



# Sustainability Report | 2024



# Content

[Introduction](#) 3

[1.1. Letter to Our Stakeholders](#) 3

[1.2. About Sierra Antapite](#) 5

[1.3. ESG Strategy and Approach](#) 9

[1.4. Materiality](#) 12

- [Double Materiality Analysis](#)
- [Methodology](#)
- [Double Materiality Matrix](#)

[Material Topics](#) 15

[1.5. Policies and Operational Commitments](#) 18

[2. Environment](#) 18

[2.1 Climate Change](#) 18

[Risks and Opportunities](#) 19

[2.2. Air Quality](#) 21

[GHE Emissions](#) 22

[2.3. Energy](#) 23

[Energy Consumption](#) 23

[2.4. Biodiversity](#) 24

[2.5. Water Resource and Effluent Management](#) 25

[Water Withdrawal and Discharge](#) 26

[Water Consumption and Storage](#) 27

[2.6. Waste Management](#) 28

[2.7. Tailings Management](#) 30

[2.8. Mine Closure and Rehabilitation](#) 32

[3. Social](#) 33

[3.1. Talent Management](#) 33

- [Training and Worker Performance](#) 33
- [Evaluation](#) 34
- [Remuneration](#) 37

[3.2. Occupational Health and Safety](#) 37

[Hazards and Risks](#) 39

[Health and Well-being](#) 40

[Injury and Illness](#) 41

[3.3. Human Rights](#) 44

[Risks and Security](#) 44

[3.4. Communities](#) 45

[Programs](#) 46

[Impacts](#) 47

[Management of Allegations and Complaints](#) 49

[4. Governance](#) 50

[4.1. Corporate Governance](#) 50

[4.2. Economic and Operational Performance](#) 50

[Economic Performance](#) 50

[Operational Performance](#) 51

[4.3. Corporate Integrity and Compliance](#) 52

[Anti-corruption, Communication and Training](#) 53

[4.4. Supply Chain Management](#)

[Suppliers, Contractors, and Local Suppliers](#) 54

[4.5. About this Report](#) 56

[5. Annexes](#) 57

[5.1. GRI Index](#) 57

[5.2. SASB Index](#) 75



# Introduction

## 1. Letter to Our Stakeholders

**We are pleased to present the 2024 Sustainability Report of Sierra Antapite, which outlines our key results and challenges throughout the year.**

The world is undergoing an energy transition that demands more metals and, at the same time, calls on the mining industry to produce them to the highest environmental and social standards. Analysis of the mining sector consistently identifies the following as major risks and opportunities for global mining: ESG issues, climate change, the social license to operate, productivity, and technological innovation, all within a context of higher price volatility, pressure on natural resources, and ongoing public scrutiny.

In Peru, mining continues to be a pillar of development: it contributes around 9% of the Peruvian GDP, nearly two-thirds of exports, and holds an investment project pipeline worth several billion dollars. Peru remains among the world's leaders in copper reserves as well as in silver and zinc production, and has shown a recovery in production volumes, especially in copper and gold. At the same time, the sector faces significant challenges: social conflicts in the areas surrounding our operations, gaps in infrastructure and utilities, as well as the impact of informal and illegal mining, which strains ecosystems, institutions, and security in several regions.

From Minera Antapite SAC, located in the Huancavelica region, as a medium-scale underground mining operation engaged in gold production, we are addressing the current landscape with responsibility and a sense of urgency. We are committed to demonstrating that it is possible to produce gold in a traceable and responsible manner, aligned with international standards such as the International Cyanide Management Code and guidelines from initiatives like Swiss Better Gold, and complementing these frameworks with management deeply rooted in the communities and territories where we operate.

In 2024, we strengthened our approach to employee health and safety. We reported zero fatalities and zero serious injuries, with recordable incident rates below 1 case per million hours worked among our direct employees, with zero recordable incidents among contractors. We extended and strengthened the coverage of our Occupational Health and Safety Management System, which now reaches 100% of our own and contractor personnel, with a higher proportion of workers included in internal and external audits. This was complemented by a sustained training effort to provide training: we provided 4,932 hours of training for 119 people, combining mandatory safety courses with content on leadership, workplace climate, and quality of life, as part of the first stage of our Human Management Strategic Plan.

In environmental matters, we have strengthened our integrated management of energy, water, waste, and tailings. We control our energy consumption at an average of around 1,281 MWh per month, with a slight reduction compared to 2023, supported by a SCADA system, capacitor banks, and ongoing monitoring of our switchboards and transformers. Furthermore, we are already designing the path toward an energy management system based on ISO 50001. In a context of higher water stress, we maintained stable surface water extraction, 31,536 m<sup>3</sup> in 2023 and 2024, from the Yanapuquio stream, a resource we share equally with the drinking water supply of our operation and the Ocobamba community. We complement this management with water harvesting infrastructure: three storage ponds with a combined capacity exceeding 22,000 m<sup>3</sup> and an underground reservoir of approximately 6,000 m<sup>3</sup>, which enable water regulation during the dry season. Meanwhile, we are making progress in the implementation of a zero-discharge recirculation scheme in our tailings storage facility and have remained compliant with effluent quality standards, promptly addressing a specific deviation without generating environmental impacts



We continued strengthening our tailings and waste management systems as well. In 2024, we generated 206,322 dry metric tons of tailings, contained in low-consequence classified infrastructure, with geomembranes and geotechnical monitoring systems aimed at ensuring structural stability.

Furthermore, a new tailings dam was designed under the Canadian Dam Association (CDA) standard, reinforcing our preventive approach to risk management. Over the reporting period, no infringements or incidents related to tailings management were recorded by the Environmental Assessment and Enforcement Agency (OEFA). We obtained certification under the International Cyanide Management Code, received approval of the Third Environmental Technical Report (ITS) for the Antapite Mining Unit, and were awarded second place in the 2024 PROACTIVO Awards in the medium-sized mining category. These milestones are evidence of our efforts to operate at the highest standards. Regarding solid waste, we valued a portion of the 25,103 tons of hazardous waste and 174,004 tons of non-hazardous waste generated, ensuring that 100% of these volumes are either recovered or disposed in authorized facilities, with traceability from the point of generation to their final disposal.

Our connection with the territory was also strengthened. We maintained 203 active suppliers, 3 of which are local companies from surrounding communities, and approximately 10% of the new suppliers incorporated in 2024 passed more stringent environmental screening. The estimated investment of around USD 250,000 in local suppliers reflects our commitment to generating sustainable economic opportunities in the area of influence. In addition, we supported productive and social infrastructure projects, such as initiatives to improve local livestock farming and the operation of a Water Treatment Plant (WTP) in Ayamarca, as well as the development of water projects in Ocobamba. Moreover, we consolidated trust-based relationships with neighboring communities, with no significant observations recorded by the competent authorities during the reporting period.

These achievements come alongside challenges we openly acknowledge. We operate in an area of high water stress and exposure to climate change, where events such as heavy rains, possible landslides, or prolonged droughts can affect roads, slopes, water availability, and operational continuity.

It is our purpose to continue reducing our carbon footprint, and progressively transition to a cleaner and more efficient energy mix, as part of our transition plan toward a circular economy model for waste management.

On the social front, we face the challenge of expanding the base of local suppliers, strengthening the culture of safety and well-being, as well as managing the expectations of development and economic diversification in alignment with the mine's life cycle. Looking ahead, our priorities are clear. On the climate and environmental front, we will continue working to systematically measure our carbon footprint, implement a mitigation plan aligned with the requirements of the Ministry of the Environment, and advance toward obtaining the ANA (National Water Authority) Blue Water Certification, as part of a long-term path toward carbon neutrality by 2050. Regarding energy, we aim to strengthen a management system aligned with ISO 50001, incorporate smart sub-metering and real-time dashboards, and evaluate the integration of renewable sources. Regarding water, we will substantially increase our efforts to move toward zero use of fresh water in critical processes such as desorption, as a part of our efforts to reinforce recirculation from the tailings storage facility.

For the social and governance areas, we will continue developing our strategic Human Management Plan, with emphasis on leadership, organizational climate, equal opportunities, and the development of local talent. We will continue enforcing our zero-tolerance policy against bribery and corruption, strengthen compliance and transparency systems as required by our international business partners, and continue collaborating with initiatives like Swiss Better Gold to reinforce the traceability and responsible production of our gold.

I invite you to go through this report as an honest reflection of who we are today and where we want to go forward. The results of 2024 encourage us and reinforce our conviction that there remains a significant opportunity to improve and create value. On behalf of the entire Sierra Antapite team, I thank our employees, contractors, communities, authorities, customers, suppliers, and shareholders for their trust and joint work. We look forward to continuing to build, together with you, a safer, more transparent, and sustainable mining operation in Peru.

Our business group is made up of companies and mining units that carry out activities in the subsectors of gold, silver, zinc, phosphates, others, as well as areas specialized in engineering, preparation and construction, geology, mining development, and social responsibility. This structure facilitates the integration of technical knowledge and the strengthening of operational capacities, progressively incorporating improvements and innovation.

### Vision

Our vision is to become a benchmark in Peruvian mining, driving positive and sustainable change across the industry, especially in the responsible use of water.

### Mission

We operate and provide services in the mining sector, creating value for our stakeholders.

In this context, the Sierra Antapite Mining Unit has undergone a process of modernization and management strengthening, seeking to combine technology, efficiency, and environmental management.

Since its acquisition in 2016, the unit has driven a process of mechanization and operational optimization, reaching a processing capacity of 700 tons per day (TPD) of ore with a projected growth to 1,000 TPD.



Our purpose is clear: we transform mining deposits into sustainable development for a better world. This purpose guides our strategic decisions, integrating economic, social, and environmental considerations. We are committed to ensuring that our operations generate shared value, promoting the well-being of communities, the protection of ecosystems, and responsible mining that contributes to the sustainable development of our area of influence. Our vision and mission are grounded in these principles.



## About Sierra Antapite (GRI 2-1, 2-2, 2-28)

The Antapite Mining Unit is a medium-scale underground mining operation within the Sierra Sun Group Holding, which comprises multiple mining units. Our operation is located in the district of Ocoyo, Huaytará province, Huancavelica Region, at elevations ranging from 3,350 and 3,380 meters above sea level, in south-central area of Peru. We carry out activities in the mining sector, focusing on the exploration, extraction, and processing of mineral resources to the highest standards of safety, occupational health, efficiency, and environmental sustainability.



Flowchart 1. Sierra Sun Group operational scope



We define ourselves as a RECIA organization. This acronym summarizes the values that guide our identity and institutional behavior.

### Respectful

We respect our employees and the surrounding communities.

### Empathic

We listen to understand the needs of all our stakeholders.

### Committed

We are devoted to delivering sustainable and impactful results.

### Innovators

We foster creative solutions to continuously improve our business processes.

### Passionate

We carry out our activities with confidence, enthusiasm, and a clear sense of purpose.

We transform mineral resources into valuable products for the global market, in line with our commitment to creating shared value. Our main product is gold and silver doré obtained from the processing of polymetallic minerals extracted from our mining unit.

We run our production process in an integrated and traceable manner, from exploration, operational planning, through extraction, to commercialization. This is supported by a network of key processes, including occupational health and safety, environment, maintenance, logistics, human resources, legal, information technology, as well as sustainability and social innovation.

Our operational structure is based on continuous interaction between the mine, the plant, geology, planning, and exploration departments, which work in coordination with support teams to ensure operational continuity, efficiency, and regulatory compliance. To carry out these activities, we rely on our personnel and network of specialized contractors responsible for critical operations in both underground and surface areas, as well as external and internal suppliers within the same corporate group.



# PROCESS FRAMEWORK – SIERRA ANTAPITE

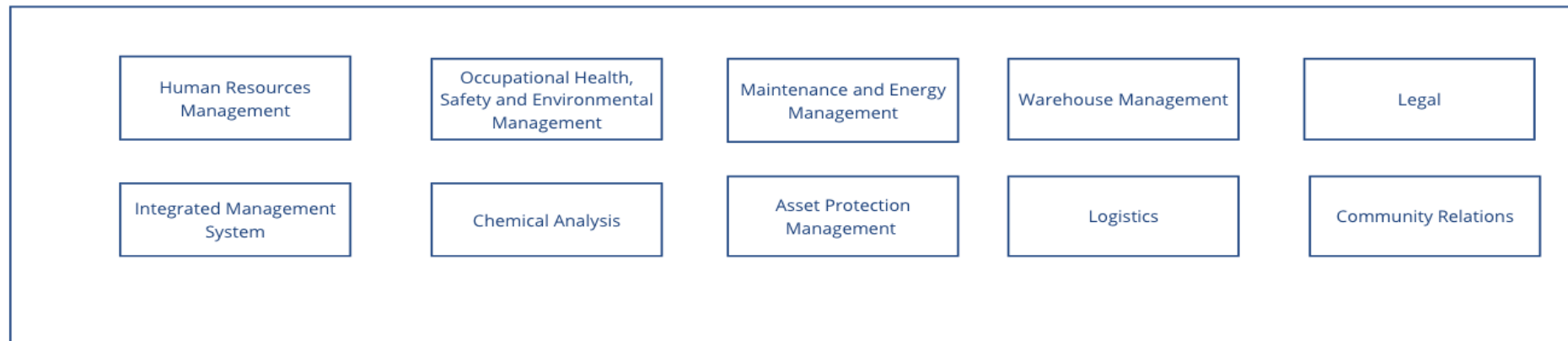
## STRATEGIC PROCESSES



## CORE PROCESSES



## SUPPORT PROCESSES



Needs and Expectations of Clients and Stakeholders

Satisfaction of Clients and Stakeholders



Our direct client is Metalor, a renowned international refining company based in Switzerland. Metalor receives our doré bars, refines them, and markets them in the financial, industrial, and investment markets worldwide. Its refining division operates under the highest standards of traceability, social, environmental, and ethical responsibility, ensuring that the gold produced by our mining unit meets the responsible mining and fair-trade criteria for precious metals.

### 1.3. ESG Strategy and Approach

(GRI 2-6, 2-13, 2-22, 2-29)

We understand sustainability as an approach to comprehensive management that underlies our decisions toward a balance between economic development, social well-being, and environmental protection. This principle translates into a set of institutional policies that are the basis of our ESG pillars and define the guidelines for responsible and ethical operations. Among these, the Integrated Management System Policy for Quality, Safety, Occupational Health, Environment, and Social Sustainability (IMS) is particularly notable, as it governs all aspects of the organization from mining exploration and exploitation to the production and commercialization of doré bars. This policy expresses our commitment to protecting the life and health of people, respecting the environment, responsibly managing natural resources, and promoting sustainable development in our areas of influence.



