

SUPPORTING COMMUNITIES



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Along with all of our numerous stakeholders, Atlas Mining is devoted to addressing challenges. As we survive the COVID-19 pandemic, safeguard our environment, and develop alongside our communities, we continue to sustain our momentum. This is our declaration of our dedication to responsible stewardship. We aggressively strengthen and encourage our mining communities to do their parts because, when we work together, we can break barriers.

Vision

We aim to be the leading copper producer in the Philippines, a preferred employer in the industry and a role model for responsible mining and good governance.

Mission

Anchored on our vision, we will enhance value for our shareholders by pursuing long-term prospects for stability, growth and diversification while harmonizing safe and efficient business practices with the social and environmental needs of our host communities.

The Values We Uphold

- Professionalism
- Team Orientation
- Innovation
- Genuine Concern for the Company
- Concern for Safety, Health, Social Development and Sustainability



We are Atlas Mining



We are **Atlas Consolidated Mining and Development Corporation (Atlas Mining)**, a publicly listed company in the Philippines engaged in metallic mineral exploration and mining.

We operate in Toledo City, Cebu through our wholly owned subsidiary **Carmen Copper Corporation (Carmen Copper)**. From our humble beginnings, we have since grown to be one of the largest copper producers in the world and the top producer in the Philippines. We deliver clean copper concentrate to smelters in China and Japan as well as principal by-products gold and silver. We also distribute other marketable by-products such as magnetite.

As we deliver the essential metals the world needs, we commit to support the transition to a green economy in the most responsible way. Anchoring our practices on responsible stewardship, good corporate governance, adherence to regulatory standards and progressive rehabilitation plans.

Awards and Citations

Presidential Mineral Industry and Environment Award (PMIEA)

Platinum Achievement (2019, 2018)
Titanium Achievement (2017)

Gawad Tugas for
Responsible Mining (2018, 2015)
Forest Protection and Management (2017)

Region 7 Best National Greening Program Implementer (2013)
Region 7 Environmental Protection Award (2011)

Best Mining Forest

Champion (2010)
1st Runner Up (2015, 2013, 2011)
2nd Runner Up (2016, 2014, 2012)

OTHER AWARDS AND CITATIONS

Most Improved Safety Performance Award (2019)

Outstanding Grievance Machinery for Industrial Peace Award (2021, 2019, 2017)

Hall of Fame Recognition for three-peat win in the Search for Outstanding Grievance Machinery for Industrial Peace (2021, 2019, 2017)

Silver Anvil Award for Sustainability Report (2019, 2018, 2017)

Special Recognition for Support to Persons Deprived of Liberty (2019, 2018)

Recognition for Support to Education and Disaster Response (2018)

Commendation for Contribution to the Peace and Order and Socio-Economic Programs in Visayas (2018)

Red Cross Blood Services Platinum Award (2017)

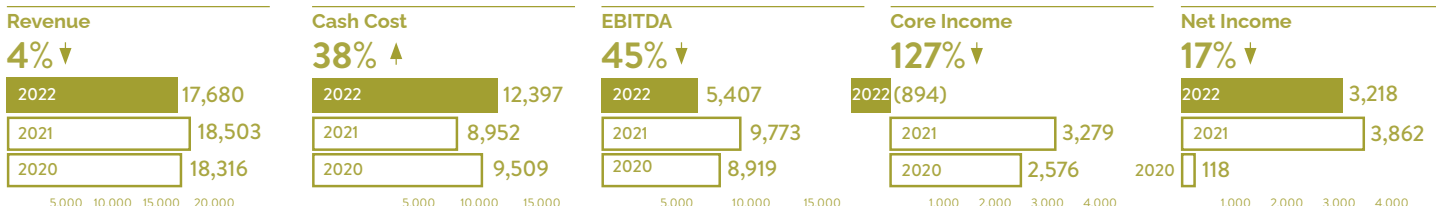
Special Recognition from the Bureau of Fire Protection Central Visayas (2022)

The Progress We've Made for Greener Practices

ATLAS MINING

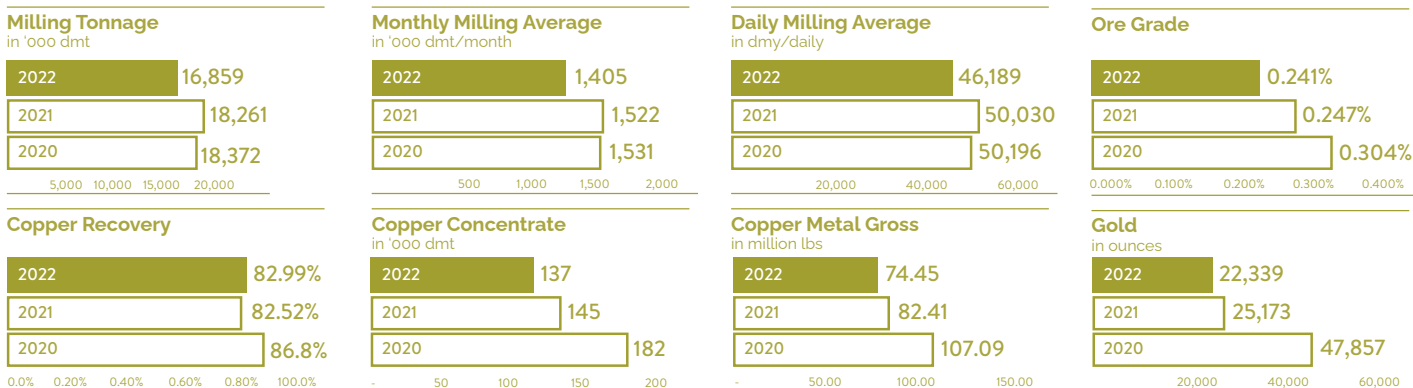
Financial Results

in PHP millions

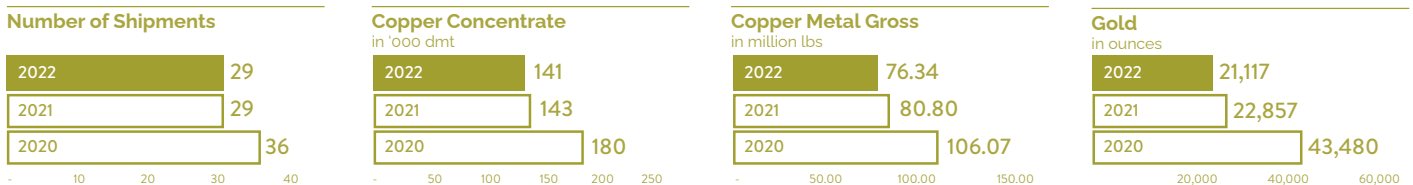


CARMEN COPPER SUMMARY OF OPERATIONS

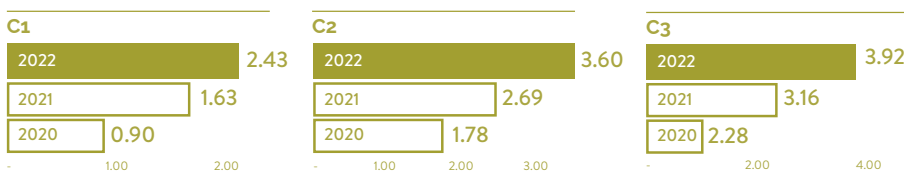
Production



Shipment

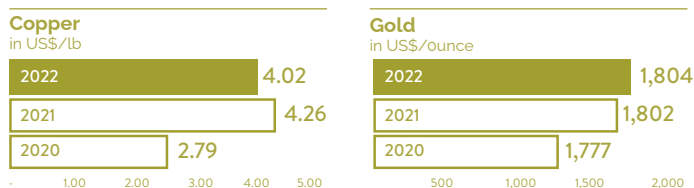


Carmen Copper Summary of Costs



C1 = Production cost, G&A, smelting and related charges less by-product credits
 C2 = C1 + depreciation and depletion cost
 C3 = C2 + mine product tax and royalties, financing charges net of interest and other charges

Metal Prices



Employment and Diversity

2,591
coworkers

97%
locally hired coworkers
within Cebu



9%
women in the workforce

23%
women in management
positions

Communities

PHP7bn
worth of goods and services
sourced within the Philippines



PHP122mn

spent in Social Development
and Management Program

PHP1,457mn
taxes paid

Safety

99.8%
vaccination rate



0
Fatalities

Environment

62.3%
recycled water

PHP81.3mn
Final Mine Rehabilitation
and Decommissioning Fund

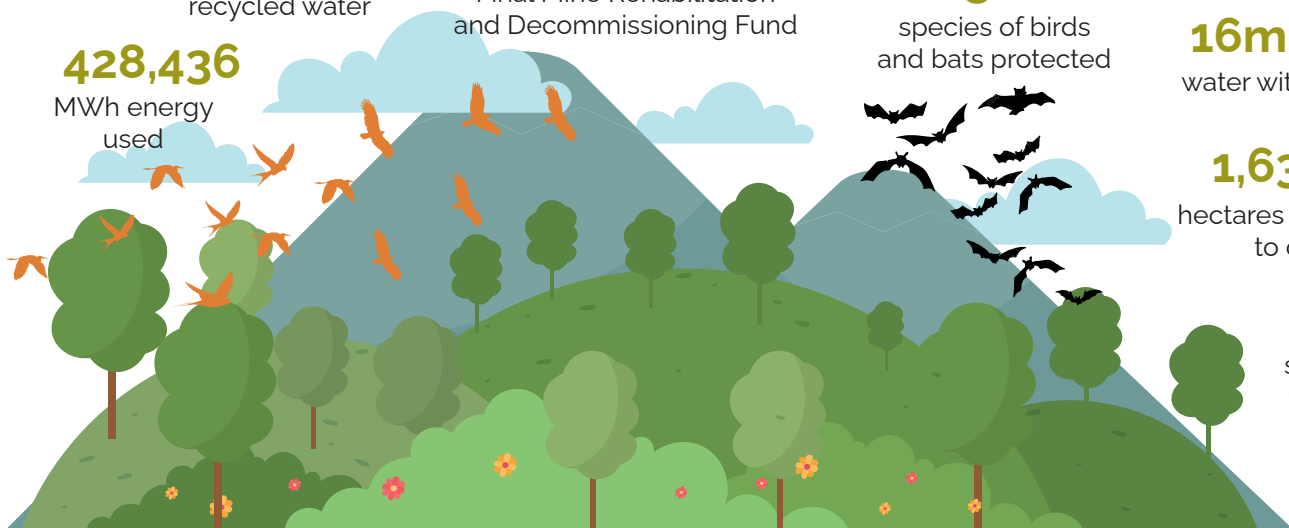
31
species of birds
and bats protected

16mn m³
water withdrawn

1,639.3
hectares reforested
to date

81
species of
trees and
plants

428,436
MWh energy
used



Dear Stakeholders,

After overcoming the challenges and impact brought about by the pandemic and climate-related disruptions in the past years, 2022 continued to test our resilience in delivering better positive results despite the unprecedented rise in the energy and fuel prices that resulted in higher operating and production costs.

With the continuing geopolitical struggles between the US and China, and the prolonged Russia-Ukraine conflict, the foundations upon which the world economy has been built is likely to face uncertainties in the coming years.

With the changes in the behavior of various local economies brought about by the COVID-19 pandemic and the geopolitical crises, progress in digitalization, decarbonization and just transition to renewal energy, the local and global business climate opens itself to constant unpredictability.

These challenges called for us to take a more prudent approach to spending, while never losing sight of keeping the operations going in a financially viable, environmentally friendly, technically feasible, responsibly safe and sustainable manner.

Breaking Barriers

The safety and well-being of our employees and stakeholders remain a paramount priority. While we continue to work together towards attaining our goals, we in Atlas Mining are dedicated to ensuring that our coworkers, team members and communities remain safe and continue to feel safe. We warrant that our safety, health and climate disaster programs are carried out in accordance with the best standards and aligned with regulations and existing laws.

