ANNEXES

GRI 102-3

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Gestión de riesgos económicos, sociales y ambientales

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ANNEX 1

Minsur Subsidiary

Subsidiary	Investments of the subsidiary company
Minera Latinoamericana S.A.C.	Has investments in Mineração Taboca S.A. and its subsidiary, which operates Pitinga MU and the SPR of Pirapora in Brazil. It also has investments in Minera Andes del Sur S.P.A., a Chilean company devoted to mining exploration, and in Inversiones Cordillera del Sur Ltda. and subsidiaries, which is shareholder of a business conglomerate mainly devoted to cement production and commercialization in Chile.
Cumbres Andinas S.A.C.	Has investments in Marcobre S.A.C., a Peruvian company of the mining sector implementing the Mina Justa project. In 2018, Cumbres Andinas S. A. C. changed its shareholding structure through the sale of a share package. As a consequence, our company reduced its share and went from having 99.98% of the stock capital of Cumbres Andinas S.A.C. to have 60% of it, whereas Alxar International SpA acquired the remaining 40 %.

ANNEX 2

Operations and projects

	Location	Company	Unit / project	Main products
Operations	Puno, (Peru)	Minsur S. A.	San Rafael MU	Tin
	Ica (Peru)	Minsur S. A.	Smelting Plant and Refinery	Tin
	Tacna (Peru)	Minsur S. A.	Pucamarca MU	Gold
	Sao Paulo (Brasil)	Mineração Taboca S. A.	Pitinga MU SPR of Pirapora	Ferroalloys and tin
Exploration projects	Puno (Peru)	Minsur S. A.	Santo Domingo	Tin
	Puno (Peru)	Minsur S. A.	Nazareth	Tin
	Huancavelica (Peru)	Cumbres del Sur S.A.C	Mina Marta	Copper
Expansion projects	Ica (Peru)	Marcobre S. A.C	Mina Justa	Copper
Closing mines	Puno (Peru)	Cumbres del Sur S.A.C	Mina Regina	NA
	Huancavelica (Peru)	Cumbres del Sur S.A.C	Mina Marta	NA

ANNEX 3

GRI 102-12 | GRI 102-13

#	Agency, association or organization	Position in the organizations governance	Project or Committees in which it is involved
1	**International Tin Association – ITA**	The ITA's main objective is supporting and promoting the use of tin in existing and new applications.	Emission measuring project across the supply chain Compliance with the ITA's Code of Ethics
2	**International Council of Mining and Metals – ICMM**	Since 2018 we are member of the International Council of Mining and Metals (ICMM), an agency gathering the mining industry leaders for 18 years.	Compliance with the 10 principles and 8 statement positions Participation in the ICSV (Innovation for Cleaner Safer Vehicles) group's work
3	**London Metals Exchange (LME) (United Kingdom)**	Our Brazilian branch, Taboca, has its tin brand Mamore listed in the London Metal Exchange (LME).	The Company is subject to a quality standard that its product has to meet to have a brand listed in the LME.
4	**Federación de Industrias del Estado de São Paulo (FIESP) (Brazil)**	Minsur, through its Brazilian subsidiary, is a member of the FIESP, the Federation of Industries of São Paulo, an entity representing around 130,000 Brazilian industries in several sectors and distributed in 131 trade associations.	As a FIESP member, we participate in discussions on public policies, laws, regulations and procedures affecting the mining sector in Brazil. Similarly, we have access to discussions on laws and regulations specifically related to the mining sector, as well as statistics, documents and data on mining and other industries in Brazil.
5	**Sociedad Nacional de Minería, Petróleo y Energía (SNMPE) (Peru)**	SNMPE is a private association, and it promotes investment, ensuring both competitiveness, as well as the sustainable use of natural resources.	As a member of this entity, representing and gathering the main mining and energy companies, we participate in the discussions on public policies, laws, regulations and procedures affecting this business sector.

Note: Minsur does not provide funding to these organizations beyond membership dues.

ANNEX 4

ICMM Principles

#	Principle	Description
1	**Ethical business practices**	Apply ethical business practices and sound systems of corporate governance and transparency to support sustainable development.
2	**Decision-making process**	Integrate sustainable development in corporate strategy and decision-making processes
3	**Human Rights**	Respect human rights and the interests, cultures and values of employees and communities affected by our activities.
4	**Risk management**	Implementing effective risk-management strategies and systems based on sound science, and which account for stakeholder perceptions of risk.
5	**Health and safety**	Pursue continual improvement in the health and safety performance, with the ultimate goal of zero harm.
6	**Environmental performance**	Pursue continual improvement in environmental performance issues, such as water stewardship, energy use and climate change.
7	**Conservation of biodiversity**	Contribute to the conservation of biodiversity and integrated approaches to land-use planning.
8	**Responsible production**	Facilitate and support the knowledge-base and systems for responsible design, use, re-use, recycling and disposal of products containing metals and minerals.
9	**Social Performance**	Contribute to social performance, economic and institutional development of host countries and communities.
10	**Stakeholder engagement**	Implement with our stakeholders reporting, communication and participation mechanisms that are effective, transparent and subject to independent verification.

ANNEX 5

Direct economic value generated, distributed and retained consolidated (million US$) [1]

GRI 201-1

	2017	2018	2019	2020
Economic value generated	**706.176**	**765.109**	**732.172**	**655.099**
Net sales	672.124	693.733	711.488	649.181
Income from financial investments	11.626	70.385	21.378	4.865
Fixed asset sales	22.426	951	-694	1.053
Economic value distributed	**600.287**	**542.282**	**635.006**	**544.960**
Operational costs	282.205	270.485	315.882	270.363
Wages and employees' benefits	128.211	133.440	140.484	115.776
Payments to capital providers	102.397	49.965	103.362	59.366
Payments to the Government	84.849	85.997	71.142	98.029
Investments in the community	2.625	2.395	4.136	1.426
Retained economic value	**105.889**	**222.827**	**97.166**	**110.139**

[1] It includes Minsur S.A., Marcobre S.A.C. and Mineração Taboca S.A.

ANNEX 6

GRI 102-47

Material issues and definitions

#	Issues	Definition
1	**Health and Safety**	It refers to our management actions to eliminate occupational deaths, serious injuries and to prevent occupational diseases. Management of this issue shall include occupational health and safety training for employees, implementation of health surveillance and monitoring programs, promoting a healthy life, strengthening a culture of safety and improving hazardous processes.
2	**Human capital and labor relations management**	It refers to efforts made to ensure that our human capital has the necessary skills to reach the company's performance objectives, as well as to promote employment, wellbeing and the good labor relations. This includes maintaining a good work environment; training and development; respect for labor rights, such as the freedom of association; paying competitive wages and establishing work schedules pursuant to relevant laws.
3	**Governance, transparency and ethics**	It refers to the organization's governance structure; compliance with applicable laws; implementation of ethical and integrity standards, particularly those for the prevention of corruption and bribery in our operations and business relations, across our value chain. Management of this issue includes transparency when reporting fines and penalties for violations to laws and regulations, and political contributions.
4	**Economic performance**	It refers to the economic value generated by our commercial activities, how it has been distributed among the stakeholders and how much has been kept by the company, aiming at understanding through economic and financial indicators our operations' economic impact and profitability.
5	**Risk management**	The way in which the company identifies, assesses and addresses the risks that may impact business competitiveness. This includes the assessment of environmental and social risks and opportunities of new projects and of significant changes in existing operations, involving our stakeholders therefor. It includes emergency response plans.
6	**Environmental management**	It is referred to the prevention, control and mitigation of potential environmental impacts and the search for the efficient use of natural resources through an environmental management system, setting objectives, goals and indicators. It includes operation closure management, with the involvement of our stakeholders, ensuring compliance with environmental commitments.
7	**Sustainability Strategy**	It is referred to the way in which the company incorporates sustainable development principles in its strategy and decision-making process, which includes investments and the design, operation and closure of facilities. Furthermore, it includes the adoption of responsible risk-based policies and practices for issues related to health and safety, the environment, human rights, and the work of our suppliers, contractors and joint-venture partners.
8	**Local sustainable development**	It refers to how the company makes a positive impact on the local economy, for instance by paying taxes, local procurement, and investing in community development initiative in collaboration with other relevant stakeholders. Management of this issue may include collaboration with the government to support better environmental and social practices by artisanal and small-scale miners locally, as it may apply.

