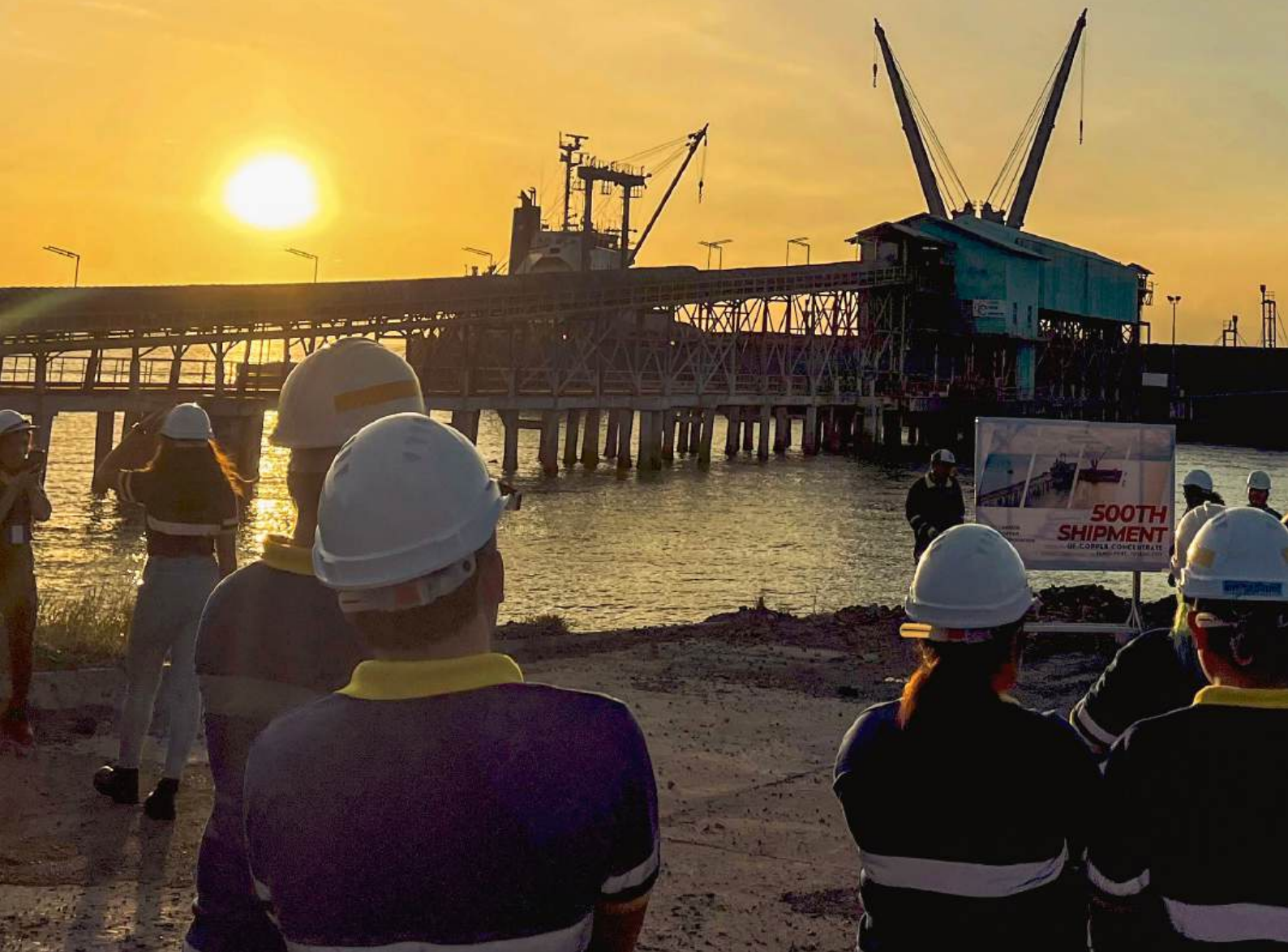


TRANSCENDING LIMITATIONS

2025 Integrated Report



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We are committed to sustaining our progress, addressing challenges in partnership with our communities, and safeguarding the environment. We reinforce our dedication to good governance, environmental sustainability, social equality, and development by achieving commercial success through genuine service.

The Values We Uphold

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

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.

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.

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 pyrite, magnetite and molybdenum.

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

Philippine Mineral Industry Safety and Environmental Award

Presidential Achievement (2025)
Platinum Achievement (2024, 2023, 2019, 2018)
Titanium Achievement (2017)

Best Mining Forest

Champion (2020)
First Runner-up (2015, 2013, 2011)
Second Runner-up (2016, 2014, 2012)
Third Runner-up (2023)

Gawad Tugas for Responsible Mining (2018, 2015)

Forest Protection Management (2017)

Central Visayas Best National Greening Implementer (2017)

Central Visayas Environmental Protection Award (2011)

Other Awards and Citations

Most Improved Safety Performance Award (2025, 2019)

Safest Mineral Processing - Concentrator Plant Category (2025)

Best Plant Operator - Jun Loey N. Paragoso (2025)

ASEAN Corporate Governance Scorecard Golden Arrow Awards

Three Golden Arrows (2024)
Two Golden Arrows (2023, 2022)
One Golden Arrow (2021, 2020, 2019)

Outstanding Grievance Machinery and 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 (2022)

Special Recognition from the Department of Energy Visayas Field Office as Energy Champions, Leaders, Achievers and Pioneers (E-CLAP) Awardee (2025) for pioneering the 4.99MW Floating Solar Project for the Toledo Copper Mine in Toledo City, Cebu.

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

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)

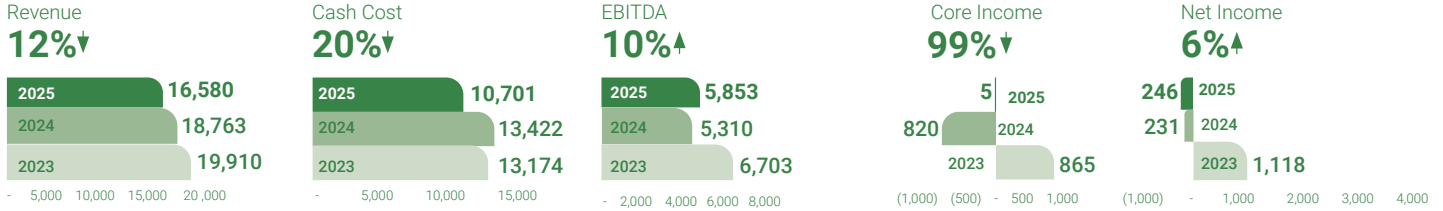
Commendation for Contributions to the Peace and Order, and Socio-Economic Programs in Visayas (2018)

Red Cross Blood Services Platinum Award (2017)

The Progress We've Made for Greener Practices

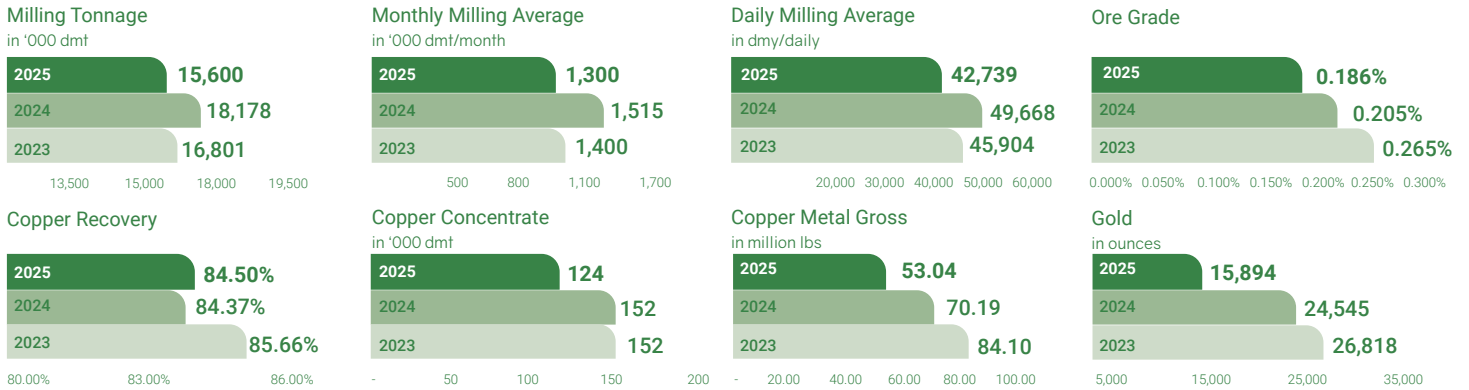
ATLAS MINING

Financial Results
in Php millions



CARMEN COPPER SUMMARY OF OPERATIONS

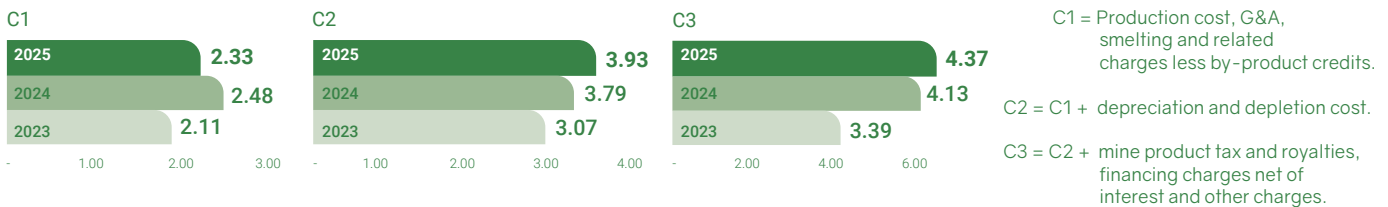
Production



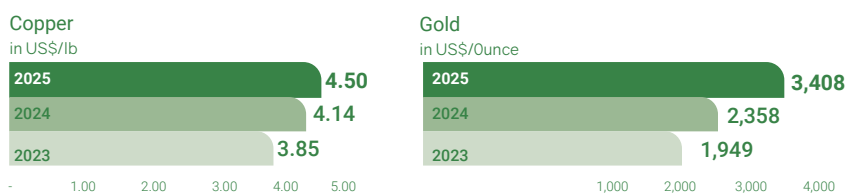
Shipment



Carmen Copper Summary of Costs



Metal Prices



EMPLOYMENT AND DIVERSITY

- **2,894** co-workers
- **97%** locally hired co-workers within Cebu
- **11%** women in the workforce
- **24%** women in management positions



COMMUNITIES

- **PHP4.7bn** worth of goods and services sourced within the Philippines
- **PHP1,105mn** taxes paid
- **PHP160mn** spent in Social Development and Management Program



SAFETY

- **12.3mh** manhours without lost time
- **0** Fatalities



ENVIRONMENT

- **13mn m³** water withdrawn
- **66%** recycled water
- **381.8 MWh** energy used
- **31** species of birds and bats protected
- **81** species of trees and plants
- **PHP95.5mn** Final Mine Rehabilitation and Decommissioning Fund
- **1,707.5** hectares reforested to date



CARMEN COPPER

ATLAS MINING MESSAGE FROM OUR PRESIDENT AND CEO

“We remain committed to shaping our business strategies through sustained production efficiencies and a prudent approach to our fiscal policies, enabling us to address critical risks and transform challenges into valuable opportunities that support our mine operations.”

Adrian Paulino S. Ramos

President and CEO
ATLAS MINING



Dear Stakeholders:

Reflecting on 2025, Atlas Mining and our subsidiary, Carmen Copper Corporation, navigated a complex business environment characterized by rising supply chain costs, global inflation, and geopolitical tensions. We also managed the implementation of an enhanced regulatory fiscal regime and volatile weather patterns, all while continuing the second full year of development for the Carmen Pit. This critical work is essential to safely accessing deeper ore sources at the pit bottom and extending our overall life-of-mine.

Despite these challenges, our commitment to production efficiency and disciplined resource management—complemented by favorable metal prices in the latter half of the year—allowed us to achieve consolidated financial results and a net loss after tax that were lower than our initial budget. Atlas Mining remains focused on the rational development of our mineral resources, utilizing industry best practices to drive operational efficiency and optimize cash flows through sound fiscal responsibility.

Enriching Our Human Capital

To sustain our growth and efficiency, it is imperative that we value the competence of our people. At Atlas Mining, the safety and well-being of our employees are paramount. We invest in their development through comprehensive training, ensuring they have the skills to lead and excel. We recognize that our workforce is the driving force behind our business processes and our ability to increase production value relative to costs.

Furthermore, we embrace diversity and inclusion across nationality, gender, race, age, and expertise, believing these varied perspectives are vital to our sustainable growth. Our philosophy that safety equates to efficiency is reflected in our achievement of 40 million safe man-hours without a disabling incident by the end of December 2025—a milestone that aligns our safety culture with the highest international standards.

Commitment to Regulation and Sustainability

We remain fully committed to our environmental and social mandates. Our operations strictly adhere to the Towards Sustainable Mining (TSM) Framework, ensuring our impact on biodiversity, climate change, and water stewardship meets internationally recognized performance parameters.

In recognition of these efforts, Carmen Copper was honored with the Presidential Achievement Award, the Most Improved Safety Performance Award, and the Safest Mineral Processing Award at the 72nd Annual National Mine Safety and Environment Conference in Baguio City. These accolades celebrate our 71-year history and our unwavering resolution to uphold the highest standards of responsible mining.

Advancing the Mine Plan

We continue to progress our ten-year mine plan using science-based management tools and independent peer reviews to ensure our designs maximize the life-of-mine potential while addressing inherent risks. Despite ground variability and disruptions from successive typhoons in late 2025, we successfully executed pit optimization, tailings dam expansion,

and sustained mill repairs. Through a system-wide recalibration of resources, we have strengthened our operational resilience and accelerated expansion activities to access sustainable ore deposits.

Empowering Our Communities

Our Social Development and Management Program remains focused on health, education, livelihood, and infrastructure. In 2025, we supported 367 scholarship beneficiaries, with 80 students successfully completing their education. To date, our program has supported 2,531 individuals, with many of our graduates now holding key positions within our mine operations.

We also provided seed capital and mentorship to 10 people's organizations, supporting integrated agricultural and livestock projects that fuel local economic growth.

Transcending Limitations through Innovation

In light of the inherent hazards of mining, we consistently adopt performance evaluation mechanisms to adapt to the evolving needs of the mine. We operate within a sustainability framework aligned with the United Nations Sustainable Development Goals, focusing on waste management and climate adaptation.

A major milestone this year was the completion of the Philippines' first megawatt-scale 4.996 MWp Floating Solar Power Facility within our reservoir. Since June 2025, this facility has provided renewable energy to our operations. We continue to explore the expansion of this facility as we work toward a just transition to renewable energy without compromising our financial viability.

Looking Forward

Atlas Mining and Carmen Copper stand at a major crossroad as we enter the final stages of our pit optimization plan in the coming year. With our collective resolve to maximize our mineral reserves, we will empower our workforce to perform with discipline and accountability to sustain the milestones we have achieved.

We remain committed to shaping our business strategies through sustained production efficiencies and a prudent approach to our fiscal policies, enabling us to address critical risks and transform challenges into valuable opportunities that support our mine operations.

I extend my heartfelt gratitude to our leaders, board of directors, partners, shareholders, and regulators. I would like to sincerely extend my heartfelt gratitude to our people, especially our leaders, our sponsors and members of the Board of Directors, our business partners, service providers, and consultants, our communities, shareholders and stakeholders, and our regulators who continue to actively participate in our journey despite these trying times. We always remain humbled by your trust and we look forward to your continued support.



CARMEN COPPER

MESSAGE FROM OUR CHIEF OPERATING OFFICER

“Limitations are constant. They arise from nature, from markets, and from the inherent complexities of our industry. What distinguishes the enduring enterprise is not the absence of such limitations, but the capacity to navigate them with discipline, foresight, and control.

Carmen Copper Corporation has demonstrated that capacity.

We do not defer to limitations. We do not concede to constraints. We confront, we manage, and where necessary, we transcend.

Indeed, limitations do not define the enterprise.

Its response does.”

Yulo E. Perez

Chief Operating Officer
Carmen Copper Corporation

To our Dearest Stakeholders:

There are periods in the life of an enterprise when progress is not measured by the ease of its path, but by the discipline with which it advances despite constraint. For Carmen Copper Corporation (CCC), the year 2025 stands as such a period, one defined not by the absence of adversity, but by the clarity of response it demanded.

At the outset, CCC entered the year guided by a firm and deliberate financial doctrine. Profitability was to be sustained, not presumed. Capital and operating expenditures were to be managed to optimum value. Funding for capital requirements was to be sourced strictly from internally generated cash flows. At the same time, the continued reduction of outstanding obligations remained a standing priority. These were not abstract objectives, but operational mandates that governed decision-making across all levels of the organization.

These imperatives, however, unfolded within an environment marked by significant and compounding challenges.

