



**MANAGEMENT'S  
DISCUSSION AND ANALYSIS  
FOR THE  
Six Months Ended September 30, 2025**

Dated: December 1, 2025  
(All amounts expressed in Canadian dollars unless otherwise indicated)

## GENERAL

Pacific Empire Minerals Corp. (the "Company" or "PEMC") is a Vancouver-based mineral exploration company whose principal business is the acquisition and exploration of copper-gold porphyry mineral exploration properties, with a focus on British Columbia, Canada. The Company is a reporting issuer in British Columbia, Alberta and Ontario, and trades on the TSX Venture Exchange ("TSX-V") as a Tier 2 issuer under the symbol PEMC.

The following Management Discussion and Analysis ("MD&A") of the Company's financial position and results of operations has been prepared by management in accordance with the requirements of National Instrument 51-102. The following information is prepared as at December 1, 2025, unless otherwise stated, supplements but does not form part of the unaudited financial statements of the Company for the period ended September 30, 2025. This MD&A should be read in conjunction with the March 31, 2025, audited financial statements and the related notes therein.

The Company reports its financial position, results of operations and cash flows in accordance with IFRS Accounting Standards ("IFRS") as issued by the International Accounting Standards Board ("IASB"). All dollar amounts are expressed in Canadian dollars except where noted.

Management is responsible for the preparation and integrity of the financial statements, including the maintenance of appropriate information systems, procedures, and internal controls to ensure that information used internally or disclosed externally, including the MD&A, is complete and reliable.

Additional information relevant to the Company's activities can be found on [www.sedarplus.ca](http://www.sedarplus.ca) and on the Company's website at [www.pemcorp.ca](http://www.pemcorp.ca).

Kristian Whitehead, B.Sc., P.Geo., is the Company's Qualified Person as defined by National Instrument 43-101 and is responsible for the accuracy of the technical information in this MD&A and has approved its written disclosure.

## FORWARD LOOKING STATEMENTS

This MD&A may contain "forward-looking statements" that reflect the Company's current expectations and projections about its future results. Forward-looking statements are statements that are not historical facts, and include, but are not limited to: a) estimates and their underlying assumptions; b) statements regarding plans, objectives and expectations with respect to the effectiveness of the Company's business model, future operations, capital raising initiatives, the impact of regulatory initiatives on the Company's operations, and market opportunities; c) general industry and macroeconomic performance and growth rates; d) expectations related to possible business opportunities, joint or strategic ventures; and e) statements regarding future performance.

Forward-looking statements used in this MD&A are subject to various risks, uncertainties and other factors, most of which are difficult to predict and are generally beyond the control of the Company. These risks, uncertainties and other factors may include, but are not limited to: a) unavailability of financing; b) failure to identify commercially viable mineral reserves; c) fluctuations in the market valuation for commodities; d) difficulties in obtaining required approvals for the development of a mineral project; and e) other factors.

Readers are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date of this MD&A or as of the date otherwise specifically indicated herein. Due to risks, uncertainties and other factors, including the risks, uncertainties and other factors identified above and elsewhere in this MD&A, actual events may differ materially from current expectations. The Company disclaims any intention or obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by securities law.

## **DESCRIPTION OF BUSINESS**

The Company is a mineral exploration company whose principal business is the acquisition and exploration of mineral exploration properties, with a focus on British Columbia, Canada.

The Company's flagship properties include the Trident property (formerly the COL property), and the Pinnacle property, both in the Omineca Mining Division of British Columbia. The Trident property is located approximately 50 km to the southeast of Northwest Copper Corp.'s Kwanika Deposit and 50 km to the northwest of Centerra Gold's Mt. Milligan Mine, the Trident property covers 6,618 hectares and is accessible by vehicle using well-established logging roads.

The Company also pursues Joint Venture arrangements, whereby projects that are not the current focus for the Company are available for option by arms-length companies in order to advance exploration while eliminating the Company's expenditures.

To date, equity financing has provided the main source of financing. The recovery of the Company's investment in its mineral properties will be dependent upon the execution of earn-in agreements with incumbent partners, assuming there are monetary, or equity payments issued, or the discovery of economically recoverable mineral reserves and the ability to raise sufficient capital to finance these operations. The ultimate outcome of these operations cannot presently be determined because they are contingent on future matters.