We remain committed to following our eight-year mine plan while making necessary science-based management decisions and calculated adjustments to address operational risks and hazards, thereby enabling us to maintain operational efficiency, expand development opportunities through the sortation and upgrade of low grade ore to product grade ore, and adopt sustainable methods in transforming mine wastes to valuable resources for public and commercial use.

We continue to serve our communities amid the challenges of COVID-19 and climate-related risks. With the resumption of face-to-face classes in private and public schools, we responded by providing free bus transportation so that students could go to school on time and safely return to their homes. We provided needed educational support through our scholarship program and provided new livelihood opportunities to farmers' associations within our host and neighboring communities.

While copper metal remains a critical input to the electric automobile industry and the global demand for renewable energy, we persist in assessing the necessary steps in overcoming the risks and sustaining the opportunities inherent in achieving our annual copper production target as we endeavor to sustain our desire to contribute to a greener future.

At Atlas Mining, our operations adhere to a sustainability framework that focuses on biodiversity and energy conservation, climate change and disaster risk preparedness, crisis management and communication, social development and community engagement, safety and health performance, as well as, environmental protection and enhancement. We further take active participation in adopting greener programs in our business, such as piloting an 180kw solar power panel system at our Administration Building to be used during peak hours to help reduce dependence on fossil fuels. We likewise continue to develop more tree plantations within and outside our areas of operations to further enhance existing biodiversity and ecosystems while increasing our carbon sequestration capacity.

These commitments are fundamentally embedded in our plans, programs and activities consistent with the long standing principles of responsible environmental stewardship, good governance, fiscal management and sustainable mining practices.

We would like to sincerely thank our leaders, colleagues, communities, partners and stakeholders for the milestone achievements that Atlas Mining achieved through the years. It is through the spirit of cooperation, mutual respect, shared responsibility of all involved, that we broke the barriers and overcame the challenges in 2022 and sustain the gains and momentum towards a better and stronger 2023.

ATLAS MINING

Message from Our President and CEO

"These challenges called for us to take a more prudent approach to spending, while never losing sight of keeping the operations going in a financially viable, environmentally friendly, technically feasible, responsibly safe and sustainable manner."

ADRIAN PAULINO S. RAMOS

President and CEO
ATLAS MINING



CARMEN COPPER

Message from Our President and CEO

ALEXEI JEROME G. JOVELLANA

President and CEO
CARMEN COPPER

"Relaxing our COVID-19 restrictions brought in renewed activities while the global commodity price volatility together with climate-related disruptions created new challenges. Despite these, we were able to weather such obstacles and still deliver meaningful productions. Doing this responsibly and a firm awareness toward sustainable and responsible mining."



Dear Stakeholders,

With the easing of restrictions in 2022 as the threat of the COVID-19 pandemic subsided, we started the year with renewed optimism. However, the global phenomenon of weather changes impacted us here in the mine site, with rain volume being much higher compared to 2021, even resulting to historical 10-year highs in the months of April and August. These weather factors have brought new challenges to the mine, which consequently slowed down production.

Despite these obstacles, we still attained 29 shipments in 2022, mirroring that of 2021 albeit lower dry metric tonnage of 133,588 dry metric tons of copper concentrates resulting to revenues of PHP17.7 billion. The cash flow of which allowed continued reduction of debt in Carmen Copper despite spike in our costs due to the global fuel and power price volatility.

Relaxing our COVID-19 restrictions brought in renewed activities while the global commodity price volatility together with climate-related disruptions created new challenges. Despite these, we were able to weather such obstacles and still deliver meaningful productions. Doing this responsibly and a firm awareness toward sustainable and responsible mining.

Innovating and Creating Dynamics

The operating mine of Carmen Copper continue to implement its pit optimization plan while strengthening ancillary efforts on pit dewatering and drainage management to mitigate disruption brought about by extreme weather conditions. We have also commenced the operations of an ore sorting facility that produces grade enhancement with economic value for otherwise low grade ore previously considered as waste. We also adopted substantial review and a comprehensive maintenance program through early identification of key components to reduce downtime and improve the output in the processing plant.

Last June, we celebrated our 400th shipment of copper concentrate. As an important metal in the green transition, we recognize our role in making sure that we produce the cleanest and quality copper in the most responsible way.

As part of our ongoing commitment to environmental stewardship, we put PHP138.8 million into our Environmental Protection and Enhancement Program. To date, we have reforested 1,639.3 hectares of land and planted 7,311 bamboo propagules covering 35.8 hectares of mined-out areas. These initiatives are important to boosting our resilience as a community that is particularly susceptible to the consequences of climate change.

We also held a series of disaster resilience trainings participated in by 60 employees, youth members and barangay workers. We worked with the Bureau of Fire Protection Office of Toledo City for the conduct of these trainings. The activity was our testament in underlining the significance of teamwork in addressing the challenges of disaster risk reduction and climate change.

Looking into measures towards greener operations is of paramount importance to us. We have already tapped a third-party service provider to install solar panels in the Administration Building, our identified pilot area, in the first quarter of 2023. This will propel our efforts to sustainable operations in support to the green movement.

Lastly, we commend the remarkable feat of one of our scholars, Anne Millenie Antoque—the sole graduate from Cebu to top the September 2022 Social Worker Licensure Exam. She is the first scholar to top a licensure examination since the Carmen Copper Scholarship Program started in 2012. Through our scholarship program, we allocate a significant amount of our resources to help provide access to quality and inclusive education. Her success is proof of our promise to help raise next generation leaders in our mining communities.

Reaching these milestones would not be possible if not for the individual and collective efforts of all close to 2,600 employees of the company. We are also grateful to our regulators, business partners and stakeholders. Together, we pledged to strengthen our communities, break barriers and safeguard the environment. Their support allowed us to prosper in yet another difficult year.

To our Valued Shareholders,

Despite the pandemic and the volatility in the prices of our primordial commodities, 2022 was yet another successful year for our company. Our resilience, fueled by the dedication of all stakeholders, empowered us to overcome these obstacles, and sustain operational and financial recovery.

Atlas Mining sustained the turnaround in profitability with a net income of PHP3.2 billion for the year. Notwithstanding the fact that this is 17 percent less than the net income forecast for 2021 (PHP3.9 billion) despite the unprecedented spikes in fuel and energy prices. Our Company was able to fund capital expenditures of USD41.5 million and made additional loan payments of USD101 million in 2022, including leasing, thanks to sustained earnings.

Production was anticipated to be lower in 2022 than it was in 2021, mostly due to lower grade and milling tonnage as indicated by the order of mining operations. Planned production levels, however, faced further decline due to unfavorable weather conditions that affected our mining area at the start and towards the end of the year. Our company was able to endure and swiftly recover from these natural calamities thanks to our well-established operational systems, safety and risk management programs, internal controls, business continuity plan, and the expertise and readiness of our coworkers. With everyone working together to sustain production, we overcame these challenges to achieve 29 shipments, which was the same as in 2021.

Meanwhile, the commodities market maintained its impressive performance. Although the provisional price decreased by 6 percent compared to 2021, we managed to secure a higher hedged price in 2022 that is 10 percent and 4 percent higher than the plan and the previous year, respectively. Accordingly, revenues declined by 4 percent to PHP17.7 billion in 2022 from PHP18.5 billion in 2021. A combination of a slightly lower price and less metal produced resulted in the decrease in revenue.

Cost management is always a top priority area in maintaining the viability of our company. Cost effectiveness, we believe, is our insurance against price fluctuation. Driving operational efficiency through cost consciousness across all levels of the organization helped us effectively control our expenses. This, amid the danger of inflationary impact on input costs, particularly energy costs in 2022.

To achieve this, it was necessary to develop an optimized mine and production plan, execute it with discipline, carefully negotiate the terms of the contract, continually improve procedures and processes, avoid lost working hours by strictly adhering to safety, health, and environmental protocols, and prevent downtime by performing routine preventive maintenance on equipment. The total cash cost in 2022 of PHP12.4 billion was 38 percent higher than in 2021.

Our strategic objectives, as described in the 2019 optimized eight-year mine plan, are on track to be achieved. With a favorable view for the metals market over the medium and long terms, our ongoing efforts to enhance our business processes and secure the support of important stakeholders will support our company's recovery and expansion.

ATLAS MINING AND CARMEN COPPER

Message from Our Chief Financial Officer

RODYARDO B. RAÑADA

Chief Financial Officer
ATLAS MINING/CARMEN COPPER

"With a favorable view for the metals market over the medium and long terms, our ongoing efforts to enhance our business processes and secure the support of important stakeholders will support our company's recovery and expansion."

Breaking Barriers to Responsible Mining

When our products benefit society, when our shareholders are happy with their investments, when our customers and suppliers benefit from our relationship, when our environment is not negatively impacted, when our communities value our citizenship, and when our employees are safe, healthy, and proud to work for us, then we can say that what we do is successful.

OUR VALUED RESOURCES p.12



Coworkers



Relationship
with Our Customers



Relationship with
Our Communities



Relationship with Our
Business Partners



Natural Resources



Intellectual
Capital



Manufactured
Capital



Financial
Resources

THE VALUE WE CREATE



p.19

QUALITY METALS FOR A GREEN TRANSITION

We provide quality metals to meet the needs of the modern world, with responsible stewardship at the core of how we operate

29 shipments
133,588 dmt of copper produced
22,339 oz of gold produced
46,189 dmt daily milling average
428,436 MWh energy consumption
16 m³ of water withdrawn
62.3% of water recycled
1,639.3 has. of land reforested



p.27

PEOPLE WELL-BEING AND DEVELOPMENT

We create purposeful opportunities for our coworkers and partners, committed to a safe and healthy workplace for all

2,591 coworkers
10:1 male to female ratio
1.8 average training hours
0 lost time injury frequency rate
100% of eligible employees were appraised
835 employees from service contractors



p.33

COMMUNITY PROSPERITY

We serve as the bridge for our host communities to access social programs that help improve quality of life

4 host barangays
34,228 population
PHP122mn SDMP disbursement
487 current scholars



