

Annex A: Reporting Template

(For additional guidance on how to answer the Topics, organizations may refer to Annex B: Topic Guide)

Contextual Information

Company Details	
Name of Organization	Imperial Resources Incorporated
Location of Headquarters	Unit 202 Villa Building, No. 78 Jupiter Street, Bel-Air, Makati City, Metro Manila
Location of Operations	Philippines and Indonesia
Report Boundary: Legal entities (e.g. subsidiaries) included in this report*	Philippine Cyber College Corp.
Business Model, including Primary Activities, Brands, Products, and Services	Mining & Information Technology
Reporting Period	January 1, 2020 to December 31, 2020
Highest Ranking Person responsible for this report	Atty. Jesus Vicente B. Capellan – Corporate Secretary

**If you are a holding company, you could have an option whether to report on the holding company only or include the subsidiaries. However, please consider the principle of materiality when defining your report boundary.*

Materiality Process

Explain how you applied the materiality principle (or the materiality process) in identifying your material topics. ¹⁴
<p>Mining industry is sensitive to economy, environment and society. It is subject to rigorous requirements of conservation, ecology and development.</p> <p>The Company, however, is aware that mining is essential to national development and progress. A sustained exploration, development and utilization of natural resources are essential to raising the quality of life. An industry that makes full and efficient use of human and natural resources which may bring about real contributions to economic growth and promotion of welfare in society.</p> <p>Information technology has become more relevant, too, for the business of the Company owing to the changing global climate, carbon footprints, greenhouse emissions, ecological concerns and the onslaught of the Corona Virus Disease 2019 (COVID-19) Pandemic. The Company find it most relevant to migrate into Information Technology, it being part and among its primary businesses. It is an endeavor detach from nature and physical contact yet connecting people for nation building. With this business activity, the Company will be able to secure, protect and be of excellent service to all its stakeholders, employees, partners, investors, regulators and the public.</p>

¹⁴ See [GRI 102-46](#) (2016) for more guidance.

ECONOMIC

Economic Performance

Direct Economic Value Generated and Distributed

Disclosure	Amount	Units
Direct economic value generated (revenue)	Php39,503,000	PhP
Direct economic value distributed:		
a. Operating costs	Php3,470,000	PhP
b. Employee wages and benefits	Php2,346,000	PhP
c. Payments to suppliers, other operating costs	N/A	Php
d. Dividends given to stockholders and interest payments to loan providers	N/A	PhP
e. Taxes given to government	Php587,000	PhP
f. Investments to community (e.g. donations, CSR)	N/A	PhP

** The Company had commenced its business but due to environmental restrictions, policy regulations, unviable explorations, COVID-19 Pandemic, and unforeseen socio-political factors, the Company has averted and reconsidered its investments as a measure of protecting its stakeholders. Hence, some of the details being asked are not available.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>(A) Description of Business – Business Development</p> <p>On September 5, 1969, Imperial Resources Incorporated (the Company), was incorporated in the Philippines. Its principal purpose is to engage in mining and oil exploration business. The capitalization was Php25 million with Php0.01 par value per share or 2.5 billion common shares of stock. In 1970 the shares of the Company were listed in the Philippine Stock Exchange. Pursuing its primary purpose, the Company conducted an onshore drilling in Badian, Cebu. This did not result to a discovery of gas and oil. Thereafter, the Company participated in twelve (12) offshore oil drilling in the South Sulu Sea and Reed Bank area in partnership with three (3) internationally-renowned oil companies despite its limited resources. Again, there was no</p>	<p>The Company stakeholders, employees, partners, investors, local communities and the consumer public.</p>	<p>To become a self-sustaining and profitable Company for a long period of time by providing energy and energy-related products as its contribution to enhance energy supply in the country.</p> <p>The Company is committed to follow governmental laws and regulations governing the conduct of its operations. As of this report, management is not aware of any existing or probable government regulation which has or will have a great impact on its business. There is no environmental or mining law in the Philippines that significantly affects the projects of the Company at present or in the near future, since it does not have approved mining claim in the country. Since the Company is still in the pre-development and pre-exploration stage, and its mining project is located in Indonesia, no material cost is likely to be incurred as regards this matter.</p>

commercial oil or gas discovery in all its offshore drillings. The Company decided to close its mining and oil exploration projects.

In 2000, the Company amended its articles of incorporation making the business of Information Technology (IT) among its purposes while retaining its mining and oil exploration purposes. In line with this, the Company established Philippine Cyber College Corp. (PCCC) as its 99% percent owned subsidiary which operated two (2) I.T. learning centers, one in Baguio City and another at Malolos City, Bulacan until the end of school year 2007 to 2008.

In 2007, after the approval of the Board of Directors, the stockholders and finally, the Securities and Exchange Commission (SEC), the change of the par value of the Company's common shares of stock from Php0.01 to Php5.00 was implemented in the Philippine Stock Exchange (PSE).

In 2009, after closing the two (2) I.T. learning centers, PCCC opened its techno-vocational training project in Pasay City to train students to become world class welders. However, it operated only until the latter part of 2009.

A Memorandum of Agreement was executed in January 2009 between the Company and P.T. Aspal Buton Nasional, an Indonesian company, which owns about 2,900 hectares of Asphalt Mining Concession in Sulawesi, Indonesia whereby the Company was given exclusive rights to explore and evaluate the mining property and subsequently to exploit, develop and bring it to commercial production. Series of geophysical and geologic studies and surveys were conducted in the ensuing years as basis for the preparation of a Project Feasibility Report.

In 2015, the Company received proposals to venture into silica sand mining to address the demand of manufacturer for flat glass and glass bottles. A project cost study was presented to the Company for analysis, discussion, evaluation and consideration. Thereupon, initial findings show that the project appear to be financially viable and promising.

The Company, however, after making further studies for sustainability of the project owing to the latest environmental policies, restrictions, regulations and pronouncements made by the various government agencies on mining and the local peace and order situation in the proposed silica sand mining sites the management decided to keep the project on hold temporarily.

The Company since its incorporation, never experienced bankruptcy, receivership or similar proceeding because the majority stockholders have committed to support financially the Company's operations through payments of their unpaid subscription even in the absence of a formal call by the Board of Directors and cash advances needed. There are no new material classification, merger, or purchase or sale of a significant amount of assets not in the ordinary course of business.

On March 29, 2011, the Board of Directors held a special meeting wherein the change of *par value* of the shares of stock of the Company from Five Pesos (Php5.00) to One Peso (Php1.00), per share, was approved. This was subsequently ratified by the stockholders representing at least two-thirds (2/4) of the outstanding capital stock during the regular annual stockholders' meeting held on July 14, 2011.

On March 28, 2016, the Board of Directors held a special meeting wherein the declassification of the shares of stock of the Parent Company from Common Class ‘A’ and Class ‘B’ to Common Stock voting shares was approved. This was subsequently confirmed and ratified by the stockholders during regular annual stockholders’ meeting on July 14, 2016.

The change of *par value* and the declassification of the Class ‘A’ and Class ‘B’ shares of stock into Common stock were approved by the SEC on February 10, 2017 while the PSE implemented the said changes on February 22, 2017.

Business of Issuer

a. Mining

a.1. Asphalt

The Company conducted geologic and geophysical (Electric Resistivity) surveys in 2009 on approximately two hundred (200) hectares and one thousand seven hundred (1,700) hectares, all located in Buton Island, southwest of Sulawesi Province in Indonesia the result of which was promising.

In August, 2010 the Company furnished a few samples of rocks gathered from the mining property to Toyo-Union Co. Ltd. (TUCL) and expressed an intention to have a business association with them, subject to some terms and conditions, including confidentiality and exclusivity rights reserved for the Company. This was firmed up through a Memorandum of Agreement signed on September 13, 2010. During 2011, the engineers and geologists of TUCL together with the engineers from Aspal Buton Nasional were able to go to the asphalt concession areas and collected about sixty (60kg) kilos of samples and TUCL were able to bring samples to Tokyo. However, this project with TUCL did not

prosper.