#### Commitments under Our Integrated Management System Policy for Quality, Occupational Health and Safety, Environment, and Social Sustainability

- Ensure safe and healthy working conditions that prevent work-related injuries and illnesses.
- Prevent environmental and social impacts through hazard identification, risk assessment, and application of operational controls.
- Promote the participation and ongoing consultation of employees and their representatives.
- Promote the responsible use of natural resources, conserving ecosystems and mitigating the effects of climate change.
- Manage resources and processes efficiently, applying international best practices to generate sustainable economic value.
- Periodically review the Integrated Management System (IMS) to promote continuous improvement and compatibility with other systems.
- Comply with the applicable laws and regulations, and voluntary commitments assumed with stakeholders.
- Keep harmonious relationships with neighboring communities under the principle of the 'good neighbor,' respecting their culture, traditions, and human rights.
- Promote the sustainable development of surrounding communities, in coordination with the State and aligned with the Sustainable Development Goals (SDGs).

We integrate our ESG commitments into all our activities and business relationships through participatory, practical, and continuously improving management. This is reflected in various actions that strengthen the implementation of our policies and ensure their application throughout the entire operation:

- **Accountability and risk management:** We developed a risk matrix that allows us to identify and map the main environmental, social, and safety risks, assigning direct responsible parties for their mitigation and control.
- **Operating cycle:** We hold monthly follow-up meetings to review the progress of action plans for each identified risk, as well as working committees when it is necessary to address specific sustainability-related issues. At the operational level, we hold meetings twice a week where the different areas report and assess the main productive and sustainability matters, complemented by daily, weekly, and monthly reports that ensure the traceability of information and timely decision-making.
- **Management standards and training:** All employees and contractors participate in one-hour induction programs, which combine theory and practice on our human rights, health, safety, and anti-corruption policies.

These commitments also extend to our business relationships, promoting the integration of sustainability throughout the entire value chain. In this regard, we have strengthened our responsible management through international certifications that accredit our social, environmental, and ethical practices, aiming for safer and more sustainable mining. One of the most relevant is the Swiss Better Gold program, an international initiative driven by the Swiss State Secretariat for Economic Affairs (SECO) and the Swiss Better Gold Association (SBGA), which reinforces the responsible traceability of gold from the mine to the international market and commits us to comply with strict criteria related to high standards in Safety, Environment, and Community Relations.

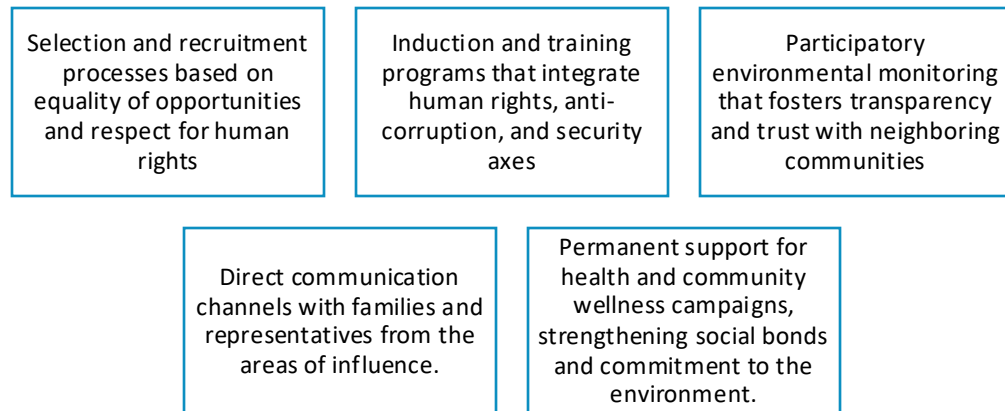
We achieved this certification after a rigorous independent external audit process, conducted by Iper Captiva Consultoría S.A.C., and completed from November to December 2024, which included a field visit to our operations on November the 7th and 8th.

Since 2024, we uphold our Swiss Better Gold accreditation, which strengthens the responsible traceability of our gold from the mine to the export markets. In the framework of this program, we hold bimonthly meetings with SBG's headquarters in Switzerland and its team in Latin America and Peru, via the consultancy ABR, reinforcing the use of good practices in administration, environmental management, safety, and community relations. In addition, our contractors receive specific training on our policies and commitments, while all sustainability documents and standards are available on our corporate channels, to ensure transparency and public access to information. These practices have enabled us to achieve significant international recognitions that validate our sustainable and ethical performance.

In September 2024, we obtained the Certification of the International Cyanide Management Code, awarded by the International Cyanide Management Institute (ICMI), after a rigorous independent audit that confirmed full compliance with the 9 ICMI principles in managing Sodium Cyanide (production and purchase, transportation, handling and storage, operations, decommissioning, worker safety, emergency response, training, dialogue and disclosure). This certification was awarded under the sponsorship of the United Nations Environment Programme (UNEP) to secure the safe, responsible, and environmentally sustainable management of cyanide at all stages of its life cycle. The certification was verified by means of an audit carried out by the company NCA Brasil Expert Auditors Ltd., led by Celso Sandt Pessoa, a certified auditor holding A09245 IRCA/UK certification.



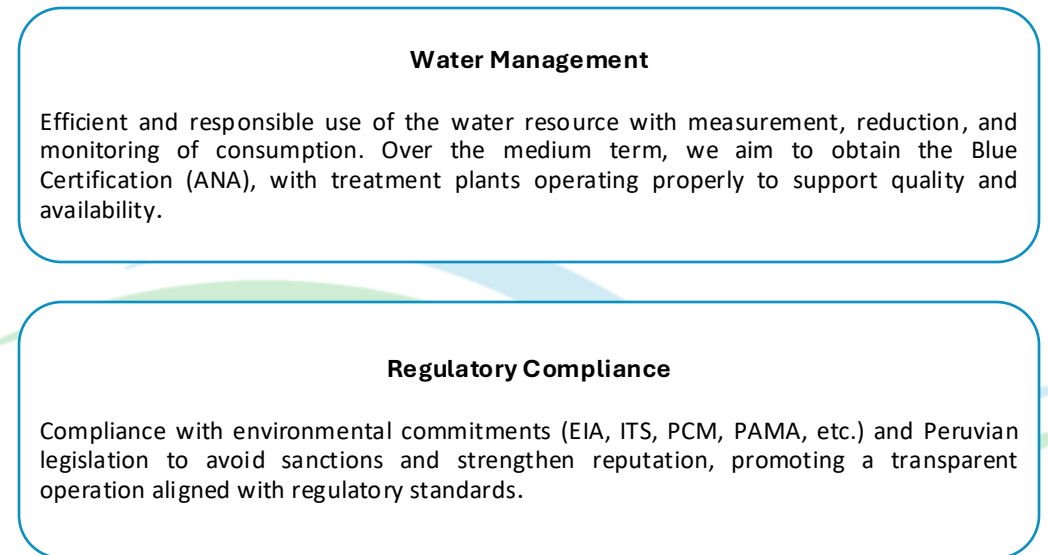
At an internal level, our sustainability framework is complemented by policies that reinforce business ethics and the protection of human rights, ensuring that our principles translate into concrete practices throughout the entire operation. We have an Anti-Bribery, Facilitation Payment, and Supplier Policy, which establishes a zero-tolerance stance against corruption and promotes transparency and good practices in all our business relationships. Likewise, the Human Rights and Working Conditions Respect Policy reaffirms our commitment to the dignity, equality, and well-being of all individuals connected to our operations. This policy prohibits child labor or forced labor, human trafficking, and any form of harassment or discrimination, ensuring fair working conditions, timely payment, and respect for freedom of association and collective bargaining. These policies are applied consistently across all our stakeholders (employees, contractors, business partners, and local communities) and result in concrete actions that strengthen our sustainability culture.



**Flowchart 3. Practices that showcase our commitment to sustainability**

Sustainability, in addition to being a management principle, is a relevant management axis that underlies our decisions and defines our short- and medium-term strategic objectives. Currently, we are in the process of reviewing and budgeting our Sustainable Strategic Plan, which guides the action priorities for the coming years. This approach seeks to promote the adoption of good practices in safety, health, environment, and social management; contributes to maintaining our certifications; reduces the risk of regulatory sanctions; can facilitate access to green financing; and strengthens the preventive management of socio-environmental conflicts, consolidating stability and trust in our operations. Our strategy is structured around five fundamental pillars that reflect our strategic priorities.

**Flowchart 4. Five pillars underlying our responsible environmental management**



**Water Management**

Efficient and responsible use of the water resource with measurement, reduction, and monitoring of consumption. Over the medium term, we aim to obtain the Blue Certification (ANA), with treatment plants operating properly to support quality and availability.

**Regulatory Compliance**

Compliance with environmental commitments (EIA, ITS, PCM, PAMA, etc.) and Peruvian legislation to avoid sanctions and strengthen reputation, promoting a transparent operation aligned with regulatory standards.



### Management of Emissions and Circular Economy

A framework focused on measuring and reducing the carbon footprint, applying circular economy principles to optimize resources and minimize waste, an agreement with ANIQUEM (recycling of paper, cardboard, and plastics) and pursuing recognition from MINAM for climate and carbon management.

### Environmental and Social Management

Prevention of impacts and strengthening of community relations through dialogue tables, water management and ecosystem conservation projects, promotion of local supply, investment in community infrastructure and agricultural-livestock programs, as well as participatory monitoring committees with communities and authorities.

### Mine Closure and Rehabilitation Plan

Restoration and recovery of intervened areas through progressive, final, and post-closure implementation according to a plan with well-defined technical criteria.

Approval and updating of our ESG policies and commitments follows an internal governance process led by the General Management, the Chief Operating Officer (COO), the Sustainability Manager, and the Human Management Manager, who analyze, review, and propose adjustments based on the evolution of the operation and global best practices.

General Management validates the final versions, ensuring that each document remains aligned with the values, strategic objectives, and sustainability principles that guide our management.

## 1.4. Materiality

(GRI 3-1, 3-2)

### Double materiality analysis

During 2023, we conducted a double materiality analysis aimed at identifying and understanding the most relevant issues, both from the perspective of social and environmental impacts (impact materiality) and based on their influence on the economic and financial performance of our unit (financial materiality). This exercise was carried out taking as a reference the guidelines of the European Union Corporate Sustainability Reporting Directive (CSRD), as well as the frameworks of the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB). The prioritized issues remain relevant and continue to reflect the main impacts, risks, and opportunities in the current context.

### Methodology

We apply a process to identify and prioritize the main ESG issues that affect our management and our relationships with stakeholders. Based on a double materiality approach, we identify those matters that have the greatest implications both environmental and social effects and for their impact on the long-term viability and performance of the business.

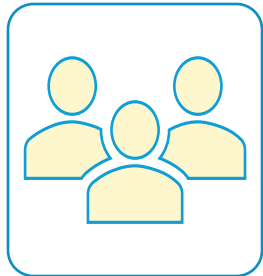
The applied methodology was developed in four differentiated phases: understanding the context in which we operate; identifying the impacts, risks, and opportunities associated with ESG factors; evaluating the relevance of the identified aspects; and, finally, defining the issues that are a priority for us and our stakeholders.





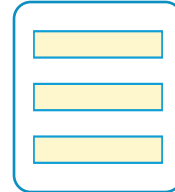
**Diagram 1. Stages of double materiality analysis on Sierra Antapite**

**Organization context**



- We conducted a comprehensive analysis of the internal and external context based on the review of documentary information and interviews with key areas, including the finance team, to understand the dynamics of relevant ESG issues, as well as our level of financial maturity and risk management.
- Based on this exercise, we identify and prioritize our stakeholders and define an engagement plan to effectively support the different stages of the process.

**Identifying impacts, risks and opportunities**



- We identified 16 ESG topics, along with their respective subtopics, that may be relevant to our stakeholders and us. This process was complemented with a desk analysis, through which we evaluated the impacts we could be having on the environment and people.
- Additionally, we identified the main risks and opportunities associated with the 16 defined ESG topics, considering their possible influence on our economic performance and the sustainability of our operations.

**Assessing impacts, risks and opportunities**



- We conducted consultations with our stakeholders to assess the significance of the 16 ESG topics and complemented this exercise with a technical evaluation that assigned levels of impact and probability. The results were integrated by cross-referencing both sources of information for each topic.
- At the same time, our finance team evaluated the risks and opportunities according to their magnitude and probability, considering the current controls and the history of cases, and these results were adjusted with the support of external experts from the mining sector.

**Determining material topics**

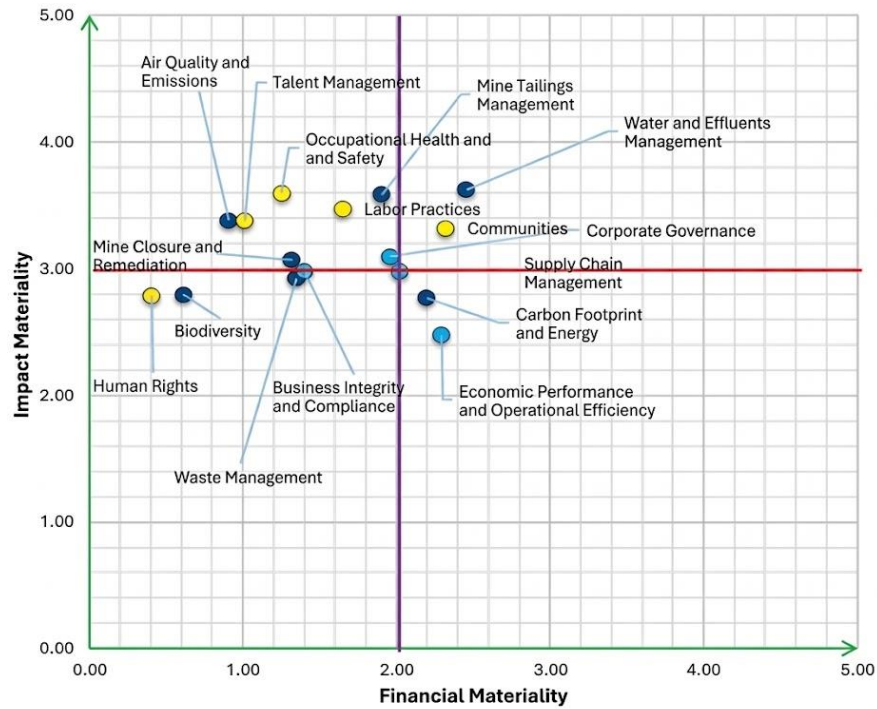


- We set materiality thresholds both from the impact perspective and from the financial perspective to identify the material ESG issues for Sierra Antapite. Subsequently, we integrated both results into a single double materiality matrix, which reflects the relevance of each issue jointly based on its external impact and its financial impact.

## Double Materiality Matrix

The analysis resulted in the development of a double materiality matrix, in which the identified topics were positioned according to the magnitude of their impact on the environment and society, as well as their potential influence on the organization's financial performance. A topic was considered material when it was relevant from at least one of these perspectives.