#	Issues	Definition
9	**Local communities engagement**	It refers to management activities implemented to maintain a good relationship with local and neighboring communities of our mining operations, as well as to know their needs and expectations, which includes dialogue mechanisms, spaces for community participation, dispute resolution mechanisms, among others. It includes managing the displacement or resettlement of people and the respect for indigenous populations.
10	**Responsible water management**	It refers to effective and efficient water management in our operations, aiming at the sustainable and responsible use of water resources, and the proper treatment of effluents.
11	**Responsible supply**	Providing employment opportunities to local companies, aiming at contributing to the development of the regions where we operate. This means increasing the opportunities for local companies to supply our operations, besides strengthening their busines and financial skills.
12	**Responsible production**	The work conducted with customers, suppliers and others involved in our value chain to promote sustainable practices across the products' life cycle. The organization should implement measures to recover, reuse or recycle energy, natural resources and materials in our projects' design, implementation and decommissioning. Furthermore, the company shall assess its products' hazards and report about them in technical data sheets and safety labeling. Managing this issue requires understanding the impacts of the products' life cycle across the value chain.
13	**Human rights**	Incorporation of UN Governing Principles on Business and Human Rights in the company's management, including Human Rights risk assessment and due diligence on business relationships. Furthermore, the implementation of the Voluntary Principles on Security and Human Rights to regulate behavior when addressing corporate security risks, particularly in conflict areas.
14	**Protection to biodiversity**	The organization shall respect and ensure that their operations are compatible with protected areas. Moreover, it shall manage risks and impacts on biodiversity and ecosystem services by implementing a mitigation hierarchy, aiming at achieving No Net loss of biodiversity.
15	**Waste and tailings management**	Waste management and safety of mining tailings storage/disposal facilities. For that purpose, the company shall use comprehensive management practices that are based on risks, and address potential impacts on human health and the environment.
16	**Climate change**	It is referred to how the company addresses the financial implications, risks and opportunities that stem from climate change and the transition towards a low-carbon economy. Managing this issue may include renewable energy consumption, the search for energy efficiency in the company's operations and reducing its carbon footprint, as well as risk management to address extreme climate events and changes in the regulations that may affect the company's operations and competitiveness.
17	**Inclusion, diversity and reduction of inequalities**	Referred to the promotion of more inclusive labor practices in the company and in the supply chain, diversity in the workplace and the prevention of discrimination based on gender, race, sexual orientation, age, among others; aiming at promoting and speeding up the social-economic inclusion of all people and at reducing inequalities.

Scope of material topics and related GRI standard

#	Topics	Scope	GRI standard involved
1	Health and Safety	Internal and external	GRI 403 Occupational health and safety
2	Human capital and labor relations management	Internal and external	GRI 401 Employment GRI 404 Training and Education No GRI Local Procurement
3	Governance, transparency and ethics	Internal and external	GRI 205 Anticorruption GRI 419 socioeconomic compliance GRI 415 Public policies
4	Economic performance	Internal	GRI 201 Economic performance
5	Risk management	Internal and external	No GRI Risk management
6	Environmental management	Internal and external	GRI 301 Materials GRI 302 Energy GRI 305 Emissions GRI 307 Environmental Compliance No GRI Closure plans
7	Sustainability Strategy	Internal and external	GRI 102 General Contents
8	Local sustainable development	External	GRI 203 Indirect Economic impacts
9	Local community engagement	External	GRI 413 Local communities No GRI Local Emergency plans
10	Responsible water management	Internal and external	GRI 303 Water
11	Responsible supply	Internal and external	GRI 204 Procurement practices GRI 308 Supplier environmental assessment GRI 414 Supplier Social assessment
12	Responsible production	Internal and external	No GRI Responsible production
13	Human Rights	Internal and external	GRI 406 No Discrimination GRI 407 Freedom of association and collective bargaining GRI 408 Child labor GRI 409 Forced or compulsory labor GRI 410 Security practices GRI 411 Rights of indigenous peoples GRI 412 Human rights assessment
14	Protection of biodiversity	Internal and external	GRI 304: Biodiversity
15	Waste and tailings management	Internal and external	GRI 306: Effluents and Waste
16	Climate change	Internal and external	GRI 305: Emissions
17	Inclusion, diversity and reduction of inequalities	Internal and external	GRI 405 Diversity and equal opportunity

ANNEX 7

GRI 102-40 | GRI 102-42 | GRI 102-43 | GRI 102-44

Canal Communication channels with our stakeholders

Stakeholders	Communication and/or engagement channels
Collaborators and Trade Union	Briefings, working and coordination meetings, intranet, digital newsletter, releases and notices, talks and training, work climate surveys, website, committees, integrity channel, corporate events, Sustainability report.
Shareholders and investors	Annual report, quarterly financial reports, open phone calls, website, presentations.
Customers	Website, Sustainability report, meetings, newsletters, releases, visits, VCI workshops.
Suppliers	Website, integrity channel, audits, orientation, talks and training, annual survey, e-mail, corporate events.
Communities	Permanent information offices, dialogue and development round tables, committees, briefings, focus groups, participatory environmental monitoring, integrity channel, complaint and grievance mechanisms, guided visits, previous consultation, annual survey, radio, letters and brochures, direct relationship.
Civil Society	Sustainability report, website, guided visits, annual surveys.
Authorities and the Government	Audits, trade unions, dialogue and development round tables, coordination meetings and collaborative spaces, annual report, sustainability report, annual tax return, annual survey.
Media	Surveys, guided tours, press releases, press conferences, reports.

Main expectations of our stakeholders

According to the study of expectations carried out at Minsur's mining units and projects, these are the most relevant expectations for our stakeholders.