During the second half of 2011, the two asphalt concessions were expiring. However, because of the significant geophysical electric resistivity survey arranged and conducted by Aspal Buton Nasional, as funded by the Company, approval for extension of the exploration concession for additional period of two (2) years was obtained. In 2013, the Company was able to secure another extension of the lease of its mining concession.

In 2011, the Company spent US\$220,000 for additional geologic work(s) studies needed for the preparation of the project feasibility report and environmental impact report required pending conversion of PT Aspal Buton Nasional Exploration permit to Development and Exploitation permit. In 2012, the Company spent US\$120,000 for more geological works/ studies. The Project Feasibility Report and Environmental Impact Report written in Bahasa Indonesia upon completion were submitted to the Indonesian authorities for approval. The Company funded the translation of the Project Feasibility Report and Environmental Impact Report from Bahasa Indonesia to English in 2012 and was completed in 2013. These English version reports will be used by the Company in looking for and negotiating with foreign investors for possible tie-up or capital funding considering that this project entails a huge capital outlay.

In 2014, the Company spent US\$50,000 to obtain informal approval of exploitation concession of the 1,722 hectares located at Waangu-Angu area and US\$52,000 for the preparation of the required technical report on post-production program to restore most of the mined-in areas to usable condition.

In 2015, the Company remitted

US\$99,250 to Mr. Eddy Surohadi for the account of P.T. Aspal Buton and P.T. Indominas to cover the budget required for various technical and tax expenses on the CNC (Clean and Clear Certificate) IUP Production Program for the coverage area of 1,722 hectares located at Waangu-Angu area.

Up to the present, the Company is awaiting a progress report from the Indonesian partners and submission of additional budget needed regarding its application for formal approval for the exploitation concession of the above stated area before it releases additional funds.

On March 16, 2017, in the special meeting of the Board of Directors, it was resolved that while the Company is proceeding with caution and at the same time re-evaluating its Indonesian mining project owing to the precipitous fall in the world price of crude, the Company is at present inclined to pursue the said project especially so that the Indonesian partners have been continuously looking for foreign partners to invest capital needed after they have secured formal approval of the exploitation concession because of its viability. Furthermore, an in depth study and evaluation, shall be made on silica mineral mining venture as priorly been proposed and discussed. Towards this end, the Laperal family and LTC Real Estate Corporation committed to support and fund the said projects.

a.2. Precious Metals

On January 17, 2010, the Company signed a Memorandum of Agreement with PT. Indominas, an Indonesian Company duly organized and existing under the laws of the Republic of Indonesia, with principal office address at JL. Klampis Anom II/29, Surabaya, Indonesia (referred to as Claimowners). After January 17,

2010, the Claimowners expect to be granted of Mining Rights by the government state corporation Perusahaan Daerah (Perusda) Pd. Utama Sultra of South East Sulawesi of the Republic of Indonesia, covering an approximate 4,779 hectares mining exploration concession at South East Sulawesi Province, of the Republic of Indonesia. The Claimowners granted the Company the exclusive rights to do preliminary studies before choosing the area to be developed. If the results of the studies are favorable, the Company shall pay another US\$170,000 upon approval of the conversion of the selected areas into exploration concession. Within thirty (30) days after the Claimowners shall have obtained and delivered all government approvals, permits, extensions and licenses, the Company at its sole expense, shall start geological and geophysical surveys on the mining concessions for the purpose of determining the potentials for commercial operations, development and exploitation of the above-mentioned mining concessions. In 2010, preliminary studies on the said area have started. The preliminary geologic survey on the proposed subject area indicated possible deposits. Outside and a bit far from the subject area there are many gold panners. The Company is also evaluating the peace and order situation in the area. After evaluating several factors, the Company will have a better total picture on the business prospects of the gold mining project.

Several years ago the Company was invited to operate in Papua New Guinea. The prospects are interesting but the Company remained cautious. The area is a semi-autonomous region controlled by former anti-government rebels. Companies from China have established presence in the area and

are reportedly involved in basic infrastructure projects and in mining. The Company will look for a strategic partner before it commits to Papua New Guinea.

b. Information Technology (IT) Related Business

b.1. I.T. Education

b.1.a. Description

PCC's IT learning centers in Baguio City (PCC-Baguio) and Malolos, Bulacan (PCC-Malolos) started operations in 2001. These two learning centers were accredited with the Technical Education and Skills Development Authority (TESDA). The methodologies and teaching curriculum of the two learning centers were patterned after Singapore's "higher educational system for Information Technology" which was prepared by Tata Conglomerate Group (TATA) from India. PCC's educational system was drawn under the supervision of TATA and the University of Santo Tomas (UST).

PCC-Baguio and PCC-Malolos gained accreditation to offer courses for CISCO, Microsoft, Oracle and Sun Microsystem. Relative to its accreditation with CISCO, both centers entered into a CISCO Networking Academy "Local Academy Agreement" with UST, a CISCO Regional Academy. PCC-Malolos was named one of the two best CISCO local academies in the Philippines in 2005. This agreement was not renewed after the two centers temporarily suspended their operations. The other courses offered were Web Developer, Data Developer, Server Back-End Management, Business Automation Provider, E-Commerce Programming and Network Management and Administration.

The Company's awareness of its social responsibility was shown by PCC-Malolos working in partnership with the Provincial

Government of Bulacan through its "Joint Livelihood Project" by offering its IT courses to less fortunate students of Bulacan at a much lower cost. All students who graduated under this program got employment. Unfortunately, this program was terminated by the Bulacan government in May 2007.

During the years that the two learning centers operated, they produced highly competent graduates who were able to land good paying jobs locally and abroad. Because of the continuous losses incurred by the two learning centers, their operations were suspended at the end of school year 2007-2008.

c. Technical-Vocational Education, Training and Assessment Project

Description

In March 2008, PCC put up training facility in Pasay City focused on Applied Metals Engineering Skills requirements starting with the development of First Class welders in Submerged Metal Arc Welding (SMAW) or stick welding; Tungsten Inert Gas Welding (TIG also called Gas Tungsten Arc Welding or GTAW) for stainless steel, aluminum and other special alloys; and Gas Metal Arc Welding (GMAW) for continuous welds. In the following year after this training facility secured its accreditation with Technical Education and Skills Development Authority (TESDA) it started operating.

During 2009 there were about a hundred students under the TESDA PGMA Scholarship Program who successfully passed the independent TESDA-approved Assessor's assessment program. Most of them gained employment abroad through TESDA. About twenty-one (21) of them were recommended by TESDA for employment with

Negros Navigation. TESDA temporarily cut its PGMA Scholarship Program when funds were depleted. Since this was the mainstay of welding schools for sustaining their operations and PCC's marketing efforts with shipping establishments and placement agencies did not bear fruit, it was forced to suspend its operations. Management has finally decided to phase-off its Techno-Vocational Project. It has concentrated its financial resources on the development of its Indonesian mining project and will focus its efforts and resources on the more promising economic and financially lucrative Indonesian mining project.

The Company has no reported income since PCC suspended its operations in 2009.

On March 20, 2013, at the meeting of the Management Committee, wherein all members who are also directors were present and representing majority of the members of the Board of Directors, unanimously resolved and approved the dormant status of the Company due to its non-operation since 2010 and because of the significant losses.

The Parent Company has committed to continue providing financial support to the Company for its working capital and payment of all its debts upon their maturity. Given the financial condition of the Company, the Parent Company does not demand immediate repayment of its advances to the Company.

