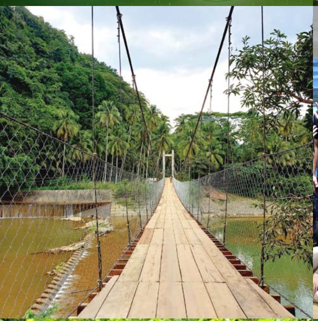
MARCVENTURES
HOLDINGS, INC.

VALUE-CREATING SUSTAINABILITY

2025 SUSTAINABILITY REPORT



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OUR SUSTAINABILITY VISION

We, at MHI, believe in a business model that delivers long-term value to our stakeholders and promotes sustainable mining practices. We believe sustainability is integral as we move forward and therefore:

- We honor our stewardship of the environment as we work on implementing responsible mining methods, provide a sustainable solution to mine rehabilitation, and institute livelihood opportunities for future generations. Our rehabilitation programs are a testament to this stewardship mindset.
- We also put utmost emphasis on the health, security, and safety of our employees as well as partnering with our host communities to facilitate economic and social growth and development.
- Lastly, but equally as important, MHI remains committed to complying with national and local government laws and regulations bearing in mind that good governance is at the heart of our future as an organization.

Based on such factors, the scope of this Sustainability Report encompasses the MHI Group's performance (including its subsidiaries) – its actions, challenges, results, and achievements.

Although some measures apply across the board to other industries, the scope and manner of presentation of this Sustainability Report is unique to MHI's industry-specific risks, concerns, and sustainable development goals. Our Sustainability Framework guides our overall approach to sustainability, and our business is guided by our Code of Conduct and Corporate Governance policies.

This approach establishes our sustainability vision, topics deemed material to the Company, and our future commitments which we strive to align with the United Nations Sustainable Development Goals. Mindful that there is a need to increase focus on non-financial and sustainability reporting, this Report was prepared following Principle 10 of the Code of Corporate Governance for Publicly Listed Companies (PLCs) stating that companies should ensure that material and reportable non-financial and sustainability issues are disclosed.

With the foregoing considerations in mind, the Board of MARCVENTURES HOLDINGS, INC. ("MHI" or the "Group" or the "Company") releases its fifth Sustainability Report under the Securities and Exchange Commission (SEC) Memorandum Circular (MC) No. 4, Series of 2019 for the period 1 January to 31 December 2025. This Report is prepared for all stakeholders with an interest in the mining industry and/or sustainability performance of the Company and is recommended to be read in conjunction with its Annual Report.

OUR COMMITMENT

“Responsible mining is contingent to community development and comprehensive environmental restoration.”

Sustainable development in mining merges mineral extraction with strict environmental protection and community benefits. The key initiative is the integration of United Nations (UN) Sustainable Development Goals (SDGs) in the social programs, and strengthening fiscal regimes to ensure accountability.

This year marks a significant milestone in our sustainability journey. The Mines and Geosciences Bureau (MGB) under the Department of Environment and Natural Resources has approved the 2026 Annual Social Development and Management Program (ASDMP) of Marcventures Mining and Development Corporation.

The program is guided by the 17 UNSDGs and clearly demonstrate the Company’s commitment to the different communities beyond the life of mine. The program illustrates the plan support for health, education, livelihood, and infrastructure projects for implementation this year.

We narrowed it down to the four c’s – consistency, continuity, and commitment to our host and neighboring communities. Our consistency in adhering to policies and guidelines and continuity of our engagement to our stakeholders signify our drive for social and economic development in the various communities even after the mining activities.

Long before the directive from DENR the Company has been very proactive in adopting sustainability principles. A yearly report on sustainability initiatives is submitted annually since 2019.

Responsible mining is contingent to community development and comprehensive environmental restoration. We rehabilitate mined-out areas, pay close attention to optimal land use and apply mitigation measures to reduce impact.

We prioritize initiatives that support the education of students from low-incomefamilies and members of indigenous communities.

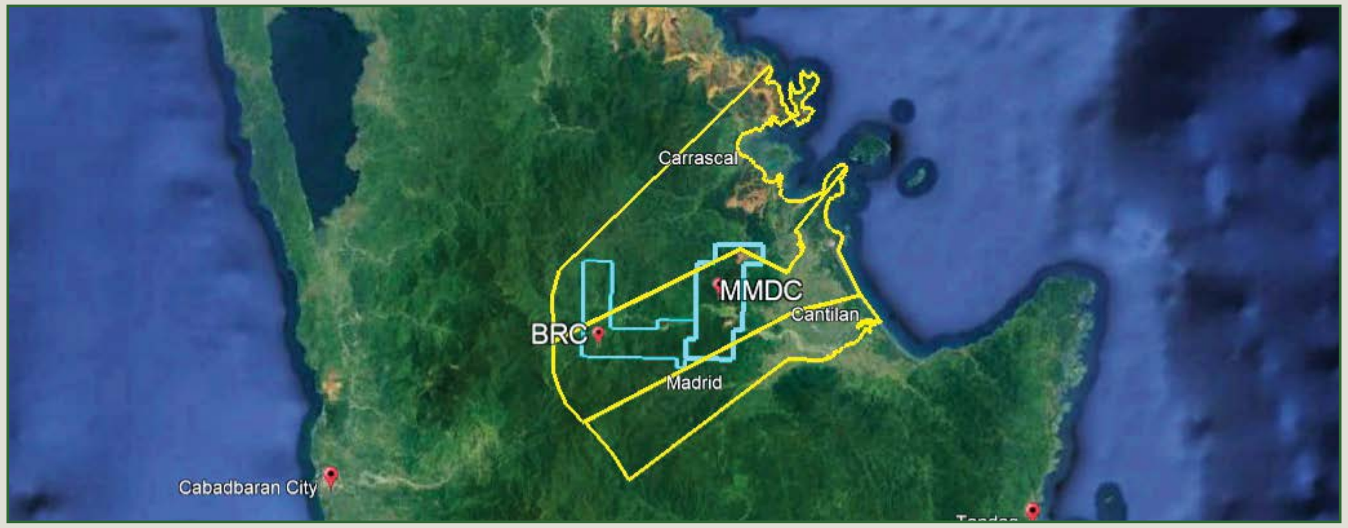
Together with our support to local suppliers which directly contributes to the growth of the local economy, we provide resources for our host communities so they can start their enterprise.

With the achievement of our goals, we generate value for our employees, suppliers, and our shareholders.