The successive impacts of Typhoon Tino (Kalmaegi) and Typhoon Uwan (Fung-wong) disrupted access, strained infrastructure, and introduced volatility into operational timelines. These were further intensified by logistical delays and fluctuations in fuel and energy costs, influenced in part by continuing geopolitical tensions affecting global commodity markets. At the operational core, CCC entered the most demanding phase of its pit optimization strategy, characterized by intensified waste movement, constrained access to ore at the pit bottom, and a necessary transition toward lower-grade feed as deeper, more sustainable ore bodies were being developed.

These conditions imposed real and measurable limitations.

Nonetheless, CCC did not yield to them. It reorganized with precision.

Central to this response was the continued execution of the pit optimization program. With the exhaustion of ore from the deep sections of the Carmen Pit, the company advanced the development of a wider pit configuration designed to expose deeper-seated ore deposits across multiple locations. This strategic shift is intended not only to secure a more stable and weather-resilient ore supply, but to extend the operational life of the mine over the long term.

Operational resilience was further reinforced through deliberate and system-wide recalibration.

Mining priorities were realigned to accelerate stripping activities essential to unlocking future ore supply. This intervention relieved congestion at the lower sections of the pit and enabled the redeployment of equipment toward more productive zones. Adjustments in digging sequences reduced the impact of weather-related production interruptions. A management-by-objectives framework was also implemented across operational units to sharpen accountability and enhance cost and production efficiencies.

At the processing level, CCC undertook a full review of component life cycles within the Carmen mill concentrator. Opportunity equipment rebuild and rehabilitation were undertaken while there was limited ore feed from the mine due to the pit widening initiative. This was accompanied by preventive maintenance on critical systems, including crushers, mill assemblies, and conveyor infrastructure. Enhancements in reagent application further improved operational stability, ensuring sustained milling throughput while reducing the likelihood of unscheduled disruptions.

Complementing these initiatives, the company advanced its life-of-mine infrastructure planning. The development of waste rock dump systems and the completion of the third raise of the Biga Tailings Storage Facility significantly extended storage capacity, while the repositioning of tailings pipelines enhanced the overall efficiency of both mining and milling operations.

It is within this integrated system that the movement of ore, from extraction to delivery, assumes its full significance. From the pit floor, where access is most constrained, ore is secured and loaded, carried by haulage fleets that sustain the continuity of operations under demanding conditions. Each load proceeds through a calibrated sequence of crushing and milling, where precision in process offsets variability in feed. Thereafter, the resulting concentrate advances toward the port through coordinated logistics, where timing and control determine whether output is merely produced or successfully delivered. The journey concludes at shipment, where material drawn from depth is transformed into a product that meets exacting standards and fulfills committed obligations.

These interventions, taken together, produced tangible and measurable outcomes.

Mine productivity increased by more than 57 percent, with average daily material movement rising from 84,500 tons in the first half of the year to approximately 133,000 tons in the second half, achieved without additional equipment. This translated into a 26 percent reduction in mining unit costs. Mill efficiency likewise improved, with metal recovery increasing by 12.5 percent and milling unit costs reduced by approximately 9 percent.

These results were achieved notwithstanding the inherent limitations imposed by lower ore grades during this transitional phase.

From a financial standpoint, CCC faced the prospect of a projected loss position. However, the unexpected increase of copper and gold prices along with the disciplined cost management, prudent spending, and sustained operational efficiencies, the company was able to significantly reduce this projected position. In 2024, the actual price of copper was \$4.14 per pound. In 2025, the forecasted price was \$4.08 per pound, while the actual price reached \$4.50 per pound. As for gold, the actual price in 2024 was \$2,358.00 per ounce, and in 2025, the forecasted price was \$2,600.00 per ounce, while the actual price was \$3,408.00 per ounce. This outcome reflects not reliance on external conditions, but the effective alignment of operational discipline with market opportunity.

Additional measures were undertaken to reinforce financial resilience. Supply chain strategies were refined to mitigate external disruptions. Opportunities for rehandling mine waste were explored as a means of optimizing material utilization. The systematic disposal of scrap and non-moving inventory was pursued to unlock additional funding streams in support of ongoing operations.

It is within this environment that CCC achieved another milestone, its 504th shipment.

This milestone is not merely a marker of output. It is a demonstration of continuity under constraint. It affirms that the movement of ore, from pit to port, remained uninterrupted, that each stage of extraction, processing, and delivery held firm despite the conditions that sought to impede it. It affirms that even within a year defined by disruption and transition, the company sustained its ability to operate, to deliver, and to meet its commitments.

Equally significant were the company's advancements in sustainability and operational stewardship. The operationalization of the 4.996 MWp floating solar power facility marked a decisive step toward energy diversification. CCC maintained its uncompromising safety standards, achieving 40.2 million safe manhours without disabling injury. Recognition from industry bodies for safety and operational excellence further affirms the integrity of the systems that govern its operations. The Company received the coveted Presidential Mineral Industry Environmental Award (PMIEA) – the highest accolade for mining companies in the Philippines, recognizing excellence in environmental management, safety, and social development. Led annually by the President and DENR, the award highlights companies upholding responsible mining practices and sustainable development.

Notwithstanding the limitations imposed by the year's conditions, CCC sustained its commitment to its host communities through the continued implementation of its Social Development and Management Program, ensuring that support in education, health, livelihood, and infrastructure remained uninterrupted. In parallel, environmental stewardship was advanced through ongoing and progressive rehabilitation and reforestation of mined-out areas, coupled with vegetation initiatives undertaken in coordination with local farmer associations in neighboring barangays. These efforts reflect a continuity of responsibility, ensuring that operational constraints did not diminish the CCC's obligations to the communities it serves and the environment it stewards.

Indeed, the regulators and government partners are presented with results that reaffirm CCC's enduring commitment to responsible mining, where environmental stewardship, regulatory compliance, and social responsibility are embedded within the structure of operations, not as obligations to be met, but as principles to be upheld. Stakeholders are shown through the performance of 2025 a clear demonstration of institutional resilience, as CCC does not rely on favorable conditions to perform but is structured to operate with discipline, consistency, and adaptability across varying environments. The workforce, whose efforts sustained operations through the most demanding phases of the year, is directly reflected in these achievements, which embody the discipline, commitment, and shared sense of purpose that define CCC's collective strength.

Looking forward, the company's direction remains defined by continuity and refinement. CCC will continue to enhance production efficiencies, with a targeted objective of achieving a sustainable waste-to-ore ratio of 2:1 in the coming years, a level at which both production stability and profitability can be secured. Cost improvement initiatives will remain central to our strategy, ensuring that operational gains translate into sustained financial strength. The continued development of deeper ore bodies, alongside the optimization of both the Carmen and Lutopan assets, will form the foundation for long-term operational continuity.

In its essence, the experience of this year affirms a fundamental principle.

Limitations are constant. They arise from nature, from markets, and from the inherent complexities of our industry. What distinguishes the enduring enterprise is not the absence of such limitations, but the capacity to navigate them with discipline, foresight, and control.

Carmen Copper Corporation has demonstrated that capacity

We do not defer to limitations. We do not concede to constraints. We confront, we manage, and where necessary, we transcend.

Indeed, limitations do not define the enterprise.

Its response does.

Thus, in 2025, our response has been measured, deliberate, and resolute.

ATLAS MINING AND CARMEN COPPER

MESSAGE FROM OUR CHIEF FINANCE OFFICER

Now in its third year of the 10-year mine plan, the implemented strategies to improve cost and operational efficiency have demonstrated their effectiveness. Looking ahead, we will maintain consistent application of these proven strategies and develop further plans to drive growth. Optimizing operational costs while maintaining production efficiency directly translates into higher copper output revenue and stronger financial performance.

Ma. Lorina E. Canillo

OIC-Chief Finance Officer
Carmen Copper Corporation



In 2025, copper prices surged to record highs, reflecting a strong upward trend. As the third most widely used metal, copper demand increased significantly due to the expansion of artificial intelligence and green energy electrification, while copper supply constraints and shortages remained key factors of the price increase. To capitalize on the market trend, measures and strategies were being implemented to increase production despite the challenges due to the pit redevelopment initiative, which generated a high volume of stripped waste materials.

In light of the forecasted net loss by the end of 2025 and because of the unexpected surge in copper prices as against forecast of \$9,000/dmt, Carmen Copper Corporation devised strategic means in order to increase production. Consequently, losses were successfully reduced from the forecasted -78.262M USD to +.634M USD.

Efficient utilization of major cost drivers. Efficient and effective mine plan implementation includes reduced travel time and distance from the hauling to dump site area. Roads are strategically laid out to create shorter routes, thereby reducing fuel, resource consumption and improving turnaround time. Also, haul roads are properly maintained resulting in increasing tire life.

Employee Discipline. In the past, employee discipline posed significant challenges in mine operations. The unauthorized absence of a single operator would result in the assigned unit becoming idle, consequently leading to production losses. As a strategic measure, Carmen Copper Corporation made essential revisions to Company personnel policy and ensured its proper and consistent implementation. The effective implementation of the revised attendance policy resulted in the reduction of unauthorized absences and increase in productivity.

Regular cost monitoring. As a measure to effectively manage costs, the leaders and managers of Carmen Copper Corporation conduct regular cost monitoring to align actual expenditures with the approved budget. This measure helps ensure and manage spending effectively and efficiently.

Extract higher volume of copper. To boost production and take advantage of the bullish copper market, milling and flotation capacities were expanded. Previously stockpiled ores were processed, and high-grade and low-grade ores were blended, resulting in increased production volumes.

Green Energy Option. Energy consumption represents the dominant cost component in our mining operations. As part of our commitment to sustainable and responsible mining, the initiative to produce and supply green energy was successfully launched. In 2025, Carmen Copper pioneered Philippines' first ever 4.996MWp self-generating floating solar photovoltaic which currently effectively reduced power cost.

The strategic measures mentioned above were among the key initiatives implemented in 2025, which effectively results in cost reduction and profit optimization. As a result, the forecasted losses were effectively turned around to a gain by 101%. In transcending our limitations, we find that our success was never capped, we just need to redesign the system that creates it and determine the right approach.

Serving through Responsible Mining

The success of our mine operations can only be served if the pillars of responsible and sustainable mining are met, when our practices are environmentally friendly, when our efforts are socially accepted and recognized by the host and neighboring communities, when our products positively contribute to the society and local and national economic growth, when compliance to existing regulations and statutes are legally followed, when our shareholders feel the value of their investments, when our customers and suppliers mutually benefit from the partnerships and ventures that we formed, and when our coworkers feel safe, safeguarded, well-supported and thrive in their jobs

OUR RESOURCES



Co-workers



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



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



PEOPLE DEVELOPMENT

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



COMMUNITY DEVELOPMENT

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



SUSTAINED GROWTH

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

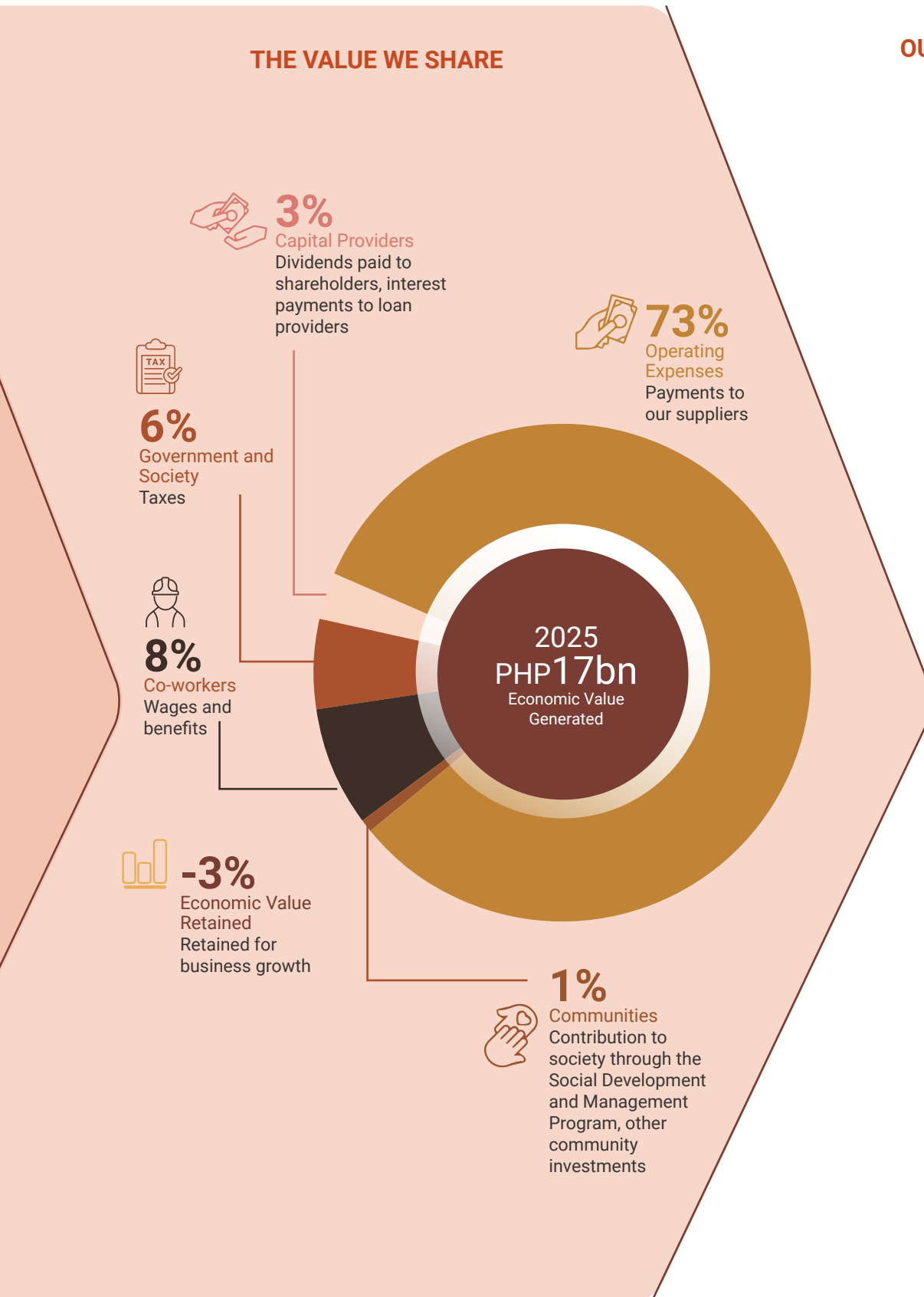
25 shipments
124,449 dmt of copper produced
1,207.50:151 male to female
15,894 oz of gold produced
42,739 dmt, daily milling average
381.84 MWh energy consumption
13mn m³ of water withdrawn
66% of water recycled
1,707.55 has of land reforested

2,894 co-workers
1,207.50:151 male to female ratio
14 average training hours
0 lost time injury frequency rate
71% of eligible employees were appraised
510 employees from service contractors

10 host barangays
68,160 population
PHP160mn SDMP disbursement
585 current scholars

PHP246mn net loss
 20% decrease in cash costs
 Php95.5mn Final Mine Rehabilitation and Decommissioning Fund

By generating value and deriving multiplier impacts to our stakeholders, our operations provide financial and non-financial benefits to both domestic and international economies.



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 CAPITALS: FOUNDATIONS OF SUSTAINED PERFORMANCE

Our operations are sustained by a defined set of capitals, each governed with discipline and deliberate intent. These resources are not merely deployed, but directed and aligned to ensure the faithful discharge of our commitments. Through calibrated utilization and continuous oversight, we preserve their integrity, strengthen their contribution, and secure outcomes that uphold stakeholder interests while reinforcing the value we create and sustain.

CO-WORKERS	CAPITALS	RELATIONSHIP WITH THE CAPITALS
	<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>The company accords primacy to the welfare, security, and continuing development of its coworkers. The collective bargaining agreement was executed and sustained through deliberate and sustained collaboration between management and labor. Such alignment preserved operational cohesion and fortified both intellectual and social capital, as evidenced by improved performance, calibrated incentives, and aligned institutional outcomes.</p>
	<ul style="list-style-type: none"> • Long-term relationship with smelters • Offtake agreements 	<p>The company maintains enduring commercial relations with its clients, consisting of smelters in China and Japan, through the consistent delivery of copper concentrate conforming to stringent quality standards. These engagements are sustained through disciplined cost management and operational efficiency, ensuring competitiveness while preserving the integrity of contractual commitments.</p>
	<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 • Carmen Copper Heritage Center 	<p>The company allocates 1.5 percent of its operational expenditures to its Social Development and Management Program, directed toward education, livelihood, health, and infrastructure. These initiatives are undertaken in close coordination with regulatory authorities to ensure strict adherence to safety and environmental standards. This institutional engagement reinforces the Company's position as a responsible steward. The Carmen Copper Heritage Center further advances public understanding of Toledo's mining history within a controlled and secure environment..</p>
	<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>The company maintains structured and deliberate engagement with its supply chain partners. Vendor selection is governed by standards that prioritize safety, environmental compliance, and ethical conduct. These relationships are continuously calibrated to ensure alignment with operational requirements and sustainability objectives.</p>

RELATIONSHIP WITH THE CAPITALS

The Company adopts a disciplined approach to conservation, ensuring that the environmental effects of its operations are actively mitigated. Resource utilization is governed by efficiency and restraint, achieved through water recycling systems, preventive maintenance protocols, and optimized production planning. These measures preserve environmental integrity while sustaining operational continuity.

