

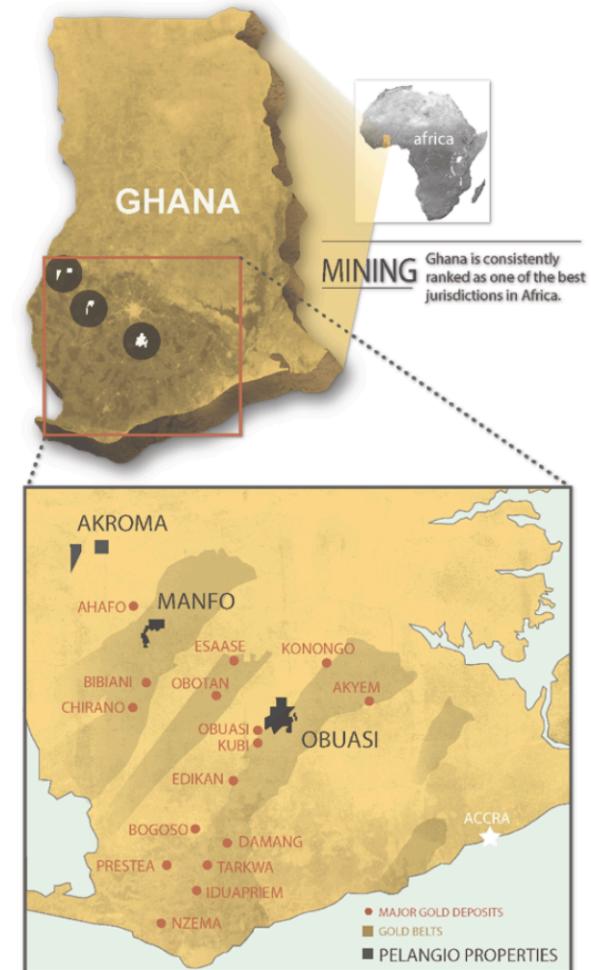


PELANGIO

PELANGIO
EXPLORATION
PX TSX-V

Annual ESG Report

2019





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President's Letter

Pelangio Exploration strives towards the highest standards of corporate governance and responsible environmental stewardship. Our inaugural sustainability report is the first step of many on our journey of continuous improvement.

Only things that are measured may be improved. Pelangio believes that by striving to achieve the highest ESG compliance standards, the focus on continuous improvement and the data gathered empower us with the tools necessary for ensuring exploration activities distribute the benefits amongst all parties impacted by our activities.

Pelangio Exploration's core purpose is to actualise the potential for mineral exploration to assist in creating a pathway for wealth and economic prosperity within the communities where we operate and for our shareholders. Appropriately realising such a plan necessitates that both the costs and benefits of our activities be identified and measured alongside one another. Our commitment to pursuing the leading edge of ESG initiatives provides us with the data necessary to navigate the course of action which maximises benefit and mitigates risk.

Ingrid Hibbard

President and CEO



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First-Mover in Gold Exploration ESG Reporting

Strong History of Community Engagement and Local Support

Proven Track Record as a Responsible Operator

Low Environmental Impact Exploration Programs

Diverse Management Team

Excellent Safety Protocols and Zero Workplace Injuries

Please review our ESG scorecard and follow us on our journey to continuously improve our ESG benchmarks.



Pelangio Exploration Inc. 2019 ESG Report

Published on March 26, 2021

This ESG report covers Pelangio's exploration sites in Canada and Ghana. The details are included in the answers to the specific questions.

[Disclaimer and Forward Looking Statements](#)

Company Profile

Organizational Profile

Name	Pelangio Exploration Inc.
Describe nature of activities, brands, products and services	Pelangio acquires and explores world-class land packages on strategic gold belts in Ghana, West Africa and Canada. In Ghana, the Company is exploring its two 100% owned camp-sized properties: the 100 km ² Manfo property, the site of seven near-surface gold discoveries, and the 284 km ² Obuasi property, located 4 km on strike and adjacent to AngloGold Ashanti's prolific high-grade Obuasi Mine, as well as the newly optioned Dankran property located adjacent to its Obuasi property. In Canada, the Company is currently focused in Ontario on its Grenfell property, located 10 km from Kirkland Lake, at its Dome West property, situated some 800 meters from the Dome Mine in Timmins and is advancing its Hailstone property in Saskatchewan. See www.pelangio.com for further detail on all Pelangio's properties.
Link to Corporate Website	https://pelangio.com
Industry Classification	104 Gold and Silver Ores
Market Capitalization	\$0-\$100Million USD
Type of Operations	Exclusively non-producing operations
Company Headquarters	Toronto, Canada
Link to company sustainability and ESG strategy, performance, programs and related external communications , e.g. ESG Report (URL)	https://pelangio.com/corporate/corporate-governance/corporate-governance-practices/