Challenges inspire us to always do better, and we thank God almighty for another productive year.

Augusto C. Serafica Jr.,
President

OUR GROUP STRUCTURE



MARCVENTURES HOLDINGS, INC (“MHI”) formerly AJO.net Holdings, Inc. was incorporated on August 7, 1957, and became a publicly listed company in 1958. On March 30, 2010, the Securities and Exchange Commission (SEC) approved the change to the present one and further approved the change in its primary purpose to include land ownership.

On December 29, 2017, the Securities and Exchange Commission approved MHI’s merger with Asia Pilot Mining Philippines Corp. (APMPC) and BrightGreen Resources Holdings, Inc. (BRC) with MHI as the surviving entity. The merger resulted in MHI’s acquisition of APMPC’s subsidiaries, namely Alumina Mining Philippines, Inc. (AMPI) and Bauxite Resources, Inc. (BARI), the only two (2) bauxite mines in the Philippines, as well as MHI’s subsidiary, BrightGreen Resources Corporation (BRC). Through its subsidiaries, MHI conducts business by investing in mining and associated activities.

Currently, it has investments in four (4) wholly owned subsidiaries: Marcventures Mining and Development Corporation (MMDC), BrightGreen Resources Holdings, Inc. (BHI), Alumina Mining Philippines, Inc. (AMPI), and Bauxite Resources, Inc. (BARI).Marcventures Mining and Development Corporation (MMDC), BrightGreen Resources Holdings, Inc. (BHI), Alumina Mining Philippines, (AMPI), and Bauxite Resources, Inc. (BARI).

MARCVENTURES MINING & DEVELOPMENT CORPORATION

Location: Surigao del Sur (Cantilan, Carrascal, and Madrid)
Ownership: 100% MHI
MPSA No.: 016-93- XIII (approved on July 01, 1993)
Area: 4,799 hectares
Mining Method: Contour Mining
Ore Type: Nickel (Saprolite and Limonite)
Market/ Buyers: Direct shipment to China (Primarily); Japan and Asia (prospective)

Mineral Resource Report as of December 31, 2025:

- Total Measured and Indicated Saprolite Mineral Resource: 11.3 Million Wet Metric Tonnes (WMT) with an average grade of 1.29% Ni and 12.80% Fe
- Total Measured and Indicated Limonite Mineral Resource: 47.9 Million Wet Metric Tonnes (WMT) with an average grade of 0.95% Ni and 43.93% Fe

SUBSIDIARIES

BRIGHT GREEN RESOURCES CORPORATION

Location: Surigao del Sur (Carrascal, Cantilan, and Madrid)
Ownership: 100% MHI
MPSA No.: 015-93-XIII was approved on July 01, 1993,
with MPSA extension valid up to June 30, 2024
Area: 4,860 hectares
Mining Method: Contour Mining
Ore Type: Nickel (Saprolite and Limonite)

Mineral Resource Report signed by a CompetentPerson in March 2016:

- Total Measured and Indicated Mineral Resources are 16.03M WMT with an average grade of 1.17% Ni and 34.98% Fe.
- This is further broken down to 3.06M WMT saprolite with an average grade of 1.59% Ni and 14.85% Fe, and 12.97M WMT limonite with an average grade of 1.07% Ni and 39.73% Fe.

Mineral Resources have been validated by the MGB and are deemed acceptable and compliant with the Philippine Mineral Reporting Code (PMRC) 2007 guidelines which set out minimum standards and guidelines for public reporting of exploration results, mineral resources, ore reserves, and metallurgical assessments, and DENR DAO No. 2010-09 which provides for the classification and reporting standards of exploration results, mineral resources, and ore reserves.

BAUXITE RESOURCES INC.

Location: Samar (Matuguinao, Gandara, San Jose de Buan, San Jorge)
MPSA No.: 180-2002 VIII (SBMR) was issued on December 5, 2002.
Area: 5,519.01 hectares.
Ownership of AMPI & BARI: 100% MHI through a merger and acquisition deal with Asia Pilot Mining Philippines Corporation (APMPC)
Ore Type: Bauxite, the raw material of Aluminum

Mineral Resource Report signed by a Competent Person in March 2016 reviewed and certified by a Philippine

Mineral Reporting Code (PMRC) Competent Person (CP) For geology in June 2017:
73.18 Million Wet Metric Tonnes (WMT) with an average grade of 41.66% Al2O3

ALUMINA MINING PHILIPPINES, INC.

Location: Samar (Paranas, Motiong)
MPSA No.: 179-2002 VIII (SBMR) (issued on December 5, 2002)
Area: 6,694 hectares

Both AMPI and BARI are set to resume the process of securing an Environmental Compliance Certificate (ECC) for the planned development and mine operation of the Samar Bauxite Project. Notwithstanding the imposed countrywide lockdown due to the COVID-19 pandemic, AMPI and BARI were able to complete the public scoping and technical scoping stages of the Environmental Impact Assessment (EIA) process in January 2021.

MATERIALITY PROCESS

The 2025 MHI Sustainability Report is an account of MHI's economic, environmental, and social contributions as guided by the United Nations Sustainable Development Goals. The material topics were based on Global Reporting Initiative (GRI) Standards. These indicators reflect the Company's impact that could substantially influence the assessments and decisions of stakeholders.

The material topics were identified during the Sustainability Reporting workshop in 2019. The topics are reviewed every year and regularly assessed and evaluated by the members of the technical working group.

Sustainability Context

MHI is committed to contributing to the socioeconomic development of the communities surrounding its mining tenements. As it pursues its corporate goals, the Company aims to be a catalyst for the upliftment of the lives of its host communities and aspires to be a responsible steward of mineral resources.

Sustainability is one of the main drivers of MHI's businesses. As a responsible miner, process efficiency is geared towards protecting the environment while generating value for stakeholders. The day-to-day operations, community concerns, and stakeholders' relationships were instrumental in directing the Company's efforts in identifying and evaluating material topics for this year's report.

Group-wide Reporting Process

In preparing the very first MHI Sustainability Report in 2019, key officers and staff attended a Sustainability Reporting workshop, facilitated by Atty. Teodoro Y. Kalaw IV a certified sustainability trainer by the Global Reporting Initiative and a sustainability report assurer by the Institute of Certified Sustainable Practitioners.

Atty. Kalaw led the extensive sustainability orientation and materiality assessment process, which the Technical Working Group adapts every year, in preparing the report.

