

2025 Annual and Sustainability Report





In memoriam

CAB **Cesar A. Buenaventura**

December 18, 1929 - December 10, 2025

CAB carried the lessons of a lifetime into every room he entered. He lived and led through defining periods of our history, working closely with people who shaped the nation. This gave him a perspective few could match.

In every critical discussion, he was a valued voice. Colleagues and partners sought his counsel because it drew from real experience, deep institutional knowledge and a masterful reading of complexity.

Because he understood how institutions work and how decision-makers behave, he could align competing views to achieve outcomes that served the broader good. He sustained this well into the final stretch of his career.

With his passing, we lose a man who witnessed history and helped write it. His contributions to the country and the sectors he served remain a defining testament to his life and work.

“My life changed because of the people I met and the things that happened during the war.”

CAB will be remembered in many ways.

For everyone at Semirara, he will always be the mentor whose quick wit and keen insight kept us on our toes for nearly 25 years.

Maraming salamat, CAB.



Credits to Cherubim Mojica



In memoriam

Rogelio M. Murga

August 19, 1934 - March 26, 2026

Semirara Mining and Power Corporation mourns the passing of Mr. Rogelio M. Murga, who served as Independent Director from 2014 to 2021.

His experience as former President and Chief Executive Officer of the National Power Corporation helped shape SMPC's transformation into a vertically integrated energy company. Throughout his tenure, Mr. Murga was instrumental in guiding the Company through key decisions and upholding the highest standards of corporate governance.

Mr. Murga's legacy of service and dedication will be remembered by his colleagues at SMPC, where his contributions continue to be felt.

About the Report

2-2, 2-3

We are pleased to present Semirara Mining and Power Corporation's (SMPC) 2025 Annual and Sustainability Report (ASR). This report consolidates two public disclosures and presents both our financial and non-financial performance, highlights our commitment to sustainability, and outlines how we continue to create value for our stakeholders.

Through this publication, we strengthen our transparency and accountability, and demonstrate our commitment to responsible business practices, forward-thinking, and sustainable growth.

This report is prepared referencing the Global Reporting Initiative (GRI) Standards for the period of January 1 to December 31, 2025, and the Philippine Securities and Exchange Commission (SEC) Sustainability Reporting Guidelines for Publicly-listed Companies. It covers all data and related information for SMPC and its subsidiaries, Sem-Calaca Power Corporation (SCPC) and Southwest Luzon Power Generation Corporation (SLPGC).



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About the Cover

The cover combines images of our employees, industrial operations, and flourishing natural environments, blending industry and nature to emphasize sustainability, and reflect our unified strategy for growth. It underscores our commitment to advancing economic development while safeguarding ecosystems and uplifting local communities.

About Semirara Mining and Power Corporation

2-1, 2-6

Founded in 1980 as Semirara Coal Corporation (SCC), Semirara Mining and Power Corporation (SMPC) is the Philippines' largest coal producer, supplying 95.4% of the country's coal. Since our acquisition by DMCI Holdings, Inc. in 1997, we have evolved from a coal mining firm into a vertically integrated energy enterprise.

Our coal is classified as sub-bituminous-B and is suitable for use in a wide range of combustion facilities. We supply coal to local power plants, cement plants, paper mills, textile dyeing plants, canneries, and food factories.

Through our wholly-owned subsidiaries, Sem-Calaca Power Corporation (SCPC) and Southwest Luzon Power Generation Corporation

(SLPGC), we provide baseload power to the national grid, with a combined installed capacity of 900MW. Our shares are listed on the Philippine Stock Exchange under the symbol "SCC", as part of the Electricity, Power, and Water subsector of the Industrial Sector.

In 2024, we further strengthened our portfolio through the acquisition of a 10% effective stake in Concreat Holdings Philippines. This investment further solidifies our position as a leading energy and mining company in the Philippines, while coal-supported cement manufacturing opens new opportunities for synergy across our business units.

formerly Cemex Holdings Philippines



History



1980

Semirara Coal Corporation (SCC) was incorporated



1997

DMCI Holdings Inc. (DMCI-HI), acquires 40% interest in SCC's common shares



1999

DMCI-HI appoints new management and SCC renames to Semirara Mining Corporation



2009

DMCI-HI acquires the 600 MW coal plant from the National Power Corporation (NPC) and transfers rights to SMPC



2016

Beginning of commercial operations of SLPGC's 2x150MW CFB coal-fired power plants



2024

SMPC completes 10% acquisition of Cemex Holdings Philippines

1988

SCC begins commercial operations



1998

DMCI-HI raises its total interest in SMPC to 74%, gaining controlling interest



2008

DOE approval of Semirara's COC extension request for another 15 years or until July 14, 2027



2014

Semirara Mining Corporation changes its name to Semirara Mining and Power Corporation (SMPC) after its successful bid of the 600 MW Calaca power plant



2017

Granting of SEM-Calaca RES Corporation's ERC license to operate



Who We Are



Vision

Semirara Mining and Power Corporation is a reliable, responsible, vertically integrated energy enterprise contributing towards inclusive growth



Corporate Objectives

- Continuing Growth
- Value Creation
- Value Protection and Sustainability



Core Values



Excellence

We embrace a growth mindset dedicated to realizing SMPC's vision and mission through innovation, teamwork, and continuous improvement.



Malasakit

We are committed to providing compassionate service by delivering shared values to all stakeholders, promoting environmental protection, health, and safety, and driving socio-economic development.



Integrity

We conduct business with the highest standards of fairness, accountability, and dignity in all our actions.



Mission

- To operate in all sites responsibly and efficiently
- To empower host communities, contributing to their sustainability
- To nurture and uphold environmental stewardship
- To ensure equitable returns to all stakeholders

Business Structure



Business Footprint

Semirara Island, Antique Province

SMPC maintains its coal mining operations on Semirara Island, situated within the municipality of Caluya, Antique. The island was declared a coal mining reservation area in 1940 under President Manuel L. Quezon to support national energy security and reduce reliance on imported fuel.

We operate under Presidential Decree No. 972, or the Coal Development Act of 1976, which declared Semirara Island a coal region. SMPC conducts surface open-cut mining activities in accordance with its Coal Operating Contracts (COCs). The current COC, which expires on July 14, 2027, underpins the company's domestic coal supply strategy, cost competitiveness, and long-term production planning, while operations are conducted in compliance with regulatory, environmental, and safety standards.

Calaca, Batangas

Calaca, Batangas, serves as a key power generation hub for SMPC through its wholly owned subsidiaries, Sem-Calaca Power Corporation (SCPC) and Southwest Luzon Power Generation Corporation (SLPGC). Strategically located approximately 117 kilometers south of Metro Manila and 41 kilometers from Batangas City, the site supports efficient dispatch to the national grid.

SCPC and SLPGC operate four coal-fired power plants—two 300-MW units and two 150-MW units—that contribute to the country's baseload power supply. Power generation assets in Calaca are managed with a focus on operational efficiency, asset reliability, and regulatory compliance, supporting SMPC's overall financial performance and capital discipline.



Market Presence

- Power Market
- Coal Market



2025 in Focus



Business Highlights

Php 13.1B

Net income

Php 52.2B

Revenue

Php 13.8B

Dividend payments

Php 3.1

Earnings per share



Coal

Php 35.5B

Coal revenues

19.9 MMT

Coal production

Php 2,302/MT

Average selling price

15.4 MMT

Coal shipments



Power

Php 23.2B

Power revenues

793 MW

Average capacity

Php 4.38/kWh

Average selling price

5,695 GWh

Gross generation



Sustainability Highlights



Driving Growth Through Economic Performance

Inclusive Growth Through Community Empowerment

Advancing Environmental Stewardship

Leading Transparent and Sustainable Governance



Php 2.0B

Government Share

Jobs Generated



9.4K

Employees

Green Carbon Offset



3.24M

Surviving trees planted to date

Good Governance



101.4

ASEAN corporate governance scorecard



Php 3.3B

Wages and benefits

Social Programs



27.2K

Impact beneficiaries

Blue Carbon Offset



634K

Surviving mangroves planted to date

Board Diversity



27%

Female directors



Php 41.9B

Goods and services spend

Local Hires



2.5K

From host communities

Biodiversity Conservation



1.9K

Hectares of habitats protected and restored

Ethics and Conduct



4.6K

Employees trained



Php 74.9M

Environmental and community spend

Training



129.8

Average training hours per employee

Biodiversity Offset



191K

Vulnerable Giant Clams propagated to date

Shareholder Welfare



100%

Proportional voting right

Awards and Recognition

Finance Asia - 29th Asia's Best Companies Awards

Best Managed - Basic Materials Category

Gold Award

Alpha Southeast Asia - 15th Institutional Investor Corporate Awards 2025

- Most Organised Investor Relations
5th Place
- Best Senior Management IR Support
3rd place
- Strongest Adherence to Corporate Governance
3rd Place
- Most Consistent Dividend Policy
1st Place
- Best Strategic CSR
3rd Place

Institute of Corporate Directors - ASEAN Corporate Governance Scorecard (ACGS) 2025

Three Golden Arrow Award

ASEAN Energy Awards 2025 - ASEAN Coal Awards

2nd Runner Up for Corporate Social Responsibility (Large)

Island Sustainability: Empowering Local Food Security and Self-Sufficiency Through SMPC'S Agro Model Farm

21st Philippine Quill Awards

Digital Communications/
Communications for the Web
SMPC Corporate Website Redesign

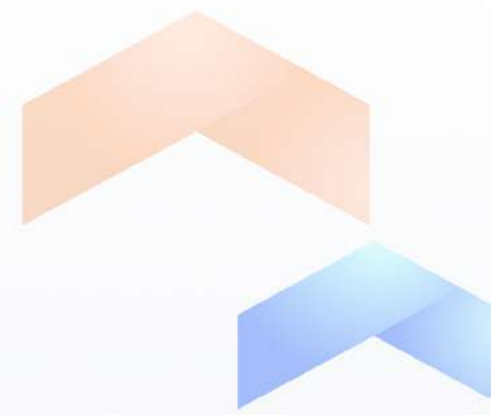
Public Relations Society of the Philippines - 60th Anvil Awards

Silver Anvil - PR Tools Category
2023 Annual and Sustainability Report

Philippine Daily Inquirer - 2025 Growth Champions

Top 50 fastest-growing companies
Rank 23





Awards and Recognition

DENR Environmental Management Bureau
Recognition for Adopt-an-Estero Program
 Sem-Calaca Power Corporation

Philippine Red Cross
Certificate of Recognition

Batangas I Electric Cooperative, Inc.
Recognition for ER 1-94 Support
 • Sem-Calaca Power Corporation
 • South Luzon Power Generation Corporation



Message from the Chairman and CEO

2-22

Over the years, SMPC has grown from a coal mining company into a fully integrated energy enterprise, delivering dependable baseload power to communities and industries across the country.

In 2025, we remained focused on operating responsibly and delivering sustainable value for our stakeholders. This report highlights the initiatives taken and the results delivered in support of our role as a partner in strengthening the country's long-term energy resilience.

A Year of Stabilizing Energy Markets

Global energy prices eased in 2025 from the highs of recent years, supporting economic activity and recovery. Prices and demand stabilized, creating a more predictable operating environment for producers like SMPC as markets continued to evolve.

Against this backdrop, the Group delivered a net income of Php 13.1 billion. While lower year-on-year, this remains a healthy result, reflecting the quality of our assets, the discipline of our people, and continued operational improvements across both segments.

Operationally, SMPC achieved record coal production of 19.9 million metric tons, while the power segment delivered its highest-ever generation of 5,695 GWh and sales of 5,296 GWh. These results highlight our ability to sustain strong output in a more moderate market environment.

We maintained a prudent financial position throughout the year. Despite significant outflows for capital expenditures, dividends and debt servicing, we further reduced our debt and preserved balance sheet strength.

Total dividend payout for 2025 amounted to P13.8 billion, representing 70% of the 2024 reported net income, well above its dividend policy of distributing at least 20% of prior year's earnings, in line with our commitment to shareholder value.

Advancing ESG Excellence

Sustainability remains at the core of our business. Our commitment to responsible operations, balancing economic growth with environmental stewardship and social responsibility, guides everything we do.

In our host communities, we continued our work in reforestation, mangrove rehabilitation, biodiversity protection, and habitat restoration.

We also sustained our investments in education, health, livelihood, and community development. We continued to invest in our people. Safe and reliable operations depend on capable teams, strong leadership, and a culture of accountability. This will remain key priorities for the Group.

These efforts were recognized across regional and national platforms. Internationally, SMPC was honored by FinanceAsia with the Gold Award for Best Managed – Basic Materials Category, and by Alpha Southeast Asia for excellence in investor relations, corporate governance, dividend consistency, and strategic CSR, reinforcing our standing across Asia. Our Agro Model Farm initiative was recognized at the ASEAN Energy Awards 2025 as 2nd Runner-Up for Corporate Social Responsibility.





The Group earned the Three Golden Arrow distinction from the ASEAN Corporate Governance Scorecard for the seventh straight year.

These recognitions reflect the Group’s progress and continued focus on good governance.

Coal Operating Contract (COC) No. 5

We recognize that the future of Coal Operating Contract No. 5 remains a key area of focus, with the contract set to expire on July 14, 2027.

While the contract area has been included in the Department of Energy’s planned competitive bidding process, we have not received a formal response to our request.

We will approach this constructively and with confidence, with a focus on continuity of operations. This is anchored on our nearly 30-year track record of responsible mining in Semirara, along with the technical capabilities developed to manage increasingly complex mining conditions such as water seepages.

In the current energy environment, this is important to energy security, reliable supply, stable electricity costs, government share revenues, and our host communities.

Our contract remains enforceable and valid until 2027. Until then, we will continue working to operate reliably while preparing the best mine plan aligned with these priorities.

Strategic Developments and the Road Ahead

Looking ahead, our focus remains the same—providing consistent value from our operations and contributing to the nation’s energy security.

We will continue to prioritize safety, cost efficiency, and operational reliability. In the power business, efforts remain focused on strengthening plant reliability to support stable operating performance across market cycles.

2025 was a reminder that market conditions are cyclical, the true test of a company is how it performs across these cycles, and we believe our results reflect that.

Thank you for your continued trust and support. Together with our employees, partners, and stakeholders, we look forward to a future of responsible growth, shared prosperity, and lasting impact.

Isidro A. Consunji
Chairman of the Board
and Chief Executive Officer



Message from the President, COO and CSO

2-22

In 2025, SMPC strengthened execution in the coal and power operations, delivering improved output across the Group.

The Group reported net income of Php 13.1 billion for the year, reflecting a more moderate pricing environment.

Coal production and power generation increased during the year, supported by higher capacity, improved plant reliability, and prudent cost management. These efforts enabled the Group to deliver strong operating performance despite softer market conditions.

The power segment continued to play a growing role in Group earnings, contributing Php 7.0 billion or 54% of the total, as coal segment contributions eased to Php 6.1 billion pesos. This demonstrates the benefits of SMPC's integrated coal and power operations.

Operational Performance

Coal operations in 2025 were marked by higher output alongside changes in product mix. Production reached a record 19.9 million metric tons (MMT), a 24% increase from 16.0 MMT in 2024, marking the fourth consecutive year of record production.

This was supported by the capital investments in the prior year, improved operating efficiency and expanded operating capacity.

A key development during the year was the approval of the Environmental Compliance Certificate (ECC) amendment in June 2025, which enables our annual production capacity to increase from 16 to 20 million metric tons (MMT) from 2025 to 2027.

Coal prices moderated from prior highs, with the average selling price (ASP) declining by 19% to Php 2,302 per metric ton, as a result of stabilizing global coal benchmarks. Selling prices were also affected by a higher proportion of lower-quality coal in the product mix, including material with higher sulfur content.

This affected export demand and contributed to a 6% decline in total shipments to 15.4 MMT. While China remained the primary export market, SMPC expanded its export footprint with a first shipment to Indonesia. Higher deliveries to the Calaca power plants also helped provide a stable offtake base.

As operations progress in the Acacia area, coal quality is expected to gradually improve, supporting balanced product mix over time.

Likewise, power operations in 2025 are defined by sustained improvements in plant performance. Generation and dispatch reached record levels at 5,695 GWh and 5,296 GWh, respectively, on the back of improved plant reliability and expanded average capacity.

Capacity was further strengthened by the uprating of SCPC's dependable capacity, which increased output and supported higher running levels across the plants. In September, SCPC's dependable capacity was uprated to 560 MW, from 540MW. Meanwhile, overall plant availability rose to 82%, from 80%, on stronger performance across both SCPC and SLPGC.

Selling prices moderated 8% to Php 4.38 per KWh in line with easing spot market conditions. In this environment, the focus remained on maintaining reliable operations and optimizing the contracting mix to support price.



In turn, dispatch to bilateral contracts jumped by 17% to 2,462 GWh, while spot market sales remained steady at 2,834 GWh.

Further details on the coal and power segments' performances are discussed in the Operating Highlights section of this report.

Advancing Sustainability in Operations

Safety remains a core priority across the Group, driven by Behavior-Based Safety Program, departmental initiatives and continuous monitoring.

At the same time, SMPC advanced the integration of renewable energy sources into its operations. In June, the company began the offtake of wind power from our affiliate DMCI Power's 12MW wind energy, reducing diesel consumption in mining activities.

Efforts to strengthen circularity also progressed. Associate Concreat Holdings Philippines continues to utilize Semirara coal and ash by-products in cement production. Meanwhile, internal programs focused on materials recovery and equipment refurbishment, including the reuse of steel components. This initiative helps reduce waste, manage costs, and extend asset life.

Driving Social Development and Economic Empowerment

SMPC continued to support community development through programs focused on technical capability, livelihoods, and education.

In partnership with the University of the Philippines, SCPC supported the establishment of the country's first academe-based Failure Analysis Hub. This initiative strengthens local capability in analyzing material and equipment failures, while reducing reliance on overseas testing.

Our ongoing support for non-mining livelihoods enhances food security and promotes self-sufficiency on Semirara Island. Programs such as the Agro Model Farm demonstrated practical impact that was recognized by the ASEAN Energy Awards.

Across operations, SMPC continued to empower beneficiaries in the fields of tailoring, agriculture, and vocational training, alongside scholarship grants for our host communities. These initiatives reached over 27,000 beneficiaries during the year.

Building Organizational Strength and Future Readiness

We undertook key organizational initiatives in 2025 to support long-term growth. We adopted an enhanced strategic planning methodology to reshape how SMPC manages performance and allocate resources. At the same time, leadership development and succession planning efforts are being strengthened to ensure readiness for future challenges.

As corporate culture provides our blueprint for how we do business, we have formalized our new core values: *Malasakit*, Excellence, and Integrity. These will be embedded more deeply across the organization in 2026 through training and engagement programs to strengthen culture and teamwork.

Operationally, SMPC has advanced the use of emerging technologies to enhance efficiency, environmental performance, and management systems. We created digital solutions for cost optimization and revenue growth, including predictive analytics for inventory management and coal blending.

We have also adopted new automated methodologies to monitor and improve boiler tube reliability through Artificial Intelligence (AI). Alongside these, we expanded the adoption of data analytics tools such as Qlik Sense to enable real-time, data-driven decision-making across all sites.

Coal Operating Contract No. 5

Last February 26, the Department of Energy initiated a competitive bid round for coal development and production areas, including blocks in Semirara Island. According to the circular, the bid requirements are anchored on three main criteria: legal, technical documentation, which includes the work program, and financial requirements.

In preparation, we are developing the best mine plan that would support the country's energy security, while ensuring continuity to government revenues and community investments. The Group is well-positioned to do so, drawing on nearly three decades of operating experience in Semirara Island, including managing increasingly complex mining conditions such as water seepage.

As we move forward, we remain focused on operating safely, efficiently, and responsibly. This will continue to guide how we deliver value and support the communities we serve.

We extend our gratitude to our employees, partners, stakeholders, and host communities for their unwavering trust and collaboration.



Maria Cristina C. Gotianun
President, Chief Operating Officer
and Chief Sustainability Officer



Message from the CFO

2-22

Financial Performance

SMPC delivered a net income of Php 13.1 billion in 2025, down 33% from Php 19.6 billion in the previous year, as weaker selling prices for coal and electricity and reduced shipments weighed on revenues.

Earnings were also affected by higher non-cash expenses and the recognition of an equity loss from the Group's cement associate. As a result, earnings per share stood at Php 3.07, translating to a 23% return on equity.

While earnings declined from the previous year, the Group's integrated business model helped support overall performance, with the power segment playing a growing role in overall performance.

Total revenues declined to Php 52.2 billion, down 20% from Php 65.2 billion, primarily due to lower average selling prices across both coal and power, partly offset by record-high electricity sales. While margins narrowed, the Group continued to generate strong operating cash flows, supported by disciplined cost management and operational efficiencies.

Cost Management

With this, cost control remained a key focus. Total cash costs declined 18%, from Php 37.4 billion to Php 30.6 billion, owing to lower government share and improved efficiencies in both mining and power operations, offsetting higher production and generation levels. This demonstrates the Group's ability to manage its cost structure effectively across market cycles, including in a more stable pricing environment.

Financial Position and Liquidity

The Group maintained a strong financial position throughout the year. Total assets stood at Php 66.5 billion, while liquidity remained robust, with a current ratio of 3.04. Continued deleveraging reduced loans payable to Php 997 million, improving the debt-to-equity ratio to 0.19.

The coal segment remains on track to be debt-free by 2027, supported by continued deleveraging and strong cash generation.

Cash and cash equivalents declined to Php 4.4 billion from Php 9.5 billion, mainly due to dividend payments of Php 13.8 billion, capital expenditures of Php 5.9 billion, and debt servicing of Php 1.6 billion. These were supported by strong operating cash flows during the year.

These outflows were funded by strong operating cash flows, underscoring the Group's ability to support its capital requirements internally.

Capital Allocation

Capital allocation remained prudent. Capital expenditures reached Php 5.9 billion, up 33% from Php 5.3 billion, driven primarily by coal re-fleeting and equipment investments. Certain coal investments were deferred in the second half of 2025 pending developments in the Coal Operating Contract (COC) process, allowing the Group to preserve financial flexibility.

In line with this, for 2026, capital expenditures are expected to decline to approximately Php 1.9 billion, with spending focused on essential maintenance, system upgrades, and ICT-related investments to support plant reliability. Re-fleeting activities are expected to remain on hold pending developments in the COC.



Managing Cost Pressures

During the year, the Group also managed several cost pressures. In mining, more complex operating conditions, including water seepage led to increased fuel consumption, while in power, cost discipline and fuel optimization helped preserve margins.

Insurance costs increased in line with tighter global market trends, with pricing influenced by overall risk profiles across the energy sector. Proactive engagement with insurers helped moderate the impact.

ESG Integration

ESG considerations remain integrated into capital allocation decisions, with investments assessed based on financial returns alongside operational efficiency, environmental performance, and community impact.

Outlook

Looking ahead, SMPC remains focused on preserving margins, maintaining liquidity, and sustaining a strong balance sheet, while retaining flexibility to respond to developments in the Coal Operating Contract (COC) process and other strategic opportunities.

SMPC enters 2026 with a solid financial foundation, underpinned by disciplined capital management and a continued focus on financial strength. We thank our shareholders and stakeholders for your continued trust and support.

Php 52.2B
Revenues

Php 2.0B
Government Share

Php 3.25
Cash dividends per share

Carla Cristina T. Levina
Vice President and Chief Finance Officer



Achieving Business Value



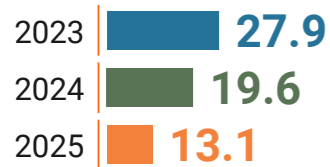
Financial and Operational Performance

Overarching narrative of financial and operational performance, with emphasis on the company's most notable achievements for FY 2025

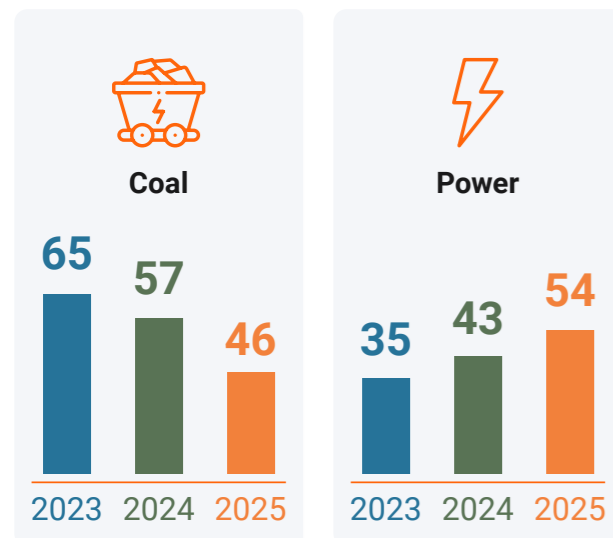
Revenues (in Php Billion)



Net Income (in Php Billion)



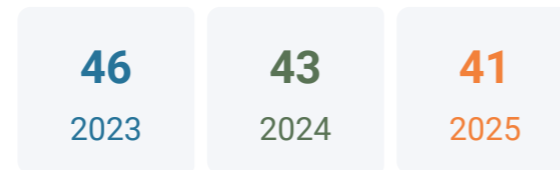
Net Income by Segment (in %)



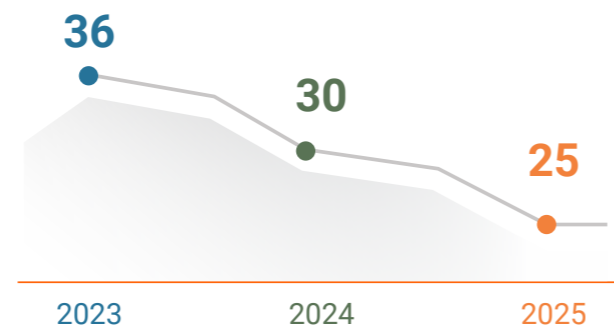
Core EBITDA (in Php Billion)



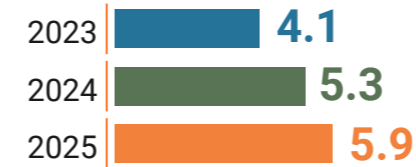
Core EBITDA Margin (in %)



Net Profit Margin (in %)



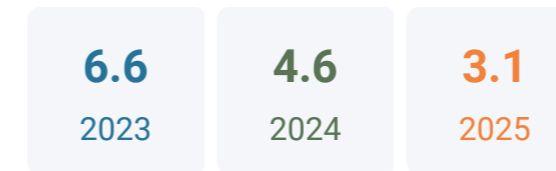
Capital Expenditures (in Php Billion)



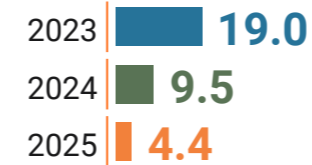
Core EBIT (in Php Billion)



Earnings Per Share (in Php)



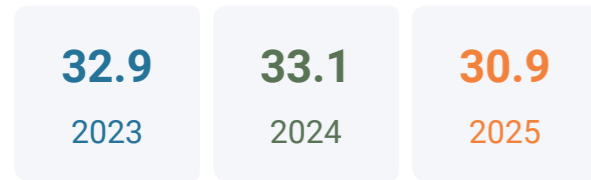
Cash and Cash Equivalents (in Php Billion)



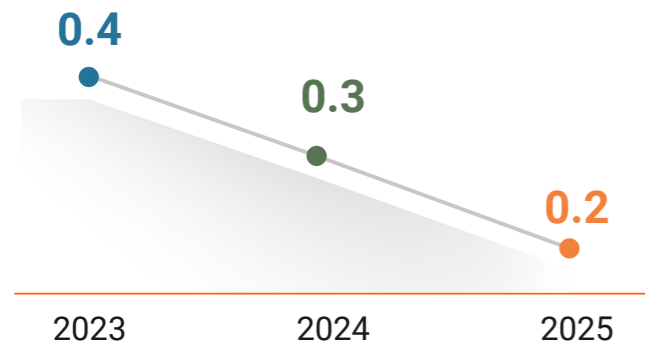
Total Equity (in Php Billion)



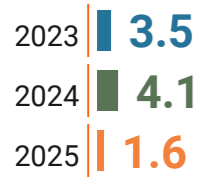
Cost of Sales (in Php Billion)



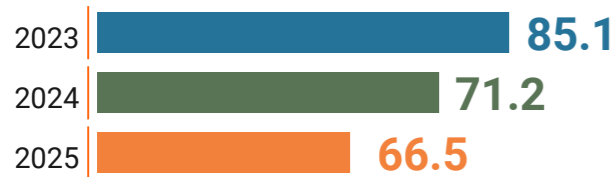
Debt to Equity Ratio



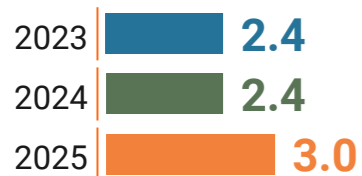
Loan Payments (in Php Billion)



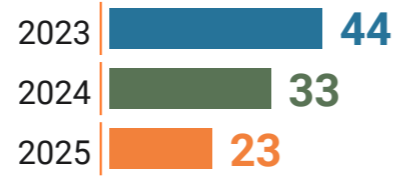
Total Assets (in Php Billion)



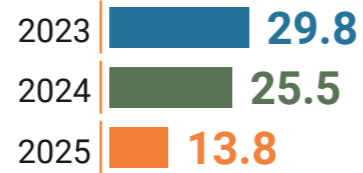
Current Ratio (in %)



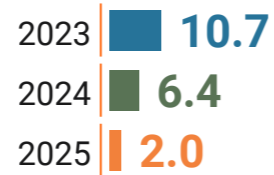
Return on Equity (in %)



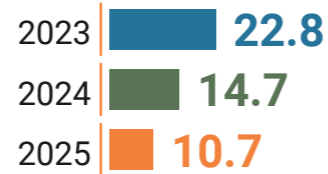
Dividend Payments (in Php Billion)



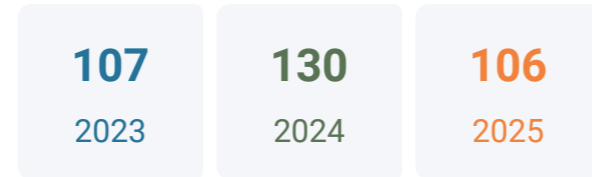
Royalties to Government (in Php Billion)



Total Liabilities (in Php Billion)



Dividend Payout (in %)



Consolidated Results Highlights

Overall Performance

In 2025, net income declined by 33% to Php 13.1 billion from Php 19.6 billion in 2024, primarily due to the continued normalization of coal and spot electricity prices, lower coal shipments, higher non-cash costs, and an equity net loss from the group's cement associate.

Total revenues fell by 20% to Php 52.2 billion, driven by lower selling prices across both coal and power segments and reduced coal sales volumes, partly offset by record-high electricity sales.

In line with revenues, total cash costs decreased by 18% to Php 30.6 billion, as disciplined cost management, lower government share, and operating efficiencies helped offset the impact of higher production and generation activities.

As a result, core EBITDA reached Php 21.7 billion, down 22% year-on-year, with margins slightly easing to 41% from 43%. Net income margin likewise narrowed to 25% from 30%.

Total dividends declared for the year reached P13.8 billion. This represents 70% of the Group's 2024 net income of P19.6 billion, significantly exceeding the Company's 20% minimum dividend payout policy.

Based on the 2025 volume-weighted average share price of P33.6, the total dividend distribution translates to a dividend yield of 9.7%.

Looking ahead, SMPC is expected to focus on sustaining operational efficiency and prudent capital management while navigating market volatility, and preparing for the next phase of Semirara coal operating contract.



Php 52.2B

Consolidated revenue



Php 13.1B

Consolidated net income



Php 13.8B

Cash dividends



Coal Segment Standalone Highlights

The average Newcastle Index (NEWC) dropped by 22%, from US\$135.2 to US\$105.6, while the Indonesian Coal Index 4 (ICI4) declined by 15%, from US\$53.9 to US\$46.1, indicating a milder correction relative to NEWC.

Against this backdrop, revenues declined by 25% to Php 35.5 billion in 2025, due to lower selling prices and reduced shipment volumes, as well as a higher share of lower-quality coal in the product mix.

The average selling price (ASP) fell by 19% to Php 2,302 per metric ton, in line with moderating global coal benchmarks.

Meanwhile, total coal shipments declined by 7%, mainly due to lower export volumes, which contracted by 17% to 7.0 MMT, from 8.4 MMT, following limited availability of commercial-grade coal and a mismatch between Narra mine output and export market demand.

Reported net income declined to Php 7.9 billion, reflecting lower revenues and higher noncash costs. Depreciation and amortization increased by 16%, from Php 4.8 billion to Php 5.6 billion, on continued investments in mining equipment and stripping activities.

In operations, coal production reached a record level, supported by increased capacity and improved access to coal seams. Mining efficiency improved, with strip ratios improving from 14.1 to 11.5, owing to pre-stripping activities in prior years and as the Narra mine approaches depletion.

Ending total coal inventory rose fivefold (456%), from 0.9 MMT to 5.0 MMT, while commercial-grade inventory increased by 244%, from 0.5 MMT to 1.7 MMT, driven by stronger production.

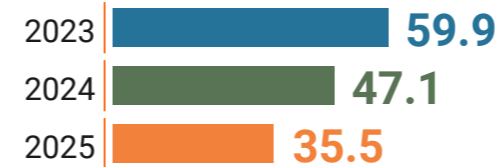
Overall, while results moderated, the segment delivered stronger operations, supported by record production and improved mining efficiency.

19.9 MMT
Record coal production for 4th consecutive year

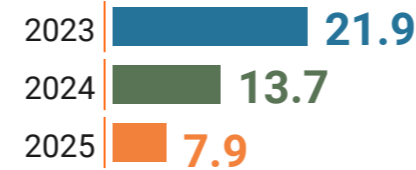
8.4 MMT
Domestic sales

15.4 MMT
Coal shipments

Revenues (in Php Billion)



Net Income (in Php Billion)



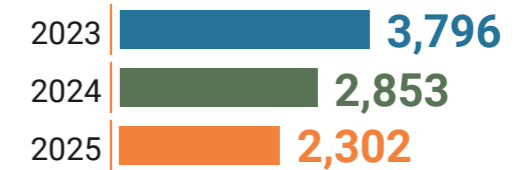
Coal Production (in MMT)



Sales Volume (in MMT)



Average Selling Price (in Php per MMT)



Power Segment Standalone Highlights

Average supply in the Luzon-Visayas grid grew 7% to 15,428 MW, while average demand remained largely unchanged at around 11,870 MW. As a result, the average WESM price declined by 27% to Php 3.73/kWh, from Php 5.14/kWh in 2024 as supply growth outpaces demand.

In this environment, revenues remained stable at Php 23.2 billion, as higher electricity sales were offset by easing selling prices. Reported net income declined by 6% to Php 5.5 billion, reflecting higher depreciation and amortization, lower net finance income, and increased operating expenses.

Cash costs kept steady at Php 13.8 billion, from Php 13.6 billion, as higher dispatch levels were offset by improved fuel efficiency and cost management.

Depreciation and amortization expenses increased by 8% to Php 3.1 billion, from Php 2.9 billion, following prior capital expenditures, including the generator replacement for SCPC Unit 2 and upgrades to fuel and feed systems in 2024.

Other income remained broadly stable at Php 616 million, from Php 613 million, supported by partial insurance claims related to the SLPGC Unit 1 axial rotor displacement incident in June 2023 and fly ash sales.

Operationally, overall plant availability improved to 82%, from 80%, supported by stronger performance at SLPGC, which offset lower reliability at SCPC Unit 1.