Subsequently, the topics identified as material were analyzed in detail based on their potential impacts, risks, opportunities, and associated actions. This approach enabled a more efficient allocation of efforts and resources, focusing on the issues of greatest strategic relevance.



**Table 1. Material topics for Sierra Antapite**

Material topic	Description	Main associated impacts	Main associated risks and opportunities
<b>Air quality and emissions</b>	Environmental management tools and controls to comply with applicable regulations, through strategies and periodic monitoring aimed at preventing pollution and maintaining control of emissions.	<ul style="list-style-type: none"> <li>Increased risk of respiratory and cardiovascular diseases, as well as cancer, among workers and communities exposed to PM2.5 and NOx.</li> <li>Deterioration of air quality and the general well-being of nearby communities due to emissions associated with the doré processing .</li> </ul>	<ul style="list-style-type: none"> <li>Deterioration of air quality and the general well-being of nearby communities due to emissions associated with the processing of doré bars.</li> <li>Risk of occupational diseases, penalties, and additional costs (compensations, insurance premiums, etc.) due to lack of effective controls against noise in processes such as crushing.</li> </ul>
<b>Closure and rehabilitation</b>	Company plan to restore disrupted areas, in compliance with local regulations, considering environmental conditions, the participation of stakeholder groups, and the provision of financial resources. It also includes good social and cultural practices that support the sustainable development of communities after the closure of the operation.	<ul style="list-style-type: none"> <li>Water and soil contamination, biodiversity loss, and landscape degradation resulting from inadequate closure practices.</li> <li>Socio-environmental conflicts and community distrust due to lack of planning, clear schedules, and post-closure information.</li> <li>Strengthening trust and social license through effective remediation and transparent communication with communities.</li> </ul>	<ul style="list-style-type: none"> <li>Risk of fines, penalties, and increased regulatory requirements due to non-compliance or poor execution of the Closure Plan engineering.</li> <li>Risk of substantial increase in future costs due to postponing progressive and final closure activities.</li> <li>Risk of the emergence of environmental liabilities and post-closure operational problems due to poorly managed operations not detected in time.</li> </ul>
<b>Water and effluent management</b>	Company approach to water abstraction, efficient use, recirculation, and treatment, including measures to conserve the resource, prevent pollution, comply with regulations, and manage supply for operations and staff.	<ul style="list-style-type: none"> <li>Competition and possible conflicts with communities and farmers over water use in the area of influence of the operation.</li> <li>Contamination of rivers, streams, and groundwater due to inadequate effluent treatment or leaks from facilities.</li> <li>Decline in aquifer levels and lower availability of water for domestic, productive, and ecosystem uses due to excessive extraction.</li> </ul>	<ul style="list-style-type: none"> <li>Risk of increased production costs due to water stress and the need to resort to alternative water sources in critical months.</li> <li>Risk of sanctions, corrective measures, and higher compliance costs due to non-compliance with BMP in mining and domestic discharges.</li> <li>Risk of remediation costs, penalties, and operational restrictions due to aquifer contamination caused by failures in operational controls.</li> </ul>
<b>Carbon footprint and energy</b>	Actions for monitoring and managing GHG emissions and energy consumption, including the estimation of the carbon footprint, tracking energy uses in operations, setting reduction targets and policies, adopting efficient technologies, and incorporating renewable energies.	<ul style="list-style-type: none"> <li>Increase in GHG emissions from fuel and energy consumption in operations, contributing to climate change.</li> <li>Decrease in GHG emissions and energy consumption through energy efficiency initiatives in processes and equipment.</li> <li>Reduction of the carbon footprint through the incorporation of renewable energy sources across operations and the value chain.</li> </ul>	<ul style="list-style-type: none"> <li>Opportunity to access new markets, customers, and green financing through structured management of the carbon footprint (measurement, verification, and mitigation).</li> <li>Opportunity to reduce operational costs through energy efficiency measures such as LED lighting, efficient motors, or equipment optimization.</li> </ul>



<p><b>Mining tailings management</b></p>	<p>Permits, procedures, and practices for the safe design, construction, and operation of tailings facilities, along with technologies and continuous monitoring that minimize the risk of leaks and spills throughout their life cycle, including closure and post-closure maintenance.</p>	<ul style="list-style-type: none"> <li>• Soil and water pollution due to tailings losses in the transport system, with impacts on biodiversity and community health.</li> <li>• Release of heavy metals and other toxic substances during mineral recovery, increasing environmental and health risks in the surroundings.</li> <li>• Leaking, overflows, or failures in tailings storage structures that cause persistent contamination and risks for nearby populations.</li> </ul>	<ul style="list-style-type: none"> <li>• Exposure to penalties, cleaning costs, and higher control requirements due to tailings losses during transportation from pipe, flange, or valve failures.</li> <li>• Opportunity to generate additional income through tailings retreatment and recovery of contained minerals.</li> <li>• Potential for unplanned costs, penalties, and environmental liabilities due to overflows or leaks in tailings storage facilities.</li> </ul>
<p><b>Communities</b></p>	<p>Processes to maintain constructive relationships with the communities in the area of influence, identifying their needs, respecting their rights, and promoting their participation. It includes initiatives for local socio-economic development, such as employment, education, health, and investment in services and infrastructure..</p>	<ul style="list-style-type: none"> <li>• Distrust, tensions, and possible social conflicts due to failure to fulfill commitments with local communities.</li> <li>• Building trust and preventing conflicts through permanent dialogue, effective participation, and respect for prior, free, and informed consultation and consent.</li> <li>• Improvement of the quality of life, capabilities, and autonomy of communities through social, economic, and environmental development programs in the area of influence.</li> </ul>	<ul style="list-style-type: none"> <li>• Potential for operational interruptions, blockages, and sanctions for failing to meet social commitments assumed in IGAs or voluntarily.</li> <li>• Risk of losing the social license to operate due to lack of effective communication and poor management of community complaints and claims.</li> <li>• Opportunity to strengthen long-term relationships and corporate reputation through successful community development programs in the area of influence.</li> </ul>
<p><b>Talent management</b></p>	<p>Strategies and policies to attract qualified and diverse talent through inclusive recruitment practices, and retain it through adequate compensation and a favorable work environment. Includes training and professional development programs to strengthen skills and competencies.</p>	<ul style="list-style-type: none"> <li>• Improvement of skills, engagement, and talent retention through training programs and continuous development.</li> <li>• Reduction of occupational accidents and diseases thanks to mandatory training in safety and regulatory compliance.</li> </ul>	<ul style="list-style-type: none"> <li>• Opportunity to increase productivity and operational efficiency through training and development programs for all levels of employees.</li> <li>• Risk of sanctions and regulatory observations for non-compliance with mandatory trainings established in D.S. No. 024-2016.</li> </ul>
<p><b>Labor practices</b></p>	<p>Policies that promote fair and respectful working conditions, in compliance with local regulations, including adequate remuneration, diversity and inclusion, prevention of discrimination and harassment, and guarantee of freedom of association.</p>	<ul style="list-style-type: none"> <li>• Demotivation, deterioration of the work environment, and higher staff turnover due to non-compliance with payment and working conditions.</li> <li>• Impact on mental health, internal conflicts, and loss of talent due to discrimination and harassment practices at work.</li> </ul>	<ul style="list-style-type: none"> <li>• Risk of higher turnover costs (recruitment, selection, induction) and SUNAFIL sanctions for non-compliance with the payment schedule to employees, in addition to reputational damage.</li> <li>• Risk of lawsuits, sanctions, and damage to reputation for not preventing or properly managing cases of discrimination and workplace harassment.</li> </ul>



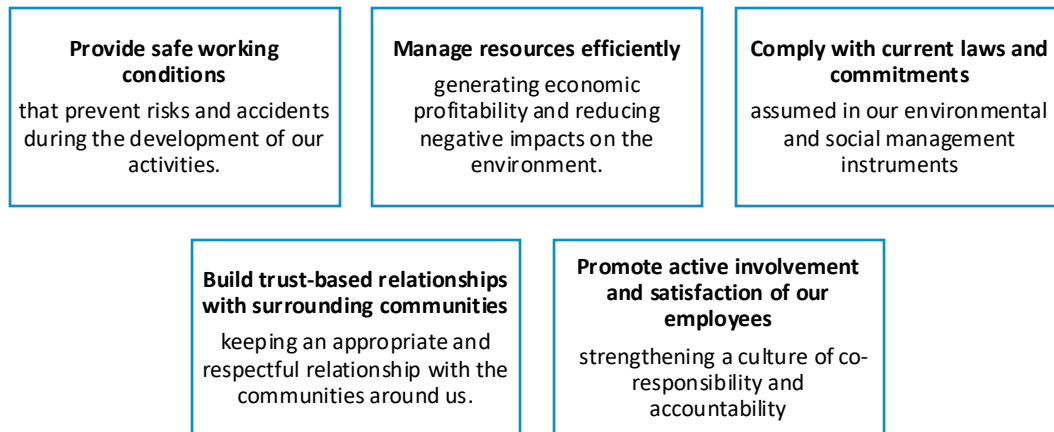
<p><b>Occupational health and safety</b></p>	<p>Strategies, policies, and measures to promote a safe and healthy work environment, through risk identification and mitigation, continuous training, and the pursuit of OHS certifications. This includes measures aimed at protecting employees, suppliers, and contractors, as well as ensuring compliance with regulations and standards in the mining sector.</p>	<ul style="list-style-type: none"> <li>• Serious injuries, fatalities, lower productivity, and reputational damage from workplace accidents.</li> <li>• Development of chronic diseases and increased absenteeism due to exposure to occupational hazards, affecting well-being and performance.</li> <li>• Sanctions, partial or total closures, and regulatory non-compliance due to failures in the OHS system, insufficient policies, and inadequate training.</li> </ul>	<ul style="list-style-type: none"> <li>• Exposure to high medical costs, compensation payments, and increased insurance premiums due to higher accident rates.</li> <li>• Exposure to complaints, sanctions, and prolonged absenteeism due to chronic or poorly managed occupational illnesses.</li> <li>• Risk of fines, sanctions, and higher compliance costs due to incomplete or deficient records on the Occupational Health and Safety system.</li> </ul>
<p><b>Corporate governance</b></p>	<p>Principles, policies, and practices for effective, transparent, and responsible management, including clear organizational structures, disclosure of relevant information to stakeholders, and effective risk management to support operational sustainability and financial performance.</p>	<ul style="list-style-type: none"> <li>• Impact on the protection of stakeholders and environmental and social conditions due to weak or poorly structured risk management.</li> <li>• Improvement in environment, labor, and social practices through the implementation of clear corporate policies aligned with sustainability standards.</li> </ul>	<ul style="list-style-type: none"> <li>• Potential for unforeseen costs and significant exposure due to the lack of a robust and systematic risk management framework.</li> <li>• Opportunity to strengthen governance and operational efficiency through robust policies in OSH, IMS, HR, and chemical management.</li> <li>• Opportunity to improve access to financing and credit conditions, thanks to a solid reputation for transparency of financial and non-financial information</li> </ul>
<p><b>Economic development and operating efficiency</b></p>	<p>Management of financial and operational resources to sustain solid economic performance and efficient mining operations, generating value for the company and its stakeholders.</p>	<ul style="list-style-type: none"> <li>• Failure to comply with financial obligations to employees, suppliers, government, and community due to poor management of resources.</li> <li>• Loss of trust and possible sanctions or penalties for failures or interruptions in production that prevent fulfilling customer obligations.</li> </ul>	<ul style="list-style-type: none"> <li>• Risk of decline in revenue and profitability due to volatility in international gold prices.</li> <li>• Risk of lower productivity and increased operational costs due to inefficiencies in production processes.</li> </ul>
<p><b>Supply chain management</b></p>	<p>Policies and strategies for the acquisition of goods and services based on operational needs, incorporating environmental, social, and economic sustainability criteria in the processes of selection, evaluation, and management of suppliers.</p>	<ul style="list-style-type: none"> <li>• Impact on the economic stability of suppliers and contractors, and deterioration of trust and business relationships, due to delays or defaults.</li> <li>• Negative impacts on the environment and on the health of employees and communities when rigorous environmental and social standards are not required or monitored for suppliers and contractors.</li> <li>• Potential improvement of environmental, labor, and safety practices in the value chain by integrating sustainability criteria into the processes of selection, contracting, and evaluation of suppliers.</li> </ul>	<ul style="list-style-type: none"> <li>• Risk of disruptions in operational continuity due to delivery delays and lack of response from suppliers and contractors in the event of payment defaults.</li> <li>• Risk of operational shutdown, fines, and additional costs due to non-compliance with sustainability standards of on-site contractors and the management of associated claims.</li> </ul>



## 1.5. Policies and Operational Commitments

(GRI 2-23, 2-23)

Our institutional policies are aimed at promoting a balance between operational efficiency, safety, and the well-being of people, establishing clear guidelines that allow us to act with responsibility and transparency at all levels of the organization.



## 2. Environment

Taking care of the environment in which we operate is as strategic for us as the continuity of the business itself. We manage environmental performance in an integrated manner, through management systems, continuous monitoring, and clear goals that cover climate, water, biodiversity, energy, waste, and mine closure. This approach is based on prevention, responsible compliance with regulations, and continuous improvement, but also on dialogue with our female and male workers and neighboring communities, with whom we build solutions that seek to balance development, environmental protection, and well-being in the territory.

On various environmental fronts, we have taken concrete steps to strengthen our management and take it to the next level. We have strengthened project planning and monitoring practices, introduced more stringent standards in terms of emissions and tailings management, promoted water and energy efficiency initiatives, and expanded reforestation and conservation programs. Each advancement starts with identifying improvement opportunities, prioritizing them, and transforming them into actions with responsible parties, deadlines, and verification mechanisms. At the same time, we have learned to look at the operation as a system: when we reduce energy consumption, we also decrease our emissions, and when we use water better, we strengthen the relationship with the surrounding communities. That logic of connections and benefits underlies everything we do.

### 2.1. Climate Change

(GRI 201-2)

We understand climate change as a factor that shapes the way we operate and relate to the territory. We operate in an environment of higher water stress and climate variability, so mitigating and adapting to climate change is not only an environmental obligation but a condition for sustaining operations and living harmoniously with the communities that share the same resources. Under our Integrated Management System, we commit to promoting the sustainable use and development of natural resources, conserving ecosystems and biodiversity in our area of influence, and mitigating the effects of climate change through risk identification and the application of operational controls.