Defining Materiality

The report covers significant material topics on current issues as well as business aspects deemed important to stakeholders. These were identified during the Sustainability Reporting workshop and analyzed based on the current business model and strategic plans. The process consists of the assessment, topic identification and categorization, focus prioritization, validation, and reporting.

Topics Deemed Non-Material

Upon review and appropriate deliberation, there were some topics deemed non-material for the report. Discussions on Customer Management, Product Health and Safety, and Product Marketing and Labeling were not material to the business model from a sustainability perspective.

The Company exports nickel ore, which is commonly used for nickel-based alloys for high-quality stainless steel and batteries and is exported in raw form. While relationships with customers are vital to any organization, Customer Management and Marketing were deemed not material topics from a sustainability perspective. The increasing demand for nickel products worldwide outweighs supply availability. Prices are based primarily on market rates. Moreover, nickel products are extracted and shipped in raw form with pre-agreed characteristics subject to independent third parties. Testing.

Strengthening Our Process

As with this year's material topic assessment, the Company institutes a regular review to strengthen the materiality matrix and encourage participation and collaborative validation from its stakeholders. This comes with a vision to improve the process behind the preparation of the Sustainability Report as stakeholders track its development in the coming years.

2025 MATERIAL TOPICS

As a publicly listed company, MHI ensures continuous adherence to corporate governance rules, regulations, and requirements imposed by the Philippine Securities and Exchange Commission (SEC) and the Philippine Stock Exchange (PSE).

Good Corporate Governance

Structural Transparency and Accountability

9 12 16

The Board of Directors exercises its oversight functions through the Executive Committee which meets regularly. It provides an independent check on management corollary to setting the policies for the accomplishment of the corporate objectives.

Economic Performance

8 9 12 17

By achieving its financial goals, MHI can create and generate value for its employees, suppliers, stockholders, community, and government.

Climate-related Risks and Opportunities

7 11 13

Disruption in the supply chain is largely affected by changes in rainfall rate and extreme weather events which are the top climate-related risk that causes delays, suspension of operations, prevention of shipments, or loading process.

Environmental Management

6 7 13 14 15

MHI continues to review its historical data to determine steps to reduce its operations' environmental impact. Regular inspections and monitoring of the Company's tenement areas are conducted to identify existing and potential environmental hazards for early detection and remediation.

Procurement Procedure

8 9 12 16

MHI, through MMDC, supports local suppliers and directly contributes to the growth of the local economy. It follows a systematic procurement process through competitive bidding to promote fair, economic, efficient, and effective competition and determine the market price of materials and services.

Environmental Impact

Resource Management

6 7 13 14 15

The environmental team has established a system for managing energy, water, and material consumption. We recognize the critical importance of water as a shared resource with our local stakeholders and view water management as one of our most material sustainable issues.

Ecosystem and Biodiversity

6 7 13 14 15

MMDC continues to rehabilitate mined-out areas. Mine planning considers optimal land use and mitigation measures for the impact on land, flora, and fauna.

Environmental Assessment

7 13 15

Emissions, wastes, and effluents are regularly monitored and regulated to manage environmental threats, risks, and hazards and to ensure that environmental impacts are within prescribed standards.

Environmental Compliance

6 7 11 13 14 15 16 17

The Company has a Legal and Compliance team that monitors relevant laws, rules, and regulations enforced by the Mines and Geosciences Bureau (MGB) and the Department of Environment and Natural Resources (DENR) to ensure the Company's compliance with environmental laws and the protection of the country's natural resources.

Community Engagement

Employee Management

1 3 5

MHI firmly believes that its people are its primary asset in attaining its business objectives. As partners in providing value to its stakeholders, MHI ensures that their well-being is well cared for; and that in the conduct of its business, its employees are respected, rewarded, and secured. This viewpoint extends to members of Indigenous Peoples (Ps) and members of host communities whom the Company also employs. The Company understands that recruiting and hiring from the communities where it operates is foundational to local economic and social development.

Workplace Conditions, Labor Standards, and Human Rights

1 3 4 5 9 10 16

MMDC is committed to the safety, health, security, and welfare of all the people involved in the mining operation. Apart from ensuring compliance with government-mandated benefits, MHI also offers extra compensation that fulfills its employees' medical, livelihood, and educational needs. These extend to their family members in the form of food subsidies, educational assistance, and health insurance.

Supply Chain Management

10 12 16

The Company has a Supplier Accreditation Policy which evaluates an organization's business integrity and compliance with labor laws, particularly Department Order No. 174 Series of 2017 of the Department of Labor and Employment (DOLE).

Relationship with Community

1 3 4 8

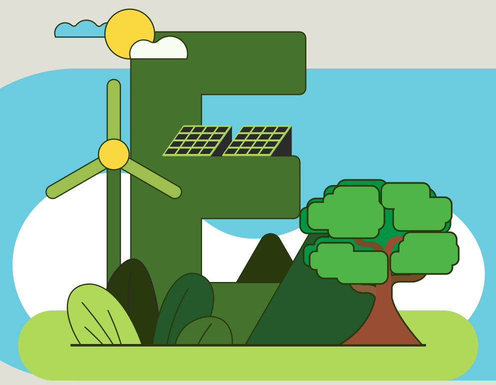
The Company believes in working closely with the host community to identify and address issues that affect their well-being. The Company has several initiatives under its Social Development and Management Program (SDMP) that are geared towards the upliftment of host and neighboring communities. The objective is to create responsible, self-reliant, and resource-based communities that can independently implement livelihood activities for their sustained development.

Data Privacy and Security

9 16

The entire organization complies with Republic Act No. 10173 or the "Data Privacy Act of 2012. "This is a vital material topic as the Company continues to search for other investment opportunities to diversify its sources of revenue and add to shareholder value. All assets are secure and kept confidential, with data security measures properly enforced.

RESPONSIBLE MINING



- Land Resources Management
- Water Conservation
- Sustainable Production
- Material Management Capability
- Air Quality
- Energy Conservation

- Health & Medical Program
- Scholarships & Educational Assistance
- Economic Value
- Host Community Procurement Practices
- Nurturing Labor Relations
- Diversity & Equal Opportunities

- Climate-Related Risks
- Employee Management
- Supply Chain Management
- Anti-Corruption
- Data Privacy

The United Nations (UN) Sustainable Development Goals (SDG) stand, alongside the Company's corporate goals, ensuring the welfare of host communities and protecting the environment. Several initiatives are in place to build, nurture, and empower communities, promote social development and management, improve health and safety practices, and minimize environmental impact.