Contractors	Collaborators	Suppliers	Community
Responsible production	Responsible water management	Health and Safety	Responsible production
Local community engagement	Waste and tailings management	Local community engagement	Responsible supply
Human Rights	Human capital management and labor relations	Waste and tailings management	Inclusion, diversity and reduction of inequalities
Inclusion, diversity and reduction of inequalities	Environmental management	Governance, transparency and ethics	Climate change
Responsible supply	Protection to biodiversity	Environmental management	Air quality

ANNEX 8

Cross-cutting risks

#	Risk	Risk description and causes	Impact
1	**Traffic accidents outside or inside the mining unit.**	» Non-compliance with operating processes or critical controls in highways and roads. » Fatigue and drowsiness or drivers' distraction (due to the COVID crisis, employees' distraction and concerns increased). » Due to the COVID crisis, there has been an increase in the frequency of buses due to capacity restrictions.	Extreme
2	**Operational problems due to the COVID-19 health emergency**	» Critical staff in isolation. » Non-compliance with COVID-19 protocols and 4 key prevention behaviors. » Changes in habitability and relocation of staff with occupational diseases.	Extreme
3	**Unfavorable market conditions (exchange rate, interest, prices, taxes, inflation)**	» Uncertainty in the global and regional economic and sociopolitical context in the countries where we operate due to the pandemic. » Government provisions that affect how the country is perceived.	Extreme
4	**Lack of capacities to manage tailings, dumps, slug or quarries**	» Delay in the development of studies and engineering for pad and tailings dam's heightening project. » Delay in construction and obtaining permits. » Reduction of unnecessary expenditures due to the COVID crisis, reduction of staff and adjustment to new protocols.	Extreme
5	**Damages in the mine's and plant's infrastructure that paralyze operations. (fire, landslides, floods, etc.)**	» Electric power: short circuits, uncontrolled static electricity, lighting elements producing heat near flammable materials, bad electrical connections. » Collapses inside the mine due to old infrastructure. » Earthquake events.	Extreme
6	**Failure or leakages in the tailings dams', pads' or dikes' structure.**	» Failure due to falling rocks. » Pipeline breaks because of a major earthquake. » Erosion caused by water flow over time » Geological variability of site.	Extreme
7	**Accident cause by mining equipment**	» Drivers' fatigue, drowsiness or distraction. » Operators' reckless actions. » Climate conditions (fog, rain). » Equipment, access and road conditions	Extreme
8	**Electric shocks to facilities or equipment due to thunderstoms**	» Natural phenomenon: Thunderstorms. » New facilities without lightning protection systems.	Extreme

ANNEX 9

Cases of non-compliance with environmental and socio-economic regulations in 2020.

	Environmental non-compliance			Socio-economic non-compliance		
	Minsur	Marcobre	Taboca	Minsur	Marcobre	Taboca
Monetary value of significant fines	0	0	0	0	0	0
Total number of non-monetary penalties	1	0	0	0	0	0
Number of cases submitted to dispute settlement mechanism	0	0	0	0	0	0

In 2020, 4 administrative sanctioning procedures (ASPs) against Minsur, related to Nueva Acumulación Quenmari – San Rafael MU were completed. Out of these, 3 were closed without any fines or liabilities for the company. The fourth ASP, referred to the adjustments of the Nueva Acumulación Quenmari – San Rafael MU's components in the Detailed Technical Report (DTR) according to the provisions of the Supreme Decree 040-2014-EM, was decided in 2018 without a fine, however a corrective measure was imposed, and it was completed in 2020.

ANNEX 10

Purchases made in Minsur by procurement type by MU

Procurement type	Units in Peru							Units in Brazil			TOTAL
	Barbastro	Mina Justa	Lima	Pisco	Pucamarca	San Rafael	Sillustani	Pirapora	Pitinga	Alphaville	
Goods	16,947	194,921,722	1,844,397	21,163,417	21,947,200	33,052,291	258,660	3,837,977	37,190,748	2,005	**314,235,364**
Services	988,616	297,793,884	12,740,191	11,924,003	29,423,131	112,861,584	1,250,596	15,759,779	57,972,364	1,131,404	**541,845,552**
Total (value US$)	**1,005,563**	**492,715,606**	**14,584,588**	**33,087,420**	**51,370,331**	**145,913,875**	**1,509,256**	**19,597,756**	**95,163,112**	**1,133,409**	**856,080,916**

Purchases made in Minsur by place of origin by MU

Procurement type	Units in Peru							Units in Brazil			TOTAL
	Barbastro	Mina Justa	Lima	Pisco	Pucamarca	San Rafael	Sillustani	Pirapora	Pitinga	Alphaville	
Domestic	1,005,564	473,422,295	12,542,660	31,629,165	49,909,766	142,990,941	1,509,256	19,448,809	94,552,301	1,090,910	**828,101,667**
Imported	0	19,293,311	2,041,928	1,458,256	1,460,565	2,922,933	0	148,947	610,811	42,500	**27,979,251**
Total general (value US$)	**1,005,564**	**492,715,606**	**14,584,588**	**33,087,421**	**51,370,331**	**145,913,874**	**1,509,256**	**19,597,756**	**95,163,112**	**1,133,410**	**856,080,918**

GRI 308-1 | GRI 414-1

New assessed suppliers (Peru)

Type of supplier	Number of new suppliers (*)	Number of new assessed suppliers		Percentage of new assessed suppliers	
		Under environmental criteria	Under social criteria	Under environmental criteria	Under social criteria
Goods	39	0	0	0	0
Services	117	0	4	0	3.4%
TOTAL	**156**	**0**	**4**	**0**	**2.6%**

New assessed suppliers (Brazil)

Type of supplier	Number of new suppliers	Number of new assessed suppliers		Percentage of new assessed suppliers	
		Under environmental criteria	Under social criteria	Under environmental criteria	Under social criteria
Goods	12	12	12	100%	100%
Services	32	22	32	69%	100%
TOTAL	**44**	**34**	**44**	**77%**	**100%**

Local purchases

GRI 204-1

Peru

Type	Total purchases 2020 (in US$)	Local purchases 2020 (in US$)	Percentage of local purchases
Goods	273,204,634.18	1,847,429.74	0.7%
Services	466,982,005.11	6,094,373.98	1.3%
TOTAL	**740,186,639.29**	**7,941,803.72**	**1.1%**

Brasil

Type	Total purchases 2020 (in US$)	Local purchases 2020 (in US$)	Percentage of local purchases
Goods	41.030.730,02	35.002.417,75	85%
Services	65.881.620,86	43.294.382,29	66%
Transport	8.981.927,07	8.870.400,64	99%
TOTAL	**115.894.277,95**	**87.167.200,68**	**75%**

In the case of Brazil, local purchases are defined as those sources from suppliers of Amazonas and Sao Paulo states.

ANNEX 11

GRI 403-5

Occupational Health and Safety courses

- Annual Occupational Health, Safety and Hygiene training.
- Occupational Health and Safety management based on the Regulations on Occupational Health and Safety. Occupational Health and Safety Committee. Internal Regulations on Occupational Health and Safety. Annual Occupational Health and Safety Program.
- Critical Safety Risks Part I: Energy isolation and lock-out, Tests on energized equipment, Critical tools, Safety guards and/or conveyor belts, Electrical Substations, Electrical rooms and distribution board.
- Critical Safety Risks Part II: Digging and/or rock/soil/dirt moving, Underground works, Closed spaces, Drilling.
- Critical Safety Risks Part III: Work at height, load lifting, Works in remote and/or night areas, works nearby or on water sources, Lightning protection.
- Critical Safety Risks Part IV: Blasting and Explosives, Hazardous chemical substances, Hot work, molten metals.
- Critical Safety Risks Part V: Heavy motor vehicle, Light motor vehicle, Oversized freight transportation.
- Ethical culture /Leadership, Values and Motivation-Safety based on behavior.
- Rules for life, Right to say NO, Responsible use of cellphones at work. 10 Health Commandments.
- Prevention of finger and hand injuries and Road safety.
- Critical Health and Hygiene risks Part I: Hearing protection, Protection against particulate matter, Protection against toxic substances and heavy metals, protection against biological risks and Food Security and Potable Water. Occupational Hygiene (physical, chemical, biological agents). Solid waste disposal. Control of hazardous substances.
- (IPERC) Hazard identification, risk assessment and controls.
- Risk management tools (PETS - ATS - OPT -PETAR)-Risk Map (Signal and color code's meaning and use).
- Critical Health and Hygiene Part II: Fatigue and drowsiness prevention and control, Alcohol and Drug prevention and control, Ergonomic risk prevention and control, Psychosocial factor and risk prevention and control and Altitude sickness prevention. Safety in offices and facilities and ergonomics-psychosocial risks.
- Safety audit, oversight and inspection.
- First-aid.
- Emergency response in specific areas.
- Notification, investigation and report of incidents, hazardous incidents and occupational accidents.
- Critical Health and Hygiene risks Part III: The use of personal protection equipment (PPE), Radiation Protection, Non-ionizing radiation protection, vibration protection, extreme temperature protection and air quality in the work environment.