For the years 2015 and 2016, the Company entertained inquiries or proposals to lease its building in Baguio City. The management was looking at rental incomes but no avail. Consequently, the Company changed its basis of accounting from liquidation basis to going-concern

<p>basis.</p> <p>In 2016, an interested party proposed to rent the building to be used as its marketing office For Thirty-Five Thousand Pesos (Php35,000.00), per month. However, due to the change of marketing plans of the prospective lessee the lease agreement was not finalized. Early in 2018, an interested party made an offer to lease the building to be used as a primary school for Forty Thousand Pesos (Php40,000.00), per month. However, the negotiations bogged down.</p> <p>Despite the presence of a caretaker to prevent informal settlers to enter and use the building as their dwelling place and as additional deterrent, management in 2013 decided to allow the Philippine National Police Internal Affairs Services (PNP-IAS) to use a portion of the ground floor as its office for free. During the latter part of 2018 the PNP-IAS moved out of the property. In 2019, the management repaired and repainted the building in order to better attract potential lessees considering its good location. Management has been receiving inquiries regarding the lease of said building. Management is confident the it can find a lessee in year 2020, thus, making the building an income-generating asset.</p>		
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<p>Mining is sensitive to environment, economy and society.</p> <p>The Company moved from Makati City to its current Quezon City address in the early 90's. All these years it did not experience any destructive flooding until typhoon "Ondoy" in 2009. The Company's office equipment, furniture and fixture and some office documents</p>	<p>The Company, stakeholders, employees, partners, investors and the public.</p>	<p>Risk Management is the responsibility of the Board of Directors. Management has adopted sound policies and measures in order to preserve its financial assets and fully maximize effectively their usage and sees to it that these are implemented and monitored.</p>

and accounting records were destroyed during the said flood. This kind of risk was never anticipated by management. In 2010, the Company undertook preventive measures to avoid destruction of its assets and records in case another catastrophe of that magnitude occurs. In the middle of 2011, the Company's office in Makati moved to a flood-free location. Also, the Company was able to lease additional space for its Quezon City office to house some of its records and files.

In 2015 its Makati office transferred to a much better location at Barangay Bel-Air, Makati City.

In June 2016, the building where the Company's Makati office was situated was partially destroyed by fire. Some office files were water-damaged. The lessor finished the repair and renovation of the partially damaged building including the Company office in 2017. The following year the Company moved its office to a more spacious room in the same building at a much higher rental cost.

Management is aware of the following risks that the Company will face as regards to its mining project:

1. Mining metals and non-metals are essentially risky and expensive and faced with multiple problems.
2. The prices of commodities are always subject to fluctuations.
3. All governments change its heads and regulations are subject to unpredictable changes and government laws and regulatory policies and corporate governance poses hazards to plan, execute and deliver on long-term projects.
4. The global weather is unpredictable.
5. Many governments are demanding larger share of profits. Higher taxes and rents are seen as management problems.

Cash and cash equivalents are deposited with stable and reputable banks. Placements normally have 35-day maturities, thereby, reducing the risk of change in value. The Company is not engaged in the trading of financial assets for speculative purposes. Presently, its source of cash comes primarily from the payments of major stockholders of their subscription payables and cash advances from major stockholders. Because of the commitment given by the major stockholders to continue supporting the financial operations of the Company by paying their subscription payables even in the absence of a formal call by the Board of Directors, or extending cash advances to the Company including deposits for future subscription, exposure to liquidity risk is minimized.

The Company does not have any loans or notes payable, hence, it is not exposed to the risk of changing market interest rates. Furthermore, its cash and cash equivalents have fixed interest rates. The Company maintains foreign currency accounts to defray its mining pre-development costs, and is, therefore, exposed to currency risk. The Company has no material exposure to credit risks from outsiders.

Its Financial Assets are not used for collateral or other credit enhancement.

6. Terms of contracts may be subjected to unpredictable changes.		
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<p>The Company is proceeding with caution and at the same time re-evaluating its Indonesian mining project owing to the precipitous fall in the world price of crude, the Company is at present inclined to pursue the said project especially so that the Indonesian partners have been continuously looking for foreign partners to invest capital needed after they have secured formal approval of the exploitation concession because of its viability. Furthermore, an in depth study and evaluation, shall be made on silica mineral mining venture as priorly been proposed and discussed. Towards this end, the Laperal family and LTC Real Estate Corporation committed to support and fund the said projects.</p> <p>Also, with the migration to information technology due to the COVID-19 Pandemic, the opportunities for the Company are high.</p>	<p>The Company, stakeholders, employees, partners, investors and public.</p>	<p>Management's Responses and Outlook</p> <p>1. The Company's main goal is to explore for less risky exploration and exploitation minerals.</p> <p>2. Shorten exploration period and look for the most economical ways to explore and conduct the latest geological and geophysical techniques to minimize risks of exploration.</p> <p>3. Management will engage experts to utilize proven hedge and financial initiatives to mitigate and minimize the inherent risks of the volatility of commodities.</p> <p>4. The Company is aware of the importance of community welfare and community relationship.</p>

Climate-related risks and opportunities¹⁵

Governance	Strategy	Risk Management	Metrics and Targets
<p>In as much as the Company is not yet in commercial operation and production stage. Hence, the data being asked is not available.</p>	<p>The Company is aware of the manifestations of climate change where temperatures are rising, heatwaves, erratic rainfall patterns, drought, flood, typhoon and storms. These are the foremost considerations which will be taken up in its feasibility studies since mining directly deals</p>	<p>1. The Company's main goal is to explore for less risky exploration and exploitation minerals.</p> <p>2. Shorten exploration period and look for the most economical ways to explore and conduct the latest geological and geophysical techniques to minimize risks of exploration.</p> <p>3. Management will resort to communication,</p>	<p>Cognizant of the challenges and risks posed by continuous global warming would put practices and business strategies in place. The Company must have a foresight and cannot simply assume that the prevailing climate would be the same as in the past. Average conditions</p>

	<p>with nature.</p> <p>Understanding and identifying the impacts, flow and patterns of climate changes in relation to the ecosystem and biodiversity, would put in place management responses and strategic planning.</p> <p>The Company is guided through by identifying, analyzing and evaluating the risks related to climate change and their impacts to mining. Also, marshalling its priorities and effecting management.</p>	<p>consultation and engage experts to utilize proven hedge, framework and financial initiatives to mitigate and minimize the inherent risks of global warming.</p> <p>4. As a strategic response to climate change, re-forestation, recycling and waste management and water treatment are among the initiatives which the Company shall consider. In so doing, climate change itself is mitigated while physical and natural environment (land, air, water and ecosystem) are enhanced.</p> <p>5. Climate change identifies the activities and assets that are at risk. Thus, formulation of business judgment for the future, either quantitative or qualitative techniques, are in a way calculated.</p> <p>6. Risks management processes lay down long term development and foundation for its continuing maintenance.</p>	<p>and frequency and severity of climate events are barometers which influence strategic management to operational activities. Consequently, these will impact environmental issues, economic performance, new demand for products or services, infrastructure, social behavior and quality of life.</p> <p>Through risks management, employment opportunities are maintained; security and conditions of employment are upheld; earning levels are sustained, environment is protected; price of commodities, service levels, safety, comfort and reliability for customers; income and long term viability of business; and ability to comply with administrative standards and other regulations.</p>
Recommended Disclosures			
N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A

¹⁵ Adopted from the Recommendations of the Task Force on Climate-Related Financial Disclosures. The TCFD Recommendations apply to non-financial companies and financial-sector organizations, including banks, insurance companies, asset managers and asset owners.

¹⁶ For this disclosure, impact refers to the impact of climate-related issues on the company.