Average capacity during running days increased by 4% to 793 MW, from 764 MW, driven by the uprating of SCPC's dependable capacity.

This supported higher generation, with gross output rising by 6% to a record high of 5,695 GWh. Generation increased across both plants, with SCPC benefiting from higher capacity and improved SLPGC availability.

5.7k GWh
Record-high gross generation

5.3k GWh
Record-high sales volume

Php 23.2B
Power revenues

793 MW
Average capacity

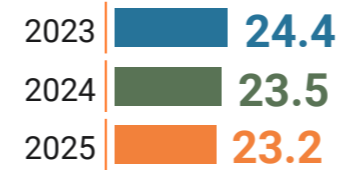
SCPC Units 1 and 2 were approved by the Philippine Electricity Market Corporation, through the Independent Electricity Market Operator of the Philippines (IEMOP) for uprating to dependable capacities of 250 MW and 310 MW, respectively, from 240 MW and 300 MW, effective September 4, 2025.

Higher generation translated into a 7% increase in electricity sales to 5,296 GWh, the highest on record, with bilateral contracts accounting for 46% of total power sales, from 42% in 2024.

Selling prices declined, with overall average selling price decreasing by 8% to Php 4.38 per kWh, in line with softer conditions in the Wholesale Electricity Spot Market.

Overall, results reflected weaker selling prices while improved plant availability and higher contracted volumes helped support overall performance.

Revenues (in Php Billion)



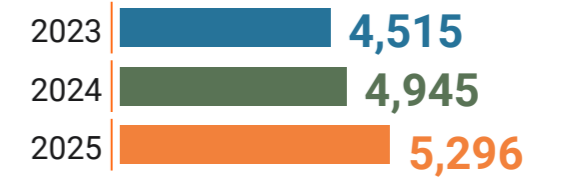
Net Income (in Php Billion)



Gross Generation (in GWh)



Sales Volume (in GWh)



Average Selling Price (in Php per kWh)



Our Sustainability Approach

At SMPC, sustainability is embedded across our organization, anchored in *malasakit* as our guiding value. We integrate ESG principles into our strategies and operations to deliver long-term value and shared growth for our stakeholders.

Stakeholder Engagement

2-26, 2-29

Connecting with stakeholders is essential in driving meaningful sustainability outcomes. Stakeholder involvement guarantees different viewpoints are respected and considered when making decisions.

We prioritize their demands, and address important ESG implications and issues. This approach builds trust and long-term shared value.

Stakeholder engagement sessions per stakeholder group	ASM	CM	CSS	EQ	FGD	IAS	IBC	IC	IEC	IHW	IMS	MMT	OCS	SC	SM	SVT	TM
Employees					✓	✓		✓	✓	✓	✓	✓	✓	✓	✓		✓
Suppliers, Contractors, and Business Partners		✓			✓					✓						✓	✓
Regulators and Government Agencies		✓			✓	✓				✓		✓				✓	
Local Government Units		✓			✓				✓	✓		✓				✓	
Customers	✓	✓	✓	✓	✓		✓			✓						✓	
Investors, Banks, and Shareholders	✓			✓			✓			✓							✓
Host Communities and Non-Government Organizations		✓			✓	✓			✓	✓		✓			✓	✓	

LEGEND			
ASM	Annual Stockholders' Meeting	IHW	Integrity Hotline and Whistleblowing
CM	Consultations, Meetings	IMS	Integrated Management System (IMS) meetings
CSS	Customer Satisfaction Survey	MMT	Multi-partite Monitoring Team
EQ	ESG-related Questionnaires	OCS	Organizational Climate Survey
FGD	Focus Group Discussions, Consultations	SC	Safety Committee meetings
IAS	Impact Assessment and Studies	SM	Social Media
IBC	Investor Briefings, Conferences	SVT	Site Visits, Tours, and Inspections
IC	Internal Communication (Postman email, messaging apps, and text blast)	TM	Toolbox Meetings, Town Halls
IEC	Information, Education, and Communication programs		



Materiality

2-14, 3-1, 3-2

For 2025, we have reaffirmed our key material topics based on insights derived from ongoing stakeholder engagement efforts. These insights have guided our updated materiality assessment, helping to prioritize areas for further enhancing our sustainability performance. The topics were identified by evaluating SMPC's potential and actual impacts on the economy, environment, and society, in line with the materiality process outlined by the 2021 GRI Standards.

The Board has reviewed and approved the reported information, including the identified material topics.



Economic Development



Economic Performance



Market Presence



Indirect Economic Impacts

Environmental Sustainability



Materials



Energy



Water and Effluents



Biodiversity



Emissions



Waste



Supplier Environmental Assessment



Mine Rehabilitation

Social Inclusion



Employment



Occupational Health and Safety (OHS)



Diversity and Equal Opportunity



Security Practices



Local Communities



Emergency Response and Disaster Resilience



Labor/Management Relations



Training and Education



Customer Health and Safety

Our Contribution to the United Nations Sustainable Development Goals (UN SDGs)



- Improvement of livelihood
 - Local employment opportunities
 - Non-mining livelihood and entrepreneurship projects
- Local procurement



- Agro model farm
- Backyard farming program
- Poultry model farm



- Workplace occupational safety and health program
- Pit safety program
- Community health programs and capacity-building support
- SMPC infirmary services
- LGU partnerships on community health workers training
- Medical mission programs



- Undergraduate scholarships
- Postgraduate scholarships for teachers
- Blended school learning materials and equipment support
- E-learning support
 - DWSSII digital learning materials with AI and VR capabilities
 - DWSSII radio and podcast simulation facility
- Free private school education for mine site employee dependents through SMPC-established Divine Word School of Semirara Island, Inc.
- Free technical-vocational courses through SMPC-established Semirara Training Center, Inc.



- Gender-inclusivity, diversity, and equity policy
- Gender-sensitive anti-harassment policy
- Gender-inclusive livelihood projects



- Alternative water sources use
- Rainwater collection system program for communities
- Wastewater treatment facilities
- Effluent quality monitoring
- Groundwater resource management



- Cost-efficient and energy-saving facilities upgrades and programs



- Local procurement through MSMEs
- Direct, indirect, and induced employment
- Payment of taxes and royalties
- Respecting and promoting the rights and welfare of employees



- Infirmary infrastructure repairs and upgrades in Semirara Island
- Construction of schools and classrooms in Semirara Island and nearby islands
- Community access to the company IT network infrastructure



- Out-of-School Youth skills training and job opportunities for graduates
- Social development projects for women and marginalized groups
- Social protection programs for vulnerable groups



- Social protection programs after end of mine life
- Transport and community infrastructure projects such as airstrip, shipping port, and construction and maintenance of road networks
- Multi-stakeholder emergency response team in Semirara Island
- Construction and maintenance of wet and dry market facilities
- Construction and maintenance commercial center hub



- Water resource management
- Emissions, waste, and effluents management
- Energy efficiency management
- Responsible sourcing and ESG criteria for suppliers
- Bottom ash and fly ash repurposing
- Conveyor roller and other mobile equipment parts refurbishing
- Solid waste management program through prevention, recycling, reduction and reuse
- Used container vans repurposing
- Reuse or repurposing of metal components of demolished facilities



- Carbon offsets through afforestation and reforestation
- Biodiversity offsets through marine and terrestrial conservation programs
- Php 1.5 billion appropriation for climate investment
- Capacity building towards a low-carbon transition roadmap
- Emergency preparedness and disaster resilience program and trainings for communities
- Partnership for a mangrove enrichment program with Caluya Municipality



- Giant clams propagation and reseeded
- Coral and seagrass transplantation
- Partnerships for marine protected areas in Antique, Balayan, Batangas, and the Semirara Marine Hatchery and Laboratory in Semirara Island
- Adopt a river program partnership with the Department of Environment and Natural Resources (DENR)
- Coastal cleanup program



- Panian mine rehabilitation and restoration of terrestrial ecosystems
- Semirara Biodiversity Conservation Center
- Adopt-a-forest program with the DENR



- Community dialogues, consultations, and issue resolutions
- Zero child and forced labor violations
- Whistleblowing and stakeholder grievance redress system
- Code of conduct and ethics



- Public-private partnerships for sustainable environmental and social development programs
- Regular convergence and coordination meetings with local government units on Barangay Development Plans

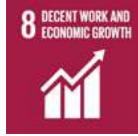
Driving Growth Through Economic Performance

An aerial night photograph of a tropical resort town. The town is built on a hillside covered in dense green vegetation, including many palm trees. Numerous buildings with red-tiled roofs are illuminated from within, creating a warm glow against the dark night. A winding road with streetlights is visible on the left side of the hill. In the background, the dark blue ocean stretches to the horizon under a cloudy night sky.

SMPC is committed to making positive changes by integrating financial success with inclusive growth. We recognize that maintaining a strong and sustainable financial foundation is essential not only for our business performance, but also for enabling impactful contributions to community development and environmental stewardship.

Economic Performance

3-3, 201-1




In 2025, SMPC generated Php 53.0 billion in direct economic value, representing an 18.8% decline from Php 65.4 billion in 2024. Revenue remained the largest contributor at Php 52.0 billion, while interest income and other income amounted to Php 312 million and Php 761 million, respectively.

Operating cost amounted to Php 26.9 billion, while employee wages and benefits reached Php 3.3 billion, demonstrating SMPC’s continued commitment to supporting its workforce. Payments to providers of capital and the government declined to Php 13.9 billion and Php 4.8 billion, respectively, in line with the reduction in earnings during the year. Community investments increased to Php 75.0 million, compared to Php 26.0 million in 2024.

SMPC recorded an economic value retained of Php 4.0 billion in 2025, improving from a Php 2.0 billion deficit in 2024, reflecting prudent cost management and disciplined financial operations.

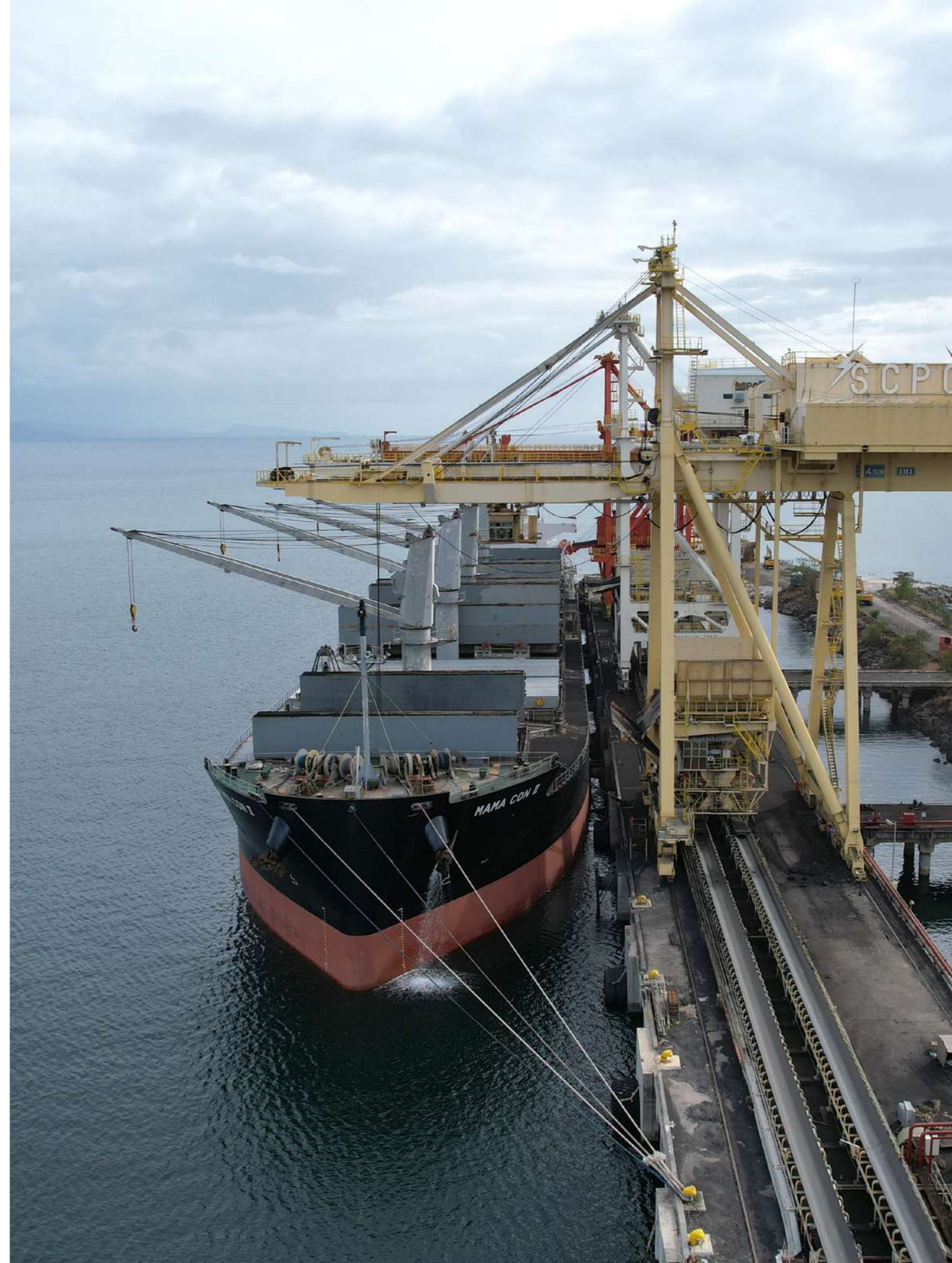
Moving forward, SMPC remains focused on enhancing operational efficiencies and pursuing strategic growth opportunities to sustain long-term value creation for its stakeholders.

 **Php 53.0B**
Generated

 **Php 49.0B**
Distributed

Direct Economic Value Generated and Distributed (in Php millions)	2025	2024	2023
Direct Economic Value Generated	53,045	65,360	78,723
Revenue	51,973	63,845	76,782
Interest Income*	312	885	1,180
Other Income	761	630	761
Economic Value Distributed	48,971	67,324	76,926
Operating cost	26,882	28,281	28,823
Employee benefits and wages	3,296	3,625	3,544
Payment to providers of capital	13,945	25,774	30,228
Payment to government	4,773	9,619	14,262
Community investments	75	26	68
Economic Value Retained	4,074	[1965]	1,798

*Excludes Share in Net Loss of Investment in Associate of Php 347M



Government Share (In Php billion)

	2025	To date since 1997	Allocation Share
Philippine Government	1.2	41.1	60%
Municipality of Caluya	0.4	12.3	18%
Barangay Semirara	0.3	9.6	14%
Province of Antique	0.2	5.5	8%
Total	2.0	68.5	100%

We advance sustainable and inclusive growth by ensuring that the economic benefits of our operations are shared with the government and host communities. Pursuant to the Philippine Local Government Code, 80% of the royalties from our energy operations are allocated to energy cost-reduction initiatives, with the remaining 20% supporting community development programs.

In 2025, our total government share from energy operations reached Php 2.0 billion. Of this amount, Php 1.2 billion (60%) was allocated to the Philippine Government, Php 0.4 billion (18%) to the Municipality of Caluya, Php 0.3 billion (14%) to Barangay Semirara, and Php 0.2 billion (8%) to the Province of Antique. Since 1997, total government share from our operations has reached Php 68.5 billion, reflecting the significant and sustained contribution of SMPC to national and local development.

Under ER 1-94, a portion of revenues from electricity generated by power plants is allocated to host communities to fund local development projects that support electrification, livelihood opportunities, and community infrastructure. Through these contributions, SMPC remains committed to advancing economic progress and strengthening community resilience in its host communities.

Php 9.3M

ER 1-94 Remittances in 2025

Php 457.6M

ER 1-94 Remittances since 2017



Industry Partnerships

2-28

We actively engage with industry peers by participating in key associations across the Philippines and ASEAN, allowing us to remain aligned with best practices and unlock new opportunities to promote sustainable and comprehensive growth of the energy sector.



ASEAN Forum on Coal (AFOC) National Committee of the Philippines, Inc.



Chamber of Mines of the Philippines



Philippine Independent Power Producers Association (PIPPA)



Local Procurement

3-3, 204-1



SMPC is dedicated to driving sustainable growth in the communities where we operate by building strong partnerships with local suppliers, supporting local businesses, and fostering job creation. Through our investment in local suppliers, we enhance their capabilities, contributing to a sustainable economic landscape that benefits our community.



638

Local suppliers



170

Foreign suppliers

Socio-economic Compliance

3-3, 2-27, 413-2



Our culture is built on fairness, accountability, and transparency, fostering trust and reliability among our stakeholders. We remain committed to full compliance with all applicable socio-economic and regulatory requirements through a robust Governance, Risk, and Compliance (GRC) framework. This framework guides both our internal monitoring of economic, environmental, and social performance and our external compliance efforts, ensuring adherence to national regulations.

SMPC also consults with stakeholder groups through our Multipartite Monitoring Team (MMT) established pursuant to our DENR-Environmental Compliance Certificate (ECC) and regularly submits annual and quarterly reports to the Department of Energy (DOE), Energy Regulatory Commission (ERC), and other regulators.

SMPC strengthens responsible operations by embedding internal monitoring systems alongside our regulatory and compliance commitments. We consistently exercise due diligence over reported non-compliance matters, coordinating with appropriate authorities to uphold governance excellence, accountability, and transparency.



0 case

Of major non-compliance with regulatory bodies

Advancing Environmental Stewardship

The background image shows a lush mangrove forest with dense green foliage and complex root structures extending into a body of water. In the foreground, a small blue and white boat is docked near the shore, with several long, cylindrical objects (possibly pipes or buoys) floating nearby. The sky is overcast with soft, diffused light.

SMPC continues to strengthen its environmental management practices through a structured, science-based approach that focuses on minimizing its environmental impact and fostering sustainable practices. Environmental accountability is also reinforced across all work sites through stakeholder engagement and the use of innovative technologies to minimize our footprint. Through these efforts, we seek to contribute to building a resilient future while creating lasting positive environmental impact

Climate Action






3-3, 201-2



We acknowledge that climate resilience is crucial for maintaining our business operations and delivering long-term value to stakeholders. As a key element of our strategy, we prioritize climate action. Our sustainability roadmap guides us to actively manage risks, strengthen our operational capabilities, and integrate climate considerations into our decision-making processes. By concentrating on risk management, energy efficiency, carbon offset programs, and nature-based solutions, we aim to foster a more sustainable and environmentally-balanced future.



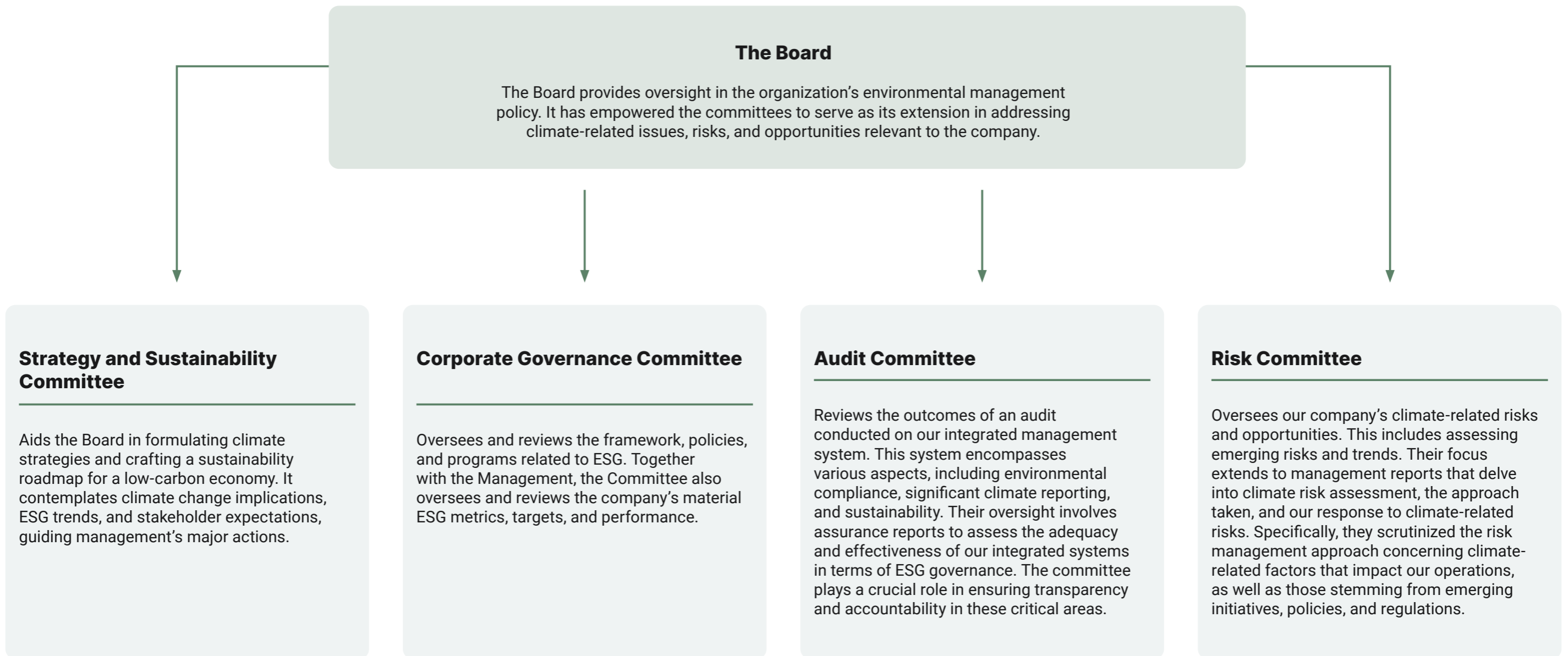
Our Climate and Sustainability Roadmap

TCFD Pillars	2017-2024	2025	Short – Term (1-5 years)	Medium- to Long-Term (6 to 15 years)
 Governance	<ul style="list-style-type: none"> Approval of Climate Change Policy Creation of a Board Strategy and Sustainability Committee Amendment of the Risk Committee and Corporate Governance Committee charters for the integration of climate-related, ESG, and sustainability oversights to risk evaluation Establishment of a cross-functional Corporate ESG Sustainability Team and TCFD working group Recalibration of Climate and Sustainability Working Group for the management of climate and sustainability related strategies Appointment of Chief Sustainability Officer (CSO) 	<ul style="list-style-type: none"> Capacity Building of leadership on AI Opportunities and Risks, Cybersecurity, and Strategic IT Governance 	<ul style="list-style-type: none"> Compliance with IFRS Climate and Sustainability Reporting Disclosure Standards Limited assurance on climate reporting 	
 Strategy	<ul style="list-style-type: none"> Appropriation of Php1.5B retained earnings for new climate-related investments and projects Establishment of water resource management initiatives Development of energy efficiency plans and Programs Continuing business development for growth opportunities that support a low-carbon economy Decommissioning of 2 x 25 MW gas turbine units 	<ul style="list-style-type: none"> Advancing AI-driven methodologies to improve terrestrial and marine carbon sequestration accounting processes Power supply agreement on 2 x 6.2 MW wind energy to support coal mining operations 	<ul style="list-style-type: none"> Partnership on potential AI application on carbon offset initiatives 	<ul style="list-style-type: none"> Availment of carbon credit as offset to GHG emissions
 Risk Management	<ul style="list-style-type: none"> Update of Group Enterprise Risk Management (ERM) policy and Risk Register for the integration of climate and TCFD Recommendations Climate capacity building on climate risk awareness, identification, and assessment Commencement of capacity building on climate scenario analysis and impact assessment of physical and transition risks and opportunities 	<ul style="list-style-type: none"> Climate Risk Assessment and Scenario Analysis completed 	<ul style="list-style-type: none"> Climate risk action plan 	
 Metrics and Targets	<ul style="list-style-type: none"> Accounting of Scope 1, 2, and 3 GHG emissions based on globally recognized methodologies Over 72K MWh energy saved through the implementation of energy conservation programs such as installation of Low Vacuum Economizer in Unit 1 of SCPC, retrofitting of lighting into LED, and boiler improvements 	<ul style="list-style-type: none"> 52,465 MWh energy savings or Php 177.1M total peso savings with 79,982 MT annual CO2e reduction by continuously implementing Burner micro oil and low vacuum economizer for SCPC Unit 1 & 2. 4,341 MWh energy savings or Php 15.19M total peso savings with 6,455 MT annual CO2e reduction by implementing Heat Rate Improvement Programs: Utilization of Boiler Water Conditioning for SLPGC Unit 3 & 4, Furnace Refractory Reduction & High Energy Pipe Insulation Repair / Replacement for SLPGC Unit 3. 12.2K MWh of Energy Savings through implementation of Energy Efficiency and Conservation (EEC) programs such as the 2x7.5MW Power Plant load and Pollution Control Improvement, upgrade of Lights to LED Type (600 watts), replacement of Conventional ACU to Inverter Type ACU (1HP, 1.5HP, 2HP), replacement of Ageing Motor, replacement of Mechanical Steam Trap, and construction of wind turbines as offtaker of wind energy. 	<ul style="list-style-type: none"> Implement Heat Rate Improvement Programs – Plant Optimization for SCPC Units 1 & 2, and SLPGC Units 3 & 4. Study and Implement Level 1 Energy Audit Recommendations. Conduct Level 1 & Level 2 Energy Audit for SCPC Units 1 & 2, and SLPGC Units 3 & 4. 12.5K MWh Target Energy Savings through the continuous Improvement of 2x7.5MW Turbine Generator and Condenser Performance Construction of RE plants to reduce diesel consumption and Energy Efficiency initiatives. 	
 Reporting and Communication	<ul style="list-style-type: none"> Disclosure of Scope 1, 2, and 3 GHG emissions based on accepted methodologies 		<ul style="list-style-type: none"> Climate reporting compliance aligned with the International Financial Reporting Standards S1 and S2 	

Climate Governance

2-13

The responsibility for implementing and overseeing our sustainability policies and goals lies with our Board of Directors. They ensure that climate-related issues, risks, and opportunities are incorporated into the meeting agenda.



The Management

2-13

Chief Executive Officer

Bears ultimate responsibility for steering our company's course in managing climate-related strategies, assessing risks, and seizing opportunities. These actions are critical as we navigate toward an inclusive and equitable energy transition

President, Chief Operating Officer, Chief Sustainability Officer

Directs cross-functional Corporate ESG Sustainability Group in advancing our climate strategies and enhancing our capacity building efforts

Chief Finance Officer

Identifies and reports the financially material climate-related risks and opportunities, evaluates their financial impact on the organization, and aligns our financial resource allocation to our low-carbon strategy

Chief Risk Officer

Leads the enterprise risk management implementation, including business continuity management and climate change adaptation, and reports climate-related matters to the Risk Committee and senior management

Chief Business Development Officer

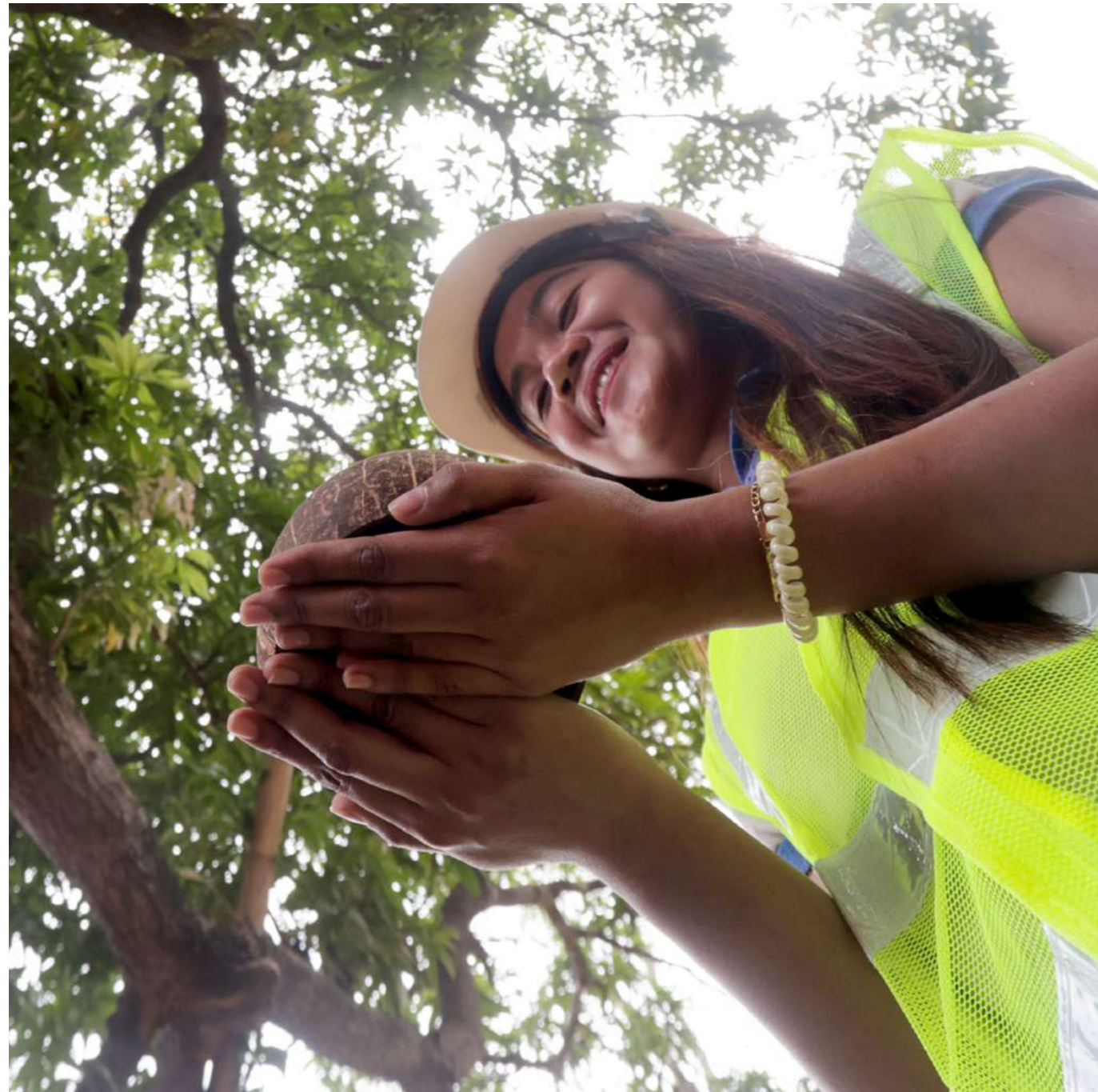
Spearheads the exploration and evaluation of potential opportunities and partnerships to sustain growth and competitive advantage, and considers their climate-related impacts to the relevant stakeholders



ESG Sustainability Group

2-13

Our ESG Sustainability Group ensures that the executive leadership calibrates, coordinates, manages, and communicates climate and ESG focus areas with both our internal and external stakeholders. The Group is responsible for escalating material sustainability issues to the Strategy and Sustainability Committee and senior management for appropriate disposition.



Subgroup	Responsibility
Climate and Sustainability	Champions climate capacity building, develops a carbon transition plan with strategic milestones and targets, pursues potential partnerships to expand carbon offsets, and ensures the coordination of resources for an effective integration of sustainable Environmental, Social, and Governance (ESG) practices.
Environmental and Energy Efficiency	Oversees, manages, and reports on key climate and nature programs and performance metrics, including carbon emissions, carbon intensity, water intensity, biodiversity, and energy efficiency.
Supply Chain	Collaborates with key business partners to pursue technological opportunities across the supply chain for enhancing energy efficiency and waste reduction, reuse, and recycling.
Human Resources	Works closely with key internal stakeholders (employees) to advance ESG initiatives, with a primary focus on the Social Pillar. This includes promoting equal opportunities for all and fostering an inclusive workplace environment.
Social Development	Engages with external stakeholders (impact communities) to advance social ESG initiatives. The focus remains on empowering impact communities toward greater self-reliance through sustainable development programs and strategic partnerships.
Occupational Safety and Health	Directs efforts toward ensuring the safety and well-being of employees, contractors, and communities. They manage rigorous safety protocols to mitigate operational risks across the coal and power segments.

Climate Strategy

Our climate action strategy remains focused on carbon offsets, investment in energy-saving technologies, and thorough implementation of Energy Efficiency and Conservation (EEC) projects. In the second half of 2025, we initiated a comprehensive mapping of our waste streams to enhance our circular economy practices. This initiative identifies opportunities to further reduce the carbon footprint of our products and services by avoiding the energy-intensive extraction and processing phases inherent in the life cycle of virgin materials. Furthermore, in 2025, our offtake of electricity from DMCI power's 2 x 6.2 MW wind turbines commenced, effectively reducing our emissions from diesel used for power generation in our Mining Operations.

Risk Management

In collaboration with a climate and sustainability advisory firm, SMPC has identified key physical and transition risks in line with IFRS S2. These risks are integrated within our Enterprise Risk Management (ERM) framework, including risk taxonomy, categories, types, and continuity planning, to ensure operational and financial resilience.

We regularly monitor updates to climate reporting standards and regulatory requirements, while building capacity to proactively address climate and sustainability-related risks and seize emerging opportunities. This integrated, forward-looking approach strengthens decision-making, supports long-term value creation, and reinforces SMPC's commitment to sustainable, responsible operations.

Metrics and Targets

SMPC systematically tracks Scopes 1, 2, and 3 GHG emissions, water withdrawal and consumption, and energy consumption and efficiency initiatives, which are linked to annual energy savings targets and lead to directly measurable GHG reductions. We actively pursue carbon reduction opportunities through green and blue carbon offset programs and are leveraging data analytics and AI technologies to enhance the effectiveness and precision of these initiatives.

Disclosure Commitment

In 2024, we partnered with a leading professional organization specializing in climate change and sustainability to build our organizational capacity in managing long-term climate risks. This collaboration culminated in the completion of our Climate Risk Assessment and Scenario Analysis in 2025. SMPC is committed to regularly disclosing its environmental performance, risks, and management approaches to all stakeholders. We aim to ensure transparency on material environmental issues — such as emissions, energy use, biodiversity impacts, and climate-related risks — through structured reporting aligned with international frameworks like the GRI Standards and the Philippine SEC Sustainability Reporting Guidelines.





Biodiversity

3-3, 304-1, 304-2, 304-3, 304-4



Biodiversity is integral to our operations, with our initiatives focusing on the conservation and management of the local wildlife.

Our team collaborates with a scientific body of experts, environmental consultants, and national and local government agencies to foster science-based, indigenous, and sustainable programs that go beyond compliance. We also engage with local communities to raise awareness on the importance of biodiversity and empower them to serve as caretakers who contribute to local conservation efforts.

Progressive Rehabilitation and Reforestation

Our rehabilitation and reforestation success was driven by our science-based approach to managing environmental impacts. We planted mangroves for carbon sequestration and coastal community protection. Our reforestation, afforestation, and vegetation projects have extended beyond our operating sites.