On that basis, we have been building a progressive action approach. Since 2007, we have reforested around 800 *quinales* (native tree species) on 1.5 hectares around our operations, and every June 5, on World Environment Day, we carry out planting campaigns that reinforce this commitment and pave the way for the implementation of our own forest nursery as part of the water harvesting project. In addition, we have strengthened our water adaptation through water harvesting infrastructure, which includes night ponds fed by runoff during the rainy season, while in the dry season, they are fed by streams with available flow and by the mine effluent from level 3240 previously treated to comply with Category 3 Environmental Quality Standards. These activities have resulted in better regulation of water availability for our operations and the communities affected by climate variability.



## Risks and Opportunities

Simultaneously, we are preparing the implementation of the measurement of our carbon footprint for the year 2026, which will include the establishment of a baseline and an action plan aimed at reducing greenhouse gas emissions. This work is complemented by water-saving projects both in our camps and in the industrial process, which are already being evaluated also for the year 2026, aiming to optimize consumption in our facilities and reduce water use through the installation of ultrasonic meters and the implementation of water reducers in the nozzles of our installed faucets (camps), as well as evaluating the use of dust suppressors in our industrial area.



Among our near-term actions, we aim to carry out planning to obtain ISO 45001 certification (occupational health and safety management systems) and ISO 14001 (Environmental Management Systems). For the 2025–2026 timeframe, we have prioritized projects to reduce water consumption and our water footprint, as well as concrete initiatives to decrease our emissions in the short term. All of this is framed within a long-term vision that aims to advance toward carbon neutrality by 2050. In addition, we are part of the Swiss Better Gold responsible gold initiative, with which we work on sustainability projects in mining.

For us, managing the risks and opportunities arising from climate change begins by understanding how extreme events can affect our daily operations. We have identified, for example, prolonged droughts and heavy rains (on the order of 15 to 30 mm/h) that can cause landslides, cuts in road access to our mining unit and its connections with Ica, Ocoyo, Palpa, Betania, and the Libertadores Road, as well as fires from grass burning and a higher incidence of respiratory diseases among our staff. On this basis, we built our climate risk and opportunity matrix, where we estimate both risks and opportunities derived from climate change. On the other hand, the estimated financial implications of these risks and opportunities were calculated by multiplying the average daily profit from gold production (USD 211,745.82/day) by the days of potential shutdown or impact in each case.

In addressing these risks and realize the opportunities, we have defined specific measures that combine preventive investment and management model transformation. On the physical level, we prioritize engineering works to reinforce the most vulnerable road areas and revegetate slopes, the development and maintenance of hydraulic infrastructures around our components, the implementation of a Thunderstorm Plan, the acquisition of a contingency generator, and the design of medium-term water sowing and harvesting projects.

Simultaneously, we consider climate change also as an opportunity: advancing towards sustainable mining that progressively incorporates renewable energies, preparing the conditions to enter the carbon market, considering the CO<sub>2</sub> capture potential associated with reforested areas, and migrating towards a circular economy model that reduces waste volumes and associated costs. The associated investments are compared with the potential costs of inaction, reinforcing the logic that preventing and adapting can be financially more efficient than facing recurring shutdowns and emergencies..



**Table 2. Risks and opportunities derived from climate change**

Risk / Opportunity (R/O)	Description of R/O	Type of R/O	Time horizon	Impact and description	Probability	Degree of impact	Management measure	Implicancias financieras (miles de USD)
R1: Meteorological phenomenon	Landslide and blocked roads	Physical	Short term	Operation halted due to lack of supplies	High (has already occurred)	High	Carry out prevention work, reinforcing the most vulnerable areas with engineering work.	250.00
R2: Meteorological phenomenon	Heavy rains	Physical	Short term	The stability of components in the lower parts of the ravines can be affected.	High (has already occurred)	High	Development of hydraulic infrastructure around the affected components, cleaning and maintenance of the hydraulic infrastructures	150.00
R3: Meteorological phenomenon	Thunderstorm	Physical	Short term	Damage to personnel and equipment	Medium (has already occurred)	Moderate	Implement Thunderstorm Plan	100.00
R4: Meteorological phenomenon	Thunderstorm	Physical	Short term	Power outage, partial shutdown of operations	High (has already occurred)	High	Power generator for contingencies	100.00
R5: Meteorological phenomenon	Drought and decrease in available water	Physical	Short term	Operation halted	Medium (has already occurred)	High	Prepare water harvest projects	125.00
O1: Innovation / Technology	Use of renewable energy	N.A.	Medium term	Reduction of GHG emissions	Medium	High	Assessment of the technical implications for the installation	150.00
O2: Entering the carbon market	Participate in carbon markets	N.A.	Medium term	Revenue from carbon capture services	Medium	High	Assessment of the technical implications for entering the carbon market	100.00
O3: Adopting new business model	Transition to circular economy	N.A.	Medium term	Decrease in the volume of solid waste	High	High	Design of a transition plan towards a circular economy	100.00



In addition, we continuously monitor how these risks may materialize and how prepared we are to respond. Before the start of the rainy season, we maintain stockpiles of critical supplies and materials to ensure operational continuity. In water management, we prioritize efficient water use and strategic storage in the tailings pond and in the deepest underground workings, which serve as reservoirs for the dry season. We are also evaluating the use of abandoned workings as storage structures through the construction of concrete dikes, which would increase our water regulation capacity and resilience to droughts. Taken together, this approach allows us not only to reduce exposure to extreme events and their financial impacts, but also to identify and activate opportunities that add environmental and economic value in the medium and long term.

## 2.2. Air Quality

(GRI 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7) (SASB EM-MM-110a.1, EM-MM-110a.2, EM-MM-120a.1)

We understand air quality and climate change management as part of the same conversation: how we operate in a fragile territory and how we assume our responsibility towards that environment. We work in an area of higher water stress and demanding climatic conditions, which reinforces our need to control our atmospheric emissions and use water efficiently, both in our operations and in the communities that share our watershed. Under our Integrated Management System Policy, we are committed to promoting the sustainable use and development of natural resources, conserving ecosystems and biodiversity in our area of influence, mitigating the effects of climate change, and preventing environmental and social impacts through the identification of environmental aspects, risk assessment, and the application of operational controls.



Based on this, we have implemented various strategies to manage our climate and atmospheric impacts. Within the operational area, we have reforested 152.48 hectares with eucalyptus trees, which act as carbon sinks and strengthen vegetation cover.

Among our key ongoing initiatives is seeking recognition from the Ministry of the Environment (MINAM) for measuring our carbon footprint and implementing a greenhouse gas mitigation plan. These climate and water management goals guide the projects we will implement in 2026 to reduce our water consumption and water footprint, progressively decrease greenhouse gas emissions, and advance on a decarbonization path that, in the long term, aims to make us a carbon-neutral company by 2050.

Regarding air quality (direct emissions), we monitor nitrogen oxides (NOx), sulfur oxides (SOx), particulate matter (PM), and mercury (Hg) produced in our smelter to obtain the final product. In 2024, these emissions decreased compared to 2023, in line with the lower gold production (from 140.20 kg in 2023 to 71.03 kg in 2024).



**Table 3. Emissions by type and generating source**

Type of emission	Unit of measurement	Generating source	2023	2024	2024 vs. 2023 (%)
<b>Nitrogen oxides (NOx)</b>	ug/ m3	Retort and tilting crucible furnace (use of GLP)	14.40	2.10	15%
<b>Sulfur oxides (SOx)</b>	ug/ m3	Retort and tilting crucible furnace (use of GLP)	8.60	2.86	33%
<b>Particulate matter (PM)</b>	ug/ m3	Casting process and input handling	11.32	9.11	80%
<b>Other relevant emissions (Hg)</b>	ug/ m3	Cell precipitation retort	0.43	0.003	1%

The precipitate from the cells is retorted to separate any mercury it may contain and then melted in the furnace, which explains the correlation between production and emissions. Regarding air quality, we carry out monitoring in accordance with the "Air Quality Monitoring and Data Management Protocol" approved by Director's Resolution No. 1404-2005-DIGESA/SA, supplemented with internal procedures of an accredited laboratory. This allows us to have traceable and comparable information over time, support decision-making, and maintain air management aligned with our environmental commitments.

**GHG Emissions**

For us, the carbon footprint is a key tool to understand how our operation contributes to climate change and where we need to improve. Regarding our gross GHG emissions in 2024, we recorded 2,098 tCO<sub>2</sub>e of direct emissions (Scope 1) and 6,307 tCO<sub>2</sub>e of indirect emissions from electricity (Scope 2), totaling 8,406 tCO<sub>2</sub>e, slightly above the figures recorded in 2023.

GRI	2022	2023	2024	2024 vs. 2023 (%)
<b>GHG direct emissions (Scope 1)</b>	1,967.80	1,882.45	2,098.83	11%
<b>Indirect energy emissions (Scope 2)</b>	ND	6,348.57	6,307.18	-1%
<b>Other indirect GHG emissions (Scope 3)</b>	ND	ND	ND	ND
<b>Total GHG emissions</b>	1,967.80	8,231.02	8,406.01	2%

ND: Not defined

The 11% increase in Scope 1 emissions between 2023 and 2024 is mainly explained by the higher fuel consumption associated with the growth of the tailings dam from level 3,290 to 3,293, while in Scope 2 a slight reduction in emissions occurs due to lower total ore and waste production.

We define the year 2023 as the base year for monitoring our emissions, since from that year we were able to consolidate the necessary information for the calculations. In estimating the footprint, we used EPA emission factors, applied to electricity and fuel consumption. The calculation methodology is based on the EPA's Greenhouse Gas Equivalencies Calculator, which allows us to consistently convert energy consumption into tons of CO<sub>2</sub> equivalent. Although we have not yet fully quantified Scope 3 emissions, we have preliminarily identified activities with an impact in this scope located in the value chain, which sets a roadmap for future progress in the inventory.

**Table 5. Intensity of emissions**

Scope	2023	2024	2024 vs. 2023 (%)
<b>Intensity of emissions (tCO<sub>2</sub>e/employee)</b>	200.84	180.14	10%
<b>Intensity of emissions (tCO<sub>2</sub>e/employee)</b>	53.30	59.94	12%

In addition to absolute emissions, we began to examine in greater detail their intensity. The tCO<sub>2</sub>e per employee decreased by nearly 10% from 2023 to 2024, while the intensity per revenue increased by approximately 12%, reflecting the combined effect of lower production volumes and an emissions structure still concentrated in fuels and electricity. These indicators help us better understand where our emissions are concentrated and guide the next measures for energy efficiency, fuel management, and reduction projects that we will gradually incorporate into our climate change strategy.



## 2.3. Energy

(GRI 302-1, 302-2, 305-1, 305-2, 305-5, 305-7) (GRI 14.15) (SASB EM-MM-130a.1)

Energy management is relevant due to its link with process efficiency, operational costs, and environmental commitments. Our annual consumption exceeds 15,000 MWh, with an average of 1,281.5 MWh/month for the year 2024, so monitoring and optimizing this use is key within our Energy Efficiency and Cost Reduction Plan. In this regard, we strengthen the responsible use of energy and the reduction of specific consumption per ton processed, using the principles of ISO 50001 as a reference.

In supporting this effort, we carry out monthly monitoring using meters installed in the mine, plant, and camps. We have also implemented capacitor banks in medium and low voltages. To reduce reactive energy and improve the power factor, we use a SCADA (Supervisory Control and Data Acquisition) system, which enables remote monitoring and automatic connection to the generator set up in the event of disruptions in the national interconnected power grid. We complement this work with monthly training covering topics such as thermal monitoring of switchboards and transformers.

### Our accomplishments in energy management in 2024

- We controlled our energy consumption to an average of 1,281.5 MWh/month
- We obtained lower power outage events
- We provided more visibility to our energy consumption indicators

As a result of these efforts, in 2024 we recorded stable average consumption, reduced incidents due to electrical failures, and gained greater visibility of our energy indicators. On this basis, in the medium term, we plan to implement an energy management system based on ISO 50001, install smart sub-metering, and a real-time energy dashboard. Likewise, we plan to advance in the renewal of motors with high-efficiency equipment and to evaluate technically and economically the incorporation of renewable energy sources.

At the same time, we will continue promoting specific measures such as the installation of capacitor banks in motors larger than 100 HP, the use of soft start starters to avoid current surges, and the standardization of the internal network with higher gauge main cables, concrete actions that contribute to improving efficiency and strengthening preparedness against the energy challenges of the future.

## Energy Consumption

All our consumption is derived from the national interconnected power grid. Between 2022 and 2024, annual consumption went from 1,206 MWh (2022) to 1,290 MWh (2023) and then to 1,281 MWh (2024), which represents a slight reduction of about 1% compared to 2023. Between 2022 and 2024, the average monthly electricity consumption went from 1,206.40 MWh (2022) to 1,290.36 MWh (2023) and then to 1,281.95 MWh (2024), which represents a slight reduction of 0.65% compared to 2023.

**Table 6. Average monthly consumption of electric energy (MWh/month)**

Source	2022	2023	2024	2024 vs. 2023 (%)
Energy of the national interconnected power grid	1,206	1,290	1,281	-0,65%
Self-generating energy based on renewable sources	0.00	0.00	0,00	n/a
<b>Total</b>	<b>1,206.40</b>	<b>1,290.36</b>	<b>1,281.95</b>	<b>-0,65%</b>

The largest use of electricity is concentrated in the concentrator plant, mainly in the grinding process, which houses the greatest number of high-power motors. During 2024, consumption increased compared to previous years due to the incorporation of new equipment to optimize processing capacity, and we foresee that this trend will continue toward 2026, in line with the goal of processing up to 1,000 tons of ore per day.



In planning and controlling this use, we apply technical criteria such as the simultaneity factor, which allows us to estimate the maximum demand considering the concurrent operation of equipment, and the reactive energy factor, which we use to evaluate system efficiency and define the need for compensation through capacitor banks, complementing the monthly consumption monitoring. In the medium term, we are evaluating the possibility of self-generating part of our electricity with renewable energies suitable for the area, such as the implementation of solar panels.

Regarding fuels, our energy consumption comes mainly from diesel. Between 2022 and 2024 we observed a sustained increase, going from 24 GJ (2022) to 27 GJ (2023) and then to 30 GJ (2024), which represents an increase of about 12% compared to 2023.

**Table 7. Fuel consumption (GJ)**

Fuel	2022	2023	2024	2024 vs. 2023 (%)
Diesel	24.43	27.20	30.37	11.65%

To convert fuel consumption from gallons to Gigajoules (GJ), we use the IPCC (2006) conversion factor, which indicates that each gallon of Diesel is equivalent to 0.000147 GJ.

For now, we are not measuring energy consumption outside of our organization nor do we currently calculate energy use throughout the supply chain. The monitoring and recording of electricity supply is carried out by the energy provider ElectroDunas, from which we obtain the consumption data billed on a monthly basis. In the future, one of our challenges will be to move towards a more comprehensive view of our energy performance that incorporates, in addition to internal electricity and fuel consumption, the energy impacts in the value chain.