The company joins the rest of the global stakeholders in pushing for sustainable initiatives that end extreme poverty, and fight justice and inequality while protecting the environment. All these stem from implementing responsible business processes that support mining methods that prioritize community welfare and environmental impact.

REDUCING ECOLOGICAL FOOTPRINTS

LAND RESOURCES MANAGEMENT

Biodiversity measures are part of the Company's work program. The Temporary Revegetation Program utilizes fast-growing cover crops to help restore and stabilize land area, improve wildlife habitats, and mitigate climate change.

In the first quarter of 2025, revegetated areas measuring 50.02 hectares (ha) in Cabangahan, 37.73 ha in Sipangpang and 0.53 ha Pili continues to be maintained. The process includes fertilization, cultivation, weeding, and regular irrigation to keep the seedlings healthy. Revegetated portions have been converted to active areas and some mined out areas are now ancillary facilities.

Additional 14.32 ha of Sipangpang is now under the Temporary Revegetated Program. And has been covered assorted grasses, creeping vines, such as Wedelia, Sugarcane, and Napier grass. This will serve as soil erosion control measure and nitrogen fixation of the topsoil.

The Mining Forest Program promotes ecological restoration, biodiversity protection, and sustainable land use. For 2025, 22.14 hectares of mined-out areas were rehabilitated. A total of 43,271 seedlings of Agoho, Narra, Bani, Magkono, Malatambis, White lauan, Ylang-ylang, and Kape were planted to cover the area.

Existing plantation measuring 62.17 ha was further maintained for optimal plant growth. Organic fertilizer like Vermi was applied for nutrient support, burnt rice hull for good aeration and cocopeat for moisture retention. Cultivation was conducted to improve soil fertility. This includes amelioration, weeding, and irrigation.

Planted trees were kept healthy by regular pruning. This improves canopy shape, allows proper airflow, and adequate light exposure.

Enrichment and replanting programs are necessary to enhance plantation and to sustain the Company's ongoing greening program.

Slope Stabilization

To stabilize river embankments, and in line with the Company's erosion control measure bamboo seedlings were planted along the Carac-an River and Alamio River. Planted area covering 8 ha was also maintained through ring weeding and application of fertilizer.

Nursery Operations

As of December 2025, MMDC has planted a total of 175,217 seedlings of various species in the nurseries, located in Sipangpang and Banban areas.

Terrestrial wildlife vertebrates

Our Environmental Performance Report and Management Plan (EPRMP) cited the 2011 assessment of the terrestrial wildlife vertebrates within the MPSA area. It recorded a total of eighty-two (82) wildlife species representing five (5) species of amphibians, six (6) species of reptiles, sixty (60) species of birds, and eleven (11) species of mammals. According to the assessment, based on the composition of the species, the area was considered relatively good for terrestrial wildlife. This indicates that the area has ample forest cover and the species are not disturbed by the operations.

The Company practices due diligence and regular monitoring to ensure minimal environmental impact. It has an active mine rehabilitation plan that transforms mined-out areas into arable lands that can provide a livelihood for the communities.

MHI works closely with the Mine Environmental Protection and Enhancement Office (MEPEO) in rehabilitating disturbed lands through soil amelioration, a process of improving soil consistency by adding amendments. Organic substances are mixed with the soil to aid healthy plant growth.

WATER MANAGEMENT

Effective water management is essential for sustainability as it focuses on sourcing, recycling, treating wastewater, and managing, to minimize environmental impact.

REDUCING ECOLOGICAL FOOTPRINTS

Silt Control
To mitigate potential water discoloration caused by run-off waters coming from the mine site, settling ponds were constructed to control the sediments and ensure effluents compliance with DENR standards.

For 2025, three (3) new settling ponds and three (3) collector sumps were constructed in the Sipangpang mine area. Sumps are engineered pits installed below ground level that manage groundwater and prevent flooding.

A total of 104,707 cu.m of silt materials were desilted as part of the maintenance and improvement of settling ponds. MMDC also desilted a 350-m stretch of NIA canal in Ave Maria as part of its commitment to the government unit. MMDC provides the materials e.g shovels and used sacks. Desilted materials were sacked and stocked beside the canal to serve as a protective berm.

Water Usage
In 2025, the Company's total water consumption was 24,957.79 cubic meters. Water conservation has been in place since the Company began operations.

Addressing Effluents
The water quality of MMDC's causeway bay, creeks, and rivers including the discharge points of settling ponds are being monitored regularly.

In-house water sampling for these locations is done monthly using the HORIBA U-50 water monitoring device and HACH colorimeter. MMDC also tapped Ostrea Minerals Laboratory Incorporated-CDO to conduct a quarterly 3rd party analysis of the water samples.

Test parameters cover temperature, pH, DO, BOD,TSS, and heavy metals such as arsenic, cadmium, lead, manganese, and nickel. For TSS, the water samples are analyzed by MMDC's assay laboratory chemists. Bacteriological analysis of domestic water sources at the facility is done at the Department of Health (DOH) regional office in Caraga.

According to the DENR classification, the Company's usage is under Class C for industrial water supply.

The quality is measured according to TSS or Total Suspended Solids (TSS). These are solid materials in water that are captured when filtered.

For 2025, according to MMDC's in-house Water Quality Analysis, TSS for effluent/wastewater ranged from 2.59 to 9.31 mg/L which is within the DENR Standard of 100 mg/L.

TSS for ambient/open water ranged from 2.35 to 12.88 mg/L which is also within the DENR Standard of 80 mg.

Proactive Watershed Protection

The operating mine sites have protected areas in the form of the following watersheds:

- Panikian, Alamio, and Carac-an. Declared "critical forest reserves" subject to prior existing rights (such as MMDC's MPSA) by Presidential Proclamation No. 1747 dated March 29, 2009.
- Bacolod-Tibabakod Panikian (Carrascal). Adjacent to MMDC's haulage road with a minor overlap at the northeastern section.
- Bon-ot-Gamuton (Carrascal). Located north of Bacolod- Tibabakod Panikian and west of MMDC haulage road. The site also covers sensitive areas like the community water sources of Barangay Bonot, Gamuton, and Panikian (Carrascal) situated west of the MMDC haulage road. All water sources are enclosed in concrete.
- Community water of Sitio Pili, in Barangay Panikian (Carrascal)
- Community water wells of Barangay Cabangahan (Cantilan). Mining area downslope to Panikian, Alamio, and Carac-an Rivers.
- Cabas-an Community Irrigation System (CIS) with Alamio River as a water source and servicing an agricultural area measuring 150 ha. Cantilan Irrigation System with Carac-an River as a water source.
- Habitation sites of Barangay Bon-ot, Gamuton, and Panikian in Carrascal, and Barangay Cabangahan in Cantilan.
- Within Lanuza bay, where the Carac-an River discharges about 18.7 downslope of Area 2 mine, are the San Pedro Marine Protected Area in Cantilan and the Lanuza Marine Park and Sanctuary in Lanuza.