p.43

SUSTAINED GROWTH

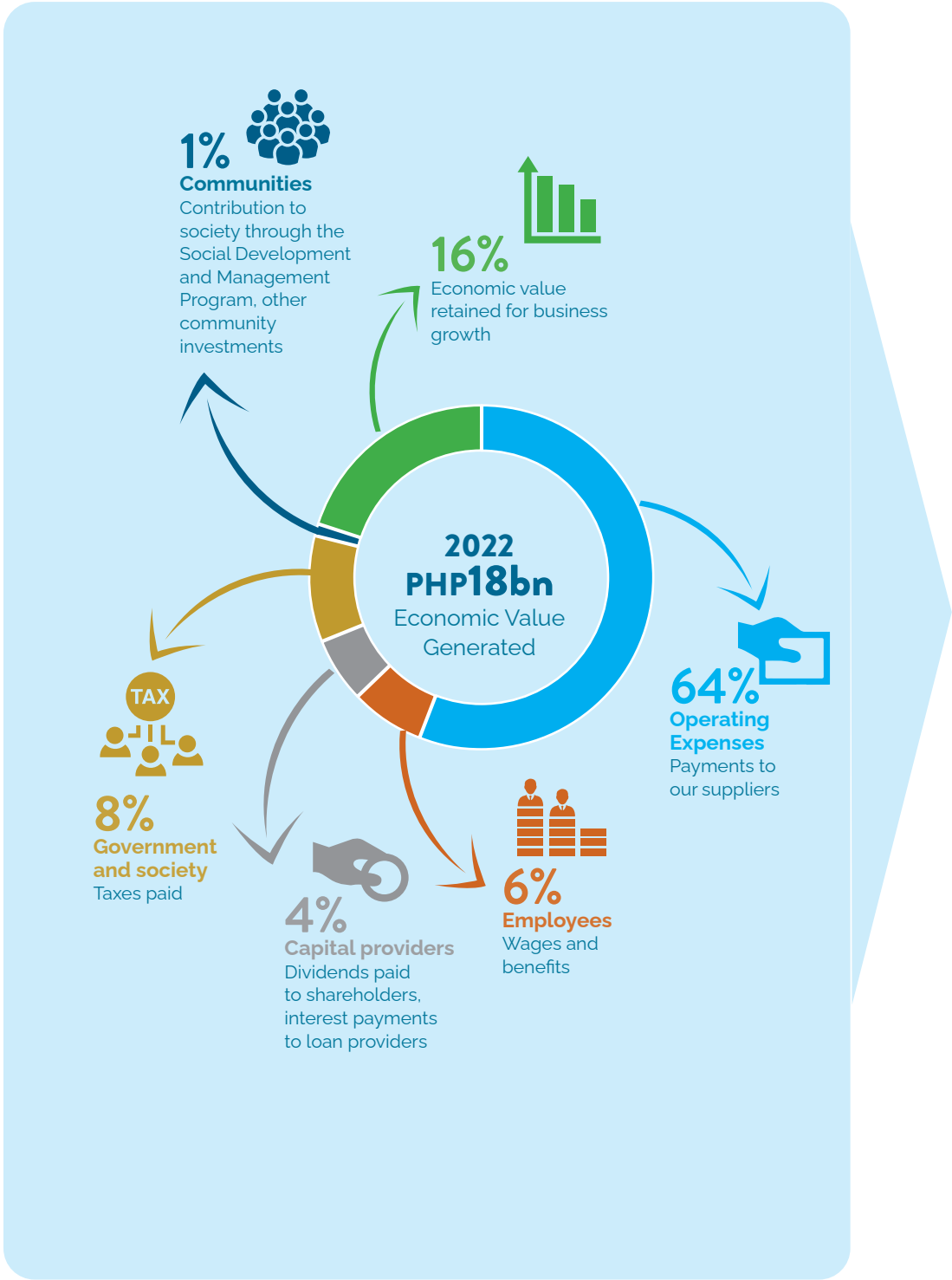
We deliver positive financial returns, maintaining the highest level of good governance and adherence to regulatory standards

PHP3,218mn net income
38% increase in cash costs
PHP81.3mn Final Mine Rehabilitation and Decommissioning Fund

We produce value that our stakeholders can feel, bringing both monetary and non-monetary rewards

THE VALUE WE SHARE

OUR CONTRIBUTION TO SOCIETY



- 3 GOOD HEALTH AND WELL-BEING
- 4 QUALITY EDUCATION
- 5 GENDER EQUALITY
- 6 CLEAN WATER AND SANITATION
- 8 DECENT WORK AND ECONOMIC GROWTH
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- 13 CLIMATE ACTION
- 15 LIFE ON LAND

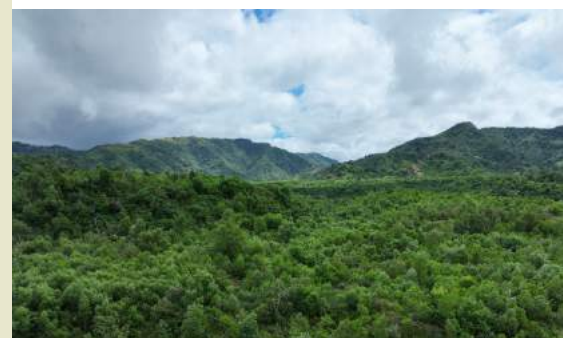
Our Valued Resources: Our Capitals

Effectively fulfilling our promise means relying on our capitals. We make sure we use these capitals to improve the value we produce and share while improving outcomes for our stakeholders is our challenge.

	CAPITALS	RELATIONSHIP WITH THE CAPITALS
COWORKERS 	<ul style="list-style-type: none"> • Committed workforce • Culture of commitment, competence and cooperation • Strong leadership • Safety culture • Engagement with labor union to maintain industrial peace 	<p>We made investments in our coworkers' health, safety, and ongoing training. We were able to reduce missed working hours and increase production overall thanks to our stringent safety and health measures.</p> <p>We were also able to effectively implement provisions in our 5-year collective bargaining agreement with our labor union, which was a result of the management and our coworkers' cooperative attitude. As a result, our social capital and intellectual capital both expanded along with our income and incentives.</p>
RELATIONSHIP WITH OUR CUSTOMERS 	<ul style="list-style-type: none"> • Long-term relationship with smelters • Off-take agreements 	<p>By providing only the cleanest copper concentrate that satisfies their quality requirements, we uphold the relationship and trust we have established with our clients, who are smelters in China and Japan. We worked to keep expenses under control through various operational efficiency initiatives in order to deliver this at reasonable prices.</p>
RELATIONSHIP WITH OUR COMMUNITIES 	<ul style="list-style-type: none"> • Social development programs • Engagement with the mining industry, the Mines and Geosciences Bureau, Environmental Management Bureau, and Department of Environment and Natural Resources • Carmen Copper Hospital 	<p>In order to create social safety nets in the areas of education, livelihood, health, and general well-being, we devote 1.5% of our operating expenses to our Social Development and Management Program.</p> <p>To uphold the highest levels of safety and environmental protection in the mine site, we regularly collaborate with our regulators. This contributes to building our brand's reputation as a trustworthy corporate citizen and steward. We have also hosted bloodletting activities and welcomed the services of volunteer nurses to boost our response to public healthcare.</p>
RELATIONSHIP WITH OUR BUSINESS PARTNERS 	<ul style="list-style-type: none"> • Vendor selection process • Partnership with suppliers that comply with industry standards on worker safety, health, environmental protection and business ethics 	<p>A positive working relationship with our supply chain partners helps us achieve our strategic goals. We push the finest practices for green operations on our supply chain partners.</p> <p>In order to reduce our industrial solid waste as much as possible and turn our mine waste into usable materials for businesses, we are teaming up with CD Processing Inc.</p>

CAPITALS	RELATIONSHIP WITH THE CAPITALS
<ul style="list-style-type: none"> • Mining properties • Water • Energy • Air • Biodiversity 	<p>We minimize the negative impact of our operations on the environment, while pursuing conservation efforts to offset our footprint. In our operations, cost-efficiency measures that also help us reduce our resource use include regular equipment preventive maintenance, water recycling, and optimized production planning.</p>
<ul style="list-style-type: none"> • Corporate culture • Brand reputation • Policies and systems 	<p>Together, we overcame the COVID-19 crisis and achieved sustainable financial success in 2022 thanks to our strong corporate culture, which is built on commitment, competence and cooperation. This not only enhanced our standing as a trustworthy mining company, but it also gave our coworkers a sense of pride and accomplishment.</p>
<ul style="list-style-type: none"> • Mineral properties • Processing assets and equipment • Investments in personal protective equipment 	<p>Our operational effectiveness is a result of the hard work of our employees and the equipment we purchase. To ensure safety and boost overall performance, each coworker receives topnotch personal protective equipment. We also diligently look for the best equipment to help us run a holistic business.</p>
<ul style="list-style-type: none"> • Working capital • Cost management strategy 	<p>As we carry out our eight-year mine optimization plan, we are on track with our operational and financial recovery strategy. We strategically deploy our cash resources to investments in our other capitals. Our cost-cutting measures included implementing cost-effective strategies to protect against price volatility, including managing our employees' health and safety, negotiating commercial terms with clients carefully, abiding by environmental regulations, and making the best use of our equipment.</p>

NATURAL RESOURCES



INTELLECTUAL CAPITAL



MANUFACTURED CAPITALS





FINANCIAL RESOURCES



Drivers of Value: Our Material Topics

We can better effectively execute our strategies by keeping in mind what matters most to our stakeholders, our impact, and our company's capacity to generate value over time. Every year, we analyze our material themes, taking into account the business' risks and opportunities, the areas where we can have the biggest influence, and the real interests of our stakeholders. These are the top priority areas for us to create sustainable value and support the Sustainable Development Goals of the United Nations, according to a review with our management and the outcomes of our stakeholder engagement.

Value We Create	Material Topics	Why is this important in creating sustained value and our stakeholders		
<div>CLEAN COPPER FOR A GREEN TRANSITION</div> <div></div> <div>p.18</div>	Operational Performance and Innovation	<p>Our business is one of our customers' most dependable copper concentrate producers because we only use the cleanest copper. Our goal is to keep the quality of our copper concentrates at the highest level possible through best-in-class operations and ongoing innovation.</p>	<ul style="list-style-type: none">• 2,049,660 dmt copper produced and delivered since 2008• 418 shipments since 2008	<div><div>11 SUSTAINABLE CITIES AND COMMUNITIES</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div>
	Climate Change	<p>Given our location, the adverse effects of climate change will also have an impact on our host communities and the health and safety of our workforce. As the demand for renewable energy systems increases, so will the need for copper, a crucial metal in the green transition.</p>	<ul style="list-style-type: none">• PHP138.8mn invested in Annual Environmental Protection to date• 1,639.3 hectares reforested areas to date	<div>13 CLIMATE ACTION</div>
	Environmental Footprint	<p>We can control costs and hazards along our value chain by managing our environmental impact during operations.</p>	<ul style="list-style-type: none">• 62.3% water recycled• 907,996 mt overburden materials diverted from landfill	<div>15 LIFE ON LAND</div>
	Conservation and Protection of Biodiversity	<p>One of our responsibilities to protect our environment is to invest gradually in restoration initiatives and to maintain our biodiversity. These play a significant role in our ability to comply with the law while also benefiting our stakeholders on the social and environmental fronts.</p>	<ul style="list-style-type: none">• 31 species of birds and bats protected• 81 species of trees and plants protected• 2,675,447 saplings planted at the mine complex to date• PHP81.3mn Final Mine Rehabilitation and Decommissioning Fund deposited as a trust fund	
<div>PEOPLE WELL-BEING AND DEVELOPMENT</div> <div></div> <div>p.26</div>	Occupational Health and Safety	<p>Any mining company's management must adhere to strict safety regulations and procedures for both employees and contractors. Maintaining the highest standards of safety aids us in avoiding operating halts and maintaining our healthy and active staff as we operate.</p>	<ul style="list-style-type: none">• ISO 45001:2018 certified• 99.8% vaccination of employees against COVID-19• 106 days lost in 2022• 28 safety trainings conducted in 2022• 58 safety orientations conducted in 2022	<div><div>3 GOOD HEALTH AND WELL-BEING</div><div>4 QUALITY EDUCATION</div></div>
	Human Rights, Labor Rights and Equal Opportunities	<p>We foster a committed and fruitful connection with our coworkers and business partners by supporting human rights, labor rights, and providing equal opportunities for all.</p>	<ul style="list-style-type: none">• 23% women in management positions• 51.4% employees covered by collective bargaining agreement	<div><div>5 GENDER EQUALITY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div></div>
	Employee Training and Development	<p>Our coworkers are our most important resource. We make investments in our people so they may advance as leaders alongside us, ensuring that the objectives of our business and their long-term professional growth are compatible.</p>	<ul style="list-style-type: none">• 4,759 total hours of training conducted	

Relationships that Matter: Our Stakeholders

The faith that our stakeholders have in us has helped us expand. We communicate with our stakeholders on a frequent basis to have better understanding about their needs and how we can meet them.

Coworkers



Our coworkers are important allies in reaching our goals. To fulfill our company's goals, we need an engaged staff that is committed to doing their best.

How we engage them

Virtual meetings, surveys, monthly trainings and learning sessions, and updates on safety protocols and company programs

Daily departmental pep talks, human resources departmental visits, regular monthly Central Safety, Health & Environment Committee meetings

Regular monthly meetings with the labor union

Key issues raised

Health and safety protocols

Our response

We make sure that our workers have access to sufficient health and medical benefits. As of 2022, 99.8% of our coworkers received the COVID-19 immunization program. In order to promote a healthy way of living, we also regularly offer health programs and activities.

Communities



We have always aimed to prosper while having a long-lasting effect on the host and surrounding communities. Preserving positive relationships with our communities allow us to continue our mining activities.