CAPITALS

- Mining properties
- Water
- Energy
- Air
- Biodiversity

NATURAL RESOURCES



The Company's institutional strength is anchored on a corporate culture defined by commitment, competence, and cooperation. This cultural foundation has enabled the organization to navigate operational demands with cohesion and discipline, sustaining performance while reinforcing its standing as a responsible mining enterprise. It likewise cultivates among coworkers a shared sense of purpose and professional pride.

- Corporate culture
- Brand reputation
- Policies and systems

INTELLECTUAL CAPITAL



Operational efficiency proceeds from deliberate investment in equipment and infrastructure, coupled with disciplined asset deployment. Each coworker is provided with appropriate personal protective equipment, reinforcing safety and performance. Asset acquisition and utilization are undertaken with precision to meet operational demands and sustain long term growth.

- Mineral properties
- Processing assets and equipment
- Investments in personal protective equipment

MANUFACTURED CAPITALS



The Company's financial position is governed by the structured execution of its long term mine optimization plan. Through disciplined cost management, prudent commercial engagements, regulatory compliance, and optimized asset utilization, the Company sustains financial stability and operational continuity notwithstanding market volatility.











- Working capital
- Cost management strategy






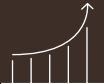

FINANCIAL RESOURCES



Drivers of Value: Our Material Topics

The company determines its material topics through a firm assessment of stakeholder priorities, long term impact, and its capacity to create value. This ensures that strategy is directed with clarity and purpose. An annual evaluation identifies the risks, opportunities, and areas of highest impact, informed by management review and stakeholder engagement. These material topics define where the company focuses its efforts to sustain value and contribute to broader development objectives, including the United Nations Sustainable Development Goals.


Value We Create	Material Topics	Why is this important in creating sustained value and our stakeholders		
<p>CLEAN COPPER FOR A GREEN TRANSITION</p>  <p>p.18</p>	<p>Operational Performance and Innovation</p>	<ul style="list-style-type: none"> The company has established itself as a reliable partner through consistent delivery of copper concentrate that meets exacting quality standards. Product integrity is safeguarded by disciplined adherence to established procedures, ensuring uniformity across all shipments. Ongoing refinement and innovation sustain quality and responsiveness to evolving operational demands, reinforcing customer confidence and continuity. 	<ul style="list-style-type: none"> 2,477,333 dmt of copper produced and delivered since 2008 504 shipments since 2008 	 
	<p>Climate Change</p>	<ul style="list-style-type: none"> The company recognizes that climate variability poses direct risks to the health and safety of coworkers and host communities, given the nature and location of its operations. Safeguards are continuously strengthened to anticipate and mitigate these risks, ensuring resilience and stakeholder protection. Rising global demand for copper as a critical input in cleaner energy systems underscores the strategic relevance of disciplined operations to support renewable energy development. 	<ul style="list-style-type: none"> PHP149.5mn invested in Annual Environmental Protection to date 1,701.5 hectares reforested areas to date 	 
	<p>Environmental Footprint</p>	<ul style="list-style-type: none"> Environmental impacts are managed with discipline to control and mitigate costs and risks across the value chain. Operational measures are aligned to prevent inefficiencies and reduce exposure to environmental and regulatory pressures. This approach sustains continuity of operations while preserving resource integrity and cost stability. Long-term investments in rehabilitation and biodiversity preservation form a core pillar of the company's environmental stewardship. Structured programs and disciplined initiatives restore ecological balance and reinforce compliance with legal and regulatory obligations. These measures generate enduring social and environmental value for stakeholders while safeguarding operational integrity over time. 	<ul style="list-style-type: none"> 66% water recycled 238,896 mt overburden materials diverted from landfill 31 species of birds and bats protected 81 species of trees and plants protected 2,734,040 saplings planted at the mine complex to date PHP95.5mn Final Mine Rehabilitation and Decommissioning Fund deposited as a trust fund 	
<p>PEOPLE WELL-BEING AND DEVELOPMENT</p>  <p>p.26</p>	<p>Occupational Health and Safety</p>	<ul style="list-style-type: none"> Stringent safety protocols and standards are enforced across all operations, covering both coworkers and contractors. Safety is upheld as a governing discipline, ensuring accountability, consistency, and adherence to operational controls. Proactive measures foster a safe working environment that sustains workforce health, engagement, and reliability across all areas. 	<ul style="list-style-type: none"> ISO 45001:2018 certified 12.3mh of manhours without lost time 0 days lost in 2025 14 safety trainings conducted in 2025 38 safety orientations conducted in 2025 	 
	<p>Human Rights, Labor Rights and Equal Opportunities</p>	<ul style="list-style-type: none"> The company upholds human rights, labor rights, and equal opportunity as foundational standards across all operations. Workplace conditions are structured to ensure fairness, dignity, and accountability, fostering active participation and mutual trust. This alignment strengthens collaboration and sustains shared value across the organization. 	<ul style="list-style-type: none"> 24% women in management positions 55% employees covered by collective bargaining agreement 	 
	<p>Employee Training and Development</p>	<ul style="list-style-type: none"> Coworkers are regarded as a primary capital essential to sustained operations. Deliberate investment in their development strengthens capability and leadership capacity through structured growth pathways. Alignment of individual advancement with institutional objectives ensures continuity of performance and long-term professional development. 	<ul style="list-style-type: none"> 15,759 total hours of training conducted 	

<p>COMMUNITY PROSPERITY</p>  <p>p.32</p>	<p>Local Community Development</p>	<ul style="list-style-type: none"> The company engages local suppliers and generates employment to strengthen regional economic participation and expand livelihood opportunities within host communities. Social development initiatives across health, education, livelihood, and disaster response are implemented with continuity and discipline. These efforts collectively sustain community stability and reinforce long-term shared value between the company and its host communities. 	<ul style="list-style-type: none"> 2,072 scholar graduates to date 462,310 patients served by the health centers to date 39,990 patients served through Doktor sa Barangay program since 2015 2,829 scholars since 2015 352 classrooms in 136 schools built and refurbished since 2015 5,695,392 m3 of water supplied to communities since 2012 to 6,097,922 m³ 	   
<p>SUSTAINABLE AND RESPONSIBLE GROWTH</p>  <p>p.42</p>	<p>Economic Performance</p>	<ul style="list-style-type: none"> Sustained business growth is maintained to secure operational continuity and deliver value to a diverse stakeholder base. Financial discipline and structured strategies address cost inflation, ore grade degradation, and market volatility to preserve stability. These measures ensure growth is pursued with control, safeguarding resilience and long-term stakeholder value. 	<ul style="list-style-type: none"> Php1.4bn employee wages and benefits in 2025 PHP582mn payments to providers of capital in 2025 Php1.1bn payments to government in 2025 	
	<p>Supply Chain Practices</p>	<ul style="list-style-type: none"> Supply chain partners are integral to reliable and timely product delivery, with all engagements governed by fairness, transparency, and accountability. Preference is given to local contractors and suppliers where feasible, strengthening regional economic participation. Relationships are managed with consistency and discipline to ensure alignment with operational and sustainability objectives. 	<ul style="list-style-type: none"> PHP4.7bn local procurement spending in 2025 	
	<p>Governance and Risk Management</p>	<ul style="list-style-type: none"> Effective risk management and governance systems sustain competitiveness, with all operations conducted in strict adherence to laws and regulatory requirements. Transactions are executed under the highest standards of ethical business conduct and accountability. Governance frameworks are continuously reinforced to manage risk exposures and preserve institutional integrity. 	<ul style="list-style-type: none"> Board Risk Oversight Committee Charter Governance Policies 	

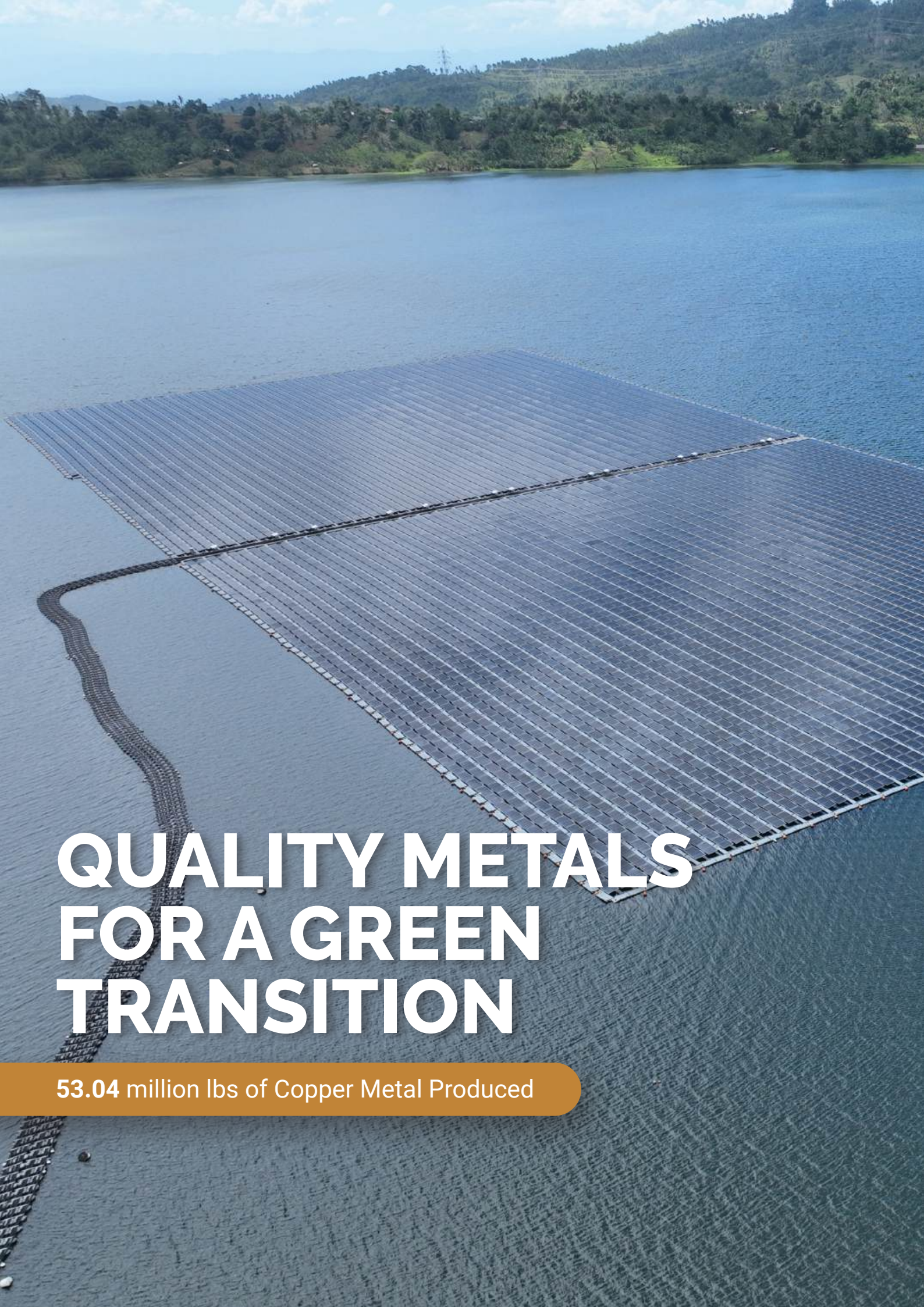


Relationships that Matter: Our Stakeholders

The company's continued growth stands as a measure of the trust reposed by its stakeholders, a trust that is neither assumed nor taken lightly, but sustained through consistent and deliberate engagement. Through structured interactions, the company seeks to understand, with clarity and precision, the needs, expectations, and concerns of those it serves. These insights are not merely received, but acted upon, ensuring that responses remain measured, relevant, and aligned with stakeholder interests. In this manner, engagement is not reduced to formality, but functions as a continuing discipline that reinforces confidence and sustains enduring relationships.


	ENGAGEMENT MECHANISMS	MATTERS IDENTIFIED	ACTIONS UNDERTAKEN
 <p>CO-WORKERS</p> <p>Coworkers are regarded as essential partners in achieving the company's objectives. Operational goals are met through a disciplined, committed, and engaged workforce whose alignment ensures consistency, accountability, and sustained performance anchored on reliability and participation.</p>	<ul style="list-style-type: none"> • Communication and alignment are sustained through virtual meetings, structured surveys, daily departmental briefings, HR visits, and monthly committee sessions, ensuring readiness, discipline, and workplace stability. • Capability and standards are reinforced through monthly training, continuous learning, safety updates, and consistent labor union engagements that anchor performance and accountability. 	<p>Health and safety protocols</p>	<ul style="list-style-type: none"> • Adequate health and medical benefits, along with continuous programs and activities, promote physical fitness, resilience, and the adoption of healthy practices across the workforce. • Wellness is maintained as a core condition for stable, reliable, and sustained operations, reinforcing workforce participation and performance.
 <p>COMMUNITIES</p> <p>The company pursues operational success alongside the creation of enduring value for host communities. Engagement is built on trust and accountability, fostering stability and continuity of operations while reinforcing responsible practices and long-term shared benefit.</p>	<ul style="list-style-type: none"> • Regular assessments, field visits, participation in activities, and structured consultations provide direct insights into evolving community needs. • Continuous monitoring and annual evaluations guide program alignment, resource allocation, and sustained support under changing conditions. 	<p>Infrastructure developments to provide basic services on health, education and livelihood</p>	<ul style="list-style-type: none"> • Php 134 million was allocated to the Social Development and Management Program, directing resources toward preparedness, resilience, and emergency response capacity. • Disaster readiness training, bloodletting activities, and engagement with academic sectors and youth leaders build local capability in managing disaster-related risks.
 <p>CUSTOMERS</p> <p>Growth is sustained by the confidence and demand of customers, whose requirements drive operational focus and discipline. Even under unprecedented disruptions such as the pandemic, commitments were fulfilled through consistent delivery and responsiveness, ensuring continuity of core operations</p>	<ul style="list-style-type: none"> • Continuous communication via calls, emails, meetings, and site visits ensures clarity and responsiveness before, during, and after transactions. • These disciplined engagements preserve coordination, reinforce supply reliability, and sustain continuity across all stages of delivery. 	<p>Alignment of Production Targets with Scheduling Frameworks</p>	<ul style="list-style-type: none"> • Timely attainment of production targets and strong operational controls safeguard commitments against unforeseen disruptions. • Internal communication channels preserve coordination and reliability, sustaining alignment between operations and customer obligations.

		ENGAGEMENT MECHANISMS	MATTERS IDENTIFIED	ACTIONS UNDERTAKEN
 <p>INVESTORS AND SHAREHOLDERS</p> <p>Sponsors and investors provide pivotal guidance in shaping strategic direction, with their support proving critical during periods of challenge and uncertainty.</p>		<ul style="list-style-type: none"> Annual stockholders' meetings in varied formats ensure participation, while shareholders receive consistent access to corporate information and performance updates. Significant events are promptly disclosed through the Philippine Stock Exchange, with reports published on the company's website to uphold transparency and accountability. 	Operational Considerations in Production Scheduling, Regulatory Compliance, and Financial Performance	<ul style="list-style-type: none"> Business continuity plans, safety systems, and structured controls sustain production stability under adverse conditions and external disruptions. Production targets are maintained and exceeded, with robust financial performance reflecting disciplined execution and operational control.
 <p>GOVERNMENT AND REGULATIONS</p> <p>Collaboration with regulators and government agencies promotes responsible mining practices, with joint efforts contributing to industry success across the country.</p>		<ul style="list-style-type: none"> Alignment with regulatory expectations is maintained through meetings, conferences, monitoring activities, visits, audits, and inspections. Complaints management, unannounced inspections, and sustained communication ensure readiness, accountability, and operational integrity. 	Institutional Engagements: Compliance, Complaints, Requests, and Donations	<ul style="list-style-type: none"> Engagement with regulators extends beyond compliance, fostering active collaboration and alignment with evolving standards. Continuous coordination supports transparent operations, strengthens regulatory confidence, and sustains operational continuity.
 <p>BUSINESS PARTNERS (SUPPLIERS AND CONTRACTORS)</p> <p>Partnerships with suppliers and contractors ensure exceptional service delivery, with their contributions playing a vital role in achieving the company's objectives.</p>		<ul style="list-style-type: none"> Accreditation and due diligence processes qualify partners, ensuring capability, reliability, and alignment with operational requirements. Regular meetings and structured engagements reinforce adherence to quality standards and compliance with performance expectations. 	Logistical Regulations and Service Delivery Constraints	<ul style="list-style-type: none"> Accreditation and due diligence processes qualify partners, ensuring capability, reliability, and adherence to ethical business practices. Open communication and disciplined engagement preserve reliability, alignment, and continuity of operations despite challenges.
 <p>MEDIA PARTNERS</p> <p>Media partners shape public views on significant societal issues, a role of particular importance for organizations operating in regulated industries such as mining.</p>		<ul style="list-style-type: none"> Press releases, advertisements, and special supplements communicate material developments and reinforce visibility. These channels sustain transparency, public engagement, and reputational stability across regulated industries. 	Absence of Reported Issues for Year 2025	<ul style="list-style-type: none"> Prompt reporting, press releases, advertisements, and advertorial support communicate institutional developments and sustain visibility. These efforts reinforce transparency, public confidence, and the integrity of external communications.