SUSTAINABLE PRODUCTION PRACTICES
Sustainable practices in mining help minimize waste, conserve energy and natural resources, and reduce environmental impact.The Company's nickel stockpile is kept commensurate to the quantity requirements of its foreign buyers.

Residual materials are utilized for mine rehabilitation and mine operations preparation. Mined-out areas are transformed into healthy planting grounds which can provide food and livelihood to residents from nearby communities. Through these measures, lasting positive contributions to MHI's host and the neighboring communities are ensured.

Responsible Waste Disposal
Improper handling of solid and hazardous wastes brings harmful consequences. Environmental management begins with proper disposal and the Company has a waste management system to protect its employees and the communities. Solid wastes are separated at the source before recycling. Regular collection and proper segregation are always observed. Food scraps and other biodegradable wastes are brought to the onsite vermicomposting facility while materials for recycling like metals, plastics, and glass are sorted and stored at an onsite materials recovery facility. The Company has also been utilizing recycled materials for landscaping purposes.

For 2025, a. total 4,858.70 kg. of solid wastes was collected from the campsite, residences, mine, site and stockyard area.

SAFE AIR QUALITY
The Company supports the urgent action to combat climate change. Rising sea levels, changing weather patterns, and extreme weather events can disrupt the economy and harm people and communities. Through education and adherence to climate commitments, changes can be made to lessen the impact and protect the planet.

Air pollution can result in changes in the climate. It is a threat to human health and can impact water bodies and agricultural land. Prioritizing sustainable industrialization and resilient infrastructure can help improve indoor air quality, making cities sustainable, safe, and resilient.

Mining activities like exploration and production activities cause air emissions like GHG emissions and hazardous air pollutants as those activities can send laterite particles up in the air. The dust material is so fine that it stays in the air during hot weather, and turns into mud during the rainy season. Dust generation is a primary concern in every operation, especially during dry weather conditions.

Mitigation and control of dust must be given utmost consideration. The main haulage road is well-maintained to minimize excessive dust during ore transport from the mine pit to the port. Before operations, the team makes sure that roads are paved and in good condition.

Regular road watering is done during the dry season. The Company deploys water trucks to control the dust from haulage roads. Dust generation is a primary concern in every operation especially during dry weather conditions. Mitigation and control of dust must be given with utmost consideration. The main haulage road is maintained regularly to minimize excessive dust production during the hauling of ore from the mine pit to the port. The Company sees to it that roads are paved and in good condition whole year round. In addition, regular road watering is implemented during the dry season, especially on the haulage road from the mine site to the causeway.

The spread of dust particles is controlled by regularly spraying water on haulage roads. This ensures that the pollution level is within the limits set by the DENR, as stipulated in the National Ambient Air Quality Standards (NAAQS).

Dust and other suspended particulate matter are one of the main causes of air quality degradation during the mining operation. Measures to suppress fugitive dust generation and propagation include:

- Minimizing the area of disturbed land as much as possible and re-vegetating disturbed areas as soon as possible to minimize the generation of windblown dust.
- Management of vehicle speeds and application of dust suppression measures such as regular watering of unpaved roads and mine areas i.e., mine pit, mine yards, port, and stockyard.

REDUCING ECOLOGICAL FOOTPRINTS

The 26-km road is regularly watered during the hot season to control the dust. Watering roads is a common, cost-effective dust suppression method that works by adding moisture to soil particles, making them stick together and reduce dust agitation.

The Company deploys 7 water trucks to maintain the road watering. Street sweepers are also hired to clear the streets of Ban-ban and Bon-ot crossing.

Air Quality Monitoring
In-house air quality monitoring is done monthly, and a 3rd party DENR-accredited laboratory (OMLI) sampling for air monitoring is done quarterly and the monitoring parameters include TSP, PM10, and PM 2.5.

Suspended particles are measured with the gravimetric method using high-volumetric samplers. The monitoring parameters are defined by Total Suspended Particulates (TSP). PM10 are particulate matters that are less than 10 micrometers while PM 2.5 are particulate matters that are less than 2.5 micrometers.

The Total Suspended Particulates (TSP) are the solid matter in the atmosphere and the primary contributors to air pollution, smog formation, and environmental contamination. PM10 refers to particulate matter that is 10 micrometers and below. PM10 can reach the upper regions of the lungs. PM2.5 measures 2.5 micrometers and below. It can cause lung problems because it reaches the deeper parts of the lungs. The standard for TSP is below 300 micrograms (ug) / Nanocentimeter (Ncm).

In 2025, the maximum TSP reached 230 ug/Ncm, which is within the specified National Ambient Air Quality Standards (NAAQS) for Source-Specific Air Pollutants from Industrial Sources/ Operations. These monitoring results are submitted to the Environmental Management Bureau (EMB) through the Self-Monitoring Report (SMR) and Compliance Monitoring Report (CMR).

ENERGY CONSERVATION
The Environmental Team follows a process to ensure that energy data is reviewed regularly. This is supplemented by an energy conservation campaign that would motivate employees. Informational materials on energy saving tips are posted in strategic locations around the office to encourage everyone to help the Company achieve its energy management goals.

Fuel and electricity consumption, as well as carbon emissions, are periodically monitored. A Quarterly Energy Consumption Report is regularly submitted to the Mines And Geosciences Bureau and carbon emissions are monitored and analyzed by an independent third party. This is on top of the regular monitoring conducted by the Environmental Management Bureau of the DENR
In 2025, MMDC consumed 405,052 liters of diesel fuel, 2,717 liters of gasoline and 100 units of LPG tanks, measuring 11. 5kg. each. Total electricity usage was at 539,191.10 kWh.

The Company continues to explore other conservation and energy efficiency measures to cut operating and product costs. Apart from the major improvement in revenue for customers and shareholders, it will be a significant contribution to the environment and for the generations to come.

For now, the Company is not using energy from renewable sources, but it continues to study the possibility of shifting to a more earth-friendly energy source to reduce potential GHG emissions.