Procurement Practices

Proportion of spending on local suppliers

Disclosure	Quantity	Units
Percentage of procurement budget used for significant locations of operations that is spent on local suppliers	Procurements are limited to regular consumption of office supplies.	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Quality and competitive price of tools, materials and equipment.	The Company, employees, partners, investors and suppliers.	<p>The Company has not been totally dependent on any single or few suppliers of equipment and materials in its operations. Likewise, continuous operation does not depend on any one director or officer.</p> <p>The Company has adopted a Material Related Party Transactions Policy (the "<i>Policy</i>") as a measure of regulating procurement practices.</p> <p>1. Purpose. This <i>Policy</i> on material related party transactions aims to promote good corporate governance and afford additional protection to minority investors by ensuring that transactions between related parties are accounted for at arm's length prices or on terms similar to those afforded to non-related parties in an economically comparable market.</p> <p>2. Related Parties. For purposes of this Policy, the term "<i>related parties</i>" shall cover the following: 2.1. The Company's directors, officers, substantial shareholders and their spouses and relatives within the fourth civil degree of consanguinity or affinity, legitimate or common-law, if they have control, joint control or significant influence over the Company.</p> <p>A <i>substantial shareholder</i> is any person who is directly or indirectly the beneficial owner of more than ten percent (10%) of</p>

any class of the Company's equity security.

2.2. The Company's parent, subsidiary, fellow subsidiary, affiliate, associate, joint venture or entity that is controlled, jointly controlled or significantly influenced by a person who is a related party.

An *affiliate* is an entity linked directly or indirectly to the Company through any one or a combination of any of the following:

2.2.1. Ownership, control or power to vote, whether by permanent or temporary proxy or voting trust, or other similar contracts, by a company of at least ten percent (10%) or more of the outstanding voting stock of the Company, or vice-versa;

2.2.2. Interlocking directorship or officership, except in cases involving independent directors;

2.2.3. Common stockholders owning at least ten percent (10%) of the outstanding voting stock of the Company and the entity; or,

2.2.4. Management contract or any arrangement granting power to the Company to direct or cause the direction of management and policies of the entity, or *vice-versa*.

An *associate* is an entity over which the Company holds twenty percent (20%) or more of the voting power, directly or indirectly, or which the Company has significant influence.

2.3. The Company shall have a *Related Party Registry*, which is a record of the organizational and structural composition, including any change thereon, of the Company and its related parties. The Board of Directors shall quarterly review and update the Related Party Registry to capture organizational and structural changes in the Company and its related parties.

3. Coverage.

3.1. This Policy shall cover all of the Company's material related party transactions, either individually, or in

aggregate over a twelve (12) month period with the same related party, amounting to ten percent (10%) or higher of the Company's total assets based on the latest audited financial statement.

3.2. All other transactions of the Company with related parties that do not meet the ten percent (10%) threshold provided above are excluded from the coverage of this Policy, except as otherwise stated herein.

3.3. Transactions amounting to ten percent (10%) or more of the total assets that were entered into with an unrelated party that subsequently becomes a related party are excluded from this Policy. *Provided*, any alteration to the terms and conditions, or increase in exposure level, related to these transactions after the non-related party becomes a related party shall subject the material related party transaction to the requirements of this Policy and the Rules on Material Related Party Transactions for Publicly-Listed Companies. *Provided, further*, that the prospective treatment shall be without prejudice to regulatory actions that may be enforced for transactions noted to have not been conducted on an arm's length basis.

4. Management of Actual or Potential Conflicts of Interest.

4.1. The directors and officers of the Company with actual or potential personal interest in any material related party transaction shall fully and timely disclose to the Board of Directors any and all material facts, including their respective interests therein.

4.2. The directors and officers of the Company with actual or potential personal interest in the material related party transaction shall abstain from the discussion, approval and management of such transaction or matter affecting the Company. In case there is refusal to abstain, their attendance shall not be counted for purposes of assessing the *quorum* and their votes shall not be counted for purposes of determining majority approval.

5. Guidelines in Ensuring Arm's Length Terms.

5.1. A material related party transaction shall be deemed at arm's length term if there is no preferential treatment given to related parties that are not extended to non-related parties under similar circumstances.

5.2. All material related party transactions shall be accounted for at fair market prices and terms that are similar to those afforded to non-related parties in an economically comparable market.

5.3. Before the execution of the material related party transaction, the Board of Directors shall appoint an external independent party to evaluate the fairness of the terms of the transaction. Such external independent party may include, but is not limited to, auditing/accounting firms, third party consultants and appraisers.

5.4. The Board of Directors shall always ensure that there is an effective price discovery mechanism to guarantee that material related party transactions are engaged into at terms that promote the best interest of the Company and its shareholders. The price discovery mechanism may include, but is not limited to, acquiring the services of an external expert, opening the transaction to a bidding process, or publication of available properties for sale.

6. Approval of Material Related Party Transactions.

6.1. All individual material related party transactions shall be approved by at least two-thirds (2/3) vote of the Board of Directors, with at least a majority of the independent directors voting to approve the transaction.

6.2. In case the majority of the independent directors' vote is not secured, the material related party transaction may be ratified by the vote of the stockholders representing at least two-thirds (2/3) of the outstanding capital stock.

6.3. The foregoing board approval is also required for aggregate material related party transactions within a twelve (12) month period that breaches the materiality threshold of ten percent (10%) of the Company's total assets.

6.4. The directors with personal interest in the material related party transaction shall abstain from participating in the discussions and voting on the same. In case they refuse to abstain, their attendance shall not be counted for the purpose of assessing the *quorum* and their votes shall not be counted for purposes of determining approval.

7. Self-Assessment and Periodic Review of Policy.

7.1. The Company's *Internal Audit* shall conduct a periodic review of the effectiveness of the Company's system and internal controls governing material related party transactions to assess consistency with the board-approved policies and procedures. The resulting audit reports, including exceptions or breaches in limits, shall be communicated directly to the Audit Committee.

7.2. The Company's Compliance Officer shall ensure that the Company complies with relevant rules and regulations and is informed of regulatory developments in areas affecting related parties. He/she shall aid in the review of the Company's transactions and identify any potential material related party transaction that would require review of the Board. He/she shall ensure that the Company's material related party transactions policy is kept updated and is properly implemented throughout the Company.

8. Disclosure of Material Related Party Transactions.

8.1. The members of the Board, substantial shareholders, and officers shall fully disclose to the Board of Directors all material facts concerning material related party transactions as well as their direct and indirect financial interest in any transaction or matter that may affect or is affecting the Company.

8.2. Such disclosure shall be made at the board meeting where the material related party transaction will be presented for approval and before the completion or execution of the transaction.

9. Whistle Blowing Mechanism.

9.1. As a measure of to avert any artifice, device, scheme, mechanism or fraud, the Company hereby adopts the following whistle blowing mechanism for material related party transactions:

9.1.1. All stakeholders are encouraged to communicate, confidentially and without risk of reprisal, legitimate complaints or concerns about illegal, unethical or questionable material related party transactions;

9.1.2. The complaint or concern shall be in writing, addressed to the Audit Committee, and signed by the complaining party. *Provided, however,* that the Company may entertain anonymous complaints if the Board of Directors finds the same sufficient in form and substance;

9.1.3. The Audit Committee shall, within five (5) days from receipt of the complaint or concern, inform the Board of Directors and the Compliance Officer of the existence of such complaint or concern;

9.1.4. The Audit Committee shall, within fifteen (15) days after giving notice to the Board of Directors, conduct an investigation of the complaint or concern. An additional period of fifteen (15) days may be granted by the Board of Directors upon showing of good cause by the Audit Committee. In the conduct of the investigation, the Audit Committee may seek the assistance of the Compliance Officer;

9.1.5. The Audit Committee shall submit a report of its investigation, including its findings and recommendations, to the Board of Directors, within ten (10) days from the conclusion of its investigation;

9.1.6. The Board of Directors shall review the report within twenty (20) days from receipt thereof, and shall make its decision thereon, including the imposition of the appropriate sanctions, copy furnished the Compliance Officer;

9.1.7. The Compliance Officer shall ensure that the resolution of the complaint or concern is in accordance with the applicable laws, rules, regulations, and policies of the Company;

10. Remedies for Abusive Material Related Party Transactions.

10.1. Abusive material related party transactions refer to material related party transactions that are not entered at arm's length and unduly favor a related party.

