

# Additional Sustainability Information

## 1. Environmental, social, and governance priorities (ESG):

Scope	Aspiration	Topic	Sub-topics	Alignment to ICMM and SDG	
Environmental care	Reducing our environmental footprint and take an active leadership role to address climate change.	Climate Change	<ul style="list-style-type: none"> <li>Reducing GHG emissions</li> </ul>	ICMM principles 6 and 8 Breca 2.2 and 2.3	
		Water	<ul style="list-style-type: none"> <li>Efficient use of water</li> <li>Wastewater quality</li> </ul>	ICMM principles 6 and 8 Breca 2.1	
		Biodiversity	<ul style="list-style-type: none"> <li>Recovery programs</li> <li>Partnerships for conservations</li> </ul>	ICMM principle 7	
		Tailings and waste	<ul style="list-style-type: none"> <li>Mining tailings</li> <li>Waste and circular economy</li> </ul>	ICMM principle 6 and 8 Breca 2.4	
Health and safety	Protecting life and health of people, ensuring world-class standards.	Health and safety	<ul style="list-style-type: none"> <li>Safety</li> <li>Occupational health</li> </ul>	ICMM principle 5 Breca 2.4	
Shared value	Growing together with our stakeholders and contributing to their economic and social development	Talent	<ul style="list-style-type: none"> <li>Talent management and engagement</li> <li>Diversity and inclusion</li> </ul>	ICMM principle 2 Breca 1.1 and 1.2	
		Community	<ul style="list-style-type: none"> <li>Social management and feasibility</li> <li>Development opportunities</li> </ul>	ICMM principle 9 and 10 Breca 1.3, 1.4 and 1.5	
		Suppliers	<ul style="list-style-type: none"> <li>ESG standards in suppliers</li> <li>Local supplier development</li> </ul>	ICMM principles 2 and 9 Breca 1.3	
Responsible governance	Promote an ethical and transparent conduct in all our business decisions and value chain.	Ethics and transparency	<ul style="list-style-type: none"> <li>Fight against corruption</li> </ul>	ICMM principles 3 and 4	
		Human rights	<ul style="list-style-type: none"> <li>Human rights due diligence</li> </ul>	ICMM principles 1 and 2 Breca 3.1 and 3.2	
		Good governance	<ul style="list-style-type: none"> <li>Sustainability standards and reporting</li> <li>Comprehensive risk management</li> </ul>	ICMM principles 1, 2 and 4 Breca 3.1 and 3.2	

## 2. Objectives and goals 2030 - Summary

Scope	Topic	Where do we start?	Objectives and goals 2030	Estimated resources (USD)
Environmental care	Climate change	<ul style="list-style-type: none"> <li>Emission measurement 2017-2021 (scope 1 and 2 baseline)</li> </ul>	Reducing our absolute and relative GHG emissions in <b>30%</b> (scope 1 and 2)	<ul style="list-style-type: none"> <li>Climate strategy and project portfolio (In process)</li> <li>Renewable Energy Transition Study (In process)                             <ul style="list-style-type: none"> <li>Underground and ground electric vehicles</li> <li>Renewable energy studies in MU</li> <li>Renewable energy projects with third parties</li> </ul> </li> <li>Alignment to the TCFD – climate change financial disclosure</li> <li>Scope 3 measurements and goals</li> </ul>
Health and safety	Health and safety	<ul style="list-style-type: none"> <li>Fatal accidents (IFAF): 0</li> <li>Recordable injuries (IFLR) 1.61</li> <li>High-potential events (IFEAP) 1.70 (Baseline 2019)</li> </ul>	Zero fatal accidents and reducing the RIFR to 1.21 and the HPIFR to 1.09	+ Health and Safety Master Plan 2021-2030
Shared value	Talent	<ul style="list-style-type: none"> <li>Women participation: 9.4%</li> <li>Women in management positions: 6.5%</li> </ul>	Remove barriers for gender equality and increasing <b>women participation</b> in the company to <b>18%</b> and <b>women in management positions to 20%</b> .	<ul style="list-style-type: none"> <li>Identification of barriers (process, infrastructure, culture)</li> <li>Diversity and inclusion plan</li> <li>Strategic partnership</li> </ul>
	Communities	<ul style="list-style-type: none"> <li>Social management system updated and aligned to the ICMM</li> <li>Social investment plans (Framework agreements)</li> </ul>	<b>100% of compliance of social investment commitments</b> to improve life and generate development opportunities in the community.	<ul style="list-style-type: none"> <li>LINKS project</li> <li>Implementation of 2021-2025 Framework Agreements</li> <li>Comprehensive Territorial Development Plan (2023)</li> </ul>
	Suppliers	<ul style="list-style-type: none"> <li>Supplier assessment and approval program in San Rafael</li> </ul>	Promoting the development of <b>local businesses that are formal, competitive and sustainable</b> (baseline to be defined)	<ul style="list-style-type: none"> <li>Local supplier management system in all Mining Units</li> <li>Guidelines, roles and responsibilities</li> <li>Approval, standards and gap closing plans</li> </ul>
Responsible governance	Human rights	<ul style="list-style-type: none"> <li>HR assessment in all units in Peru and Brazil</li> </ul>	Consolidating the <b>HR due diligence</b> system with periodical audits and zero significant findings in <b>100%</b> of critical operations and suppliers.	<ul style="list-style-type: none"> <li>HR integrated in risk management</li> <li>Plans, standards and controls for suppliers and contractors</li> <li>Welfare benefits (collaborators and contractors)</li> </ul>