## **OVERALL PERFORMANCE**

The Company was incorporated on July 13, 2012, and commenced business at that time. The Company is a mineral exploration company focused on the discovery of gold-enriched copper deposits in British Columbia. Since 2012, the Company has (i), entered into a total of 5 agreements as the property optionor to advance mineral properties with various targets through partner-funded exploration programs with various mineral targets (ii), entered into option agreements for the right to acquire an interest in 7 properties (iii), sold its 50% interest in the Stars property in exchange for cash and royalty interests, and (iv), acquired an equity interest in a royalty generating entity through the sale of royalty interests on four projects.

## **KEY EVENTS FOR THE PERIOD ENDED SEPTEMBER 30, 2025, AND SUBSEQUENTLY**

**FINANCIAL SUMMARY:** During the six months ended September 30, 2025 ("Q2 2026"), the Company recorded a comprehensive loss of \$455,017 (2025 – \$469,403). This was comprised of net exploration expenditures of \$51,212 (2025 – \$51,249), after recoveries and adjustments, including accruals for the BC Minerals Exploration Tax Credit, 396,727 (2024 – \$413,922) of general and administration expenditures, of which \$23,282 (2025 – \$88,122) related to share – based compensation, and a loss of \$7,078 (2025 – \$4,232) in other items.

**FINANCING:** In August 2025, the Company completed a non-brokered private placement for gross proceeds of \$300,000 and consisted of 15,000,000 Units at a price of \$0.02 per Unit. Each Unit will be comprised of one Common Share of the Company and one Common Share Purchase Warrant. Each Warrant will entitle the holder to purchase one additional Common Share at a price of \$0.05 for a period of 24 months from the date of closing. In connection with the offering, the Corporation agreed to pay Haywood Securities Inc. a commission equal to 7% of the gross proceeds raised from the Units sold to the purchasers placed by Haywood payable in cash and to issue to Haywood the number of Common Share Purchase Warrants equal to 7% of the aggregate number of Units placed by Haywood. Each broker Warrant will entitle Haywood to purchase one Common Share at an exercise price of \$0.05 per share for a period of 24 months from the date of closing.

Proceeds from the Offering will be used for general working capital, exploration at the Company's flagship Trident copper-gold project, and marketing activities.

## Outlook and Property Review

Since 2012, the Company has primarily followed the “Prospect Generator” business model, where the Company acquires projects and completes low cost exploration and target development in order to attract larger partners to advance the project, primarily through diamond drilling. The acquisition of the Trident property in 2022 marked a turning point for the Company. The Company believes that the Trident property is of sufficient merit and that it should be the focus for PEMC for the foreseeable future.

**Trident:** In June 2022, the Company acquired a 100% interest in the Trident property, in exchange for granting the Vendors a 2% net smelter return royalty (the “NSR”) on the claims, one-half (1%) of such 2% net smelter return royalty may be purchased for \$500,000 by PEMC. Following this, the Company applied Portable Assessment Credits on the recently acquired mineral tenures in order to advance the expiry date of the claims to 2027. As a result, the Company does not have any required exploration expenditures until 2027.

In June 2022, the Company completed a comprehensive review of all existing data related to the Trident property. Historical data was compiled and assembled into a database and is being used to develop targets for further exploration. Due to forest fire activity on the Trident property and the adjacent Pinnacle property, mobilization to the property was postponed until the fall when it is anticipated that forest fire activity will have subsided.

Following data compilation and review of existing data on the Trident property, management has selected several areas as the focus for continued exploration. Historical drilling on the property has returned intriguing copper–gold–silver grades associated with widespread alteration and soil geochemical anomalies. Based on reviews of historical drill core the highest–grade intercepts from diamond drilling appear to be directly associated with discrete porphyry dykes and intrusions, however the source of these porphyry intrusions remains unknown. In order to better understand the nature and location of a potential hydrothermal system related to the porphyry intrusions, management intends to complete an airborne mobile magnetotelluric survey (“MT”) over the existing target areas prior to diamond drilling during 2024. This survey has the potential to identify conductive and resistive bodies at depths greater than traditional induced polarization surveys, providing a broader-scale picture at depth.