ESG Accountability

Role and Name of highest authority within company for Environment, Social and Governance strategy, programs and performance, e.g. will be a member on the Board or VP CSR

Ingrid Hibbard, CEO

ESG Reporting Period

Unless otherwise noted, all data contained in this report covers the following period:

From	2019-01-02
To	2020-01-01

Geographic Scope of Report

Unless otherwise noted, the data in this report covers ESG matters related to the following locations of operations, to pick multiple countries use Ctrl or click on each country of operation in the drop down list

Canada, Ghana



Canada Projects 2019
Ontario/Saskatchewan



Ghana Projects 2019

The ESG Report will cover all properties in Canada and Ghana that incurred or where exploration was completed during the year.

Identify notable exclusions, and reference any existing or planned reports that do or will address these (e.g. assets recently divested or acquired, non-managed joint ventures, specific exploration activities, recently closed sites, etc)

This report excludes non active exploration properties.

Fragile and Conflict-Affected Situations

Identify all of the entity's countries of operations that align with the World Bank's list of "Fragile and Conflict-Affected Situations"

None

Business Operations Scope of Report

Identify notable exclusions, and reference any existing or planned reports that do or will address these (e.g. assets recently divested or acquired, non-managed joint ventures, specific exploration activities, recently closed sites, etc)

We are an exploration company, have not reported prior to this year and aggregating data for all projects. No exclusions.

Mineral Resource Types in Scope

Which of the following mineral resource types are covered by this report

Inferred, Indicated

Mineral Reserve Types in Scope

Which of the following mineral reserve types are covered by this report

None

Currency

Unless otherwise noted, all financial figures referenced in this report are in the following currency

CAD

Audit Status

Identify the degree to which any inputs of the report are third-party checked:

Self-Declared

Reporting Requirements

Are you including ESG targets

No

Are you capturing historical data as part of this reporting effort:

No

Organizational Profile

Provide a list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses, e.g. GRI, UN Global Compact

The company is reviewing and familiarizing itself with the Standards and working towards the identification of one or more that suit the size and scale of its operations. The Company is at the exploration stage within the mining industry.

Strategy

Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability (CEO's message for this report)



Ingrid Hibbard, CEO



CEO Statement

The Company is undertaking to integrate sustainable practices and move toward ESG reporting throughout all aspects of its operations.

This is an extensive process that will evolve over time and as more detailed quantitative information becomes or is made available through its suppliers and contractors.

Ethics and Integrity

Provide a description of the organization's values, principles, standards, and norms of behavior, e.g. SSR Policies

As an exploration company our environmental impacts are minimal, but the opportunities for improving the lives of the communities where we are working is substantial. We evaluate opportunities and initiatives for continuous improvement as they arise.

<https://pelangio.com/corporate/corporate-governance/code-of-business-conduct-and-ethics/>

Environment**Compliance**

a. Report fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of:

i. total monetary value of significant fines

0

ii. total number of non-monetary sanctions

0

iii. cases brought through dispute resolution mechanisms

0

b. If the organization is in compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient

We are in compliance with environmental laws and/or regulations in Canada and Ghana.