HEALTH AND MEDICAL PROGRAMS
The sustainable goal for health and well-being for all includes a bold commitment to end the epidemic of communicable diseases by 2030. It also aims to achieve universal health coverage and provide access to safe and effective medicines and vaccines for all.

Promoting healthy lives and well-being is essential to sustainable development. The Company continues to strictly follow health and safety measures side by side with health-related projects under its Social Development Management Program (SDMP).

For 2025 MMDC spent a total of Php 16,118.229.72 million on social projects. Health and emergency assistance were given to beneficiaries in Cabangahan, Cabas-an, and Bon-ot.

Provided computer workstations for Barangays Bon-ot and Panikian. This will be used by barangay health workers for health database monitoring.

FOSTERING SOCIAL COHESION

The Company also supported the renovation of the Bon-ot health center, purchased medical equipment for Barangay Bayogo, and established "Mining Meds" in Carrascal and Cantilan, a community pharmacy that provides access to affordable medicines.

A total of Php 832,849.72 million was utilized for health and medical assistance.

SCHOLARSHIPS AND EDUCATIONAL ASSISTANCE
Quality education is fundamental to a stable and prosperous future. Education increases the likelihood of securing higher-paying jobs, leading to improved financial stability.

Financial assistance was given to college students in barangays Cabangahan, Cabas-an, Parang, Bon-ot, Babuyan, Gamutan, and Bayogo.

For 2025 a total of 153 students were given financial assistance throughout the school year. The Company also supported the college education of 23 students under the Development of Mining and Geoscience Technology program. The students are taking up Mining and other courses related to the environment.

The Company subsidized the monthly fees of 21 volunteer teachers in Cabangahan, Bon-ot, Babuyan, Bacolod, Cabas-an, Parang, Panikian, and Gamutan.

The Company also provided resources and financed structural improvements of Panikian Elementary School and High School, Bon-ot Daycare and Elementary School Babuyan Elementary School and Bayogo Integrated School.

Under the SDMP a total of Php 5,264,589,14 million was utilized for education and educational support programs and Php 1,205,839.02 million was utilized for the Development of Mining and Geosciences program. Aside from scholars the DMTG also provided books for the Mining Technology and Geoscience library in the CARAGA region and supported the Environmental Research on Mining and Technology Geosciences.

ECONOMIC VALUE GENERATED
Strengthening partnerships for sustainable development calls for collaboration between the government and private sector. The Company's performance directly impacts the resource flows in the local and national economy.

The Company works directly with local government units and regulatory bodies for seamless operations and the proper implementation of its livelihood programs. Sustainable goals can only be achieved with strong commitment and cooperation by all parties.

The expenditures for suppliers and other operating costs in 2024 amounted to Php 2.12 billion. Based on the results for the year in review, the Company paid interest to loan providers totaling Php 4.62 million. Profitability from enhanced business models in 2025 translated to over Php 392.35 million in government payments in the form of royalties and taxes. This includes excise and withholding taxes, income taxes, as well as permits and licenses. The generated profit allowed optimal returns for shareholders, with enough resources for future investments. The Company's expenditure on host and neighboring communities in 2024 totaled Php 16.35 million (SDMP).

MHI's consolidated income for 2025 was up by Php 353.03 million or 299% from Php 118.12 million in 2024 to Php 471.14 million in 2025. The significant change was due to higher volume of shipment and price in world the market.

MMDC's revenues increased by Php 991.87 million or 57.8% from Php 1.72 billion in 2024 to Php 2.71 billion in 2025.

MMDC completed a total of 35 shipments in 2025. Operationally, MMDC had a positive year generating a direct economic value of Php 469.90 million in net income in 2025, despite the unstable weather conditions, weakening ore market and the rise in fuel cost. Operating Costs and Expenses were at Php 2.08 billion in 2025. The increase was primarily due to additional operating costs incurred to produce ore and manage the increased number of shipments. The Company also spent over Php 225.14 million on employee wages and benefits in 2025.

HOST COMMUNITY PROCUREMENT PRACTICES
The Company's procurement practices significantly benefit the businesses in the region. MHI believes in

STRENGTHENING COMMUNITY ENGAGEMENT

shared sustainable prosperity. From construction, automotive, and electrical supplies, a big percentage of the materials used for mining operations are purchased from local entrepreneurs in Surigao del Sur.

Living quarters for male and female employees are maintained on-site, relying heavily on local produce and other suppliers for its board and lodging requirements.

Given the remote location of its mining operations and its significant role in economic growth, the Company continues to support local entrepreneurs.

In 2025, the Company procured approximately Php 1,259,568,803.30 million worth of goods and services from local suppliers. Carrascal topped the list with a total of Php 738,798,255.60 million or 58.65% worth of purchased goods and services, next is Cantilan with Php 139,903,732 million or 11.11%.

Goods were also purchased from suppliers in Surigao City, Socorro, Tagum Butuan, Tandag, Tago, Bislig, Cortes, Lanuza, Cabangahan, San Francisco Agusan del Sur, Panikian, Carmen, Bayugan, and Cabadbaran.

The growth in the business sector opens more opportunities for employment and local enterprise.

CLIMATE-RELATED RISKS

Mining companies operate amid unfriendly conditions and the frequent warnings of excessive heat, drought, and heavy rains increase the physical challenges at the site. Large diesel trucks and loaders used during operations emit carbon dioxide, the main contributor to anthropogenic climate change. To reduce emissions, trucks, and loaders must be always kept in perfect running condition.

Operations also involve cutting down trees which reduces carbon dioxide absorption. The Company is obligated to replant trees in line with its mine rehabilitation program. The biggest climate-related risk is rainfall. The amount and frequency remain unknown and the risk impacts production and shipment operations. When rainfall frequency is low, mining and shipment operations can be efficient.

However, high precipitation impacts the working conditions on the ground. This causes a delay in operations and makes it unsafe for haul trucks to freely traverse the mining area.

The additional water also increases ore moisture which affects shipment specification. Rainfall increases mining and production costs. The work schedule gets distorted and deviates from the strategic plan for the year causing the additional cost of maintenance for the mine, roads, and stockyards.

Prolonged dry weather with less precipitation is ideal for efficient operations. This reduces moisture content thereby befitting ore sales revenue. The Company's unconsolidated deposit can add resilience to operations during lower temperatures, however, precipitation and foggy conditions would still impact road conditions. It remains unsafe for haul trucks, considering the terrain and gradient of the haulage road from the pit down to the stockyard.