Duties of Occupational Health and Safety Committees

a. Enforce the occupational health and safety regulations, and other occupational health and safety related rules, adjusting its members' activities and promoting teamwork.
b. Prepare and approve the Occupational Health and Safety Committee's regulations and composition.
c. Approve the Annual Occupational Health and Safety Program.
d. Schedule the Health and Safety Committee's monthly meetings
e. Document all meetings in the Meeting Record Book.
f. Conduct monthly inspections of all facilities.
g. Approve the Occupational Health and Safety Internal Regulations.
h. Approve and monthly review the Annual Training program.
i. Monthly analysis of causes and statistics of incidents, hazardous incidents and occupational accidents, issuing relevant recommendations.
j. Impose penalties to employees, including senior management officers of the mining unit, who violate health and safety provisions.

Occupational health and safety goals

Indicators	Short, mid and long term goals		
	Short term 2021	Mid term 2025	Long term 2030
Number of occupational fatal accidents	0	0	0
Lost time injury frequency rate (LTIFR)*	0.61	0	0
Recordable injury frequency rate (RIFR)*	1.88	1.36	1.21
High potential incident frequency rate (HPIFR)*	1.84	1.42	1.09

* Rates based on 1´000,000 man-hours worked.

ANNEX 12

Materials used by weight and volume

GRI 301-1

	Material	Unit	Minsur	Marcobre	Taboca	Total
Non-renewable	Reagents	t	22,883	0	5,567	**28,450**
		l	22	0	0	**22**
		m3	3,762	0	0	**3,762**
	Lubricants	t	39	41	0	**80**
		gal	8,870	124,720	2,205	**135,795**
	Fuels	gal	3,448,855	6,061,005	64,111	**9,573,971**
		Mb	483,206	0	0	**483,206**
	Explosives	t	97,801	22,648	6,323	**126,772**
	Plastics	t	5,111	0	90	**5,201**
	Pipelines	t	61	0	14	**75**
	Metal bars	t	330	0	14	**344**
	Steel bags	t	1,369	0	3	**1,372**
	Cement	t	16,201	0	268	**16,469**
	Limestone	t	0	0	0	**0**
	Carbon	t	13,779	0	0	**13,779**
	Other materials	t	925	0	2	**927**
Renovable	Timber	t	106	0	16	**122**

ANNEX 13

Energy consumption within the organization

GRI 302-1

Energy consumption	Unit	San Rafael MU	Pucamarca MU	SPR Pisco	Mina Justa	Pitinga MU	SPR Pirapora	Total
Use of fuel from non-renewable sources (including all types of fuel used)	**Gigajoules**	**161,670.25**	**279,324.00**	**58,309.92**	**880,377.42**	**122,093.00**	**6,141,473.97**	**7,643,248.56**
Diésel	Gigajoules	155,284.73	271,328.00	58,309.92	880,377.42	121,582.00	3,538.77	**1,490,420.84**
LPG	Gigajoules	6,385.52	7,663.00	0.00	0.00	511.00	6,029,550.57	**6,044,110.09**
Natural Gas	Gigajoules	0.00	0.00	0.00	0.00	0.00	0.00	**0.00**
Gasoline	Gigajoules	0.00	333.00	0.00	0.00	0.00	0.00	**333.00**
Carbon	Gigajoules	0.00	0.00	0.00	0.00	0.00	108,384.63	**108,384.63**
Other source: (If applicable)	Gigajoules	0.00	0.00	0.00	0.00	0.00	0.00	**0.00**
Use of fuel from renewable sources	**Gigajoules**	**0.00**	**0.00**	**0.00**	**0.00**	**6,399.00**	**186.25**	**6,585.25**
Other source: (If applicable)	Other source: (If applicable)	0.00	0.00	0.00	0.00	0.00	0.00	**0.00**

Total electricity consumption	**Gigajoules**	**628,372.46**	**78,772.00**	**83,088.00**	**0.00**	**549,428.00**	**108,191.87**	**1,447,852.33**
Total heating consumption	**Gigajoules**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Total cooling consumption	**Gigajoules**	**0.00**	**0.00**	**0.00**	**124,587.06**	**0.00**	**0.00**	**124,587.06**
Total steam consumption	**Gigajoules**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**

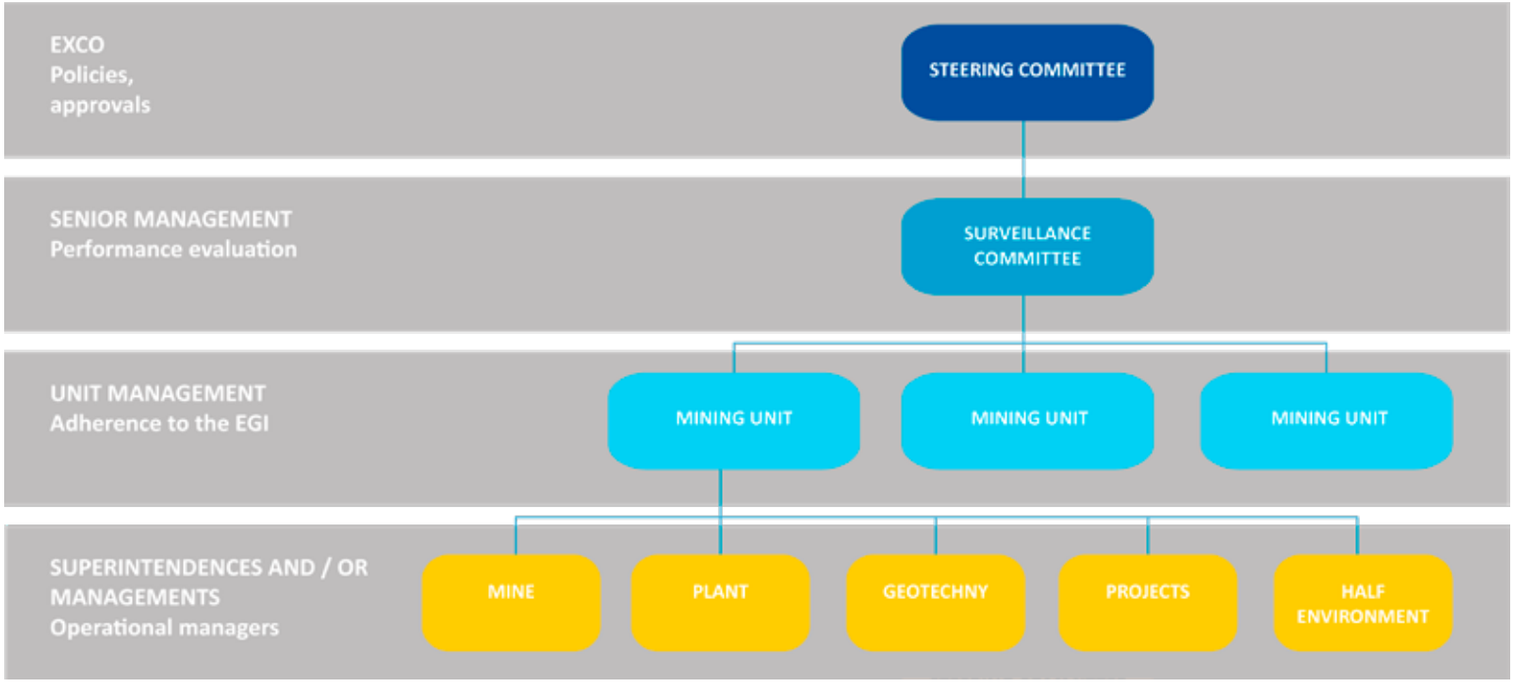
Total energy consumption (non-renewable fuel consumed + Renewable fuel consumed + Electricity, heating, cooling and steam bought to be consumed)	**Gigajoules**	**790,042.71**	**358,096.00**	**141,397.92**	**1,004,964.48**	**677,920.00**	**6,249,852.09**	**9,222,273.20**