Greenhouse Gas Emissions

Disclose the gross global Scope 1 greenhouse gas (GHG) emissions to the atmosphere of the seven

GHGs covered under the Kyoto Protocol (tonne CO₂-e)

Carbon dioxide (CO ₂) (tonne CO ₂ -e)	0
Methane (CH ₄) (tonne CO ₂ -e)	0
Nitrous oxide (N ₂ O) (tonne CO ₂ -e)	0
Hydrofluorocarbon-23 (CHF ₃) (tonne CO ₂ -e)	0
Hydrofluorocarbon-32 (CH ₂ F ₂) (tonne CO ₂ -e)	0
Sulfur hexafluoride (SF ₆) (tonne CO ₂ -e)	0
Nitrogen trifluoride (NF ₃) (tonne CO ₂ -e)	0
Perfluoromethane (CF ₄) (tonne CO ₂ -e)	0
Perfluoroethane (C ₂ F ₆) (tonne CO ₂ -e)	0
Perfluorobutane (C ₄ F ₁₀) (tonne CO ₂ -e)	0
Perfluorohexane (C ₆ F ₁₄) (tonne CO ₂ -e)	0
The total amount of gross global Scope 1 GHG emissions (CO ₂ -e) (tonne)	0
Percentage of its gross global Scope 1 GHG emissions that are covered under an emissions-limiting regulation or program that is intended to directly limit or reduce emissions, such as cap-and-trade schemes, carbon tax/fee systems, and other emissions control (e.g., command-and-control approach) and permit based mechanisms:	100.0000%
Discussion of long-term and short-term strategy or plan to manage Scope1 emissions, emissions reduction targets, and an analysis of performance against those targets	As an exploration company, our emissions are diminutive and we ensure the continued target of the absolute minimum. Our Ghanaian exploration activities utilize a small portable drill rig which diminishes our ecological footprint and minimizes our disturbance of the local environment.

Air Quality

Report emissions of air pollutants that are released into the atmosphere:

Emissions of (1) carbon monoxide, reported as CO (tonne)	0
Emissions of (2) oxides of nitrogen (NOX), reported as NOX (tonne)	0
Emissions of (3) oxides of sulfur (SOX), reported as SOX (tonne)	0
Emissions of (4) particulate matter 10 micrometers or less in diameter (PM ₁₀), reported as PM ₁₀ (tonne)	0
Emissions of (5) lead and lead compounds, reported as Pb (tonne)	0
Emissions of (6) mercury and mercury compounds, reported as Hg (tonne)	0
Emissions of (7) non-methane volatile organic compounds (VOCs) (tonne)	0

Water**Efficiency**

Proportion of water reused and recycled by the site to reduce the overall consumptive water demand:

100.0000%

The water used on our properties is only for cooling the drill. We use approximately 500 liters of water and then it is placed back into a settling pond.

Water Withdrawal

Disclose the freshwater withdrawn in locations with High or Extremely High Baseline Water Stress as a percentage of the total water withdrawn

Does Not Apply

This amount is based on an estimate of water used per meter of drilling.

Disclose the amount of water that was withdrawn from freshwater sources (Megaliters)

0

Water Management

Was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations

No

Number of incidents of non-compliance associated with water quality permits, standards, and regulations

0

Water Consumption

Disclose freshwater consumed in locations with High or Extremely High Baseline Water Stress as a percentage of the total water consumed:

Does Not Apply

No water is consumed. All water is returned to a catchment area.

Disclose the amount of water that was consumed in its operations (Megaliters)

0

Energy Management

(1) Total energy consumed in aggregate, in gigajoules (GJ) (hydrocarbons and electricity)

0

(2) Percentage energy consumed that was supplied by grid electricity

Does Not Apply

(3) Percentage of energy consumed that is renewable energy:

Does Not Apply

Waste Management

Innovation

Spending on Research, Development, and Technologies for waste management compliance and improvement

0

We have no waste and thus have no need for allocating funds to waste management.

Describe nature of spending on research, development and technologies for waste management compliance and improvement

Not applicable for this stage of the Company's operations.

Biodiversity

List the environmental biodiversity management plan(s) implemented at active sites:

There was no formal plan required for any of the Company exploration sites in 2019. In order to receive the permits to explore, the Company adheres to the highest standards required.

1.1 Mine lifecycle stages to which the plan(s) apply

Exploration and appraisal

1.2 The topics addressed by the plan(s)

Ecological and biodiversity impacts

1.3 The underlying references for its plan(s), including whether they are codes, guidelines, standards, or regulations; whether they were developed by the entity, an industry organization, a third-party organization (e.g., a non-governmental organization, a governmental agency, or some combination of these groups)

The Company secures all necessary governmental permits for its exploration activities. Those permits require the Company to adhere to environmental standards and the Company complies with all regulatory requirements.