How we engage them

Regular checks and evaluations on the economic and civic status of our communities to determine the needs of the areas through regular visits, attendance on social activities and other sessions

Annual general needs assessment

Key issues raised

Infrastructure developments to provide basic services on health, education and livelihood

Our response

We committed PHP122 million to our Social Development and Management Program, and hosted bloodletting activities as well as disaster resilience trainings to empower barangay workers and youth members amid climate change-related disasters.

Customers



Our customers inspire and drive growth to the company. Catering to the needs and demands of our customers during an unprecedented time like the pandemic is key to our major operations.

How we engage them

Constant communication via telephone, emails, conferences and site visits

Engaging customers prior, during, or after they had purchased our copper concentrate products

Key issues raised

Meeting production target and schedule

Our response

We take steps to ensure that our production goals are met on time. To guarantee that commitments to the customers are maintained despite unanticipated circumstances that may disrupt our operations; we keep lines of communication open within the teams.

Investors and Shareholders



Our company's orientation is aided by our owners and investors, especially throughout the challenges and changes posed by the COVID-19 pandemic.

How we engage them

Annual stockholders' meetings either through pre-pandemic in person meetings, online or virtual conference or a combination of both

Easy and regular access to information regarding our activities and performance through timely disclosures of material events via the online disclosure system of the Philippine Stock Exchange, and by posting financial and operations reports on its official website

Key issues raised

Operational matters related to the production schedule, regulatory compliance and financial results

Our response

Due to the implementation of our operating systems, safety management systems, and business continuity plans, we maintained our production, shipped as anticipated throughout the year, and kept our profitability high.

Government and Regulations



Governments and regulators are our allies in advancing ethical mining practices and the development of the sector nationwide.

How we engage them

Regular meetings, conferences, monitoring activities, official visits to their office, annual audits, permit related inspections, complaints, surprise inspections, phone calls and online meetings

Key issues raised

New regulations, submission of reports, informal meetings, complaints, request and donations, compliance to regulations

Our response

Beyond merely complying with regulations, we actively cooperate with the government. We also assisted in the urgent relief of our communities during the COVID-19 crisis and Typhoon Agaton.

Business Partners (Suppliers and Contractors)



Our valued partners in providing our clients with high-quality service continue to be our suppliers and contractors. Their assistance with our operations is essential to meeting our goals.

How we engage them

Accreditation processes before engaging our suppliers and contractors, due diligence on feasibility studies of suppliers

Regular meetings to align our expectations on our quality requirements

Key issues raised

COVID-19 restrictions hampering delivery of services

Our response

We continued to follow ethical business practices while maintaining open lines of contact with our suppliers and contractors as they worked to fulfill our business requirements despite the obstacles of the pandemic.

Media Partners



The public's ideas and perceptions on important issues and current events are significantly shaped by the media. For participants in regulated industries like mining, this is especially crucial.

How we engage them

Press releases, publication of advertisements (both online and in print) and support to special supplements

Key issues raised

No reported issues for 2022

Our response

By publishing at least one story per month in both local and national dailies, we ensure accurate and timely reporting.



Quality Metals for a Green Transition



74.5 million lbs
of Copper Metal Produced

We remain steadfast in our commitment to provide outcomes through ethical and sustainable mining operations as the global economy faces a significant shift toward the green transition of clean and renewable energy.

We assist in the transformation of a better world geared toward the green revolution as we contribute to the nation's role in global efforts to build a green economy. Our mines provide two of the most essential materials for the transition: copper and gold. Knowing this, we follow the rules and procedures that are guided by our principles and values. Always putting our employees' safety first, we work to keep a positive atmosphere in place.

Our Pit-to-Port Operations

Copper, one of the metals with the highest electrical and thermal conductivity, is a crucial metal in the transition away from fossil fuels. Our mission is essential in promoting the need for alternative clean fuel energy since the copper we produce is a component in the creation of batteries for electric vehicles. Copper is required to connect wind turbines, solar cells, and electricity networks over broad areas as renewable energy assets are developed. It is a crucial component of electric vehicle batteries, electric motor batteries, and charging equipment batteries. We understand our responsibility to ensure that we produce the highest quality copper in the most responsible manner as a key metal in the green transition.

Did You Know?

The Department of Trade and Industry has identified the copper industry as one of its priority five investment sectors, along with electronics, IT and business process management, automotive, and aerospace. Carmen Copper is the top producer of copper concentrate in the country.



2,049,660

dmt copper concentrate produced
and delivered since 2008



418

shipments
since 2008



A human mosaic participated in by employees and executives of Carmen Copper in celebration of the 400th milestone shipment of copper concentrate.

Carmen Copper marks 400th concentrate shipment

Amid challenges in the past years, we have remained steadfast in our promise to propel our employees, communities, business partners and stakeholders towards sustainable development. On June 1, 2022, we celebrated our 400th milestone shipment of copper concentrate with the following activities: commemorative tree-planting, rice distribution to community members, and a human mosaic at Sangi Port, Toledo City. Carmen Copper President and CEO Alexei Jerome G. Jovellana said reaching the 400th shipment of copper concentrate would not be possible if not for the individual and collective efforts of all close to 2,600 employees of the company. As an important metal in the green transition, we recognize our role in making sure that we produce the cleanest and quality copper in the most responsible way.

Increasing Resiliency to Climate Change

Given that the Philippines is one of the most sensitive countries to the effects of climate change, our business is naturally at danger due to our geographic location. In order to combat climate change, we take a two-pronged strategy: boosting community resilience and promoting low-carbon growth. As we move forward, we have started efforts to align our disclosures with the Task Force on Climate-Related Financial Disclosures' recommendations, using the framework as a blueprint for developing a thorough roadmap for climate action.

Our Governance

In terms of managing climate-related risks, our Board of Directors has ultimate responsibility. We have implemented policies that address climate action, such as our Sustainable Development Policy and our Safety, Health, and Environment Policy, under the direction of our Board.

Our Approach

Our business and particularly our stakeholders will feel complex effects of climate change. Changes in our climate have the potential to disrupt our mine infrastructure, present risks to the health and safety of our coworkers, and make our host communities more vulnerable. Moving forward, we are making efforts to improve our understanding of the risks and possibilities associated to climate change for our company.

Our Risk Control

We continuously incorporate frequent monitoring and due diligence into environmental and climate-related issues. Our Board Risk Oversight Committee, composed of Independent Directors, is in-charge of overseeing our risk management system, including how we manage our current risk sources, reduce the possibility of it happening again, and recommend additional steps or plans as needed.

Our Objectives and Metrics

Through operational efficiency improvements and strategies to better utilize resources, especially energy, water, and waste, we hope to lower our energy intensity. Our annual disclosures include regular monitoring and reporting of our greenhouse gas emissions.

Strengthening resilience capacity

The most obvious threat from climate change that already exists in the present are more powerful typhoons. The most notable was Typhoon Megi (known in the Philippines as Typhoon Agaton), which hit the country in April 2022. Persistent rains and strong winds led to widespread floods and landslides across the Visayas region where we are located.

While devastation brought about by the tropical cyclone may not have been as severe as Typhoon Rai (known locally as Typhoon Odette), the heavy rains still caused the suspension of our operations and affected our communities.

With threats of climate change looming, we held a series of disaster resilience trainings participated in by 20 of our employees. These coworkers composed of appointed emergency responders of their respective departments and members of Minero Emergency Response Team. The Bureau of Fire Protection Office of Toledo City conducted the trainings. The topics for discussion and practical examination include Basic Life Support, Standard First Aid and Fire Safety with Actual Fire Extinguishing Demonstration.

The trainings were part of our observation of the National Disaster Resilience Month held every July. It is our testament in underlining the significance of teamwork in addressing the challenges of disaster risk reduction and climate change.



Optimizing Our Operations

Energy

Managing our energy

We are working to strengthen our energy management strategies so that they are consistent with the transition to clean energy, even if electricity and gasoline from our vehicles and mining equipment continue to be the main sources of our energy use.

By utilizing solar energy, we hope to create alternative sustainable fuel and power alternatives for later dispatch and use for our mining operations.

To determine whether it is feasible to meet our energy needs with renewable energy, we are doing exploratory studies for a floating solar project at the Malubog Dam in Toledo City. We have also identified our Administration Building as the testing area where solar panels will be installed to harness radiation and convert this to solar power.

Water

Conserving our water

We source freshwater from the Company-owned and -operated Malubog Dam, supplying our operational needs and the water requirements of nearby communities in Toledo City. Given the long-term risks of water scarcity, we seek operating efficiency, increase the dam's water storage capacity by desilting, and maximize reclaimed water for reuse in our operations to lessen our reliance on freshwater sources.

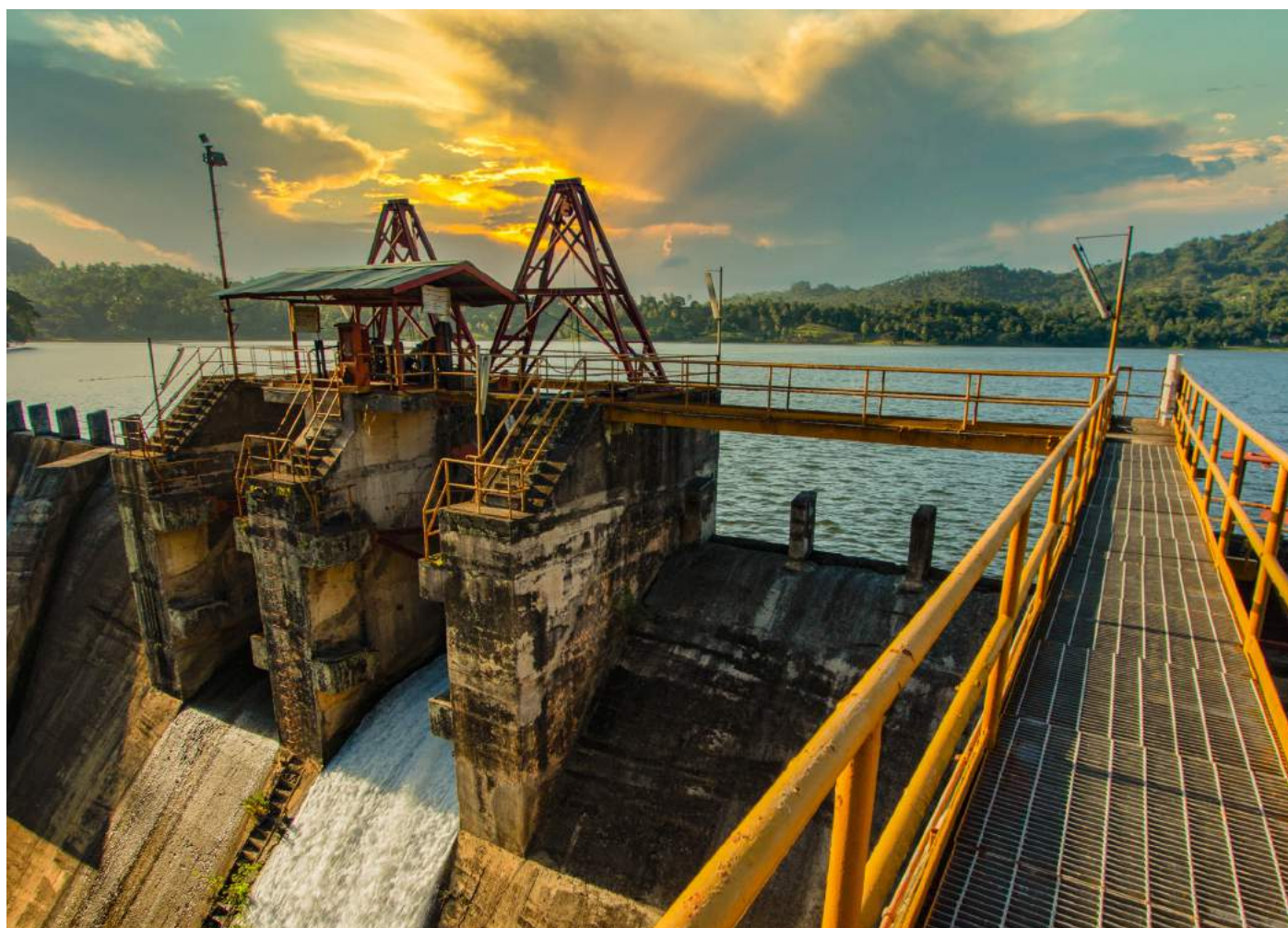
Through our thickener plant and reclaimed water pumping system, we recover water for reuse in our operations. 62.3% of our water requirements in 2022 utilized reclaimed water.