QUALITY METALS FOR A GREEN TRANSITION

53.04 million lbs of Copper Metal Produced



We are steadfast in achieving our production goals through ethical, responsible, sustainable and legally compliant best developed mining practices despite the continuing changes in the global economic and geopolitical shift toward renewable energy sources and the daily challenges we face in our mine operations.

We recognize our role in developing a more sustainable world centered on the green revolution by supporting the country's participation in global initiatives and programs aimed at establishing a green economy. Our mines play a key role in copper minerals processing and metal production as copper concentrates remain a valuable and essential resource for the green energy transition.

With the development of the 4.996 MWp Floating Solar Power self-generating facility, we remain cognizant in achieving the country's energy development goal to justly transition to green energy aiming for a 35% renewable energy share in the power mix by 2030 and 50% by 2040.

We acknowledge this transition and continue to adhere to the regulations, guidelines and policies set forth by our core values and principles as we continue to strive in maintaining a positive work environment by prioritizing the safety, health and security of our coworkers and the environment at all times.



Carmen Copper Wins Best Mining Performance Awards

Carmen Copper and Atlas Mining are privileged to be recognized by the Philippine Mine Safety and Environment Association (PMSEA) for its dedication to responsible stewardship in sustainable mineral development in alignment with the principles of environmental and safety compliance, sustainability, and adaptation to climate change, which resulted in impressive environmental management programs, strong safety and health performance, and significant social development initiatives.

Carmen Copper received four prestigious awards during the 71st Annual National Mine Safety and Environmental Conference (ANMSEC) held at CAP-John Hay Trade and Cultural Center in Baguio City on November 21, 2025.

The company received its first-ever Presidential Mineral Industry Environment Award (PMIEA), the highest honor given to a leading mining firm nationwide. Additionally, Carmen Copper was awarded for Safest Mineral Processing in the Plant Concentrator Category for the Carmen Concentrator Plant operations besting more than twenty other concentrator plants in the country. The Company also earned its second Most Improved Safety Performance, six years after receiving this recognition in 2019.

In the individual category, plant operator Jun Loey Paragoso was named the Best Plant Operator, outperforming over 4,000 other plant operators in the local mining sector.

These Awards are not only a reflection of the company's collective effort to continuously enhance its safety culture, performance, environmental awareness, value enhancement, community relations and social development, all of which are regarded as equally important primary drivers of mineral development and production, but is a testament to the resilience of every employee who amidst all calamities, disruptions and limitations that beset the Toledo Copper Mine, continued to embody the values of "malasakit" and accountability in all things that they do.

PMIEA

As outlined in Executive Order No. 399, Series of 1997, the Presidential Mineral Industry Environment Award (PMIEA) is presented annually to mining companies that have demonstrated exceptional achievements in key areas such as safety and health management, environmental stewardship, and social development.

This prestigious award symbolizes excellence, recognizing companies and individuals who lead the way in responsible mining practices.

To ensure thorough and unbiased evaluation, the PMIEA Selection Committee and Technical Secretariat, with support from its Technical Working Group, conducted an extensive assessment and onsite validation process.

In 2025, the PMIEA was awarded to 15 companies within the mining and minerals processing sector. Of these, 10 are classified under surface mining, while the remaining companies are involved in quarry operations.

These companies distinguished themselves through their commitment to reducing environmental impact, prioritizing mine safety and health, improving rehabilitation practices and fostering community development.



Carmen Copper is recognized as a recipient of the PMIEA in the surface mining operations category for the first time in its company history.

Prior to receiving the esteemed PMIEA, Carmen Copper earned four Platinum Achievement Awards in the years 2024, 2023, 2019 and 2018. The Platinum Achievement Award is the second highest honor awarded to mining companies nationwide.

Additionally, Carmen Copper received the Titanium Achievement Award, the third highest recognition, in 2017.

Team Effort

Carmen Copper's Chief Operating Officer, Yulo Perez, expressed appreciation for everyone's contribution to these significant accomplishments.

"I am filled with gratitude and pride to share that our CCC has received the Presidential Mineral Industry Environment Award this year. This is the first time we've earned this prestigious honor. Your hard work, teamwork and commitment to continuous improvement have finally bore fruit, leading us to this remarkable milestone.", he said.

He emphasized that the awards signify more than just recognition of best practices; they reflect the determination and collective belief in adhering to the right approach within the company.

"Thank you for your hard work and unity for making this possible. Let us keep striving for even greater success. The next milestone is the completion of the mine/pit widening to access the deeper-seated higher grade ore. Konting tiyaga at sikap nalang.", he added.

The same message of shared commitment was reiterated by Atty. Axel Tumalak, Assistant Vice President for Legal Affairs, Compliance and Corporate Governance in the acceptance speech that he delivered during the Awards Night and Testimonial Dinner.

"Receiving this Presidential Award is indeed a milestone in Atlas Mining's 72-year and Carmen Copper's 21-year history. It serves not only as a reminder of our shared accomplishments and shared responsibilities, but also as a motivation for us to continuously improve and sustain our operational, environmental, and safety

performance; grounded in the values of environmental stewardship, sustainability, social responsibility, technological adaptation, sound fiscal management and strong corporate governance practices,” he said.

Similar to Perez, Tumalak highlighted that the recognition reflects the organization’s unified commitment to safety and health, environmental stewardship, and social development. It also serves as a testament to the perseverance of each employee in facing both past and present challenges.

“This recognition not only affirms the progress we have made, but also strengthens our resolve to uphold the highest standards of responsible and sustainable mining, minerals processing and environmental stewardship in the years ahead. We hope this will inspire other mines to follow suit. Rest assured that we remain committed to striving for excellence in everything we do.,” he added.

Care for environs

Carmen Copper is dedicated to achieving results through ethical and sustainable mining practices, despite the considerable changes in the global economic landscape toward clean and renewable energy sources.

Carmen Copper is an ISO-certified company that adheres to ISO 14001:2015 Environmental Management System and ISO 45001:2018 Occupational Health & Safety Standards.

Certification International Philippines, Inc. recently conducted an audit of the company, resulting in the recertification of its accreditation for the effectiveness of its Environment, Health and Safety Management System plans and programs.

Carmen Copper adheres diligently to the stipulations outlined in the Philippine Mining Act regarding the rehabilitation of mined areas. As part of its Final Mine Rehabilitation and Decommissioning Fund Plan, it has allocated 215.7 million as of 2024 to restore the site to its pre-mining state after mining activities conclude.

The introduction of sustainable tree species has enhanced the environment, facilitating the restoration of wildlife in rehabilitated regions. As of 2024, Carmen Copper has successfully planted 2.7 million seedlings across 1,701.5 hectares of mine-out and other disturbed areas within the mine premises.

Safety is a value

Carmen Copper is dedicated to safeguarding the well-being and development of its employees. To protect its employees and relevant stakeholders, the organization implements and strictly enforces occupational health and safety requirements at every level.

In December 2025, Carmen Copper reached a remarkable milestone, concluding the year with 40.5 million safe man-hours without any lost-time incidents.

This achievement reflects a strong commitment to safety culture. At Carmen Copper, safety is not merely a priority; it is a fundamental value and an essential component of operations, on par with production and quality.

Employees are regarded as valuable partners, and the company prioritizes ensuring a safe work environment to sustain operations.

By focusing on the health and safety of its employees, Carmen Copper is able to accomplish its objectives. Establishing a secure workplace is beneficial for both employees and the surrounding communities.

Community Prosperity

Carmen Copper draws inspiration from the successes of its host and neighboring communities.

Its Social Development and Management Program (SDMP) promotes self-sufficiency by allocating 1.5 percent of its direct milling and mining costs to implement the SDMP in its 10 host and 8 neighboring barangays.

Through its SDMP, the company has established pillars for community improvement and self-sufficiency following the HELPS framework - representing health, education, livelihood, public infrastructure and socio-cultural promotion - focuses on essential components of community development that Carmen Copper actively reinforced in its communities.

Carmen Copper seeks to be a role model for responsible and sustainable mining by following its principle of stewardship. As the leading copper producer in the country, Carmen Copper aims to be a desirable employer in the industry while also representing responsible and sustainable mining practices.





Our Pit to Port Operations

CARMEN Copper Corporation, a mining company located in Toledo City, has consistently created value for its stakeholders and communities through its economic contributions and socio-economic initiatives, which are part of its Social Development and Management Program.

In the face of challenges over the past few years, the company has remained committed to promoting sustainable development for its stakeholders, business partners, employees, and communities.

On November 11, 2025, Carmen Copper celebrated its 500th milestone shipment of copper concentrate with a thanksgiving mass at Sangi Port in Toledo City.

This milestone shipment demonstrates the unwavering commitment of every individual within the organization responsible and sustainable mining for a brighter future.

Carmen Copper, wholly owned subsidiary of Atlas Consolidated Mining and Development Corporation, has been exporting

CCC 504th Shipment

copper concentrate to smelters in China, Japan, Malaysia, Vietnam, Korea, and India for 17 years, starting with its first shipment on December 29, 2008.

The copper concentrate produced by the company is in high demand in the global market because it has exceptionally low impurities that are well below market requirements. Copper, known for its exceptional electrical and thermal conductivity, plays a critical role in the transition from fossil fuels.

It is vital for connecting wind turbines, solar cells, and energy networks across vast regions as renewable energy assets are developed. Additionally, copper is a key component in batteries used for electric vehicles, as well as in motors and charging equipment.

Carmen Copper recognizes its significant role in the green transition by ensuring the production of the cleanest and highest quality copper in the most responsible way.



2,477,333.73 dmt
copper concentrate produced and delivered since 2008



504
shipments since 2008

Optimizing Our Operations

Managing our energy

In adhering to its goal of creating sustainable energy solutions, while fuel and electricity continues to be our primary energy sources, Atlas Consolidated Mining and Development Corporation (ACMDC), thru its wholly owned subsidiary, Carmen Copper Corporation (CCC), developed and installed the first megawatt-scale 4.996MWp Floating Solar Power Facility in the Philippines at the Malubog Dam and Reservoir, in Brgys. Biga and General Climaco, Toledo City, Cebu, as part of its energy management strategy to facilitate the transition to renewable energy.

The floating solar facility is part of the Company's 5-Year Sustainability Road Map (2022 to 2027) to align with the Department of Energy's (DOE) Energy Development Plan to justly transition to green energy by shifting from fossil fuel dependence to renewable energy (RE) aiming for a 35% RE share in the power mix by 2030 and 50% by 2040.

CCC engaged the services of AFRY Philippines for the project pre-feasibility study and commissioned Black and Veatch Inc. (BVI) Philippines for the Front-End Engineering Design and Engineering Procurement Construction (EPC) Study Package that was completed in October 2023.

The DENR-Environmental Management Bureau approved and issued the consolidated Environmental Compliance Certificate (ECC) for the Toledo Copper Mine on August 15, 2023 requiring CCC to provide greater than 10% of its total power requirement from renewable energy sources within five (5) years. The development and installation of the Floating Solar Power Project as an Own-Use Facility is in compliance with this mandate.

The project was completed and turned over to CCC on July 22, 2025. As of 2025, the facility generated an average of 454,487 kWh per month with an average rate of Php 8.01 per kWh that translated to an average energy savings of Php 3,610,223.00 per month.

The Floating Solar Power Facility is composed of the following major components:

1. An island of 8,540 solar panels floating at a portion of the Malubog Reservoir consisting of approximately 3.3 hectares of surface water area, supported by anchoring and mooring cables anchored into 316 concrete anchor blocks bearing an average weight of 3 tonnes docked on the reservoir bed and connected into a land-based medium voltage power station (MVPS) then to a land-based Electronic Photo Voltaic Substation to transmit the generated power towards the existing Carmen Concentrator (CarCon) substation.
2. A six-kilometer 34.5 kV overhead distribution transmission line route with 123 transmission tower poles built along the existing access road within Atlas Mining and Carmen Copper's controlled and owned real properties.

CCC considers exploring option-studies for the future expansion of the floating solar facility in its efforts to gradually and fully transition to renewable energy that can feasibly and technically support the requirements of the mine without affecting the efficiency and financial viability of the operations.

Conserving our water

The Malubog Dam, which is owned and operated by the company since 1971, provides a reliable source of freshwater for the domestic and industrial water requirements of the Toledo Copper Mine and the water needs of the surrounding communities in Toledo City. Two main tributaries of Abayan and Gionkiotan Rivers are contributing runoff to the reservoir.

We want to become less reliant on freshwater resources by making reclaimed water more accessible and useful for the operations, desilt the dam to increase storage capacity and continue improving operational efficiency in addressing the long-term risks of water scarcity.

In 2025, we met 66% of the company's water needs through reclaimed water by utilizing the thickener facility and reclaimed water extraction system in obtaining water for the operational needs.



66%
of water recycled,
equivalent to



10,152
olympic-size
pools



Increasing Resiliency to Climate Change

Like any industry, climate change has significant effects on our mining operations primarily due to the location of the Philippines that is highly vulnerable to its impacts. It is considered one of the critical or major risks that can potentially disrupt mining operations, endanger its facilities and employees, entail more costs and demand sustainable practices.

Our strategy to address climate change risks is shaped by two main goals: strengthen partnerships on disaster response, preparedness and resilience with our communities and formulate, plan and execute a sustainability road map that will prioritize projects that contribute to reduction of carbon emissions. We are taking active steps to ensure that our disclosures are aligned with the guidelines established by the Towards Sustainable Mining (TSM) and Environment Social and Governance (ESG) Frameworks, the UN Sustainable Development Goals (UNSDGs), the Group Reporting Initiative (GRI), ISO 45001 Integrated Management Systems, and the Task Force on Climate-Related Financial Disclosures.

With these frameworks and initiatives as our guide, we can create a comprehensive climate action roadmap.

Our Governance

The Board of Directors holds the primary responsibility for overseeing climate-related risks. Under the guidance of our board, we have implemented climate action policies, including our Safety, Health, and Environment Policy and our Sustainable Development Policy.

Our Approach

The effects of climate change on our business, especially concerning our stakeholders, will be complex and varied. Climate change has the potential to disrupt mine infrastructure, jeopardize the health and safety of our coworkers, and increase the vulnerability of our host communities. In the future, we are implementing strategies to improve our comprehension of the possible opportunities and challenges that climate change may pose to our organization.

Our Risk Control

We regularly integrate thorough assessments and ongoing oversight of environmental and climate-related risks. Our Board Risk Oversight Committee, made up of Independent Directors, is responsible for overseeing our risk management system. This includes how we reduce the likelihood of previously identified risks, manage current risk sources, and suggest any further actions or plans that may be necessary.

Our Metrics and Targets

We plan to reduce our energy intensity by adopting operational efficiency solutions and measures that enhance the use of resources, particularly energy, water, and waste. We consistently monitor and document our greenhouse gas emissions in our annual disclosures.

Maintaining an Emergency Response Team (ERT)

A team composed of highly qualified personnel are ready and able around the clock. The team is constantly enhancing their knowledge and expertise through the conduct of regular training, seminars and practice.

Fully Operational CCC Hospital

Our hospital is comprehensively functioning and fully capable of delivering a full range of medical services, including but not limited to emergency care. Our hospital has sufficient clinical services, 24/7 emergency services, adequate facilities and equipment, diagnostic capabilities, pharmacy services, support services, and most importantly, qualified medical personnel.

ISO 14001 Safety Standard

We are duly compliant to the safety standards of the International Organization for Standardization. Our commitment is manifested not only by our ISO certification but mostly through our regular conduct of risk assessments, implementation of policies, procedures and emergency response plans, regular training of employees on safety protocol and reporting mechanisms and constant and regular monitoring of safety practices.

Further to the aforesaid, certain measures were also adopted and implemented in order to mitigate climate risks, such as:

1. Proper waste handling;
2. Reforestation;
3. Desilting and dewatering of drainages;
4. Slope stabilization;
5. Reinforced infrastructures; and
6. Regular conduct of drills, demonstration or simulation of emergency situations intended to provide training, awareness, and preparation in emergency situations.