Due to the presence of extensive forest fires at both the Trident and Pinnacle properties starting in July of 2023, field work at Trident was postponed until 2024. Fire activity continued through late September. At Trident the fire activity was predominantly in the northwest area of the property.

In March 2024, an airborne Mobile MagnetoTelluric (MT) survey was completed over the main target area at Trident and the southern portion of Pinnacle. The survey is capable of detecting basement electromagnetic (EM) conductors and anomalous resistivity zones which are indicative of potential copper–gold porphyry systems.

The survey totaled 164 line–kilometres and covered the primary target area, which includes historical assays such as DDH-1971-13: 70.07 m @ 0.69% Cu, and DDH 2007-2: 100.00 m @ 0.59% Cu and 0.18 g/t Au, including 2.00 m @ 2.73% Cu and 0.36 g/t Au.

Utilization of this modern geophysical dataset facilitated the identification and prioritization of target areas for drilling currently anticipated during the Summer/Fall 2025 exploration season.

Results from the survey confirmed the presence of a significant resistivity high signature in the immediate area of the primary porphyry target area on the Trident property.

In July 2024, a modest work program consisting of rock chip sampling and sampling of historical drill core was completed. Samples were sent to ALS Laboratories in North Vancouver for analysis. Access to the property was evaluated and downed trees were removed from the existing access road.

In December 2024, PEMC submitted a three–year, area–based Notice of Work permit application for the Trident property. Year–one exploration plans include five diamond drill holes, ground–based geophysics (induced polarization and magnetotellurics), soil and rock geochemistry, and an exploration camp. PEMC has since been granted a 3–year Multi–Area work permit consisting of up to 20 diamond drill holes and 1 km of road building in addition to camp construction and geophysical surveys.

In May and June 2025, a small crew was mobilized to the Trident property to assess access and infrastructure, locate and sample historical drill core, and evaluate access to the proposed drill holes for the 2025 diamond drilling program.

A total of 20 samples were collected from historical drill hole 2008-01. The core was split a second time and submitted to ALS Laboratories in North Vancouver, BC for multi-element analysis. Results were presented in a News Release dated August 13, 2025. A summary of highlights was presented below.

- 1.57 metres grading 0.93% Cu and 1.06 g/t Au (20.43–22.00 m)
- Multiple samples returning >0.40% Cu with elevated gold values
- 0.48 g/t gold & 0.45% copper over 12.57 metres (17m – 29.57 m)
- 0.58 g/t gold and 0.42 % copper over 16.0 metres (31m – 47 m)

In August 2025, the Company announced that it had received its Multi-Year Exploration Permit for the Trident property (see News Release dated August 19, 2025). The Company has also retained Eagle Mapping to complete a 3.8 square-kilometre LiDAR survey over the primary target area at the Trident property. In addition, orthophoto images at 15 cm resolution will be collected and delivered.

**Pinnacle:** In June 2023, Teako received its drill and road use permits for exploration at Pinnacle. During 2023, Teako intended to conduct an Induced Polarization (“IP”) geophysics survey at Pinnacle. Teako contracted the geophysical services of SJ Geophysics Ltd. of Delta, BC to perform a 3D IP survey over the Aplite Ridge target area at Pinnacle. This proposed work program was intended to include soil sampling, geological mapping and rock sampling further expanding on the previous works completed in 2021 and 2022 which focused on the gold-rich Aplite Creek copper target area.

On November 28, 2023, Teako informed PEMC that it intended to terminate the option agreement with PEMC.

In February 2025, PEMC submitted a three-year, area-based Notice of Work permit application for the Pinnacle property. Year-one exploration plans include five diamond drill holes, ground-based geophysics (induced polarization and magnetotellurics), soil and rock geochemistry, and an exploration camp. In August 2025, this permit was amended due to the presence of obstacles placed on bridges by the logging company to deter motorized vehicles and additional areas for exploration were added. Permit approval is anticipated in early 2026.