62.3%
of water recycled,
equivalent to



10,529
Olympic-size pools



Mine Rehabilitation

With the assistance of our partner communities, reforestation efforts made great progress. The once-deserted and defoliated mined-out regions in barangays Biga and Loay are now thriving with hopeful flora and fauna thanks to the assistance of eight people's organizations. The members of Bagakay Farmers' Association now have new opportunities for a living thanks to the revitalized forest habitat. Around the Biga Tailings Storage Facility, the once-barren and defoliated mined-out regions are now covered with an oasis of green growth and wildlife-rich habitats.



23,334

trees grown in
mined-out areas
in 2022



5

hectares mined-
out areas planted
in 2022



1,639.3

hectares
reforested to date



941

donated seedlings
in support of the
National Greening
Program in 2022



2,675,447

saplings planted
at the mine complex
to date

We also actively adhere to the guidelines of the Philippine Mining Act on the rehabilitation of mined-out areas. We have earmarked resources under our Final Mine Rehabilitation and Decommissioning Fund Plan to ensure that the site will be back to its pre-mining conditions after the life of mine.



PHP138.8mn

Annual Environmental
Protection and Enhancement
Program in 2022



PHP81.3mn

Final Mine Rehabilitation
and Decommissioning Fund

Conserving Our Biodiversity

We made significant progress in the biodiversity of mined-out areas because of our relentless rehabilitation and conservation of environmental assets. We plant appropriate tree species in between our planted forest trees to enhance biodiversity and invite the return of wildlife to our rehabilitated areas.



77,526
total fruit bearing
tree seedlings
grown to date



92,837
total native
saplings grown
to date



3,513,312
since 2007 seedlings
produced to date



31
species of
birds and bats
protected



81
species of trees
and plants
protected



50
hectares of
undisturbed
woodlands



Bamboo

Bamboo is a sturdy and durable renewable material. Bamboo is a quick-growing plant that does well in our climate and has a wealth of environmental advantages, including aiding in the recovery of mined-out areas and absorbing carbon dioxide. We have planted 7,311 propagules in 35.8 hectares of land since 2020. Bamboo species planted include Kawayan Tinik, Kawayan Kiling, and Yellow Bamboo. Additionally, the initiative is expected to provide our communities with a means of livelihood.

Waste Management

Circular Solutions for Solid Waste

We handle our solid waste within the parameters set by the Department of Environment and Natural Resources with regular collection of recyclable and non-biodegradable waste.

We look for solutions that would enable us to lessen the waste produced by the mining of copper, which takes the form of waste rock and tailings. For the purpose of reprocessing our waste rock and converting it into commercially viable grades and sizes, we collaborated with CD Processing, Inc., an ore sortation solution. With the use of this technology, materials that would have previously ended up as waste can now be used to build infrastructures, buildings, roads and backfilling projects.



Tailings Management

We manage our tailings through the Biga Tailings Storage Facility. By performing routine inspections, following maintenance schedules, doing preventative maintenance tasks, and managing equipment correctly, we guarantee that our structures are stable with the solids and liquids properly managed within the designated areas.







People Well-being and Development



99.8%

Vaccination Rate

We believe that we are the first line of defense against the pandemic. With this, we ensured the safety of our coworkers by providing them booster shots against COVID-19. They are further protected as we continue to run our operations thanks to effective safety measures and strict health regulations.

Our coworkers are important partners to us. We give them a safe working environment, make sure their legal rights are upheld, create opportunities for professional growth, and offer competitive pay and benefits as essential elements of accomplishing continuous operations. All of these are accomplished by putting our coworkers' health and welfare first. We reinforce this by fostering a culture of safety among our coworkers, which keeps the community secure.

Ensuring Safety at All Times

We implemented efficient safety and health measures in accordance with worldwide standards to combat the pandemic in order to safeguard our coworkers from COVID-19. We established a regimen to keep things running while also protecting ourselves from the threat of COVID-19 under the new normal. We operate in line with Certification International Philippines Inc.-certified ISO 45001:2018. This is an international organization for standardization on occupational health and safety management systems. We distributed health kits containing, among other things, facemasks, hand sanitizer, and vitamins to our employees as part of our prevention efforts. Workplaces are regularly disinfected, and identification cards are color-coded as an effective contact-tracing tool.

To remind our coworkers of their duty to themselves, to their colleagues, and to their families in terms of safety standards, information on how to avoid the transmission of the virus is posted in strategic locations. Additionally, a COVID-19 Hotline and Call Center has been set up, which is crucial for reporting symptoms and daily tracking of "suspected" cases. In case of an emergency, our 20-bed Carmen Copper Hospital is available to provide additional care for our personnel and their dependents.



Vaccination Drive

Our biggest step toward recovery from the COVID-19 pandemic, aside from continuing health and safety precautions, was immunizing our coworkers.

We have vaccinated 99.8 percent of our coworkers. Out of 2,591 total employees of Carmen Copper Corporation, 2,575 were already vaccinated. This is part of our pledge in helping end the pandemic. Our vaccination started in July 2021.

For 2022, 51 percent or 1,311 of our coworkers got booster shots. This was part of our thrust to provide them an extra layer of protection.

We continued our campaigns even as the proportion of immunized workers rose.

Materials encouraging inoculation and practicing minimum health protocols are still posted in bulletin boards and disseminated through email blasting.

This was intensified by leaders who included the importance of vaccination in their daily pep talks.

Empowering Our People

We believe in the potential of both our employees and our contractors. As a result, we always take a methodical approach to identifying the strategic training requirements and incentives that could enhance their capabilities.

We also conduct career development assessments to support them in realizing their goals and to foster an environment that promotes personal development.

Last September, we launched the Exemplary Awards Program, which recognizes employees who embody our corporate values of Genuine Concern for Company, Innovation, Professionalism, Team Orientation, and CConcern for Safety, Health, Social Development and Sustainability.

These exemplary employees were also service awardees who have been with the Company for the past 15 years with no safety infractions, security citations and disciplinary cases.



Stronger in Diversity

We support workplace gender equality and women's empowerment in order to preserve a positive work environment. Twenty-five of our coworkers utilized the benefits outlined in Republic Act 11210, also known as the Expanded Mother's Leave Act. For employees who are expecting children, this law offers maternity benefits and time off so they may concentrate on getting better. We have also designated lactating rooms located in strategic areas for our nursing coworkers.

Women leaders are also emerging despite mining being a male-dominated industry. Out of 545 managerial coworkers, 23 percent or 123 of these leaders are women. With the call for equal opportunities in the workplace, we assure our coworkers that their general well-being is always viewed at the highest regards.



51.4%
employees covered
by Collective
Bargaining Agreement



23%
women in
management
positions



While the mining industry at the outset may be dominated by men, our female coworkers each play critical roles in our administrative and mining operations. Our female mining engineers, geologists, metallurgical engineers, accounting staff, chemical engineers, environment auditors, safety officers and haulpak operators conduct field work with utmost efficiency despite the physical demands of the job.





Community Prosperity



PHP122mn

Social Development
Management Program

To see our host communities and the communities around us thrive is what brings us fulfillment. We work to advance our communities in the coming years by offering employment possibilities and educating them with additional methods of generating income.

With the challenges brought by the COVID-19 pandemic, we refocused on aiding the community by providing immediate help for their safety. We did this by offering vaccinations to members of our communities.

When Typhoon Agaton ravaged Cebu, we also responded through relief efforts and mobilized to bring our communities to recovery post-typhoon. To empower our communities further, we provided disaster resilience training to the youth and barangay workers.

Our host communities are special to us, and we go the extra mile to make sure they develop and prosper alongside us in every circumstance.

Sharing Value to Cebu's Economy

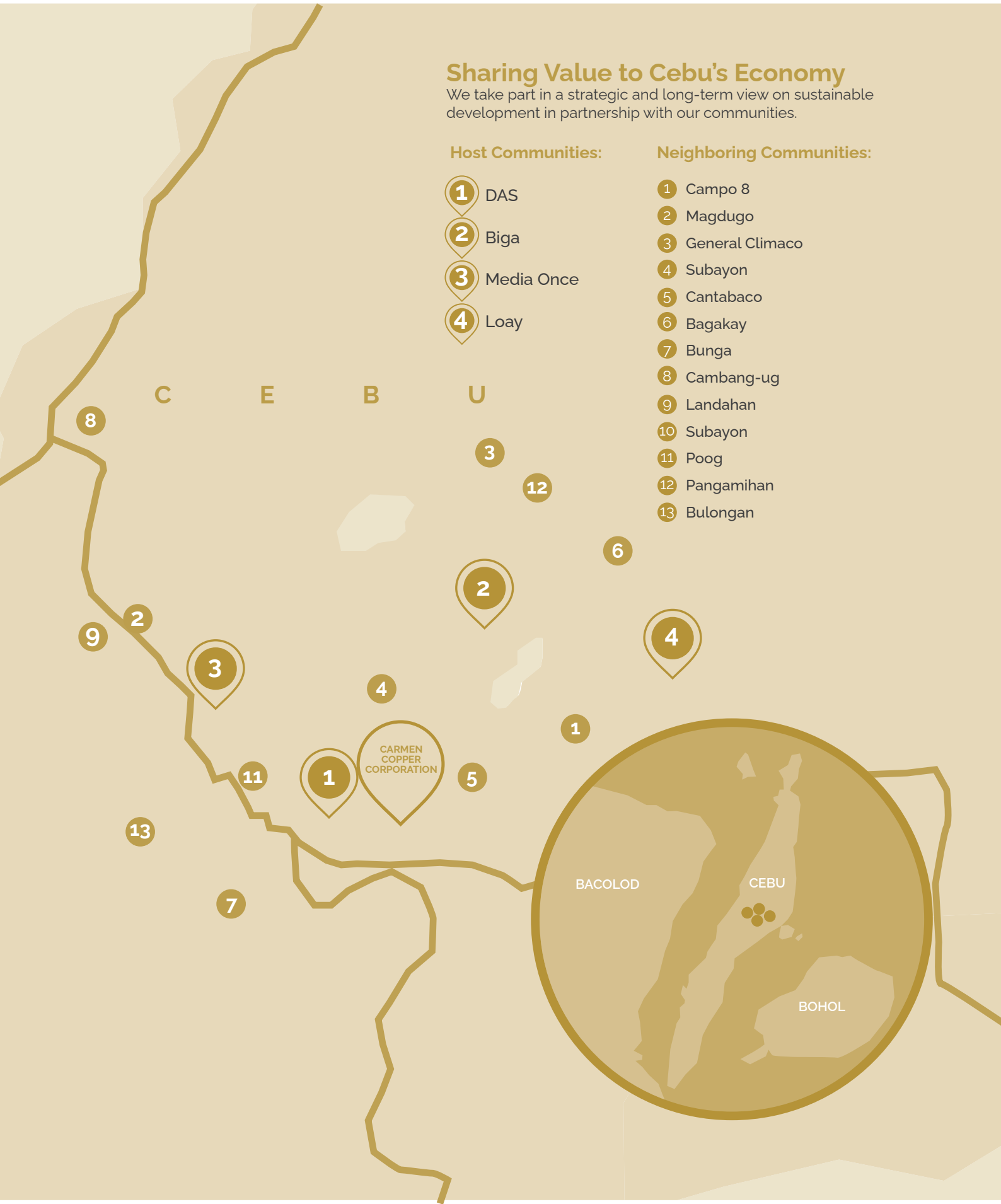
We take part in a strategic and long-term view on sustainable development in partnership with our communities.