Does access to the site involve traversing a protected area

No

Do any of the entities concessions share a watershed with a protected area

No

Provide context and description of site access involving traversing protected areas, and/or watersheds shared with a protected area. Include reference to measures in place to assure access, any proactive programs to support the biodiversity of the protected area, and any formal complaints or compliance issues and related steps to resolve

The Company ensures that all permitting applications are approved prior to access, which addresses the activities undertaken, and any biodiversity or access requirements are met. Pelangio's team makes every effort to leave an exploration site in better condition than it found it. In Ghana, the Company has switched to smaller man portable drills called Grasshoppers to limit any mobilization damage to the local environment or biodiversity when moving drills around. Further, the Company also backfills any unsafe exposures or small pits left by local artisanal miners for added safety measures for the benefit of its own team and others who may access the site, and to remediate sites left in that manner by these third parties.

Percentage of proved reserves in sites with protected conservation status or in areas of endangered species habitat:

Does Not Apply

Percentage of probable reserves in sites with protected conservation status or in areas of endangered species habitat:

Does Not Apply

Percentage of inferred, indicated and measured reerves in sites with protected conservation status or in areas of endangered species habitat:

Does Not Apply

Social Scale of the Organization

i. Report the total number of direct employees worldwide (exclude contractors)	2
ii. Report the total number of contract employees worldwide	0
	We could not gather this information during the foundation reporting period. We will ensure to gather this information moving forward. We define "contract workers" as 3rd-party Vendor affiliated staff.

Organizational Profile

ii. Report the total number of operations	1
	Pelangio has a number of fully owned subsidiaries.
Report the total number of direct employees by employment type (permanent and temporary), by gender:	2
Total number of permanent employees - female	1
Total number of temporary employees - female	0
Total number of permanent employees - male	1
Total number of temporary employees - male	0
Total number of permanent employees - non-binary	0
Total number of temporary employees - non-binary	0
Report the total number of contractors by employment type (permanent and temporary), by gender:	0
	We will be gathering this information moving forward.
Total number of permanent contractors - female	0
	Our contractors and suppliers do not provide this information. Going forward we will be requesting it.
Total number of temporary contractors - female	0
	Our contractors and suppliers do not provide this information. Going forward we will be requesting it.
Total number of permanent contractors - male	0
	Our contractors and suppliers do not provide this information. Going forward we will be requesting it.
Total number of temporary contractors - male	0
	Our contractors and suppliers do not provide this information. Going forward we will be requesting it.
Total number of permanent contractors - non-binary	0
	Our contractors and suppliers do not provide this information. Going forward we will be requesting it.
Total number of temporary contractors - non-binary	0
	Our contractors and suppliers do not provide this information. Going forward we will be requesting it.
Report the total number of employees by employment type (full-time and part-time), by gender:	2
Total number of full-time employees - female	1
Total number of part-time employees - female	0
Total number of full-time employees - male	1
Total number of part-time employees - male	0
Total number of full-time employees - non-binary	0
Total number of part-time employees - non-binary	0
Report the total number of contractors by employment type (full-time and part-time), by gender:	0

Our contractors and suppliers do not provide this information. Going forward we will be requesting it.

Total number of full-time contractors - female	0	Our contractors and suppliers do not provide this information. Going forward we will be requesting it.
Total number of part-time contractors - female	0	Our contractors and suppliers do not provide this information. Going forward we will be requesting it.
Total number of full-time contractors - male	0	Our contractors and suppliers do not provide this information. Going forward we will be requesting it.
Total number of part-time contractors - male	0	Our contractors and suppliers do not provide this information. Going forward we will be requesting it.
Total number of full-time contractors - non-binary	0	Our contractors and suppliers do not provide this information. Going forward we will be requesting it.
Total number of part-time contractors - non-binary	0	Our contractors and suppliers do not provide this information. Going forward we will be requesting it.