Towards Sustainable Mining (TSM) Framework

We adhere to the guidelines set out in the TSM Framework that serve as our measure on the performance of our operations in the following areas: Safety and Health Management, Water Stewardship, Climate Change, Tailings Management, Preventing Child and Forced Labor, Biodiversity Conservation Management,

IP and Community Outreach, and Crisis Management and Communications Preparedness.

Philippines' geographical location makes it prone to earthquakes and typhoons. Hundreds to a few thousand earthquakes and an average of 20 typhoons typically happen yearly in the Philippines. Over the years, Filipinos have become more educated and better prepared for calamities. Calamities test the strength of communities, but they also reveal the courage, unity, and hope that bind us together.

September 30, 2025 and October 10, 2025 Earthquakes

Separate powerful magnitude 6.9 earthquakes struck Cebu last 25 September 2025 and 10 October 2025. Our mine site in Toledo City, Cebu was within the Central Cebu Fault System. Some of our local stakeholders' houses and various infrastructures in Toledo City were damaged and affected.

Meanwhile, the epicenter, Bogo City, suffered enormous damage and around 79 people were reported dead, while several others were injured. Various groups from the government, non-government organizations, and the private sector—including our Emergency Response Team (ERT)—acted without hesitation to provide the necessary assistance. Our ERT worked tirelessly, day and night, to support rescue operations amidst ground challenges.

November 3, 2025, Bagyong Tino

A work suspension was declared on 3 November 2025 due to a powerful late-season tropical cyclone called Typhoon Kalmaegi or Bagyong Tino. Destructive rainfall, severe flooding and strong winds caused damages to some of our employees' homes, crops and livestock. Moreover, restoration and stabilization activities had to be conducted in some of our facilities. Bagyong Tino was described as worse than Super Typhoon Ruping, which hit Cebu in 1990.

True to our commitment, relief and rescue operations were extended not only to our host and neighboring communities but also to other affected areas across Cebu Province. Further thereto, members of our rank-and-file were given calamity assistance as per the Collective Bargaining Agreement.

A

Cultivating a Greener Tomorrow

As stronger typhoons wreak havoc across the country, the commitment of Carmen Copper Corporation to environmental stewardship rises with greater resolve. This commitment is further underscored through a wide array of programs that actively engage and empower the community.

On June 27, 2025, Carmen Copper Corporation led the Run to Plant campaign, which aims not only to promote the development of flora but more importantly to convey a deeper message: that every plant nurtured contributes to a greener environment and serves as a symbol of resilience amidst increasingly severe storms.

United with a shared vision of collective action towards environmental conservation, the campaign was participated in by over 100 employees and members of the community representing the barangays DAS, Biga, Media Once, Poog and Cantabaco.

True to its commitment, Carmen Copper Corporation has institutionalized the propagation of seedlings in its nursery, emphasizing that a greener future begins in our very own backyard. This initiative further reinforces the idea that sustainability also entails efficiency in personal consumption of resources in our everyday lives.

As of 2025, Carmen Copper Corporation has successfully produced a total of 36,100 seedlings, consisting of native trees such as Narra, Sibukaw and Akle. In line with this, the company has also donated a total of 932 seedlings to the following beneficiaries ASMC La Salle, Society of Environmental Practitioners of Toledo City and the Sangguniang Kabataan of Barangay DAS.

Carmen Copper Corporation remains steadfast in its commitment to sustainable mining today, so its fruit of labor may bear a greener and more resilient tomorrow.



B

Adopt a river: Protect Water Together

Water sustains life here on Earth, and yet this vital resource, which is essential across all segments of the population, continues to be threatened by pollution and is at the brink of depletion.

Since 2013, Carmen Copper Corporation has launched its River Clean-Up Campaign through regular clean-up activities, with Barangay Cantabaco as its primary beneficiary. This initiative was further strengthened in 2015 through its official recognition by the Environmental Management Bureau (EMB) under the Adopt-an-Estero/Water Body Program. Beyond the cleaning initiative, the program also aims to raise awareness on the conservation and proper management of water resources. This awareness initiative seeks to benefit both present and future generations.

Carmen Copper Corporation firmly believes that the promise of a sustainable future depends on every drop of a clean, conserved, and protected water resource.



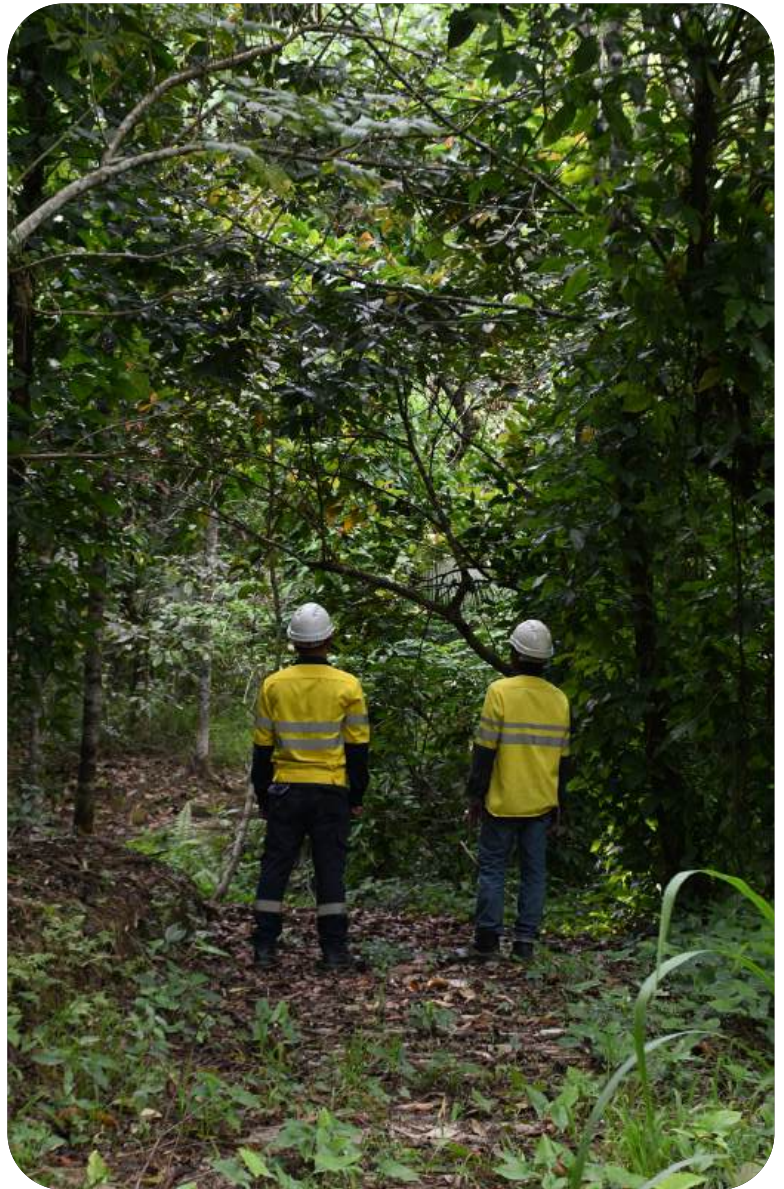


Conserving Biodiversity

Biodiversity in mine-out areas was successfully enhanced through proper enforcement of progress rehabilitation best developed industry practices that restore and preserve environmental assets. The restoration and rehabilitation of these areas saw the ecological improvement and return of wildlife after the reforestation of suitable tree species and revegetation of surface cover.

Our company diligently follows and strictly observes the requirements of the Philippine Mining Act's standards, the DENR's administrative order on Biodiversity Management, and the TSM Framework for the rehabilitation of mined-out areas. Carmen Copper has consistently allocated resources to guarantee the reforestation and revegetation of the site to meet its pre-mining state conditions after the mine closure.

Aligned with this goal, Carmen Copper remains committed to responsible and sustainable mining by further broadening our initiatives to protect the flora and fauna of the natural surroundings in the areas we operate within our host and neighboring communities in Toledo City, Cebu.



93,490
total fruit bearing tree seedlings grown to date



31
species of birds and bats protected



161,718
total native saplings grown to date



81
species of trees and plants protected



3,609,033
since 2007 seedlings produced to date



50
hectares of undistributed woodlands

Waste Management

The mine tailings produced from minerals processing are stored and managed through the Biga Tailings Storage Facility (BTSF) in compliance with the implementing rules and regulations of the Philippine Mining Act of 1995 mandating all large scale mine operations to safely and securely contain mill tailings and processing wastes in a storage facility to prevent direct discharge of waste water to nearest bodies of water around the mine. The management of tailings and related wastes is aligned with the Towards Sustainable Mining (TSM) framework that continuously works toward minimizing harm to the environment through the application of effective governance and best engineering practices in the planning, design, construction, operation and closure of tailings facilities.

The solids and liquids are effectively contained and operations and maintenance are regularly inspected and monitored through the adherence of proper maintenance schedules, execution of preventive maintenance tasks and proper equipment management.

Aligned with the development of the carmen pit, our mining plan necessitated the requirement to enhance and expand the tailings storage facility for another ten to twelve years, leading to the construction and development of the dam expansion in the northern section of the BTSF.

The first and second stages of the project were completed in December 2023 and December 2024, respectively, while the third stage that will effectively raise the dam elevation to 420 meters above sea level will be completed in May 2026, providing us with an impounding capacity of another ten to twelve years while guaranteeing safety and environmental compliance and efficiently managing costs.

The project is anticipated to reach full stage by 2027 while the fourth stage is currently under third party peer review.

Rehabilitating our Mines.



932
donated seedlings in support of National Greening Program in 2025



15,173
trees grown in mined out areas in 2025



1,707.55
hectares reforested to date



2,734,040
Saplings planted at the mine complex to date



PHP149.5mn
Annual Environmental Protection and Enhancement Program in 2025



PHP95.5mn
Final Mine Rehabilitation and Decommissioning Fund



PEOPLE WELL-BEING AND DEVELOPMENT

In Carmen Copper Corporation,
Safety is not just a priority but a value





40.2 Million
Safe Manhours

With the hazards inherent in the mining industry, priorities may shift depending on various factors such as supply, demand, geopolitical needs, and other circumstances. However, compared to a priority, a value serves as a constant compass throughout our daily operation, and Carmen Copper Corporation has embedded SAFETY as its CORE VALUE.

OUR approach to safety is holistic; it encompasses job security and the legal protection of the rights and welfare of our people, suppliers, and other stakeholders. As our people are the most valuable asset that sustain our operations, a safe working environment is ensured through various measures, such as the provision of Personal Protective Equipment, allocation of medical services, prioritization of fitness and health, and compliance with personnel training requirements.

Beyond compliance and prioritization, we value the hard work of our people by fostering a working environment that is not only safe but also conducive to learning.



Carmen Copper Celebrates 40 Million Safe Manhours



Safety remains a core value of our operations. It is an integral part of ensuring efficiency in our production and the quality of our performance.

We uphold accountability and responsibility for implementing occupational health and safety policies across all levels of the organization. This helps ensure the sustainability and effectiveness of our business through a motivated workforce.

Carmen Copper achieved 40 million safe man-hours without a lost time incident as of December 31, 2025.

Lost time incidents refer to accidents in which a worker experiences an injury that leads to time away from work or a decrease in productive work, such as absenteeism or delays.

The impact of lost-time injuries on team morale is significant, leading to additional costs associated with compliance, workers' compensation, and operational disruption.

Our collective pursuit for a safe workplace for everyone has made it possible to reach this safety milestone. This also drives us to continue working toward achieving 40 million safe man-hours without a lost time incident by the end of 2026.

At Carmen Copper, safety will never just be a priority. It will always be our value—a testament to who we are as a preferred employer in the industry.



Ensuring Safety at all times

Carmen Copper's Annual Safety and Health Program adheres to the guidelines provided under DENR DAO 98-2000 on Mine Safety and Health Standards, its implementing rules and regulations, and amendments, including the ISO 45001:2018 on Integrated Management Systems and the occupational health and safety standards of the Department of Labor and Employment. The Company's commitment to international standards on ISO 45001:2018 as certified by Certification International Philippines, Inc. ensures that we employ best developed occupational safety and health strategies and practices that safeguards the organization's human resources and capital. Our operations consider adherence to international standards on occupational safety and health as an equally important driver for mineral production, product quality and process efficiency.

Participation of CC-ERT in the Emergency Rescue Amazing Race 2025

The Carmen Copper Emergency Response Team (CC-ERT), actively participated in the special event entitled “Disaster Preparedness and Response Activity: Emergency Rescue Amazing Race 2025”, hosted by the Toledo City Local Disaster Risk Reduction and Management Council (LDRRMC) in celebration of the National Disaster resilience Month (NDRM) 2025, held in Toledo City on July 16, 2025.



The CC-ERT, together with the barangay volunteers from Barangays Bagakay, Biga, Cantabaco, Poog, Media Once, Tungkey and Pangamihan, comprised of 9 ERT members and barangay representatives, successfully performed and completed various tasks across six designated stations in different locations:

1st Station: Tug-of-War, Knot Tying, and Rappelling
– Ilihan City Hall

2nd Station: Mass Casualty Incident (MCI)
– Public Plaza

3rd Station: Cardiopulmonary Resuscitation (CPR)
– Public Plaza

4th Station: Swimming and Rubber Boat Rowing
– Seaside fronting Day’s Hotel

5th Station: Bandaging, Splinting, and Carries
– Toledo City Sports Center (Mega dome)

6th Station: Fire Suppression / BFP Challenge
– Ilihan City Hall Grounds

The event showcased the team’s skills, preparedness, and coordination in various emergency response scenarios, while strengthening their partnership with local barangay responders.

The CC-ERT, together with the barangay representatives, was announced as the Grand Champion of the Emergency Rescue Amazing Race 2025. The activity concluded successfully at around 5:30 PM.



Strength Beyond Differences

Labor-Management Cooperation in Practice

In the ordinary course of any enterprise, divergence between labor and management is neither anomalous nor undesirable. It is, in truth, a natural incident of organizational life. What assumes consequence is not the existence of such divergence, but the manner by which it is engaged, structured, and ultimately resolved.

It is within this frame that Carmen Copper Corporation took part in the 14th National Convention on Labor-Management Cooperation, convened on 20 to 21 November 2025 at the Grand Xing Imperial Hotel in Iloilo City. The gathering, organized by the National Conciliation and Mediation Board in coordination with PHILAMCOP and regional Labor-Management Cooperation associations, assembled delegates from across the country, each bearing the shared objective of strengthening industrial relations through deliberate and structured engagement.

CCC was represented by both management and union delegates. This was neither incidental nor ceremonial. It was a considered expression of the company's position that cooperation cannot be unilaterally constructed. It must be jointly undertaken, with both sectors participating in equal measure, bound by a common interest in stability, continuity, and institutional order.

The convention served as a platform for the exchange of working models, governance mechanisms, and operational practices that have enabled organizations to sustain internal alignment while preserving productivity. Central to these discussions was the recognition that effective labor-management cooperation is not the product of improvisation. It is the result of systems deliberately established, consistently applied, and continuously refined.

The conferment of distinctions upon outstanding Labor-Management Cooperation groups and Grievance Machinery committees further underscored this principle. Industrial peace, as demonstrated by these exemplars, is not achieved through the mere absence of conflict. It is secured through the presence of credible structures, responsive processes, and disciplined engagement.

For CCC, the participation in this national forum was both affirming and instructive.

It affirmed a principle long embedded within the company's operational philosophy, that the strength of any enterprise is, in no small measure, dependent upon the quality of its internal

relationships. Where communication is structured, where processes are reliable, and where concerns are addressed with promptness and fairness, alignment is not imposed. It is attained.

At the same time, the engagement proved instructive. It afforded the company an opportunity to observe the evolving approaches of other institutions in addressing the complexities of labor-management relations within dynamic operating environments. These observations are neither academic nor abstract. They serve as points of reference for the continuing refinement of the company's own mechanisms.

Within CCC, labor-management cooperation is not reduced to procedural compliance. It is operational in character. Mechanisms for dialogue are established not as formalities, but as functional instruments through which issues are surfaced, examined, and resolved with deliberation. Grievance processes are structured to preserve both fairness and institutional coherence, ensuring that concerns are addressed without unnecessary escalation.

The joint participation of management and union representatives in the convention reflects a shared institutional posture. It recognizes that difference, when approached with discipline and structure, does not undermine the enterprise. It fortifies it.

In an environment where operational demands remain exacting and conditions continue to evolve, the importance of internal cohesion cannot be overstated. The capacity of the organization to sustain performance is inseparable from the capacity of its people to act in alignment, notwithstanding the presence of differing views.

The insights drawn from this engagement will continue to inform the company's approach to governance, workforce relations, and institutional development. They reinforce a position that remains constant, that structured communication, disciplined processes, and mutual respect are not optional considerations. They are operational necessities.

Verily, the endurance of an enterprise is not determined by the absence of challenge, but by the manner in which such challenges are confronted within its own structure.