Host Communities:

- 1 DAS
- 2 Biga
- 3 Media Once
- 4 Loay

Neighboring Communities:

- 1 Campo 8
- 2 Magdugo
- 3 General Climaco
- 4 Subayon
- 5 Cantabaco
- 6 Bagakay
- 7 Bunga
- 8 Cambang-ug
- 9 Landahan
- 10 Subayon
- 11 Poog
- 12 Pangamihan
- 13 Bulongan





The company's primary host barangay has achieved milestones in its journey towards self-sufficiency



BRGY. DON ANDRES SORIANO (DAS)

Projects Implemented:

- Health center, lying-in clinic & ambulance
- Fire station
- 156 academic scholars
- Accessible road networks
- School covered court
- Classrooms donated and refurbished
- Improvement of water system
- Mt. Carmen Parish Church

Livelihood Projects

- Shoe making
- Rubber tire recycling
- Rug making
- Egg laying production



From a remote barrio in the hinterlands of Toledo, Barangay Biga has grown to a thriving village



BRGY. BIGA

Projects Implemented:

- Road opening & maintenance
- School-based feeding programs
- Senior citizens bldg., birthing facility and ambulance
- Classrooms donated and refurbished
- Multipurpose covered court
- 17 academic scholars
- Water system projects
- Brgy. hall & shuttle service
- Power subsidy

Livelihood Projects

- Vegetable production
- Coffee production
- Sloping Land Agricultural Technology
- Vermiculture composting



The arable lands in Barangay Media Once present many opportunities for socio-economic growth



BRGY. MEDIA ONCE

Projects Implemented:

- Road network
- School-based feeding programs
- Health center renovation
- Ambulance donation
- Multipurpose covered court
- 34 academic scholars
- Daycare center

Livelihood Projects

- Rug making
- Vegetable production
- Community-based greening program
- Banana production
- Cacao production
- Vermiculture composting
- Goat raising
- Biochar model facility



As one of the smallest barangays in Toledo City, Loay boasts hidden natural gems that are slowly being discovered



BRGY. LOAY

Projects Implemented:

- Road improvement
- School-based feeding programs
- Health center & lying-in clinic
- Multipurpose covered court
- 8 academic scholars
- Power and water subsidy
- Classroom donated and refurbished

Livelihood Projects

- Vegetable production
- Broiler production



Continuing COVID-19 Response

With COVID-19 still a threat, we administered vaccinations to 620 members of our communities from February to March 2022.

Most of those who availed of the inoculation were parents and students who wanted to get an additional protection in preparation for the resumption of in-person classes.

The vaccination of community members is on top of the extension of alcohols, face masks and personal protective equipment as part of efforts to curb the spread of COVID-19.

Even as restrictions have eased, we continue to work closely with different people's organization and the local government units of our hosts and neighboring communities to bring help where they need it most.



Social Development

With our focused social investments, we continue to care for the welfare of our host communities through our Social Development and Management Program (SDMP). We have attained the following outcomes in collaboration with our communities:



Education



Livelihood



Healthcare



Live Public Infrastructure



Disaster Response



Cultural Heritage

EDUCATION

Carmen Copper scholar tops social workers' board exam

"I am blessed to become a registered social worker and immensely grateful to be a topnotcher. This was made possible through the scholarship grant from Carmen Copper Corporation I was fortunate enough to receive."

Anne Millennie Antoque

CCC Scholar, 2022 Social Worker Topnotcher

One of our scholars, Anne Millennie Antoque was the sole graduate from Cebu to top the September 2022 Social Worker Licensure Exam. She landed in ninth place with a rating of 86.40 percent. She is the first scholar to top a licensure examination since the Carmen Copper Scholarship Program started in 2012.

The 22-year-old's academic journey had not been easy. Antoque recalled being in a quandary about what degree program to take in college, given her family's growing financial needs. Her father works as a truck operator at Carmen Copper while her mother manages their small sari-sari store. At that time, her two older brothers were in college and their youngest was also in high school.

She took a leap of faith during her second year when she heard that Carmen Copper was accepting scholarship applicants. The rest is history. As a Carmen Copper scholar, Antoque enjoyed full tuition and monthly allowances, among others.



1,540
scholar
graduates
to date



2,027
scholars
since 2015



13
schools built
with **24**
classrooms
to date



62
schools
refurbished with
174
classrooms
to date

LIVELIHOOD

Members of the Sta. Cruz Farmers' Association in Barangay Loay are now raising and selling tilapias in addition to vegetable farming because of the Company's reforestation project.

Many community members who lost their jobs to the COVID-19 pandemic were supported by the project as it ushered the Sta. Cruz farmers to greener pastures when their number of patrons increased as the demand for healthier and cheaper food options grew.

The group tapped the Bureau of Fisheries and Aquatic Resources to provide them with tilapia fingerlings so that they can pursue this endeavor at the man-made Damon Lake. We also provide them with technical assistance and trainings for their continued development.

Now, they are selling tilapias at PHP150 per kilo to patrons all over Toledo City. They are optimistic they can increase their production with the technical assistance we have provided them.



PHP6.9mn

value of harvested
produce since 2015



380,703 kg

of harvested
produce since 2015



4,200

farmers engaged
in cooperatives and
associations since
2015



Disaster Resilience Training for Communities

Stronger typhoons are the clearest hazards from climate change. The most notable was Typhoon Megi, also known as Typhoon Agaton in the Philippines, which made landfall in April 2022. We are located in the Visayas region, which saw significant floods and landslides because of persistent rains and strong winds.

The tropical cyclone may not have caused as much destruction as Typhoon Rai (also known as Typhoon Odette locally), but the intense rains nonetheless had an impact on our communities.

As the risks of climate change becomes more imminent, we conducted a series of disaster resilience trainings participated in by 40 of our community members. These participants include college students and out-of-school youth, as well as barangay workers in our host and neighboring communities. Toledo City's Bureau of Fire Protection led the trainings. Basic Life Support, Standard First Aid, and Fire Safety with Real Fire Extinguishing Demonstration are the subjects for discussion and practical examination.

The trainings were a component of our annual National Disaster Resilience Month celebration in July. It serves as our testimony to emphasize the value of cooperation in tackling the problems of disaster risk reduction and climate change.



HEALTH CARE

Making healthcare accessible to communities



33,741
total patients served
through Doktor sa
Barangay Program
since 2015



24
total
ambulances
donated to date



488,100
total number of
children served
in school-based
feeding program
since 2015



380,410
patients served by
the health centers
to date



6
health centers
built and
rehabilitated
to date

Public Infrastructure

Building structures to make lives
better in the communities



142km
road network
built, repaired
and maintained
to date



5
emergencies
responded
in 2022



36
beneficiaries
served in
response to
emergencies
in 2022



15
emergency
and disaster
preparedness
drills conducted
in 2022



CULTURE AND HERITAGE

Our identity is molded by our long history of mining, which has advanced sustainable mining techniques and demonstrated Cebu's ability to preserve its culture and history.

Last April 19-20, 2022, 20 of our senior high school and college scholars took a basic tour guide training course in order to serve as docents of the Carmen Copper Heritage Center. The initiative is part of our efforts to ensure the preservation of our mining heritage in the age of digitalization.

A two-day training was held to improve our scholars' abilities to provide potential customers with great experiences. The activity also aims to develop ambassadors of responsible stewardship among our communities.

Our program strives to train more docents and motivate young Toledanos to protect and promote mining history.



7
total number
of mine tours
conducted



340
total number
of mine tours
conducted since
2015



7,205
total number of mine
tourists who visited the
Carmen Copper
Heritage Center since
its inception in 2018





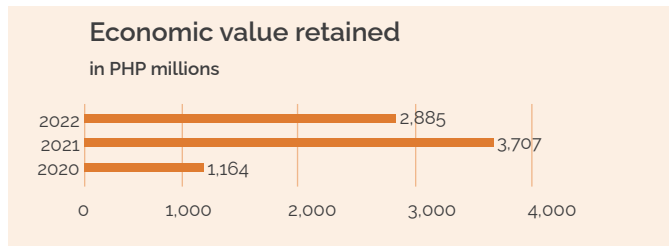
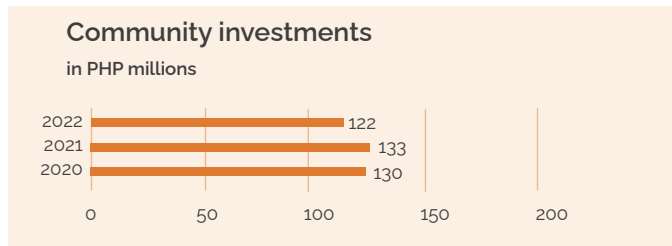
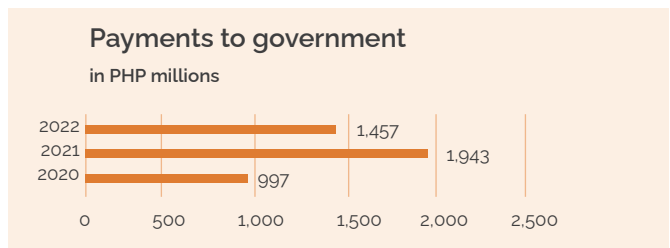
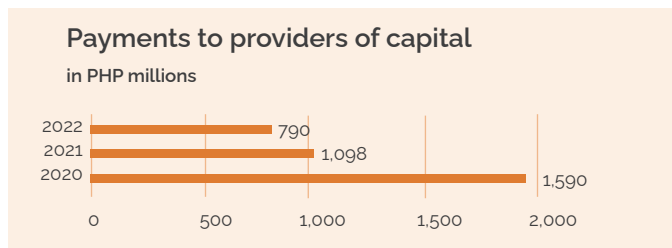
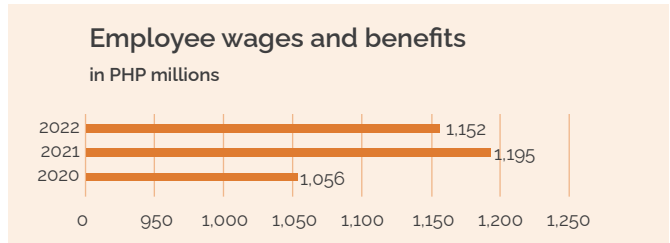
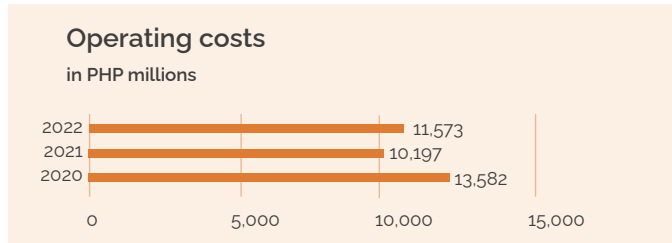
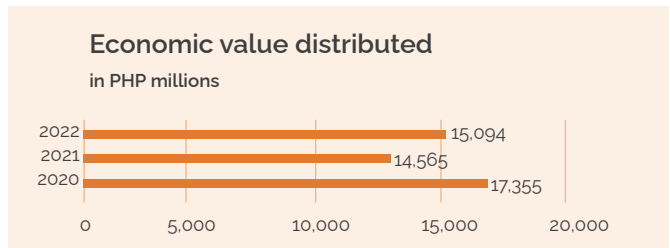
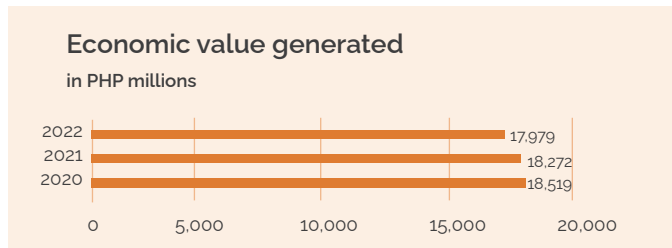


Sustainable and Responsible Growth



Copper will continue to be a crucial material in the move to a greener economy and a primary component of the digital world.