719 ha

Mined-out area rehabilitated



1.63M

Trees planted in mined-out area



984K

Trees planted outside of mining area



161 ha

Mangrove area reforested



634K

Mangroves planted on Semirara Island

Conservation Status of Tree Species in Semirara Island

Common Name	Scientific Name	Conservation Status		2025 Inventory
		IUCN Red List ¹	National Conservation List ²	
Alibotbot	<i>Tabernaemontana cordata Merr.</i>	Endangered	Vulnerable	180
Bagilumboy	<i>Syzygium cumini</i>	Least Concern	Other Wildlife Species	270
Balete	<i>Ficus benjamina</i>	Least Concern	Other Wildlife Species	1,501
Balisayon	<i>Terminalia microcarpa</i>	Least Concern	Other Wildlife Species	1,536
Bangkal	<i>Nauclea orientalis</i>	Least Concern	Other Wildlife Species	3,021
Bani	<i>Pongamia pinnata</i>	Least Concern	Other Wildlife Species	8,532
Bayag Usa	<i>Voacanga globosa</i>	Least Concern	Other Wildlife Species	223
Beach agoho	<i>Casuarina equisetifolia L.</i>	Least Concern	Other Wildlife Species	1,494,926
Bignay	<i>Antidesma bunius</i>	Least Concern	Other Wildlife Species	67
Bitaoog	<i>Calophyllum inophyllum</i>	Least Concern	Other Wildlife Species	3,809
Bitoon/Botong	<i>Barringtonia asiatica</i>	Least Concern	Other Wildlife Species	107
Buri	<i>Corypha utan</i>	Least Concern	Other Wildlife Species	418
Coconut	<i>Cocos nucifera L.</i>	Not Evaluated	Other Wildlife Species	2,324
Kalumpang	<i>Sterculia foetida L.</i>	Least Concern	Other Wildlife Species	29
Kamachili	<i>Pithecellobium dulce (Roxb.) Benth.</i>	Least Concern	Other Wildlife Species	339
Kamagong	<i>Diospyros blancoi</i>	Not Evaluated	Vulnerable	17
Kanumay	<i>Diospyros multiflora</i>	Not Evaluated	Other Wildlife Species	84
Mancono	<i>Xanthostemon verdugonianus</i>	Vulnerable	Endangered	42

¹ IUCN Red List is a list of species classified in high risk of global extinction

² National Conservation List or DENR Administrative Order 2017-11 is the national list of threatened Philippine plants

Critically Endangered - refers species, subspecies, variety, or forma that face extremely high risk of extinction in the wild in the immediate future

Endangered - refers to species, subspecies, variety, or forma that is not critically endangered but whose survival in the wild is unlikely if the causal factors continue operating

Vulnerable - refers to a species or subspecies, variety, forma, or other infraspecific categories of plant that is not critically endangered nor endangered but is under threat from adverse factors throughout its range and is likely to move to the endangered category in the future; species categorized by the IUCN as likely to become endangered unless the circumstances threatening its survival and reproduction improve. It is therefore considered to be facing a high risk of extinction in the wild

Near threatened - species does not qualify for Critically Endangered, Endangered or Vulnerable now, but is close to qualifying for or is likely to qualify for a threatened category in the near future

Least Concern - species that has been evaluated by the IUCN but currently not the focus of wildlife conservation because the specific species is still plentiful in the wild

Other Threatened Species - refers to a species or subspecies, variety, forma, or other infraspecific categories that is not critically endangered, endangered, nor vulnerable but is under threat from adverse factors, such as over collection throughout its range and is likely to move to the vulnerable category in the near future

Other Wildlife Species - refers to non-threatened species or subspecies, variety, forma, or other infraspecific categories that have the tendency to become threatened due to destruction of habitat or other similar causes



Terrestrial Biodiversity

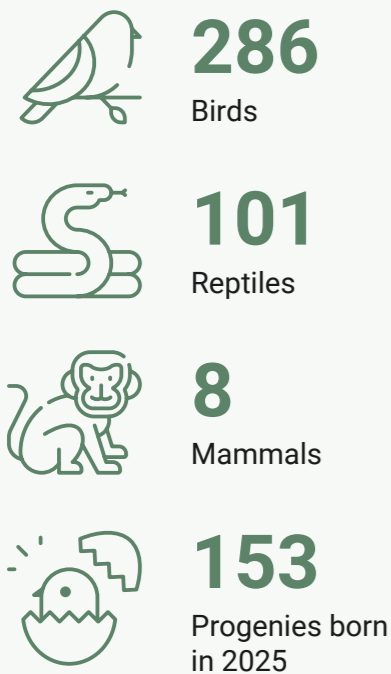
Since 2018, the Semirara Biodiversity Conservation Center (SBCC), known locally as the “Aviary,” has served as a hub for wildlife rehabilitation and terrestrial biodiversity conservation on Semirara Island. SBCC rehabilitates vulnerable species from Mindoro and Western Visayas, while also running educational tour programs and awareness campaigns to engage communities and local stakeholders.

SMPC conducts seasonal biodiversity assessments, supported by third-party consultants, to monitor species diversity and ecosystem health around operational areas. These assessments consistently highlight Semirara Island’s rich biodiversity, demonstrating the effectiveness of our ongoing programs. Through these initiatives, we aim to further strengthen our environmental stewardship and reduce ecological impacts.

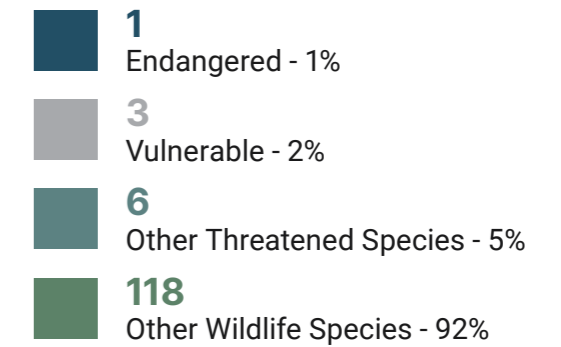
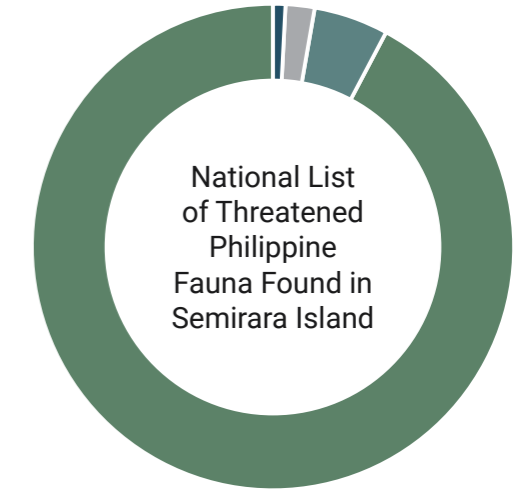
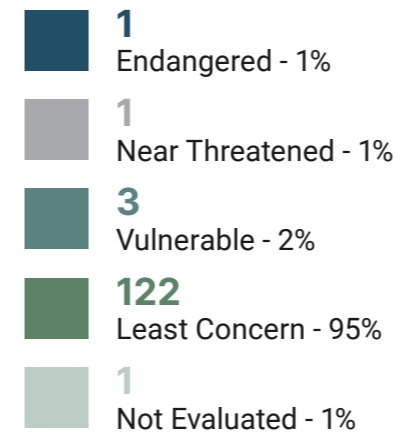
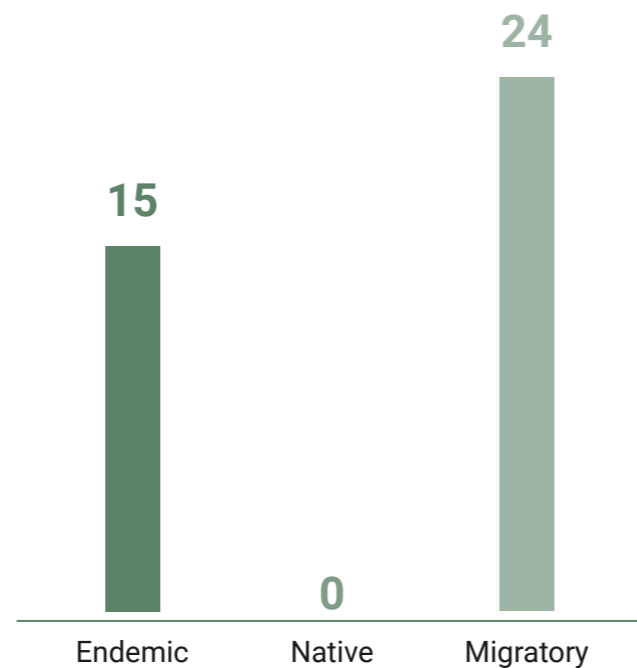
Bird Species’ Presence in Semirara Island



Fauna Taken Cared of by SBCC



Geographic Distribution of Birds Observed in Semirara Island



Observed Fauna Presence in Semirara Island

Common Name	Scientific Name	Endemicity	Conservation Status	
			IUCN Red List	National Conservation List ¹
Golden-bellied Gerygone	<i>Gerygone sulphurea</i>	Resident	Least Concern	Other Wildlife Species
Brahminy Kite	<i>Haliastur indus</i>	Resident	Least Concern	Other Wildlife Species
Oriental Skylark	<i>Alauda gulgula</i>	Resident	Least Concern	Other Wildlife Species
Collared Kingfisher	<i>Todiramphus chloris</i>	Resident	Least Concern	Other Wildlife Species
Philippine Duck	<i>Anas Luzonica</i>	Endemic	Vulnerable	Vulnerable
Wandering Whistling-duck	<i>Dendrocyna arcuata</i>	Resident	Least Concern	Other Wildlife Species
Ameline Swiftlets	<i>Aerodramus amelis</i>	Endemic	Least Concern	Other Wildlife Species
Grey-rumped Swiftlets	<i>Collocalia marginata</i>	Endemic	Least Concern	Other Wildlife Species
Pygmy Swiftlets	<i>Collocalia troglodytes</i>	Endemic	Least Concern	Other Wildlife Species
Great Egret	<i>Ardea alba</i>	Resident, Migratory	Least Concern	Other Wildlife Species
Eastern Cattle Egret	<i>Ardea coromandus</i>	Resident, Migratory	Least Concern	Other Wildlife Species
Medium Egret	<i>Ardea intermedia</i>	Resident, Migratory	Least Concern	Other Wildlife Species
Purple Heron	<i>Ardea purpurea</i>	Resident	Least Concern	Other Wildlife Species
Javan Pond Heron	<i>Ardeola speciosa</i>	Resident	Least Concern	Other Wildlife Species
Cinnamon Bittern	<i>Ixobrychus cinnamomeus</i>	Resident	Least Concern	Other Wildlife Species
Yellow Bittern	<i>Ixobrychus sinensis</i>	Resident	Least Concern	Other Wildlife Species
Striated Heron	<i>Butorides atricapilla</i>	Resident, Migratory	Least Concern	Other Wildlife Species
Little Egret	<i>Egretta garzetta</i>	Resident, Migratory	Least Concern	Other Wildlife Species
Nankeen Night Heron	<i>Nycticorax caledonicus</i>	Resident	Least Concern	Other Wildlife Species
Black-crowned Night Heron	<i>Nycticorax nycticorax</i>	Resident	Least Concern	Other Wildlife Species
White-breasted Woodswallow	<i>Artamus leucorhynchus</i>	Resident	Least Concern	Other Wildlife Species
Large-tailed Nightjar	<i>Caprimulgus macrurus</i>	Resident	Least Concern	Other Wildlife Species
Philippine Nightjar	<i>Caprimulgus manillensis</i>	Resident	Least Concern	Other Wildlife Species





Common Name	Scientific Name	Endemicity	Conservation Status	
			IUCN Red List	National Conservation List ¹
Pied Triller	<i>Lalage nigra</i>	Resident	Least Concern	Other Wildlife Species
Little Ringed Plover	<i>Charadrius dubius</i>	Resident, Migratory	Least Concern	Other Wildlife Species
Golden-headed Cisticola	<i>Cisticola exilis</i>	Resident	Least Concern	Other Wildlife Species
Grey-capped Emerald Dove	<i>Chalcophaps indica</i>	Resident	Least Concern	Other Wildlife Species
Zebra Dove	<i>Geopelia striata</i>	Resident	Least Concern	Other Wildlife Species
Black-chinned Fruit Dove	<i>Ptilinopus leclancheri</i>	Near Endemic	Least Concern	Other Wildlife Species
Eastern Spotted Dove	<i>Spilopelia chinensis</i>	Resident	Least Concern	Other Wildlife Species
Philippine Collared-dove	<i>Streptopelia dusumieri</i>	Near Endemic	Vulnerable	Endangered
Red Collared Dove	<i>Streptopelia tranquebarica</i>	Resident	Least Concern	Other Wildlife Species
Philippine Green Pigeon	<i>Treron axillaris</i>	Endemic	Least Concern	Vulnerable
Pink-necked Green-pigeon	<i>Treron vernans</i>	Resident	Least Concern	Other Wildlife Species
Philippine Jungle Crow	<i>Corvus philippinus</i>	Endemic	Least Concern	Other Wildlife Species
Lesser Coucal	<i>Centropus bengalensis</i>	Resident	Least Concern	Other Wildlife Species
Philippine Coucal	<i>Centropus viridis ssp. mindorensis</i>	Endemic	Least Concern	Other Wildlife Species
Oriental Cuckoo	<i>Cuculus optatus</i>	Migratory	Least Concern	Other Wildlife Species
Asian Koel	<i>Eudynamis scolopaceus</i>	Resident	Least Concern	Other Wildlife Species
Cuyo Drongo	<i>Dicrurus palawanensis ssp. cuyensis</i>	Endemic	Least Concern	Other Wildlife Species
Chestnut Munia	<i>Lonchura atricapilla</i>	Resident	Least Concern	Other Wildlife Species
Scaly-breasted Munia	<i>Lonchura punctulata</i>	Resident	Least Concern	Other Wildlife Species
Glareola maldivarum	<i>Oriental Pratincole</i>	Resident, Migratory	Least Concern	Other Wildlife Species
Pacific (House) Swallow	<i>Hirundo javanica</i>	Resident	Least Concern	Other Wildlife Species
Brown Shrike	<i>Lanius cristatus</i>	Migratory	Least Concern	Other Wildlife Species
Whiskered Tern	<i>Chlidonias hybrida</i>	Migratory	Least Concern	Other Wildlife Species
Striated Grassbird	<i>Megalurus palustris</i>	Resident	Least Concern	Other Wildlife Species

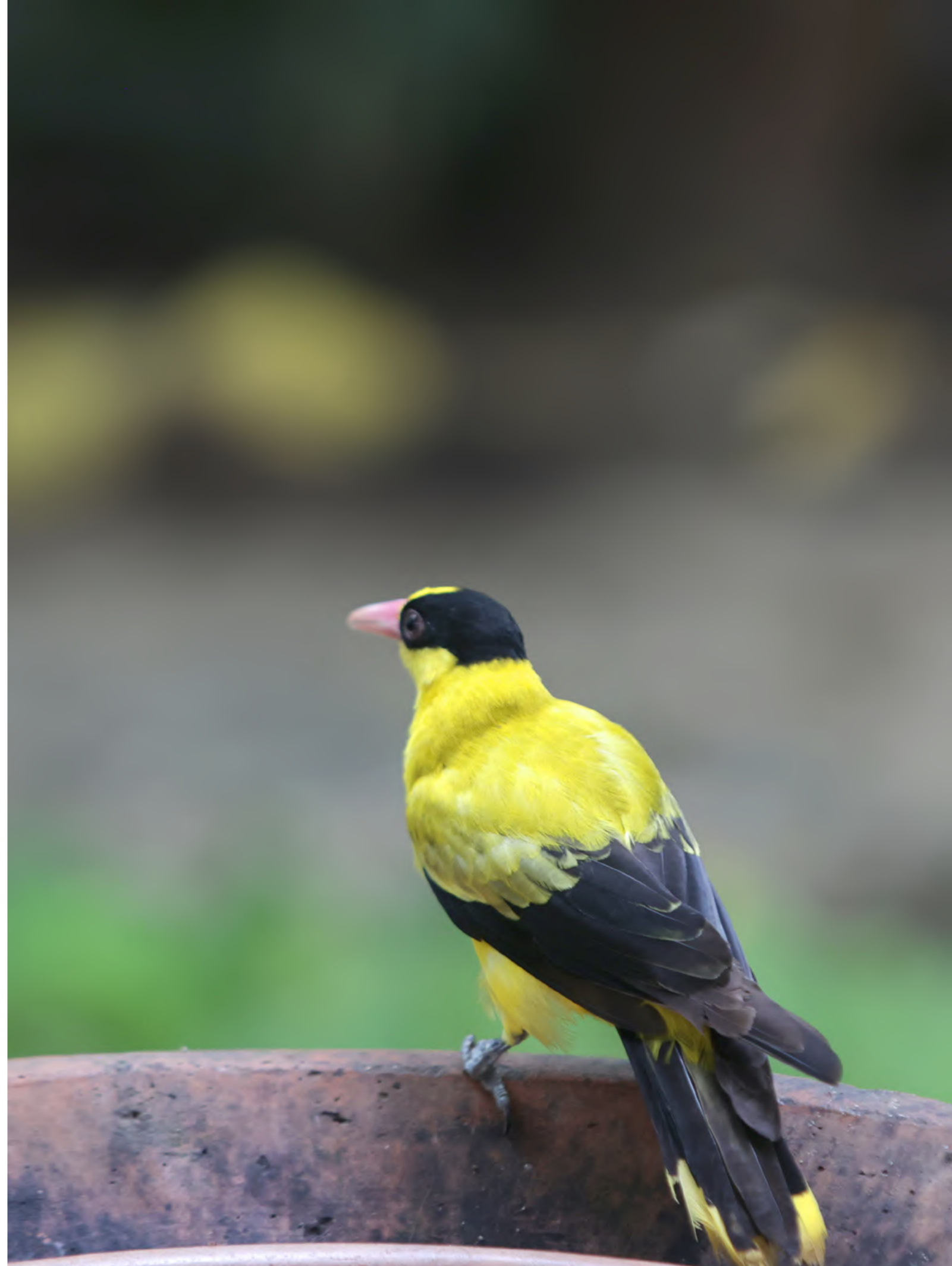
Common Name	Scientific Name	Endemicity	Conservation Status	
			IUCN Red List	National Conservation List ¹
Tawny Grassbird	<i>Cincloramphus timoriensis</i>	Resident	Least Concern	Other Wildlife Species
Rufous-crowned Bee-eater	<i>Merops americanus</i>	Endemic	Least Concern	Other Wildlife Species
Blue-tailed Bee-eater	<i>Merops philippinus</i>	Resident	Least Concern	Other Wildlife Species
Paddyfield Pipit	<i>Anthus rufulus</i>	Resident	Least Concern	Other Wildlife Species
Grey Wagtail	<i>Motacilla cinerea</i>	Migratory	Least Concern	Other Wildlife Species
Philippine Magpie-robin	<i>Copsychus mindanensis</i>	Endemic	Least Concern	Other Wildlife Species
Philippine Blue-flycatcher	<i>Cyornis rufigastra ssp. simplex</i>	Resident	Least Concern	Other Wildlife Species
Grey-streaked Flycatcher	<i>Muscicapa griseisticta</i>	Migratory	Least Concern	Other Wildlife Species
Garden Sunbird	<i>Cinnyris jugularis</i>	Resident	Least Concern	Other Wildlife Species
Black-naped Oriole	<i>Oriolus chinensis</i>	Resident	Least Concern	Other Wildlife Species
Eurasian Tree Sparrow	<i>Passer montanus</i>	Introduced	Least Concern	Other Wildlife Species
Red Junglefowl	<i>Gallus gallus</i>	Resident	Least Concern	Other Wildlife Species
Arctic Warbler	<i>Phylloscopus borealis</i>	Migratory	Least Concern	Other Wildlife Species
Western Hooded Pitta	<i>Pitta sordida</i>	Resident	Least Concern	Other Wildlife Species
Little Grebe	<i>Tachybaptus ruficollis</i>	Resident	Least Concern	Other Wildlife Species
Philippine Hanging Parrot	<i>Loriculus philippensis</i>	Endemic	Least Concern	Other Wildlife Species
Mindoro Bulbul	<i>Hypsipetes mindorensis</i>	Endemic	Least Concern	Other Wildlife Species
Plain Bush-hen	<i>Amaurornis olivacea</i>	Endemic	Least Concern	Other Wildlife Species
White-breasted Waterhen	<i>Amaurornis phoenicurus</i>	Resident	Least Concern	Other Wildlife Species
Watercock	<i>Gallicrex cinerea</i>	Resident	Least Concern	Other Wildlife Species
Common Moorhen	<i>Gallinula chloropus</i>	Resident, Migratory	Least Concern	Other Wildlife Species
Barred Rail	<i>Hypotaenidia torquata</i>	Resident	Least Concern	Other Wildlife Species
White-browed Crake	<i>Poliolimnas cinereus</i>	Resident	Least Concern	Other Wildlife Species
Slaty-legged Crake	<i>Rallina eurizonoides</i>	Resident	Least Concern	Other Wildlife Species





Common Name	Scientific Name	Endemicity	Conservation Status	
			IUCN Red List	National Conservation List ¹
Black-winged Stilt	<i>Himantopus himantopus</i>	Migratory	Least Concern	Other Wildlife Species
Pied Stilt	<i>Himantopus leucocephalus</i>	Resident, Migratory	Least Concern	Other Wildlife Species
Philippine Pied Fantail	<i>Rhipidura nigritorquis</i>	Endemic	Least Concern	Other Wildlife Species
Common Sandpiper	<i>Actitis hypoleucos</i>	Migratory	Least Concern	Other Wildlife Species
Mantanani Scops Owl	<i>Otus mantananensis ssp. romblonis</i>	Near Endemic	Least Concern	Vulnerable
Asian Glossy Starling	<i>Aplonis panayensis</i>	Resident	Least Concern	Other Wildlife Species
Coleto	<i>Sarcops calvus</i>	Near Endemic	Least Concern	Other Wildlife Species
Barred Buttonquail	<i>Turnix suscitator</i>	Resident	Least Concern	Other Wildlife Species
Philippine Long-tailed Macaque	<i>Macaca fascicularis ssp. philippensis</i>	Resident Endemic	Near Threatened	Other Wildlife Species
Polynesian Rat	<i>Rattus exulans</i>	Non-native	Least Concern	Other Wildlife Species
Common Short-nosed Fruit Bat	<i>Cynopterus brachyotis</i>	Resident	Least Concern	Other Wildlife Species
Long-tongued Nectar Bat	<i>Macroglossus minimus</i>	Resident	Least Concern	Other Wildlife Species
Greater Musky Fruit Bat	<i>Ptenochirus jagori</i>	Endemic	Least Concern	Other Wildlife Species
Small Flying Fox	<i>Pteropus hypomelanus</i>	Resident	Least Concern	Other Wildlife Species
Yellowface Horseshoe Bat	<i>Rhinolophus virgo</i>	Endemic	Least Concern	Other Wildlife Species
Asian House Shrew	<i>Suncus murinus</i>	Non-native	Least Concern	Other Wildlife Species
Marine Toad	<i>Rhinella marina</i>	Introduced	Least Concern	Other Wildlife Species
Philippine Grass Frog/Luzon Wart Frog	<i>Fejervarya vittigera</i>	Endemic	Least Concern	Other Wildlife Species
Crab-eating Frog	<i>Fejervarya cancrivora</i>	Resident	Least Concern	Other Wildlife Species
Chinese Edible Frog	<i>Hoplobatrachus rugulosus</i>	Resident	Least Concern	Other Wildlife Species
Mindoro Fanged Frog	<i>Limnonectes beloncioi</i>	Endemic	Not Evaluated	Other Wildlife Species
Banded Bullfrog	<i>Kaloula pulchra</i>	Introduced	Least Concern	Other Wildlife Species
Common Tree Frog	<i>Polypedates leucomystax</i>	Resident	Least Concern	Other Wildlife Species

Common Name	Scientific Name	Endemicity	Conservation Status	
			IUCN Red List	National Conservation List ¹
Dog-toothed Cat Snake	<i>Boiga cynodon</i>	Resident	Least Concern	Other threatened Species
Paradise Tree Snake	<i>Chrysopelea paradisi</i>	Endemic	Least Concern	Other Wildlife Species
Philippine Rat Snake	<i>Coelognathus erythrurus</i>	Endemic	Least Concern	Other threatened Species
Philippine Lamp-black Tree Snake	<i>Dendrelaphis fuliginosus</i>	Endemic	Least Concern	Other Wildlife Species
Bronzeback Snake	<i>Dendrelaphis marenae</i>	Resident	Least Concern	Other Wildlife Species
Red-tailed Green Rat Snake	<i>Gonyosoma oxycephalum</i>	Resident	Least Concern	Other threatened Species
King Cobra	<i>Ophiophagus hannah</i>	Resident	Vulnerable	Other threatened Species
Tokay Gecko	<i>Gekko gekko</i>	Resident	Least Concern	Other threatened Species
Mindoro Narrow-mouthed Gecko	<i>Hemidactylus frenatus</i>	Endemic	Least Concern	Other Wildlife Species
Common House Gecko	<i>Hemidactylus frenatus</i>	Resident	Least Concern	Other Wildlife Species
Flat-tailed House Gecko	<i>Hemidactylus platyurus</i>	Resident	Least Concern	Other Wildlife Species
Philippine Box Turtle	<i>Cuora philippinensis</i>	Endemic	Endangered	Other threatened Species
Reticulated Python	<i>Malayopython reticulatus</i>	Resident	Least Concern	Other threatened Species
Brown Mabuya	<i>Eutropis multifasciata</i>	Resident	Least Concern	Other Wildlife Species
Bangon Monitor Lizard	<i>Varanus bangonorum</i>	Endemic	Least Concern	Other threatened Species
Japanese Sparrowhawk	<i>Tachyspiza gularis</i>	Migratory	Least Concern	Other Wildlife Species
Common Kingfisher	<i>Alcedo atthis</i>	Migratory	Least Concern	Other Wildlife Species
Ruddy Kingfisher	<i>Halcyon coromanda</i>	Migratory	Least Concern	Other Wildlife Species
Ridgetop Swiftlet	<i>Collocalia isonota</i>	Endemic	Least Concern	Other Wildlife Species
Pacific Reef Heron	<i>Egretta sacra</i>	Resident	Least Concern	Other Wildlife Species
Pied Imperial Pigeon	<i>Ducula bicolor</i>	Resident	Least Concern	Other Wildlife Species
Pacific (House) Swallow	<i>Hirundo javanica</i>	Resident	Least Concern	Other Wildlife Species
Barn Swallow	<i>Hirundo rustica</i>	Resident	Least Concern	Other Wildlife Species
Philippine Megapode	<i>Megapodius cumingii</i>	Resident	Least Concern	Other Wildlife Species





Common Name	Scientific Name	Endemicity	Conservation Status	
			IUCN Red List	National Conservation List ¹
Pechora Pipit	<i>Anthus gustavi</i>	Migratory	Least Concern	Other Wildlife Species
Blue Rock Thrush	<i>Monticola solitarius</i>	Resident, Migratory	Least Concern	Other Wildlife Species
Asian Brown Flycatcher	<i>Muscicapa dauurica</i>	Migratory	Least Concern	Other Wildlife Species
Osprey	<i>Pandion haliaetus</i>	Migratory	Least Concern	Other Wildlife Species
Western Hooded Pitta	<i>Pitta sordida</i>	Resident	Least Concern	Other Wildlife Species
Long-toed Stint	<i>Calidris subminuta</i>	Migratory	Least Concern	Other Wildlife Species
Eurasian Whimbrel	<i>Numenius phaeopus</i>	Migratory	Least Concern	Other Wildlife Species
Green Sandpiper	<i>Tringa ochropus</i>	Migratory	Least Concern	Other Wildlife Species
Common Redshank	<i>Tringa totanus</i>	Migratory	Least Concern	Other Wildlife Species
Chestnut-cheeked Starling	<i>Agropsar philippensis</i>	Migratory	Least Concern	Other Wildlife Species
Asian House Rat	<i>Rattus tanezumi</i>	Non-native	Least Concern	Other Wildlife Species
Cave Nectar Bat	<i>Eonycteris spelaea</i>	Resident	Least Concern	Other Wildlife Species

¹Updated National List of Threatened Philippine Fauna (DAO 2019-09)

In Focus:
SMPC Partners with Caluya Tourism Office for Coastal Reforestation



SMPC marked Tourism Month by turning over 250 tree seedlings to the Caluya Municipal Tourism Office on September 9 at Pinagpala Pier in Barangay Semirara. The seedlings, consisting of 100 Beach Agoho, 50 Bitao, 50 Molave, and 50 Narra, will support a coastal tree-planting activity in Caluya’s watershed areas, one of the featured programs for the month-long celebration. This initiative underscores the company’s ongoing support for environmental conservation and sustainable local tourism.

Marine and Coastal Biodiversity

Established in 2010, the Semirara Marine Hatchery and Laboratory (SMHL) is a key pillar of our marine and coastal biodiversity conservation initiatives around Semirara Island. SMHL has pioneered work in marine biodiversity that focuses on coral reef rehabilitation and giant clam propagation. Today, it remains the only privately managed facility in the Philippines dedicated to giant clam breeding, propagation, and coral reef rehabilitation.



8 out of 12

Known species of Giant Clams propagated in SMHL



81K

Giant Clams reseeded within Semirara waters since 2010



191K

Giant Clams propagated since 2010



In Focus:

Giant Clam Conservation for Earth Month



In celebration of Earth Month, SMPC conducted the reseeded of 50 giant clams into protected coastal waters, contributing to the recovery of reef ecosystems on Semirara Island. The initiative included the release of *Tridacna gigas*, a critically endangered species vital to marine biodiversity.

The activity highlights the SMPC's continued investment in biodiversity conservation and responsible ecosystem management. Since 2010, SMPC's Semirara Marine Hatchery and Laboratory has reseeded more than 191,000 giant clams through its dedicated marine hatchery, reflecting sustained efforts to enhance coastal resilience and ecological balance.

Giant Clam Species Propagated

Common Name	Scientific Name	Conservation Status	
		IUCN Red List	CITES Appendix II ¹
True Giant Clam	<i>Tridacna gigas</i>	Critically Endangered	Endangered
Smooth Giant Clam	<i>Tridacna derasa</i>	Endangered	Endangered
Fluted Giant Clam	<i>Tridacna squamosa</i>	Least Concern	Endangered
Small Giant Clam	<i>Tridacna maxima</i>	Least Concern	Endangered
Crocus Clam	<i>Tridacna crocea</i>	Least Concern	Endangered
Noah's Giant Clam	<i>Tridacna noae</i>	Least Concern	Endangered
Horse's Hoof Clam	<i>Hippopus hippopus</i>	Vulnerable	Endangered
China Clam	<i>Hippopus porcellanus</i>	Vulnerable	Endangered

¹ CITES or Convention on the International Trade of Endangered Species of Wild Flora and Fauna is an international agreement regulating wildlife trade. Under DAO 2019-09, species in Appendix II are classified as Endangered and are subject to strict trade controls.

Since 2012, we have conducted river and coastal clean-up activities as part of our broader conservation efforts. These initiatives are made possible through the sustained collaboration of our employees, local communities, and government agencies. In 2025, we continued these efforts in partnership with local communities, local government units, and the Department of Environment and Natural Resources (DENR), reinforcing our shared commitment to protecting coastal and marine ecosystems.



7

River clean-ups



3

Coastal clean-ups



1.6K kg

Total waste collected

Habitat Restoration and Protection

304-3

Managing and maintaining the range of flora and fauna habitats on or near our operations is integral to our commitment to responsible environmental stewardship. As such, we adhere to three principles in our biodiversity efforts: **Avoid, Reduce, and Transform.**

Avoid

Through SBCC and SMHL, our biodiversity programs proactively mitigate potential impacts to the Semirara Island ecosystem.

Reduce

We implement progressive mine rehabilitation as a proactive strategy to minimize the environmental impact of our mining operation.

Once areas are mined out, we commence backfilling to decrease public health and safety hazards. We then conduct tree planting efforts to ensure soil stability and reduce erosion.

Transform

We believe in restoration that surpasses compliance. We rehabilitate and repurpose the land for productive, sustainable uses that support both the environment and local communities.



Habitats Restored and/or Protected	Area (hectares)
Semirara Island, Caluya, Antique	
Barangay Tinogboc Marine Protected Area	49.77
Barangay Alegria Marine Protected Area	87.95
Barangay Semirara Marine Protected Area Semirara Marine Hatchery and Laboratory (SMHL)	150
Semirara Biodiversity Conservation Center (SBCC)	2.0
Reforested Areas within Mining Complex	719
Other Reforested Areas within Semirara Island	596.51
Rehabilitated Mangrove Forests	160.6
Sub-total	1,765.83
Calaca and Balayan, Batangas	
Barangay Carenahan Marine Protected Area	6.5
Dacanlao and Cawong River	0.16*
Adopt-A-Forest Program in Barangay Patugo, Balayan, Batangas	80
Sub-total	86.66
GRAND TOTAL	1,852.49

*Approximate area as the adopted riverbank is three kilometers

Water and Effluents

3-3, 303-1, 303-2, 303-3, 303-4, 303-5



We implement responsible water management practices to minimize environmental impact while ensuring equitable access for operations and communities, in compliance with the Clean Water Act (RA 9275) and DENR Administrative Order No. 2016-08.

Most of our water comes from freshwater sources, including rivers, springs, and groundwater. Our water sourcing practices include a mix of freshwater bodies, desalination plants, rainwater collection systems, and impounded sources, such as South Panian and Sanglay Lake.

We consistently monitor and test water resources to assess the effectiveness of our sustainability efforts, ensuring careful tracking of water.

In Focus:

“Calingaplaya” Initiative Strengthens Community Environmental Efforts



SCPC and SLPGC joined forces with the City of Calaca on May 23 for “Calingaplaya,” a large-scale river and coastal cleanup at Dacanlao River. With 33 volunteers on board, the team collected 135 kilograms of trash and 7.5 kilograms of recyclables, contributing to a cleaner and safer local environment. The activity reinforces proper waste disposal practices and encourages greater community involvement in environmental initiatives.



135 kg

Residual waste recovered



7.5 kg

Recyclable waste recovered

Water Withdrawal (in Megaliters)

303-3



Coal

	2023	2024	2025
Freshwater	2,097	2,474	2,231.20
Surface Water	1,412	314	1,453.6
Bunlao Spring	119	19	0
Sanglay Spring	1,294	295	1453.6
Ground Water	124	230	218.3
Bunlao Well (replaced Bunlao Spring)	0	130	113.7
Puntod Deep Well	0	0	0
Unong Deep Well	0	0	0
Fresh Water Well No. 6	124	100	104.6
Alternatively Sourced Water	560	1,929	559.3
Sanglay Lake	559	1,926	559.2
Rainwater Collection System	0.42	2	0.05
Third-Party Provider*	2	1	2
Sea Water	33,559	34,139	28,635.65
Ilugao Bay	33,559	34,139	28,635.65



Power

Freshwater	765	663	572.36
Surface Water	712	543	532.81
Dacanlao River	712	543	532.81
Ground Water	53	120	39.56
Gate 4 Well	0	1	2.02
BRP Well	0	14	7.68
Raw Water Intake Well	0	18	3.02
DMCI New Bunkhouse	0	75	13.68
Workers Barracks (SBU)	0	12	13.15
Ground Deep Well	53	0	0
Sea Water	1,140,977	1,334,835	1,374,229.26
Balayan Bay**	1,140,977	1,334,835	1,374,229.26

* Includes withdrawal from the corporate office in Makati

** Water withdrawn passes through the Water Treatment Plant. 50% is converted into demineralized water for boiler use, while the remaining 50% recovery at WTP discharged to Balayan Bay is within the DENR limit.



2.8K ML

Total freshwater withdrawal



559.3 ML

Freshwater withdrawal from alternative sources



Water Effluents Management

We prioritize responsible management and mitigation of any potential negative water impacts from our operations. Our pollution control facilities ensure that water effluents and discharges comply with the standards set by the Clean Water Act (Republic Act No. 9275), Water Quality Guidelines (DENR Administrative Order No. 2016-08), and other requirements from the DENR-Environmental Management Bureau. These measures are in place to protect water quality and promote environmental sustainability.

