response Training	30	April
Chemical Safety and Response Training	30	March
Fire Competency and Rescue Training	30	March
Standard First Aid and Basic Life Support	30	June





## HEALTH CONTROL AND SERVICES

### Occupational Health Services

GRI 403-3

As one of the pillars of the company, the department ensures that there are programs that the communities can partake in. These priorities show that our care is not just for ourselves but also for the stakeholders, hand in hand with making sure that our environment is safe as well. Our engagement through Community Health Consultation, Community Medical Outreach, and Feeding Program has taken place in the neighboring community and as part of our commitment to serving the community, the Safety and Health team also provides relevant health education on Basic Life Support and other health-related awareness and education. The clinic operates 24/7 to cater and give health services to our employees thru consultation, monitoring of health conditions, dispensing of vitamins, and being on standby facility for an emergency. All employees have undergone different medical examinations to ensure and secure their health conditions and give necessary recommendations to be in a healthy good state. The company initiative on pandemic prevention and controls is intensified, and we spend resources just to ensure that our people will live in covid free operations. We invest in quarantine facilities, vitamins, thousands of test kits, foods, and even the security that all employees will be vaccinated and will get their boosters shot. Our strong and good covid control programs resulted in a business continuity operation despite the threat of the pandemic.

To establish occupational health services in accordance with the regulation and guidelines provided by the OSH standards aligned to government requirements (i.e., Medical Practitioner and Nursing medical assessment, care and maintenance, referrals, provision of basic essential and emergency medicines, etc). To cooperate and participate in the implementation of the organizational and other measures relating to occupational health services.







Sayaw sa Puso



Sportsfest



Blood Letting Activity



Safety Olympics

## Promotion on worker health

GRI 403-6

Maintenance of a healthful work environment by requiring occupational health personnel to conduct a regular appraisal of sanitation conditions, periodic inspection of premises, including all facilities therein, and evaluate the working environment to detect and appraise occupational health hazards and environmental conditions affecting comfort and job efficiency:

At present, interventions such as Diet Management, Sports fest, Health Symposiums or IEC Awareness on Communicable Diseases Prevention, Mental Health Consultation, Blood Letting Program, Mobile Clinic, Sayaw Para Sa Puso, Drug-Free Workplace, other health promotional campaigns, and programs are conducted and made available to all employees and contractors.

To date, the company has conducted several free consultations with the employees and their dependents, contractors, OJTs, and visitors and also consultations from the neighbouring communities. It has also dispensed millions of pesos in medicine costs, test kits for COVID-19, and other related health and medical supplies.

The company has two (2) Doctors, four (4) Nurses, trained First Aiders, and competent ERT members in every project site.





## Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

GRI 403-7

Diagnosis and treatment of all injuries and occupational and non-occupational diseases; Immunization programs to workers, community residents, and nearby barangays; and Accurate and complete medical records of each worker starting from his first examination or treatment, which must be under the exclusive custody and control of the occupational health personnel. Such records shall be made available to the worker or his duly authorized representative and not be used for discriminatory purposes or in any other manner prejudicial to his interest.

Health Education and Counselling in which the occupational health and safety personnel shall cooperate with the supervisors in imparting appropriate health and safety information to employees and residents, such as health hazards including Human Immunodeficiency Virus and Acquired Immune Deficiency Syndrome (HIVAID), Tuberculosis, and Hepa B, and proper precautions, habits of cleanliness, orderliness, safe work practices, use and maintenance of available personal protective clothing and devices, and the use of available health services and facilities; and Nutrition program which shall be under the dietician and supervised by a physician if the latter is present. Medical Examinations such as Pre-employment examinations, Annual Medical examinations, Return to Work Examinations, Separation Medical Examinations, and Medical Surveillance like blood lead levels and others.



## WORKPLACE OCCUPATIONAL HEALTH MONITORING

GRI 403-4

The company established programs to manage the prevention and control of health domains through the implementation of the following policies. TVIRD adopts the following policies and programs for the information and guidance of the employees.