ANNEX 14

Elements of the Infrastructure Management Standard (IMS)

1. Risk management (critical risk control)
Risk assessment and management is an essential and ongoing task for effective management of critical infrastructure. It is integral to all elements of the management framework and across its life cycle. We develop a process to assess, identify, plan and implement controls to mitigate critical risks, which are detailed in the IMS planning process, and their compliance is accounted for in the performance assessment carried out by the Surveillance Committees.

2. Governance structure (roles and responsibilities)
The IMS is based on a corporate governance structure with participation from top management officers to operational managers in each mining.



3. Performance and knowledge management (Engineer of record, Surveillance Committee and independent reviewers)
Duties and organization are established considering the governance structure. Performance and knowledge management is carried out under this structure. The Mining Unit reports operational and management controls, considering performance objectives and indicators, as well as the management and operational control performance. These controls are developed for all critical infrastructures.

The minimum organization for each infrastructure stage is shown above. It allows ensuring a proper development. New infrastructure shall be complemented with the Mining Division standards, and thus all critical infrastructure shall have a Designer, Independent peer reviewer (IPR), Quality Assurance, Supervision, Monitoring, Engineer of Records; Expert Panel (IGRB).

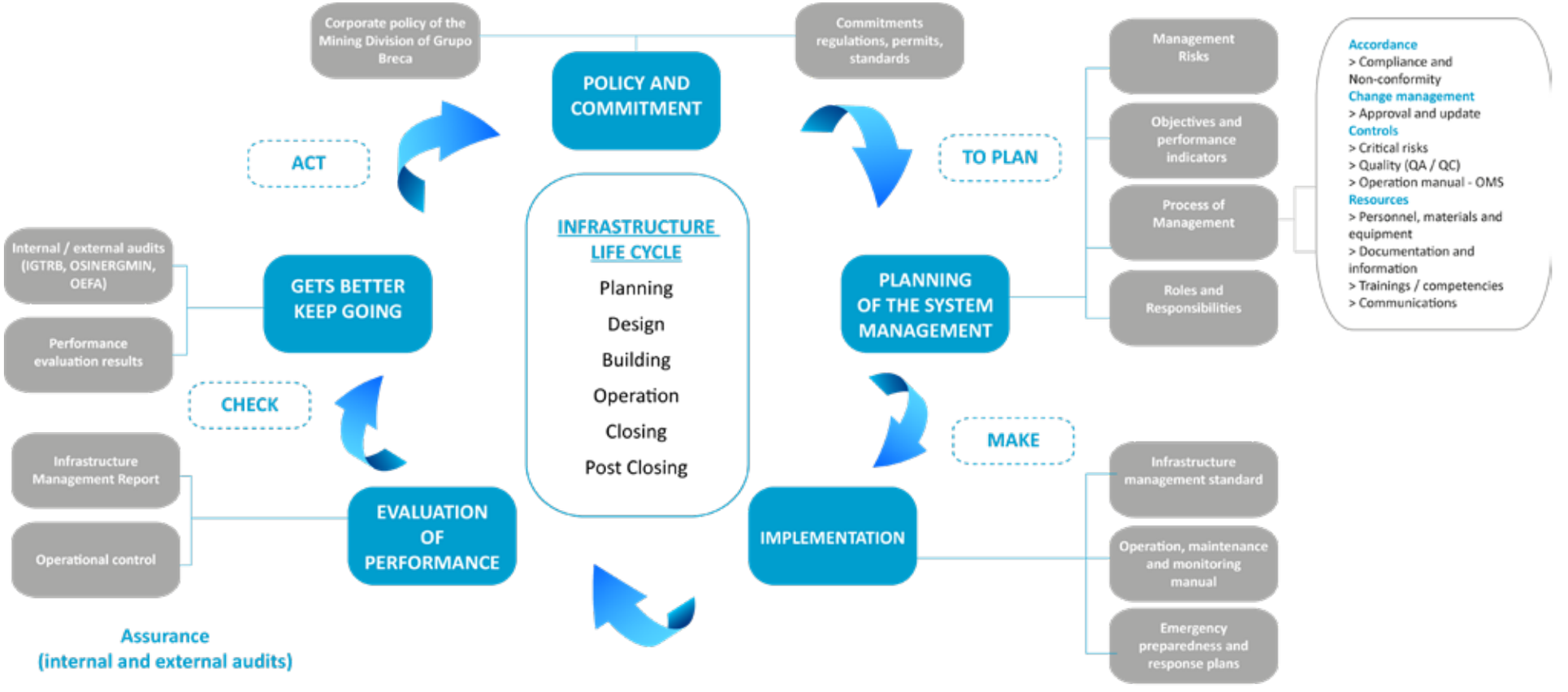
4. Design standard (design criteria, international guides and reviews).

All critical infrastructure has a designer with proven and recognized experience in the engineering field. To start the construction stage, we carry out a constructability study that ensures the full content of what is required in the construction. During the construction stage, and as the case may be during operations, quality assurance shall be provided (preferably) by the designer, aiming at ensuring the incorporation of information as well as technical criteria, specifications and considerations since the design stage.

Independent Peer Review (IPR): A senior reviewer or the engineering firm reviews with comments, objective technical recommendations to help identifying, understanding and improving the designs associated with our operations' key facilities, and validates compliance with regulations into force. Independent reviewers are third parties that are not, and have not, been directly involved in the facilities design or management. Thus, we develop a quality assurance process for our designs.

Expert Panel (IGRB): is comprised by experts from different technical departments such as tailings, geotechnics, hydrogeology, hydraulic, among others, whose experience is recognized worldwide. All our critical infrastructures have an Expert Panel. The experts review our designs, operational performance and several technical components across the infrastructure lifespan. Thus, we have an additional level of quality assurance for our technical aspects.