Potential Impact	Pollution Control	Quality Monitoring
Siltation	Pocket sumps ¹ and settling ponds	Effluent Quality Monitoring
Oil-contaminated effluent	Oil-water separators	Ambient Water Quality Monitoring
Chemical-contaminated effluent	Neutralization pond ²	
Sanitary and domestic wastewater	Septage treatment plant	

¹ Practiced by the coal segment in Semirara Island



² Practiced by the power segment in Calaca, Batangas

Freshwater Withdrawal Intensity

	Unit	2023	2024	2025
Consolidated	Megaliters/Billion Php Revenue	37	48.11	53.67
Coal	Megaliters/MT Coal produced	0.00013	0.00016	0.00011
Power	Megaliters/MWh produced	0.00016	0.00012	0.00010

Water Discharge (in Megaliters)

303-4

	Discharge	Location	2023	2024	2025
 Coal	Sea Water	Ilugao Bay	33,261	33,764	28,281.17
	Waste Water	Sewage	1	1	1
 Power	Sea Water	Balayan Bay	1,140,977	1,334,835	1,374,229.26

Water Consumption (in Megaliters)

303-5

	2023	2024	2025
Coal	2,393	2,848	2,583.36
Power	765	663	572.36
Total	3,158	3,511	3,155.72

Water Consumption Intensity

	Unit	2023	2024	2025
Coal	Megaliters/MT Coal produced	0.00011	0.00018	0.00013
Power	Megaliters/MWh produced	0.00016	0.00012	0.00010



Waste Management

3-3, 306-1, 306-2, 306-3, 306-4, 306-5



Effective waste management is essential to reduce our environmental footprint and promote a circular economy. By monitoring and managing waste streams, we minimize waste generation, improve recycling rates, and ensure that all disposed materials are managed in a sustainable and responsible manner.

In our power operations, coal fly ash and bottom ash are efficiently managed and repurposed, supporting circular economy practices. Meanwhile, our mining operations focus on reusing, refurbishing, and repurposing materials, including conveyor rollers, mobile equipment parts, container vans, and other metal components, while also recovering energy from used tires.

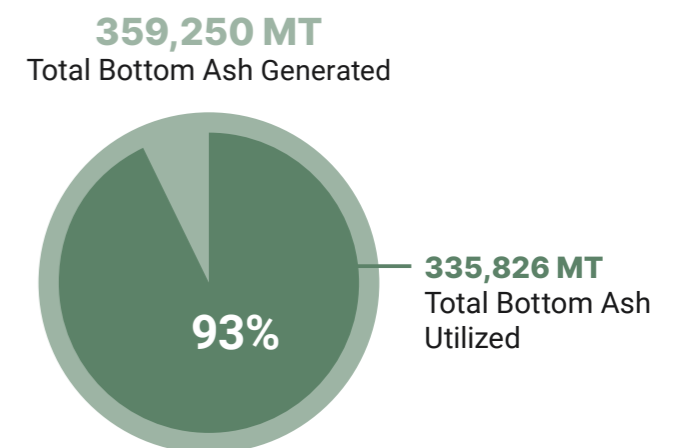
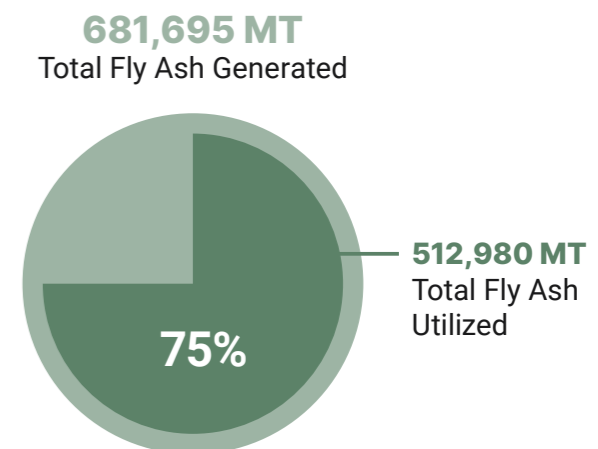


Utilization of Waste Materials

As part of our waste management initiatives, we actively reuse and recycle the non-hazardous wastes we produce.

Used oil is repurposed as start-up fuel for our power plant units, and fly ash is utilized by a third-party as a cement additive. Bottom ash is repurposed for concrete hollow block (CHB) production and asphalt road projects, while remaining volumes are donated to support livelihood initiatives.

Coal Fly and Bottom Ash Utilization for Beneficial Use



Circular Economy

SMPC continues to advance circular economy initiatives across its mining and power operations, embedding resource efficiency and waste minimization into core business processes. By prioritizing lifecycle management and material recovery, the company strengthens operational resilience while generating measurable cost efficiencies. In addition, SMPC further enhances Industrial Symbiosis with its affiliates to further its circular economy's environmental and economic value.

In recent years, we have significantly reduced the need for new conveyor roller purchases through structured refurbishment and recovery programs. In parallel, we have implemented a systematic approach to collecting and processing decommissioned mining tires, converting operational waste into alternative fuel for cement kiln operations and transforming it into a productive energy input.

Circularity is also integrated into our infrastructure development. Salvaged structural steel and recovered materials are repurposed for pit shops, support facilities, and energy system enclosures, while decommissioned water tanks are retrofitted into rainwater harvesting systems. These initiatives demonstrate the financial and operational benefits of disciplined resource management.

Through structured parts repurposing and equipment refurbishment, SMPC extends asset life, reduces capital expenditure, and mitigates Scope 3 upstream emissions associated with new part procurement. Collectively, these efforts reinforce our commitment to sustainable value creation and responsible operational stewardship.



Operations Waste Management



Coded trash bins promote waste segregation



Recyclables are collected in Materials Recovery Facilities (MRF) and sold to recyclers



Compositing facility for biodegradable materials

Overall Waste Management (in MT)

306-3

	Coal	Power	Total
Hazardous	2,211.55	30.57	2,242.12
Non-hazardous	1,128.54	58.54	1,187.08
Diverted from disposal	2,795.85	12.98	2,808.83
Directed to disposal	576.91	39.26	616.17

Mineral waste or overburden is not reported under overall waste management.

Waste Diverted from Disposal (in MT)

306-4

	Coal	Power	Total
Hazardous	2,142	12.98	2,154.98
Preparation for reuse	2,142	0	2,142
Waste Oil	0	0	0
Recycling	0	12.98	12.98
Other recovery options:	0	0	0
Non-hazardous	653.85	0	653.85
Preparation for reuse	0	0	0
Recycling	115.13	0	115.13
Composting	538.72	0	538.72
Other recovery options:	0	0	0

Waste Directed to Disposal (in MT)

306-5

	Coal	Power	Total
Hazardous	102.22	3.28	16.26
Incineration (with energy recovery)	0	0	0
Incineration (without energy recovery)	0	0	0
Landfilling	0	3.28	3.28
Other disposal operations:	0	0	0
Treatment and disposal through government accredited facility	102.22	0	102.22
Non-hazardous	474.69	35.99	510.68
Incineration (with energy recovery)	0	0	0
Incineration (without energy recovery)	0	0	0
Landfilling	0	35.99	35.99
Other disposal operations:	474.69	0	474.69

Non-Hazardous Waste Generated (in MT)

	Coal	Power	Total
Total residual waste	474.69	55.19	529.88
Total biodegradable waste	538.72	0	538.72
Total recyclable waste	115.13	3.35	118.48

Adopting the four Rs

(Reduce, Reuse, Repurpose, Recycle)

In line with the principles of RA 9003, SMPC promotes a circular economy by minimizing waste and optimizing resource use across its operations. We embed the Four R's—Reduce, Reuse, Repurpose, and Recycle—into our business practices, with a strong focus on recycling industrial byproducts, notably fly ash and bottom ash, which are generated through our energy production processes. Through reprocessing and repurposing of these materials, we reduce landfill disposal while creating secondary products that can be used in construction, cement production, and other industries. Where the four Rs are not applicable, refurbishing of spare parts and energy recovery are also implemented.

In Focus:
Plant Operations and Waste Management Awareness in Local Barangays



SCPC and SLPGC recently hosted awareness campaigns on solid waste management in Brgy. San Rafael and Brgy. Dacanlao. The activities engaged 150 residents in total, raising awareness on proper waste disposal, environmental care, and the operational processes of the plants. These initiatives demonstrate SMPC's commitment to community engagement, environmental responsibility, and transparent communication with stakeholders.

1  **Generation**
SMPC Mining Complex

2  **Segregation**
Waste classification

3  **Collection**
SMPC Admin General and Services

4  **Disposal**
Coded trash bins promote waste segregation

Biodegradable

- Community Composting Drums
- Bioreactor Digester
- Vern composting facility
- Food waste and feeds for agro farming use

Recyclable

- Disposal through waster collector or scrap buyers
- Repurposing of shipping containers to housing units

Biodegradable

- Use of backfilling material
- Repurposed coal fly ash as concrete additives (e.g hallow block making)

Special Hazardous

- Recovery and transport to DENR accredited TSD facility

Air Emissions

3-3, 305-7



Our commitment to environmental stewardship underpins our continued efforts to monitor, manage, and reduce emissions from our operations. These include sulfur oxides (SO_x), nitrogen oxides (NO_x), particulate matter, carbon monoxide, and other hazardous substances such as mercury, cadmium, arsenic, and lead; all of which may pose risks to public health and the environment. As such, we place strong emphasis on effective and responsible emissions management.

To manage particulate matter and other pollutants, we utilize equipment for controlling particulate matter and pollutants, which includes electrostatic precipitators, limestone injections, wet scrubbers, cyclone separators, and covered coal yards. For our mining operations, we manage fugitive emissions by using watering sprinklers, dust suppressors, mobile water trucks, and atomizers. Continuous air quality monitoring ensures compliance and the effectiveness of these measures.



Coal

305-7

To meet the energy needs of operating the largest open-pit mine in the country, we operate three thermal power plants and two generator sets. These facilities, along with coal stockyards and mining equipment, serve as our primary stationary sources of air emissions. To mitigate environmental impacts, we apply effective control measures and best practices, supported by comprehensive air quality monitoring.

Pollutant	Prevention at Source	Air Emission Control	Air Quality Monitoring
NO _x	Circulating Fluidized Bed (CFB) Technology		Continuous Emissions Monitoring System (CEMS)
SO _x	CFB technology Low sulfur fuel	Flue gas desulfurization Limestone injection	Stack Emission Monitoring Ambient Air Quality Monitoring Data Acquisition and Handling System (DAHS)
Particulate Matter (including fugitive dust)	Covered coal yard and conveyor lines Water sprinkler Mobile water trucks Atomizers	Filter bags Cyclone separator Electrostatic precipitator	CCTV Monitoring

Power

305-7

We proactively inform our host communities of power plant startup schedules, potential impacts, and corresponding mitigation measures through timely and transparent communication. We also conduct facility inspections and engage key stakeholders through regular dialogues to address community concerns and maintain open channels of engagement.

Pollutant	Prevention at Source	Air Emission Control	Air Quality Monitoring
NO _x	Circulating Fluidized Bed (CFB) technology Using low NO _x burners Tangential firing system		Continuous Emissions Monitoring System (CEMS)
SO _x	Circulating Fluidized Bed CFB technology Low sulfur fuel	Flue gas desulfurization Limestone injection	Stack Emission Monitoring Ambient Air Quality Monitoring Data Acquisition and Handling System (DAHS)
Particulate Matter (including fugitive dust)	Covered coal yard and conveyor lines Using low ash coal	Electrostatic precipitator	CCTV Monitoring

GHG Emissions

3-3, 305-1, 305-2, 305-3, 305-4, 305-5

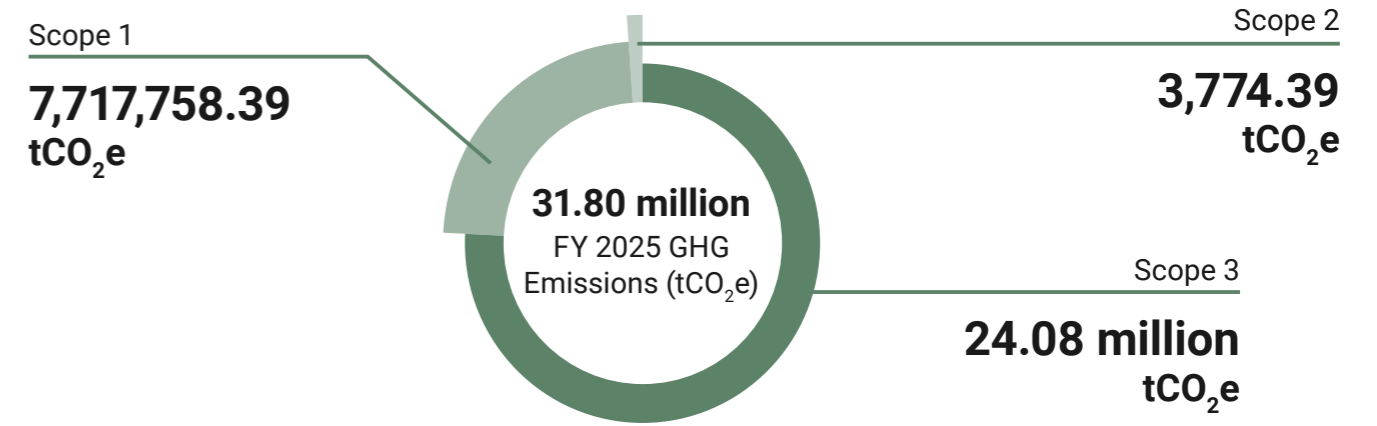
We measure and manage greenhouse gas (GHG) emissions across our operations, and recognize their impacts on climate change and environmental degradation. We pursue carbon reduction through energy efficiency, the adoption of cleaner technologies, and improvements in the processes and operations to enhance both our environmental and operational performance.

This section outlines our key emissions sources, the mitigation strategies we have implemented, and our progress toward international climate objectives. By embedding climate awareness into our emissions management framework, we manage climate-related risks, support international climate objectives, and strengthen long-term value creation for investors and other stakeholders.



GHG Emissions Accounting

Our GHG emissions are quantified in accordance with internationally recognized methodologies, including ISO 14064-01:2018, the Greenhouse Gas (GHG) Protocol, IPCC Guidelines, and Ambient and Source Emissions Standards. Emission factors and global warming potential (GWP) rates are derived from the IPCC’s Sixth Assessment Report, the GHG Protocol, and the U.S. Environmental Protection Agency. This approach supports a reliable estimation of our organizational carbon footprint and value chain impacts.



By segment

In 2025, our direct emissions increased in both coal and power segments, which reflects the continued operational reliability that sustained productivity levels year on year. This increase is also attributable to our GHG methodology refinements, which more accurately capture coal consumption at SCPC and SLPGC.

Coal	Units	2023	2024	2025
Scope 1*	tCO ₂ e	1,518,034	1,562,646	1,854,481
Scope 2 (location-based)**	tCO ₂ e	318	312	256.32

*Includes Scopes 1 emission data from the corporate office in Makati

**Scope 2 emission data from the corporate office in Makati

Impacts and emission of wind farm as electricity offtaker are not yet included in this computation.

Power	Units	2023	2024	2025
Scope 1	tCO ₂ e	5,070,000	5,245,459	5,863,277
Scope 2 (location-based)	tCO ₂ e	7,032	11,804	3,518.07

Emission Sources

	Scope 1							Scope 2
	CO ₂	CH ₄	N ₂ O	HFCs	PFCs	SF ₆	NF ₃	Purchased electricity
Coal	✓	✓	✓	✓	X	X	X	✓
Power	✓	✓	✓	✓	X	X	X	✓

Scope 3 Emissions

305-3

Our Scope 3 emissions for 2025 totaled 24.08 million tCO₂e, which reflects a significant decrease following refinements to our methodology to eliminate the double counting of coal consumption at SCPC and SLPGC across Scope 1 and Scope 3 emissions. By improving emissions-source classification, we have enhanced the precision of our GHG disclosures, in alignment with the IFRS S2 reporting requirements.

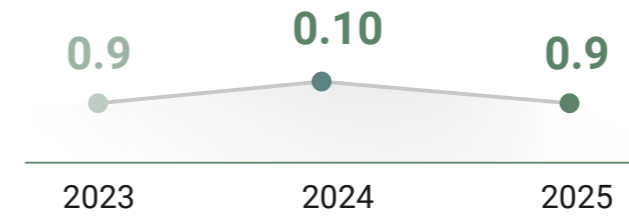


In 2025, our total scope emissions reached 31.80 million metric tons (MMT) of CO₂e, reflecting a reduction of over 2.00 million tCO₂e, or 5.91% compared with the previous year. This improvement was driven by the continued rollout of Energy Efficiency and Conservation (EEC) projects across our thermal power plant units, which delivered both cost savings and operational efficiency. In addition, we refined our GHG methodology to more accurately capture coal consumption at SCPC and SLPGC, which resulted in improved precision in our emissions measurement.

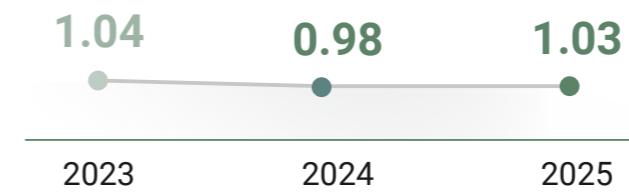
GHG Emissions Intensity

305-4

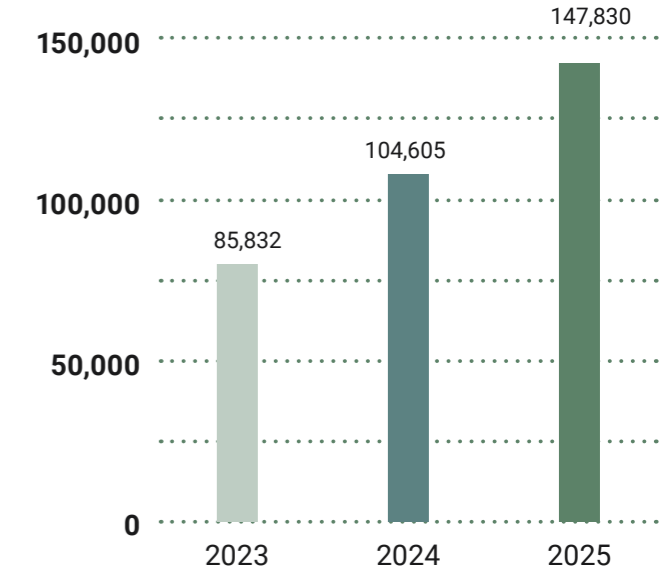
Coal (tCO₂e / Ton of coal produced)



Power (tCO₂e / MWh produced)



Consolidated (tCO₂e / Billion revenue)

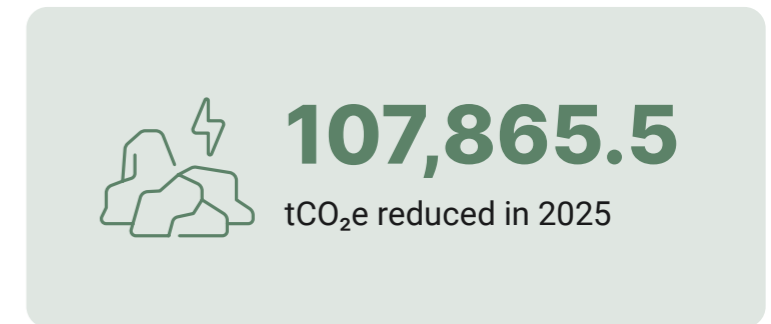


	Units	2023	2024	2025
Consolidated	tCO ₂ e / Billion revenue	85,832	104,605	147,830
Coal	tCO ₂ e / Ton of coal produced	0.09	0.10	0.09
Power	tCO ₂ e / MWh produced	1.04	0.98	1.03

Reduction of GHG Emissions

305-5

GHG reductions are driven by the ongoing implementation of Energy Efficiency and Conservation (EEC) programs. In 2025, 12,247,145 kWh was saved through sourcing electricity from wind turbines as an offtaker to augment the energy needs of our mining operations.



Land Use

3-3, 304-1



SMPC aims to create an environment that merges sustainable practices with our current land use within the area where we operate, and ensure that this does not impact local communities.

As part of our commitment, we successfully completed the largest and fastest open-pit mine rehabilitation project in the Philippines following the closure of Panian mine in 2016. At present, Panian is a biodiversity hub, with over 401,261 surviving trees in South Panian and an array of bird species.

Through innovative rehabilitation initiatives, we seek to restore biodiversity, improve soil quality, and repurpose these lands for sustainable uses, including agriculture and community development.



719 ha
Mine area rehabilitated



161 ha
Mangrove area reforested

Mine Rehabilitation and Restoration Overburden Management

(in million bank cubic meters, BCM)

Mineral Waste	2023	2024	2025
Waste generated (i.e., Volume of overburden removed)	209	226	228
Waste diverted from disposal (i.e., In-pit, road resurfacing, sea barrier)	180	153	115
Waste directed to disposal (i.e., North Panian)	30	73	113



Materials

3-3, 301-1



Sustainability at SMPC is anchored in the efficient use of resources across all areas of our operations. By optimizing material consumption, we seek to minimize our environmental footprint while ensuring continued operational efficiency.

This section outlines our approach to managing key materials such as coal, fuel, and other critical inputs, and the strategies we implement to ensure their sustainable use.

Under the DOE's Coal Operating Contract No. 5, we are authorized to prudently explore, develop, and extract coal resources on Semirara Island. In addition, our power plants utilize gasoline and diesel as supplemental fuel sources to

meet the operational and electricity needs of impact communities. In 2025, we also began sourcing wind energy for our mining operations as an offtaker of electricity produced by DMCI Power Corporation's wind turbines on Semirara Island.

Our power segment maintains the bare minimum of coal needed to meet market needs and guarantee secure material storage. This approach reduces risks, manages waste, prevents spontaneous combustion, and mitigates operational hazards. To fulfill operational requirements and minimize supply chain interruptions, diesel and gasoline are kept at our limited fuel depot on Semirara Island.

Materials Used by Weight or Volume

	Unit	Description	2023	2024	2025
Renewable	metric tons / liters	None	0	0	0
Non-renewable	in million metric tons	Coal, light and heavy oil, limestone, hydrazine hydrate, and liquefied petroleum gas (LPG)	4	4	5
	in millions, liters	Diesel and gasoline	255	254	278



In Focus:
SMPC Joins Community in Green Initiative at Sitio Pinagpala



SMPC joined the Tree Planting Activity led by the Our Lady of Guadalupe Parish at Sitio Pinagpala, Brgy. Semirara, Semirara Island, Antique on August 25, 2025. Volunteers planted 350 Bitag trees, a species critical to ecological balance and the island’s reforestation efforts.

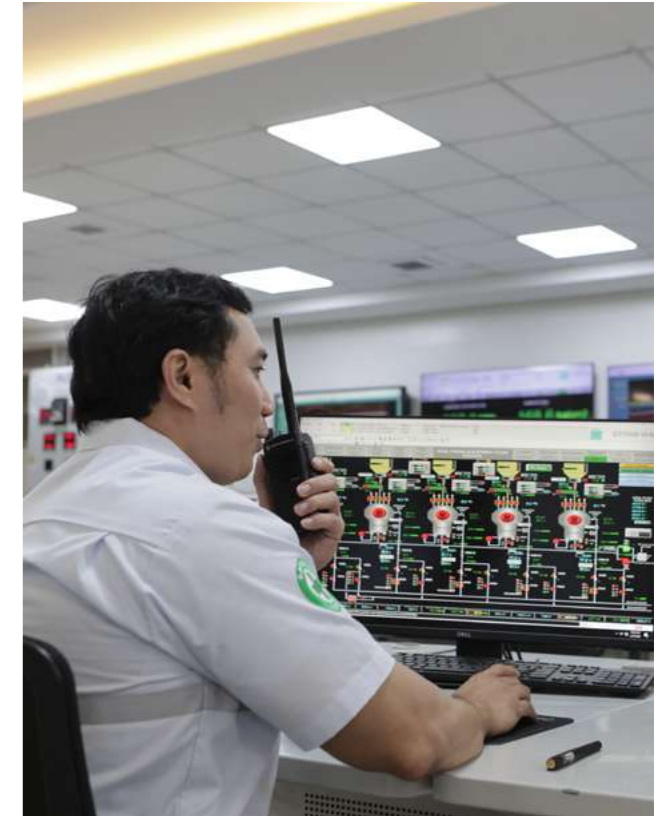
The program engaged 80 participants, including altar servers, residents, and SMPC staff, and began with a ceremonial blessing of the seedlings. Through this initiative, SMPC strengthened its partnerships with youth groups, faith-based organizations, and local communities while promoting sustainable stewardship of Semirara Island’s natural resources.

Energy

3-3, 302-1, 302-2, 302-3, 302-4



Energy conservation and management are central to our operations. Fuel, diesel, gasoline, and electricity are routinely monitored and undergo internal audits to ensure compliance with ISO standards. Through close monitoring and analysis of our energy consumption, we identify trends, establish clear performance targets, and implement innovative measures to enhance operational efficiency.



Energy Consumption (in GJ)

302-1

Coal

Renewable energy consumption			
	2023	2024	2025
Total renewable energy consumption	0	0	0
Non-renewable energy consumption			
Gasoline consumption	1,427	1,695	1,844
Diesel consumption	8,126,663	8,322,789	9,109,796
Coal consumption	2,283,106	2,208,249	2,229,247
Total non-renewable energy consumption	10,411,195	10,532,734	11,340,888
Electricity			
Electricity generated	630,496	612,582	732,059
Electricity consumption*	1,607	1,617	1,331
Electricity Sold (GJ)	17,556	0	0

Disclosure: Data in 2023-2024 were updated following the revision in the computation.
*Purchased electricity consumption data from the Makati Head Office

Power

Renewable energy consumption			
	2023	2024	2025
Total renewable energy consumption	0	0	0
Non-renewable energy consumption			
Diesel and bunker fuel consumption	167,416	55,066	38,985
Coal consumption	52,593,294	55,379,192	60,692,002
LPG consumption	91	194	281
Total non-renewable energy consumption	52,760,801	55,434,453	60,731,269
Electricity			
Electricity generated	17,603,507	19,287,392	20,501,350
Electricity consumption*	38,212	29,576	18,262
Electricity Sold	15,948,469	17,567,319	18,659,325

Disclosure: Data in 2023-2024 were updated following the revision in the computation.
*Purchased electricity consumption for power operations

In 2025, diesel and bunker fuel consumption dropped to 38,985 GJ, reflecting the impact of SCPC Unit 2's Micro-Oil Burner System, which enables cold and hot furnace start-up using just 50–150 kg of oil per hour. This represents a 29% reduction from 2024 and a 77% decrease from 2023. Combined with the use of bunker oil and optimization of previously utilized energy, these results highlight SMPC's commitment to operational efficiency, cost management, and sustainable energy practices.

Consolidated

	Coal	Power	SMPC
Renewable energy	0	0	0
Non-renewable energy	11,340,888	60,731,269	72,072,156
Electricity consumed	1,331	18,262	19,593
Electricity Sold	0	18,659,325	18,659,325
Total energy consumption	11,342,218	42,090,206	53,432,424

Energy consumption outside of the organization (in GJ)

302-2

	2023	2024	2025
Purchased electricity resold	6.74	11.07	10.18

Energy Intensity

302-3

	Units	2023	2024	2025
Energy intensity (Coal)	(GJ/Ton)	0.67	0.68	0.57
Energy intensity (Power)	(GJ/MWh)	8.32	7.77	8.12
Energy intensity	(GJ/Billion revenue)	613,810	742,809	1,022,979

Disclosure: Data in 2023-2024 for the Power segment were updated following the revision in the computation.

Electricity Delivered

We demonstrate a strong commitment to energy efficiency through continuous efforts to optimize energy use across our operations. In 2025, the company's power segment successfully generated a total of 5,694,819 MWh, utilizing our four power generators. Our energy production serves customers across residential, commercial, and industrial sectors nationwide, supporting sustainable energy solutions for all stakeholders.

5,694,819 MWh

Gross generation

Energy Resource Management

Through responsible energy management practices, we monitor operational energy use and implement cost-efficient improvements that enhance performance and reinforce continual improvement in line with ISO 50001.

Energy Savings and Initiatives

302-4

In 2025, we implemented cost-efficient energy-saving initiatives across our operations, optimizing and delivering meaningful reductions in energy costs.

69,053 MWh

Energy savings



Supplier Environmental Assessment

3-3, 308-1, 308-2



SMPC integrates environmental considerations into supplier engagement across its coal and power segments. During the fiscal year, we engaged over 808 suppliers and conducted environmental assessments to evaluate their practices related to waste management, procurement standards, and energy efficiency. These assessments promote responsible sourcing and support SMPC’s broader environmental and sustainability commitments.

16
New suppliers screened using environmental criteria
308-2

Types of suppliers engaged	Coal	Power
Materials	Original Equipment Manufacturer (OEM) Brand and component Equivalent/ Aftermarket parts	Original Equipment Manufacturer (OEM) Brand and component Equivalent/ Aftermarket parts
Services	Technology certified personnel Contractor and technical support	Technology certified personnel Contractor and technical support
Suppliers engaged throughout the supply chain	419	389
Estimated monetary value of payments made to the supplier	Php 26.4B	Php 15.5B



Inclusive Growth Through Community Empowerment



Our social performance centers on empowering people and advancing community development, grounded in malasakit and mutual respect. Through strong employee engagement and inclusive partnerships, we create shared value and support long-term socio-economic progress in host communities and beyond.

Diversity, Equity, and Inclusiveness

3-3, 2-7, 2-8



Employees Breakdown

405-1

In 2025, our workforce reached 9,422, with direct employees accounting for 51% of the total. Through collaboration and the application of individual strengths, our employees contribute a wealth of perspectives, ideas, and solutions that advance our mission. In turn, we are committed to fostering a safe and inclusive work environment, competitive compensation, and opportunities for professional growth, fostering a culture of engagement and excellence.

	2023	2024	2025
Direct Employees	4,651	4,873	4,817
Indirect Employees*	1,161	1,379	4,605
Total	5,812	6,252	9,422

* For the Coal segment, monitoring of manhours and man-power for other service providers commenced in 2025 following the issuance of DO 252-25 in Q2 2025. Meanwhile, the increase in indirect employees in the Power segment during Q3 and Q4 was attributable to outage activities. Outage contractors were excluded from prior reports due to system limitations.

At SMPC, we recognize our employees as the foundation of our operations and the driving force behind our success. We promote a work culture that encourages innovation, adaptability, and continuous skills development, while prioritizing safety, diversity, equity, and inclusion to ensure fair and respectful treatment for all.

Our commitment to diversity goes beyond representation by creating an environment where every individual feels valued, respected, and empowered to contribute unique perspectives. This inclusive approach strengthens collaboration, drives innovation, and supports the company's long-term success.

By Gender

	Coal	Power	Total
Male	3,948	467	4,415
Female	321	81	402
Total	4,269	548	4,817

By Age Group

Age group	Coal		Power		Total	
	%	Number	%	Number	%	Number
Under 30 years old	27.6%	1,179	20.4%	112	26.8%	1,291
30 to 50 years old	65.8%	2,810	63.5%	348	65.6%	3,158
Over 50 years old	6.6%	280	16.1%	88	7.6%	368
Total	100%	4,269	100%	548	100%	4,817

By Level

Job level	Coal		Power		Total	
	%	Number	%	Number	%	Number
Executive	0.21%	9	0.18%	1	0.21%	10
Managerial	1.2%	51	6%	34	1.8%	85
Supervisory	4.6%	196	17%	93	6%	289
Professional – Technical	8.8%	374	18%	98	9.8%	472
Rank and File	85%	3,639	59%	322	82%	3,961
Total	100%	4,269	100%	548	100%	4,817



Job Level Breakdown

	Coal		Power		Total	
	Male	Female	Male	Female	Male	Female
Total top management positions (Vice President and above)	7	2	1	0	8	2
Total middle management positions (Assistant Manager to Senior Manager)	34	17	31	3	65	20
Positions in revenue-generating functions (Marketing, Operations not including Support Departments)	1,832	39	241	16	2,073	55
Total STEM-related positions (IT, Engineering)	1,040	69	36	16	1,076	85
Total	2,913	127	309	35	3,222	162

In Focus: SMPC Honors Retiring Employees



SMPC paid tribute to retiring employees on March 29, 2025, with the theme, “Honoring Legacies, Embracing New Beginnings.” Key retirees included department heads, consultants, and foremen, whose colleagues shared heartfelt messages and tokens of appreciation for their years of dedicated service. A similar recognition was held in April for retiring employees at the Rank & File and Proftech levels, reinforcing SMPC’s commitment to employee welfare and legacy-building.



Recruitment

3-3, 401-1

In 2025, we strategically expanded our workforce with 731 new hires, mainly in the Coal segment to support our operational growth and business goals. With a 13% hiring rate and 15% turnover rate, talent acquisition remains dynamic and aligned with company needs.

We prioritize bringing in young professionals to ensure a strong pipeline for future leadership, balanced by experienced hires to maintain expertise. Internal mobility is a priority, with 10% of roles filled internally, driving retention and cost efficiency.

Our focused recruitment efforts demonstrate our commitment to developing a skilled, adaptable workforce that drives sustainable growth and delivers lasting value.

New Hires

By Age

	Coal	Power	Total
Under 30 years old	422	36	458
30-50 years old	244	27	271
Over 50 years old	1	1	2
Total	667	64	731

By Gender

	Coal	Power	Total
Male	601	50	651
Female	66	14	80
Total	667	64	731

By Level

	Coal	Power	Total
Executive (Vice President and above)	0	0	0
Managerial (Assistant Manager to Senior Manager)	5	3	8
Supervisory	4	5	9
Professional – Technical	91	11	102
Rank and File	567	45	612
Total	667	64	731

Retention Rate

2022	2023	2024	2025
90%	98%	88%	85%

Turnover

By Age

	Coal	Power	Total
Under 30 years old	293	21	314
30-50 years old	331	81	412
Over 50 years old	53	23	76
Total	677	125	802

By Gender

	Coal	Power	Total
Male	624	113	737
Female	53	12	65
Total	677	125	802

By Level

	Coal	Power	Total
Executive (Vice President and above)	3	0	3
Managerial (Assistant Manager to Senior Manager)	8	5	13
Supervisory	20	6	26
Professional – Technical	77	12	89
Rank and File	569	102	671
Total	677	125	802

New Hires and Turnover

Segment	New hires	Employee turnover	Hiring rate	Turnover rate	% of open positions filled by internal candidates (internal hires)	Average hiring cost/FTE (in Php)
Coal	667	677	10%	9%	10%	192,718.65
Power	64	125	3%	6%	0	0
Total	731	802	13%	15%	10%	192,718.65

Local Hire

3-3, 202-1, 202-2

SMPC continues to prioritize local hiring to support the communities in which we operate, strengthen local talent development, and contribute to sustainable economic growth.

In 2025, there are 2 senior managers from the local communities for our operations. This approach strengthens community ties and fosters leadership that understands and reflects the needs of our stakeholders.

We also uphold wage equity across our workforce. Our standard entry-level wages remained at a 1:1 ratio with the local minimum wage for all genders in 2025, consistent with prior years. This reflects our continued focus on fair compensation, equal opportunity, and responsible employment practices.