## 2.4. Biodiversity

(GRI 304-1, 304-2, 304-3, 304-4) (SASB EM-MM-160a.1, EM-MM-160a.3)

We manage biodiversity with a preventive approach and respect for the environment. We periodically evaluate the environmental characteristics of the territory where we operate, paying attention to the possible presence of protected areas, fragile ecosystems, and areas of value for biodiversity. With this information, we manage our activities to maintain compatibility with the natural environment and direct our management towards promoting the sustainable use and development of natural resources, conserving ecosystems and biodiversity in our area of influence, and contributing, within the scope of operations, to climate change mitigation.



Our Sierra Antapite Mining Unit is located at coordinates N 8,454,634.24 / E 492,767.31 (WGS 84) and has an operational site of 137 hectares in a high-Andean environment. The surface and subsurface land associated with the operation covers 481.64 hectares. Based on the biological and hydrobiological baseline and the information updated up until 2024, we have not identified fragile ecosystems, protected natural areas, or zones of high biodiversity value under official conservation categories in our area of operations and its immediate surroundings, nor have we recognized habitats of endangered species. Even so, we assume that all mining activity generates pressures on nature, and thus, we keep on monitoring our interactions with nature.



**Our commitment to biodiversity:**

- Sustainable use and development of natural resources.
- Conservation of ecosystems and biodiversity in the area of influence.
- Preventing impacts and restoring disturbed areas (60 ha, classified as reversible impacts).
- Implementing biological monitoring to be conducted semi-annually 2025–2026.

Within this framework, we have identified an area of approximately 60 hectares with disturbed flora resulting from operational activities. This area is part of the 105.2 ha currently registered as disturbed land in our Closure Plan. These areas are characterized and will be subject to ecological rehabilitation measures, prioritizing the recovery of native vegetation and the stability of the disturbed ecosystem. This impact is expected to remain stable until the mine closure stage, during which we will implement the rehabilitation and restoration measures indicated in our management instruments, to recover the ecological functionality of the disturbed area. It is for this reason that it was classified as reversible. The technical assessment for the 2024 period also confirms that in our mining unit, no areas have been identified with the probability of generating acid rock drainage, nor have there been any such events in previous years. As part of our continuous improvement efforts to strengthen our management, during 2025 and 2026 we will maintain semiannual biological monitoring that will allow us to identify more precisely the species present and their conservation status, including those listed on the Red List of the International Union for Conservation of Nature (IUCN), in the appendices of the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), or species endemic to Peru. This information will allow us to adjust our management measures based on a more complete and up-to-date foundation.

## 2.5. Water Resources and Effluents Management

(GRI 303-1, 303-2, 303-3, 303-4, 303-5) (SASB EM-MM-140a.1, EM-MM-140a.2)

We manage the water resources, recognizing that water is not only an input for operation, but also a resource we share with neighboring communities in a water-stressed context: our mining unit is located in Huancavelica, in a highlands–coastal transition zone with water stress levels between 40% and 80% and low annual rainfall (450–500 mm). In this environment, water resources are managed through an integrated approach, identifying environmental aspects, assessing their risks, and implementing controls in accordance with our Integrated Management System and current regulations.

For drinking water, we draw approximately 1 L/s from the Yanapuquio stream, which is stored in a reservoir of approximately 400 m<sup>3</sup> and also supplies the water system of the local farming community. Effluent generated at level 3240 (BM 3240), authorized for discharge under current regulations, is treated at our Mine Water Treatment Plant (PTAM) before discharge: approximately 30% is recirculated to the operation and 70% is distributed to nearby communities of Ocobamba and Ayamarca for irrigation, livestock watering, and domestic use. As a compensation measure for surface water intake, we return approximately 100 m<sup>3</sup> of treated water daily to the Yanapuquio reservoir.

**Water context of the Unit**

**Water stress:** 40 – 80%

**Precipitation:** 450 – 500 mm/year

**Location:** Highland-coastal transition zone in Huancavelica

We complement our management with initiatives such as the water-harvesting project, which includes planting quina trees and constructing three nighttime reservoirs with a combined capacity of over 22,000 m<sup>3</sup>. These infrastructures allow us to regulate the resource during the dry season in coordination with the communities.



From within the mine, we optimize water collection through drainage ditches and 4-inch HDPE (high-density polyethylene) pipes, which collect and direct the flows to Pump Station 3240 (BM 340). We also channel seepage water from sublevels 3070, 3130, and 3190, pumping it to the same level for treatment at the Water Treatment Plant (PTAM) prior to reuse or discharge. Effluents are monitored monthly at control points authorized by the National Water Authority (ANA), with analyses performed by laboratories accredited by the National Institute of Quality (INACAL), ensuring reliable and traceable results.

Looking ahead to the 2025-2026 period, we will continue to strengthen water use efficiency at the mine and develop a project to treat recirculated tailings water for reuse as fresh water in the plant, particularly in the desorption process. with the goal of moving towards a scenario of zero fresh water use in this process and, furthermore, aiming to obtain the Blue Water Certification from the ANA by 2026-2027.

### Water Withdrawal and Discharge

We manage water extraction with full awareness that it is a scarce resource shared with neighboring communities. We hold a permit for the domestic use from the Yanapuquio ravine, with a water flow rate of 1 L/s, which is used as our primary source of surface water for operations and for the community's drinking water system. This water is stored in the Yanapuquio reservoir, with an approximate capacity of 400 m<sup>3</sup>, and is used for both operational consumption and domestic use by the Ocobamba community. In 2024, we recorded 31,536,000 liters of water extraction, all classified as surface freshwater.

**Table 8. Water extraction by source**

Type of source (liter)	2023	2024
Surface water	31,020,000	31,536,000

**Table 9. Water extraction by type**

Type of water (liter)	2022	2023	2024
Fresh water	30,200,000	31,020,000	31,536,000

We recognize that water extraction may affect the availability of water for irrigation, livestock, and access to safe and quality water for local communities. Therefore, we supplement the community water supply with treated water from the Water Treatment Plant (PTAM). This plant treats the effluent in compliance with Environmental Quality Standards (EQS) for water, Category 3 ( irrigation and livestock use), as established in Supreme Decree No. 004-2017-MINAM, before its distribution to the communities of Ocobamba and Ayamarca.

Regarding wastewater discharge, our interaction with water is mainly associated with the discharge of treated effluent into the environment. Total water discharge is primarily directed to groundwater, with volumes of 788,400 m<sup>3</sup> in 2023 and 630,720 m<sup>3</sup> in 2024, representing a 20% reduction. Although treated effluent from BM 3240 is ultimately discharged into the Choquellanca ravine and contributes to downstream water flow, these volumes are classified as “other waters,” as the water flow mainly originates from infiltrated water stored in underground reservoirs and the tailings storage facility, under the ANA's classification criteria.

**Table 10. Water discharge by destination**

Discharge destination (m <sup>3</sup> )	2023 (1)	2024 (2)	2024 vs 2023
Groundwater	788,400	630,720	80%

*Note: (1) 3,249.43 of water was discharged into other waters (total dissolved solids > 1000 mg/l.) (2) 1,788.74 of water was discharged into other waters (total dissolved solids > 1000 mg/l.)*



The reported discharge volumes are higher than the surface water extraction (31,536 m<sup>3</sup>/year) because they do not originate solely from the Yanapuquio ravine intake, but also include groundwater seepage and rainwater accumulated within the mine and the tailings storage facility. All this water is managed through the same pumping system, stored at level 3070, and treated at the plant at level 3240, prior to authorized discharge. Therefore, surface water extraction represents only a portion of the total volume ultimately managed and discharged.

The main impact associated with these discharges relates to the contribution of treated flow into the Choquellanca ravine. During the dry season, the discharge from point BM 3240 maintains the downstream flow and benefits the users who depend on that source for irrigation and livestock.

To maintain a stable water flow throughout the year, particularly during the dry season, we use vertical shaft 420 and level 3070 as an accumulation zone. Water seeping from levels 3130 and 3190 is collected and forms a reservoir of approximately 6,000 m<sup>3</sup>. This allows us to release the water in a controlled manner and prevent sudden changes in the amount of water available in the area.

## Water Consumption and Storage

Surface water consumption in our unit is directly linked to the hydrological conditions of a water-stressed area. In 2023 and 2024, we recorded an annual consumption of 31,536 m<sup>3</sup> of surface water, equivalent to 100% of the water extracted, coming from the Yanapuquio stream. Since this source also supplies the drinking water system of the Ocobamba community, we manage every captured volume with criteria of efficiency and responsibility, seeking to balance operational needs with local population and productive uses.

Internally, water is distributed in three main processes: mining operations, plant processes, and road watering. Between 2023 and 2024, the relative proportion of water consumption increased in each process, from 5.09% to 6.37% in mining operations, from 1.85% to 2.31% in the plant, and from 4.17% to 5.21% in road watering, representing a 25% increase in each case compared to the previous year. This reflects the use of water both to sustain production and to control dust on internal roads.

**Table 11. Annual water consumption (m<sup>3</sup>) by operation**

Operational unit	2023	2024	2024 vs. 2023	% of total water consumption from high water stress areas (2023 baseline)
Sierra Antapite Unit	31,536	31,536	100 %	100 %

**Table 12. Annual water consumption (m<sup>3</sup>) by operational process**

Process	2022	2023	2024	2024 vs. 2023
Mining operations	s/d	5,09	6,37	+25 %
Processing plant	s/d	1,85	2,31	+25 %
Road dust suppression	s/d	4,17	5,21	+25 %

Water consumption in our operations is linked to the shared use of the flow of the Yanapuquio stream. We draw water from this source and distribute it equally: 50% to the drinking water system of our Mining Unit and 50% to the Ocobamba rural community. Downstream from this point, there is also a reservoir pool that captures water from the Yanapuquio stream.





## 2.6. Waste Management

(GRI 2-25) (GRI 306-1, 306-2, 306-3, 306-4, 306-5) (SASB EM-MM-150a.4, EM-MM-150a.5; EM-MM-150a.6, EM-MM-150a.7, EM-MM-150a.8, EM-MM-150a.9, EM-MM-150a.10)

Responsible waste management is a central pillar of our environmental performance. We act under safety, hygiene, and health criteria, complying with current legislation and guiding our policy to comprehensively manage all solid waste in our unit, including Waste Electrical and Electronic Equipment (WEEE) and End-of-Life Tires (ELT). In 2024, we implemented our Solid Waste Minimization and Management Plan, which incorporates practices of reduction, reuse, and recycling, and we maintain a special regime for the management of WEEE and ELT in accordance with current technical guidelines. To strengthen waste segregation, we have established collection points within the Unit equipped with wooden platforms and containers differentiated by type of waste. 100% of these points have protective roofs, which helps maintain adequate temporary storage conditions. In addition, we address the significant impacts associated with the consumption of wood, water, fuels, hazardous materials, and equipment maintenance through specific measures such as the recirculation of tailings water (zero discharge), the treatment of effluents to comply with the emission standards, scheduled equipment maintenance, and the recovery of inputs such as mill jackets and used oils.

In addressing the impacts associated with this water consumption, the volume captured is pumped as treated water from the Mine Water Treatment Plant (PTAM 3240) to a nighttime pond located approximately at level 3480. From there, the water goes to a cistern and then is conveyed by gravity to supply the Yanapuquio area reservoir pond.

Regarding water storage management, we use level 3070, the lowest point of the mine, as a reservoir where water from levels 3470, 3360, 3340, 3285, 3240, 3190, and 3130 is stored. From this reservoir, the water is pumped to level 3240, where the Mine Effluent Treatment Plant is located, designed to treat the effluent in order to meet the parameters aligned with the applicable Category 3 ECA, for uses such as vegetable irrigation and animal watering points. Additionally, we store water in the tailings pond for industrial use in the plant, through a zero-discharge recirculation system. Currently, we do not have a flow meter installed at point BM 3240 to control the amount of water leaving, so we do not yet have quantitative values expressed in cubic meters; the implementation of this equipment is planned for the medium term.



**Table 13. Management of the significant impacts of inputs, activities, and products**

Waste generation	Inputs, activities and products that may have an impact	Type of impact	Management measure
Production installations (land)	Wood consumption	Exhaustion of natural resources and pollution in receiving body	Optimize the use of wooden frames, employing them only where strictly necessary and evaluating sustainability alternatives that reduce consumption and the generation of wood waste
	Water consumption	Exhaustion of natural resource	Treat mine effluents to comply with the ECA before discharge, so that liquid waste does not affect the quality of the receiving body.
Processing installations (plants)	Water consumption	Exhaustion of natural resource	Recirculate tailings water to achieve zero discharge, minimizing the generation of liquid waste and the use of fresh water.
	Consumption of hazardous materials	Pollution in a receiving body of water	Manage containers and packaging of substances by returning them to the supplier and using IBC-type containers, preventing them from being disposed of as waste and promoting their reuse.
	Use of mill liners	Pollution in a receiving body of water	Segregate and market mill jackets as a valuable waste product, taking advantage of their special alloy instead of disposing of them as scrap.
Other intallations (administrative)	Hydrocarbon consumption	Pollution in a receiving body of water	Separate used oil and manage it as a recoverable waste by selling it to authorized handlers, avoiding improper disposal or discharge.
	Equipment and machinery maintenance	Pollution in a receiving body of water	Maintain workshops with adequate infrastructure for the maintenance of equipment and machinery, enabling the controlled handling and storage of generated waste,



The Environment Department leads solid waste management, coordinating collection at various collection points with an external service provider using five-ton trucks. Recyclable waste is managed according to its characteristics, either at the unit's landfill (for general and organic waste) or at the temporary industrial waste storage facility (ATRI). Hazardous waste, including waste electrical and electronic equipment (WEEE) and end-of-life tires (ELTs), is stored in separate facilities according to its type.

The transport of recyclable and hazardous waste is conducted by Solid Waste Management Companies (EO-RS) authorized by the Ministry of Transport and Communications (MTC) to transport hazardous and non-hazardous waste, and registered with the Ministry of the Environment (MINAM). For hazardous waste, transport and disposal manifests are reported quarterly through the SIGERSOL platform (Information System for Solid Waste Management), administered by MINAM. We also prepare a Solid Waste Minimization and Management Plan (PMMRS) for the previous year, which is submitted to MINAM every April 15th, in accordance with regulations. In 2024, a total of 25,103 tons of hazardous waste and 174,004 tons of non-hazardous waste were generated, as detailed in the consolidated information.