For CCC, this begins with partnership, proceeds through dialogue, and is sustained by a shared commitment to move forward with clarity, order, and purpose.



Stronger Together

We honor our long-term employees whose unwavering dedication and loyalty form the foundation of our success. In 2025, we celebrated our 51 employees in 10 years' service and 64 employees for 15 years of service, showcasing high retention and commitment to our long-term goals. To celebrate their career longevity, we presented them with a commemorative mug and corporate watch to mark this milestone and as a token of our grateful appreciation for their years of service.

In adherence to Expanded Breastfeeding Promotion Act of 2009 (RA 10028), we dedicated three (3) lactation stations in the mine site which are located in the Administration Building, CCC Hospital and Sangi Port, to support nursing mothers. These are set-up in a private, sanitary, and well-equipped spaces in various locations for expressing milk. Nursing employees are granted with paid, compensable break time, in addition to regular meal breaks, to breastfeed or express milk. This encourages them to increase the duration of breastfeeding their babies and also promotes employee retention, reduces maternity-related absenteeism, and boost employee job satisfaction.



55%
collective bargaining
agreement



24%
women in
management positions

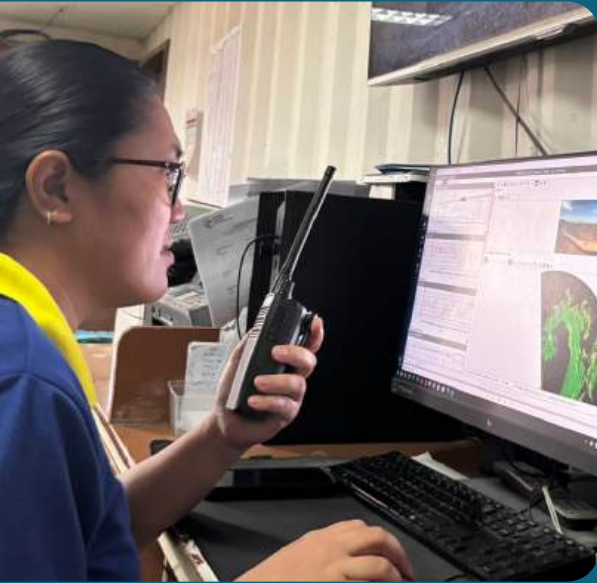


In the wide expanse of workstations at Carmen Copper Corporation, women occupy diverse roles and positions, comprising 11% of the total workforce—a significant number in a traditionally male-dominated industry.

In 2025, women at Carmen Copper Corporation claimed their place across the organization, from administrative offices to the field, while enjoying equal rights and benefits alongside their male counterparts.

Our commitment to empowering our women's workforce is further strengthened through various initiatives, such as the proper observance of leave benefits specifically accorded by law to women, the establishment of internal grievance mechanisms, the provision of separate and safe restrooms, and the availability of lactation stations.

The inclusion of women in the workforce stands as a testament to Carmen Copper Corporation's commitment to promoting equality.



Community Prosperity

2025 Total SDMP spending Php 160M





PHP160mn
Social Development
Management Program

Mineral resource exploration, development, utilization and conservation shall be governed by the principle of sustainable mining, which provides that the use of mineral wealth shall be pro-environment and pro-people in sustaining wealth creation and improved quality of life. Section 3, DAO 2010-21.

Following the legacy of Atlas Mining, we demonstrate exceptional commitment to community welfare, going well beyond expectations. Despite numerous adjustments and measures brought by challenging circumstances, we successfully introduced a range of valuable and diverse programs in line with its strong commitment to the community. All members of host and neighboring communities were provided with meaningful opportunities, including but not limited to educational scholarships, livelihood programs, and infrastructure development initiatives.

Addressing limited access to HEALTH services and malnutrition at the barangay level

CCC continuously prioritized the health and well-being of communities by ensuring access to essential healthcare services. Through its partnership with the Toledo City Health Office, the company implemented the “Doctor to the Barangay” program, delivering free medical consultations and medicines to thousands of beneficiaries across various barangays throughout the year.

Complementing this initiative were community-based feeding programs implemented in selected barangays, which aimed to address malnutrition among children. These programs, conducted over several months, provided nutritious meals and contributed to improving the health and nutritional status of beneficiaries.

Moreover, CCC supported various health-related activities such as bloodletting drives, distribution of health kits, maternal care programs, and awareness campaigns on family planning, breast cancer, hypertension, and diabetes. The company also provided logistical and material support, including medicines, hygiene kits, and food packs during health events.

Through these interventions, CCC contributed to improved community health outcomes, strengthened preventive healthcare practices, and enhanced the overall well-being of residents.



39,990
total patients served through Doktor sa Barangay Programs since 2015



488,222
total number of children served in school-based feeding program since 2015



24
total ambulances donated to date



6
health centers built and rehabilitated to date



462,310
patients served by the health centers to date



Uplifting quality of life through support to EDUCATION

Investing in education and youth development remains a core priority, with programs designed to empower students and strengthen community capacity. In 2025, 338 scholars benefited from a sustained scholarship program (93 full, 252 partial), while 186 exam takers and 140 interviews were conducted to recruit new scholars.

A total of 49 students graduated in 2025. The graduates represented diverse programs, including Education, Engineering Courses, Civil Engineering, and other fields such as Marine Transportation, Computer Science, Accountancy, Criminology, Nursing, and Business Administration. Of these graduates, 19 received academic distinctions, including 14 Cum Laude, Magna Cum Laude, or Summa Cum Laude, and 5 received special academic or Dean’s citations. Several others were recognized for leadership and other forms of academic excellence.

Complementary initiatives enriched students’ learning experiences and educational institutions, including:

- On-the-job training (OJT) support for 9 students
- Campus journalism workshops, training 24 students
- Computer literacy training, conducted over three days
- Sports equipment distribution in coordination with DepEd Toledo
- Brigada Eskwela support, assisting 32 schools
- School infrastructure improvements, such as the installation of fence at Poog Elementary

In addition, 135 TechVoc learners graduated from SMAW and EIM programs, equipping them with practical, job-ready skills.

These initiatives contribute to building a skilled, educated, and empowered youth, supporting both academic achievement and holistic development within the community.



2,072
scholar
graduates to date



2,829
scholars since 2015



14
schools built with 25
classrooms to date



122
schools refurbished with
337 classrooms to date



Promoting innovative LIVELIHOOD programs within and beyond the mine site

Sustainable livelihood and community development initiatives have been key in empowering residents across 18 host and neighboring barangays. Project areas have been transformed into productive spaces that provide meaningful opportunities and support long-term growth.

A centerpiece of these efforts is the “Gulayan sa Minahan” initiative, also known as Maria Lourdes Farm, which implements an integrated farming system combining vegetable cultivation and livestock dispersal. Managed by the Nagkahiusang Mag-uuma sa Poog (NAMAPO) Mercado Chapter, the program received 11 goats from CCC, resulting in a herd of 19, including 9 young goats, ensuring ongoing income and food security for members.

CCC also supported the Pandong Bato Farmers Association (PBFA) through cacao plantations intercropped with bananas and vegetables, yielding over 200 kg of produce in the last quarter of 2025. The Copper Copper Farmers Venture Association (CCFVA)—an integrated livelihood initiative supported by Carmen Copper Corporation successfully produced more than 36,000 fresh eggs. This significant output underscores CMAVO’s role in enhancing food security by producing fresh eggs within the mining communities and in neighboring areas.

Capacity-building initiatives were integral to CCC’s approach, including:

- Farmers’ skills development training (10 people’s organizations, multi-barangay participation)
- Cacao production and farm input training
- Field demonstrations on pruning and cultural practices
- Graduation programs marking training completion

Additional support extended to Bagakay Farmers (vegetable production), Pangamihan irrigation-supported farms (off-season production), and high-value crop production, ensuring diversified and sustained agricultural output.

Overall, CCC’s livelihood interventions strengthened productivity, enhanced household income, and bolstered resilience among farming communities through sustainable, diversified, and market-oriented agricultural practices.



284,707
kg of harvested
produce since 2015



PHP10.2mn
value of harvested
produce since 2015



3,900
farmers engaged in
cooperatives and
associations since 2015



Strengthening PUBLIC INFRASTRUCTURE for improved accessibility, safety, and service delivery

Extended and continuous support was provided for infrastructure development to improve accessibility and safety within host and neighboring communities. Road repair and maintenance activities were undertaken, including the rehabilitation of critical road networks and other damaged segments affected by natural calamities, particularly following Typhoon Tino.

In response to urgent infrastructure needs, close coordination with local government units enabled the restoration of damaged roads, especially in Barangay Bagakay. Financial assistance was also extended, including a ₱1 million contribution for road opening in Sitio Pansol, Barangay Cambang-ug. Pathway cementing projects and other community infrastructure improvements were likewise implemented to enhance mobility and ensure safer travel for residents.

These initiatives significantly improved transportation, facilitated economic activities, and strengthened disaster response capabilities across the communities.



172 km road network built, repaired and maintained to date



Fostering vibrant SOCIO-CULTURAL activities and community involvement

Active support was provided for socio-cultural development through the promotion of community traditions, cultural events, and social gatherings. Assistance was extended to various religious and cultural celebrations.

The company also extended support to community events by sponsoring local activities and providing food packs, financial assistance, and other resources. During the Christmas season, CCC contributed to community celebrations by installing decorative displays and distributing goods to People’s Organizations as a gesture of appreciation and solidarity.

The Carmen Copper Heritage Center celebrated its seventh anniversary on September 19, 2025. It was established to commemorate the rich mining history

that shaped the foundations of Toledo City's identity, underscoring Cebu's dedication in preserving its culture and heritage.

In celebration of the anniversary and aligned with the objective of strengthening community partnerships, Carmen Copper organized a barista training program to learn more about coffee preparation in partnership with a TESDA-certified instructor that was attended by selected youth from our host and neighboring communities, alongside CCC employees. The training will equip the participants with fundamental barista skills which they can utilize should they pursue a career in this field.

Through these efforts, CCC strengthened community relationships, fostered cultural pride, and reinforced its commitment to preserving local traditions and values.



58
total number
of mine tours
conducted



429
total number of mine
tours conducted
since 2015



13,217
total number of mine
tourists who visited
the Carmen Copper
Heritage Center since its
inception in 2008

Disaster Response

In 2025, the Philippines faced severe, consecutive disasters, primarily driven by 23 powerful tropical cyclones and a major 6.9-magnitude Cebu earthquake on September 30, affecting over 20 million people.

From September to November 2025 - The nation was hit by multiple storms in close succession – Ragasa, Bualoi (Opong), Tino, and Uwan compounded by severe monsoon floods that gave communities little time to recover. In partnership with the Cebu Chamber of Commerce and industry, Carmen Copper joined the fight and movement against flooding. Flood Hero Cebu is a movement by Cebuanos dedicated to creating a flood free city through education, collaboration and collective action that was launched September 28, 2025. To signify its commitment Carmen Copper delivered 100 repurposed Intermediate Bulk Containers that will be used as rainwater collection sumps to be strategically distributed amongst key major cities in Cebu Province to address clean water shortages during floods.

On September 30, 2025, a 6.9 magnitude earthquake struck off Bogo City in Northern Cebu causing intense shaking, collapsed homes, and damaged infrastructures in the province that was followed by over 3,000 aftershocks. Carmen Copper Emergency Response

Team(CC-ERT) was one of the very first responders at ground zero. Aside from rescue and technical assistance, the team also provided goods and items to help address immediate concerns most especially food and water shortages. Bulk containers were also provided for clean water reservoirs especially in evacuation centers. Locally, Carmen Copper lent the expertise of the Geo-Tech team to evaluate and assess areas and infrastructure in communities affected by the earthquake and provided corresponding recommendations.

On November 04, 2025, Typhoon Tino (Kalmaegi) plus severe monsoon floods caused widespread destruction to public infrastructure and access roads in low lying cities, leaving over 140–269 people dead and displacing hundreds of thousands of constituents. Carmen Copper provided and distributed clean and safe water for domestic uses in affected communities. Relief assistance was distributed to the affected host and neighboring barangays. Immediate medical services, medicines and assistance were also extended through the company's Doctor to the Barangay Program. Equipment and technical support were also deployed to clear roads, restore access and ensure safety most especially along riverbanks and creeks.



21
emergencies
responded in
2025



77
beneficiaries
served in response
to emergencies
in 2025

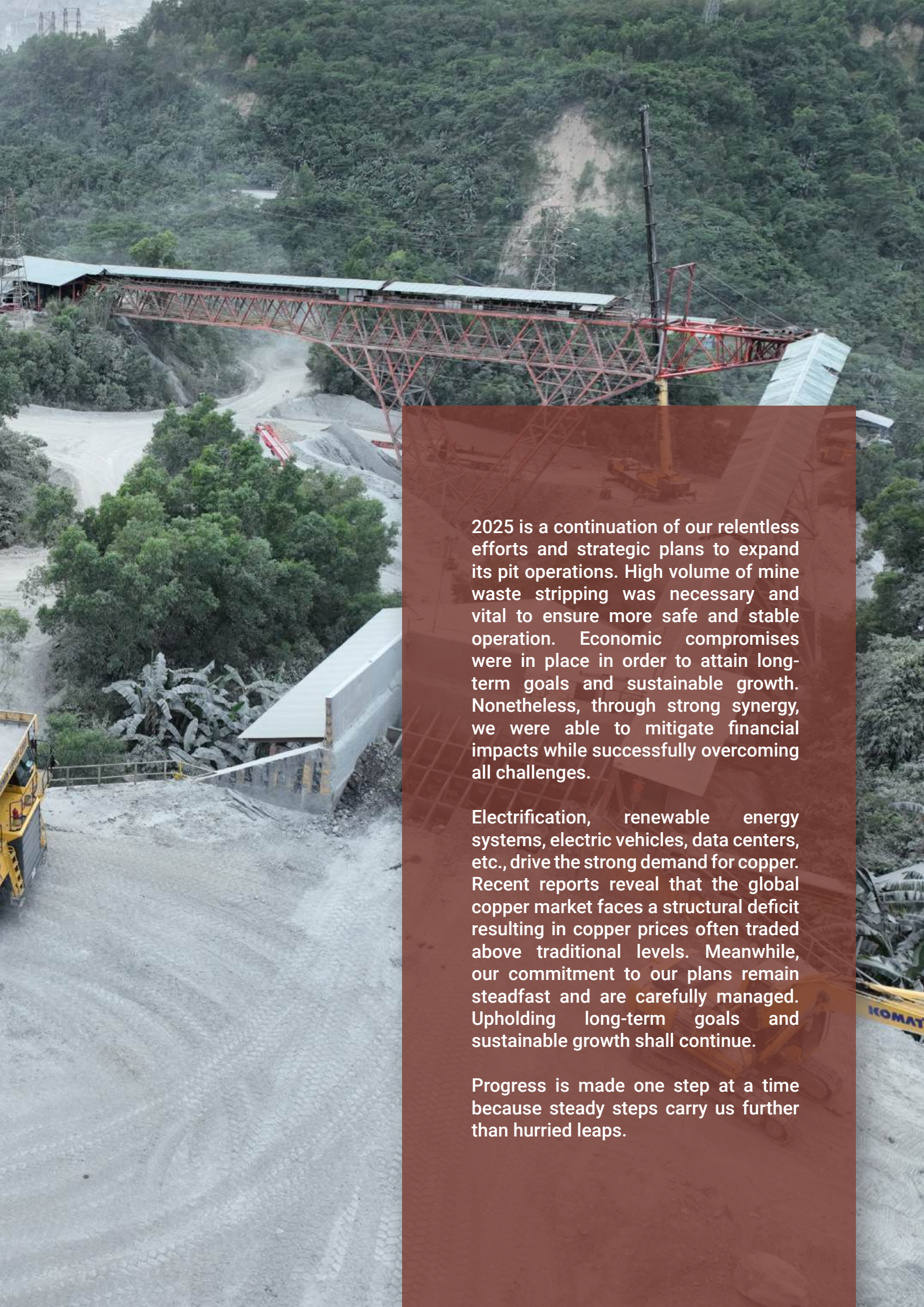


27
emergency
and disaster
preparedness
drills conducted
in 2025



SUSTAINABLE AND RESPONSIBLE GROWTH





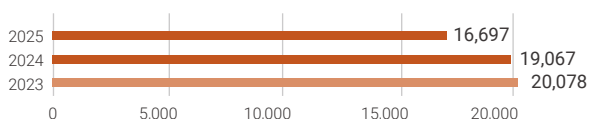
2025 is a continuation of our relentless efforts and strategic plans to expand its pit operations. High volume of mine waste stripping was necessary and vital to ensure more safe and stable operation. Economic compromises were in place in order to attain long-term goals and sustainable growth. Nonetheless, through strong synergy, we were able to mitigate financial impacts while successfully overcoming all challenges.