Employment

Turnover

Report the total number and rate of employee turnover during the reporting period, by age group, and gender:

All Employees

Total number of turnover (the number that left during the period)	0
Rate of turnover	0.0000%

Female employees

Total number of turnover (the number that left during the period)	0
Rate of turnover	0.0000%

Male employees

Total number of turnover (the number that left during the period)	0
Rate of turnover	0.0000%

Non-binary employees

Total number of turnover (the number that left during the period)	0
Rate of turnover	Does Not Apply

Employees aged 30 years old and under

Total number of turnover (the number that left during the period)	0
Rate of turnover	Does Not Apply

Employees aged between 30 and 50 years old

Total number of turnover (the number that left during the period)	0
Rate of turnover	0.0000%

Employees over 50 years old

Total number of turnover (the number that left during the period)	0
Rate of turnover	0.0000%

Identify types of employees captured in the turnover rate calculations

All employees on the payroll

Occupational Health and Safety

Work-related Injuries

a. For all employees:

i. Total Hours Worked	3840
ii- Number of fatalities as a result of work-related injury	0
Rate of fatalities resulting from work-related injury, note: calculating per 200,000 hours	0
iii. Number of high-consequence work-related injuries (excluding fatalities)	0
Rate of high-consequence work-related injuries (excluding fatalities)	0
iv. Number of recordable work-related injuries	0
Rate of recordable work-related injuries	0
v. Main types of work-related injury, e.g. confined space, trips, falls, etc.	There were no injuries.

b. Contractors:

i. Total Hours Worked	0 Do this best estimate.
ii. Number of fatalities as a result of work-related injury	0
Rate of fatalities resulting from work-related injury, note: calculating per 200,000 hours	0
iii. Number of high-consequence work-related injuries (excluding fatalities)	0
Rate of high-consequence work-related injuries (excluding fatalities)	0
iv. Number of recordable work-related injuries	0
Rate of recordable work-related injuries	0
v. Main types of work-related injury, e.g. falls, trips, spills, etc.	There were no injuries.

c. Combined (Employees and Contractors)

Total Hours Worked	3840
Total number of all work-related injuries	0
Rate of work-related injuries	0

c. Report the work-related hazards that pose a risk of high-consequence injury, including:

i. How have these hazards been determined	The principal hazard risks for PX relate to workplace safety incidents associated with exploration field work. These risks include but are not limited to: automobile accidents, hazards related to heavy equipment and drill rig operation, exposure to potentially hazardous climates and environments. The hazards are determined in accordance with industry best practice standards for resource exploration as defined by e3 Plus: A Framework for Responsible Exploration as developed by the Prospectors & Developers Association of Canada (PDAC).
ii. Which of these hazards have caused or contributed to high-consequence injuries during the reporting period	No hazards have caused injuries in 2019. We plan to conduct a review in 2020.
iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	No hazards have caused injuries in 2019. We plan to conduct a review in 2020.

d. Report on actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls

The company is proactive in implementing exploration industry standard practices for health and safety performance in all exploration activities.

We seek continual improvement through the ongoing refinement of health and safety protocols to ensure the Company conducts ongoing reviews of potential work-related hazards and appropriate steps to minimize risk.

f. Whether and, if so, why any workers have been excluded from this disclosure, including the types

No hazards have caused injuries in 2019. We

of worker excluded, e.g. short-term contractors

plan to conduct a review in 2020.

g. Disclose any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used

No hazards have caused injuries in 2019. We plan to conduct a review in 2020.

Safety Training

Disclose the average number of training hours provided to its workforce for health, safety, and emergency management training, by direct employees and contractors:

Direct Employees (full-time/part-time):	2.5
Contractors:	1 In addition to the Company safety training, contractors also have training in their own environments and employers.

Diversity and Equal Opportunity

b. Report the percentage of employees per employee category in each of the following diversity categories:

Senior Management:

Total Senior Managers	1
Percent Male	0.0000%
Percent Female	100.0000%
Percent Non-Binary	0.0000%
Percent under 30 years of age	0.0000%
Percent between 30 and 50 years of age	0.0000%
Percent over 50 years of age	100.0000%

Salaried (excluding Senior Management):

Total Middle Managers	1
Percent Male	100.0000%
Percent Female	0.0000%
Percent Non-Binary	0.0000%
Percent under 30 years of age	0.0000%
Percent between 30 and 50 years of age	100.0000%
Percent over 50 years of age	0.0000%

Technical Employees (skilled hourly):