**Table 14. Total solid waste generated (tons)**

Waste type	2022	2023	2024
Hazardous waste (1)	31,551	34,386	25,103
Non-hazardous waste (2)	126,996	71,013	174,004

Notes: (1) Hospital Waste, WEEE, Oily Water, Non-Recyclable Hazardous Waste, Recyclable Hazardous Waste, Used Oils – Batteries. (2) Metal Waste, Glass Waste, Paper and Cardboard Waste, Plastic Waste, Organic Waste and General Waste

**Table 15. Total waste generated, recovered, and disposed in 2024**

Waste composition	Generated waste	Valued waste (1)	Removed waste (2)
Hazardous waste	25,103	15,780	9,323*
Non-hazardous waste	174,004	100,800	73,204**

(1) Off-site, resulting from the reprocessing of products or components that have become waste, for the production of new materials. (2) In a controlled landfill: (\*) off-site and (\*\*) on-site.

Final disposal is monitored through weighing records and specific forms completed by collection personnel at the collection points. This procedure enables us to record and track managed waste flows and continue strengthening a progressively more efficient management aligned with circular economy principles.

## 2.7. Tailings Management

(GRI 2-25) (GRI 14.6) (SASB EM-MM-540a.1, EM-MM-540a.2, EM-MM-540a.3, EM-MM-150a.5)

Our tailings management focuses on maintaining the safe containment of mining waste and the responsible use of water to achieve zero effluent and minimize environmental impacts. This approach complies with Peruvian environmental regulations and follows technical criteria that prioritize safety, structural integrity, and environmental protection.

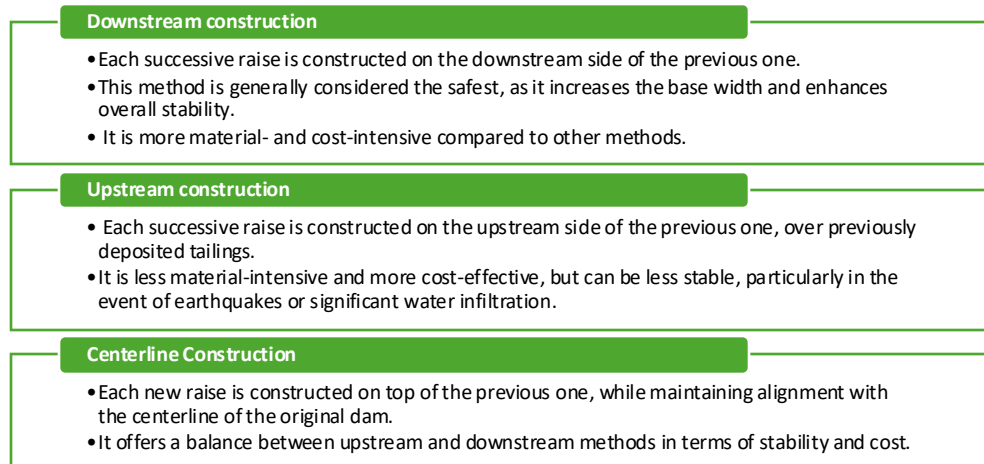
Our approach is based on three pillars: safe containment, via the use of geomembranes and crown channels; total water recirculation, aimed at minimizing effluents; and continuous geotechnical monitoring, including the tracking of topographic landmarks and the monitoring and control of geotechnical instrumentation and stability parameters.

The governance framework for tailings management is integrated into our Integrated Management System (IMS), ensuring systematic control of processes and a clear allocation of responsibilities across three hierarchical levels: Senior Management (corporate level), Unit Management and operational areas (tactical level) and operational staff (site level).

During the reporting period, no violations or incidents directly related to tailings management were recorded by the Environmental Assessment and Enforcement Agency (OEFA). Furthermore, we maintain open channels for dialogue and coordination to address concerns and foster constructive relationships within our area of influence.

As of 2024, the Huinchulla tailings dam remains operational and features an upstream construction design. It is classified as a low-consequence facility, as no population is potentially exposed to risk. During the reporting period, monthly measurements were taken of the supernatant water level and the distance from the tailings beach to the main dike, in compliance with monitoring and control procedures aimed at maintaining stability and operational safety.

### Diagram 3. Methods of tailings dam construction



Tailings generated from the adsorption circuit, discharged from CIP tank No. 6, undergo a cyanide destruction process before being conveyed to the tailings dam through six-inch pipes. The structure includes a multi-layer lining system composed of geotextile and a 2 mm HDPE geomembrane, designed to ensure impermeability and prevent seepage into the subsoil. Supernatant water is pumped back to the industrial water tanks, allowing water recirculation within the production process.

During 2024, tailings generated at our mining unit were recorded in dry metric tons (DMT) processed, in accordance with applicable technical and environmental guidelines.

**Table 16. Tailings generation at the Mining Unit (DMT)**

Parameter	2022	2023	2024
Tailings	188,899	184,739	<b>206,322</b>

Over the past three years, annual tailings generation has exceeded 180,000 metric tons. Between 2022 and 2023, a reduction of approximately of 4,000 metric tons was recorded, while in 2024 an increase of 21,000 metric tons was recorded, representing a 12% increase compared to the previous year. This information was obtained from direct field measurements, reinforcing the traceability and reliability of the reported data.

#### Emergency Preparedness and Response Plan (EPRP)

During 2024, our Emergency Preparedness and Response Plan (EPRP) for the management of tailings facilities remained in force, in compliance with national regulations and good mining industry best practices.

In accordance with D.S. No. 024-2016-EM and its amendments, we conduct emergency drills at least twice a year to ensure that employees and contractors are familiar with safety procedures and incident response protocols.

Our EPRP incorporates the participation of the main players linked to the operation, organized into three levels:

- **Employees and contractors (operational level):** We implement ongoing training programs, strengthen the organization and equipment of emergency brigades, integrate contractors into the EPRP, and conduct semi-annual verification drills.
- **Communities in the area of influence:** We promote awareness activities, communication of evacuation routes and safe zones, and community drills to strengthen local response capacities.



- Government entities and other stakeholders: We maintain ongoing coordination with the National Institute of Civil Defense (INDECI), local authorities, the Supervisory Agency for Investment in Energy and Mining (OSINERGMIN), OEFA, and the National Water Authority (ANA), to ensure alignment with official protocols and strengthen the effectiveness of preventive actions.

## 2.8. Mine Closure and Rehabilitation

(GRI 2-25) (GRI 304-3) (GRI 14.8)

Responsible mine closure management is a key component of our sustainability approach. Our operations are conducted under principles of integrity, compliance, and commitment to the natural and social environment in the areas where we operate. Once mining activities have concluded, we ensure that disturbed areas remain safe and stable, consistent with future land uses.

Our Mine Closure Plans (MCP), approved by the Ministry of Energy and Mines, constitute mandatory instruments that guide all progressive, final, and post-closure actions. These plans are updated periodically to incorporate new technical, regulatory, and operational conditions, in line with industry best practices and commitments made to our stakeholders.

In 2024, the Fourth Amendment to the Mine Closure Plan (MCP) for the Antapite Mining Unit remained in force. Subsequently, approval was obtained for the Fifth Amendment, which includes adjustments to schedules, new technical criteria, and updates to closure and post-closure costs. In line with projected operational continuity, preparation of a Sixth Amendment is planned, considering an extension of the mine’s operational life by an additional nine years, extending activities until 2035.

Approved under R.D. N° 125-2023-MINEM

Approved under R.D. N° 021-2025-MINEM-DGAAM

It remained pending approval by the National Environmental Certification Service for Sustainable Investments (SENACE)

## Overview of Mine Closure Plan

The main rehabilitation mechanisms include the demolition of structures, the dismantling of metal and HDPE components, the encapsulation of tailings and waste dumps with potential for acid water generation, and the maintenance of hydraulic works. The estimated value of final closure and post-closure amounts to USD 2.6 million, supported by a bank guarantee covering all associated financial obligations.

### Land Conditions at Sierra Antapite at year-end 2024

- Total disturbed land and not yet rehabilitated: 105.2 ha
- Total disturbed land and rehabilitated: 5.3 ha

In addition to environmental commitments, we focus on promoting long-term social sustainability. In this regard, we promote projects with a long-term approach, improving livestock quality and access to drinking water through the installation of community treatment plants. These initiatives contribute to strengthening the productive capacities and quality of life of nearby communities. It is important to note that employment is maintained during the operational phase of the mine; however, community-based enterprises and development projects are designed to strengthen local capacities that support sustainable economic activities once mining operations conclude.



#### Key highlights:

- No observations were issued by competent authorities during the reporting period.
- Strengthening trust-based relationships with the communities in the area of influence.

### 3. Social

Our social management is based on a core principle: if our operation is to be sustainable, people must be at the center. We prioritize safe working conditions, respect for human rights, and the way we support the development of our teams. In recent years, we have implemented diagnostics, policies, systems, and internal dialogue mechanisms that allow us to better understand the needs of our people and respond consistently.

At the same time, we recognize that we do not operate in isolation, but within a dynamic social context, alongside communities, authorities, and organizations with their own expectations and development priorities. Therefore, our social management approach also focuses on building trust-based relationships, maintaining open channels to listen to concerns, managing the impacts of our operations, and developing shared initiatives that contribute to local well-being.

#### 3.1. Talent Management

(GRI 2-7, GRI 2-8, GRI 19, GRI 2-20, GRI 2-21) (GRI 401-1, 401-2, GRI 401-3, GRI 402-1, GRI 404-1, GRI 404-2, GRI 404-3, GRI 405-1, GRI 405-2)

We recognize that our operations would not be possible without the people who support our day-to-day activities. Therefore, we focus on attracting, developing, and retaining a workforce committed to growth. In recent years, we have taken important steps, including the implementation of a strategic Human Management Plan, strengthening structured recruitment processes, expanding technical and soft skills training, and conducting climate, psychosocial risk, and quality of life assessments.

All of this has provided a more comprehensive view of how our teams perform, their development needs and opportunities for improvement.

At the same time, we recognize that we are in a consolidation phase. We aim to strengthen talent management by advancing towards more robust performance and potential evaluation systems, with clear goals, timely feedback, and visible growth opportunities for each individual. We will continue refining our processes, strengthening the close leadership of managers and supervisors, and further aligning training, benefits, and workforce planning with the business strategy. Our goal is simple yet challenging: to build an environment where work is synonymous with stability, continuous learning, and a work experience in which people feel their effort and talent are recognized.

#### Training and Performance Evaluation

Training and Performance Evaluation are essential pillars for strengthening human talent and promoting operational efficiency. We have established a Human Rights Policy and a Remuneration Policy, along with formal procedures for performance evaluation, training, and development. Our main objective has been to reduce staff turnover and consolidate a culture of continuous learning. In this regard, a diagnostic assessment and action plan were developed to close competency gaps and strengthen learning processes, to advance towards a comprehensive employee development model.

During 2024, we advanced our training plan by delivering mandatory courses in accordance with mining regulations, updated career path maps, and conducting workplace climate and quality of life assessments, thereby consolidating our human management pillar. Training was delivered through both in-person and virtual sessions via RIMAC and Lockton, reaching 119 employees (112 men and 7 women) for a total of 4,932 training hours.



On average, employees recorded 46 hours of training per man and 14 per woman, while workers reached 41 and 22 hours, respectively. The results were calculated by applying a formula provided by the corresponding GRI indicator to maintain the consistency of the information.

**Table 17. Average training hours per employee in 2024**

Labor category	Number of employees			Total training hours			Training hours per employee		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Employees</b>	34	3	37	1,574	43	1,617	46.29	14.33	43.70
<b>Mine Workers</b>	78	4	82	3,225	90	3,315	41.35	22.50	40.43
<b>Total</b>	<b>112</b>	<b>7</b>	<b>119</b>	<b>4,799</b>	<b>133</b>	<b>4,932</b>	<b>42.84</b>	<b>19.00</b>	<b>124.47</b>

*Note: The formula applied is as follows: Average training hours by gender = Total training hours by gender / Number of employees by gender.*

During 2024, we prioritized the strengthening of organizational climate and job stability; therefore, performance evaluations were rescheduled. This decision responded to a challenging context and aimed to preserve employee trust, maintaining a focus on operational continuity and employee well-being.

The evaluations conducted in 2022 and 2023 served as the basis for defining the next milestones in talent management: a potential assessment scheduled for 2025 and an objective-based evaluation planned for 2026, both supported by a training plan aimed at strengthening staff adaptability and key competencies. Finally, no sanctions or incidents related to training or performance management were recorded.

## Employee Benefits

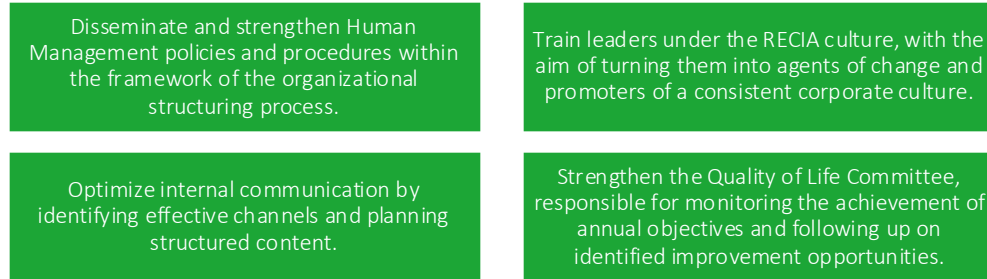
During 2024, we have continued to strengthen our human talent management with the aim of improving the work environment, reducing staff turnover, and consolidating an organizational culture focused on equity, transparency, and well-being. Currently, we are in the initial phase of our Human Management Strategic Plan, aimed at the continuous improvement of the work environment and employees' quality of life.

The diagnosis of work climate and conditions made it possible to identify as priority areas equal opportunities, learning management, and efficiency in productive processes. In this regard, we have institutional policies that promote respect for human rights and ethical conduct, such as the Human Rights Policy, the Code of Ethics and Conduct, and the Internal Work Regulations, which establish principles of non-discrimination, equity, integrity, and mutual respect in all our operations.

In evaluating internal perceptions, we apply quantitative tools such as annual workplace climate, psychosocial risk, and quality of life assessments, as well as qualitative tools such as focus groups and retention and exit interviews. These processes, carried out during the second semester of each year, are managed internally and audited by employees, promoting transparency and participation. The results are analyzed by a leadership committee, which guides improvement actions and prioritizes critical issues. Based on these assessments, we implement a comprehensive work plan.



### Flowchart 5. Priority Actions of the Comprehensive Human Management Work Plan



These actions reflect our commitment to building a participatory, inclusive work environment focused on the comprehensive development of our employees.

#### Activities against discrimination

We promote an organizational culture based on respect, equity, and non-discrimination. During 2024, key actions included the integration of human rights, ethics, and responsible conduct content into induction programs, ensuring that all employees are aware of internal policies from the moment they join the organization. In addition, the continuous dissemination of corporate policies and procedures was reinforced through internal communication channels (email, intranet, and institutional communications), facilitating their reach across all staff.