Gender Equality

A diverse workforce strengthens our operations through broader skills and perspectives. We are committed to building an inclusive future for women in the mining and power sectors by addressing historical underrepresentation, particularly in rural areas.

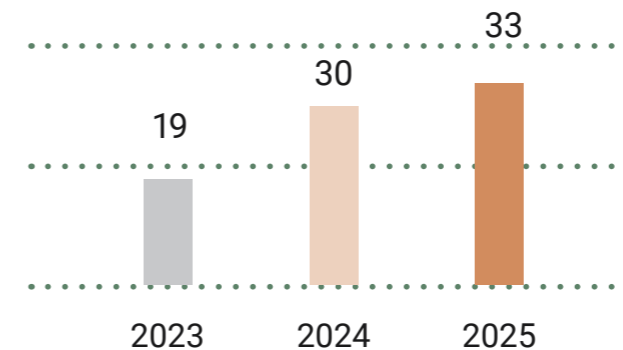
In 2025, women accounted for 33% of total promotions, indicating the need for continued focus on equitable career advancement. We recognize the significant effort needed to empower local women socio-economically, and increasing gender parity at the leadership level remains a priority.

Total Promotion (%)	Male	Female
2025	67	33
2024	70	30
2023	81	19

Total Promotion per Segment (2025)	Male	Female
Coal	22	12
Power	17	7
Total	39	19

Ratios of standard entry level wage by gender compared to local minimum wage			
	2023	2024	2025
Male	1:1	1:1	1:1
Female	1:1	1:1	1:1

Year-on-Year Female Promotion Rate (%)



Over the past three years, there is an increasing trend of female promotions from 19% to 33%, which shows improved gender equality in terms of career progression in the organization.

**In Focus:
Tatak SMPC**



Xena Yancy Zarah Zyrie C. Alorro
Field Geologist

Women specialising in Geology, and especially in the mining industry, often contend with the expectations of working in a supposedly male-dominated field. For Xena Yancy Zarah C. Alorro, gender doesn't determine how well someone performs. Every day, she proves that one's value is rooted in the universal virtues of integrity and dedication.

As a Geologist, Yancy performs intensive analysis of geologic data to monitor the quality of raw materials needed by the plant. Her role is critical in ensuring the continuity of operations at the mine site. With each day of performing her duties, she says she gains confidence and motivation in SMPC's trust in her capabilities—as a professional and as a woman who can do the work most ascribed only to men.

In SMPC, Yancy found meaning in impactful work born from equal opportunities.



Shaina Laine Mismanos
Plant Chemist

Testing water and fuel at the power plant is no simple task. For Shaina Laine Mismanos, a Plant Chemist at SLPGC, each sample she handles is key to ensuring safety, smooth operations, and consistent energy generation. Her work plays a vital role behind the scenes, where precision and diligence help keep the plant running efficiently.

With this in mind, Shaina approaches each day with dedication, fully aware that any deviation in quality could affect the performance of the entire facility. Her work is guided by a strong sense of responsibility, knowing that the integrity of each result contributes to the plant's overall reliability.

For Shaina, this embodies SMPC's core value of integrity. Every step forward and every responsible decision reflects a commitment to excellence—one that ultimately powers something greater than the plant itself.

To know more about our employee stories, visit SMPC's Youtube page.

Equity

At SMPC, equity is a core principle that guides our commitment to the fair and respectful treatment of all employees. We promote an inclusive environment by ensuring that employees are treated fairly and provided with equal access to opportunities for growth, development, and advancement. Through inclusive policies, fair compensation practices, and capability-building initiatives, we strive to create a balanced and supportive workplace for all.













Competitive Benefits

401-2

SMPC provides competitive remuneration and benefits packages that commensurate our employees' experience, qualifications, and individual contributions. Our compensation structures are aligned with industry benchmarks and current labor market standards and fully comply with the Department of Labor and Employment (DOLE) guidelines. We also align rewards with performance, this inclusive approach promotes employee engagement, motivation, and supports long-term organizational success.

List of Benefits

 SOCIAL SECURITY SYSTEM SSS	 PAG-IBIG	 Philhealth	 Magna Carta for Women
 Retirement Plan	 Bereavement Leave	 Vacation Leave	 Sick Leave
 Relocation	 Paternity Leave		

Beyond government-mandated benefits, SMPC provides additional support to employees. Mine site employees are provided with free housing and power allocation, while dormitory accommodations are available to employees residing more than 36 kilometers from the Calaca plant. In addition, employees across all our operation sites have access to on-site healthcare services.

Leaves

401-3

SMPC provides full-time employees with paid sick and vacation leave that exceeds the minimum paid-leave standards under Philippine labor regulations. To support families, SMPC grants 105 days of paid maternity leave in line with the Expanded Maternity Leave Law (RA 11210), including additional paid leave for qualified solo mothers.

By prioritizing work-life balance, our leave programs contribute to employee satisfaction and retention. In 2025, 70% of employees returning from parental leave resumed their roles.

Male

	Entitled to Parental Leave	Employees who took Parental Leave	Employees who returned to work after parental leave ended	Employees who returned to work after parental leave ended who were still employed twelve months after their return to work	Return to work rate	Retention rate
Coal	2,097	11	11	13*	100%	100%
Power	318	3	3	3	100%	100%
Total	2,415	14	14	16	100%	100%

*Includes Makati Head Office employees that stayed since December 2024

Female

	Entitled to Parental Leave	Employees who took Parental Leave	Employees who returned to work after parental leave ended	Employees who returned to work after parental leave ended who were still employed twelve months after their return to work	Return to work rate	Retention rate
Coal	314	8	2	1*	25%	13%
Power	81	1	0	0	0%	0%
Total	395	9	2	1	22%	11%

*Includes Makati Head Office employees that stayed since December 2024



Talent Development

3-3, 404-1, 404-2, 404-3

We are committed to developing the growth of our workforce through continuous learning, mentorship, and leadership development, enabling them to maximize their potential and advance in their careers. Our training programs are designed to strengthen skills, improve performance, and support professional development across all roles.

To meet the technical demands of our mining and power operations, we focus on attracting, retaining, and upskilling talented employees through investing in comprehensive training programs. By fostering a learning-focused environment, we ensure our employees are equipped to meet both present and future business challenges.

Employees Receiving Performance Reviews, By Gender

	Coal	Power	Total
Male	92%	85%	92%
Female	8%	15%	8%
Total	100%	100%	100%

By Age

	Coal	Power	Total
Under 30 years old	28%	20%	27%
30 to 50 years old	66%	64%	66%
Over 50 years old	7%	16%	8%
Total	100%	100%	100%

By Level

	Coal	Power	Total
Executive	0.2%	0.2%	0.2%
Managerial	1%	6%	2%
Supervisory	5%	17%	6%
Professional – Technical	9%	18%	10%
Rank and File	85%	59%	82%
Total	100%	100%	100%



58 promotions

Across our mining, power, and corporate operations



Training Programs

Through tailored training programs, mentorship initiatives, and leadership development, we empower our workforce to unlock their full potential and thrive in their respective fields.

Mentorship Programs and Target Employees

SMPC invested 168 hours into leadership growth through the PROPEL 101 program in 2025. PROPEL 101 is the company's flagship mentorship and training program that empowers both employees and leaders through effective developmental conversations and relationships.

The training program utilizes the GROW (Goal, Reality, Options, Will/Way Forward) model as a foundational framework to foster a culture of continuous learning, professional development, and high performance.

Mentorship activities are included among the evaluation criteria for employees in leadership positions, ensuring that they are integrated into leadership routines and incentivized to be efficient and impactful.

Total Training Hours Per Segment

	Coal	Power	Total
Training hours	574,113.91	51,117.32	625,231.22

Average Training Hours Per Gender

	Coal	Power	Total
Male	136.27	87.08	131.07
Female	112.47	129.01	115.80
Total	134.48	93.28	129.80

Average Training Hours Per Level

	Coal	Power	Total
Executive (Vice President and above)	21.43	49.00	24.19
Managerial (Assistant Manager to Senior Manager)	97.00	67.07	85.03
Supervisory	126.93	125.03	126.31
Professional – Technical	116.57	96.53	112.41
Rank and File	137.54	86.03	133.35
Total	134.48	93.28	129.80

How we ensure training effectiveness:



Evaluation

Assessment of training needs and integration of training development plans into annual performance evaluations



Experience

Maximization of training hours and resources through online sessions and self-paced learning with our learning management system



Enablement

Leadership training for transition to senior roles, talent reviews, evaluation of employee development programs, and continuous enhancements to the performance management system

Total Training Hours Per Category

	Coal	Power	Total
Behavioral	58,318.72	7,928.00	66,246.72
EHS	212,354.69	19,944.50	232,299.19
Leadership	5,209.16	3,425.00	8,637.16
Professional and technical development	224,186.49	15,576.32	239,762.81
Quality management	73,651.84	4,240.50	77,892.34
Climate-related	393.00	0.00	393
Total	574,113.91	51,117.32	625,231.22



Diversity, Equity, and Inclusion (DEI) Training

To strengthen operational excellence through Diversity, Equity, and Inclusion (DEI), we completed 104 hours of Unconscious Bias Training in 2025. This initiative establishes fair and equitable practices at the heart of how we lead, collaborate, and develop our global workforce.

Workplace Culture

403-6

SMPC is dedicated to building a workplace culture that prioritizes employee well-being, safety, and recognition. We support physical, mental, and emotional health through comprehensive benefits, including healthcare, fitness facilities, and mental health resources, ensuring employees can perform at their best.

We emphasize transparent communication and active engagement, keeping employees informed of company updates and providing sufficient notice for organizational changes in line with DOLE regulations.

In 2025, we continued to engage our employees in designing programs and initiatives that promote engagement, well-being, and healthy work-life balance through our Employee Engagement and Well-being Committee, which aims to foster an inclusive and connected workplace culture.

Security Practices

3-3, 410-1

SMPC places the highest priority on maintaining a secure and safe work environment for our employees, assets, and operations. Both our internal and external security personnel are trained to maintain the highest standards of professionalism while respecting the rights of employees, business partners, and host communities. Regular training ensures they are equipped to respond to security challenges effectively and ethically.

By integrating security with a strong ethical foundation, we foster a workplace where safety and respect coexist. This ensures seamless operations while fostering trust and positive relationships with the communities in which we operate.



In Focus: SMPC Celebrates Working Mothers



SMPC celebrated Mother's Day by honoring the commitment of its working mothers. Together with MediCard, SMPC provided wellness programs, nutritious food alternatives, and necessary medications on May 22 to promote the health and well-being of its staff.

By recognizing the working mothers balancing professional and personal responsibilities, SMPC fosters an inclusive and resilient workplace and demonstrates our commitment to long-term, people-centered initiatives.

OHS Performance

3-3



At SMPC, the health, safety, and well-being of our workforce are fundamental to our operations. We are dedicated to providing a safe and secure workplace, upholding the highest standards of occupational health and safety. This commitment extends to employees and contractors alike, with everyone accountable for protecting their own safety and that of their colleagues.

OHS Management and Risk Mitigation

403-1, 403-2, 403-8

Given the inherent safety risks in mining, SMPC is fully committed to safeguarding the health and safety of its employees, a priority for both management and stakeholders. We strive to prevent fatalities and serious injuries while continually working to minimize workplace accidents and occupational illnesses.

Both the Coal and Power segments adhere to the ISO 45001:2018 Occupational Health and Safety (OHS) Management System, either directly or through contracts and Service Level Agreements (SLAs) for contractors, ensuring continuous improvement in safety performance for employees and business partners.

Our approach to risk management is proactive and inclusive. Regular audits, hazard assessments, and risk evaluations help prevent workplace incidents, while all employees and contractors are covered under our certified OHS system. By involving workers in safety decisions and providing appropriate protective equipment, SMPC reinforces a culture of accountability, continuous improvement, and safe, resilient operations.

Our Environment, Health, and Safety (EHS) Committee convenes monthly to review EHS programs and exchange best practices. Reflecting our long-standing commitment to occupational health and safety, our Coal segment has maintained its ISO certifications: ISO 9001 (Quality), ISO 14001 (Environment), and ISO 45001 (OHS) for the 17th consecutive year since 2008.

Our Power subsidiaries, SEM-Calaca Power Corporation (SCPC) and Southwest Luzon Power Generation Corporation (SLPGC), likewise retained their ISO 9001, ISO 14001, and ISO 45001:2018 certifications. SMPC actively promotes worker participation and obtains external assurance for its OHS management system, with worker representatives involved in OHS decision-making processes to ensure their perspectives are incorporated. Regular hazard identification, risk assessments, and the implementation of appropriate control mechanisms are conducted to proactively address potential dangers.

We place great value on employee insights on the effectiveness and relevance of existing controls. This feedback is used to drive continuous improvement in safety practices. Finally, SMPC provides personal protective equipment and other protective measures to minimize exposure to fumes, dust, and noise, further safeguarding worker health and well-being.

EHS committee members

403-4

	2023	2024	2025
Coal*	273	279	316
Power	80	113	116
Total	353	392	432

*includes EHS Committee member from Makati Head Office



Prevention and Mitigation of OHS impacts (Business Relationships)

403-7

SMPC employs a multi-faceted approach to on-site risk mitigation, beginning with the implementation of strong engineering controls. A principle of shared responsibility is implemented across the organization to promote a culture of safety.

As contractor safety is integral to SMPC's OHS framework, contractors undergo pre-qualification to ensure compliance with our management system, with contracts outlining safety expectations, reporting duties, and penalties for non-compliance. Their active participation in EHS committee meetings helps drive continuous improvements in safety.

Employee Health and Wellness Benefits

403-3

Our comprehensive health program promotes overall well-being through annual physical examinations, fitness and sports activities, as well as recreational and spiritual opportunities that foster camaraderie and personal growth.

To provide accessible healthcare, SMPC operates a company-owned infirmary accredited by PhilHealth since 2013. The facility offers free primary medical services and discounted medicines to the mine site workforce, their dependents, and residents. Staffed with doctors, dentists, medical technologists, and other healthcare professionals, the infirmary plays a key role in supporting the health and wellness of our employees and the surrounding community.



15-bed

Infirmary staffed by physicians, nurses, and allied health professionals



18-bed

Isolation facility for workers and host community



100%

Employees completed annual physical examination



In Focus:
SCPC and SLPGC Lead Community Blood Drive



SCPC and SLPGC demonstrated their commitment to community health through a Voluntary Blood Donation Drive on November 19, 2025, in partnership with the Philippine Red Cross Batangas Chapter Nasugbu Branch. The initiative collected 104 blood units from 112 generous donors to support patients in urgent need.

By engaging employees and contractors in a life-saving cause, we continue to demonstrate that sustainable business extends beyond operations by creating measurable community impact and strengthening stakeholder trust.

Employee Health and Safety Policy

SMPC is committed to maintaining healthy and acceptable working environments and has codified this in its Code of Conduct.

We operate with utmost concern for the health and safety of our workforce, pursuant to the Occupational Safety and Health Standards issued by the Department of Labor, and the Implementing Rules of Book IV, Rule II. The company works with each employee to help ensure that the environment is both healthy and safe through compliance with our health and safety policies. Each Power Plant/Facility, Business Unit, and the Corporate Office has designated Safety Officers with specific

responsibilities for health and safety matters. Likewise, each office and operation site has a written statement describing its policy, organization, and arrangements concerning the health and safety of employees, which is routinely communicated to employees and fully implemented.



223 blood bags

Blood bags donated to PRC by the power segment

OHS Training

403-5

Safety is our top priority in our operations, especially regarding the health and well-being of employees, partners, and host communities. Our safety strategy focuses on a strong safety culture, developing dedicated safety leaders, and continually improving our management systems, supported by our adherence to international standards.

OHS training programs are designed to enhance awareness of workplace hazards and equip employees with the skills needed to respond appropriately. In 2025, OHS training conducted totaled 235, marking a significant increase from 129 in 2024. Total training hours also rose to 236,790 hours, which is equivalent to 54.26 OHS training hours per employee. This is attributable to the implementation of the Learning Management System (LMS).

Number of OHS Trainings

Locations	2023	2024	2025
Coal	54	85	175
Power	30	44	60
Total	84	129	235

Number of OHS training hours

	2023		2024		2025	
	C	P	C	P	C	P
Total Training Hours	31,456	6,470	191,485	9,328	224,999	11,791
Average OHS Training Hours Per Employee	8	3	11	4	54.26	7

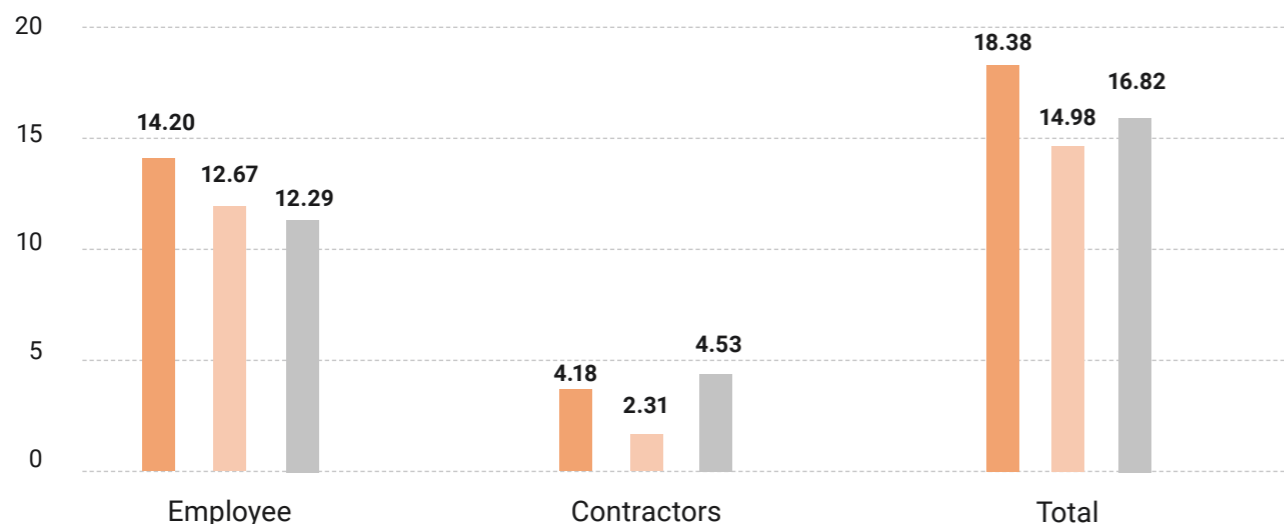
Contractor Safety

All contractors are required to complete a comprehensive Contractors' Safety Awareness program, along with other safety initiatives. This program is designed to strengthen safety practices and enhance contractor knowledge and skills to help prevent future incidents.

OHS Data - Coal

Number of hours worked (in millions)

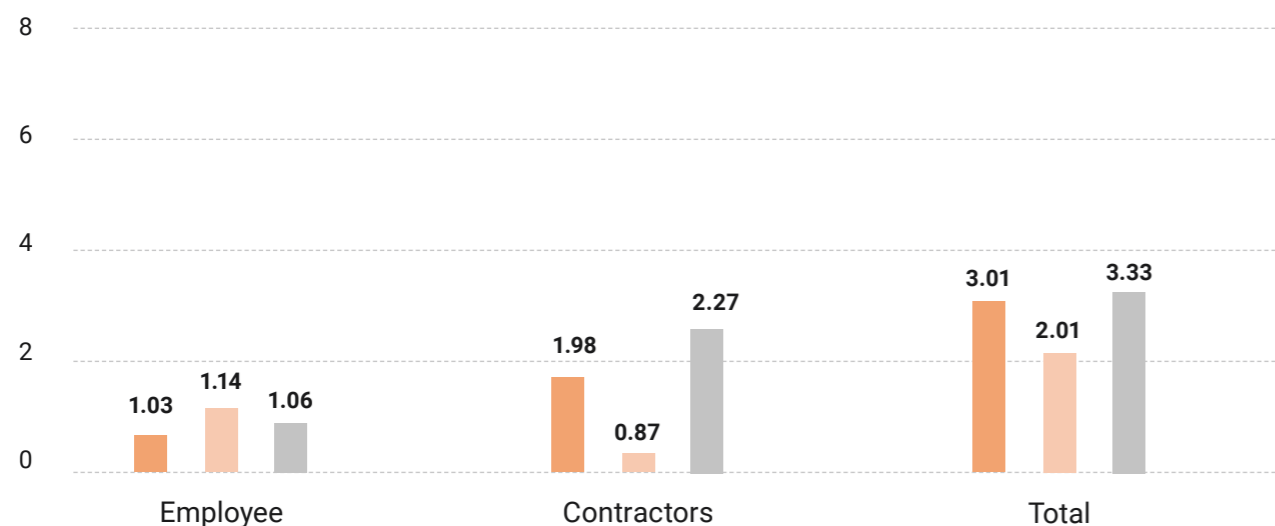
2023 2024 2025



OHS Data - Power

Number of hours worked (in millions)

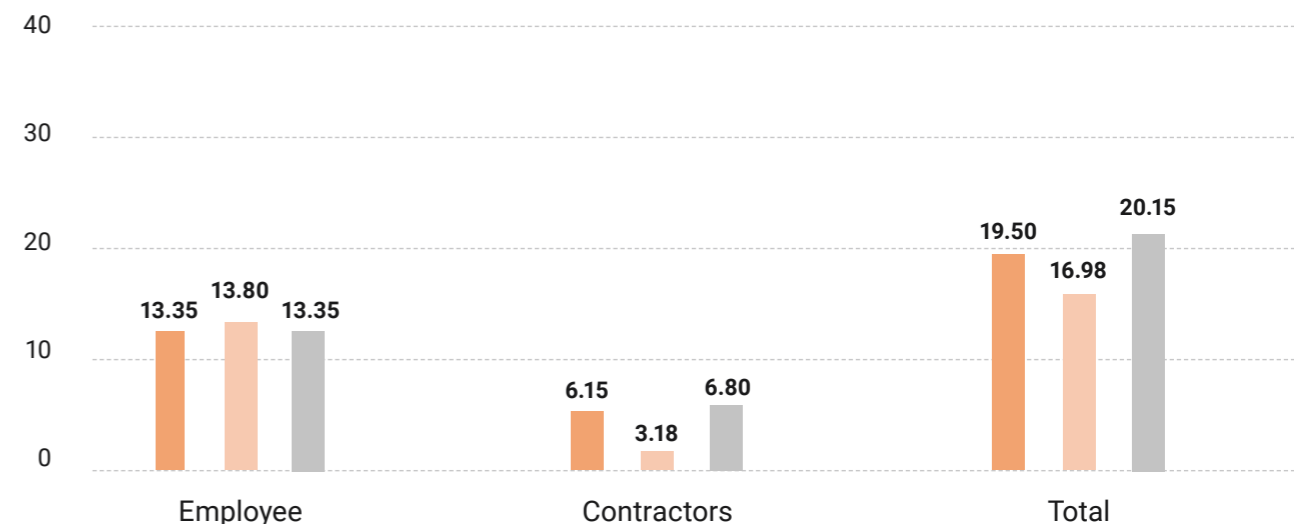
2023 2024 2025



OHS Data - Consolidated

Number of hours worked (in millions)

2023 2024 2025



Numbers of hours worked (in millions)	Coal	Power	Total
Direct Employees	12.29	1.06	13.35
Indirect Employees (contractors)	4.53	2.27	6.80
Total	16.82	3.33	20.15

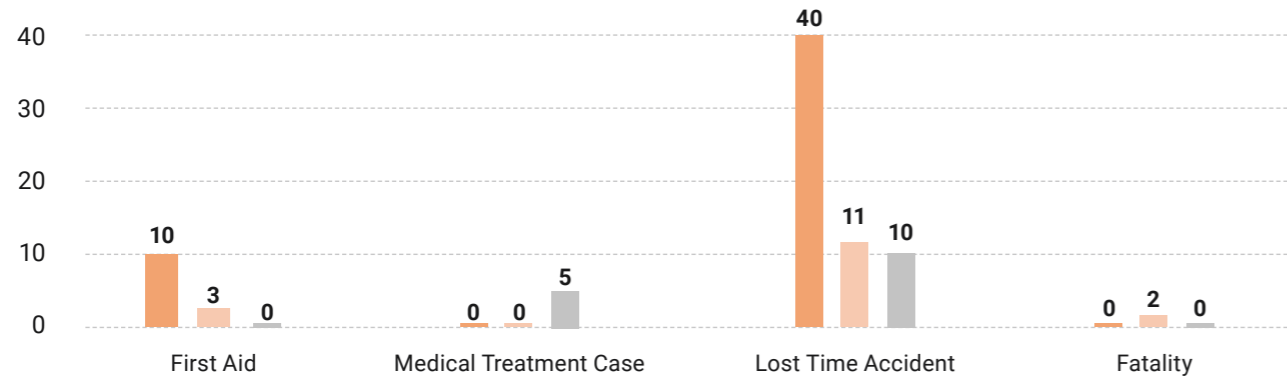
Our Safety Performance

403-9, 403-10

Recordable work-related injuries				
		Number	Total Recordable Injury Rate (TRIR) (per 200,000 hours worked)	Total Recordable Injury Frequency Rate (TRIFR) (per million hours worked)
Coal	Employees	15	0.24	1.22
	Contractors	6	0.26	1.32
Power	Employees	4	0.75	3.77
	Contractors	8	0.71	3.53

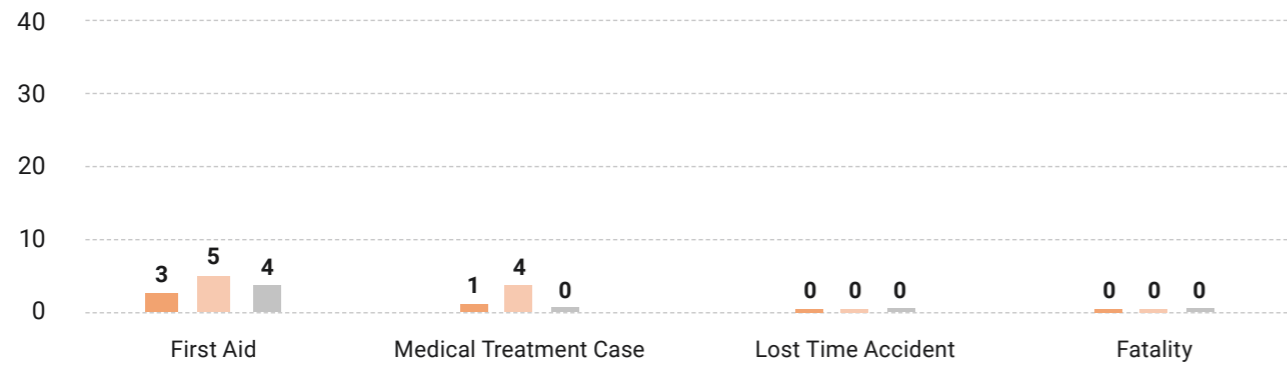
Employee Injuries (Coal)

2023 2024 2025



Employee Injuries (Power)

2023 2024 2025



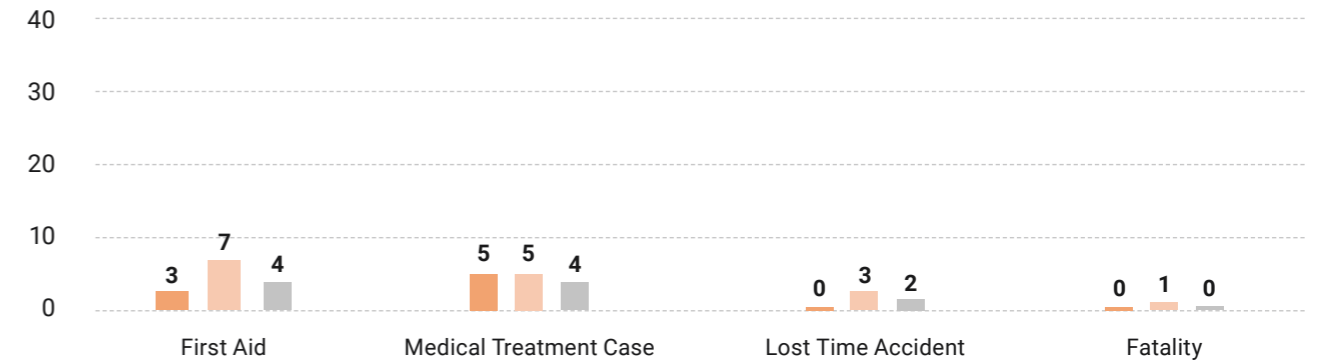
Contractor Injuries (Coal)

2023 2024 2025



Contractor Injuries (Power)

2023 2024 2025



Cases of recordable work-related ill health

Classification	Coal		Power	
	Employees	Contractors	Employees	Contractors
First Aid	0	0	4	4
Medical Treatment Case	5	6	0	4
Lost time accident	10	0	0	2
Fatality	0	0	0	0

Lost time injuries

	Coal		Power	
	Employees	Contractors	Employees	Contractors
Number	10	0	0	2
Lost-Time Injury Frequency Rate (LTIFR) (per million hours worked)	0.81	0.00	0.00	0.88
Lost-Time Injury Rate (LTIR) (per 200,000 hours worked)	0.16	0.00	0.00	0.18

Customer Health and Safety

3-3, 416-1

The health, safety, and well-being of our stakeholders are central to how we conduct our operations. While our coal and electricity products are not supplied directly to consumers and do not require formal product health and safety assessments, we fully comply with all relevant Philippine laws, regulations, and international standards, including the Coal Operating Contract and standards from the American Society for Testing and Materials.

To maintain product quality and mitigate risks, we implement strict controls to prevent foreign contamination and reduce moisture in our coal by using crushers and metal detectors to ensure the integrity of our products.

Additionally, we provide coal stockyard management orientations for our customers, explaining how we handle, store, and maintain our coal to prevent issues, ultimately supporting safe and efficient use and enhancing overall customer satisfaction.

Conscious Supply Chain

To protect human rights in our communities and at work, we established our Code of Conduct, Business Ethics, and OHS policies, which sets the standard for all employees and officers, addressing key areas such as anti-harassment, anti-discrimination, labor practices, environmental stewardship, employee welfare, human trafficking, and community engagement.

This commitment extends to our consultants, contractors, suppliers, and business partners, requiring them to comply with our Code of Conduct and take prompt corrective action if issues arise.

Adherence to these standards helps sustain our operations, strengthen our reputation, and ensure that our entire supply chain operates responsibly. Business agreements with partners who fail to comply are terminated, reinforcing SMPC's dedication to ethical, accountable, and socially responsible business practices.

Human Rights Due Diligence Process

3-3, 402-1, 407-1, 408-1, 409-1

SMPC complies with all applicable laws and regulations in engaging with our host communities and is committed to upholding internationally recognized human rights principles. We promote fair treatment, diversity, and inclusion in the workplace and maintain a zero-tolerance policy toward harassment, discrimination, or intimidation based on race, origin, gender, age, disability, sexual orientation, religion, or belief.

Our human rights due diligence process focuses on proactively identifying, assessing, and mitigating risks across our operations, value chain, and business relationships, including mergers, acquisitions, and joint ventures. This includes robust hiring practices, regular contractor performance monitoring, and Service Level Agreement (SLA) reviews to ensure compliance with established standards. Periodic reviews are conducted to identify potential issues early and strengthen preventive measures.

In accordance with International Labor Organization (ILO) conventions, SMPC is committed to safeguarding fundamental labor rights, including the prohibition of child labor and forced labor, as well as promoting equal opportunity and fair treatment for all employees. We maintain a strict zero-tolerance policy toward any form of child or forced labor, and therefore, no individual under the age of 18 may be employed in any capacity. We require the same adherence to these standards from all suppliers and contractors. Persistent non-compliance with these standards could lead to discontinuation of the business relationship.

0

Operations and suppliers considered to have significant risk for incidents of child labor and forced labor

0

Violations of Anti-Child Labor and Anti-Forced Labor

0

Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or placed at significant risk

Freedom of Association and the Right to Collective Bargaining

2-30

SMPC recognizes and respects the right of employees to freely associate and participate in collective bargaining. We support open and constructive engagement with employee representatives and maintain clear communication channels to address workplace concerns and promote mutual understanding.

Our labor union's Collective Bargaining Agreement (CBA) currently covers 14 employees, representing 0.34% of the coal segment workforce, and serves as a formal mechanism for negotiating wages, working hours, and other key employment conditions.

To ensure transparency and compliance with labor regulations, SMPC provides a one-week minimum notice period for operational changes, in accordance with Department of Labor and Employment (DOLE) requirements.



Supporting Local Communities

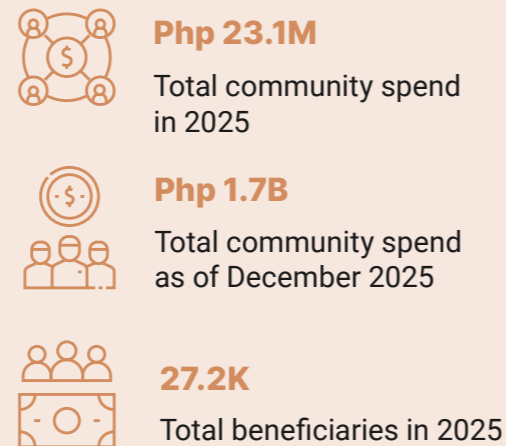
3-3, 413-1



We recognize that strong, trust-based relationships are essential to sustainable operations. We continue to contribute to local prosperity through employment generation, support for local enterprises, and targeted socioeconomic development initiatives.

Our approach is guided by the 5Es Social Development Program, which serves as the framework for all our community investments and programs. Designed to promote self-sufficiency and post-mine sustainability, the 5Es ensure that our programs are aligned with community needs, support capacity building, and deliver lasting social and economic benefits that extend beyond the life of our operations.

Community Spend



Our 5Es Social Development Program



Community Involvement Program

At SMPC, we work closely with our host communities to ensure they are active participants in the value chain of our operations.

Our Social Development Programs (SDPs) are guided by the 5Es framework to deliver targeted, impactful, and sustainable outcomes. We coordinate with local government units from program design to implementation and ensure communities are informed of activities that may affect them, in accordance with our Communications and Public Relations Procedure Manual.

Dedicated Community Relations units at our major sites lead the implementation of SDPs and conduct regular Information, Education, and Communication (IEC) activities to strengthen community engagement. These units also provide accessible channels for consultation, grievance handling, and feedback monitoring, consistent with our Guidelines for Handling Concerns & Feedback from Community.

Our approach to building mutually beneficial partnerships is formalized in our Social Development Policy, which is publicly available in print and on our website.

Social Development Policy

1. Engaging communities to understand their needs, concerns, and aspirations towards self-sufficiency and takes them into account in our decisions.
2. Aligning our community investments to the social and environmental interests of our host communities.
3. Being transparent to our host communities about our operations' social and environmental impacts or potential impacts as well as employing the best practices in mining to reduce and mitigate such impacts.
4. Partnering with host communities and offer sustainable benefits from our presence through job generation, business opportunities, and community investments.
5. Complying with all applicable legal, regulatory and standards to which we subscribe.
6. Encouraging our personnel to support our community commitments and investments, and identifying ways to contribute their expertise to benefit our host communities; and
7. Conducting regular measurements and reporting of progress, impact and outcomes of our community activities, investments and partnerships
8. Integrate sustainable and responsible practices into our operations through energy efficiency and/or adapting applicable global climate action efforts towards a resilient economy.

Economic Empowerment

3-3, 203-1, 203-2

Strengthening Local Economies Through Connectivity

As part of our community engagement initiatives, we invest in communities to support the development and encourage the growth of a self-sufficient local economy. We have established local infrastructure with 51 km of roads in Semirara and 1.8 km of the Semirara airstrip. These investments facilitate connectivity in the island and improve residents' quality of life.