Cycle of continuous improvement of infrastructure management



Generated mine waste

Operation	Generation of mine waste in 2020
San Rafael MU	0.94 million tons were generated in 2020, 47% of which were reused as backfilling material inside the mine. 0.29 million tons of waste were generated and disposed in a landfill properly prepared for these purposes. 20% of which was used as backfilling material inside the mine.
Pucamarca MU	7.6 million tons of gravel were generated in 2020, which have been piled in a Heap Leach Pad. Also 2.9 million tons of waste were produced and disposed in a landfill.
SPR of Pisco	32,610 tons of discard slag were produced in 2020, which were disposed in the corresponding storage area. In addition, 7,157 MT of ground slag were sent to San Rafael to be used in the backfilling mix to be used inside the mine.
Mina Justa	Mine waste generated when clearing the area amounted to 40,72 million tons in 2020, which is being disposed in a landfill designed for this purpose.
Pitinga MU	6,06 million tons of tailings were generated in 2020.

ANNEX 15

Water and discharges

GRI 303-3 | GRI 303-4 | GRI 303-5

Water consumption	Unit	San Rafael MU	Pucamarca MU	SPR of Pisco	Mina Justa	Pitinga MU	SPR of Pirapora	Total
Water withdrawal by source	**Megaliters**	**7,578.13**	**394.40**	**0.00**	**505,606.00**	**2.37**	**69.84**	**513,650.74**
Surface water	Megaliters	1,034.12	162.65	0.00	0.00	2.37	0.00	1,199.14
Groundwater	Megaliters	6,544.01	231.75	0.00	251,412.00	0.00	69.84	258,257.60
Sea water	Megaliters	0.00	0.00	0.00	254,194.00	0.00	0.00	254,194.00
Water produced in the facilities	Megaliters	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Third-party water	Megaliters	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other source: (If applicable)	Megaliters	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Water discharge by destination	**Megaliters**	**5,799.11**	**0.00**	**0.00**	**0.00**	**9,607.27**	**8.68**	**15,415.06**
Surface water	Megaliters	5,799.11	0.00	0.00	0.00	9,607.27	8.68	15,415.06
Groundwater	Megaliters	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sea water	Megaliters	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Water produced in facilities	Megaliters	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Third-party water	Megaliters	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other destination: (if applicable)	Megaliters	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total water consumption	**Megaliters**	**1,779.02**	**394.40**	**0.00**	**505,606.00**	**-9,604.90**	**61.16**	**498,235.68**

Water consumption in water stressed areas	Unit	San Rafael MU	Pucamarca MU	SPR Pisco	Mina Justa	Pitinga MU	SPR Pirapora	Total
Water withdrawal by source	**megaliters**	**0**	**0**	**173,498**	**0**	**0**	**0**	**173,498**
Surface water	megaliters	0	0	0	0	0	0	0
Groundwater	megaliters	0	0	173,498	0	0	0	173,498
Sea water	megaliters	0	0	0	0	0	0	0
Water produced in the facilities	megaliters	0	0	0	0	0	0	0
Third-party water	megaliters	0	0	0	0	0	0	0
Other source: (Indicate if applicable)	megaliters	0	0	0	0	0	0	0
Water discharge by destination	**megaliters**	**0**	**0**	**7,310**	**0**	**0**	**0**	**7,310**
Surface water	megaliters	0	0	0	0	0	0	0
Groundwater	megaliters	0	0	0	0	0	0	0
Sea water	megaliters	0	0	0	0	0	0	0
Water produced in the facilities	megaliters	0	0	0	0	0	0	0
Third-party water	megaliters	0	0	0	0	0	0	0
Other destination: (indicate if applicable)	megaliters	0	0	**7,310**	0	0	0	**7,310**
Total water consumption in water stressed areas	**megaliters**	**0**	**0**	**166,188**	**0**	**0**	**0**	**166.188**

Change in water storage	Unit	San Rafael MU	Pucamarca MU	SPR Pisco	Mina Justa	Pitinga MU	SPR Pirapora	Total
Total water storage at the end of 2020	Million cubic meters	0	140.34	0	0	53.87	0	**194.21**
Total water storage at the beginning of the FY	Million cubic meters	0	0	0	0	0	0	**0**
Change in water storage	Million cubic meters	0	140.34	0	0	53.87	0	**194.21**

ANNEX 16

Emissions

GRI 305-1 | GRI 305-2 | GRI 305-3 | GRI 305-4

GHG Emissions	Unit	San Rafael MU	Pucamarca MU	SPR Pisco	Mina Justa	Pitinga MU	SPR Pirapora	Total
Total GHG emissions (scope 1)	Tons of CO2 equivalent	16,191.91	19,178.82	63,913.16	130,338.81	82,774.75	5,246.15	**317,643.60**
Total GHG emissions (scope 2)	Tons of CO2 equivalent	27,349.41	3,442.34	3,062.87	9,633.53	0.00	2,363.33	**45,851.48**
Total GHG emissions (scope 3)	Tons of CO2 equivalent	4,838.20	2,257.02	1,081.64	112,425.87	6,967.76	1,191.38	**128,761.87**
Total	**Tons of CO2 equivalent**	**48,379.52**	**24,878.18**	**68,057.67**	**252,398.21**	**89,742.51**	**8,800.86**	**492,256.95**

Annual ratio of tons of CO2 equivalent per tons of ore mined

	San Rafael MU	Pucamarca MU	Pitinga MU
Scope 1 and 2 carbon footprint (tCO2 eq)	43,541.32	22,621.16	82,774.75
Scope 1, 2 and 3 carbon footprint (tCO2 eq)	48,379.52	24,878.18	89,742.51
Mineral extracted (t)	1,805,360.10	7,586,147.38	6,232,519.88
Indicator with Scope 1 and 2	**0.0241**	**0.003**	**0.0133**
Indicator with Scope 1, 2 and 3	**0.0268**	**0.0033**	**0.0144**

Annual ratio of tons of CO2 equivalent per tons of ore processed

	San Rafael MU	Pucamarca MU	Pitinga MU	SPR Pisco	SPR Pirapora
Carbon footprint of scope 1y2 (tCO2 eq)	43,541.32	22,621.16	82,774.75	66,976.04	7,609.48
Scope 1, 2 and 3 carbon footprint (tCO2 eq)	48,379.52	24,878.18	89,742.51	68,057.67	8,800.87
Processed mineral (t)	52,989.66	6.65	306,086.16	19,594.48	5,480.09
Indicator with Scope 1 and 2	**0.82**	**3,401.68**	**0.27**	**3.42**	**1.39**
Indicator with Scope 1, 2 and 3	**0.91**	**3,741.08**	**0.29**	**3.47**	**1.61**