#### Evaluating the workplace climate

In 2024, the workplace climate assessment was conducted across five critical dimensions: credibility, respect, fairness, pride, and camaraderie. This tool enables us to identify employee perceptions of the organizational environment and guide continuous improvement actions in human management. This year, we achieved a 64% score in the workplace climate assessment, slightly below the established target.

**Table 18. Workplace climate measurement results over the last three years**

	2022	2023	2024
Results of workplace climate measurement	68%	60%	64%

*Note: The target set for 2024 was 70%*

These results are presented through a traffic light system, which classifies satisfaction levels as favorable, moderate, or unfavorable, facilitating the interpretation of the findings and the prioritization of corrective actions. The percentages reflect the combined total of favorable and moderate responses, indicating an overall positive of the organizational culture and working conditions.

**Table 19. Total direct employees and contractors participating in the workplace climate assessment**

Criteria	2022	2023	2024
Total direct employees	99	121	86
Percentage of participation of direct employees	38.5%	55.0%	41.7%
Total contractor employees	158	133	94
Percentage of participation of contractor employees	62.7%	109.9%	74.0%

*Note: In 2024, of the total direct employees who participated, 38.4% were corporate employees and 61.6% were operational employees*

The main challenges identified are related to strengthening internal trust, with a particular focus on respect and fairness. In this context, the implementation of an internal communication plan is proposed to support change management processes and promote greater employee participation. Furthermore, the organization aims to consolidate the RECIA organizational culture, understood as the practice of its core values: Respectful, Empathetic, Committed, Innovative, and Passionate, thereby driving organizational structuring and strategic development.



## Pension plan and benefits

We offer a benefits package that promotes the safety and well-being of our employees under the fifth category tax regime. This includes profit sharing in accordance with current regulations, severance pay (CTS), and life insurance from the first day of employment, with coverage in case of death from natural causes, accidents, or disability.

Healthcare coverage is also provided through EPS Rímac and Oncosalud Plus Oncology Insurance, both subsidized at 75% for the employee and their direct dependents. During their stay at the operational unit, lodging, transportation, and meals are provided, fostering suitable working conditions..

### Estimated value of pension plan obligations

- **Governmental system (USD)** 116,380,000
- **Private system (USD)** 312,968,000

*The company participates only in the standard pension systems: the Private Pension System (AFP) and the National Pension System (ONP)*

## Parental leave

Parental leave is the right granted to employees to be absent from work for a defined period to care for their children or other immediate family members. From a psychosocial risk perspective, it is important to reduce the proportion of employees with dual roles (i.e., the need to be mentally present both at work and at home), thereby promoting a healthy work-life balance. Accordingly, we report a positive indicator in relation to parental leave, evidenced by a 100% return rate of employees after taking such leave.

**Table 20. Number of employees granted parental leave over the last three years**

	2022		2023		2024	
	Male	Female	Male	Female	Male	Female
<b>Right to parental leave</b>	100%	100%	100%	100%	100%	100%
<b>Employees who took parental leave</b>	9	0	6	0	6	0
<b>Employees who returned to work after parental leave</b>	9	0	6	0	6	0
<b>Employees who returned to work after parental leave and remained employed 12 months later</b>	9	0	6	0	6	0
<b>Return-to-work rate</b>	100%	n.a	100%	n.a	100%	n.a
<b>Retention rate (12 months after return)</b>	100%	n.a	100%	n.a	100%	n.a

*The return-to-work rate was calculated by dividing the number of employees who returned to work after parental leave by the total number of employees who were expected to return. The retention rate was calculated by dividing the number of employees who remained employed 12 months after returning from parental leave by the total number of employees who returned from parental leave.*



## Remuneration

Our compensation policy is designed to promote fair, competitive, and sustainable conditions, aligned with the company's strategic objectives and the principle of internal equity. The compensation system combines fixed and variable remuneration, determined based on job evaluation, level of responsibility, and individual performance, while also considering market benchmarks and internal pay scales.

Compensation progression is linked to the achievement of both individual and organizational objectives, as well as the value generated for the company. Performance evaluations for employees are conducted by the respective area management and the General Management; for management personnel, evaluations are carried out by the General Management with validation from Human Resources.

Our policy is based on the principles of equity, competitiveness, meritocracy, and financial sustainability. We ensure compliance with applicable legal regulations and promote a high-performance culture in which recognition is linked to results, ethical conduct, and commitment to organizational values. Furthermore, we reaffirm the right of all employees to receive fair, adequate, and non-discriminatory compensation. This policy has been validated by the Corporate Human Resources and General Management and is formally communicated across all levels of the organization, available for both internal and public consultation.

**Table 21. Ratio between base salary and total remuneration in 2024**

Labor Category	Base salary (USD)	Total remuneration – women (USD)	Total remuneration – men (USD)	Number of men	Number of women	Pay ratio – women	Pay ratio – men
Employee	USD 1,487,351	USD 147,109	USD 1,340,242	99	16	10%	90%
Mine worker	USD 1,102,272	USD 25,290	USD 1,076,982	239	11	2%	98%
Interns	USD 1,778	USD 866	USD 912	2	1	49%	51%

## 3.2. Occupational Health and Safety

(GRI 403-1, 403-2, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10, 406-1) (GRI 14.15) (SASB EM-MM-320a.1)

Occupational Health and Safety (OHS) management is an essential part of how we operate. We understand that safety is not the result of a single action, but rather of consistent, disciplined, and collaborative efforts. Therefore, we promote a zero-tolerance approach to accidents and occupational illnesses, grounded in prevention, operational discipline, and continuous improvement.

Our commitment is framed within compliance with Law No. 29783, its regulations (Supreme Decree No. 024-2016-EM), and their amendments. This commitment is implemented through the Annual OHS Program, planned field inspections, occupational medical surveillance, and differentiated training based on the profiles and critical risks of each role. Furthermore, we strengthen learning through the TASC methodology (Technique for Systematic Cause Analysis) for incident investigation, the execution of emergency drills, and preventive observations, which inform the decision-making of the OHS Committee. Altogether, these efforts aim to consolidate a strong culture of prevention, reinforced daily through the participation of all personnel.

Our Occupational Health and Safety Management System provides the framework that coordinates these actions and ensures consistency across the organization. It is aligned with national regulations and international standards, enabling us to assess the maturity and performance of our safety practices. The system covers all personnel, including employees and contractors, and integrates risk management, emergency response, and occupational health surveillance across operational, plant, maintenance, support, and administrative activities. There are no exclusions, as every person and process falls within its scope.

**Table 22. Scope and Coverage of the Occupational Health and Safety Management System**

Employee category	Direct employees			Contracted personnel / Contract workers		
	2022	2023	2024	2022	2023	2024
Number of employees covered by the system	120	128	134	250	265	272
Percentage of employees covered by the system	100%	100%	100%	100%	100%	100%
Number of employees covered by the system who have been subject to internal audits	80	100	120	200	220	250
Percentage of employees covered by the system who have been subject to internal audits	67%	78%	90%	80%	83%	92%
Number of employees covered by the system who have been subject to external audits	50	80	100	150	180	200
Percentage of employees covered by the system who have been subject to external audits	42%	63%	75%	60%	68%	74%



The results indicate that between 2023 and 2024, system coverage and control strengthened, driven by growth in operational and contractor personnel, an expanded scope, and an increased number of internal and external audits. These improvements reflect a higher level of maturity in our management approach and enhanced preventive control practices. The information is derived from personnel records, access control systems, and audit reports, in accordance with Supreme Decree No. 024-2016-EM, its amendments, and Law No. 29783. For prior years, conservative estimates were applied based on operational growth and audit scope. The figures include all active personnel, both direct and contracted, excluding only visitors and occasional suppliers without operational exposure.

This sustained improvement has been made possible through the active participation of our teams. The Occupational Health and Safety Committee, composed of equal representation from management and employees, meets monthly and, when required, on an extraordinary basis to review cases, propose actions, and monitor their implementation. We promote open communication and collaborative learning through continuous Hazard Identification, Risk Assessment, and Control (HIRA) processes, operational briefings, suggestion boxes, and feedback meetings following audits and investigations. Information is disseminated through bulletin boards, emails, pre-shift meetings, newsletters, and training sessions, and is regularly updated in SharePoint/GIS. We extend this same commitment to our business relationships by evaluating contractors and suppliers through continuous HIRA processes, work permit systems, and joint inspections, with particular attention to critical hazards such as working at heights, electrical hazards, explosives, vehicular traffic, rockfalls, and confined spaces.

During 2024, we made progress in reducing reportable incidents, with zero fatalities, strengthening occupational health surveillance, effectively implementing the TASC methodology, and increasing participation in safety activities. Looking ahead to 2025-2026, we will continue advancing the digitization of reports and actions, as well as the management of critical risk through verified controls, while reinforcing visible leadership and preventive culture programs. Through these efforts, we reaffirm our commitment to ensuring that a safe and healthy operation is not only a technical requirement, but also a way of working and caring for one another.

### Hazards and Risks

We implement the IPERC process to identify hazards, assess associated risks, and define controls across all our activities. This process considers operational, environmental, and behavioral conditions and follows the hierarchy of controls: elimination, engineering controls, administrative controls, and the use of personal protective equipment. The results are documented in baseline, specific, and continuous IPERC records, which are periodically reviewed to verify the effectiveness of implemented measures and ensure that preventive management remains up to date.

These processes are carried out with the involvement of competent and trained personnel in hazard identification and safety, ensuring that risk identification and control measures are applied using consistent technical criteria. The Occupational Health and Safety (OHS) department reviews and validates the implementation of controls in the field, complemented by scheduled audits, verifications, and training sessions. These activities strengthen information traceability and contribute to the continuous improvement of the system, ensuring that controls remain current and aligned with actual operating conditions.



The results obtained from the Hazard Identification and Risk Assessment (HIRA), inspections, and incident investigations are used to analyze trends and update procedures, controls, and action plans. This information is presented to the Occupational Health and Safety Committee and at safety meetings, where progress is reviewed, and improvements are incorporated into the annual plan. In this way, we promote continuous learning, strengthening a preventive culture and enabling us to adapt safety management to the needs of each operational stage.

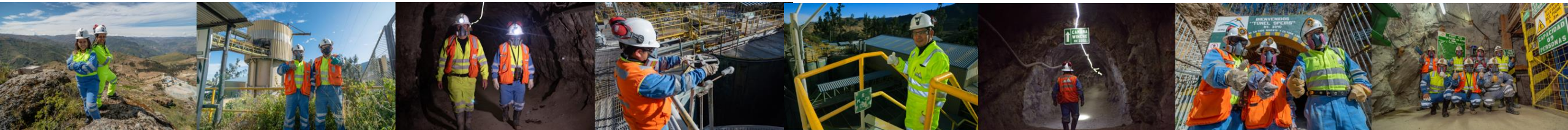
The system also includes communication and response mechanisms for hazardous situations. Employees can report hazards using the Report of Substandard Acts and Conditions (RACS) form, a standardized record designed to identify, report, and correct unsafe acts or substandard conditions observed in operations. Its objective is to prevent accidents and incidents before they occur. Alternatively, hazards may be reported directly to supervisors or the Occupational Safety and Health (OSH) department, enabling immediate control actions when necessary.

If a task is exposed to an imminent risk, the Right to Say No to unsafe work may be exercised, a principle that safeguards the physical integrity of our employees and empowers them to stop the activities until safe conditions are restored. All reports and incidents are recorded, analyzed, and investigated within the first 24 hours, applying the IPERC methodology to identify root causes and define corrective actions. These actions are monitored through to closure, strengthening a preventive management approach that promotes participation, organizational learning, and the continuous improvement of occupational health and safety.

## Health and Well-Being

We provide occupational health services focused on the well-being of everyone at Sierra Antapite, including direct employees and contractors. Through accredited external providers and under the supervision of our OHS department, we conduct occupational medical examinations, hygiene monitoring, on-site medical care, emergency response, and preventative campaigns. Our on-site medical clinic operates 24/7 and is staffed with qualified medical personnel, equipped with a Type II ambulance, and has evacuation capabilities, allowing us to provide immediate care when required. We promote equitable access to these services by verifying providers' technical competence, reviewing medical examination results and monitoring reports, and requiring contractors to comply with the same health standards established by the unit.

Occupational health management is further strengthened through ongoing prevention and well-being initiatives that go beyond risk control. The results of medical surveillance and health monitoring enable early detection of conditions that could lead to illness, the implementation of medical restrictions, and the strengthening of controls within Hazard Identification, Risk Assessment, and Control (HIRA) processes. In addition, we provide non-work-related medical services focused on holistic health, including nutrition campaigns, weight management, mental health promotion, and care for non-occupational emergencies. These actions are complemented by voluntary health promotion programs, including preventive check-ups, ergonomics activities, active breaks, and workshops on healthy habits. These initiatives, coordinated by the Occupational Health and Safety and Human Resources departments, are communicated through shift meetings and information boards, and implemented across the mining unit with the support of accredited service providers, fostering continuous learning and a culture of well-being and mutual support.



Training in occupational health and safety complements these preventive efforts by strengthening the technical capabilities and leadership of all personnel involved in our operations. Each year, we develop an Annual OHS Training Plan based on risk analysis, IPERC results, audits, and field observations. This plan includes both employees and contractors and covers key topics such as working at heights, rockfall, energy isolation, confined spaces, vehicular traffic, first aid, incident management, and safety leadership.

During 2024, we conducted monthly and quarterly training sessions, both in-person and practical, achieving an average of 72 training hours per year for direct personnel and 60 hours for contractors, across all operational shifts. Through these initiatives, we strengthen technical knowledge, enhance emergency response capabilities, and promote a culture in which health, safety, and continuous learning are integral to our development and shared well-being.

### Injury and Illness

We continuously monitor our occupational health and safety indicators to assess preventive performance and strengthen a culture of care that underpins our operations. We track incidents, near misses, and frequency rates for both direct employees and contractors. During the reporting period, no work-related accidents were recorded among temporary or migrant workers, maintaining zero rates of fatalities and serious injuries. In addition, no cases of work-related illnesses or reportable conditions were identified, nor were there any fatalities associated with occupational causes. These results reflect our collective commitment to maintaining safe operations and healthy work environments, where prevention and well-being are embedded in daily activities.