## **FINANCIAL CONDITION, LIQUIDITY AND CAPITAL RESOURCES**

As at September 30, 2025, the Company had a working capital of \$273,014 (March 31, 2025 - \$57,764). Working capital for the six months ended September 30, 2025 increased compared to March 31, 2025 as a result of cash used in operating activities of \$361,266, cash used in investing activities of \$21,800, and cash provided by financing activities of \$646,483.

As at September 30, 2025, the Company had \$451,764 in cash, approximately \$124,000 in refundable taxes received during the period ended September 30, 2025, reclamation deposits to be refunded should projects not continue of \$84,742, and \$39,286 in marketable securities for which the Company manages and could be sold for cash should market conditions be favorable.

For the period ended September 30, 2025, the Company closed a private placement for gross proceeds of \$300,000. Subsequent to September 30, 2025, the Company closed additional private placements of \$1,526,992. Further, as at the date of this MD&A, the Company has 6,000,000 incentive stock options and 60,265,420 warrants outstanding which are exercisable for cash to management, directors, consultants of the Company, and finders’ warrants. The Company may also receive option payments in cash related to property agreements. See "Risks and Uncertainties" and "Forward looking statements" in this MD&A for risks related to the Company's expectations and ability to obtain sources of funding. To maintain its properties in good standing, the Company is required to make minimal maintenance payments; however, these can be terminated at any time without penalty once an option agreement is cancelled, or mineral title is dropped. There have been no changes in the approach to managing capital during the six months ended September 30, 2025.

Although the Company closed a private placement for gross proceeds of \$300,000, expects funds from refundable tax credits and potential sale of marketable securities, the Company's working capital and cash flows may not be sufficient to meet its current plans and budgets associated with those plans. In order to continue funding its administrative and exploration expenditures from the date of this MD&A, the Company will need to obtain additional cash and anticipates either financing or selling one or more of its assets.

The Company is not subject to externally imposed capital requirements.

As at September 30, 2025, the Company had cash of \$451,764. Management of cash balances is conducted in-house based on internal investment guidelines. Cash is deposited with major Canadian financial institutions. Cash required for immediate operations is held in a checking account and excess funds may be invested in accordance with the Company's capital resource objectives.

### Cash Used in Operating Activities

Cash used in operating activities was \$361,266 for the six months ended September 30, 2025 (Q2-2025 - \$446,356) and represents expenditures primarily on mineral property exploration and general and administrative expenses for both periods. The decrease from the comparative period predominately relates to the availability of capital in the current period versus the settlement of prior period payables and increase in consulting costs for the comparative period. Exploration expenditures will fluctuate from period to period depending on opportunities, level of activity, and available capital resources. See the exploration review above for discussion on mineral property activities.

### Cash Used by Investing Activities

Cash used in investing activities for the six months ended September 30, 2025 was \$21,800 compared to \$6,775 for the comparable period. Cash used in Q2 2026 was predominately related to the purchase of a new reclamation bond required for the three-year work permit for Trident. Cash used during Q1 2025 was mostly related to the purchase of new equipment, offset with a return of GIC held against the Company credit cards.

### Cash Generated by (Used in) Financing Activities

Cash provided by financing activities during Q2 2026 was \$646,483 (Q2 2025 - \$661,245), which consists of proceeds from private placements of \$300,000 (Q2 2025 - \$722,500), share issuance costs of \$9,450 (Q2 2025 - \$48,709), lease payments of \$13,067 (Q2 2025 - \$12,546), and subscription received in advance of \$369,000 (Q2 2025 - \$Nil), .

## SELECTED QUARTERLY FINANCIAL INFORMATION AND FINANCIAL RESULTS

### Selected Quarterly Information

Quarter Ended	September 30, 2025	June 30, 2025	March 31, 2025	December 31, 2024
<b>Financial results</b>				
Exploration expenditures (net)	\$ 28,690	\$ 22,522	\$ 56,377	\$ 4,954
Share-based payments	11,047	12,235	22,899	31,393
Loss and comprehensive loss for the period	(306,325)	(177,364)	(226,659)	(167,725)
Basic loss and comprehensive loss per common share	(0.00)	(0.00)	(0.01)	(0.00)
Quarter Ended	September 30, 2024	June 30, 2024	March 31, 2024	December 31, 2023
<b>Financial results</b>				
Exploration expenditures (net)	\$ 41,740	\$ 9,509	\$ 69,200	\$ 3,400
Share-based payments	40,345	47,777	60,519	-
Loss and comprehensive loss for the period	(246,949)	(222,454)	(325,277)	(107,829)
Basic loss and comprehensive loss per common share	(0.00)	(0.00)	(0.00)	(0.00)

The Company's net loss or income each quarter varies mainly due to varying levels of operations activities on its exploration projects, due diligence undertaken on new prospects, timing of incentive stock option grants, and the dissemination of project information to shareholders. Losses can be offset by option payments received in cash and/or shares by optionees.