ANNEX 17

Waste

GRI 306-3 | GRI 306-4 |GRI 306-5

Solid waste generated	Unit	San Rafael MU	Pucamarca MU	SPR Pisco	Mina Justa	Pitinga MU	SPR Pirapora	Total
Hazardous solid waste	**Tons**	**676.04**	**123.33**	**25.04**	**2,071.18**	**154.99**	**15.29**	**3065.87**
Recycling	Tons	103.07	74.23	0.00	365.50	56.00	7.33	606.13
Landfill	Tons	572.97	49.10	25.04	1,705.68	0.00	0.00	2,352.79
Incineration	Tons	0.00	0.00	0.00	0.00	98.99	7.96	106.95
Non-hazardous waste	**Tons**	**1,390.75**	**339.43**	**132.09**	**4,578.05**	**234.09**	**56.25**	**6730.66**
Reuse	Tons	47.42	237.83	0.40	0.00	0.00	0.00	285.65
Recycling	Tons	979.09	0.00	7.55	368.23	5.18	6.55	1,366.60
Composting	Tons	14.55	0.00	0.00	0.00	0.00	0.00	14.55
Incineration	Tons	0.00	0.00	0.00	0.00	87.36	0.00	87.36
Landfill outside the unit	Tons	103.79	101.60	124.09	2,786.56	4.23	49.70	3,169.97
Landfill inside the unit	Tons	245.90	0.00	0.05	1,423.26	137.32	0.00	1,806.53

Total solid waste generated	Tons	**2,066.79**	**462.76**	**157.13**	**6,649.23**	**389.08**	**71.54**	**9796.53**
Total reused / recycled /composted waste	Tons	**1,144.13**	**312.06**	**7.95**	**733.73**	**61.18**	**13.88**	**2272.93**
Total waste destined for disposal: incineration or landfill	Tons	**922.66**	**150.70**	**149.18**	**5,915.50**	**327.90**	**57.66**	**7523.60**

ANNEX 18

Staff figures GRI 102-8

Number of collaborators by employment agreement, region and gender

Employment agreement (permanent / temporary)	Gender	Peru					Brasil		TOTAL
		Puno	Ica	Marcona	Tacna	Lima	Sao Paulo	Amazonas	
Permanent	Male	552	241	232	245	178	231	942	**2,621**
	Female	17	4	19	15	60	47	55	**217**
	Total	**569**	**245**	**251**	**260**	**238**	**278**	**997**	**2,838**
Temporary	Male	92	0	550	13	6	0	0	**661**
	Female	3	0	18	1	4	0	0	**26**
	Total	**95**	**0**	**568**	**14**	**10**	**0**	**0**	**687**
Foreigners	Male	0	0	7	0	4	0	0	**11**
	Female	0	0	0	0	1	0	0	**1**
	Total	**0**	**0**	**7**	**0**	**5**	**0**	**0**	**12**
Interns	Male	0	0	2	0	1	0	0	**3**
	Female	0	0	1	0	1	0	0	**2**
	Total	**0**	**0**	**3**	**0**	**2**	**0**	**0**	**5**
Pre-professional trainees	Male	0	0	0	0	2	1	0	**3**
	Female	0	0	0	0	2	1	0	**3**
	Total	**0**	**0**	**0**	**0**	**4**	**2**	**0**	**6**
Youth job training program	Male	0	0	1	0	0	0	21	**22**
	Female	0	0	0	0	0	0	18	**18**
	Total	**0**	**0**	**1**	**0**	**0**	**0**	**39**	**40**
TOTAL	Male	**644**	**241**	**792**	**258**	**191**	**232**	**963**	**3,321**
	Female	**20**	**4**	**38**	**16**	**68**	**48**	**73**	**267**
	Total	**664**	**245**	**830**	**274**	**259**	**280**	**1,036**	**3,588**

Number of collaborators by gender, region and type of employment agreement

Type of Employment agreement (full time / part-time)	Gender	Peru				Brasil			TOTAL
		Puno	Ica	Marcona	Tacna	Lima	Sao Paulo	Amazonas	
Full time	Male	644	241	790	258	188	231	942	**3,294**
	Female	20	4	37	16	65	47	55	**244**
	Total	**664**	**245**	**827**	**274**	**253**	**278**	**997**	**3,538**
Part-time	Male	0	0	2	0	3	1	21	**27**
	Female	0	0	1	0	3	1	18	**23**
	Total	**0**	**0**	**3**	**0**	**6**	**2**	**39**	**50**
TOTAL	**Male**	**624**	**241**	**792**	**258**	**191**	**232**	**963**	**3,321**
	Female	**20**	**4**	**38**	**16**	**68**	**48**	**73**	**267**
	Total	**664**	**245**	**830**	**274**	**259**	**280**	**1,036**	**3,588**

Number of collaborators by gender, region and age

Gender	Age	Peru				Brasil			TOTAL
		Puno	Ica	Marcona	Tacna	Lima	Sao Paulo	Amazonas	
Male	<30	43	8	165	22	21	46	153	**458**
	30-50	407	156	572	218	140	155	659	**2,307**
	>50	194	78	55	18	30	31	151	**556**
	Total	**644**	**241**	**792**	**258**	**191**	**232**	**963**	**3,321**
Female	<30	4	0	13	8	10	11	25	**71**
	30-50	16	2	24	8	53	33	44	**180**
	>50	0	2	1	0	5	4	4	**16**
	Total	**20**	**4**	**38**	**16**	**68**	**48**	**73**	**267**
TOTAL	**<30**	**47**	**8**	**178**	**30**	**31**	**57**	**178**	**529**
	30-50	**423**	**158**	**596**	**226**	**193**	**188**	**703**	**2,487**
	>50	**194**	**79**	**56**	**18**	**35**	**35**	**155**	**572**
	Total	**664**	**245**	**830**	**274**	**259**	**280**	**1,036**	**3,588**

Number of collaborators by gender, region and age at the Board of Directors' level

Gender	Age	Peru					Brasil		TOTAL
		Puno	Ica	Marcona	Tacna	Lima	Sao Paulo	Amazonas	
Male	<30	0	0	0	0	0	0	0	**0**
	30-50	0	0	0	0	6	0	0	**6**
	>50	0	0	0	0	6	1	0	**7**
	Total	**0**	**0**	**0**	**0**	**12**	**1**	**0**	**13**
Female	<30	0	0	0	0	0	0	0	**0**
	30-50	0	0	0	0	0	0	0	**0**
	>50	0	0	0	0	0	0	0	**0**
	Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
TOTAL	**<30**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	30-50	**0**	**0**	**0**	**0**	**6**	**0**	**0**	**6**
	>50	**0**	**0**	**0**	**0**	**6**	**1**	**0**	**7**
	Total	**0**	**0**	**0**	**0**	**12**	**1**	**0**	**13**

Number of collaborators by gender, region and age at the Management level

Gender	Age	Peru					Brasil		TOTAL
		Puno	Ica	Marcona	Tacna	Lima	Sao Paulo	Amazonas	
Male	<30	0	0	0	0	0	0	0	**0**
	30-50	2	0	12	2	18	1	0	**35**
	>50	2	1	9	0	16	1	4	**33**
	Total	**4**	**1**	**21**	**2**	**34**	**2**	**4**	**68**
Female	<30	0	0	0	0	0	0	0	**0**
	30-50	1	0	0	0	3	0	0	**4**
	>50	0	0	0	0	0	1	0	**1**
	Total	**1**	**0**	**0**	**0**	**3**	**1**	**0**	**5**
TOTAL	**<30**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	30-50	**3**	**0**	**12**	**2**	**21**	**1**	**0**	**39**
	>50	**2**	**1**	**9**	**0**	**16**	**2**	**4**	**34**
	Total	**5**	**1**	**21**	**2**	**37**	**3**	**4**	**73**