Total Technical Employees	0
Percent Male	Does Not Apply
Percent Female	Does Not Apply
Percent Non-Binary	Does Not Apply
Percent under 30 years of age	Does Not Apply
Percent between 30 and 50 years of age	Does Not Apply
Percent over 50 years of age	Does Not Apply

Production Employees (unskilled hourly):

Total Production Employees	0
Percent Male	Does Not Apply
Percent Female	Does Not Apply
Percent Non-Binary	Does Not Apply
Percent under 30 years of age	Does Not Apply
Percent between 30 and 50 years of age	Does Not Apply

Contractors

Total Contractors	0
Percent Male	Does Not Apply
Percent Female	Does Not Apply
Percent Non-Binary	Does Not Apply
Percent under 30 years of age	Does Not Apply
Percent between 30 and 50 years of age	Does Not Apply
Percent over 50 years of age	Does Not Apply

Security, Human Rights and Rights of Indigenous People

Identify the countries of operations within World Banks list of "Fragile and Conflict-Affected Situations"	None
Describe the nature of any social risks, for all operating countries, that could have a material risk to operations	No countries of operations within the World Banks list of "Fragile and Conflict-Affected Situations".
Percentage of proved reserves that are located in or near areas of active conflict:	Does Not Apply
The total amount of proved reserves	0
Percentage of probable reserves that are located in or near areas of active conflict:	Does Not Apply
The total amount of probable reserves	0
Percentage of inferred, indicated and measured reserves that are located in or near areas of active conflict:	Does Not Apply
Total amount of inferred, indicated and/or measured reserves	0
Percentage of proved reserves that are located in or near areas that are considered to be indigenous peoples' land:	Does Not Apply
The total amount of proved reserves	0
Percentage of probable reserves that are located in or near areas that are considered to be indigenous peoples' land:	Does Not Apply
The total amount of probable reserves	0
Percentage of inferred, indicated and measured reserves that are located in or near areas that are considered to be indigenous peoples' land:	Does Not Apply
Total amount of inferred, indicated and measured reserves	0
Describe due diligence practices and procedures with respect to indigenous rights of communities in which it operates or intends to operate	MOU completed with the Waban Tribal Council.
Discuss practices and list procedures while operating in areas of conflict, e.g. add URL to policies and procedures or other document	We do not operate in areas of conflict.

Labor Relations

Notice Periods

a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them

0

For full time employees the minimum notice period is 2 weeks.

For part-time daily employees, there is no notice period because they work on a daily basis.

All contract hirers are provided notice based on mutually agreed negotiated contract.

b. If your organization is subject to collective bargaining agreements, is the notice period and provisions for consultation and negotiation specified in those agreements:

No

Community Relations

Artisanal and Small-Scale Mining

Number of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site (not controlled by company/unauthorized):	3
Percentage of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site	100.0000%
Report the associated risks and the actions taken to manage and mitigate these risks	add details about the small scale artisanal mining.

Programs

Report on community relations programs, objectives and achievements in the past 3 years



Donation of cement to local village



Community Programs

The Company has supported the local community by providing materials for the construction of a school.

It also actively supports local entrepreneurs to setup a drilling company which employs local workers. It also provided support to small farming operations.

Discuss the processes, procedures, and practices to manage risks and opportunities associated with the rights and interests of communities in areas where it conducts business

The Company maintains strong relationships in the local communities where it operates.

See attached for further details.



Low Environmental Impact 'Grasshopper' Drill Rig



Processes, procedures & practices

Report the total number of site shutdowns or project delays due to non-technical factors

1

Dome West had a delay due to site restrictions stemming from the Covid-19 pandemic.

Report the total aggregate duration of site shutdowns or project delays due to non-technical factors (days)

60

Ethics

Description of the management system for prevention of corruption and bribery throughout the value chain, e.g. Anti-Corruption Policies and Procedures or other Compliance document

A more fulsome Anti-Corruption Policy and Procedures is being constructed and reviewed by legal counsel and will be presented to the Board of Directors for approval when finalized.

[Code of Business Conduct and Ethics](#)

[Insider Trading Policy](#)

[Whistleblower Policy](#)

Report production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index (Saleable tonne)

0

Governance

Structure

a. Report the governance structure of the organization, including committees of the highest governance body, e.g. the Board of Directors, the Executives, the Board Environment Committee, Board Safety Committee, the Advisory Committee, etc.