### **Three Months Ended September 30, 2025**

During the three months ended September 30, 2025 and September 30, 2024, the Company recorded a comprehensive loss of \$306,325 and \$246,949 respectively. This was comprised of net exploration expenditures of \$28,690 (Q2 2025 - \$41,740) after recoveries and adjustments, including accruals for the BC Minerals Exploration Tax Credit, \$255,035 (2025 - \$180,973) of general and administration expenditures, of which \$11,047 (2025 - \$40,345) related to share-based compensation, and a loss of \$22,600 (2025 - \$24,236) in other items.

Exploration expenditures were comparative and minimal for both periods. Historically, Q2 of a fiscal year has been a period of reduced expenditures as the Company reviews its portfolio of projects and prepares budgets and plans for the upcoming spring and summer seasons. With the current treasury, work programs for fiscal 2026 are expected to focus on the Trident and Pinnacle properties.

General and administrative expenditures increased from \$255,035 in Q2 2026 compared to \$180,973 in Q2 2025. The significant increase related to an increase of \$31,456 in professional fees for accounting and legal services incurred during the period. Administrative and office increased by \$30,725 due to an increase in activities during the quarter.

In other items for the three months ended September 30, 2025 included a loss of \$22,600 (Q2 2025 - \$24,236) predominately related to fair value adjustments on marketable securities and interest expense on lease liability.

### **Six months ended September 30, 2025**

During the six months ended September 30, 2025 and September 30, 2024, the Company recorded a comprehensive loss of \$455,017 and \$469,403 respectively. This was comprised of net exploration expenditures of \$51,212 (Q2 2025 - \$51,249) after recoveries and adjustments, including accruals for the BC Minerals Exploration Tax Credit, \$396,727 (2025 - \$413,922) of general and administration expenditures, of which \$23,282 (2025 - \$88,122) related to share-based compensation, and a loss of \$7,078 (2025 - \$4,232) in other items.

Exploration expenditures were comparative and minimal for both periods. Historically, Q2 of a fiscal year has been a period of reduced expenditures as the Company reviews its portfolio of projects and prepares budgets and plans for the upcoming spring and summer seasons. With the current treasury, work programs for fiscal 2026 are expected to focus on the Trident and Pinnacle properties.

General and administrative expenditures decreased to \$396,272 in Q2 2026 compared to \$413,922 in Q2 2025. The decrease related to a decrease of \$27,460 in investor relations and shareholder communications as programs running in the prior period did not continue into the six months ended September 30, 2025 as the Company continues to be selective with investor relations and marketing costs. Share-based compensation decreased by \$64,840 as the Company granted no options during the period ended September 30, 2025.

### **OFF BALANCE SHEET ARRANGEMENTS**

The Company has no off-balance sheet arrangements.

### **Accounting standards adopted during the year**

Please refer to the Company's audited financial statements for the year ended March 31, 2025 on SEDARPLUS at [www.sedarplus.ca](http://www.sedarplus.ca) and on the Company's website at [www.pemcorp.ca](http://www.pemcorp.ca).

### **Accounting pronouncements not yet effective**

Please refer to the Company's audited financial statements for the year ended March 31, 2025 on SEDARPLUS at [www.sedarplus.ca](http://www.sedarplus.ca) and on the Company's website at [www.pemcorp.ca](http://www.pemcorp.ca).

## RISK AND CAPITAL MANAGEMENT: FINANCIAL INSTRUMENTS

Please refer to the Company's audited financial statements for the year ended March 31, 2025 on SEDARPLUS at [www.sedarplus.ca](http://www.sedarplus.ca) and on the Company's website at [www.pemcorp.ca](http://www.pemcorp.ca).