- Human Immunodeficiency Virus and Acquired Immune Deficiency Syndrome
- Tuberculosis at Workplace
- Hepatitis B
- COVID-19 Prevention and Controls
- Drug Free Workplace
- Mental Health Services at Workplace
- Smoking Policy
- Breast Feeding Policy





**Table 24. Injuries and Accidents for 2021 and 2022**

GRI 403-8, GRI 403-9, GRI 403-10

INJURIES AND ACCIDENTS	AMVI	TVIRD	GRC	TOTAL
<b>2021</b>				
Total man-hours	2,245,673.87	2,764,886.00	157,476.00	5,168,035.87
Lost time accidents	0.00	0.00	0.00	0.00
Number of occupational injuries/illnesses	3.00	6.00	0.00	9.00
Incidence Rate (%)	1.33	2.17	0.00	1.74
Severity Rate (%)	0.00	0.00	0.00	0.00
Lost days	0.00	0.00	0.00	0.00
Work-related fatalities	0.00	0.00	0.00	0.00
No. of employees in Health and Safety Committee	26.00	28.00	30.00	84.00
<b>2022</b>				
Total man-hours	2,192,537.62	3,593,940.06	2,126,741.00	7,913,218.68
Lost time accidents	0.00	0.00	0.00	0.00
Number of occupational injuries/illnesses	1.00	11.00	5.00	17.00
Incidence Rate (%)	0.45	3.06	2.35	2.15
Severity Rate (%)	0.00	0.00	0.00	0.00
Lost days	0.00	0.00	0.00	0.00
Work-related fatalities	0.00	0.00	0.00	0.00
No. of employees in Health and Safety Committee	26.00	28.00	30.00	84.00



## EMERGENCY PREPAREDNESS

TVIRD shall ensure that it can respond to any safety, health, and environmental emergency through the creation of an Emergency Response Team (ERT) in line with the company's Annual Safety and Health Program (ASHP) and Emergency Preparedness and Response Program (EPRP). Prompt and effective emergency response reduces accidental loss and the consequences arising from natural and man-made disasters.

TVIRD's Emergency Preparedness Safety Program is adopted on National Disaster Coordinating Council's (NDCC) Incident Command System (ICS) wherein a disaster response command and management structure are established which provides accurate information, accountability, planning, cost-effective operations, and logical support.

The company's emergency preparedness and response programs are established to manage and respond to any untoward emergency that might arise throughout its mining operations. The company Emergency Response Team is well equipped with intensive training to be prepared in such event of an emergency, resources such as emergency equipment and materials have been prioritized thru procurement and inspection to be readily available and in good condition. The company's practices of readiness to respond are not only within its premises, but it also goes beyond serving and through the spirit of volunteerism, this was seen during calamities affecting the host or neighboring communities. The company extended its helping hand by sending response personnel for rescue and relief operations. Even during the pandemic, the company was able to manage the spread of the disease to the community through its strict implementation of the Covid-19 Management, Prevention, and Response Program.

### The Provision of Appropriate Facilities, Vehicles and Equipment

Appropriate facilities such as fire safety equipment, spill kits, first aid facilities, alarm systems, rescue equipment, patient transport vehicle, clinic are readily available on-site for immediate use during emergency situations. These facilities are in strategic locations and being maintained by the Safety and Health department.