To identify and assess climate-related risks, MMDC uses historical rainfall data. This is gathered daily from strategic locations of the site operations. The combination of statistical projections and long-term weather forecasts allows the Company to identify and project rainy days for operational use.

The process of managing climate-related risks is integrated into the organization's overall risk management. Forecasting and projecting operational working days for strategic planning results in the probability of attaining production and shipment targets for the budgeted year.

To assess and manage risks, the number of working days, the intensity, and the frequency of rainfall in a week are used as metrics for operations. The metrics of monthly working days determine the tonnage that can be produced per budget. An actual comparison of the metric and the rainfall intensity necessitate adjustment for forecasting and determining revised production and shipment tonnages.

The Company can manage the risk with weekly stewardship of the intensity and frequency of precipitation. The task is very challenging because of

the localized rainfall, and this includes implementing a drainage plan in the mine area, the haul roads, mine yards, and the stockyards. Climactic conditions also impact infrastructure stability and environmental protection practices.

Warm temperatures will increase water scarcity, and this inhibits water-dependent operations and mine rehabilitation, and can even result in problems with communities for water resources.

The Company also strives to reduce mining disturbance, energy and water consumption, and waste generation. More importantly, it continues to plant more trees, revegetate, and rehabilitate mined-out areas to reduce the Company's carbon footprint. Other initiatives that help manage climate-related risk are pre-deployment inspections of mining equipment to confirm that it is in good running condition, reduction of energy consumption in offices and campsites, reduction of water consumption, and reusing and recycling of materials to reduce solid wastes.

EMPLOYEE MANAGEMENT

The Company promotes productive employment, safe working conditions, and inclusive economic growth. These factors significantly drive progress, create decent jobs, and improve living standards.

Management closely works with employees to achieve their corporate goals. It entails finding and hiring the right candidates to fill positions so that operations run smoothly. Once onboard, employee performance is measured and evaluated regularly. Regular interaction is also encouraged to effectively communicate expectations, job culture, and feedback.

In 2025, MHI, through MMDC, had a total of two hundred sixty (260) regular employees: 70 female and 190 male employees all with SSS, PhilHealth, Pag- IBIG, and HMO benefits. During the mining season (March-November 2022), the Company hired an additional 455 project-based employees.

Most of them are assigned to work at the stockyard, barge, and cargo areas. When assessing the capability of current and prospective employees, the Company considers not just their technical skills and knowledge acquired through experience, equal value is given to their mental and social skills, commitment, and drive to succeed.

MHI aligns workforce aspirations with the organization's mission and vision. Workforce planning and overall management are measured by the attrition rate. The average rate for workers in the mining and quarrying industry, according to Philippine Statistics Authority (PSA) is 10.6%.

For 2025, MMDC's attrition rate is 5%, this is attributed to implemented organizational changes to improve operational efficiency.

EMPLOYEE DEVELOPMENT

For 2025, the Company's Legal Department organized its yearly Corporate Governance Seminar for the Company's Board of Directors (BOD) and key officers in compliance with SEC MC Nos. 20-2013 and 2-2015. The seminar was held on October 24, 2025 for directors and key officers in compliance with SEC MC Nos. 20-2013 and 2-2015.

Employees also attended seminars and industry conferences to improve performance, and foster a culture of continuous learning, ultimately benefiting both the individual and the organization. This year, the employees took attending the trainings and seminars on ISO IMS Awareness, ICT4RM Refresher workshop, SDG Roll out, Safety Program and Audit Training for SO3, Safety Program Audit, Accident investigation and Behavioral Safety, Basic Occupational Safety & Health (BOSH) Training Program for Nurses Philippine Chemistry Congress, Radiation Protection for Radiation Protection Officers of Industrial X-ray Facilities, Good Laboratory Practices, Estimation of uncertainty of chemical measurement, CAC ISO/IEC 17025-2017, ISO/IEC 17025: Short Notes and Requirements Training, Internal Audit for Laboratories Training, PCO Training, Positive Vibes: Shaping Winning Work Attitude and Mental Health Seminar.

For the year 2025, a total of 1400 hours were spent on training and development, with an average of 3 hours for every employee.

STRENGTHENING COMMUNITY ENGAGEMENT

NURTURING LABOR-MANAGEMENT RELATIONS

The Company continues to nurture good relations with its senior officers, employees, organized labor groups, and the host communities within its Mineral Production Sharing Agreement (MPSA) area. MHI, through MMDC, maintains a cooperative and healthy relationship with the Associated Professional Supervisory Office and Technical Employee Union (APSOTEU) and the Samahan ng Responsableng Manggagawa ng Marcventures Mining and Development Corporation-Associated Labor Unions-Trade Union Congress of the Philippines (SRMMMDCALU-TUCP). The latter is the exclusive bargaining agent of MMDC's rank-and-file employees. For 2025, a total of 131 employees are members of SRMMMDCALU-TUCP, and 32 employees are members of APSOTEU. MMDC's existing rate of employees covered by the Collective Bargaining Agreement is 67%.

The HR team successfully finalized the terms of the Collective Bargaining Agreement (CBA) for rank and file union in May 2025. The CBA for Supervisory Union followed in July of the same year. The next CBA discussion will be in 2028.

PROMOTING DIVERSITY AND EQUAL OPPORTUNITY

MHI provides equal opportunity in recruitment and career development regardless of gender. In 2025, female workers represented about twenty-seven percent (27%) of the workforce. This is very significant considering that mining is still a male dominated industry, and across the globe, women make up only 5% to 15% of workers. The Company upholds its legal obligation to prioritize the talents in the community. Before the start of operations, the Free, Prior, and Informed Consent (FPIC) Memorandum of Agreement was signed together with the members of IP communities. One of the conditions is priority hiring for IP members.

MHI works closely with its host and neighboring communities, including Indigenous Cultural Communities (ICC) / Indigenous Peoples (Ps).

A total of four hundred nine (409) employees from indigenous communities are currently working in MMDC.

There are 202 employees from the IP community of Cabangahan, 120 from Pili, 43 from Bayogo, 14 from Lubo, 6 from Banban, 5 from Cantilan, 4 from Babuyan, 3 from Carmen and Antayan, 2 from Linintian and Magasang and 1 from Madrid, Lanuza, and Pantukan.

The terms and conditions of the Company's Mineral Product Sharing Agreement (MPSA) are duly respected. This includes guarding against gender discrimination and recognizing the rights of women workers to participate in policy and decision-making processes affecting their rights and benefits.