We have cleared the road to be a significant contributor to this shift because we are devoted to assisting it. As a result, we have recently experienced consistent growth. We keep improving our financial standing overall, thanks to the strong metals market, increasing profitability, and effective operations. Moving forward, we continue to run our company in a way that will improve the environment in which we live and offer greater prospects where we operate, basing our methods on principles of comprehensive risk management and sound governance.



Our policies

View our policies at: <https://atlasmining.com.ph/corporate-governance/policies>

- Social and Environmental Policies
 - Sustainable Development
 - Safety Health & Environment
 - Anti-Bribery and Anti-Corruption
 - Cyber Security
 - Reward Policy
 - Training Policy
- Governance
 - Guidelines on Nomination and Election
 - Material Related Party Transaction
 - Retirement Policy
 - Rights of Shareholders
 - Conflict of Interest Policy
 - Whistleblowing Policy
 - Alternative Dispute Mechanism Policy
 - Board of Directors Key Executive Officers Diversity Policy
 - Performance Evaluation Policy & Guidelines
 - Information Policy
 - Insider Trading Policy
 - Policy on Directors and Officers Loan
 - Policy on Directors and Officers Remuneration

Risk Management

Atlas Mining upholds a risk management approach and oversight strategy. In order to meet the difficulties offered by the environmental, social, legal, and technical changes influencing our operations, we ensure our capacity to manage the associated risks. As long as the Company continues to build on its strengths by creating and implementing sustainable programs, Atlas Mining believes that all of these can be accomplished without limiting our ability to seize opportunities and innovate while advancing our long-term business goals.



The Board of Directors of Atlas Mining has established the Board Risk Oversight Committee (BROC), which is composed of Independent Directors and is in-charge of overseeing the Company's risk management system. The BROC also makes recommendations for additional actions or plans as needed.

Together with Carmen Copper's Corporate Risk Management Committee, various risk policies were implemented. As a result, policies were implemented and assessed at all operational levels. This includes the environment, and the host and nearby communities to guarantee the risk management plan's continuous applicability, thoroughness, and effectiveness. Regular monitoring and reporting are conducted using risk dashboards, standard risk assessments, corrective actions, and identified high probability risks.

Policies: Carmen Copper IMS Policy

Sustainable Development Policy:

<https://rb.gy/lj7u9e>

Board Risk Oversight Committee (BROC) Charter:

<https://rb.gy/1gqubz>

Governance

Governance Structures and Systems

The Board of Directors

The Board is composed of 11 members who hold office for one year until their successors are qualified and elected. Currently, Atlas Mining has four Independent Directors who satisfy the requirements of independence under the Securities Regulation Code, its Implementing Rules and Regulations (IRR), Revised Corporation Code (RCC) and the Code of Corporate Governance (CCG).

Committees of the Board

Pursuant to the Company's By-laws and the CCG, there are five Board Committees composed of Board members for the effective performance of the Board's policy-making and oversight functions. Except for the Executive Committee, all the Committees are headed by Independent Directors.

The Executive Committee exercises the powers of The Board, which may be lawfully delegated in the management and direction of the affairs of the corporation during the intervals between Board meetings.

The Audit Committee principally oversees the establishment and implementation of policies and systems that ensure Atlas Mining's compliance with applicable laws and regulations, financial reporting, internal control system, and internal and external audit processes.

The Corporate Governance Committee assists The Board in the performance of its corporate governance responsibilities including the functions and duties formerly assigned to the Nomination and Remuneration Committees.

The Board Risk Oversight Committee is responsible for the oversight of the enterprise risk management system to ensure its functionality and effectiveness.

The Related Party Transaction Committee reviews all materials and related party transactions of Atlas Mining.

Management

The operations and business of the Company is the responsibility of the Management. The Office of the Chairman of the Board and President are held by separate individuals with their respective roles and duties. For more information on the composition and qualifications of the Board, description and list of members of each of the Board Committees please see: <https://atlasmining.com.ph/corporate-governance/board-directors-committees>

Annual General Meeting of the Shareholders

The Annual General Meeting (AGM) of Shareholders is conducted for the Shareholders to elect the members of the Board, approve the audited financial statements and report of Management, raise concerns and vote on relevant issues. Shareholders are notified of the AGM before the scheduled AGM. Voting procedure on items to be presented for approval, agenda and validation of proxies are provided in the Definitive Information Statement provided to Shareholders before the AGM. For the first time the 2020 AGM was conducted online and Shareholders participated via remote communication and voted *in absentia*.

Corporate Actions

To ensure effective control over the execution of the Board's operational, financial and administrative plans, all actions taken by the Company require review and approval of the Board as well as its Committees, or the management unit to which the relevant authority has been delegated.

Risk Management

The Chief Risk Officer (CRO), who reports to the Board Risk Oversight Committee, is responsible for identifying and evaluating risks to ensure the sufficiency, effectiveness and continuous improvement of the Company's risk management and control systems.

Audit

The Internal Audit Group, led by the Chief Audit Executive (CAE), reports directly to the Audit Committee and is responsible in providing independent control systems, governance, risk management and compliance to add value, improve operational efficiency, economy and management process.

Compliance

The Compliance Officer (CO) ensures that the Company complies with legal, regulatory and good corporate governance requirements and warrants strict adherence to the fulfillment of commitments for the relevant period.

Corporate Governance Policies

Code of Corporate Governance

The Company continuously pursues initiatives aimed at strengthening governance structures, processes and systems pursuant to the CCG and company policies for all its various stakeholders.

Code of Business Conduct and Ethics

Atlas Mining's Code of Business Conduct and Ethics guide the directors, officers and employees in their dealings, actions and decisions consistent with the principles of good governance. This ethical guideline is aligned with its long held values of integrity, honesty, fairness, professionalism, innovation, team orientation, concern for the Company, environment, safety, health, welfare, and social development and sustainability.

Anti-Bribery and Corruption Policy

Atlas Mining strictly prohibits any form of bribery and corruption including facilitation payments. All employees are mandated to conduct themselves in accordance with the Code of Business Conduct and Ethics, the CCG and this Policy.

Labor and Human Rights

Atlas Mining respects and upholds the rights of its employees. Abusive or inhumane practices, forced labor, trafficking, slavery or involuntary servitude, discrimination, or sexual harassment are all prohibited under Company policies. The Company also neither uses child labor nor tolerates the practice of the same. Moreover, Carmen Copper has a Collective Bargaining Agreement with its rank and file employees where benefits of the latter are above what the law prescribes.

Governance Goals

As the Company develops and propels forward, Atlas Mining envisions, plans and commits to set the bar high on the following:

- Accountability in the workplace
- Transparency in management and business dealings
- Leadership to bring out the best in people and instill a moral and social responsibility into their activity and inspire others
- Ability to fulfill tasks and business needs in a timely and cost-effective manner
- Sustainability across operations and for all our stakeholders

BOARD OF DIRECTORS

FREDERIC C. DYBUNCIO
Chairman



ADRIAN PAULINO S. RAMOS
Director and President



PRESENTACION S. RAMOS
Director



JOSE T. SIO
Director



GERARD ANTON S. RAMOS
Director



ISIDRO A. CONSUNJI
Director



EMILIO S. DE QUIROS, JR.
Independent Director



JOSE P. LEVISTE, JR.
Independent Director



GERARDO S. LIMLINGAN, JR.
Independent Director



ATTY. ELMER B. SERRANO
Corporate Secretary



About Our Report

This is Atlas Mining's second integrated report, which covers the period from January 1 through December 31, 2022. It details our company's value creation process as well as our progress toward meeting the Sustainable Development Goals and the Global Compact's Ten Principles. The performance of Carmen Copper Corporation, our sole significant subsidiary, is the main subject.


We produced our report using the guiding principles and content elements of the International Integrated Reporting Council's (IIRC) Framework. We also adopted relevant disclosure frameworks including the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB).

The board acknowledges its responsibility over the integrity of the integrated report. The 2021 integrated report is presented in accordance with the IIRC framework, addresses the material matters of the company and provide a balanced view of how we create sustained value.

The Board, through the Executive Committee, approved and authorized the issuance of this report on March 03, 2023.



FREDERIC C. DYBUNCIO
Chairman of the Board
Atlas Mining and Carmen Copper



ADRIAN PAULINO S. RAMOS
President and CEO
Atlas Mining

STEPS TAKEN



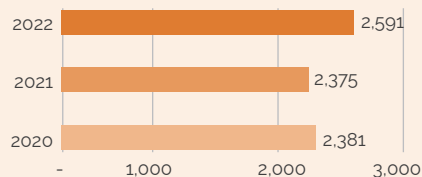
Disclaimer on Forward Looking Statements

Forward-looking statements are based upon the opinions and expectations of management of the Company as at the effective date of such statements and, in certain cases, information received from or disseminated by third parties. Although the Company believes that the expectations reflected in such forward-looking statements are based upon reasonable assumptions and that information received from or disseminated by third parties is reliable, it can give no assurance that those expectations will prove to have been accurate or correct. Forward looking statements are subject to certain risks and uncertainties (known and unknown) that could cause actual outcomes to differ materially from those anticipated or implied by such forward-looking statements. These factors include, but are not limited to, such things as the volatility of prices for precious metals and base metals; commodity supply and demand; fluctuations in currency and interest rates; inherent risks associated with the exploration and development of mining properties; ultimate recoverability of mineral reserves; timing, results and costs of exploration and development activities; availability of financial resources or third party financing; new laws, regulations and policies (domestic or foreign); changes in administrative practices; changes in exploration or mine plans or budgets; and availability of equipment and personnel.

Our Sustainability Performance

Our Coworkers

Our Coworkers



79%
locally hired in
Toledo, Cebu

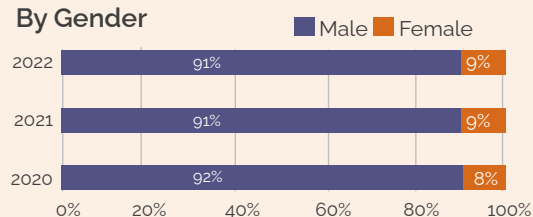


9%
female

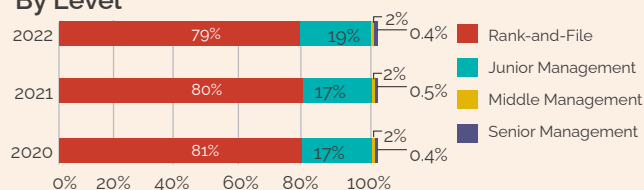


66% aged
30-50 years old

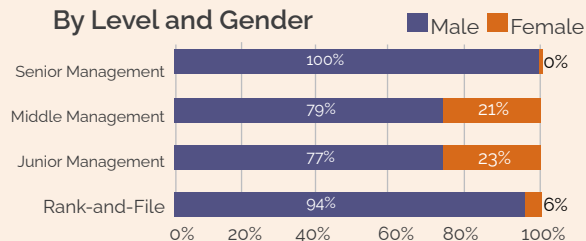
By Gender



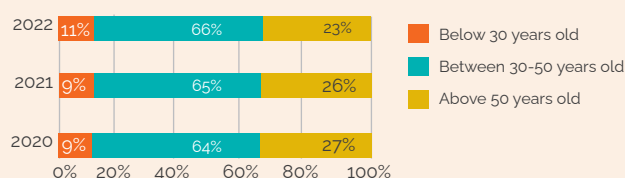
By Level



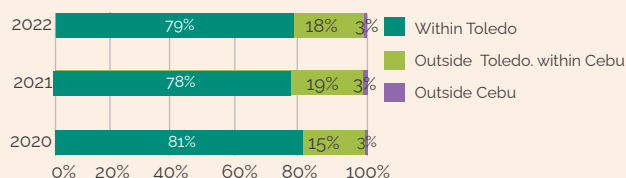
By Level and Gender



By Age Group



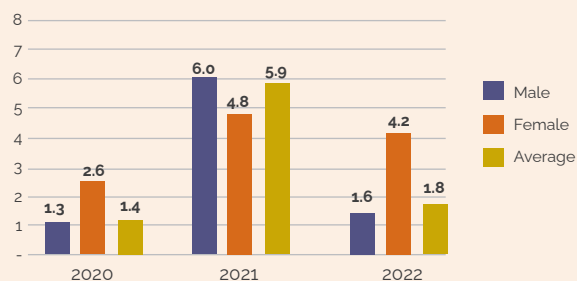
By Residence



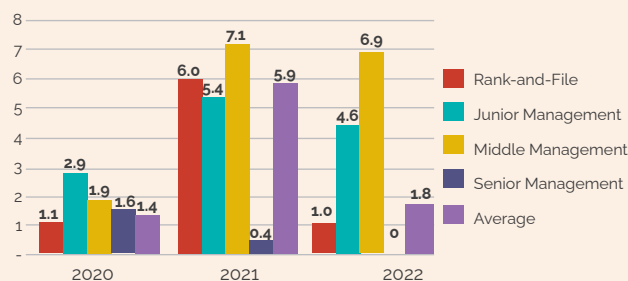
51.4%
coworkers covered by Collective
Bargaining Agreement