## SAFETY AWARDS

1. PMIEA Presidential Award 2021 to 2022
2. Champion in Fire Brigade Competition during the Safety Field Competition in connection with 2018 ANMSEC held at Baguio City last November 23, 2018
3. 2<sup>nd</sup> Runner-up in Fire Extinguishing Competition during the Safety Field Competition in connection with 2018 ANMSEC held at Baguio City last November 23, 2018
4. ISO IMS Certification – Intertek
5. Certificate of Commendation during the National Disaster Resilience Month -PDRRMC - July 3,2018
6. Certificate of Appreciation in grateful recognition of meritorious service rendered in the promotion of the Blood Services – December 5, 2018
7. Certificate of Recognition for supporting The Great Agusan-Butuan Run as Major Sponsor, a run for a cause project organized by Philippine Red Cross Butuan City Chapter – August 12, 2018
8. Certificate of Appreciation during the National Disaster Resilience Month Kick-off Ceremony (PDRRMC) - July 3, 2019
9. Certificate of Appreciation for active participation during the 1<sup>st</sup> BFP Caraga Ultimate Firefighter's Competition 2019 held at Surigao City last May 2-4, 2019
10. Certificate of Appreciation during Fire Prevention Month 2019 (Provincial Fire Olympics) from BFP Caraga – March 22, 2019
11. Best in Uniform – Provincial Level during Fire Prevention Month 2019 (Provincial Fire Olympics) - March 22, 2019
12. Champion in "Industrial Category" - Provincial Level during Fire Prevention Month 2019 (Provincial Fire Olympics) - March 22, 2019
13. Champion in Engine Relay with Target during 1<sup>st</sup> BFP Caraga Ultimate Firefighter's Competition – May 2-4, 2019
14. 1<sup>st</sup> Runner-up in Ladder Raising with Target during 1<sup>st</sup> BFP Caraga Ultimate Firefighter's Competition – May 2-4, 2019
15. 1<sup>st</sup> Runner-up in Fire Extinguisher Firefighting during 1<sup>st</sup> BFP Caraga Ultimate Firefighter's Competition – May 2-4, 2019
16. The Most Discipline Team "Industrial Category" during 1<sup>st</sup> BFP Caraga Ultimate Firefighter's Competition – May 2-4, 2019
17. PMIEA Safest Surface Runner-up 2019
18. 6<sup>th</sup> Caraga Mine Safety Competition 2<sup>nd</sup> Runner-up First Aid Competition
19. PMIEA Safest Surface Award Winner 2022.





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GRI 103: Management Approach	GRI 103-1	Explanation of the material topic and its Boundary	53-56
	GRI 103-2	The management approach and its components	53-56
	GRI 103-3	Evaluation of the management approach	53-56
GRI 303: Water and Effluents	GRI 303-3	Water Withdrawal	54
	GRI 303-4	Water Discharge	54
	GRI 303-5	Water Consumption	55
<b>Biodiversity</b>			
GRI 103: Management Approach	GRI 103-1	Explanation of the material topic and its Boundary	50-52
	GRI 103-2	The management approach and its components	50-52
	GRI 103-3	Evaluation of the management approach	50-52
GRI 304: Biodiversity	GRI 304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	51
	GRI 304-3	Habitats protected or restored	51
	GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	51



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<b>Emissions</b>			
GRI 103: Management Approach	GRI 103-1	Explanation of the material topic and its Boundary	44
	GRI 103-2	The management approach and its components	44
	GRI 103-3	Evaluation of the management approach	44
GRI 305: Emissions	GRI 305-1	Direct (Scope 1) GHG Emissions	45
	GRI 305-2	Energy indirect (Scope 2) GHG Emissions	45
	GRI 305-6	Emissions of ozone-depleting substances (ODS)	45
	GRI 305-7	Nitrogen oxides (NOX), Sulfur oxides (SOX), and other significant air emissions	45-48
<b>Waste</b>			
GRI 103: Management Approach	GRI 103-1	Explanation of the material topic and its Boundary	57
	GRI 103-2	The management approach and its components	57
	GRI 103-3	Evaluation of the management approach	57
GRI 306: Waste	GRI 306-2	Management of significant waste-related impacts	58-59
	GRI 306-3	Waste generated	58-59
	GRI 306-4	Waste diverted from disposal	58-59
<b>Labor Practices &amp; Employee Relations</b>			
GRI 103: Management Approach	GRI 103-1	Explanation of the material topic and its Boundary	27
	GRI 103-2	The management approach and its components	27
	GRI 103-3	Evaluation of the management approach	27
GRI 401: Employment	GRI 401-1	New employee hires and employee turnover	30
	GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	31
	GRI 401-3	Parental leave	32