10.2. In the event that a material related party transactions is found to be abusive by the Board of Directors, the Company shall discontinue with such transaction by serving the corresponding written notice to the related party concerned, which shall include a demand for recovery of the losses or opportunity costs suffered by the Company arising out of or in connection with such abusive material related party transaction.

10.3. The directors, officers or personnel, who have been found to be remised in their duties in handling the material related party transactions in accordance with this Policy shall be imposed the appropriate penalty, which may include suspension or removal from office, depending on the gravity of the offense committed. In addition, such director, officer or personnel shall be solidarily liable for the losses or opportunity costs suffered by the Company arising out of or in connection with such abusive material related party transaction.

What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach	
Substandard and overpriced materials, tools and equipment.	The Company, stakeholders, employees, partners, investors and suppliers	<p>Periodic inventory and audit to maintain efficient use.</p> <p>Qualitative and quantitative evaluation of commodities in relation to prevailing price index.</p>	
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach	
To avoid Company asset from being dissipated or dwindled and efficiency in the use of materials, tools and equipment.	The Company, stakeholders, employees, partners, investors, suppliers and regulators.	<p>Whistle Blowing Mechanism.</p> <p>As a measure of to avert any artifice, device, scheme, mechanism or</p>	

fraud, the Company hereby adopts the following whistle blowing mechanism for material related party transactions:

All stakeholders are encouraged to communicate, confidentially and without risk of reprisal, legitimate complaints or concerns about illegal, unethical or questionable material related party transactions;

The complaint or concern shall be in writing, addressed to the Audit Committee, and signed by the complaining party. Provided, however, that the Company may entertain anonymous complaints if the Board of Directors finds the same sufficient in form and substance;

The Audit Committee shall, within five (5) days from receipt of the complaint or concern, inform the Board of Directors and the Compliance Officer of the existence of such complaint or concern;

The Audit Committee shall, within fifteen (15) days after giving notice to the Board of Directors, conduct an investigation of the complaint or concern. An additional period of fifteen (15) days may be granted by the Board of Directors upon showing of good cause by the

Audit Committee. In the conduct of the investigation, the Audit Committee may seek the assistance of the Compliance Officer;

The Audit Committee shall submit a report of its investigation, including its findings and recommendations, to the Board of Directors, within ten (10) days from the conclusion of its investigation;

The Board of Directors shall review the report within twenty (20) days from receipt thereof, and shall make its decision thereon, including the imposition of the appropriate sanctions, copy furnished the Compliance Officer;

The Compliance Officer shall ensure that the resolution of the complaint or concern is in accordance with the applicable laws, rules, regulations, and policies of the Company;

Anti-corruption

Training on Anti-corruption Policies and Procedures

Disclosure	Quantity	Units
Percentage of employees to whom the organization's anti-corruption policies and procedures have been communicated to	7	% 100
Percentage of business partners to whom the organization's anti-corruption policies and procedures have been communicated to	5	% 100
Percentage of directors and management that have received anti-corruption training	7	% 100
Percentage of employees that have received anti-corruption training	4	% 57

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
N/A	N/A	N/A
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
N/A	N/A	N/A
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
N/A	N/A	N/A

Incidents of Corruption

Disclosure	Quantity	Units
Number of incidents in which directors were removed or disciplined for corruption	None	# N/A
Number of incidents in which employees were dismissed or disciplined for corruption	None	# N/A
Number of incidents when contracts with business partners were terminated due to incidents of corruption	None	# N/A

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The Company adheres to the principles of good governance and best practices. Accountability and transparency is a value to be sustained.	The Company, stakeholders, employees, partners, investors, suppliers and public.	A sustained good governance, enforcement and best practices in business.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
N/A	N/A	N/A
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
N/A	N/A	N/A

ENVIRONMENT

Resource Management

Energy consumption within the organization:

Disclosure	Quantity	Units
Energy consumption (renewable sources)	N/A	GJ
Energy consumption (gasoline)	3,994	LTRS.
Energy consumption (LPG)	N/A	GJ
Energy consumption (diesel)	N/A	GJ
Energy consumption (electricity)	22,400	kWh

Reduction of energy consumption

Disclosure	Quantity	Units
Energy reduction (gasoline)	N/A	GJ
Energy reduction (LPG)	N/A	GJ
Energy reduction (diesel)	N/A	GJ
Energy reduction (electricity)	N/A	kWh
Energy reduction (gasoline)	N/A	GJ

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The Company uses gasoline for the vehicles being used by its officers, employees for attending business and government agency meetings, seminars, conferences, and for messengerial activities.	The Company, stakeholders, employees, partners, investors and suppliers.	No comparison can be made because this is the first sustainability report prepared by Imperial Resources Incorporated. The Company has been adopting cost-cutting measures like regular preventive maintenance of its airconditioning units, using energy-efficient lighting fixtures, and turning off of computers, and other devices when not in use. Also, the Company is into recycling, waste disposal management and, if practicable, paperless communication.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
1. Power interruption 2. Steady increase in the prices of gasoline and cost of electricity.	The Company, stakeholders, employees, partners, investors and suppliers.	Power interruptions, increase in the cost of electricity and fuel/gasoline are beyond the control of the Company.

What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
Migration to information technology complements the primary business of the Company.	The Company, stakeholders, employees, partners, investors and suppliers.	The Company must maintain and sustain the efficient use of energy.

Water consumption within the organization

Disclosure	Quantity	Units
Water withdrawal	N/A	Cubic meters
Water consumption	194	Cubic meters
Water recycled and reused	N/A	Cubic meters

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Water Interruption has no material impact on the operation of the company.	The Company, stakeholders, employees, partners, investors and suppliers.	Management has adopted ways to conserve and efficient consumption of water.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
No material risk is identified	N/A	N/A
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
No opportunities can be identified.	N/A	N/A

Materials used by the organization

Disclosure	Quantity	Units
Materials used by weight or volume	N/A	
renewable	N/A	kg/liters

non-renewable		kg/liters
Percentage of recycled input materials used to manufacture the organization's primary products and services	N/A	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The Company is limited to the use and consumption of office utilities, tools and equipment in as much as it is not yet in commercial operations and production stage. Hence, the data being asked is not available.	The Company, stakeholders, employees, partners, investors and suppliers.	The Management sees to it that its materials and supplies are used properly in their most efficient and maximum utility or service and not put to wastages or misuse. Also, Company properties are periodically inventoried, audited and maintained.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
No material risk identified.	N/A	N/A
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
N/A	N/A	N/A

Ecosystems and biodiversity (whether in upland/watershed or coastal/marine)

Disclosure	Quantity	Units
The Company is at the stage of pre-exploration and pre-development stage for its mining explorations. Environmental ecology, biodiversity and conservation are among the foremost aspects of its feasibility study.	Philippines and Indonesia	N/A
Habitats protected or restored	N/A	ha
IUCN ¹⁷ Red List species and national conservation list species with habitats in areas affected by operations	N/A	N/A