ANNEX 19

GRI 401-1

Number of new recruits in 2020 by region, gender and age

Gender	Age	Peru					Brasil	
		Puno	Ica	Marcona	Tacna	Lima	Sao Paulo	Amazonas
Male	<30	8	0	186	8	10	14	38
	30-50	21	4	240	17	16	24	76
	>50	2	0	15	0	1	2	3
	Total	**31**	**4**	**441**	**25**	**27**	**40**	**117**
Female	<30	3	0	9	1	6	4	21
	30-50	1	1	4	0	5	4	7
	>50	0	0	1	0	0	0	0
	Total	**4**	**1**	**14**	**1**	**11**	**8**	**28**

Number and turnover rate in 2020 by region, gender and age

Gender	Age	Peru										Brasil			
		Puno		Ica		Marcona		Tacna		Lima		Sao Paulo		Amazonas	
		Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Number	<30	5	13	0	3	11	101	0	1	7	10	3	12	17	23
	30-50	3	15	1	2	6	50	1	16	6	7	4	22	4	57
	>50	0	6	0	2	1	4	0	5	0	1	0	2	2	11
Rate	<30	125.00%	24.30%	0.00%	28.57%	70.97%	76.81%	0.00%	4.44%	58.33%	45.25%	28.57%	25.81%	94.44%	15.03%
	30-50	18.75%	3.67%	40.00%	1.25%	26.67%	10.62%	12.50%	7.37%	11.43%	5.07%	12.31%	14.38%	9.88%	9.03%
	>50	0.00%	3.20%	0.00%	2.78%	100.00%	9.30%	0.00%	28.57%	0.00%	3.39%	0.00%	6.56%	44.44%	7.38%

ANNEX 20

GRI 404-1

Average training hours by gender

	Minsur			Marcobre			Taboca			TOTAL		
Collaborators	**Total training hours**	**Headcount**	**Average**	**Total training hours**	**Headcount**	**Average**	**Total training hours**	**Headcount**	**Average**	**Total training hours**	**Headcount**	**Average**
Male	33,209	1,373	24.19	76,871	991	77.57	26,938	1,143	23.57	137,018	3,507	39.07
Female	1,771	93	19.04	2,843	76	37.41	909	97	9.37	5,523	266	20.76
Total	**34,980**	**1,466**	**23.86**	**79,714**	**1067**	**74.71**	**27,847**	**1,240**	**22.46**	**142,541**	**3,773**	**37.78**

Average training hours by job category

	Minsur			Marcobre			Taboca			TOTAL		
Job category	**Total training hours**	**Headcount**	**Average**	**Total training hours**	**Headcount**	**Average**	**Total training hours**	**Headcount**	**Average**	**Total training hours**	**Headcount**	**Average**
Directors	62	11	5.64	19	3	6.33	5	3	1.67	86	17	5.06
Managers	346	39	8.87	631	28	22.54	84	11	7.64	1,061	78	13.60
Supervisors, heads and leaders	2,348	128	18.34	4,619	92	50.21	709	63	11.25	7,676	283	27.12
Engineers and analysts	5,977	272	21.97	12,781	291	43.92	1,078	129	8.36	19,836	692	28.66
Technicians	7,508	242	31.02	13,916	149	93.40	2,638	118	22.36	24,062	509	47.27
Workers	18,740	774	24.21	47,748	504	94.74	23,333	916	25.47	89,821	2,194	40.94
Total	**34,981**	**1,466**	**23.86**	**79,714**	**1,067**	**74.71**	**27,847**	**1,240**	**22.46**	**142,542**	**3,773**	**37.78**

GRI 404-3

Percentage of employees who have been subject to periodical performance and professional development assessments by gender and by job category

By gender:

	Minsur			Marcobre			Taboca			TOTAL		
Gender	**Number of assessed collaborators**	**Headcount at the moment of performance assessment**	**%**	**Number of assessed collaborators**	**Headcount at the moment of performance assessment**	**%**	**Number of assessed collaborators**	**Headcount at the moment of performance assessment**	**%**	**Number of assessed collaborators**	**Headcount at the moment of performance assessment**	**%**
Female	66	94	70%	44	56	79%	63	1,173	5.37%	**173**	**1,323**	**13%**
Male	336	1,372	24%	268	821	33%	159	102	155.88%	**763**	**2,295**	**33%**
Total	**402**	**1,466**	**27%**	**312**	**877**	**36%**	**222**	**1,275**	**17.41%**	**936**	**3,618**	**26%**

By job category:

	Minsur			Marcobre			Taboca			TOTAL		
Job Category	**Number of assessed collaborators**	**Headcount at the moment of performance assessment**	**%**	**Number of assessed collaborators**	**Headcount at the moment of performance assessment**	**%**	**Number of assessed collaborators**	**Headcount at the moment of performance assessment**	**%**	**Number of assessed collaborators**	**Headcount at the moment of performance assessment**	**%**
Directors	11	11	100%	1	1	100%	5	6	83.33%	**17**	**18**	**94%**
Managers	36	38	95%	23	23	100%	15	15	100.00%	**74**	**76**	**97%**
Supervisors, heads and leaders	114	128	89%	140	140	100%	74	126	58.73%	**328**	**394**	**83%**
Engineers and analysts	241	273	88%	148	148	100%	128	139	92.09%	**517**	**560**	**92%**
Technicians	0	242	0%	0	143	0%	0	105	0.00%	**0**	**490**	**0%**
Workers	0	774	0%	0	422	0%	0	884	0.00%	**0**	**2,080**	**0%**
Total	**402**	**1,466**	**27%**	**312**	**877**	**36%**	**222**	**1,275**	**17.41%**	**936**	**3,618**	**26%**

ANNEX 21

GRI 405-1

Diversity in the Board of Directors

Minsur

Board of Directors	Less than 30 years old	Between 30 and 50 years old	More than 50 years old	Total
Male	0	6	5	**11**
Female	0	0	0	**0**
Total	**0**	**6**	**5**	**11**

Marcobre

Board of Directors	Less than 30 years old	Between 30 and 50 years old	More than 50 years old	Total
Male	0	0	1	**1**
Female	0	0	0	**0**
Total	**0**	**0**	**1**	**1**

Taboca

Board of Directors	Less than 30 years old	Between 30 and 50 years old	More than 50 years old	Total
Male	0	0	1	**1**
Female	0	0	0	**0**
Total	**0**	**0**	**1**	**1**

Diversity in employees

Minsur

Employees		Less than 30 years old	Between 30 and 50 years old	More than 50 years old	Total
Officials	Male	0	23	20	**43**
	Female	0	1	0	**1**
Employees	Male	31	260	26	**317**
	Female	10	56	6	**72**
Technicians / workers	Male	56	613	270	**939**
	Female	7	6	0	**13**
Total		**104**	**959**	**322**	**1385**

Marcobre

Employees		Less than 30 years old	Between 30 and 50 years old	More than 50 years old	Total
Officials	Male	0	13	10	**23**
	Female	0	2	0	**2**
Employees	Male	31	218	26	**275**
	Female	7	34	2	**43**
Technicians / workers	Male	136	366	22	**524**
	Female	7	4	0	**11**
Total		**181**	**637**	**60**	**878**

Taboca

Employees		Less than 30 years old	Between 30 and 50 years old	More than 50 years old	Total
Officials	Male	0	14	6	**20**
	Female	0	2	1	**3**
Employees	Male	110	680	167	**957**
	Female	16	70	7	**93**
Technicians / workers	Male	67	120	9	**196**
	Female	1	5	0	**6**
Total		**194**	**891**	**190**	**1275**


MINSUR