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GRI 402: Labor/Management Relations	GRI 402-1 Minimum notice periods regarding operational changes	
GRI 404: Training and Education	GRI 404-1 Average hours of training per year per employee	34
	GRI 404-2 Programs for upgrading employee skills and transition assistance programs	34
	GRI 404-3 Percentage of employees receiving regular performance and career development reviews	35
GRI 405: Diverse and Equal Opportunity	GRI 405-1 Diversity of governance bodies and employees	36
GRI 406: Non-discrimination	GRI 406-1 Incidents of discrimination and corrective actions taken	28
GRI 407: Freedom of Association and Collective Bargaining	GRI 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	37
GRI 408: Child Labor	GRI 408-1 Operations and suppliers at significant risk for incidents of child labor	39
GRI 409: Forced or Compulsory Labor	GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	39
GRI 411: Rights of Indigenous People	GRI 411-1 Incidents of violations involving rights of indigenous peoples	TVIRD Projects had zero (0) incidents of violations or grievances were filed.
GRI 412: Human Rights Assessment	GRI 412-1 Operations that have been subject to human rights reviews or impact assessments	TVIRD Projects had zero (0) incidents of violations about human rights.
	GRI 412-2 Employee training on human rights policies or procedures	28



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<b>Occupational Health and Safety</b>			
GRI 103: Management Approach	GRI 103-1	Explanation of the material topic and its Boundary	91
	GRI 103-2	The management approach and its components	91
	GRI 103-3	Evaluation of the management approach	91
GRI 403: Occupational Health and Safety	GRI 403-1	Occupational health and safety management system	91-93
	GRI 403-2	Hazard identification, risk assessment, and incident investigation	91-93
	GRI 403-3	Occupational health services	96
	GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	99
	GRI 403-5	Worker training on occupational health and safety	95
	GRI 403-6	Promotion of worker health	97
	GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	98
	GRI 403-8	Workers covered by an occupational health and safety management system	100
	GRI 403-9	Work-related injuries	100
	GRI 403-10	Work-related ill health	100



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<b>Community Development</b>			
GRI 103: Management Approach	GRI 103-1	Explanation of the material topic and its Boundary	67-69
	GRI 103-2	The management approach and its components	67-69
	GRI 103-3	Evaluation of the management approach	67-69
GRI 413: Local Communities	GRI 413-1	Operations with local community engagement, impact assessments, and development programs	70-89
	GRI 413-2	Operations with significant actual and potential negative impacts on local communities	N/A
GRI 419: Socioeconomic Compliance	GRI 419-1	Non-compliance with laws and regulations in the social and economic area	TVIRD Projects had no non-compliance to any social and economic laws and/or regulations
<b>Marketing and Labeling</b>			
GRI 417: Marketing and Labeling	GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	TVIRD Projects had no incidents of non-compliance concerning product and service information and labeling
	GRI 417-3	Incidents of non-compliance concerning marketing communications	TVIRD Projects had no incidents of non-compliance concerning marketing communications



# CORPORATE DIRECTORY

GRI 102-53

## HEAD OFFICE

22F BDO Equitable Tower  
8751 Paseo de Roxas  
1226 Makati City  
Philippines

## CORPORATE WEBSITE

[www.tvird.com.ph](http://www.tvird.com.ph)

## GRC-SIANA GOLD PROJECT (SGP)

Barangay Cawilan, Tubod, Surigao Del Norte

## TVI-BALABAG GOLD AND SILVER PROJECT (BGSP)

Sitio Balabag, Brgy. Depore, Bayog, Zamboanga Del Sur

## AMVI-NICKEL LATERITE PROJECT

Barangay Lawigan, Tubay, Agusan Del Norte

## MABILO PROJECT

Camarines Norte Province, Eastern Luzon