Electrification, renewable energy systems, electric vehicles, data centers, etc., drive the strong demand for copper. Recent reports reveal that the global copper market faces a structural deficit resulting in copper prices often traded above traditional levels. Meanwhile, our commitment to our plans remain steadfast and are carefully managed. Upholding long-term goals and sustainable growth shall continue.

Progress is made one step at a time because steady steps carry us further than hurried leaps.

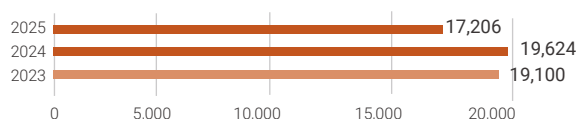
Economic Value Generated

in Php millions



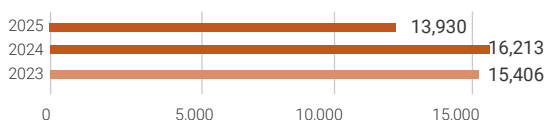
Economic Value Distributed

in Php millions



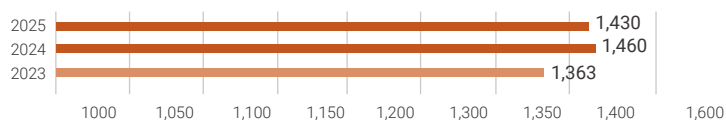
Operating costs

in Php millions



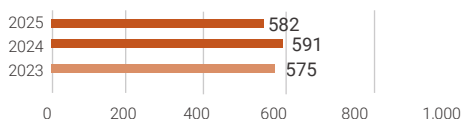
Employee wages and benefits

in Php millions



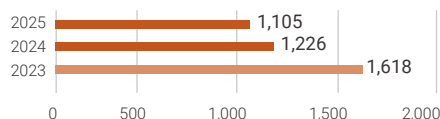
Payments to providers of capital

in Php millions



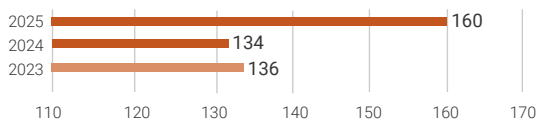
Payments to government

in Php millions



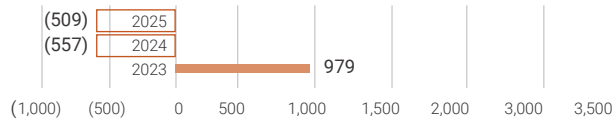
Community investments

in Php millions



Economic Value Retained

in Php millions



Our policies

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

Social and Environmental Policies

- Climate Action Policy
- Cyber Security Policy
- Reward Policy
- Sustainable Development Policy
- Safety, Health and Environment Policy
- Training Policy
- Water Stewardship Policy

- Insider Trading Policy
- Material Related Party Transaction Policy
- Performance Evaluation Policy and Guidelines
- Policy on Directors and Officers Loan
- Policy on Directors and Officers Remuneration
- Retirement Policy
- Reward Policy
- Rights of Shareholders
- Whistleblowing Policy

Governance

- Alternative Dispute Mechanism Policy
- Anti-Bribery and Anti-Corruption Policy
- RBoard of Directors Key Executive Officers Diversity Policy
- Conflict of Interest Policy
- Guidelines on Nomination and Election
- Information Policy



Risk Management

Atlas Mining adheres a risk management approach and recognizes oversight strategy in addressing and monitoring business risks. We ensure that business continuity processes are in place to institutionalize the management of our associated risks in order to address the environmental, social, legal and technical impacts that influence our operations. We continue to build on managing risks and opportunities by creating and implementing sustainable programs that will help improve production efficiency and strengthen relationships with all stakeholders while advancing our long-term business goals.

Atlas Mining established the Board Risk Oversight Committee (BROC) and Corporate Governance Committee, which are composed of Independent Directors, to provide oversight roles of the Company's risk management and governance systems, respectively. The BROC recommends additional actions or plans necessary to mitigate identified risks.

Together with Carmen Copper's Risk Management Committee, business continuity risks are identified and continuously monitored. As a result, policies were implemented and assessed for all operational levels that include environmental and social risks to ensure a holistic approach in managing risks and opportunities for the benefit of all stakeholders. Regular monitoring and reporting are conducted using risk dashboards, standard risk assessments, corrective actions, hazard and risk identification standards, and international standards on business continuity planning, loss and risk management.

Policies: Carmen Copper ISO 45001:2018 Integrated Management System (IMS) Policy

Sustainable Development Policy

https://atlasmining.com.ph/sites/default/files/files/AT%20CCC_Sustainable%20Development%20Policy.pdf

Board Risk Oversight Committee (BROC) Charter

<https://atlasmining.com.ph/sites/default/files/files/AT%20CCC%20Board%20Risk%20Oversight%20Committee%20Charter.pdf>

Governance

Governance Structures and Systems

The Board of Directors

The Board is composed of 9 members who serve for a term of one year or until their elected and qualified successors take office. Atlas Mining now has three independent directors in compliance with the Securities Regulatory Code, its Implementing Rules and Regulations, the Revised Corporation Code, and the Code of Corporate Governance (CCG).

Committees of the Board

According to the company's by-laws and the CCG, there are five Board committees made up of Board members to ensure the effective execution of the Board's policy-making and oversight responsibilities. All committees are led by independent directors, except for the executive committee.

Between Board meetings, the executive committee oversees and directs the corporation's affairs in line with the authorities that the Board can lawfully delegate.

The Audit Committee holds the main responsibility for creating and implementing policies and procedures that ensure Atlas Mining adheres to applicable laws and regulations, particularly concerning financial reporting, internal control systems, and both internal and external audit processes.

The Corporate Governance Committee supports the Board in fulfilling its corporate governance responsibilities and performs ad hoc functions in overseeing the company's sustainability programs, encompassing the functions and duties that were previously assigned to the Nomination and Remuneration Committees.

The Board Risk Oversight Committee is responsible for overseeing the company's risk management system to ensure its effectiveness.

The Related Party Transaction Committee examines all documents and related party transactions of Atlas Mining.

Management

The Management oversees the company's operations and business activities. The Office of the Chairman of the Board and President is held by distinct individuals, each with their own roles and responsibilities. For additional details regarding the composition and qualifications of the board, as well as descriptions and lists of members for each of the board committees, please visit:

<https://www.atlasmining.com.ph/corporate-governance/board-directors-committees>

Annual General Meeting of the Shareholders

The Annual General Meeting (AGM) of Shareholders serves as a platform for Shareholders to cast their votes on important issues, elect Board members, approve the audited financial statements and Management's report, and express any concerns they might have. The shareholders are informed of the AGM ahead of the scheduled date. The Final Information Statement provided to shareholders before the AGM includes details about the voting process for the items up for approval, the agenda, and the verification of proxies. The 2025 AGM was held online allowing shareholders to engage through remote communication and vote in absentia.

Corporate Actions

All actions taken by the company require review and approval from the Board, its committees, or the designated management unit that holds the necessary authority. This process ensures effective oversight of the Board's operational, financial, and administrative strategies.

Risk Management

The Chief Risk Officer reports to the Board Risk Oversight Committee and is responsible for identifying and assessing risks to ensure that the company's risk management program remains adequate, effective, and continuously improved.

Audit

The Internal Audit Group, led by the Chief Audit Executive, is responsible for delivering independent control systems, governance, risk management, and compliance to add value, enhance operational effectiveness, reduce costs, and improve management processes. The Internal Audit Group has a direct reporting line to the Audit Committee.

Compliance

The Compliance Officer ensures that commitments are met within the designated timeframe and that the company adheres to legal, regulatory, and sound corporate governance standards.

Corporate Governance Policies

Code of Corporate Governance

The company continually seeks to enhance its governance framework, procedures, and systems for all stakeholders, aligning with the CCG and corporate policies.

Code of Business Conduct and Ethics

The Directors, Officers, and Employees of Atlas Mining adhere to the company's Code of Business Conduct and Ethics in their interactions, actions, and decisions, aligning with the principles of good governance. This code of ethics aligns with the company's enduring principles of honesty, fairness, professionalism, creativity, teamwork, environmental stewardship, safety, health, welfare, and commitment to social progress and sustainability.

Anti-Bribery and Corruption Policy

Atlas Mining strictly prohibits any form of bribery or corruption, including payments made for facilitation. All employees must adhere to this, the CCG, and the Code of Business Conduct and Ethics.

Labor and Human Rights

Atlas Mining champions the rights of our employees. Company policies strictly prohibit abusive or inhumane practices, forced labor, trafficking, slavery or involuntary servitude, discrimination, and sexual harassment. Furthermore, the company stands firmly against the use of child labor and does not endorse it. Additionally, Carmen Copper maintains a Collective Bargaining Agreement with its rank-and-file employees, which provides benefits that surpass the legal requirements.

Governance Goals

Atlas Mining envisions, plans, and pledges to raise the bar on the following as it grows and progresses.

- 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 and CEO



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 document represents Atlas Mining’s fourth integrated report, encompassing the timeframe from January 1 to December 31, 2025. This document details our company’s strategy for value creation and our advancements in reaching the Sustainable Development Goals and the Ten Principles of the Global Compact. We concentrate primarily on the performance of our sole major subsidiary, Carmen Copper Corporation.

Our report adhered to the guiding principles and content features of the IIRC Framework. We adhered to relevant disclosure frameworks such as the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB).

The board recognizes its duty to uphold the integrity of the integrated report. The 2025 integrated report adheres to the IIRC framework, tackling significant issues and offering a well-rounded view of how the organization generates sustainable value.

The Board, via the Executive Committee, has approved and authorized the publication of this report on March 5, 2026.

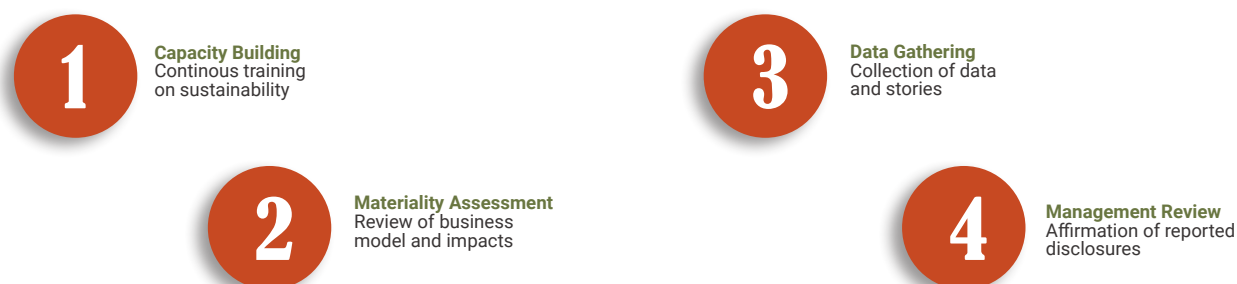


FREDERIC C. DYBUNCIO
Chairman of the Board
Atlas Mining and Carmen Copper



ADRIAN PAULINO S. RAMOS
President and CEO
Atlas Mining

Steps Taken



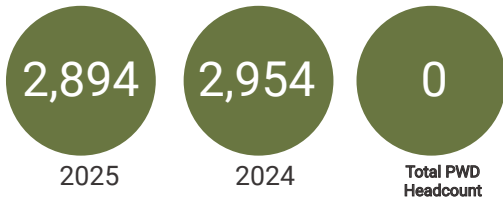
Disclaimer on Forward Looking Statements

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.

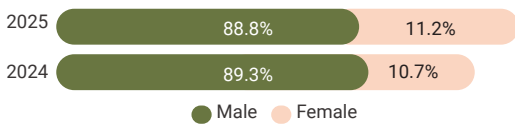
Our Sustainability Performance

Our Coworkers

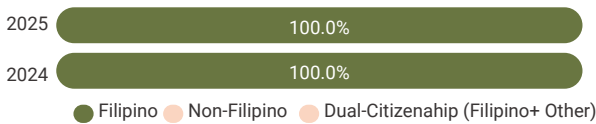
Employee Demographics



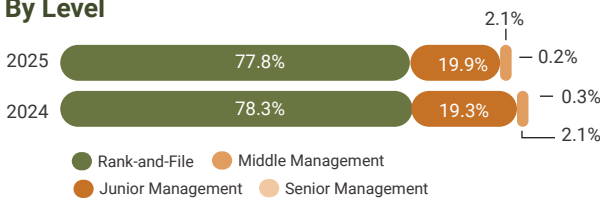
By Gender



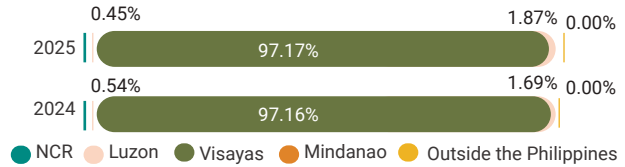
By Citizenship



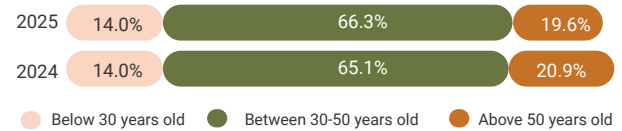
By Level



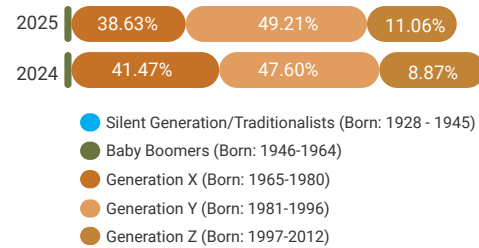
By Region



By Age Group

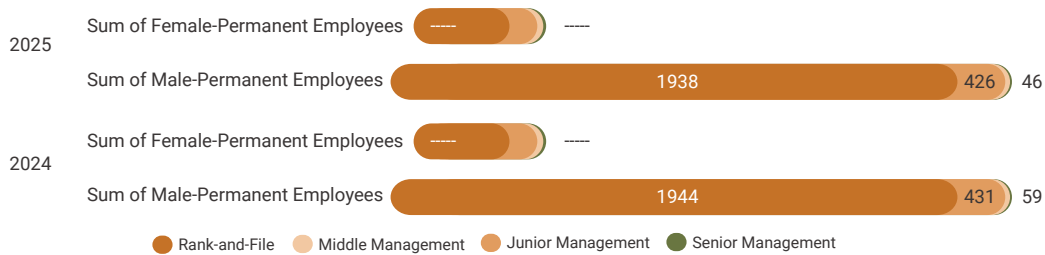


By Generation

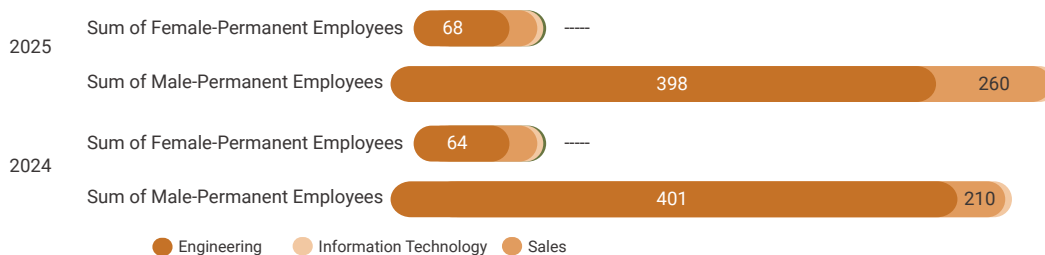


Gender Diversity

Total Headcount (Permanent Employees) by Level



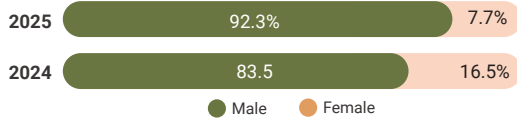
Total Headcount (Permanent Employees) by Job Function