## CRITICAL ACCOUNTING JUDGEMENTS AND SIGNIFICANT ESTIMATES AND UNCERTAINTIES

Please refer to the Company's audited financial statements for the year ended March 31, 2025 on SEDARPLUS at [www.sedarplus.ca](http://www.sedarplus.ca) and on the Company's website at [www.pemcorp.ca](http://www.pemcorp.ca).

## TRANSACTIONS WITH RELATED PARTIES

The Company entered into certain transactions with key management personnel, which the Company has defined as Officers and Directors of the Company. The aggregate value of these transactions and outstanding balances are as follows:

<b>For the six months ended September 30, 2025</b>	<b>Consulting fees</b>	<b>Management fees</b>	<b>Director fees</b>	<b>Share-based Payments</b>	<b>Total</b>
Chief Executive Officer *	\$ 81,000	\$ -	\$ -	\$ 5,494	\$ 86,494
Chief Financial Officer	1,250	-	-	-	1,250
Outside directors	-	-	18,000	7,021	25,021
Seabord Management Corp. **	-	35,000	-	439	35,439
<b>Total</b>	<b>\$ 82,250</b>	<b>\$ 35,000</b>	<b>\$ 135,250</b>	<b>\$ 12,954</b>	<b>\$ 148,204</b>

<b>For the six months ended September 30, 2024</b>	<b>Consulting fees</b>	<b>Management fees</b>	<b>Director fees</b>	<b>Share-based Payments</b>	<b>Total</b>
Chief Executive Officer *	\$ 81,000	\$ -	\$ -	\$ 6,076	\$ 87,076
Outside directors	-	-	20,000	22,360	42,360
Seabord Management Corp. **	-	45,000	-	486	45,486
<b>Total</b>	<b>\$ 81,000</b>	<b>\$ 45,000</b>	<b>\$ 20,000</b>	<b>\$ 28,922</b>	<b>\$ 174,922</b>

Amounts due to related parties as of September 30, 2025 and March 31, 2025 are as follows:

<b>Related party liabilities</b>	<b>September 30, 2025</b>	<b>March 31, 2025</b>
Chief Executive Officer *	\$ 127,700	\$ 135,000
Chief Financial Officer	1,250	-
Seabord Management Corp. **	52,390	78,750
Directors	43,000	44,000
	<b>\$ 224,340</b>	<b>\$ 257,750</b>

\*BJP Consulting is controlled by Brad Peters, President and CEO.

\*\*Seabord Management Corp. ("Seabord") provides the following services: a Chief Financial Officer ("CFO"), a Corporate Secretary, accounting and administration staff, and office space to the Company. The former CFO and Corporate Secretary are employees of Seabord and are not paid directly by the Company. On September 15, 2025, Seabord terminated its services with the Company.

## OUTSTANDING SHARE DATA

### *Common Shares*

As at December 1, 2025, the Company had 195,847,965 common shares outstanding.

### *Share purchase warrants*

<b>Number of warrants outstanding</b>	<b>Expiry date</b>	<b>Exercise price</b>
466,666	December 29, 2026	\$0.10
1,015,000	January 16, 2027	\$0.10
521,500	May 6, 2027	\$0.08
14,450,000	May 6, 2027	\$0.08
1,500,000	August 8, 2027	\$0.05
472,500	August 8, 2027	\$0.05
21,122,570	October 6, 2027	\$0.05
16,175,000	October 6, 2027	\$0.06
1,329,830	October 6, 2027	\$0.05
1,877,200	October 14, 2027	\$0.05
1,125,000	October 14, 2027	\$0.06
210,154	October 14, 2027	\$0.05
<b>60,265,420</b>		

### *Stock options*

<b>Number of stock options outstanding</b>	<b>Expiry date</b>	<b>Exercise price</b>
5,000,000	March 1, 2027	\$0.05
1,000,000	May 7, 2027	\$0.06
7,700,000	October 6, 2027	\$0.05
<b>13,700,000</b>		

## CHANGE IN MANAGEMENT

On September 15, 2025, Doug Reed resigned from the position of Chief Financial Officer of the Company, and Leon Ho was appointed in the position.