Training and Development

Average Training Hours by Gender



Average Training Hours by Level



138
promoted
in 2022



100%
of eligible
employees
appraised
in 2022



8.2%
hiring rate
in 2022



6.9%
turnover rate

Occupational Health and Safety

	2020	2021	2022
Safety trainings	31	23	28
Participants in safety trainings	515	1,087	345
Safety orientations	88	45	58
Participants in safety orientations	1,473	1,776	1,996
Average dBA noise level (DENR standard = 90 dBA)	85.4	85.6	85.6

	2020	2021	2021
Days lost	60,260 ¹	0	106
Near misses	7	1	1
Incidents	38	9	12
Incidence rate	4.16%	1.1%	1.4%
Severity rate	27	0	12.1




1: updated 2020 data; disclosed in 2020 report: 24,260

Social Development and Management Program




Education

Scholarship




College Scholarship

	287	Current scholars
	36	Graduates
	323	College scholars supported to date







Technical-Vocational Scholarship

	110	Current scholars
	719	Graduates
	829	Technical-vocational scholars supported to date

High School Scholarship



	90	Current scholars
	785	Graduates
	875	High school scholars supported to date

Livelihood

	500	Farmers engaged in cooperatives and associations in 2022
	15,800 kg	Harvested produce in 2022
	PHP1.6mn	Value of harvested produce in 2022
	4,200	Farmers engaged in cooperatives and associations since 2015
	380,703 kg	Harvested produce since 2015
	PHP6.9mn	Value of harvested produce since 2015

School Building

School Buildings Built



	1	New school building built with 1 classroom
	24	Classrooms built to date

School Buildings Refurbished



	62	School buildings refurbished to date with 174 classrooms
---	----	--

Healthcare

Doktor sa Barangay Program

	0	Patient served in 2022
	33,741	Patients served since 2015



Health Centers

	6	Health centers built and rehabilitated to date
	380,410	Patients served to date

School-based Feeding Program




	488,100	Children served since 2015
---	---------	----------------------------

Cultural Heritage





	7	Mine tours conducted in 2022
	367	Mine tourists who visited the Carmen Copper Heritage Center in 2022

	340	Mine tours conducted since 2015
	7,205	Mine tourists who visited the Carmen Copper Heritage Center since its inception in 2018

Disaster Response

	5	Emergencies responded to in 2021 with
	36	Beneficiaries
	15	Emergency drills conducted

Public Infrastructure

	10 KM	Road network built and improved in 2021 benefitting
	6	Barangays
	142 KM	Road network built and improved to date benefitting
	25	Barangays

Environmental Data

GHG Emissions

Emission Intensity

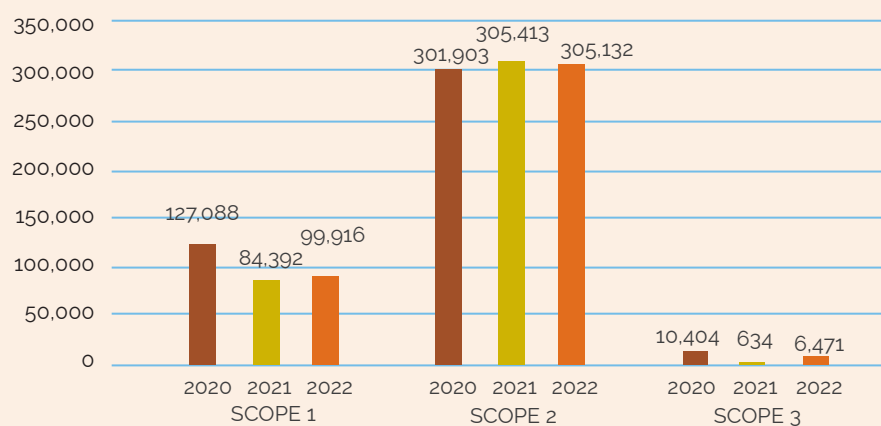
(tonnes CO₂/PHP million Revenues)

2022	22.9	
2021	21.1	2021-2022: 9%
2020	23.4	2020-2021: -10%

¹ Calculated following the operational control approach of the Greenhouse Gas Protocol. Moreover, Scope 2 emissions were computed using the 2015-2017 National Grid Emission Factors provided by the Department of Energy.

²includes Scope 1 and Scope 2 emissions

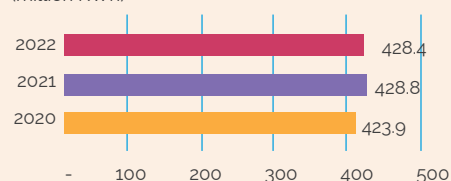
GHG Emissions¹ (tonnes CO₂)



Electricity Consumption and Intensity

Electricity Consumption

(million KWh)



Intensity

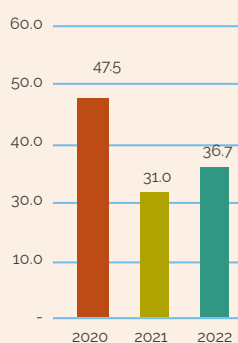
(KWh/dmt of copper produced)

2022	25.4	2021-2022: +8.2%
2021	23.5	
2020	23.3	2020-2021: +0.7%

Fuel Consumption

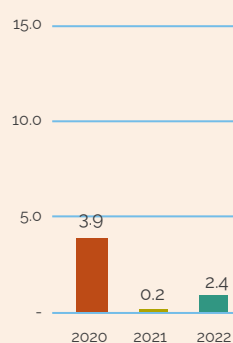
Fuel Consumption within the Company

(million L)



Fuel Consumption outside the Company

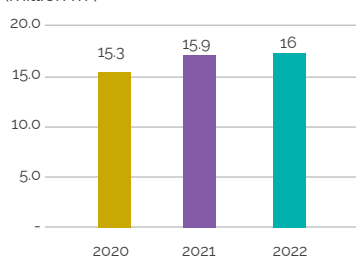
(million L)



Water

Water Withdrawal

(million m³)



Freshwater Use Intensity

(m³/dmt of copper produced)

2022	0.9	2021-2022: 9%
2021	0.9	
2020	0.8	2020-2021: 3%



26.3

million m³ water recycled, equivalent to



10,529

Olympic-size pools and



62.3%

of our total water use in 2022

Waste Management

Waste Generated

in kg

Type	2022
Biodegradable	56,100
Recyclable	1,500
Residual	245,860
Special waste	0
Total	303,460

Waste Disposal

in kg

Disposal Method	2022
Sold	863,135
Disposed	303,460
Collected by accredited hauler	630,290
Others	0
Total	1,796,885

Tailings Storage Inventory

Facility Name	Biga Tailings Storage Facility (BTSF)
Location	Biga Pit, Brgy. Biga, Toledo City
Operational status	Active
Construction method	Old Mine Pit converted to Tailings Storage
Maximum permitted storage capacity	130,000,000 cubic meters
Current amount of tailings stored	105,747,813.18 cubic meters
Consequence classification	High potential to environmental impact
Date of most recent independent technical review	December 2020 by GHD
Material findings	The material and water level inside the BTSF is increasing
Mitigation measures	To control the water level, a threshold was constructed and completed on June 2021 in anticipation of the rising material level, the "Biga Dike Construction" was initiated
Site-specific EPRP	14 to 16 personnel

<IR> INDEX

<IR> Content Element	Location
Organizational overview and external environment	p. 1-3, 20
Governance	p. 42-49
Business model	p. 20
Risks and opportunities	p. 14-15, 45
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	102-1	Name of the organization	Inside front cover
	102-2	Activities, brands, products, and services	1
	102-3	Location of headquarters	1
	102-4	Location of operations	1
	102-5	Ownership and legal form	1
	102-6	Markets served	1
	102-7	Scale of the organization	1-3
EM-MM-000.B	102-8	Information on employees and other workers	50
	102-9	Supply chain	15
	102-10	Significant changes to the organization and its supply chain	none to report
	102-11	Precautionary Principle or approach	20-24
	102-12	External initiatives	10-11, 14-15, 32-39
	102-13	Membership of associations	Atlas Mining SR 2020, p. 56
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	102-42	Identifying and selecting stakeholders	16-17
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	102-46	Defining report content and topic boundaries	14-15
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	102-50	Reporting period	January-December 2022
	102-51	Date of most recent report	2021 (Published 2022)
	102-52	Reporting cycle	Annual
	102-53	Contact point for questions regarding the report	Inside back cover
	102-55	GRI content index	55-56
	102-56	External assurance	No external assurance
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	303-2	Management of water discharge-related impacts	22
	303-3	Water withdrawal	53

EM-MM-140a.2		Number of incidents of non-compliance associated with water quality permits, standards, and regulations	There are no incidents of non-compliance.
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EM-MM-160a.1		Description of environmental management policies and practices for active sites	23-24
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EM-MM-150a.1		Total weight of tailings waste, percentage recycled	54
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EM-MM-320a.1	403-5	Worker training on occupational health and safety	13 - 15, 28, 51
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EM-MM-540a.2		Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	22, Atlas Mining SR 2020, p. 43
Metal Production			
EM-MM-000.A		Production of (1) metal ores and (2) finished metal products	2

Shareholder Information

Key Events For Shareholders

- The By-laws provide for the Annual General Meeting of the Shareholders (the AGM) to be held every last Wednesday of April every year.
- Quarterly Results are scheduled to be released respectively in the months of May, August and November.
- Annual results are scheduled to be released not later than April 1 of every year.

Shareholder Services And Assistance

For concerns regarding dividends, account status, lost or damaged stock certificate and notice of change of name and address, please write or call:

Stock Transfer Service, Inc.
34th Floor, Unit D, Rufino Pacific Tower
6784 Ayala Avenue, Makati City
1226, Philippines

Telephone +632 8403.3433
Fax +632 8403.2414

Investor Relations

We welcome inquiries from investors, analysts, and the financial community. For information about the developments of Atlas Mining, please contact:

Alexei Jerome G. Jovellana
President and CEO
Email: ir@atlasmining.com.ph

Rodyardo B. Rañada
Vice President, Chief Financial Officer
Email: ir@atlasmining.com.ph

Corporate Governance/Sustainability

For inquiries on corporate governance and sustainability, you may contact:

Atty. Axel Tumulak
Head, Legal Affairs and Corporate Governance
Email: governance&sustainability@atlasmining.com.ph

ATLAS CONSOLIDATED MINING AND DEVELOPMENT CORPORATION

503-P Pacific Tower, 5th Floor, Five E-Com Center

Palm Coast Avenue corner Pacific Drive

Mall of Asia Complex, Pasay City, 1300 Philippines

www.atlasmining.com.ph