Board of Directors, Special Advisory Board, Audit Committee, Compensation Committee, Executives

[Corporate Governance and Mandates](#)

Committees

b. Report the committees responsible for decision-making on economic, environmental, and social topics, e.g. the Board of Directors, the Executives, the Board Environment Committee, Board Safety Committee, the Advisory Committee, etc.

Board of Directors, Special Advisory Committee.

Responsibility

a. Has the organization appointed an executive-level position or positions with responsibility for economic, environmental, and social topics, e.g. is part of the Governance structure of the company, the CFO or internal audit reporting to the Board

No

Reporting Structure

b. Report whether position holders report directly to the highest governance body or CEO

Not applicable.

Consultation Process

Report the processes for consultations between stakeholders and the highest governance body on economic, environmental and social topics, e.g. for most mining companies it would be the executives and operations and not the Board, and if delegated, explain how

Consultation would begin with Executives and is subsequently reported to the Board of Directors if material.

Composition

Report the composition of the highest governance body and its committees by:

Number of executive members	2
Number of non-executive members	4
Number of independent members	4
Less than 3 years	4
3-6 - years	0
6-9 years	1
More than 10 years	1

Lists of each individual's other significant positions and commitments, and the nature of the commitments, e.g. other boards and executive positions

See attached.



Board of Directors

Number of Male governance body members	5
Number of Female governance body members	1
Number of members from under-represented social groups	0
Description of competencies relating to economic, environmental, and social topics	The board is well rounded in skills and experience and takes a forward looking approach to economic, environmental and social topics. Board of Directors Biography's
Description of stakeholder representation	The board of directors has a fiduciary duty of care for all shareholders.

Board Diversity

If available, provide a link to the entity's Board Diversity Proxy Statement or attach the related document

Please see attached.

[Board of Director Mandate](#)

Non-Executive Director

a. Is the chair of the highest governance body also an executive officer in the organization

No

Conflicts of Interest

a. Report the processes for the highest governance body to ensure conflicts of interest are avoided and managed, e.g. list procedures

The Company has a code of conduct and ethics and all board members have a fiduciary duty of care to keep oversight of the management and the affairs of the Company. The Board and all relevant committees meet regularly.

b. Report whether conflicts of interest are disclosed to stakeholders, including, as a minimum:

Yes

i. Cross-board membership

Yes

ii. Cross-shareholding with suppliers and other stakeholders

No

iii. Existence of controlling shareholder

No

iv. Related third party disclosures

Yes

Transparency

a. Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics

The Board of Directors and Special Advisory Committee play an active role in the Company in all aspects.

a. Report on the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics, e.g. board training	Subsequent to the period this report covers (2019). The Board received some initial training on ESG in March 2020.
d. Report the actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental, and social topics, including, as a minimum, changes in membership and organizational practice, (reponse to external evaluations)	The Company is undertaking to integrate ESG, CSR and sustainability practices throughout its organization. This is a complex process that will continue to evolve, be refined and become more articulate over time.
a. Report the highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities – including its role in the implementation of due diligence processes, (committee roles)	The Board of Directors and Special Advisory Committee play an active role in the Company in all aspects.
b. Is stakeholder consultation used to support the highest governance body's identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities, and if delegated, explain how	Yes
	In addition to discussing the risks and opportunities of any project, the company describes the relationship it has with the local communities and how it has sustained entrepreneurial endeavours within the local community when presenting to investors or presenting to third party stakeholders.
Remuneration	
b. Report how performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics	The Company has a Compensation Committee Charter which relates to the senior executives objectives.
a. How are stakeholders' views sought and taken into account regarding remuneration	The Company has an annual meeting during which shareholder votes may influence the composition of the Board of Directors which can influence the remuneration and fees for senior executives and the auditors.
b. If applicable, report the results of votes on remuneration policies and proposals	Not applicable.
Stakeholder Engagement	
a. Percentage of total direct employees covered by collective bargaining agreements:	Does Not Apply
Anti-corruption	
Policies and Practices	
di. Total number of governance body members that have received training on anti-corruption	5
dii. Percentage of governance body members that have received training on anti-corruption:	100.0000%
e. Report the total number and percentage of employees that have received training on anti-corruption, broken down by employee category:	
e1a. Total number of employees that received training on anti-corruption	2
Total number of employees	2
e1b. Percentage of employees that received training on anti-corruption	100.0000%
e2a. Total number of senior employees that received training on anti-corruption	1
Total number of senior employees	1
e2b. Percentage of senior employees that received training on anti-corruption	100.0000%
e3a. Total number of middle management employees have received training on anti-corruption	1
Total number of middle management employees	1
e3b. Percentage of middle management employees have received training on anti-corruption	100.0000%
e4a. Total number of technical employees that received training on anti-corruption	2
Total number of technical employees	2
e4b. Percentage of technical employees that received training on anti-corruption	100.0000%
e5a. Total number of production employees that received training on anti-corruption	2
Total number of production employees	We are an exploration company, thus have not production employees.
e5b. Percentage of production employees that received training on anti-corruption	100.0000%