### 3. Payments to institutions or associations 2021

Payments	USD
Sindicato Nacional da Industria de Extração de Estanho	5,490
National Mining and Petroleum Society	103,800
International Council on Mining & M	166,135
International Tin Association Ltd	225,000
<b>Total</b>	<b>500,425</b>

### 4. Breakdown of employees, by nationality in 2021

MINSUR		
Nationality	Percentage of total workforce	Percentage of management positions
Peruvian	99.6%	92.1%
Brazilian	0.1%	1.6%
Chilean	0.0%	0.0%
Venezuelan	0.0%	0.0%
Other	0.3%	6.4%
<b>Total</b>	<b>100%</b>	<b>100%</b>

MARCobre		
Nationality	Percentage of total workforce	Percentage of management positions
Peruvian	99.4%	93.9%
Brazilian	0.1%	3.0%
Chilean	0.2%	0.0%
Venezuelan	0.0%	0.0%
Other	0.3%	3.0%
<b>Total</b>	<b>100%</b>	<b>100%</b>

TABOCA		
Nationality	Percentage of total workforce	Percentage of management positions
Peruvian	0.5%	0.0%
Brazilian	99.1%	96.7%
Chilean	0.1%	3.3%
Venezuelan	0.3%	0.0%
Cuban	0.1%	0.0%
Other	0.0%	0.0%
<b>Total</b>	<b>100%</b>	<b>100%</b>

## 5. Diversity

Diversity indicator	Percentage or number	Target at 2030
Share of women in total workforce (% of total workforce)	9.5%	18%
Share of women in all management positions (% of total management positions)	9.4%	-
Share of women in top management positions, (maximum two levels away from the CEO (% of total top management positions)	6.5%	20%

## 6. Key employee support initiatives 2021

Initiatives	Description
Healthy families	In March 2021 we conducted a diagnosis in terms of education, health, work and housing vulnerabilities that covered 82% of our workforce and allowed us to take actions and focus on reducing vulnerabilities in 2 dimensions: <ul style="list-style-type: none"> <li>- Health: we enabled access to health insurance -through Essalud and Minsa- for those relatives of our employees, who are not part of their core family.</li> <li>- Housing: we started a diagnosis of infrastructure in order to prepare a support plan for substandard housing cases.</li> </ul>
Emotional support	It continues with the program we started in San Rafael MU in 2020, which reached 170 professionals and supervisors. In 2021, due to the pandemic, we focused again on mental health problems that the health crisis imposed to our employees and their families. Thus, we identified urgent care cases that led to psychological interventions with therapy sessions.
Flexible working hours & Working-from-home arrangements	According to our Policy Working-from-home, the employees in Lima who develop their activities in the Remote Work modality, will maintain the same working hours as in person, i.e. Monday to Friday from 8.30am to 6.30pm, with one (01) hour for refreshments. Likewise, they will rest on non-working holidays. The start time of the workday under the flex time benefit will be from 8:00 a.m., taking care not to exceed the maximum legal workday of 48 hours per week.
Breast-feeding facilities or benefits	According to our Policy and Procedure Permits and Licenses, maternity and paternity leaves have 22 additional days for the mother and 10 additional days for the father. Breastfeeding leave is granted for one (1) hour per day, until the first birthday of the child, while in cases of multiple births are granted two hours a day.
Severe illness or serious accident leave to care for an immediate family member	In the event of needing to assist a family member, leave is granted for serious illness or accident to assist a direct family member in accordance with Law 30012. The leave is for a maximum period of seven (7) calendar days (consecutive or alternate), and the employee must communicate within 48 hours of the occurrence or knowledge of the event.

## 7. SOx Emissions

Direct SOx Emissions (tons)	2021	2020	2019	2018	Coverage
UM Pucamarca	0.007	0.016	0.037	0.011	100%
PFR Pisco	5.11	1.62	6.98	ND	100%
UM San Rafael	NA	NA	NA	NA	100%
Mina Justa	NA	NA	NA	NA	100%
UM Pitinga	478.00	471.00	297.00	213.00	100%
PFR Pirapora	12.31	131.68	76.05	175	100%

## 8. Mineral waste

Mineral Waste	Unit	2021	2020	2019	2018
Mineral waste generated – Waste rock	Million of tons	63.95	43.94	54.05	4.80
Mineral waste generated - Tailings	Million of tons	9.82	7.00	6.77	7.14
<b>Total mineral waste disposed</b>	<b>Million of tons</b>	<b>73.77</b>	<b>50.9</b>	<b>60.82</b>	<b>11.94</b>
Data Coverage	%	100 %	100 %	100 %	100 %