¹⁷ International Union for Conservation of Nature

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>Mining is so connected with the environment and natural resources. Conservation and efficient exploration, development and utilization of energy and other minerals must be maintained and sustained.</p>	<p>The Company, stakeholders, employees, partners, investors, public and environment.</p>	<p>The Company's main goal is to explore for less risky exploration and exploitation minerals.</p> <p>Shorten exploration period and look for the most economical ways to explore and conduct the latest geological and geophysical techniques to minimize risks of exploration.</p> <p>Management will resort to communication, consultation and engage experts to utilize proven hedge, framework and financial initiatives to mitigate and minimize the inherent risks of the fragility of the ecosystem.</p> <p>As a strategic response to the environment, re-forestation, recycling and waste management and water treatment are among the initiatives which the Company shall consider. In so doing, global warming is mitigated while physical and natural environment (land, air, water and ecosystem) are enhanced.</p> <p>Natural resources identify the activities and assets that are at risk. Thus, formulation of business judgment in the future, either quantitative or qualitative techniques, are in a way calculated.</p> <p>Risks management processes lay down long term development and foundation for its continuing maintenance.</p>
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<p>Deforestation and pollution cuts the natural supply chain of basic necessities in life.</p>	<p>The Company, stakeholders, employees, partners, investors, public and the environment.</p>	<p>Natural resources identify the activities and assets that are at risk. Thus, formulation of business judgment in the future, either quantitative or qualitative techniques, are in a way calculated.</p> <p>Risks management processes lay down long term development and foundation for its continuing maintenance.</p>

What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
Air, water, land and nature are restored to its pristine and pure state for other generations to enjoy.	The Company, stakeholders, employees, partners, investors, public and ecosystem.	Paramount need to conserve and develop the supply chain for better quality of life.

Environmental impact management

Air Emissions

GHG

Disclosure	Quantity	Units
Direct (Scope 1) GHG Emissions	N/A	Tones CO ₂ e
Energy indirect (Scope 2) GHG Emissions	N/A	Tones CO ₂ e
Emissions of ozone-depleting substances (ODS)	N/A	Tones

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
N/A	N/A	N/A

What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
N/A	N/A	N/A
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
N/A	N/A	N/A

Air pollutants

Disclosure	Quantity	Units
NO _x	N/A	kg
SO _x	N/A	kg
Persistent organic pollutants (POPs)	N/A	kg
Volatile organic compounds (VOCs)	N/A	kg
Hazardous air pollutants (HAPs)	N/A	kg
Particulate matter (PM)	N/A	kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
N/A	N/A	N/A
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
N/A	N/A	N/A
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
N/A	N/A	N/A

Solid and Hazardous Wastes

Solid Waste

Disclosure	Quantity	Units
Total solid waste generated	N/A	kg
Reusable	N/A	kg
Recyclable	N/A	kg
Composted	N/A	kg
Incinerated	N/A	kg
Residuals/Landfilled	N/A	kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
N/A	N/A	N/A
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
N/A	N/A	N/A
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
N/A	N/A	N/A

Hazardous Waste

Disclosure	Quantity	Units
Total weight of hazardous waste generated	N/A	kg
Total weight of hazardous waste transported	N/A	kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
N/A	N/A	N/A
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
N/A	N/A	N/A
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
N/A	N/A	N/A

Effluents

Disclosure	Quantity	Units
Total volume of water discharges	N/A	Cubic meters
Percent of wastewater recycled	N/A	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
N/A	N/A	N/A
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
N/A	N/A	N/A
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
N/A	N/A	N/A

Environmental compliance

Non-compliance with Environmental Laws and Regulations

Disclosure	Quantity	Units
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	N/A	PhP
No. of non-monetary sanctions for non-compliance with environmental laws and/or regulations	N/A	#
No. of cases resolved through dispute resolution mechanism	N/A	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
N/A	N/A	N/A

What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
N/A	N/A	N/A
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
N/A	N/A	N/A

SOCIAL

Employee Management

Employee Hiring and Benefits

Employee data

Disclosure	Quantity	Units
Total number of employees ¹⁸	5	
a. Number of female employees	3	#
b. Number of male employees	2	#
Attrition rate ¹⁹	12.5%	rate
Ratio of lowest paid employee against minimum wage	1.49:1	ratio

Employee benefits

List of Benefits	Y/N	% of female employees who availed for the year	% of male employees who availed for the year
SSS	Y	N/A	60%
PhilHealth	Y	N/A	60%
Pag-ibig	Y	N/A	60%
Parental leaves	Y	N/A	N/A
Vacation leaves	Y		60%
Sick leaves	Y		60%
Medical benefits (aside from PhilHealth))	Y		60%
Housing assistance (aside from Pag-ibig)	N	N/A	
Retirement fund (aside from SSS)	Y	N/A	N/A
Further education support	N	N/A	N/A
Company stock options	N	N/A	N/A
Telecommuting	N	N/A	N/A
Flexible-working Hours	N	N/A	N/A
(Others)			

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
One of the most important asset of the Company is its human resources. Of the eight (8) employees and officer of the Company six (6) have worked with the Company for more than twenty (20) years.	<p>The Company provides a working condition for its employees wherein they can perform efficiently, thus, contributing to the growth of the Company. They are encouraged to attend business and tax seminars, conferences and computer-related programs in line with the nature of their work to enable them to upgrade their skills, competent and be updated of governmental laws and regulations.</p> <p>The Company follows the policies provided by the government agencies regarding minimum wage, and to other labor and social benefits.</p>

The Company's regular employees are entitled to 13th month pay, SSS, PHIC and Pag-ibig Fund benefits including medical and dental benefits and separation pay as provided by the law.

The Company extends to its employees cash loan payable in one (1) at a very low interest rate.

Team building activities are done annually to create a better rapport and interaction among the employees.

¹⁸ Employees are individuals who are in an employment relationship with the organization, according to national law or its application ([GRI Standards 2016 Glossary](#))

¹⁹ Attrition rate = (no. of new hires – no. of turnover)/(average of total no. of employees of previous year and total no. of employees of current year)

What are the Risk/s Identified?	Management Approach
Most of its employees are retirable and vulnerable to age-related issues.	The Company provides medical and dental assistance considering the employees' length of service.
What are the Opportunity/ies Identified?	Management Approach
The Company provides, an opportunity for younger professionals who are adept in the use of modern technology to join its workforce and contribute to its growth.	The Company gives competitive salary and compensation package to attract new employees.

Employee Training and Development

Disclosure	Quantity	Units
Total training hours provided to employees		
a. Female employees	30	hours
b. Male employees	40	hours
Average training hours provided to employees		
a. Female employees	20	hours/employee
b. Male employees	30	hours/employee

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
The Company is a publicly listed Company. It is regulated not only by the Securities and Exchange Commission but also by Philippine Stock Exchange. Because of this the Company is mandated to submit various reports in conformity with their requirements.	The Company allows its officers and employees to attend seminars conducted by entities accredited with the government agencies to educate and train them in order to be able to implement correctly and efficiently the policies, rules and regulations of the regulatory bodies.
What are the Risk/s Identified?	Management Approach
Inability to meet the reportorial requirements within the time frame allowed.	Part of Management's internal control is the checking the preparation and submission of all reportorial requirements as mandated.
What are the Opportunity/ies Identified?	Management Approach
There is no material opportunity identifiable.	N/A

Labor-Management Relations

Disclosure	Quantity	Units
% of employees covered with Collective Bargaining Agreements	N/A	%
Number of consultations conducted with employees concerning employee-related policies	N/A	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
The Company does not have any collective bargaining agreement with its employees because there is no employees union.	The Company encourages its employees to raise and discuss their complaints, grievances regarding their work, workplace, and co-employees with the disciplinary committee in order to resolve the issues and maintain harmony in the workplace. The employees are also encouraged to suggest changes or modifications on how they are to perform their duties and responsibilities for efficiency and betterment of the Company.
What are the Risk/s Identified?	Management Approach
Unfavorable work ethics of some employees. Issues regarding salaries and work contribution.	Issues and concerns are usually discussed and threshed out with the disciplinary committee.
What are the Opportunity/ies Identified?	Management Approach
Provides opportunities for Company to achieve its goal and vision.	N/A

Diversity and Equal Opportunity

Disclosure	Quantity	Units
% of female workers in the workforce	3	42.9%
% of male workers in the workforce	4	57.1%
Number of employees from indigenous communities and/or vulnerable sector*	*6	# 75%

*Vulnerable sector includes, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E).