HEALTH & SAFETY

The Company's business strategy reinforces safe and responsible operations. The Central Safety Meeting is conducted every month by the Resident Mine Manager together with the Mine Safety and Health Manager. A vital component of regulatory compliance, it also encourages interaction between contractors and the Company's operations team. Issues and concerns are addressed during the meeting which contributes to the improvement of the Company's safety performance.

The Safety and Health plan covers training on Basic Occupational Safety and Health, Fire Fighting, Defensive Driving, Basic First Aid and Life Support, Food Handling and Sanitation, and Safety Orientation for employees and visitors. Under the Annual Safety and Health Program, the Company conducts annual training sessions on Occupational Safety and Health, First Aid and Basic Life Support, and Fire Safety. Earthquake drills every quarter, while the annual Fire Brigade training focuses on mine rescue and firefighting.

Safe man-hours

In 2025, the Company achieved a total of 1,233,725 safe man-hours. There were 15 reported no-lost-time accidents with zero fatalities. The Company remains unwavering in its commitment to achieve its vision of zero harm. The commitment to Good Corporate

GOOD CORPORATE GOVERNANCE

Governance is aligned with its vision to pursue its corporate goals while ensuring the welfare of its host communities and protecting the environment. The commitment supports the principles of transparency, honesty, integrity, fairness, and accountability. The Company acknowledges that to enhance shareholder value, operations must abide by corporate governance principles and practices as well as regulatory reporting to provide investors with an accurate and balanced overview of the Group's performance.

During business operations and in dealing with local government, local suppliers, and partners, the Company is exposed to various risks including corruption. Policies and internal processes are in place to manage such risks. The Company maintains standards of procurement that undergo rigorous scrutiny and a zero-tolerance policy for all forms of unethical practices.

Whistleblowing Policy

As part of the Whistle Blowing Policy, employees are encouraged to report unethical behaviors to Management without fear of repercussions. Management does not hesitate to pursue disciplinary actions which may even result in the replacement of key executives for actions detrimental to and in contravention of the Company's corporate governance practices.

Transparency in supply chain management

MHI's subsidiary, MMDC, has a Supplier Accreditation Policy which lists documentary requirements from both contractors and suppliers who wish to do business with the Company. It evaluates an organization's business integrity and compliance with labor laws, particularly Department Order No. 174 Series of 2017 of the Department of Labor and Employment.

Contractors and suppliers are required to submit to an accreditation process and MMDC retains the right to audit and verify practices. An accredited credit investigation agency will also check for derogatory records such as collection cases against the Company, its major stockholders, and key officers.

The accreditation is renewed every year and suppliers are expected to submit updated records upon renewal. MHI values its relationships with contractors and suppliers who adhere to the policy. As the Company optimizes the approach to responsible procurement, it is also looking into expanding our contractual remedies to include environmental performance, social commitments, and even the investments of contractors and suppliers.

Anti-corruption Measure

The Company also practices a zero-tolerance policy on misappropriation of assets and properties, fraudulent acts and reporting, corruption, and bribery in any form, and unethical practices. It supports the emphasis on integrity, transparency, and accountability in the conduct of its operations by providing a mechanism for individuals to raise concerns that they perceive as wrong, irregular, and illegal within the organization.

The Company has a policy that encourages and allows any individual to promptly report any observed risk, danger, malpractice, wrong-doing, or any questionable business practice that may affect others, the Company, or the public without fear of discrimination, harassment, and or retaliation, provided it is made in good faith and without malice.

Data Privacy and Security Protection

The Company strictly complies with the national data privacy law. A data privacy officer is assigned to strictly implement confidentiality measures at all levels. The Company along with its external stakeholders abides by the rules and regulations of the Data Privacy Act of 2012 which "protects the fundamental human right of privacy, of communication while ensuring free flow of information to promote innovation and growth." Risks related to the collection, retention, and use of information are managed by the Company's policy on the Protection of Confidential Information (MC-002-19). Upon hiring, employees are asked to sign a Deal of Undertaking to certify that all information is solely for performing functions. No information will be disclosed to anyone outside the Company unless cleared by the data privacy officer and the Company's legal team.

Data Integrity and Reporting Transparency

Hand in hand with securing data privacy is the need to increase the comprehensiveness and accuracy of our data-gathering processes to improve our capability to effectively monitor our progress and timely reporting.

The Company is committed to improving systems and procedures to better address operational needs.

INDEX OF MATERIAL TOPICS

Pursuant to Annexes A (Reporting Template) and B (Topic Guide) of the SEC Memorandum Circular No. 4, Series of 2019 (Sustainability Reporting Guidelines for publicly isted Companies), the following are the topics MHI has identified as material for the reporting period and which were addressed in this Report:

Topic	Page # in SEC Memorandum Circular #45 series of 2019	Page # in 2025 Sustainability Report
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Anti-Corruption	21	17
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CORPORATE INFORMATION

Name of Organization:
Marcventures Holdings, Inc. (MHI)

Principal Office:
4th Floor BDO Towers Paseo (formerly Citibank Center)
8741 Paseo de Roxas, Makati City

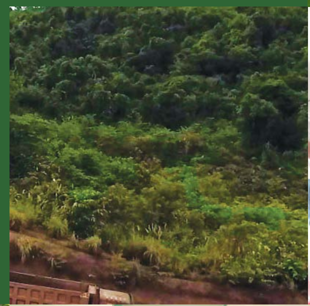
Report Boundary:
Subsidiaries:
a. Marcventures Mining and Development Corporation
b. BrightGreen Resources Corporation
c. Alumina Mining Philippines, Inc.
d. Bauxite Resources, Inc.

Business Model:
Holding company listed in the Philippine Stock Exchange (PSE) and whose shares are actively traded on the PSE under the stock symbol "MARC" Mineral Production Service Agreements (MPSA) with the Government for mining and export of mineral products.

Activities:
Primary: To engage in the purchase, exchange, assignment, and hold investments and all properties.

Secondary: To embark in the discovery, exploration, and development of mineral oils, petroleum in its natural state, rock or carbon oils, natural gas, other volatile mineral substances and salt, as well as other minerals of whatever nature; to mine, dig, refine, prepare for market, buy, sell, and transport the same, their products compounds, and derivatives.

Reporting Period:
January 1 to December 31, 2025



MARCVENTURES
HOLDINGS, INC.

Marcventures Holdings, Inc. (MHI)
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