In Focus: SMPC and UP Launch Country's First Failure Analysis Hub



SMPC, through SEM Calaca Power Corporation, partnered with the University of the Philippines and UPERDFI to establish the Philippines' first academe-based Failure Analysis (FA) Hub on July 17, 2025. The hub provides independent analysis of material and structural failures, enhancing equipment reliability and safety across industries. Equipped with specialized testing tools donated by SMPC, it strengthens local technical expertise and reduces dependence on foreign laboratories. This milestone highlights SMPC's commitment to innovation, capacity-building, and advancing globally competitive engineering talent in the Philippines.



51 km
Roads built and maintained



1.8 km
Semirara airstrip



17
Vehicles for Island-route free shuttle service

11.5K
Daily passengers of Island-route free shuttle service



1
Industrial shipping port



4
Telecommunication towers with 4G connectivity



200
Maximum passenger capacity of MV Ma. Cristina

236K
Passengers transported by MV Ma. Cristina since 2016



102
Tenants and stalls in Semirara Food Court and Wet-&-Dry Market

Poverty Reduction, Inclusivity, and Food Security

In 2025, we maintained our support for initiatives that enhance food security and economic resilience in Semirara Island. Through collaboration with the Department of Energy, these efforts empower communities to become resilient and self-sufficient in a post-mining economy.

225

Total beneficiaries of livelihood projects

5.16M

Total income from livelihood projects for 2025



Agro Model Farm

The Agro Model Farm, as initiated by SMPC, plays a vital role in alleviating poverty and enhancing food security on Semirara Island. It allows residents to grow a variety of crops locally and reduces reliance on imports from Mindoro and Antique, making food more affordable for the community by cutting out the costs of inter-island transport.

This initiative also supports local farmers, creates seasonal employment, and contributes to sustainable livelihoods, strengthening the island's food supply and promoting economic well-being.

14.3K kg

Vegetable crops produced and harvested in 2025

21

Beneficiaries



Poultry and Livestock Model Farm

Our Poultry and Livestock Model Farm supports island food security through sustainable livestock practices. By enhancing chicken and quail egg production and expanding hog raising, the farms help increase local food supply and support community livelihoods.

198.5K

Chicken and quail eggs produced in 2025



Handicrafts Making

SMPC has supported the production of handicrafts on Semirara Island to help increase household incomes. The handicrafts are made from the natural resources of the island, including bags, bayong, and banig, crafted from nipa and rattan, furniture made from scrap wood, engraved keychains, and bamboo cups, among others.

20

Beneficiaries



Fishing

Fishing is a major livelihood for the residents of Semirara Island. We assist in enhancing the local fishing industry by helping the fisherfolks utilize the island's abundant marine resources. We supplied motorized fiberglass boats, fishing nets and gear, and solar kits to beneficiaries, supporting them in their fishing activities.

16K kg

Fish caught in 2025

96

Beneficiaries



Seaweed Chips Production

Our seaweed chips processing facility in Barangay Tinogboc employed local women, which supported their monthly income.

381 kg

Seaweed chips produced in 2025

11

Beneficiaries



Concrete Hollow Blocks (CHBs) Making

Our Concrete Hollow Blocks initiative transforms bottom ash waste into a valuable resource, reducing raw material consumption, lowering environmental impact, and improving cost efficiency.

167.3K

Total CHBs produced in 2025

1

Cooperative beneficiary in Batangas

2

People Associations beneficiaries in Semirara Island



Tailoring and Dressmaking

Since 2023, the donation of 20 sewing machines to the Semirara Women's Organization has provided local women with an additional income of at least Php 13,100 per month. In 2025, the three women's organization in Semirara Island produced 16,952 uniforms and 8,027 kg of rags, reflecting a 9% increase in sales compared to previous audits. This demonstrates the continuing positive impact of the initiative on sustainable livelihoods, economic empowerment, and community resilience.

Moreover, from June 1 to December 31, 2025, SCPC and SLPGC supported 37 dressmakers from Samahan ng Mga Magsasaka sa Calantas (SAMA-SACA), a DOLE-registered organization. They sold 168 items, generating total sales of Php 15,405 and a gross income of Php 3,316 from a capital investment of Php 12,089.

17K
SMPC uniforms produced and purchased in 2025

37
Beneficiaries



In Focus:

Growing Opportunities: Residents Learn Mushroom Cultivation in Dacanlao



SCPC and SLPGC partnered with the Provincial Agriculturist's Office of Batangas to conduct a Mushroom Production Training in Brgy. Dacanlao on July 10. The program trained 20 participants on proper mushroom planting techniques and fruiting bag preparation. The initiative supports income generation among community members and reflects our ongoing commitment to the economic development of the host and impact barangays.

Our Partner Community Organizations

- TESDA RTC Calabarzon
- Philippine Red Cross
- Medical Center Western Batangas
- Office of the Provincial Agriculturist
- City Disaster Risk Reduction Management Office
- Alegria Coconut Farmers Association
- Alegria Women's Organization
- Biray Seaweed Planters and Farmers Association Incorporated
- BLGU Semirara Fisherfolks Association Inc.
- Semirara Stevedoring Association Inc.
- Semirara Caluya Antique Fishers Association Inc.
- Semirara Caluya Women's Organization, Inc.
- BLGU Semirara Senior Citizen Association Inc.
- Villaresis Fisherfolks and Farmers Association, Inc.
- LGBTQIA Semirara Community Inc.
- Suha Fisherfolks and Farmers Association
- Semirara Tricycle Operators and Drivers Association
- Villaresis Foursquare Hollow Blocks Maker Association, Inc.
- Tinogboc Livelihood Association
- Purantok Women's Organization
- Tinogboc Senior Citizen Organization Inc.

- Bolo Livelihood Association Incorporated
- Empowered Women of Banago Incorporated
- Semirara Employees Cooperative
- Integrated Multipurpose Cooperative

Our Partner Government Agencies and Offices

- Bureau of Fisheries and Aquatic Resources (DA-BFAR) - Antique
- Department of Agriculture (DA) - Caluya, Antique
- Department of Education (DOE) - Calaca, and Balayan Batangas
- Department of Education (DOE) - Caluya, Antique
- Department of Trade and Industry (DTI) - Antique
- Municipal Agriculturist Office - Balayan, Batangas
- City Environment and Natural Resources Office - Calaca
- Municipal Environment and Natural Resources Office - Balayan
- Technical Education and Skills Development Authority (TESDA)
- Department of Science and Technology (DOST)
- Cooperative Development Authority (CDA)
- Batangas Provincial Cooperative, Livelihood and Entrepreneurial Development Office

Education

203-2



Education for Sustainable Growth

As a core component of our 5Es framework, education plays a strategic role in our social investment agenda. Our initiatives are designed to empower students within our host communities, ensuring a bright future ahead for them.

13

Public schools supported in Semirara Island and Caluya

2

Total classrooms built in 2025

Divine Word School of Semirara Island Inc. (DWSSII)

The Divine Word School of Semirara Island Inc. (DWSSII) was established in 2003 and is fully supported by SMPC. It is the sole private institution on the island offering primary, secondary, and tertiary education to residents. The school also provides free tuition for the dependents of SMPC employees, significantly contributing to educational access and community growth on Semirara Island.

4,971

DWSSII graduates since 2003

1,324

Elementary graduates since 2003

1,568

Highschool graduates since 2004

Since 2003, DWSSII has recorded a total of 4,971 graduates. DWSSII also features advanced learning facilities such as a radio and podcast simulation room, and an AI Learning room equipped with new teaching devices including Virtual Reality (VR) Headsets and touch screen monitors.



1,387

Total enrollees for FY 2024-2025



Youth Scholarship Program

Our commitment to advancing educational outcomes for youth in our host communities extends through the tertiary level. We provide academic scholarships and financial assistance to high-performing students, supporting degree programs in business and finance, social sciences, information technology, and engineering.

	Currently Enrolled	Graduates
Coal	179	100
Power	34	102



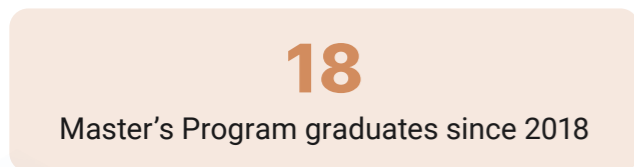
Semirara Island Balik Eskwela Program: DepEd Alternative Learning System in partnership with DWSSII

The Balik-Eskwela Program enables out-of-school youth and SMPC employees to complete their secondary education through weekend classes. The program covers core academic subjects and is conducted at DWSSII's classrooms, computer room, and laboratories.



SMPC Master Degree Scholarships for Teachers

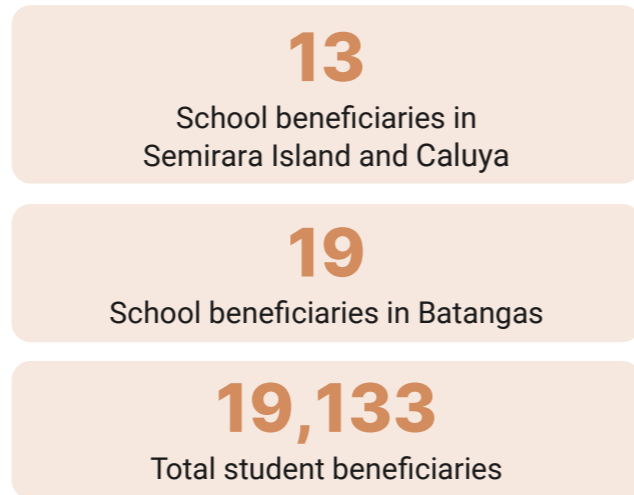
Since 2018, SMPC has granted scholarships to public and private school teachers in Semirara to pursue Master of Arts in Education degrees and strengthen their teaching skills and instructional approaches.



Brigada Eskwela 2025

SMPC participates in Brigada Eskwela, an annual school program initiative by the Department of Education. It allows stakeholders to ensure that public schools are all prepared for the opening of classes.

Through Brigada Eskwela, SMPC supported classroom clean-up, maintenance, and repair activities in classrooms in Semirara Island, as well as Calaca City and the Municipality of Balayan in Batangas.



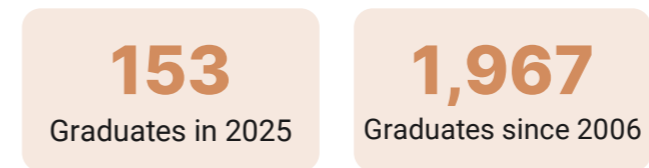
Strengthening Skills for a Resilient Future

Developing the skills of the local workforce is key to fostering long-term self-sufficiency and community resilience. SMPC supports this objective by creating opportunities for individuals to enhance their skills and improve their readiness for future employment demands.

Semirara Training Centre, Inc. (STCI)

Since 2006, Semirara Training Center Inc. (STCI) has provided free technical and vocational courses to residents of Semirara Island and nearby communities, helping expand employment and livelihood opportunities. STCI is accredited by the Technical Education and Skills Development Authority (TESDA) as both a Training and Assessment Center.

In addition, STCI supports our workforce by offering skills upgrading opportunities as part of our talent development program. Beneficiaries of STCI's programs also include graduates of DWSSII's Senior High School Technical Vocational Livelihood Track.



SCPC and SLPGC Skills Training Program

SCPC and SLPGC's skills training program, in partnership with local government units and TESDA, helps build technical skills and create more job opportunities for our impact communities in Batangas.



Specializations at STCI



Machining



Industrial Electricity



Welding



Automotive Servicing

Emergency Preparedness and Resilience

Recognizing the risks posed by natural disasters on Semirara Island, we emphasize disaster preparedness and resilience as core to protecting our community. We enhance local safety through investments in emergency infrastructure and preparedness programs. Working together with community leaders and emergency services, we develop inclusive and effective response strategies. Our objective is to build a stronger, more resilient island capable of withstanding environmental challenges while ensuring the long-term safety and stability of its residents.

Acknowledging the disaster risks faced by Semirara Island, we invest in preparedness and resilience measures that strengthen the community's capacity to protect lives and maintain well-being.

Semirara Island Emergency Action Group (SIEAG) Training

266

Total participants in 2025 (company employees, consignors, people organizations, barangay LGUs)

SCPC and SLPGC Emergency Response Training Program

In 2025, our Power segment provided free training covering first aid and basic life support to residents from vulnerable communities in Batangas.



50

Trainees in 2025 from impact barangays

241

Employee blood donors



Ensuring Community Health

We uphold a strong commitment to health and wellness by providing accessible healthcare services to our employees and host communities. These efforts include free medical consultations, annual health programs, and community medical missions implemented in collaboration with government and private sector partners.

To support public health, our Power Segment partners with the Philippine Red Cross for life-saving blood donation initiatives. SCPC and SLPGC were awarded a Diploma of Service on October 29, 2025 at the Blood Donors' Recognition Ceremony, celebrating their outstanding support in promoting blood donation. We remain committed to making a difference in people's lives alongside the PRC.

4,929

Patients served in 2025 Medical Missions in Semirara Island

818

Beneficiaries of free dental check-ups and kits



Medical Missions

SMPC conducts medical missions in Semirara Island, providing free consultations, circumcision procedures (operation *tuli*), eye check-ups with free reading glasses, dental, health lectures, free haircuts, and free medicines in Semirara Island. In 2025, a total of 4,929 patients benefited from these services.



SMPC Infirmary

Our 15-bed SMPC Infirmary contributes to supporting the health and well-being of employees, their dependents, and host community residents on Semirara Island. Since June 2024, the infirmary has been accredited by PhilHealth, enabling both employees and community members to access essential government health benefits.

266K

Patients served by SMPC Infirmary since 2016

36

Indigent beneficiaries with zero billing provided

530

Patients served in 2025 medical missions in Batangas

Medical Services and Annual Health Programs

- Regular health check-ups
- Laboratory services
- X-ray services
- Circumcision
- Pharmaceutical services
- Health Awareness Webinars

Specialized Health Services

- Pediatrics
- Dentistry
- Neurosurgery
- Ophthalmology
- Internal Medicine
- Obstetrics

Driving Resilient Risk Management Practices

We are strengthening our commitment to sustainability by further embedding it across our governance and risk management frameworks, building on years of established practice and experience. Through systematic monitoring and transparent reporting, we actively identify and manage the key risks and uncertainties that may affect the achievement of our strategic objectives. This approach reinforces our long-term focus on sustainable value creation and underscores our responsibility to deliver enduring benefits for all stakeholders.

Risk Process

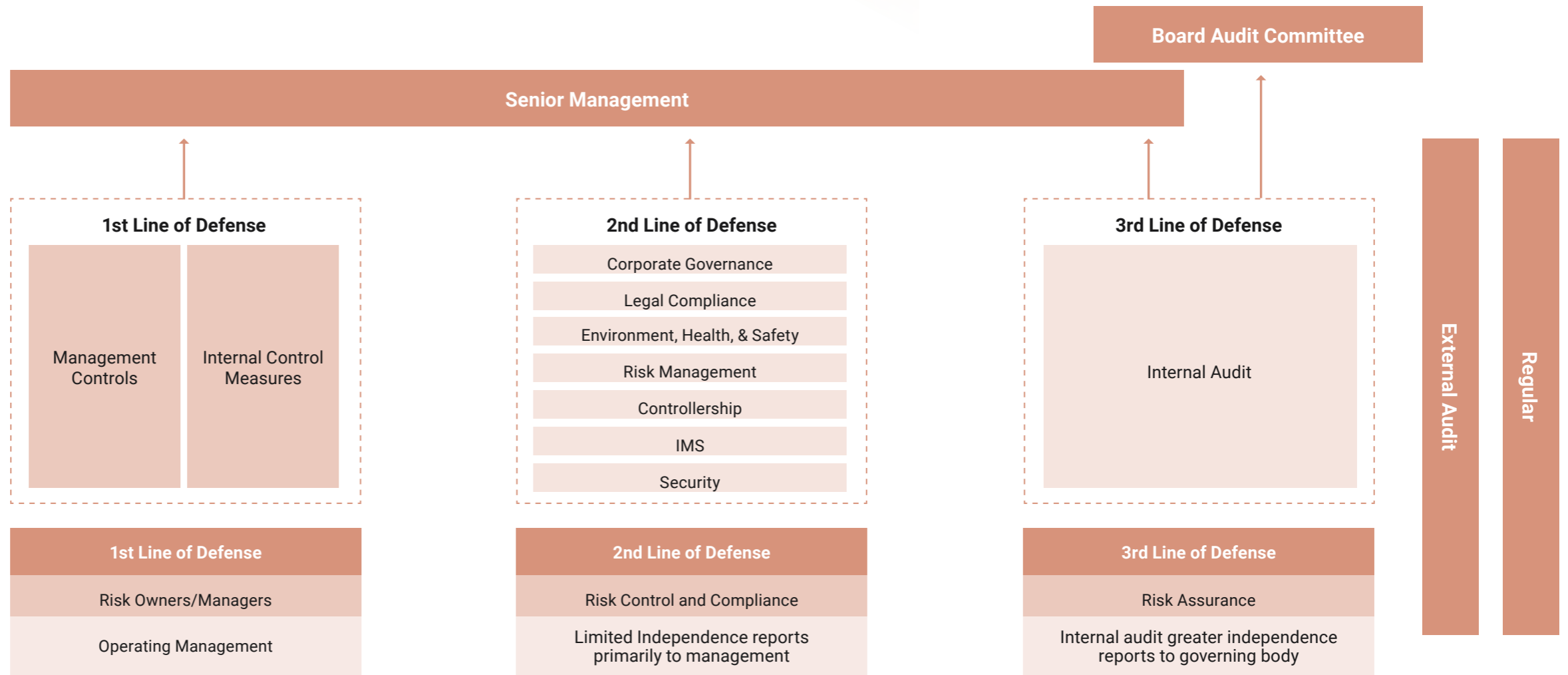
2-16

SMPC manages, monitors and reports on principal risks and uncertainties that we identified as having the potential to impact our ability to reach our operational goals.

Our Enterprise Risk Management (ERM) Policy is designed to balance the pursuit of business opportunities with the mitigation of potential risks, supporting sustainable growth and long-term value creation. The ERM framework is aligned with ISO 31000:2018 and established best practices, such as the COSO ERM – Integrated Framework, with a focus on both protecting and creating value.

Several principles guide our ERM approach. Risk management is integrated across all organizational processes, from strategic planning to project and change management, rather than treated as a separate activity. It is structured yet tailored to SMPC’s specific context, inclusive of stakeholder insights, and dynamic, adapting to internal and external developments.

We employ a top-down and bottom-up approach to risk management across strategic, macro, and operational levels. The Board and Management oversee risk strategy, define policies, and establish controls to maintain risks within acceptable limits. At the macro level, the Chief Risk Officer, Internal Audit, and Compliance develop policies, monitor risk processes, and ensure proper implementation across the Group. Functional areas, including Controllership, Environment & Safety, Security, IMS, Legal and Compliance, and Risk Advisory, serve as a second line of defense, supporting risk management throughout the organization.



Risk Governance

Group/Individual Involved	Responsibilities
Board of Directors	Leads our risk governance strategy following definition, analysis, and evaluation
Risk Committee	Oversees the effectiveness of our risk management practices and reports on significant and emerging risks to the Board
Chief Risk Officer	Leads the implementation and continual improvement of the ERM framework

Risk Management Programs

SMPC applies an enterprise risk management approach to support stable operations, regulatory compliance, and long-term value creation. The framework helps management anticipate and manage risks that may affect financial performance, operational continuity, environmental obligations, and workforce safety.

Risks are identified and assessed across all business units, including emerging risks that may affect financial performance, environmental responsibilities, and workforce safety. Each risk is evaluated based on its potential impact and likelihood and measured against the SMPC's defined risk appetite. This enables management to prioritize key exposures and implement appropriate responses to protect earnings, manage volatility, and support sustainable growth.

Environmental and occupational health and safety risks are managed through Integrated Management Systems implemented across Mining and Power Operations.

In 2008, our coal mining operation secured certifications for international standards of Environmental Management System/ISO 14001:2004, Occupational Health and Safety Management System/OHSAS 18001:2007, and Quality Management System/ISO 9001:2008. In 2018, we successfully transitioned to Quality Management System/ISO 9001:2015 and Environmental Management System/ISO 14001:2015.

Our subsidiaries, SEM-Calaca Power Corporation and Southwest Luzon Power Generation Corporation, have likewise been in conformance to Quality Management System/ISO 9001:2015, Environmental Management System/ISO 14001:2015, and Occupational Health and Safety Management System/OHSAS 18001:2007.

Climate Risk Management

SMPC treats climate-related risk as a principal business risk and integrates its management into the enterprise risk management framework. Climate risks are categorized into physical and transition risks, both of which have the potential to affect asset integrity, operating performance, supply chain reliability, and financial outcomes.

Physical risks arise from the direct impacts of climate change, including extreme weather events and longer-term shifts in climate conditions. These risks may lead to asset damage, operational disruptions, water-related constraints, and increased safety exposures. Physical risks include acute events such as storms and flooding, as well as chronic risks associated with rising temperatures and sea level changes, affecting the organization's premises, operations, supply chain, transportation, and employee safety.

In 2025, SMPC completed a Climate Risk Assessment and Scenario Analysis to inform financial modeling, capital planning, and strategic decision-making. The Company continues to monitor climate-related developments and update its strategies to manage risk, enhance resilience, and identify value opportunities.

Business Continuity Management (BCM)

To reduce potential impacts from disruptions and support timely recovery, SMPC maintains a Business Continuity Management (BCM) framework supported by Business Continuity Plans (BCPs) that incorporate disaster risk mitigation measures and recovery strategies. These plans are designed to protect critical operations and limit downtime across the business.

We continuously enhance our BCM programs through risk scenario assessments, updates to policies and procedures, and regular evaluations of program effectiveness. BCPs are periodically reviewed and tested to ensure alignment with our evolving risk profile. In 2025, BCM reviews and stakeholder engagements focused on power plant operations to confirm the continued relevance and adequacy of existing plans.

Engagement with process owners to strengthen the Business Continuity Planning (BCP) programs in key areas were done. The series of natural disasters impacting company operations provided valuable lessons, turning challenges into opportunities for improvement. SMPC aligns BCM to ISO 22301 (Business Continuity Management System) requirements to support the effectiveness and reliability of its business continuity arrangements.

Information Technology (IT) and Operational Technology (OT) Risk Management

The increasing frequency and complexity of cyber threats present material risks to SMPC's information systems, operational technology, data integrity, and overall business operations. Cyber incidents may result in financial losses, operational disruption, and reputational impact, underscoring the importance of strong cybersecurity oversight.

Cyberattacks make it even more essential for us to oversee and monitor our cybersecurity, IT infrastructure and other technology-enabled processes. Our IT governance framework oversees these areas, ensuring all IT and OT risks are identified and reported to the Board Committee and Management.

We are also aware of the rapidly evolving use of Artificial Intelligence in all fields. AI applications present opportunities to enhance productivity, safety, and sustainability in mining and power operations while also introducing new risk considerations.

We have started rolling out internal policies related to AI. We are exploring options on how to best utilize AI into our workflows. We established an AI team to focus on incorporating data analytics in different aspects of the organization and we explored strategic partnerships with technical experts and organizations to implement AI applications in our sustainability efforts.

At the same time, we continue to build up our OT Cybersecurity capabilities in our Power Plants and pursue our OT Cybersecurity resiliency roadmap.

In 2025, the Company commenced alignment of its information security management framework with ISO 27001 to enhance control effectiveness, support regulatory and stakeholder expectations, and reinforce the protection of business-critical information and systems.



Risk Performance

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Identified Business Risks

Key Business Risk	Description
Asset Performance	Operational risks that arise due to inefficiency and ineffectively utilizing the organization's assets in executing the company's business model and achieving the company's quality, cost, time, and performance objectives.
Climate-related and Natural Hazards	Refers to risk related to recent climate-related extremes. Climate-related risks are divided into two major categories: risks related to the physical impacts of climate change and risks related to the transition to a lower carbon economy.
Compliance and Reputation	Risks related to regulatory and legal compliances, compliance obligations arising from the environmental, workplace health and safety, community issues, contractual obligations, loss of investor or market confidence, and/or reputational damage.
Information Technology	Risks to the organization that could occur due to the threats and vulnerabilities associated with the operation and use of information systems and the environments in which those systems operate.
OHS, Physical Security	Risks related to all aspects of health, safety, and security in the workplace. These risks refer to the assessment of activities, working environment, and working culture of employees that can lead to harm, injury, death, or illness.
People and Talent	Risks to the organization and its performance that can be attributed to the workforce. These risks refer to 'attracting and retaining' the talent needed for the organization to complete including key people movement, technical/professional capacity of the organization, talent management, war for talent, aging workforce, and succession planning among others.
Price Volatility and Supply/ Demand Balance/ Power Regulations, Competition and Commodity Trading	Risks arising from customer requirements/specifications and instability and losses in the financial market caused by movements in market fundamentals such as stock prices, currencies, commodities, interest rates, credit liquidity price, and foreign currency.
Procurement and Inventory Management	Risks related to the inadequacy or failure of the procurement process designed to purchase services, products or resources such as inadequate needs analysis, poor supply chain management, vendor management, inefficient contract management, fraud and corruption, inventory and materials management and climate-related supply chain disruptions.







In 2025, focused safety programs contributed to improved safety performance in the coal segment. However, persistent issues such as property damage and NLTA incidents mean that Safety remains the company's top business risk. Meanwhile, management is actively tracking fluctuations in coal prices and demand, which continue to be influenced by external market dynamics.














Within the power segment, Asset Performance is identified as the foremost risk due to its high likelihood and significant potential impact. This risk ranking is based on a comprehensive assessment of impact, probability, and financial implications.








Our Impact Criteria

Legend:

 OSH	 Environmental	 Financial	 Operations	 Regulatory	 Reputation
--	--	--	---	---	---

Key Business Risk	Impacts	Measures	Key Events	Risk Management
<p>Occupational Health and Safety</p> <p>Working activities and conditions that can lead to harm, ill-health, injury, illness and death</p>	     	<ul style="list-style-type: none"> • Zero fatality • Reduced non-lost time injury and incident • Reduced fire incidents • Reduced equipment accidents • Reduced occupational illnesses 	<ul style="list-style-type: none"> • Coal - ZERO fatal incident since June 2024 • Power - ZERO since December 2024 	<ul style="list-style-type: none"> • Coal - implemented company-wide multi-dimensional safety programs focused on awareness, leadership, wellness, and zero-harm outcomes • Power - Developed and deployed a consolidated HSE program to drive frontline accountability and standardize safety-critical competencies
<p>Asset Performance</p> <p>Inefficient and/or ineffective power asset operations and mine production</p>	   	<ul style="list-style-type: none"> • Asset availability and reliability • Power net generation • Strip ratio • Cost per metric ton • Fuel efficiency 	<ul style="list-style-type: none"> • Turbine damage in SCPC Unit 1 last September 2025 • Blended cheaper coal to commercial powerplant fuel for cost efficiency • Low coal quality from Narra • High seepage in Acacia 	<ul style="list-style-type: none"> • Strengthened power asset reliability by upgrading systems, optimizing outages, and improving equipment health and performance. • Enhanced coal handling process • Coal blending activity to meet coal quality requirement • Improve coal segregation based on Sulfur levels • Cut-off wall design and construction with grouting • Continuously monitor seepages and water elevation by constructing observation wells and piezometers • Conducted blasting activities to determine sources of seepage
<p>Price Volatility and Supply/Demand Balance/ Power Regulations, Competition & Commodity Trading</p> <p>Price fluctuation and volatility due to geopolitical factor, energy regulation, supply-side and/or seasonal demand, and financial market</p>	  	<ul style="list-style-type: none"> • Financial targets • Market share (%) 	<ul style="list-style-type: none"> • Observed increasing coal inventory due to low coal quality (unwashed and high sulfur) • Volatile WESM prices 	<ul style="list-style-type: none"> • Effective planning through the development of ICT-based system for coal optimization • Renegotiated quality specifications to increase allowable sulfur from 1.0% to 1.3%. • Diversify customer base and explore new markets for low-grade and off-spec coal. • Optimize allocation of generation for Bilateral Contract Quantities (BCQ) and Spot • Coal blending process to address high sulfur content • Improve CPC availability to sustain absorptive capacity of low quality coal

Key Business Risk	Impacts	Measures	Key Events	Risk Management
<p>People and Talent</p> <p>Challenges in attracting and retaining the needed talent to support the company's goals and objectives</p>		<ul style="list-style-type: none"> Retention rate Implementation of succession plan 	<ul style="list-style-type: none"> Succession and retention is still a significant concern 	<ul style="list-style-type: none"> Succession planning for managers and critical positions
<p>Procurement and Inventory Management</p> <p>Unavailability of critical materials and spare parts</p>		<ul style="list-style-type: none"> Zero stockout of materials 100% on time delivery 	<ul style="list-style-type: none"> Reduced stock out incidence Maintained steady material inventory and on-time delivery rate 	<ul style="list-style-type: none"> Improve supply chain strategic sourcing
<p>Compliance & Reputation</p> <ul style="list-style-type: none"> Inability to adhere and ineffectively manage our compliances obligations Loss of confidence from investors, customers, communities, and key stakeholders 		<ul style="list-style-type: none"> Full compliance SMART impacts of social development projects 	<ul style="list-style-type: none"> Maintained zero NOV in 2025 	<ul style="list-style-type: none"> Regular regulatory compliance monitoring and reporting to management Timely resolution of stakeholder concerns
<p>Climate and Sustainability</p> <ul style="list-style-type: none"> Physical impact of extreme climatic conditions and readiness for low carbon economy Business resiliency on ESG events 		<ul style="list-style-type: none"> Business continuity and sustainability 	<ul style="list-style-type: none"> Climate risk assessment completed (Oct 2025); strategy development ongoing 	<ul style="list-style-type: none"> Climate and sustainability roadmap Organization-wide climate and sustainability capacity building Engagement with key stakeholders Improve drainage system Enhance seawater intake system, coal conveying system, and other critical facilities to better withstand the impacts of frequent and intense typhoons
<p>Information Technology</p> <p>Vulnerabilities and threats to Information Technology (IT) and Operational Technology (OT) leading to operational disruption</p>		<ul style="list-style-type: none"> Zero disruption of IT services Zero cybersecurity breach Zero OT cybersecurity disruption 	<ul style="list-style-type: none"> Attained 99.9% network and server availability No recorded OT Cybersecurity breach 	<ul style="list-style-type: none"> Implementation of high speed internet to support Cloud Apps Implementation of TXOne Stellar throughout the Balance of Plant to strengthen OT endpoint security and visibility, proactively mitigating cyber threats. Physical security and access management controls Approved and enforced Info Sec Policy since December 2024

Leading Transparent and Sustainable Governance

A modern conference room with a long wooden table, chairs, and large screens displaying a landscape image. The room is well-lit with recessed ceiling lights. The walls are wood-paneled, and the ceiling has a grid of recessed lights. The screens show a scenic view of a river flowing through a valley with green hills and mountains in the background.

SMPC's leadership ensures sustainability through active governance, with the Board of Directors guiding policy execution and the ESG Committee providing oversight on safety, engagement, and environmental impact. This structure reinforces SMPC's commitment to transparent and sustainable practices.

Governance and Sustainability Structure

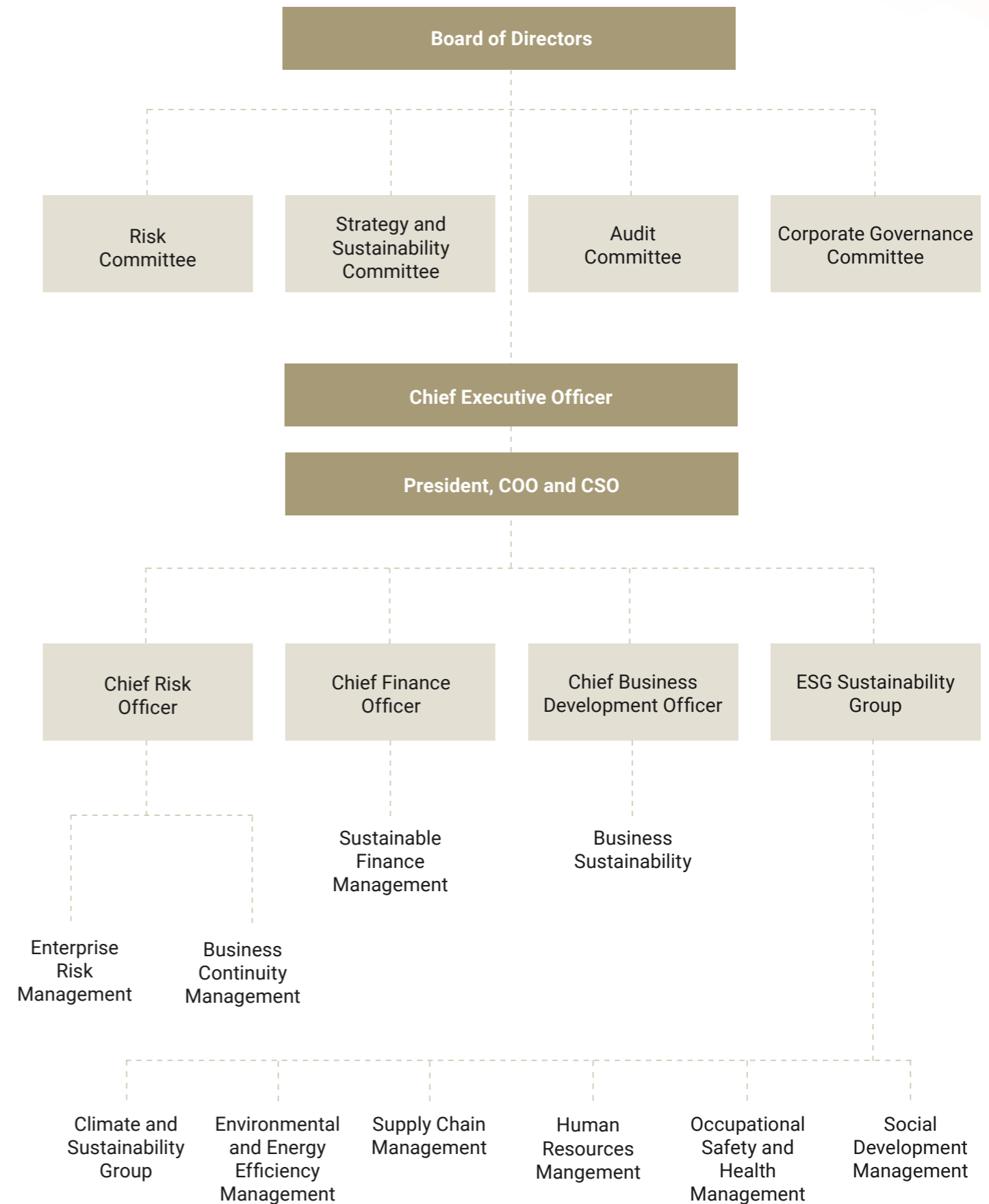
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The Board of Directors provides strategic direction and exercises oversight of SMPC's management and operations to support the achievement of the Group's objectives. SMPC's Board governance framework is aligned with the best global practices and SEC corporate governance standards. The Corporate Governance Committee is composed of a minimum of three members, the majority of whom, including the Chairman, are independent directors with deep expertise in corporate governance and a strong understanding of the Group's business, and is responsible for overseeing key governance matters.