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
N/A	N/A
What are the Risk/s Identified?	Management Approach
N/A	N/A
What are the Opportunity/ies Identified?	Management Approach
N/A	N/A

Workplace Conditions, Labor Standards, and Human Rights

Occupational Health and Safety

Disclosure	Quantity	Units
Safe Man-Hours	8 hrs./day	Man-hours
No. of work-related injuries	0	#
No. of work-related fatalities	0	#
No. of work related ill-health	0	#
No. of safety drills – Fire Drill	1	# 1 hr.

What is the impact and where does it occur? What is the organization’s involvement in the impact?	Management Approach
No material impact	The working environment provided by management does not pose high risks or hazards to its employees.
What are the Risk/s Identified?	Management Approach
No identifiable risk	N/A
What are the Opportunity/ies Identified?	Management Approach
There is none	N/A

Labor Laws and Human Rights

Disclosure	Quantity	Units
N/A	N/A	#

Do you have policies that explicitly disallows violations of labor laws and human rights (e.g. harassment, bullying) in the workplace?

Topic	Y/N	If Yes, cite reference in the company policy
Forced labor	N	
Child labor	N	
Human Rights	N	

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
N/A	<i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>
What are the Risk/s Identified?	Management Approach
No identifiable risk	N/A
What are the Opportunity/ies Identified?	Management Approach
NONE	N/A

Supply Chain Management

Do you have a supplier accreditation policy? If yes, please attach the policy or link to the policy:

NONE

Do you consider the following sustainability topics when accrediting suppliers?

Topic	Y/N	If Yes, cite reference in the supplier policy
Environmental performance	No	
Forced labor	Not tolerated	
Child labor	Not tolerated	
Human rights	Dignity must be upheld	
Bribery and corruption	Not tolerated	

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
N/A	N/A

What are the Risk/s Identified?	Management Approach
N/A	N/A
What are the Opportunity/ies Identified?	Management Approach
<i>Identify the opportunity/ies related to material topic of the organization</i>	N/A

Relationship with Community

Significant Impacts on Local Communities

Operations with significant (positive or negative) impacts on local communities (exclude CSR projects; this has to be business operations)	Location	Vulnerable groups (if applicable)*	Does the particular operation have impacts on indigenous people (Y/N)?	Collective or individual rights that have been identified that or particular concern for the community	Mitigating measures (if negative) or enhancement measures (if positive)
N/A	N/A	N/A	N/A	N/A	N/A

**Vulnerable sector includes children and youth, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E)*

For operations that are affecting IPs, indicate the total number of Free and Prior Informed Consent (FPIC) undergoing consultations and Certification Preconditions (CPs) secured and still operational and provide a copy or link to the certificates if available: _____

Certificates	Quantity	Units
FPIC process is still undergoing	N/A	#
CP secured	N/A	#

What are the Risk/s Identified?	Management Approach
N/A	N/A
What are the Opportunity/ies Identified?	Management Approach
N/A	N/A

Customer Management

Customer Satisfaction

Disclosure	Score	Did a thir party conduct the customer satisfaction study (Y/N)?
Customer satisfaction	N/A	N/A

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
N/A	N/A
What are the Risk/s Identified?	Management Approach
N/A	N/A
What are the Opportunity/ies Identified?	Management Approach
N/A	N/A

Health and Safety

Disclosure	Quantity	Units
Awareness of the Corona Virus Disease 2019 (COVID-19) Pandemic	N/A	#
No. of complaints addressed	N/A	#

**Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<p>Office activity and mine exploration entail physical and social interaction. With the onslaught of COVID-19 Pandemic it restricted and reduce work operations and activities.</p>	<p>I. Identification of the problem</p> <p>A. Corona Virus Disease 2019 (CoViD-19) has made a drastic impact and change, internally and externally, on the Company's personnel, office and work relations, financial management, business affairs and operations.</p> <p>II. Physical and health condition</p> <p>A. Company personnel are required to be physically fit, healthy and avoid exposure to infected persons. Quality nourishment, substantial rest and sleep (at least 8 hours), minimized outdoor mobility, indoor exercise, social distancing, household cleanliness and personal hygiene are means to avoiding, contracting or becoming agents/carriers of the virus.</p> <p>B. Touching of the mouth, eyes and nose are highly discouraged or, if not, disallowed.</p> <p>C. Wetting of fingers with saliva is absolutely prohibited.</p> <p>D. Indiscriminate coughing and spitting are strictly prohibited.</p> <p>E. Proper handwashing and sanitizers must be in place and use of proper protective gears, such as masks, to avoid exposure to others shall be worn.</p> <p>III. Remedial action</p> <p>A. Transformative approach</p> <p>1. Preemptive measure - Company personnel are informed of the nature, cause and effect of the widespread medical health problem affecting, specifically, the human respiratory system, its symptoms, variants, manifestations, transmission, care and management and avoidance. It is made known and clear that the virus is pervasive, invasive, omnipresent, capable of care and management through full cooperation and extraordinary attention by each individual, his/her family and the entire community. Personal consideration, understanding, sacrifice, discipline and mutual forbearance are key factors to avert the virulent concern of society.</p> <p>2. Personal disposition – Employees are urged to avoid anything that may compromise the body immune system. Staying healthy is paramount consideration. It is warranted to do social distancing, avoid meetings with large population. Teleconferencing/videoconferencing is advised for immediate concerns. Once an employee is exposed or has symptoms of upper respiratory tract</p>

infection, the concerned employee must visit a health/medical professional, physician or otherwise go to the nearest hospital for proper health care and management.

3. Stay and work at home is highly recommended.

B. Prevalence

1. Special precautions for the elderly, those on blood thinners, blood disorder, mast cell disorder, recently pregnant, or those laboring from or with co-morbid (Hypertension, High Blood Pressure, Heart Disease, Kidney Disease, Liver Disease, Diabetes, Asthma, Lupus, Cancer Treatment, Human Immunodeficiency Virus [HIV], Dysautonomia, Sjogren's Syndrome, Immune Suppressed for Autoimmunity, Ehlers-Danlos Syndrome, Immune-Compromised Diseases and many others) on whom severe complications of CoViD-19 are observed/seen.

2. It is imposed to stay away from crowded places (social distancing), wearing of protective masks and frequent handwashing is maintained.

C. Office or workplace decorum

1. Personal hygiene and daily or frequent body bath is mandatory.

2. Body temperature must be checked upon report for work or duty.

3. Hands must be sanitized or cleansed with water and soap or with isopropyl alcohol (70% Solution).

4. Employees are required to reduce to the minimum any close interaction.

5. Social distancing must be observed.

6. Hand objects must not be held in common.

7. Toilets/washrooms must be sanitary, kept dry and clean.

8. Telephones and door knobs must be sanitized frequently.

9. Work diligence must be maintained and quality must remain competitive.

10. Work tasks, assignment, supervision, collaboration and/or reports are accomplished through remote communication, such as teleconferencing/videoconferencing, SMS message and/or any cyber-digital form of communication that allow the parties reasonable opportunities to participate. Work duties or assignments that may be accomplished at home are recognized and allowed.

11. Teleconferencing/videoconferencing, if there is an urgency or emergency, must be resorted to.

12. Payments and/or purchases made on-line service or through other cyber-digital means must

be monitored and checked to avoid (cyber) fraud.

