

ADDITIONAL SUSTAINABILITY INFORMATION

1. Gender equity indicators

Ratio of female and male salary in soles (PEN)

Employee Level	Average Women Salary	Average Men Salary	Ratio
Executive level (base salary only)	34,474.51	65,921.77	0.52296
Executive level (base salary + other cash incentives)	49,988.04	112,816.33	0.44309
Management level (base salary only)	23,063.52	25,941.63	0.88905
Management level (base salary + other cash incentives)	28,356.64	32,871.02	0.86266
Non-management level	11,456.24	11,332.65	1.01091

Workforce Breakdown: Gender

Diversity Indicator	Percentage (0 - 100 %)
Share of women in total workforce (as % of total workforce)	6.54%
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	5.49%
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	12%
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	0.08%
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	2%
Share of women in STEM-related positions (as % of total STEM positions)	2%

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2. Labor indicators

Other relevant labor indicators

Type of Organization	2017	2018	2019	2020
Voluntary employee turnover rate	2.78 %	3.80 %	2.64 %	1.17 %
Percentage of open positions filled by internal candidates (internal hires)	30 %	23.00 %	38.00 %	61.00 %

Workforce breakdown: Nationality

Breakdown	Share in total workforce (as % of total workforce)	Share in all management positions, including junior, middle and senior management (as % of total management workforce)
Argentina	0.03%	0.03%
Bolivia	0.03%	0.03%
Brazil	33.08%	0.65%
Chile	0.10%	0.08%
Colombia	0.03%	0.00%
Korea	0.03%	0.03%
Cuba	0.03%	0.00%
Slovakia	0.03%	0.03%
Peru	66.61%	7.65%
Venezuela	0.05%	0.00%

3. Distribution of costs in philanthropic activities

In percentage:

Category	Percentage of Total Costs
Charitable Donations	70
Community Investments	30
Commercial Initiatives	0
Total (must equal 100%)	100

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In amounts contributed:

Type of Contribution	Total amount (en PEN-Sol)
Cash contributions	725,195.00
Time: employee volunteering during paid working hours	0
In-kind giving: product or services donations, projects/partnerships or similar	22,055,150.00
Management overheads	6,065,024.00
Total	28,845,369.00

4. Higher contributions and expenses (Trade associations)

Total contributions and other expenses in (PEN-Sol)

Type of Organization	2017	2018	2019	2020
Lobbying, interest representation or similar	0	0	0	0
Local, regional or national political campaigns / organizations / candidates	0	0	0	0
Trade associations or tax-exempt groups (e.g. think tanks)	227,000	227,000	227,000	227,000
Other (e.g. spending related to ballot measures or referendums)	0	0	0	0
Data coverage: Percentage of operations (%)	100	100	100	100

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Detail of contributions in (PEN-Sol)

Name of organization	Type of Organization	Description	Total amount paid in FY 2020 in (PEN-sol)
Sociedad Nacional de Minería Petróleo y Energía	Trade association	Recognized and authorized by the Peruvian Government through Supreme Decree of May 22, 1896, it is a business organization constituted as a Civil Association for profit, which associates legal persons linked to mining, hydrocarbon and electricity activities..	102,000.00
International Council on Mining and Metals (ICMM)	Trade association	ICMM is an international organization dedicated to improving safety, environmental and social performance in the mining and metals industry. It brings together 28 of the world's leading mining and metallurgical companies employing around 1 million people and 35 regional mining associations.	125,000.00