e6a. Total number of administrative employees that received training on anti-corruption	2
Total number of administrative employees	2
e6b. Percentage of administrative employees that received training on anti-corruption	100.0000%

Tax

a. Describe the approach to stakeholder engagement and management of stakeholder concerns related to tax, including:

i. the approach to engagement with tax authorities	The approach is compliant with tax law in all jurisdictions in which the Company operates.
ii. the approach to public policy advocacy on tax	The Company is not actively advocating for public policy changes to taxation.
iii. the processes for collecting and considering the views and concerns of stakeholders, including external stakeholders	The company has a whistleblower policy on its website, with information for stakeholders on how to communicate with the audit committee which is responsible for taxation and audit.

Climate Change**Oversight**

Is there board-level oversight of climate-related issues within your organization

Not currently but we plan to do so within the next two years

Responsibility

Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues:

Chief Executive Officer (CEO)

Nature of primary responsibility

Assessing climate-related risks and opportunities

Reporting

Frequency of reporting to the board on climate-related issues

As important matters arise

Incentives

Do you provide incentives for the management of climate-related issues, including the attainment of targets

No, and we do not plan to introduce them in the next two years

Risk and Opportunity Management

Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities

No - Insufficient data on operations

Risk Assessments

Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business

No - Evaluation in process

Opportunity Assessments

Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business:

No

Strategy

Have climate-related risks and opportunities influenced your organization's strategy and/or financial planning

Yes

Pelangio is looking at the non-financial factors of ESG as part of its analysis and management process to identify and minimize risks and maximize growth opportunities and value for its shareholders.

Water Management**Quality and Quantity Dependency**

Rate the importance (current and future) of freshwater quality and quantity to the success of your business:

Direct use importance rating

Have not evaluated

Indirect use importance rating

Have not evaluated

Rate the importance (current and future) of sufficient quantity of recycled, brackish and/or produced water for the success of your business:

Direct use importance rating

Have not evaluated

Indirect use importance rating

Have not evaluated

Risk Assessments

Does your organization undertake a water-related risk assessment

No, water-related risks are not assessed

Select the options that best describe your procedures for identifying and assessing water-related risks:

i. Coverage	None
ii. Risk Assessment Procedure	Other, please specify At this stage this is not applicable. We ensure compliance with all permitting laws addressing water related risks.
iii. Frequency of Risk Assessment	Not defined
iv. How far into the future are risks considered	Up to 1 year
Have you identified any inherent water-related risks with the potential to have a substantive financial or strategic impact on operations	No

Opportunity Assessments

Have you identified any water-related opportunities with the potential to have a substantive financial or strategic impact on your business:

No

Responsibility

Provide the highest management-level position(s) or committee(s) with responsibility for water-related issues

There is currently no management-level responsibility for water-related issues

Policy

Does your organization have a documented water policy

No

Select the options that best describe the scope and content of your organizations' water policy

Not applicable

Reporting

Frequency of reporting to the board on water-related issues

As important matters arise

Incentives

Do you provide incentives to C-suite employees or board members for the management of water-related issues

No, and we do not plan to introduce them in the next two years

Strategy

Are water-related issues integrated into any aspects of your long-term strategic business plan:

No, water-related issues were not reviewed and there are no plans to do so

This document was prepared using  ONYEN, Planet Earth's complete ESG reporting solution.