Our Chief Financial Officer is responsible for identifying, assessing, and disclosing financially material climate-related risks

and opportunities, evaluating their potential financial impacts, and ensuring that financial planning and capital allocation are aligned with our low-carbon strategy. In parallel, the Chief Business Development Officer leads the evaluation of growth opportunities and strategic partnerships, with due consideration of their climate-related implications for stakeholders and long-term value creation.

Our Chief Sustainability Officer oversees the implementation of sustainability policies and the delivery of Group wide sustainability targets, supported by the ESG sustainability group. At the operational level, dedicated environmental, health, safety, and community development teams manage and execute local initiatives, ensuring strong on-the-ground performance.



Corporate Governance Principles

2-9, 2-12

<p>Responsibilities of the Board</p>	<ul style="list-style-type: none"> • Long-term vision: A competent, working board fosters the organization’s long-term success in a manner consistent with its corporate objectives and the long-term best interests of its shareholders and other stakeholders. • Clear definition of roles: The fiduciary roles, responsibilities, and accountabilities of the Board are known to all directors, shareholders, and other stakeholders. • Monitoring mechanism: Board committees ensure and support the effective performance of the Board’s functions. • Board Effectiveness: Directors devote the time and attention necessary to perform their duties and responsibilities properly and effectively. • Board Independence: The Board endeavors to exercise objective and independent judgment. • Regular performance appraisal: The Board maintains its effectiveness through a regular appraisal process. • Ethics and Integrity: Board members are duty-bound to uphold high ethical standards in the interests of all stakeholders.
<p>Disclosure and Transparency</p>	<ul style="list-style-type: none"> • Policy Effectiveness: The Company’s corporate disclosure policies and procedures draw from best practices and adhere to regulatory expectations. • External Audit: The Company has appropriate selection mechanisms for the appointment of an external auditor, and exercises effective oversight of its independence and audit quality. • Materiality: The Company discloses material and reportable non-financial and sustainability issues. • Transparent Communication: The Company maintains a panoramic and cost-efficient communication channel for disseminating relevant information about the company and its impacts for informed decision-making of our stakeholders.
<p>Strong Internal Controls and Risk Enterprise Management</p>	<ul style="list-style-type: none"> • The Company has a strong and effective internal control mechanism and an enterprise risk management framework to ensure integrity and transparency in governance.
<p>Stakeholder Relations</p>	<ul style="list-style-type: none"> • Non-Discrimination: The Company treats all shareholders fairly and equitably. • Protection of Rights: The rights of stakeholders established by law, contractual relations, and voluntary commitments must be respected. We are committed to providing stakeholders with the opportunity to obtain prompt, effective redress for the violation of their rights if at all they feel their interests are at stake. • Employee Engagement: A mechanism for employee participation has been established to create a symbiotic environment, realize the Company’s goals, and participate in its corporate governance processes. • Collective Development: The Company seeks to be socially responsible in all dealings with communities surrounding our operations. The company strives to ensure that its interactions serve its environment and stakeholders positively and progressively, fully supporting comprehensive and balanced development.

Note: Our policies can be found in our Manual, under “Corporate Governance and Code of Conduct and Business Ethics” at <https://semiraramining.com/governance>

Our Integrated Enterprise Governance, Risk, and Compliance (GRC) Framework

Our corporate governance framework promotes a culture of ethical conduct, operational excellence, transparency, and accountability across our organization and subsidiaries.

Aligned with the globally recognized OECD Principles of Corporate Governance, the framework guides the Board of Directors and Management in the effective discharge of their roles and responsibilities to a broad range of stakeholders, including shareholders, customers, employees, suppliers, creditors, business partners, government entities, and the communities in which we operate.

For the reporting year, SMPC fully complied with the principles and provisions set out in its Manual on Corporate Governance. In 2025, SMPC continued to be an institutional member of the Shareholders' Association of the Philippines Inc. (SharePHIL), reinforcing its commitment to investor education, shareholder engagement, and the protection of shareholders' rights.



Leadership

The Board of Directors

2-9, 2-12

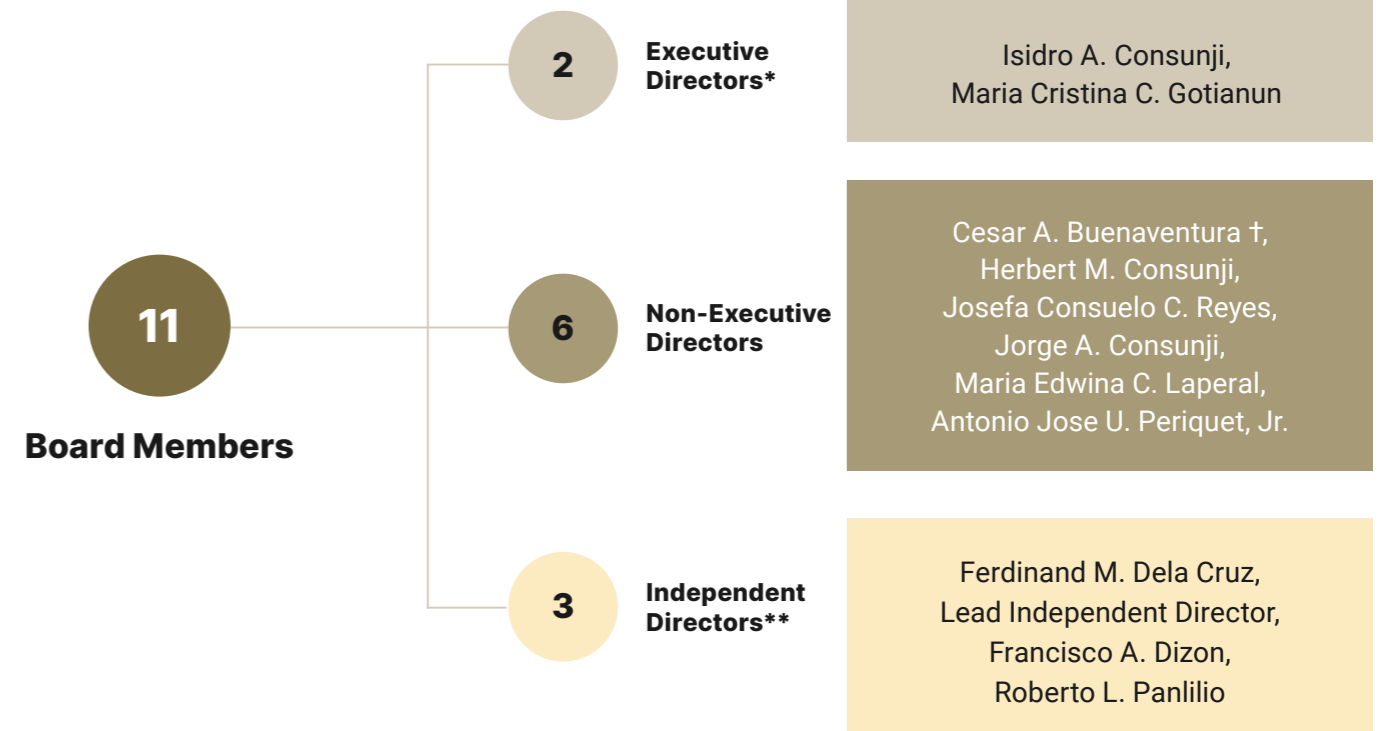
The Board of Directors is the primary governing body of SMPC, responsible for setting policies to achieve corporate objectives and providing independent oversight of management.

The Board consists of eleven directors (or a number specified in the Articles of Incorporation and By-Laws), elected by stockholders at regular or special meetings. Board membership may include both executive and a majority of non-executive directors, including at least two independent directors.

These independent directors must possess the qualifications and stature necessary to effectively participate in Board deliberations, ensure proper checks and balances (including conflict of interest prevention), exercise independent judgment on corporate affairs, provide proper oversight of managerial performance, and balance competing corporate demands.

A majority of non-executive directors further protects SMPC's interests over those of individual stakeholders. A policy on Board Diversity has been adopted by the Board to optimize decision-making.

Board Composition



*Our Executive Directors did not serve on more than two boards of listed companies outside our parent company, DMCI Holdings Inc., during the year.

**An Independent Director can be elected to only five companies within the DMCI Group conglomerate

In Focus:
Independent Recognition Highlights SMPC's Leadership in Governance and CSR

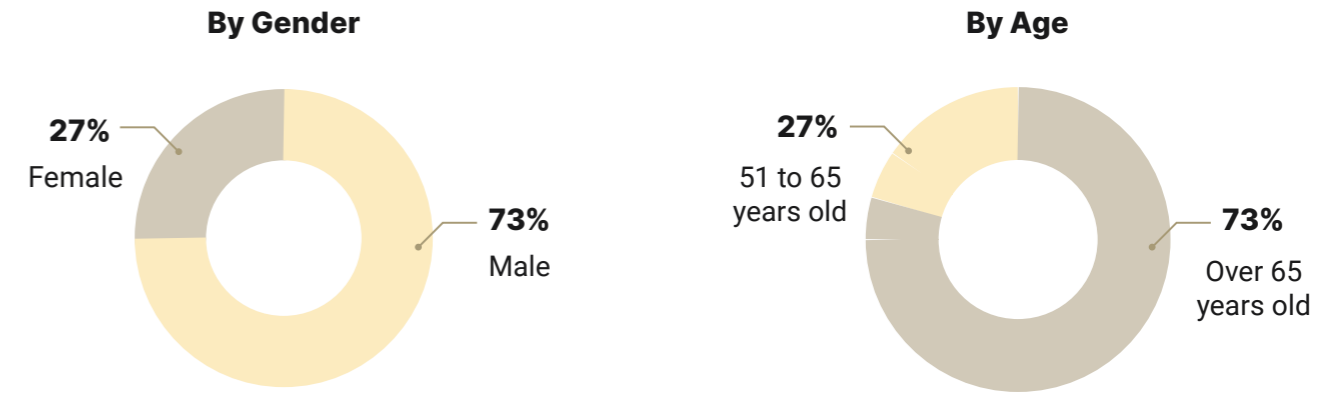


SMPC was once again recognized for its exceptional performance in investor relations, corporate governance, and corporate social responsibility at the 15th Institutional Investor Corporate Awards 2025, organized by Alpha Southeast Asia. SMPC earned five prestigious awards based on an independent survey of over 600 institutional investors and analysts from Southeast Asia, the US, and Europe.

SMPC was ranked among the six best-managed publicly listed companies in the Philippines, securing top spots including Most Organised Investor Relations (5th place), Best Senior Management Support for Investor Relations (3rd place), Strongest Adherence to Corporate Governance (3rd place), Most Consistent Dividend Policy (1st place), and Best Strategic Corporate Social Responsibility (3rd place).

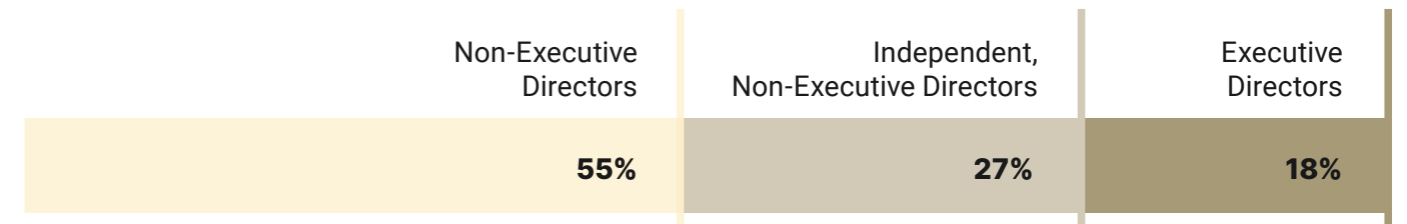
This recognition underscores SMPC's continued commitment to transparency, ethical business practices, and sustainable value creation, further reinforcing its position as a leader in the Philippine energy and mining sectors.

Board Diversity

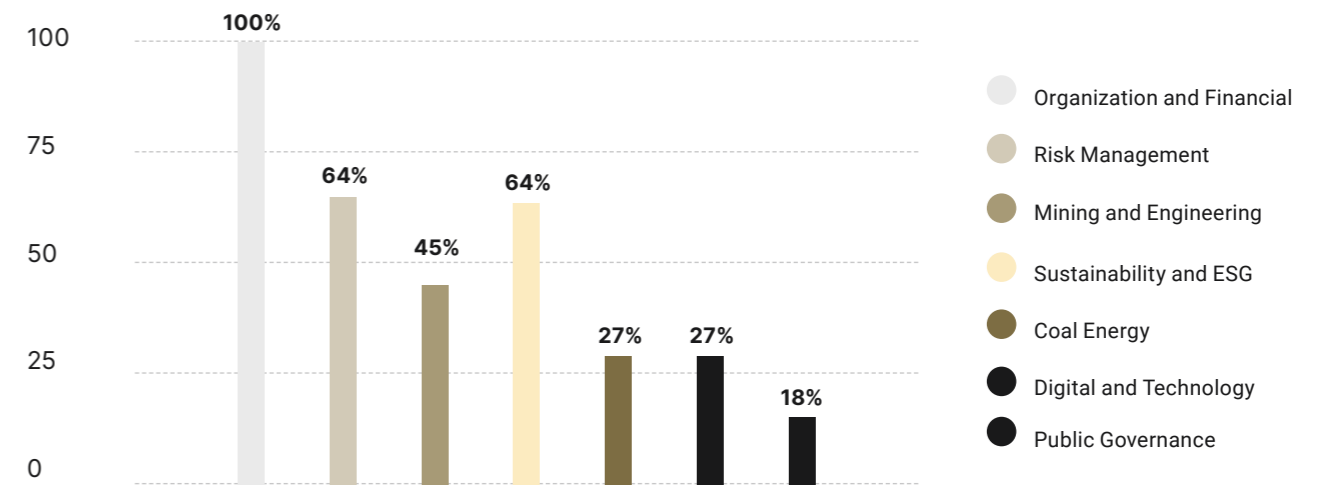


By Expertise (in %)

By Independence



By Expertise (in %)



Nomination and Selection

2-10

The Corporate Governance Committee oversees the nomination and election of SMPC’s Directors by defining the desired Board profile and ensuring that the Board collectively possesses the appropriate knowledge, competencies, and expertise. Its responsibilities include setting nomination guidelines for independent, executive, and non-executive directors; assessing candidates’ qualifications and potential conflicts of interest in line with our strategic objectives; and recommending director appointments and the overall balance of Board composition.

Attendance and Directorship in Other Boards

405-1

The Board holds regular quarterly meetings and may convene special meetings as needed, consistent with the corporate By-Laws. In 2025, the Board held twelve (12) meetings, including the organizational meeting, and met the SEC’s minimum of 50% attendance requirement. The Board and Board Committee meeting attendance details are available in our SEC 17-A disclosure.

On May 5, 2025, the Chairmen of our Audit Committee, Risk Committee, and Corporate Governance Committee attended a virtual Annual Shareholders’ Meeting to answer potential shareholder queries on Committee topics.

On October 30, 2025, our non-executive directors held a meeting discussing impacts of ongoing regulatory trends and health of the stock market, without the presence of our executive directors.

Performance and Evaluation

2-17, 2-18

In 2025, the Board Performance Assessment was facilitated by the Corporate Governance Assistant Manager. In compliance with the Code of Corporate Governance for publicly listed companies, the 2023 SMPC Board Performance Assessment was facilitated by a third party Castillo Laman Tan Pantaleon and San Jose Law Firm.

Remuneration

2-19, 2-20, 2-21

The Compensation and Remuneration Committee establishes a formal and transparent process for setting Director and Officer compensation to ensure alignment with SMPC’s culture, strategy, and operating environment. The Committee is composed of at least three members, with independent directors comprising the majority.

In 2025, no loans were authorized. This is in accordance with the Board Charter on Good Governance Guidelines, which stipulates that personal loans or extensions of credit to Directors are prohibited unless specifically approved by the Board.

Total Annual Compensation Package Limit (including bonuses):

10% of the Company’s net income before tax during the previous year

Remuneration Summary

Executive Director	Non-Executive Director and Independent Director
Fixed Retainer Fee PHP 240,000/annum*	Fixed Retainer Fee PHP 150,000/month (or PHP 1,800,000/annum)**
Fixed Meeting Per Diem PHP 20,000/Committee Meeting attended*	Fixed Meeting Per Diem PHP 20,000/Committee Meeting attended*

*Date of Shareholder approval – May 4, 2009

**Date of Shareholder approval – May 4, 2015

Succession Planning

The Corporate Governance Committee is tasked with overseeing succession planning for the Board, its Committees, Board and Committee Chairs, and senior executive officers to ensure continuity in leadership. The Committee provides the Board with an annual report on executive succession, including policies for selecting and succeeding the Chairman and CEO in cases of retirement or emergency, with the full Board involved in assessing and nominating potential successors. The Committee also periodically reviews succession plans for senior management in coordination with the Chairman and CEO.

Executive Succession Plan:

- Training and Development
- Comprehensive SOPs and guidelines for key position successions
- Integration of sustainability into corporate governance to foster effectiveness

Board Committees

2-9

Corporate Governance Committee

Members		
Francisco A. Dizon	Chairman	Independent Director
Ferdinand M. Dela Cruz	Member	Lead Independent Director
Roberto L. Panlilio	Member	Independent Director

Main Oversight

- Nomination and selection process and criteria for directorship
- Board and Director performance and development
- CEO performance evaluation and review of related performance metrics
- Board and executive succession planning
- Key officers’ appointment and movement
- Environmental, social and governance (ESG) strategy, framework, programs and performance
- Corporate governance

Note: The Corporate Governance Committee’s accomplishments for the year are disclosed in our SEC 17-A Annual Report and I-ACGR.

Audit Committee

Members		
Ferdinand M. Dela Cruz	Chairman	Lead Independent Director
Francisco A. Dizon	Member	Independent Director
Roberto L. Panlilio	Member	Independent Director

Main Oversight

- Financial reporting process and integrity of the financial statements
- Internal control environment
- External and internal audit performance
- Related party transactions
- Compliance with legal and regulatory requirements

Note: The Audit Committee Annual Report to the Board of Directors includes our SEC 17-A, as well as our I-ACGR.

Risk Committee

Members		
Roberto L. Panlilio	Chairman	Independent Director
Ferdinand M. Dela Cruz	Member	Lead Independent Director
Maria Cristina C. Gotianun	Member	Executive Director

Main Oversight		
<ul style="list-style-type: none"> Enterprise-wide risk management framework Risk governance Risk management practices and policies Oversight of climate-related risks 		

Note: The Risk Committee's accomplishments for the year are disclosed in our SEC 17-A Annual Report and I-ACGR.

Strategy and Sustainability Committee

Members		
Antonio Jose U. Periquet, Jr.	Chairman	Non-Executive Director
Ferdinand M. Dela Cruz	Member	Lead Independent Director
Roberto L. Panlilio	Member	Independent Director
Francisco A. Dizon	Member	Independent Director
Cesar A. Buenaventura †	Member	Non-Executive Director
Isidro A. Consunji	Member	Executive Director
Maria Cristina C. Gotianun	Member	Executive Director

Main Oversight		
<ul style="list-style-type: none"> Corporate strategic directions, policies, and practices Business sustainability Sustainability development with consideration of climate-related risks and opportunities 		



Assurance

2-9

The Board governance framework at SMPC adheres to best practices on good governance globally, and the corporate governance guidelines of SEC. Outlined below is our responsibility matrix for managing our economic, environmental, and social impacts:

MONITORING OUR COMPLIANCE TO POLICIES AND STANDARDS

In line with the requirements of the industry that we belong to, we foster utmost discipline in monitoring our company's adherence to regulatory obligations (in alignment with industry best practices).

INTERNAL AUDITS	ENVIRONMENTAL MONITORING
Our internal audit process is characterized by regular and frequent surveillance audits to ensure a culture of proactiveness with respect to compliance.	SMPC has dedicated Environmental Management functions that monitor the performance of all environmental initiatives on a monthly basis to drive continuous improvement.
EXTERNAL AUDITS	MULTI-SECTORAL MONITORING
We regularly invite external assurance parties and regulators to assess our adherence to the following: <ul style="list-style-type: none"> Government regulations Industry guidelines Internationally recognized standards (some of them which we voluntarily ascribe to) 	A Multi-Partite Monitoring Team comprising various stakeholder teams including government representatives assists the company in evaluating SMPC's compliance to the clauses of the environmental compliance certificate, and other applicable laws and regulations. This monitoring is done on a quarterly basis.

COMPLIANCE WITH PHILIPPINE REGULATIONS

We adhere to the regulations of regional government departments in the Philippines, including the Department of Energy and the Philippine Department of Environment and Natural Resources.

CONFORMANCE TO GLOBAL SAFETY STANDARDS AND SUSTAINABLE LEADING PRACTICE

Our Coal operations have been ISO-certified for Quality, Environment, and OHS management systems for the past sixteen years and continue to be certified in 2025. Our Power subsidiaries, SEM-Calaca Power Corporation (SCPC) and Southwest Luzon Power Generation Corporation (SLPGC) have been maintaining standards on international certification on Quality, Environmental, OHS management systems over the previous eight years.

Communication Beyond Compliance

We are committed to delivering timely, accurate, and relevant information to investors regarding our financial results, operational developments, and strategic initiatives, in full compliance with insider trading rules and company policies. To support shareholder decision-making and safeguard their interests, we engage in transparent communication through regulatory filings, investor meetings, analyst briefings, shareholder presentations, and investor conferences.

Our company disclosures include the following:

- Board Attendance and Changes
- Quarterly Financial Reports
- Changes in Shareholdings of Directors, Principal Officers, and Beneficial Owners
- List of Top Shareholders
- Compliance Report on Corporate Governance

Investor Engagement Platforms

Annual Shareholders' Meeting (Virtual Meeting)	May 5, 2025
Analyst Briefings (Virtual Meetings)	Q4/FY 2024 Analysts' Briefing March 3, 2025
	Q1 2025 Analysts' Briefing May 6, 2025
	Q2/H1 2025 Analysts' Briefing August 4, 2025
	Q3/9M Analysts' Briefing 2025 November 3, 2025
Investor Conference	Macquarie Owners' Access Conference February 13, 2025
	PSE Investor Roadshow March 20, 2025
	Jefferies Regis Conference October 15, 2025

Investor Relations

We are committed to open and consistent communication with shareholders, within the boundaries of insider information guidelines and company policies. Corporate information is disclosed promptly and transparently to both individual and institutional shareholders through various communication channels.

Our parent company, DMCI Holdings, Inc., holds chief responsibility for investor relations.

Our IR contact information is provided below:

Email: investor_relations@semirarampc.com
Telephone: +632 8888-3000

Shareholder Welfare

SMPC upholds the rights of stockholders as defined in the Corporation Code, including voting, inspection of corporate records, access to information, dividend entitlements, and appraisal rights. The Board ensures fair and equitable treatment for all stockholders, with these rights outlined in the Manual of Corporate Governance and on the company website. To maintain transparency in meetings, voting outcomes are shared the next working day, minutes are released within the required timeframe, and stockholders are supported in attending or voting by proxy without limitation.

Proportional Voting

We strictly maintain a structure of "one vote per common share." SMPC currently has no practice that awards disproportionate voting rights to select shareholders.

Share Repurchase

All shareholders are treated equally and fairly with regard to share repurchases.

Voting Rights

We are committed to upholding our shareholders' rights to be informed, to participate in, and to vote on important matters during the Annual Shareholders' Meeting.

Annual Stockholders' Meeting

SMPC holds its Annual Stockholders' Meeting (ASM) on the first Monday of May each year, providing stockholders with a formal platform to engage with management and participate in key decisions. In 2025, the ASM was held virtually on May 5, with precautions in place to ensure participant safety amid ongoing health concerns. The meeting was attended by the Chairman and Chief Executive Officer (CEO), Board Directors, President, Chief Operating Officer (COO), and Chief Sustainability Officer, Chief Finance Officer (CFO), Corporate Secretary, Investor Relations Officer, other key officers, and Sycip Gorres Velayo and Co. (SGV & Co.), the external auditor. They provided updates on Company performance and governance and addressed stockholders' questions, reinforcing SMPC's commitment to accountability and transparent communication.

Poll Voting

In line with our commitment to stockholder equality, SMPC allows all stockholders to cast their votes in person, electronically, or in absentia.

The following procedures were implemented for the virtual 2025 ASM:

- All resolutions were decided through poll voting instead of a "show of hands."
- Votes were recorded and counted for every agenda item.
- Results for each agenda item were shared during the meeting to ensure transparency.
- SGV & Co. was appointed as an independent body to count and verify votes on agenda items requiring approval or ratification.

Decision-making

Stockholder concerns, such as Board nominations and other important issues, were discussed during the ASM to support transparent and inclusive decision-making.

Agenda of the Meeting

- Call to Order and Proof of Notice of Meeting
- Certification of Quorum
- Chairman’s Message
- Approval of Minutes of Previous Stockholders’ Meeting held on May 6, 2024
- Presentation and Approval of President’s Report
- Presentation and Approval of Audited Financial Statements for 2024
- Ratification of the Acts of the Board of Directors and Management from the Date of the Last Annual Stockholders’ Meeting up to the Date of this Meeting
- Election of Directors for 2025-2026
- Approval of Appointment of Independent External Auditor
- Other Matters
- Adjournment

Disclosure

Voting results for all resolutions, including approvals, disapprovals, and abstentions, were published by the SEC and PSE within five working days and posted on the company website on the same day.

The complete 2025 ASM minutes, including Board and officer attendance and the Certification of Quorum, were also uploaded within the required five-day timeframe.

Stockholders Participation

Upon the presentation of the Management Report by Maria Cristina C. Gotianun, President, Chief Operating Officer and Chief Sustainability Officer, stockholders and attendees raised questions regarding the report and the company’s performance, with all inquiries and management responses formally recorded in the ASM minutes.



Our Duties to Stakeholders

2-23, 2-24, 2-25

The Board actively identifies and engages a wide range of stakeholders, including customers, employees, government agencies, and industry partners, to foster collaboration and drive value creation, growth, and sustainability. Clear policies and programs are implemented to ensure fair treatment and protection of stakeholders, along with transparent communication. Stakeholders are provided with access to timely and effective recourse for any breaches or violations. By embedding these principles into corporate governance, the Board ensures accountability and responsible management. This strengthens trust and collaboration across all stakeholder groups.

Code of Conduct and Business Ethics	Policies, soft controls, and assurance procedures that promote openness, integrity, and accountability within the organization.
Alternative Dispute Resolution Policy	Alternative dispute resolution processes for settling corporate governance disputes and stockholder/ stakeholder differences.
Whistleblowing Integrity Reporting Mechanisms 2-25	Secure reporting avenue for stakeholders to raise valid complaints and confidential concerns such as fraud, human rights concerns, questionable, and unethical transactions in good faith. Whistleblower policies and protections are actively communicated to employees upon onboarding, and the policy guidelines are publicly available on the company’s website.
Gift and Entertainment Policy	Prohibition on employees receiving gifts, benefits, or interest from suppliers, customers, or business partners that could reasonably be interpreted as inducing favoritism over others.
Conflict of Interest Policy 2-15	Directors, officers, and employees are required to submit a single transaction. Disclosure statement of indirect financial interest in contract or purchase proposed to be entered into by the Company.
Anti-Corruption and Bribery Policy	Prohibition on all forms of bribery and corruption that breach any applicable law as they cause market distortions and curtail economic, social, and political development in the country.

Code of Conduct

The Board adopts and maintains a Code of Conduct and Business Ethics to set expectations for professional and ethical behavior and to define appropriate conduct in dealings with internal and external stakeholders. The Code is made publicly available on the company website. Internal controls are implemented to support proper execution and ongoing monitoring of compliance with the Code and other internal policies.

Human rights awareness is created through a combination of internal training programs and participation in external forums. Our suppliers and business partners are expected to observe responsible and ethical supply chain management practices and uphold corporate citizenship principles, including respect for human rights and fair play. We require our suppliers, contractors, and business partners to adhere to these clauses and to be proactive in taking corrective action in cases of non-compliance; otherwise, our business agreements with them are terminated.

Stakeholders / Policies	Description
Employees	
<ul style="list-style-type: none"> Safety, Health, and Welfare Policy Training and Development Workplace and Contractor Safety Employee Engagement Programs 	We seek to maintain a safe, healthy workplace in which employees thrive and grow. To this end, we have put the above policies in place along with technical and soft skills training.
Customers	
<ul style="list-style-type: none"> Customer Welfare Policy 	Our customer welfare policy outlines clauses such as right to information, high quality service, responsible marketing, customer privacy, transparency, resolutions, and complaints.
Suppliers and Contractors	
<ul style="list-style-type: none"> Supplier and Contractor Policy 	Our partnerships with suppliers are characterized by high weightage to sustainability and responsibility, which is reflected in the supplier / contractor policy. Clauses such as sustainability accreditation, monitoring of procurement procedures, and supplier review and selection form a part of this policy.
Creditors and Business Partners	
<ul style="list-style-type: none"> Safeguarding Creditors' Rights Policy 	Meeting obligations to creditors and business partners on time is a watertight commitment that we seek to adhere to. To ensure this, we implement operational and fiscal management measures to secure our financial status and preserve repayment capability. The policy also outlines guidelines on fair transactions and confidentiality of proprietary information.
Customers	
<ul style="list-style-type: none"> Integrated Management Policy 	We strive to maintain continual engagement with government agencies and foster a working relationship – not only by adhering to government regulations, but also by committing to transparency and continuous collaboration.
Communities and Environment	
<ul style="list-style-type: none"> Social Development Program Environmental Policy Climate Change Policy Environmental Stewardship Program 	At SMPC, we aim to support self-sustaining communities surrounding our operations. Therefore, we run social and environmental programs that improve access to education, livelihood, and healthy ecosystems. We also seek to maintain an active communication channel with communities on environmental issues resulting from our operations and our efforts on rehabilitation and restoration.

Transaction Policies

2-15

The following policies demonstrate our unwavering commitment to maintaining corporate behavioral standards of the highest order.

	Coverage	2025 Compliance
Policy on Insider Trading	<ul style="list-style-type: none"> Prohibits insider trading among Directors, officers, and employees Requires prior Stock-Trading reporting protocol for Directors and officers to notify the Legal Department 	There was no insider trading case violation reported.
Related Party Transactions (RPT) Policy	<ul style="list-style-type: none"> Requires Directors, officers, and key management personnel to notify Audit Committee or Corporate Counsel of an immediate family members' past, present, or potential RPT Requires Independent Director's review of material RPTs 	All actual RPTs were conducted in arms-length terms.
Material Related Party Transactions Policy	<ul style="list-style-type: none"> Requires two-thirds approval vote of the Board with at least a majority of the Independent Directors, of all transactions of SMPC and subsidiaries meeting the materiality threshold of RPTs amounting to 10% or higher of SMPC's Total Consolidated Assets based on its latest audited consolidated financial statement 	There was no material-related party transaction that breached the prescribed SEC materiality threshold during the year.



Our Leadership

2-11



Isidro A. Consunji
Chairman and Chief Executive Officer



Maria Cristina C. Gotianun
President, Chief Operating Officer,
and Chief Sustainability Officer

Board of Directors



Cesar A. Buenaventura †
Non-Executive Director



Jorge A. Consunji
Non-Executive Director



Herbert M. Consunji
Non-Executive Director



Ma. Edwina C. Laperal
Non-Executive Director



Josefa Consuelo C. Reyes
Non-Executive Director

Board of Directors



Antonio Jose U. Periquet Jr.
Non-Executive Director



Ferdinand M. Dela Cruz
Lead Independent Director



Roberto L. Panlilio
Independent Director



Francisco A. Dizon
Independent Director

Board of Directors

Isidro A. Consunji, 77

Filipino, Executive Director
Chairman and Chief Executive Officer
2025 Strategy and Sustainability Committee, Member

Board Appointment

- First Appointment as Chairman November 2014
- First Appointment as Director May 2001
- Last re-election as Director May 5, 2025

Present Directorship in Listed Companies

- DMCI Holdings, Inc. (within Company group)
- Atlas Consolidated Mining and Development Corporation
- Maynilad Water Services, Inc.
- Concreat Holdings Philippines, Inc.

Other Directorships

- Dacon Corporation, Chairman
- DMCI Masbate Power Corporation
- DMCI Mining Corporation
- DMCI Project Developers, Inc.
- D.M. Consunji, Inc.
- ENK Plc (U.K.)
- M&S Company Inc.
- Private Infra Dev Corp., Director
- SEM-Cal Industrial Park Developers Inc.
- SEM-Calaca Port Facilities, Inc.
- SEM-Calaca Power Corporation
- Semirara Cement Corporation
- Semirara Energy Utilities Inc.
- Semirara Materials and Resources Inc.
- Southeast Luzon Power Generation Corporation
- Southwest Luzon Power Generation Corporation

- St. Raphael Power Generation Corporation
- Toledo Mining Corporation Plc (U.K.)

Education

BS Civil Engineering

University of the Philippines Diliman

Master of Business Economics

Center for Research & Communication (now University of Asia and the Pacific)

Master of Business Management

Asian Institute of Management

Advanced Management

IESE School, Barcelona, Spain

Honorary Doctorate in Management

Asian Institute of Management

Maria Cristina C. Gotianun, 71

Filipino, Executive Director
President Chief Operating Officer, and Chief Sustainability Officer
2025 Risk Committee, Member
2025 Strategy and Sustainability Committee, Member

Board Appointment

- First appointment as a director May 2006
- Date of last re-election as a director May 5, 2025

Present Directorship in Listed Companies

- DMCI Holdings, Inc. (within Company Group)
- Concreat Holdings Philippines, Inc.

Other Directorships

- D.M. Consunji, Inc.
- Dacon Corporation
- Divine Word School of Semirara Island, Inc.
- DMCI Masbate Power Corporation
- DMCI Power Corporation
- SEM-Cal Industrial Park Developers Inc.
- SEM-Cal Port Facilities, Inc.
- SEM-Calaca Power Corporation
- Semirara Energy Utilities Inc.

- Semirara Training Center, Inc.
- Southeast Luzon Power Generation Corporation
- Southwest Luzon Power Generation Corporation
- St. Raphael Power Generation Corporation

Education

BS Business Economics
University of the Philippines Diliman

Cesar A. Buenaventura †

Filipino, Non-Executive Director
2025 Strategy and Sustainability Committee, Member

Board Appointment

- First appointment as a director May 2001
- Date of last re-election as a director May 5, 2025

Present Directorship in Listed Companies

- Concepcion Industrial Corporation
- DMCI Holdings, Inc. (within Company Group)
- International Container Terminal Services, Inc.
- PetroEnergy Resources Corporation.
- Manila Water Company, Inc.

Other Directorships

- D.M. Consunji, Inc.
- Semirara Cement Corporation
- The Country Club
- Mitsubishi Hitachi Power Systems Phils Inc.
- Cavitex Holdings, Inc.
- Via Technik Inc.
- Pilipinas Shell Foundation, Inc.
- Bloomberry Cultural Foundation
- ICTSI Foundation

Education

BS Civil Engineering
University of the Philippines

Master's Degree Civil Engineering
Major in Structures,
Lehigh University, Bethlehem,
Pennsylvania (Fulbright Scholar)

Special Recognition

Honorary Officer,
Order of the British Empire
by Her Majesty Queen Elizabeth II

Jorge A. Consunji, 74

Filipino, Non-Executive Director

Board Appointment

- First appointment as a director May 2001
- Date of last re-election as a director May 5, 2025

Present Directorship in Listed Companies

- DMCI Holdings, Inc. (within Company Group)
- Concreat Holdings Philippines, Inc.
- Maynilad Water Services, Inc.