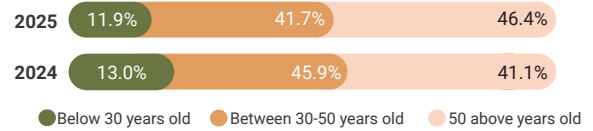
New Hires



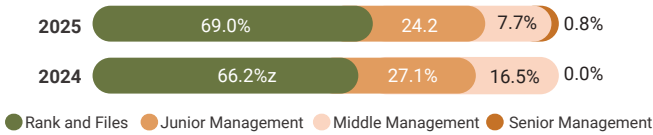
By Gender



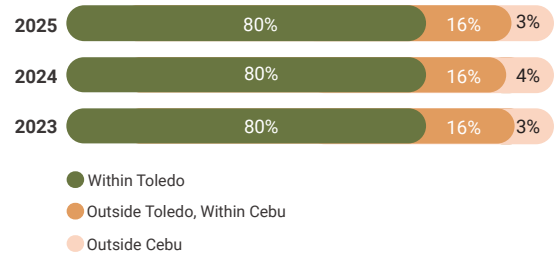
By Age Group



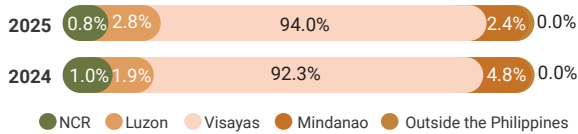
By Level



By Residence

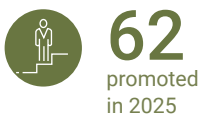


By Region



Employee Training

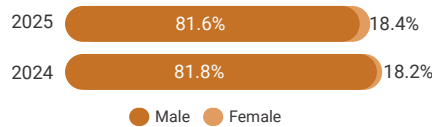
Training and Development



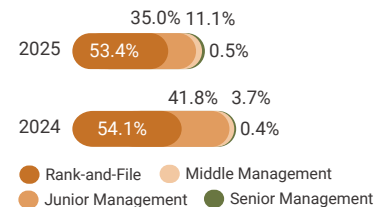
15,943.00
Total Training Hours

3,126,458.25
Total Amount Spent

Average Training Hours by Gender



Average Training Hours by Level



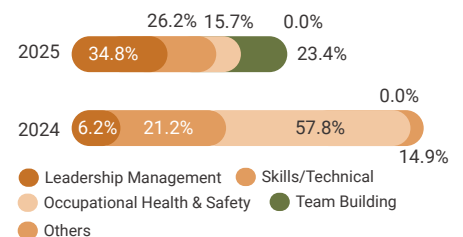
Training Hours



Amount Spent



Average Training Type



Occupational Health and Safety

Indicator	2023	2024	2025
Safety Trainings	30	22	14
Participants in safety Trainings	1,195	1,311	571
Safety Orientation	64	115	38
Participants in Safety Orientation	2,270	1,348	1,130
Average dBA noise leve (DENR standard = 90 dBA)	85.5	83.8	83.61
Days lost	0	50	0
Near Misses	1	1	0
Incidents	9	6	3
Incidence rate	0.9	0.6	0.24
Severity Rate	0	4.61	0

Safe Manhour 12,268,158 10,859,762 **Lost-Time Incident/Injury** 1

Social Development and Management Program

Scholarship

Technical-Vocational Scholarship

135 current scholars

994 graduates

1,052 technical-vocational scholars supported to date

College Scholarship

413 current scholars

218 graduates

625 college scholars supported to date

High School Scholarship

37 current scholars

860 graduates

869 high school scholars supported to date

Cultural Heritage

58 mine tours conducted in 2024

2,539 mine tourists who visited the Carmen Copper Heritage Center in 2024

429 mine tours conducted in 2015

13,217 mine tourists who visited the Carmen Copper Heritage Center since its inception in 2018

Livelihood

500 farmers engaged in cooperatives and associations in 2025

11,327 kg harvested produce in 2025

Php2.0 mn value of harvested produce in 2025

3,900 farmers engaged in cooperatives and associations since 2015

284,707 kg harvested produce since 2015

Php10.2mn value of harvested produce since 2015

Healthcare

Doktor sa Barangay Program

2,206 patients served in 2025

39,990 patients served since 2015

Health Centers

6 health centers built and rehabilitated to date

462,310 patients served to date

School-based Feeding Program

488,222 children served since 2015

School Building

School Buildings Built

25 classrooms built to date

School Buildings Refurbished

122 school buildings refurbished to date with

337 classrooms

Disaster Response

21 emergencies responded to in 2025 with

77 beneficiaries

27 emergency drills conducted

Public Infrastructure

117 km road network built and improved in 2025 benefitting

6 barangays

194 km road network built and improved to date benefitting

16 barangays

Environmental Data

GHG Emissions

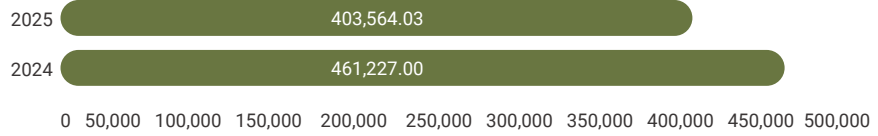
Emission Intensity

MT CO₂/Php million Revenues)

2025	24.16
2024	24.5
2023	20.1

Total GHG Emissions

(in MT CO₂e)



Scope 1 Emissions arising from the use of fuel and chemicals in facilities owned or controlled by the company

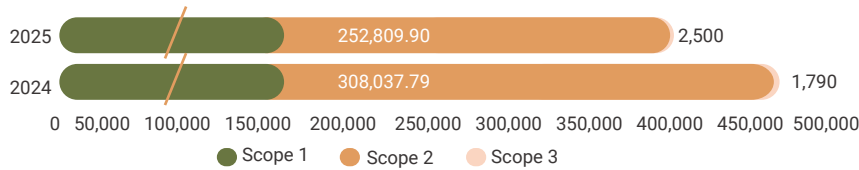
Scope 2 Emissions arising from the use of electricity in facilities owned or controlled by the company

Scope 3 Emissions arising from sources that occur in the company's upstream and/or downstream value chain

Scope 1, 2 and 3 emissions are consolidated following the operational control approach of the GHG Protocol. Moreover, GHG emissions were computed using the GHG Protocols Emission Factors from Cross Sector Tool (March 2024) and Global Warming Potential Values (AR6), the 2019-2021 National Grid Emissions Factors provided by DOE and for the IGES List of Grid Emission Factors (October 2024). For Scope 2 and 3, emissions reflected in the total GHG emissions are calculated following the market-based method.

Total GHG Emissions by Scope

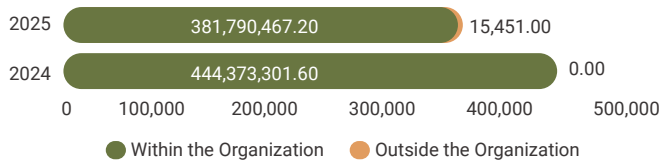
(in MT CO₂e)



Electricity Consumption and Intensity

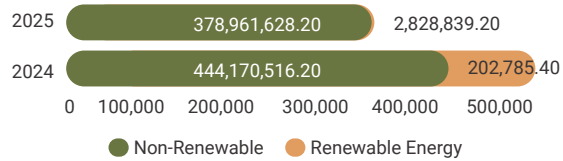
Total Electricity Consumption

In Kilowatt-hours



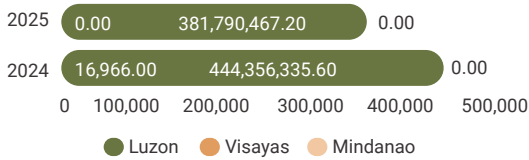
Total Electricity Consumption within the Organization by Electricity Source

In Kilowatt-hours

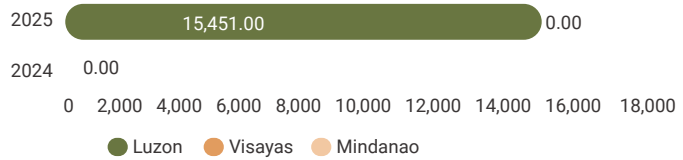


Total Electricity Consumption within the Organization by Region

In Kilowatt-hours



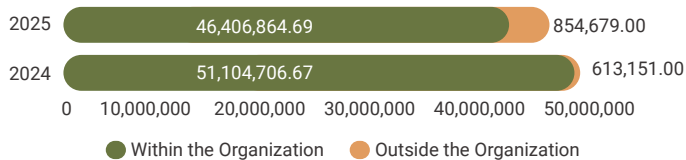
Total Electricity Consumption outside the Organization by Region



Fuel Consumption

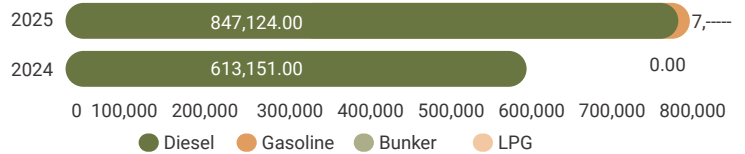
Total Fuel Consumption

In Liters



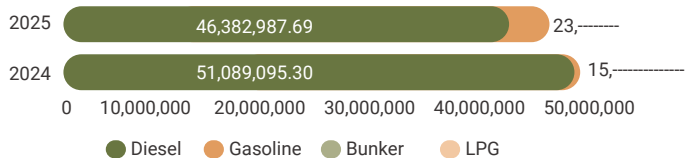
Total Fuel Consumption Outside the Organization by Fuel Type

In Liters



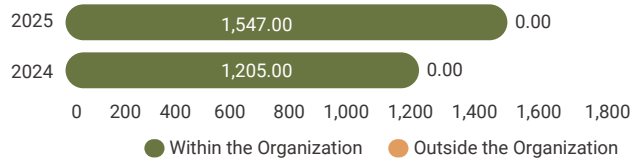
Total Fuel Consumption within the Organization by Fuel Type

In Liters

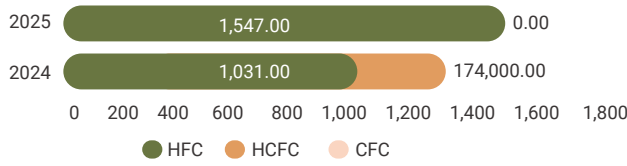


Total Refrigerant Consumption

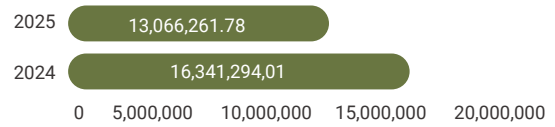
In Kilograms



Total Refrigerant Consumption within the Organization by Refrigerant Group
In Kilograms



Water Withdrawal
In cubic meters



8.5
million m³ water recycled equivalent to

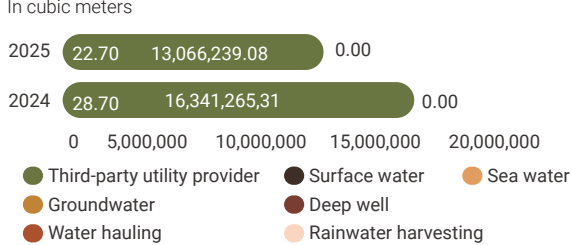


10,152
Olympic-sized pools and

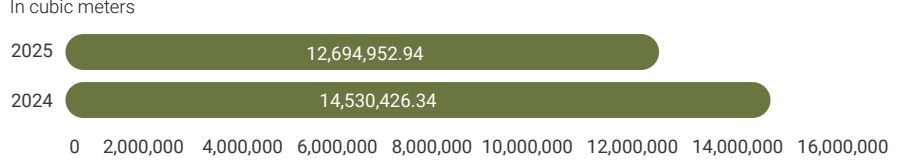


66%
of total water recycled use in 2025

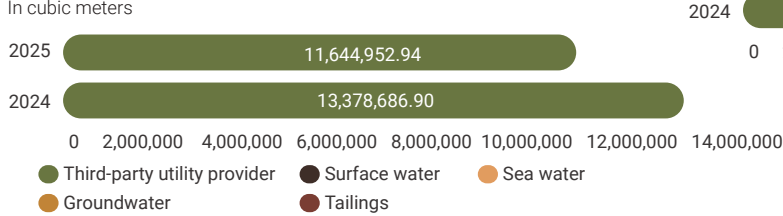
Total Water Withdrawal by Source



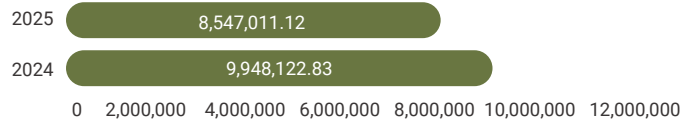
Total Water Discharge



Total Water Discharge by Destination



Total Water Recycled



Waste Management

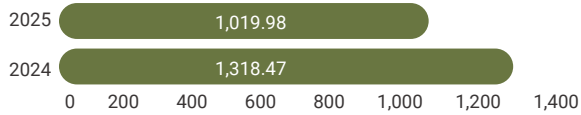
Waste Generated

Type	2025
Biodegradable	58,940.00
Recyclable	24,830.00
Residual	195,840.00
Special Waste	740,370.00
Total Waste Generated	1,019,980.00

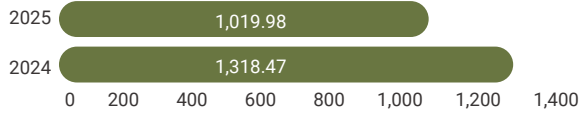
Waste Disposal

Disposal Method	2025
Sold	682,040.00
Disposed	97,280.00
Collected by accredited hauler	61,040.00
Composted	58,940.00
Recycled/Reused	0.00
Others	99.54
Total Waste Disposed	899,399.54

Total Waste Generated



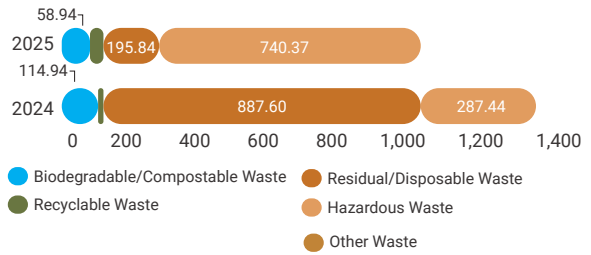
Total Waste Disposal



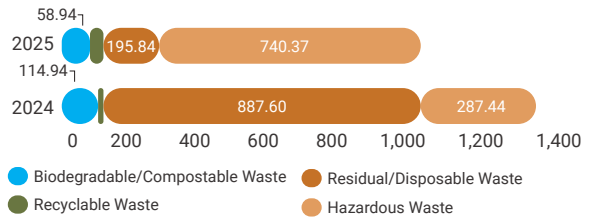
Tailings Storage Inventory

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 facility
Maximum permitted storage capacity	130,000,000 cubic meters
Current amount of tailings stored	95,543,375 cubic meters
Consequence classification	High potential to environmental impact
Date of most recent independent technical review	-
Material findings	-
Mitigation measures	To control the water level, a decant tower was constructed and to be completed on January 2024. The "Biga Dike Project" has been started with its construction schedule coordinated with the rise of BTSF impoundment level.
Site-specific EPRP	25 personnel

Total Waste Generated



Total Waste Disposal by Disposal Type



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.
Biodiversity			
	103-1	Explanation of the material topic and its boundary	14-15
	103-2	The management approach and its components	14-15
	103-3	Evaluation of the management approach	14-15
EM-MM-160a.1		Description of environmental management policies and practices for active sites	25-26
EM-MM-160a.3	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	25-26
	304-3	Habitats protected or restored	25
Emissions			
	103-1	Explanation of the material topic and its boundary	14-15
	103-2	The management approach and its components	14-15
	103-3	Evaluation of the management approach	14-15
EM-MM-110a.1 EM-MM-110a.2	305-1	Direct (Scope 1) GHG emissions	54
	305-2	Energy indirect (Scope 2) GHG emissions	54
	305-3	Other indirect (Scope 3) GHG emissions	54
	305-4	GHG emissions intensity	54
EM-MM-120a.1	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	54
Waste			
	103-1	Explanation of the material topic and its boundary	14-15
	103-2	The management approach and its components	14-15
	103-3	Evaluation of the management approach	14-15
EM-MM-150a.1		Total weight of tailings waste, percentage recycled	56
	306-1	Waste generation and significant waste-related impacts	56
	306-4	Waste diverted from disposal	56
	306-5	Waste directed to disposal	56
Employment			
	103-1	Explanation of the material topic and its boundary	14-15
	103-2	The management approach and its components	14-15
	103-3	Evaluation of the management approach	14-15
	401-1	New employee hires and employee turnover	52
Occupational Health and Safety			
	103-1	Explanation of the material topic and its boundary	14-15
	103-2	The management approach and its components	14-15
	103-3	Evaluation of the management approach	14-15
	403-1	Occupational health and safety management system	14-30, 31
	403-2	Hazard identification, risk assessment, and incident investigation	Atlas Mining SR 2020, p. 25
EM-MM-320a.1	403-5	Worker training on occupational health and safety	14 - 30, 31, 53
Training and Education			
	103-1	Explanation of the material topic and its boundary	14-15
	103-2	The management approach and its components	14-15
	103-3	Evaluation of the management approach	14-15
	404-1	Average hours of training per year per employee	50
Diversity and Equal Opportunity			
	103-1	Explanation of the material topic and its boundary	14-15
	103-2	The management approach and its components	14-15
	103-3	Evaluation of the management approach	14-15
	405-1	Diversity of governance bodies and employees	52
Local Communities			
	103-1	Explanation of the material topic and its boundary	14-15
	103-2	The management approach and its components	14-15
	103-3	Evaluation of the management approach	14-15
EM-MM-210b.1	413-1	Operations with local community engagement, impact assessments, and development programs	36-43
Tailings Storage Facilities Management			
EM-MM-540a.1		Tailings storage facility inventory table	52
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 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:

Ma. Lorina E. Canillo
OIC, 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 Compliance, and Corporate Governance
Email: governance&sustainability@atlasmining.com.ph



 **ATLAS Mining**

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