13. Deadlines must be duly and properly attended to.

14. Work place must be sanitized.

15. Any health issue must be reported to management for proper care and adequate assistance.

16. Community lock-downs and/or quarantine measures are duly considered in the performance or conduct of work duties.

D. Social interaction

1. Social distancing must be observed.

2. Contact to things or objects must be avoided or reduced to the minimum.

3. Transportation/vehicle service is provided by the Company.

4. Frequent cleansing of hands with water and soap or isopropyl alcohol (70% Solution) is required.

E. Daily sustenance

1. Quality food nourishment is highly recommended.

2. Well prepared and cooked foods are advised.

3. Absolutely no sharing of foods and/or utensils.

4. Fresh and home cook foods are encouraged.

5. Waste management and disposal must be maintained.

F. Shelter

1. Bed and board facilities are made available to employees.

2. Curfew is imposed at 8:00 o'clock in the evening until 5:00 o'clock in the morning.

3. No social gatherings or alcoholic revelry made indoors.

G. Clothing apparel

1. Frequent or daily change of clothes.

2. Frequent laundry of clothes, bedroom linens and bathroom towels.

H. Daily maintenance

1. Health conditions must be monitored.

2. Medications must be taken religiously.

3. Food and vitamin supplements must be under medical recommendation and guidance.

4. No to self-diagnosis.

I. Medical and health care programs

1. Medical and health care assistance are provided (PhilHealth, SSS, etc.).

2. Social services and financial assistance are extended to employees.

3. Procurement of social security benefits are made readily available.

4. The Company is committed in attending to the health care, wellbeing and medical needs of its personnel.

J. Family support

1. Family members are urged to cooperate. They shall be made to understand, aware and cautious of these transformative efforts and integrative policies of the Company.

K. Social contribution

1. Staying healthy, conscientious, caring, disciplined and self-restrained are contributions to society.

2. Widespread dissemination of information about CoViD-19 must be done to all employees and family members.

3. Family cooperation and support is paramount. Proper and adequate measures within the family is necessary.

L. Civic duty

1. Obedience to civil and health authorities.

2. Report unusual incidents.

3. Not to escalate the virus.

4. Not to involve in any malicious or false information or anything that may cause social alarm.

M. Meetings and conferences

1. Meetings, seminars and conferences by the board of directors, executive officers, management and/or personnel are held through formal correspondence, remote communication, teleconferencing, videoconferencing, electronic mail service (e-mail), SMS message, and/or any cyber-digital form of communication that allow the parties reasonable opportunities to participate.

2. Outdoor activities are discouraged or may be re-scheduled.

N. Company programs, affairs and business operations

1. Owing to the fact that mining exploration is an outdoor industrial activity and labor incentive, Company operations are temporally confined to management, research, development and prospecting agreements. The Company is committed to abide lawful authorities, health regulations, recommendations or instructions and not to do any action or activity that may contribute or escalate the pandemic CoViD-19.

2. Social interaction must be avoided. Social

distancing is the protocol.

3. Correspondences and communications are course through formal correspondence, teleconferencing, videoconferencing, skype, facetime, electronic mail service (e-mail) and/or any cyber-digital form of communication.

4. Company is committed to looking into other means of sustaining its business viability, efforts to mitigate damage/prejudice to the investing public and develop a dynamic and robust social economy.

5. The Company shall abide to health and safety regulations, advisories and recommendations by lawful and health authorities.

What are the Risk/s Identified?	Management Approach
N/A	The Company must abide with the safety and security regulations of the duly constituted government agencies involving the COVID-19 Pandemic.
What are the Opportunity/ies Identified?	Management Approach
N/A	N/A

Marketing and labelling

Disclosure	Quantity	Units
No. of substantiated complaints on marketing and labelling*	N/A	#
No. of complaints addressed	N/A	#

**Substantiated complaints include complaints from customers that went through the organization’s formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

What is the impact and where does it occur? What is the organization’s involvement in the impact?	Management Approach
N/A	N/A
What are the Risk/s Identified?	Management Approach
N/A	N/A
What are the Opportunity/ies Identified?	Management Approach
N/A	N/A

Customer privacy

Disclosure	Quantity	Units
No. of substantiated complaints on customer privacy*	N/A	#
No. of complaints addressed	N/A	#
No. of customers, users and account holders whose information is used for secondary purposes	N/A	#

**Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Business activities and operations are stopped or , if not, delayed by the COVID-19 Pandemic.	The Company must abide with the duly constituted government agencies involving security and safety.
What are the Risk/s Identified?	Management Approach
Business activities and operations are stopped or , if not, delayed by the COVID-19 Pandemic.	<p>Whenever the government declares the Enhanced Community Quarantine (ECQ) restriction, the Company stops temporarily its operation in order to protect its officers and employees from being afflicted with COVID-19. During the locked downs due to the Corona Virus Disease 2019 (COVID-19) Pandemic, the internal and external operations and business affairs of Imperial Resources Incorporated are deeply affected.</p> <p>Since May 18, 2020, when the Modified Enhanced Community Quarantine (MECQ) was unfolded under certain restrictions of the company and guidelines, the officers and employees attended to the concerns of the Company by resorting to the various modes of remote communication, including teleconferencing, videoconferencing and electronic mail service (e-mail).</p> <p>Personnel were provided with shuttle service to and from work every day while others were provided with bed and board within the office premises.</p> <p>Work areas were cleaned and sanitized more often. Employees were provided with face mask and required to sanitize their hands more often with isopropyl alcohol, hand sanitizers and/or soap. Likewise, body temperatures were checked daily. Employees were urged to disclose their health problems, travel history or possible</p>

	<p>exposure of the virus including their families or other persons they had close contact with.</p> <p>Social distancing is a protocol at work while communications were made through exchanges of e-mail or telephone call.</p> <p>The COVID-19 Pandemic has brought difficulties and posed risks in all forms of human activity. Work load was piled up and deadlines become due. Nonetheless, the preparation of documents, records and/or papers required and in support of the financial statements/reports, income tax returns, bank transactions, and other business operations were being attended to with extreme care and caution in order to maintain the protection of health, lives and security of everyone.</p> <p>Under the new-normal way of social interaction, including in the work place, office duties have become difficult that consequently entail extra expense to be abreast and competitive. To date, the senior management of the company are focused on these pressing and immediate concerns.</p>
What are the Opportunity/ies Identified?	Management Approach
N/A	N/A

Data Security

Disclosure	Quantity	Units
N/A	None	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
The Company is not into data gathering. Hence, the details being asked is not available.	The Company, stakeholders, employees, partners and investors are reminded about the statutory regulations on Data Privacy.

What are the Risk/s Identified?	Management Approach
N/A	N/A
What are the Opportunity/ies Identified?	Management Approach
N/A	N/A

Signed by:



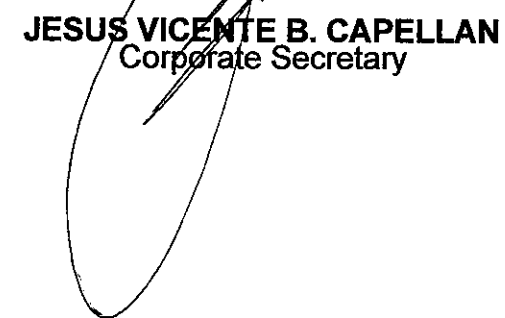
OLIVERIO L. LAPERAL, JR.
President/Chief Executive Officer



DESIDERIO L. LAPERAL
Vice-President/Chief Financial Officer



VILMA B. VILLANUEVA
Comptroller/Chief Accounting Officer



JESUS VICENTE B. CAPELLAN
Corporate Secretary