Other Directorships

- Cotabato Timberland Co., Inc.
- D.M. Consunji, Inc.
- DMCI Masbate Power Corporation
- DMCI Mining Corporation
- DMCI Power Corporation
- DMCI Project Developers, Inc.
- Eco-Process & Equipment Phils. Inc.
- M&S Company, Inc.
- Royal Star Aviation, Inc.
- SEM-Cal Industrial Park Developers Inc.
- SEM-Calaca Port Facilities Inc.
- Semirara Energy Utilities Inc.
- Semirara Materials and Resources Inc.
- Sodaco Agricultural Corporation

- Southeast Luzon Power Generation Corporation
- St. Raphael Power Generation Corporation

Education

BS Industrial Management Engineering
De La Salle University, Manila

Advanced Management
Program Seminar
University of Asia and the Pacific

Top Management Program
Asian Institute of Management

Herbert M. Consunji, 73

Filipino, Non-Executive Director

Board Appointment

- First appointment as a director May 2001
- Date of last re-election as a director May 5, 2025

Present Directorship in Listed Companies

- Concreat Holdings Philippines, Inc., President and CEO
- Maynilad Water Services, Inc.

Other Directorships

- D.M. Consunji, Inc.
- DMCI Holdings, Inc.
- DMCI Mining Corporation
- DMCI Power Corporation
- DMCI Project Developers, Inc.
- DMCI-MPIC Water Company Inc.
- SEM-Cal Industrial Park Developers Inc.
- SEM-Calaca Power Corporation
- Semirara Materials and Resources Inc.

- Southwest Luzon Power Generation Corporation
- Subic Water & Sewerage Corp.

Education

BS Commerce, Major in Accounting
De La Salle University

Top Management Program
Asian Institute of Management

Board of Directors

Ma. Edwina C. Laperal, 64

Filipino, Non-Executive Director

Board Appointment

- First appointment as a director
May 2007
- Date of last re-election as a director
May 5, 2025

Present Directorship in Listed Companies

- DMCI Holdings, Inc. (within Company Group)

Other Directorships

- D.M. Consunji, Inc.
- Dacon Corporation
- DMC Urban Property Developers, Inc.
- DMCI Project Developers, Inc.
- SEM-Calaca Power Corporation
- Southwest Luzon Power Generation Corporation

Education

BS Architecture
University of the Philippines

Master in Business Administration
University of the Philippines

Executive Certificate for Strategic Business Economics Program
University of Asia & The Pacific

Josefa Consuelo C. Reyes, 78

Filipino, Non-Executive Director

Board Appointment

- First appointment as a director
March 2015
- Date of last re-election as a director
May 5, 2025

Present Directorship in Listed Companies

Nil

Other Directorships

- Dacon Corporation
- Ecology Village Association
- Philippine Coffee Board
- SEM-Calaca Power Corporation
- Southwest Luzon Power Generation Corporation

Education

AB Economics
University of British Columbia,
Vancouver, Canada

Strategic Business Economics Program
University of Asia and the Pacific

Antonio Jose U. Periquet, Jr., 64

Filipino, Non-Executive Director

2025 Strategy and Sustainability Committee, Chairman

Board Appointment

- First appointment as a director
August 2019
- Date of last re-election as a director
May 5, 2025

Present Directorship in Listed Companies

- Globe Telecom, Inc.
- JG Summit Holdings, Inc.
- Universal Robina Corporation

Other Directorships

- AB Capital & Investment Corporation
- Albizia ASEAN Tenggara Fund (Singapore)
- Campden Hill Group, Inc.
- Lyceum of the Philippines University
- The Straits Wine Co. Inc.

Education

AB Economics
Ateneo de Manila University
Master of Science Economics
Oxford University, UK

Master in Business Administration
Darden Graduate School of Business
Administration
University of Virginia, USA

Ferdinand M. Dela Cruz, 58

Filipino, Lead Independent Director

2025 Audit Committee, Chairman

2025 Corporate Governance Committee, Member

2025 Risk Committee, Member

2025 Strategy and Sustainability Committee, Member

Board Appointment

- First appointment as a director
May 2021
- Date of last re-election as a director
May 5, 2025

Present Directorship in Listed Companies

Nil

Other Directorships

- Franklin Baker Company of the Philippines
- Institute for Solidarity in Asia, Inc.
- Institute of Corporate Directors
- U.P. Engineering R&D Foundation, Inc.

Education

Advanced Management Program
Harvard Business School

BS Mechanical Engineering
(Cum Laude)
University of the Philippines

Roberto L. Panlilio, 71

Filipino, Independent Director

2025 Risk Committee, Chairman

2025 Audit Committee, Member

2025 Corporate Governance Committee, Member

2025 Strategy and Sustainability Committee, Member

Board Appointment

- First appointment as a director
May 2023
- Date of last re-election as a director
May 5, 2025

Present Directorship in Listed Companies

- DMCI Holdings, Inc.
- Lopez Holdings Corporation

Other Directorships

- Maya Bank
- Philippine Association of Securities Brokers and Dealers, Inc.
- Endeavor Philippines
- L&R Corporation

Education

Master in Business Administration and International Finance
University of Southern California

Bachelor in Business Management
Ateneo de Manila University

Francisco A. Dizon, 76

Filipino, Independent Director,

2025 Corporate Governance Committee, Chairman

2025 Audit Committee, Member

2025 Strategy and Sustainability Committee, Member

Board Appointment

- First appointment as a director
May 2023
- Date of last re-election as a director
May 5, 2025

Present Directorship in Listed Companies

Nil

Other Directorships

- Sun Savings Bank
- Pacific Northstar Inc.
- Project Quest Corporation
- BPO International
- Sun Star Cebu Publishing, Inc.
- Medical Doctors, Inc.
- Laura Vicuña Foundation
- Phoenix One Knowledge Solutions, Inc.
- Fleetwood Holdings, Inc.
- Capitol Star Development Corporation

Education

Master in Business Management
Asian Institute of Management

Bachelor of Arts in General Studies
Ateneo de Manila University

Management Team



Christopher Thomas C. Gotianun
Vice President, Chief Business
Development Officer



Carla Cristina T. Levina
Vice President, Chief Finance Officer



Ruben P. Lozada
Vice President, Mining Operations
and Resident Manager, and Chief Risk
Officer for Coal Segment



Charlie V. Robles
Vice President and Manager for
Power Complex, and Chief Risk Officer
for Power Segment

Management Team



Andreo O. Estrellado
Vice President, Power Market and
Commercial Operations
**Retired February 28, 2026*



Edgar C. Mariano
Vice President, Calaca Power Complex,
Technical Services Department



Atty. John R. Sadullo
Vice President, Asset Registry and
Corporate Secretary, and
Chief Information Officer



Atty. Julius M. Lotilla
Vice President, Legal Affairs
and Chief Compliance Officer



Financial Statements

STATEMENT OF MANAGEMENT'S RESPONSIBILITY FOR CONSOLIDATED FINANCIAL STATEMENTS

The management of **SEMIRARA MINING AND POWER CORPORATION** (the "Company") is responsible for the preparation and fair presentation of the **consolidated financial statements** including the schedules attached therein, for the years ended December 31, 2025, 2024 and 2023, in accordance with prescribed financial reporting framework indicated therein, and such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

The Board of Directors is responsible for overseeing the Company's financial reporting process.

The Board of Directors reviews and approves the financial statements including the schedules attached therein, and submits the same to the stakeholders.

SyCip Gorres Velayo & Co., the independent auditors, appointed by the stockholders has audited the consolidated financial statements of the Company in accordance with Philippine Standards of Auditing, and in its report to the stockholders, has expressed its opinion on the fairness of presentation upon completion of such audit.

Signed this 10th day of March 2026.

Isidro A. Consunji
Chairman of the Board and Chief Executive Officer

Maria Cristina C. Gotianun
President and Chief Operating Officer

Carla Cristina T. Levina
Vice President and Chief Finance Officer

INDEPENDENT AUDITOR'S REPORT

The Board of Directors and Stockholders
Semirara Mining and Power Corporation
2/F DMCI Plaza
2281 Don Chino Roces Avenue
Makati City

Opinion

We have audited the consolidated financial statements of Semirara Mining and Power Corporation (SMPC) and its Subsidiaries (collectively, the Group), which comprise the consolidated statements of financial position as at December 31, 2025 and 2024, and the consolidated statements of comprehensive income, consolidated statements of changes in equity and consolidated statements of cash flows for each of the three years in the period ended December 31, 2025, and notes to the consolidated financial statements, including material accounting policy information.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Group as at December 31, 2025 and 2024, and its consolidated financial performance and its consolidated cash flows for each of the three years in the period ended December 31, 2025 in accordance with Philippine Financial Reporting Standards (PFRS) Accounting Standards.

Basis for Opinion

We conducted our audits in accordance with Philippine Standards on Auditing (PSAs). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Consolidated Financial Statements* section of our report. We are independent of the Group in accordance with the Code of Ethics for Professional Accountants in the Philippines (Code of Ethics), as applicable to the audits of the consolidated financial statements of public interest entities, together with the ethical requirements that are relevant to the audits of consolidated financial statements of public interest entities in the Philippines, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. For each matter below, our description of how our audit addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the *Auditor's Responsibilities for the Audit of the Consolidated Financial Statements* section of our report, including in relation to these matters.

Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the consolidated financial statements. The results of our audit procedures, including the procedures performed to address the matters below, provide the basis for our audit opinion on the accompanying consolidated financial statements.

Impact Assessment on Uncertainties Linked to the Near-Term Expiration of Coal Operating Contract No. 5 (COC)

The absence of the Department of Energy's (DOE) favorable action on SMPC's request for term adjustment and the launch of a bid round for Semirara Island's Coal Operating Contract No. 5 (COC) are considered as subsequent events that confirm the uncertainties linked to the near-term expiration of the COC existing as of December 31, 2025. It is an impairment indicator that required an assessment of the recoverability of SMPC's nonfinancial assets, particularly its inventories and property, plant and equipment attributable to coal mining operations with a carrying amount of ₱13,493.65 million and ₱8,249.50 million, respectively, as of December 31, 2025. In addition, the near-term expiry of the COC could have other potential implications—such as potential effects on the provision for mine rehabilitation and decommissioning, contractual obligations, and financing arrangements. This matter is significant to our audit because the impact assessment on these uncertainties requires the use of assumptions and significant estimation from management, including management's specialists.

The disclosures in relation to the above matters are discussed in Notes 3, 6, 9 and 28 to the consolidated financial statements.

Audit response

We involved our internal specialist in evaluating the methodologies and assumptions used in determining the recoverable amounts of coal mining properties and other property, plant and equipment. We reviewed the key assumptions used to estimate the discounted cash flows of the cash generating unit, based on our understanding of SMPC's business plan and compared these assumptions to the relevant market data and historical trends, as applicable. We performed inquiries with the management's specialist who determined the replacement cost, about the methodology and assumptions used in the valuation of the subject assets. On a sample basis, we tested the replacement costs for property, plant and equipment and inventories attributable to coal mining operations by comparing these against the supporting purchase documents for recent transactions and external pricing. We evaluated the competence, capabilities and objectivity of the management's specialists by considering their qualifications, experience and reporting responsibilities. We tested the sensitivity of the recoverable amount to changes in key assumptions used. We reviewed management's assessment of impact of the near-term expiration of the COC on the completeness of provision for mine rehabilitation and decommissioning, contractual obligations and financing arrangements.

Estimation on Coal Mining Properties

The Group's coal mining properties with a carrying value of ₱3,634.25 million as of December 31, 2025 are amortized using the units-of-production method. Under this method, management is required to estimate the volume of mineable ore reserves for the remaining life of the mine which is a key input to the amortization of the coal mining properties. This matter is significant to our audit because the estimation of the mineable ore reserves of the Group's coal mines requires use of assumptions and significant estimation from management's specialists.

The related information on the estimation of mineable ore reserves and related coal mining properties are discussed in Notes 3 and 9 to the consolidated financial statements.

Audit response

We obtained an understanding on management's processes and controls in the estimation of coal mining properties. We evaluated the competence, capabilities and objectivity of management's internal specialists engaged by the Group to perform an assessment of the ore reserves by considering their qualifications, experience and reporting responsibilities. We reviewed the internal specialists' report and obtained an understanding of the nature, scope and objectives of their work and basis of estimates, including the changes in the reserves during the year. We performed back testing of prior year coal production forecast against the actual coal production during the year. We also tested the application of the estimated ore reserves in the amortization of mining properties.

Other Information

Management is responsible for the other information. The other information comprises the information included in the SEC Form 20-IS (Definitive Information Statement), SEC Form 17-A and Annual Report for the year ended December 31, 2025, but does not include the consolidated financial statements and our auditor's report thereon. The SEC Form 20-IS, SEC Form 17-A and Annual Report for the year ended December 31, 2025 are expected to be made available to us after the date of this auditor's report.

Our opinion on the consolidated financial statements does not cover the other information and we will not express any form of assurance conclusion thereon.

In connection with our audits of the consolidated financial statements, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audits, or otherwise appears to be materially misstated.

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with PFRS Accounting Standards, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group's financial reporting process.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with PSAs will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with PSAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group as a basis for forming an opinion on the consolidated financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

The engagement partner on the audit resulting in this independent auditor's report is Jennifer D. Ticlao.

SYCIP GORRES VELAYO & CO.



Jennifer D. Ticlao

Partner

CPA Certificate No. 109616

Tax Identification No. 245-571-753

BOA/PRC Reg. No. 0001, April 16, 2024, valid until August 23, 2026

SEC Partner Accreditation No. 109616-SEC (Group A)

Valid to cover audit of 2022 to 2026 financial statements

SEC Firm Accreditation No. 0001-SEC (Group A)

Valid to cover audit of 2021 to 2025 financial statements

BIR Accreditation No. 08-001998-110-2023, September 12, 2023, valid until September 11, 2026

PTR No. 10765137, January 2, 2026, Makati City

March 10, 2026

SEMIRARA MINING AND POWER CORPORATION AND SUBSIDIARIES CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

	December 31	
	2025	2024 (As restated - Note 12)
ASSETS		
Current Assets		
Cash and cash equivalents (Notes 4, 30 and 31)	₱4,363,886,635	₱9,466,892,791
Receivables (Notes 5, 19, 30 and 31)	6,681,116,337	7,655,070,054
Inventories (Notes 6, 9 and 21)	17,270,701,024	11,977,301,157
Other current assets (Note 7)	1,344,974,140	1,185,005,882
Total Current Assets	29,660,678,136	30,284,269,884
Noncurrent Assets		
Property, plant and equipment (Note 9)	34,429,322,477	37,209,638,852
Investment in associate (Note 12)	1,347,880,980	1,695,275,709
Deferred tax assets - net (Note 26)	643,394,431	696,071,414
Deferred mine exploration cost (Note 10)	-	993,586,144
Right-of-use assets (Note 11)	69,243,913	80,458,849
Other noncurrent assets (Notes 13, 30 and 31)	342,691,009	234,656,959
Total Noncurrent Assets	36,832,532,810	40,909,687,927
	₱66,493,210,946	₱71,193,957,811
LIABILITIES AND EQUITY		
Current Liabilities		
Trade and other payables (Notes 14, 19, 30 and 31)	₱8,673,191,057	₱10,930,867,538
Income tax payable (Note 26)	150,334,594	291,281,634
Current portion of long-term debt (Notes 15, 30 and 31)	939,711,246	1,640,932,429
Current portion of lease liabilities (Notes 11, 30 and 31)	7,274,653	8,436,175
Total Current Assets	9,770,511,550	12,871,517,776
Noncurrent Liabilities		
Long-term debt - net of current portion (Notes 15, 30, 31 and 32)	56,983,546	993,812,125
Lease liabilities - net of current portion (Notes 11, 30, 31 and 32)	25,393,843	31,746,817
Provision for decommissioning and site rehabilitation costs (Notes 3 and 16)	398,757,408	388,398,309
Pension liabilities (Note 20)	423,923,188	348,135,612
Other noncurrent liabilities	35,892,580	41,792,731
Total Noncurrent Liabilities	940,950,565	1,803,885,594
Total Liabilities	10,711,462,115	14,675,403,370
Equity		
Capital stock (Notes 17 and 30)	4,264,609,290	4,264,609,290
Additional paid-in capital (Note 30)	6,675,527,411	6,675,527,411
Treasury shares (Notes 17 and 30)	(739,526,678)	(739,526,678)
Retained earnings (Notes 17, 18 and 30):		
Unappropriated	38,923,794,480	39,677,885,187
Appropriated	6,800,000,000	6,800,000,000
Net remeasurement losses on pension plans (Notes 20 and 30)	(142,655,672)	(159,940,769)
Total Equity	55,781,748,831	56,518,554,441
	₱66,493,210,946	₱71,193,957,811

See accompanying Notes to Consolidated Financial Statements.

SEMIRARA MINING AND POWER CORPORATION AND SUBSIDIARIES CONSOLIDATED STATEMENTS OF COMPREHENSIVE INCOME

	Years Ended December 31		
	2025	2024	2023
REVENUE FROM CONTRACTS WITH CUSTOMERS (Note 33)			
Coal	₱28,800,282,739	₱40,353,145,289	₱52,268,160,713
Power	23,431,913,540	24,841,154,472	24,692,254,731
	52,232,196,279	65,194,299,761	76,960,415,444
COSTS OF SALES (Notes 21 and 33)			
Coal	19,535,670,926	22,075,242,420	23,372,636,968
Power	11,333,767,919	11,087,379,657	9,536,873,419
	30,869,438,845	33,162,622,077	32,909,510,387
GROSS PROFIT	21,362,757,434	32,031,677,684	44,050,905,057
OPERATING EXPENSES (Notes 22, 28 and 33)	(7,195,380,387)	(11,244,549,921)	(15,117,258,063)
INCOME FROM OPERATIONS	14,167,377,047	20,787,127,763	28,933,646,994
OTHER INCOME (CHARGES) - Net			
Finance income (Notes 24 and 33)	318,636,891	893,055,950	1,187,503,300
Finance costs (Notes 23 and 33)	(204,977,442)	(389,197,861)	(589,249,769)
Foreign exchange gains (losses) - net (Notes 30 and 33)	29,013,547	(113,601,060)	(175,807,586)
Share in net income (loss) of associate (Note 12)	(347,394,729)	10,719,077	-
Others - net (Notes 25 and 33)	761,107,302	618,779,907	725,624,255
	556,385,569	1,019,756,013	1,148,070,200
INCOME BEFORE INCOME TAX	14,723,762,616	21,806,883,776	30,081,717,194
PROVISION FOR INCOME TAX (Notes 26 and 33)	1,663,573,558	2,177,379,995	2,148,420,857
NET INCOME	13,060,189,058	19,629,503,781	27,933,296,337
OTHER COMPREHENSIVE INCOME (LOSS)			
Item not to be reclassified to profit or loss in subsequent periods			
Remeasurement gains (losses) on pension plan (Note 20)	23,046,796	19,143,587	(71,842,953)
Income tax effect	(5,761,699)	(4,785,897)	17,960,738
	17,285,097	14,357,690	(53,882,215)
TOTAL COMPREHENSIVE INCOME	₱13,077,474,155	₱19,643,861,471	₱27,879,414,122
Basic/Diluted Earnings Per Share (Note 27)	₱3.07	₱4.62	₱6.57

See accompanying Notes to Consolidated Financial Statements.

SEMIRARA MINING AND POWER CORPORATION AND SUBSIDIARIES CONSOLIDATED STATEMENTS OF CHANGES IN EQUITY

	Capital Stock (Note 17)	Additional Paid-in Capital	Treasury Shares (Note 17)	Retained Earnings		Net Remeasurement Loss on Pension Plan (Note 20)	Total
				Unappropriated (Note 18)	Appropriated (Note 18)		
Balances as of January 1, 2025	₱4,264,609,2906	₱6,675,527,411	(₱739,526,678)	₱39,677,885,187	₱6,800,000,000	(₱159,940,769)	₱56,518,554,441
Comprehensive income							
Net income	-	-	-	13,060,189,058	-	-	13,060,189,058
Other comprehensive loss	-	-	-	-	-	17,285,097	17,285,097
Total comprehensive income	-	-	-	13,060,189,058	-	17,285,097	13,077,474,155
Cash dividends declared (Note 18)	-	-	-	(13,814,279,765)	-	-	(13,814,279,765)
Balances as of December 31, 2025	₱4,264,609,290	₱6,675,527,411	(₱739,526,678)	₱38,923,794,480	₱6,800,000,000	(₱142,655,672)	₱55,781,748,831
Balances as of January 1, 2024	₱4,264,609,290	₱6,675,527,411	(₱739,526,678)	₱45,551,667,126	₱6,800,000,000	(₱174,298,459)	₱62,377,978,690
Comprehensive income							
Net income	-	-	-	19,629,503,781	-	-	19,629,503,781
Other comprehensive loss	-	-	-	-	-	14,357,690	14,357,690
Total comprehensive income	-	-	-	19,629,503,781	-	14,357,690	19,643,861,471
Cash dividends declared (Note 18)	-	-	-	(25,503,285,720)	-	-	(25,503,285,720)
Balances as of December 31, 2024	₱4,264,609,290	₱6,675,527,411	(₱739,526,678)	₱39,677,885,187	₱6,800,000,000	(₱159,940,769)	₱56,518,554,441
Balances as of January 1, 2023	₱4,264,609,290	₱6,675,527,411	(₱739,526,678)	₱47,372,204,129	₱6,800,000,000	(₱120,416,244)	₱64,252,397,908
Comprehensive income							
Net income	-	-	-	27,933,296,337	-	-	27,933,296,337
Other comprehensive loss	-	-	-	-	-	(53,882,215)	(53,882,215)
Total comprehensive income	-	-	-	27,933,296,337	-	(53,882,215)	27,879,414,122
Cash dividends declared (Note 18)	-	-	-	(29,753,833,340)	-	-	(29,753,833,340)
Balances as of December 31, 2023	₱4,264,609,290	₱6,675,527,411	(₱739,526,678)	₱45,551,667,126	₱6,800,000,000	(₱174,298,459)	₱62,377,978,690

See accompanying Notes to Consolidated Financial Statements.

SEMIRARA MINING AND POWER CORPORATION AND SUBSIDIARIES CONSOLIDATED STATEMENTS OF CASH FLOWS

	Years Ended December 31		
	2025	2024	2023
CASH FLOWS FROM OPERATING ACTIVITIES			
Income before income tax	₱14,723,762,616	₱21,806,883,776	₱30,081,717,194
Adjustments for:			
Depreciation and amortization (Notes 9, 13, 21 and 22)	8,511,100,460	7,305,346,695	7,043,028,260
Share in net loss (income) of associate (Note 12)	347,394,729	(10,719,077)	-
Finance costs (Note 23)	204,977,442	389,197,861	589,249,769
Net unrealized foreign exchange losses	190,761,594	193,722,505	198,097,226
Pension expense (Note 20)	104,531,166	93,288,906	71,676,424
Provision for inventory obsolescence (Notes 6 and 22)	89,493,880	-	-
Provision for expected credit losses on receivable and advances (Notes 5, 7 and 22)	38,921,499	62,691,174	13,687,290
Gain on sale of equipment (Notes 9 and 25)	(1,720,521)	(5,862,002)	-
Realization of advanced rental income	(5,900,151)	(5,900,150)	(5,900,150)
Finance income (Note 24)	(318,636,891)	(893,055,950)	(1,187,503,300)
Recoveries from insurance claims (Note 25)	(361,837,213)	(186,234,200)	(31,884,171)
Write-down of asset held-for-sale (Notes 8 and 22)	-	-	76,094,595
Impairment loss on other current assets (Notes 7 and 22)	-	41,076	8,465,289
Reversal of allowance for inventory obsolescence (Note 6)	-	(3,476,479)	(79,863,727)
Operating income before changes in working capital	23,522,848,610	28,745,924,135	36,776,864,699
Changes in working capital:			
Decrease (increase) in:			
Receivables	930,882,453	3,129,855,975	(602,215,617)
Other current assets	(521,734,555)	(310,212,579)	(27,498,662)
Inventories	(5,614,293,248)	2,843,428,492	(1,528,789,106)
Increase (decrease) in:			
Trade and other payables	(500,290,734)	(5,390,274,723)	3,270,492,500
Provision for decommissioning and site rehabilitation costs	(14,417,946)	12,382,975	17,084,500
Cash generated from operations	17,802,994,580	29,031,104,275	37,905,938,314
Interest received (Note 24)	318,636,891	893,055,950	1,187,503,300
Interest paid	(286,357,876)	(369,585,652)	(558,340,720)
Pension settlement (Note 20)	(5,696,794)	(7,941,829)	(7,162,231)
Income taxes paid, including creditable withholding tax	(1,395,460,910)	23,431,913,540	(2,931,174,352)
Net cash provided by operating activities	₱16,434,115,891	₱27,506,551,716	₱35,596,764,311

(Forward)

	Years Ended December 31		
	2025	2024	2023
CASH FLOWS FROM INVESTING ACTIVITIES			
Additions to:			
Property, plant and equipment (Notes 9 and 32)	(₱5,934,260,037)	(₱5,331,521,299)	(₱4,016,846,153)
Deferred mine exploration cost (Note 10)	(403,631,379)	(993,586,144)	-
Computer software (Note 13)	(33,461,121)	(21,048,000)	(29,361)
Investment in associate (Note 12)	-	-	-
Proceeds from:			
Insurance claims (Note 25)	361,837,213	186,234,200	31,884,171
Sale of equipment (Note 9)	2,320,034	5,862,002	-
Sale of asset held-for-sale (Note 8)	-	110,103,245	603,114,960
Decrease (increase) in other noncurrent assets	(95,314,067)	389,845,527	24,657,404
Net cash used in investing activities	(6,102,509,357)	(7,426,250,465)	(3,357,218,979)
CASH FLOWS FROM FINANCING ACTIVITIES			
Payments of:			
Dividends (Notes 18 and 32)	(13,811,459,924)	(25,503,073,939)	(29,754,052,759)
Loans (Notes 15 and 32)	(1,641,714,286)	(4,102,314,285)	(3,489,414,286)
Principal portion of lease liabilities (Notes 11, 30 and 32)	(10,452,027)	(21,002,855)	(17,988,992)
Net cash used in investing activities	(15,463,626,237)	(29,626,391,079)	(33,261,456,037)
EFFECT OF EXCHANGE RATE CHANGES IN CASH AND CASH EQUIVALENTS	29,013,547	26,052,636	(47,717,775)
NET DECREASE IN CASH AND CASH EQUIVALENTS	(5,103,006,156)	(9,520,037,192)	(1,069,628,480)
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR	9,466,892,791	18,986,929,983	20,056,558,463
CASH AND CASH EQUIVALENTS AT END OF YEAR (Note 4)	₱4,363,886,635	₱9,466,892,791	₱18,986,929,983

See accompanying Notes to Consolidated Financial Statements.

Notes to Consolidated Financial Statements:



https://semiraramining.com/storage/app/media/SMPC%20Conso%20AFS_2025_BIR.pdf

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GRI Content Index

GRI STANDARD	DISCLOSURE	Location
General Disclosures		
	2-1 Organizational details	10–11
	2-2 Entities included in the organization's sustainability reporting	6–7
	2-3 Reporting period, frequency and contact point	6–7
	2-4 Restatements of information	123–124 Energy consumption data in 2023–2024 were updated following the revision in the computation.
	2-5 External assurance	Not Applicable
	2-6 Activities, value chain and other business relationships	10–11
	2-7 Employees	130–132
	2-8 Workers who are not employees	130–131
	2-9 Governance structure and composition	186–189, 191–193
	2-10 Nomination and selection of the highest governance body	194
	2-11 Chair of the highest governance body	204–205
	2-12 Role of the highest governance body in overseeing the management of impacts	188–189, 191–193
	2-13 Delegation of responsibility for managing impacts	72–77
	2-14 Role of the highest governance body in sustainability reporting	54–55
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	2-16 Communication of critical concerns	174–179
	2-17 Collective knowledge of the highest governance body	194
	2-18 Evaluation of the performance of the highest governance body	194
	2-19 Remuneration policies	194
	2-20 Process to determine remuneration	194
	2-21 Annual total compensation ratio	194

GRI STANDARD	DISCLOSURE	Location
General Disclosures		
	2-22 Statement on sustainable development strategy	26–37
	2-23 Policy commitments	201
	2-24 Embedding policy commitments	201
	2-25 Processes to remediate negative impacts	201
	2-26 Mechanisms for seeking advice and raising concerns	52–53
	2-27 Compliance with laws and regulations	65
	2-28 Membership associations	64
	2-29 Approach to stakeholder engagement	52–53
	2-30 Collective bargaining agreements	155
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	54–55
	3-2 List of material topics	54–55
Biodiversity		
GRI 3: Material Topics 2021	3-3 Management of material topics	81
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	GRI 101: Biodiversity 2024 will supersede GRI 304: Biodiversity 2016 on 1 January 2026
	101-2 Management of biodiversity impacts	
	101-3 Access and benefit-sharing	
	101-4 Identification of biodiversity impacts	
	101-5 Locations with biodiversity impacts	
	101-6 Direct drivers of biodiversity loss	
	101-7 Changes to the state of biodiversity	
	101-8 Ecosystem services	

GRI Content Index

GRI STANDARD	DISCLOSURE	Location
Biodiversity		
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	81-97, 118
	304-2 Significant impacts of activities, products and services on biodiversity	81-97
	304-3 Habitats protected or restored	100-101
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	81-97
Economic Performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	60
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	60-63
	201-2 Financial implications and other risks and opportunities due to climate change	68-69
	201-3 Defined benefit plan obligations and other retirement plans	Please see "Audited Financial Statement Notes to Financial Statement No. 18"
	201-4 Financial assistance received from government	Please see "Audited Financial Statement Notes to Financial Statement No. 18"
Market Presence		
GRI 3: Material Topics 2021	3-3 Management of material topics	136
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	136
	202-2 Proportion of senior management hired from the local community	136
Indirect Economic Impacts		
GRI 3: Material Topics 2021	3-3 Management of material topics	158
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	158-165
	203-2 Significant indirect economic impacts	166-169

GRI STANDARD	DISCLOSURE	Location
Procurement Practice		
GRI 3: Material Topics 2021	3-3 Management of material topics	65
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	65
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A, Not identified as a material topic
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	N/A, Not identified as a material topic
	205-2 Communication and training about anti-corruption policies and procedures	N/A, Not identified as a material topic
	205-3 Confirmed incidents of corruption and actions taken	N/A, Not identified as a material topic
Anti-competitive behavior		
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A, Not identified as a material topic
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	N/A, Not identified as a material topic
Tax		
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A, Not identified as a material topic
GRI 207: Tax 2019	207-1 Approach to tax	N/A, Not identified as a material topic
	207-2 Tax governance, control, and risk management	N/A, Not identified as a material topic
	207-3 Stakeholder engagement and management of concerns related to tax	N/A, Not identified as a material topic
	207-4 Country-by-country reporting	N/A, Not identified as a material topic

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GRI STANDARD	DISCLOSURE	Location
Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	120
	301-1 Materials used by weight or volume	120
GRI 201: Economic Performance 2016	301-2 Recycled input materials used	N/A, Zero recycled materials used in mining coal, & generating electricity
	301-3 Reclaimed products and their packaging materials	
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	123
	302-1 Energy consumption within the organization	123–124
GRI 302: Energy 2016	302-2 Energy consumption outside of the organization	124
	302-3 Energy intensity	124
	302-4 Reduction of energy consumption	125
	302-5 Reductions in energy requirements of products and services	N/A, Energy requirement does not apply to SMPC's products, which are coal and electricity
Water and Effluents		
GRI 3: Material Topics 2021	3-3 Management of material topics	102
	303-1 Interactions with water as a shared resource	102
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	105
	303-3 Water withdrawal	103
	303-4 Water discharge	104
	303-5 Water consumption	105

GRI STANDARD	DISCLOSURE	Location
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	114
	305-1 Direct (Scope 1) GHG emissions	114–115
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	114–115
	305-3 Other indirect (Scope 3) GHG emissions	116
	305-4 GHG emissions intensity	117
	305-5 Reduction of GHG emissions	117
	305-6 Emissions of ozone-depleting substances (ODS)	N/A, SMPC does not produce, import, and/or export ODS
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	112–113
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	107
	306-1 Waste generation and significant waste-related impacts	107
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	107
	306-3 Waste generated	109
	306-4 Waste diverted from disposal	109
	306-5 Waste directed to disposal	110
Supplier Environmental Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	126
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened	126
	308-2 Negative environmental impacts in the supply chain and actions taken	126

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GRI STANDARD	DISCLOSURE	Location	
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	130	
	401-1 New employee hires and employee turnover	134–136	
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	139	
	401-3 Parental leave	140	
Labor/Management Relations			
GRI 3: Material Topics 2021	3-3 Management of material topics	154	
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	154	
Occupational Health and Safety			
GRI 403: Occupational Health and Safety 2018	GRI 3: Material Topics 2021	3-3 Management of material topics	146
	403-1 Occupational health and safety management system	146	
	403-2 Hazard identification, risk assessment, and incident investigation	146	
	403-3 Occupational health services	147	
	403-4 Worker participation, consultation, and communication on occupational health and safety	146	
	403-5 Worker training on occupational health and safety	149	
	403-6 Promotion of worker health	144	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	147	
	403-8 Workers covered by an occupational health and safety management system	146	
	403-9 Work-related injuries	151–153	
403-10 Work-related ill health	151–153		

GRI STANDARD	DISCLOSURE	Location
Training and Education		
GRI 3: Material Topics 2021	3-3 Management of material topics	141
	404-1 Average hours of training per year per employee	141–143
	404-2 Programs for upgrading employee skills and transition assistance programs	141–143
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	141–143
	Diversity and Equal Opportunity	
GRI 3: Material Topics 2021	3-3 Management of material topics	130
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	130–132
	405-2 Ratio of basic salary and remuneration of women to men	137
Non-Discrimination		
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A, Not identified as a material topic
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	N/A, Not identified as a material topic
Freedom of association and collective bargaining		
GRI 3: Material Topics 2021	3-3 Management of material topics	154
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	154–155
Child Labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	154
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	154–155
Forced or Compulsory Labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	154
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	154–155

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GRI STANDARD	DISCLOSURE	Location
Security practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	144
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	144
Rights of Indigenous Peoples		
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A, Not identified as a material topic
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	N/A, Not identified as a material topic
Local Communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	156
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	156–171
	413-2 Operations with significant actual and potential negative impacts on local communities	The actual negative impact of the Coal segment of SMPC on local communities is the dispersion of dust in the haul roads and coal conveyance system.
Supplier Social Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A, Not identified as a material topic
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	N/A, Not identified as a material topic
	414-2 Negative social impacts in the supply chain and actions taken	
Public Policy		
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A, Not identified as a material topic
GRI 415: Public Policy 2016	415-1 Political contributions	N/A, Not identified as a material topic

GRI STANDARD	DISCLOSURE	Location
Customer Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	154
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	154
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	0 customer complaints concerning product (i.e., coal) health and safety impacts
Marketing and Labelling		
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A, Not identified as a material topic
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	N/A, Not identified as a material topic
	417-2 Incidents of non-compliance concerning product and service information and labeling	N/A, Not identified as a material topic
	417-3 Incidents of non-compliance concerning marketing communications	N/A, Not identified as a material topic
Customer Privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A, Not identified as a material topic
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	N/A, Not identified as a material topic



2025 Annual and Sustainability Report