**Table 23. Occupational Health and Safety Performance Indicators**

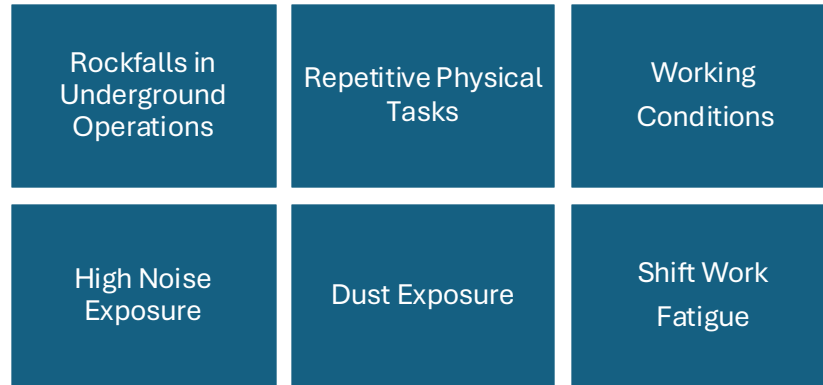
Indicator	Direct employees			Contractors		
	2022	2023	2024	2022	2023	2024
<b>Total hours worked</b>	1,020,000	1,080,000	1,134,493	1,250,000	1,300,000	1,420,000
<b>Number of work-related fatalities</b>	0.00	0.00	0.00	0.00	0.00	0.00
<b>Number of work-related serious injuries</b>	0.00	0.00	0.00	0.00	0.00	0.00
<b>Number of recordable injuries and incidents</b>	0.00	1.00	1.00	1.00	5.00	0.00
<b>Number of near misses</b>	0.00	1.00	3.00	0.00	0.00	4.00
<b>Fatality rate (FR)</b>	0.00	0.00	0.00	0.00	0.00	0.00
<b>Lost Time Injury Frequency Rate (LTIFR)</b>	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Recordable Injury Rate (TRIR)</b>	0.00	0.92	0.88	0.80	3.84	0.00
<b>Near-Miss Frequency Rate (NMFR)</b>	0.00	0.92	2.64	0.00	0.00	2.81

Indicators are calculated based on: (i) total hours worked by all personnel during the year; (ii) the number of incidents, accidents, or near misses recorded; and (iii) international frequency formulas, which standardize results per million hours worked to enable comparability across operations.

For TRIR, the formula is:  $(\text{Number of recordable incidents} / \text{total hours worked}) \times 1,000,000$ . For example, in 2023, with 1 recordable incident and 1,080,000 hours worked,  $TRIR = 0.92$ .

In 2024, the main injuries recorded were associated with rockfalls in underground operations, resulting in bumps and minor sprains to the extremities of both direct employees and contractors. Minor discomforts and ailments related to physical activity and working conditions were also identified, including lower back pain, muscle strain, slight hearing changes due to noise exposure, transient respiratory episodes associated with ambient dust, eye or skin irritations, and fatigue from shift work.

**Diagram 4. Major occupational safety risks**



All these situations were promptly addressed through medical surveillance programs, active breaks, health campaigns, and preventive follow-up, without significantly affecting operational continuity or the overall health of personnel.

The information supporting these results was compiled from medical records, incident reports, safety investigations, occupational monitoring activities, and minutes of the Occupational Health and Safety Committee.

We apply the criteria established in Law No. 29782, its regulations, and amendments, as well as occupational health surveillance standards and the IPERC methodology, to link cases to identified exposures. The data includes all direct employees and contractors who worked during the year, without exclusions, except for visitors or external administrative personnel without operational exposure. Events are classified according to their severity and their relationship to operational hazards, with consistency in recording and monitoring.

We recognize that the main hazards that may lead to injuries, illnesses, or diseases include rockfalls, mobile equipment movement, working at heights, uncontrolled energy release, exposure to noise, dust and silica, vibration, physical overexertion, chemical agents, thermal conditions, and rotating shifts. These risks are managed through continuous Hazard Identification, Risk Assessment, and Control (HIRA) processes, as well as geomechanical and occupational monitoring, critical controls, and periodic medical follow-up. During 2024, no cases classified as serious were recorded; these high-potential events were managed promptly. In preventing and reducing risks, we implement measures from the hierarchy of controls, such as shoring and ventilation, task mechanization, personnel rotation, improvements in noise and dust control, preventive training, and proper use of personal protective equipment, evaluating their effectiveness through inspections, medical follow-up, and review by the Occupational Health and Safety Committee. In this way, we continue to strengthen comprehensive preventive management that combines safety, health, and well-being for the people who are part of our organization.



### 3.3. Human Rights

(GRI 2-25) (406-1, 407-1, 408-1, 409-1, 410-1) (SASB EM-MM-210a.3)

We are strengthening human rights management as a cornerstone of our organizational culture, reflected in policies, procedures, and values that guide ethical conduct and respect for the integrity of individuals. This commitment is based on the Policy on Respect for Human Rights and Working Conditions, applicable to all our own staff, contractors (ECM), and related entities, and is complemented by the Code of Ethics and Conduct, the Internal Work Regulations (RIT), and the values of a RECIA organization. With these instruments, we promote a culture based on respect for life, physical and emotional integrity, and equal treatment. To reinforce this approach, we have established procedures for recruitment and selection, as well as onboarding and induction processes, focused on the prevention of child and forced labor and ensuring equal opportunities and non-discrimination. In addition, we maintain communication channels and onboarding protocols that disseminate institutional policies and reinforce alignment with corporate values, in line with the strategic objectives of Human Resources.

This commitment translates into concrete actions of control, evaluation, and prevention. We undergo internal and external audits to strengthen our processes, and we verify monthly compliance with labor obligations with ECMs and related entities. Furthermore, we conduct quality of life assessments that consider psychosocial risks, housing, food, transportation, and sexual harassment, allowing us to identify early warning signs and design preventive measures.

Among the key advances, the Committee for the Prevention of Sexual Harassment, established in 2022, continued to operate throughout 2023, alongside the Habla RECIO channels, which have been consolidated as safe and trusted spaces for reporting and guidance.

For the 2025–2026 period, we plan to strengthen this approach by updating workplace climate and quality-of-life assessments, with follow-up actions to be addressed by the Well-being Committee, established in 2024, in coordination with RECIO leaders. These efforts aim to promote a culture of respect, mutual care, and continuous improvement across all operations.

#### Risks and Security

During 2024, no cases or risks of human rights violations were identified. No situations were reported in relation to freedom of association or collective bargaining, child or forced labor, or other infringements. These inputs are used to inform social risk management in line with our Human Rights Policy. As participants in the Swiss Better Gold program, which promotes responsible gold production and commercialization under environmental, social, and governance (ESG) criteria, we are subject to periodic monitoring and evaluations by accredited third parties.

Based on these findings, our preventive actions focus on compliance with labor regulations and the ongoing dissemination of values, policies, and procedures to employees and contractors. We define ideal profiles for each position, including the minimum hiring age, and we reinforce initial training through mandatory basic induction of Annex 4 of Supreme Decree No. 024-2016-EM and its amendment, Supreme Decree No. 023-2017-EM, so that those joining the mining unit are familiar with safety and health standards, operating practices, and emergency procedures before starting work.



Through these measures, we aim to prevent potential vulnerabilities and promote a culture of respect, integrity, and shared responsibility.

In the area of security management, surveillance and access control at guard posts are managed by a specialized external provider, Inteligencia, Seguridad y Asesoramiento S.A.C. (hereinafter ISA). ISA personnel hold the required national certifications and authorizations to operate protective equipment and handle regulated materials. Security services are provided exclusively by ISA, maintaining constant coordination with authorities and communities, with the Peruvian National Police (PNP) intervening only in exceptional circumstances. In terms of human rights training, we provide training to our personnel as part of our Integrated Management System. ISA personnel operate under their own certification and training programs. We are currently working to strengthen the alignment between our internal policies and ISA's training programs to ensure full compliance with human rights principles and applicable regulations.

### 3.4. Communities

(GRI 2-25, GRI 2-26) (GRI 413-1, 413-2) (GRI 14.10) (SASB EM-MM-210b.1, EM-MM-210b.2)

Managing relationships with local communities is a cornerstone of our social management approach, underpinning the continuity of our operations through trust-based relationships. Within this context, we have identified risks related to impacts on local livelihoods from extreme weather events, such as prolonged droughts, as well as risks stemming from inadequate community relations management, which could result in loss of trust or conflict."

We actively identify opportunities to support economic and social development initiatives in surrounding communities through sustainable, productive activities, primarily in livestock farming and agriculture, prioritizing efficient resource use and the creation of local added value. These efforts are based on our Policies on Respect for Human Rights and Working Conditions, as well as our Integrated Management System for Quality, Safety, Occupational Health, Environment, and Social Sustainability, reinforcing our commitment to ongoing dialogue, cultural respect, and the promotion of sustainable development.

During 2024, we strengthened our community relations by establishing dialogue spaces and enhancing participation and social management mechanisms aimed at preventing conflict and strengthening mutual trust.

#### Diagram 5. Milestones in our community relationships



In addition, we maintain an updated stakeholder map and social risk matrix. These tools enable us to identify stakeholder groups, their levels of influence, and potential risks associated with our operations. This process is integrated into our internal social management procedures, which include the early identification of warning signals, the management of complaints and grievances, and the establishment of preventive measures.

<sup>4</sup>. Within the area of direct influence (established in the approved IGA), which includes San Pedro de Ocobamba (Córdova district) and San Miguel de Ayamarca (Ocoyo district) in the province of Huaytará in the Huancaavelica region.



**Table 24. Financing social actions and development programs**

Name of program / project / initiative	Description	Major results	Investments (Soles)
Provision of educational materials for pre-school, primary, and secondary levels (communities of Ayamarca, Ocobamba, Ocoyo, and Córdova)	Delivery of school kits for the start of the 2024 school year	2 districts, 4 communities intervened, and a total of 350 recipient students	12,000
Livestock Farming Strengthening Program	Control of parasitic diseases; control and prevention of anthrax; expansion of forage area	2 recipient families	25,000
Small Animal Production Development Project	Coordination meetings with the community to prepare the chicken coops; Delivery of chickens, technical assistance and monitoring.	40 recipient families	14,000
Provision of drinking water to the Ayamarca community	Periodic delivery (Sundays) at Rotoplas storage tanks	21 recipient families	1,500

The social baseline is scheduled to be updated in 2025 in order to identify the vulnerable population..

Among the year's most significant achievements are the strengthening of dialogue with Ayamarca, the rebuilding of community relations in Ocobamba, and the signing of a framework agreement with the Regional Government of Huancavelica for the implementation of a water project. We also made progress in the implementation of the Potable Water Treatment Plant (PTAP) in Ayamarca, reaffirming our commitment to improving access to water and the well-being of local families.

Looking ahead, we plan to implement the Antapite Norte Project, which will expand our mining production area within the Ocobamba region and strengthen our presence in Laramarca. To this end, we are seeking to establish inter-institutional cooperation agreements with the Regional Government of Huancavelica, focused on the improvement of the Betania road and the development of water infrastructure such as reservoirs and dams, thereby creating shared value and fostering territorial sustainability.

### Social Programs

During 2024, we strengthened the implementation of participatory programs and social actions in our communities of direct influence, aimed at promoting sustainability, ongoing dialogue and local well-being, by implementing projects and initiatives that benefit the social environment and reflect our commitment to collaborative management and the timely response to needs identified together with community authorities.



Regarding Ayamarca<sup>6</sup>, this management is primarily coordinated through the Local Dialogue Table and field visits related to the water system for drinking troughs; regarding Ocobamba<sup>7</sup>, support is maintained through ongoing livestock technical assistance and direct monitoring of social commitments. According to the community registry, it has 59 qualified community members, but approximately 20 families reside in the annex. According to the community registry, it has 127 qualified community members, but the number of actual inhabitants of the community is lower; approximately 60 families have been identified.

## Impacts

Throughout 2024, we assessed the social and environmental impacts of our operations on communities within our area of influence through direct observation, interviews, and participatory processes with local authorities and representatives. This process allowed us to identify the main changes in the social, economic, and environmental dynamics of the region, as well as perceptions of the benefits and challenges associated with our presence.

Among the positive impacts are the strengthening of dialogue channels, improved water resource management, and the creation of indirect employment opportunities. However, concerns were identified regarding water availability during the dry season and perceptions of inequality in the distribution of benefits. These issues are being addressed through a dialogue forum and social action plans focused on equity and community sustainability.

Regarding the implementation of commitments, regular meetings have been held with the communities, achieving significant progress in Ayamarca and a process of rebuilding trust in Ocobamba, following the renewal of its community board of directors.

We also maintain a strategic alliance with the Regional Government of Huancavelica through the Interinstitutional Cooperation Framework Agreement, which supports local development projects aimed at improving infrastructure and water availability. Within this framework, the signing of two specific agreements is planned for the period 2025–2026.

## Diagram 6. Next Projects with a positive social impact

### Betania–Libertadores Wari Road Improvement Project

- Review of the technical file for the improvement and resurfacing of a 74-kilometer road.
- Aimed at strengthening connectivity between six districts to the south of the province of Huaytará, promoting the economic, productive, and commercial integration of the territory.

### Ocobamba Water Project

- Construction of a dam intended to promote a permanent water supply in the community of Ocobamba, directly benefiting around 25 to 30 farmers and ranchers.
- This infrastructure will expand local production opportunities through pasture planting, fruit crop establishment, and fish farming activities, thus contributing to economic diversification and water security in the area.

Both projects represent significant milestones in managing the economic and social impacts of our operations through the active participation of local authorities, community leaders, and strategic stakeholders in joint territorial development planning.

<sup>6</sup>According to the community register, it has 59 qualified community members, but around 20 families reside in the annex.

<sup>7</sup>According to the community register, it has 127 qualified community members, but the number of actual inhabitants of the community is smaller; approximately 60 families have been identified."



## Direct and indirect economic impacts

Within the framework of our annual social management strategy, we have identified several direct economic impacts linked to strengthening local productive activities. These include the genetic improvement of sheep and livestock technical assistance, which have contributed to increased productivity and improved livestock practices in the community of Ocobamba. Regarding indirect economic impacts, the main one is the transfer of resources from mining royalties, additional royalties, and other mining-related fees, to which Sierra Sun Group contributes as part of its mining activity in the area. During the last period, the district municipalities of Córdova and Ocovo received S/ 439,983 and S/ 670,609, respectively, according to official information from the Ministry of Economy and Finance (MEF). These amounts represent a significant contribution to local development and the implementation of public projects in our areas of influence.

## Infrastructure and services

The needs of our communities of influence are identified through citizen participation mechanisms, such as permanent information offices, community assemblies, and dialogue forums.

In Ayamarca, the Permanent Information Office has consolidated its role as the primary communication channel, facilitating timely responses to inquiries, monitoring of commitments, and building trust between the community and the Company. In Ocobamba, the needs assessment process was reactivated with the establishment of a new dialogue forum in December 2024, strengthening community coordination efforts.

In a context of water stress, one of the main positive impacts has been the efficient use of water resources through the reuse of process water, a practice not previously in place. The community strengthening water infrastructure project has directly benefited 72 people from 12 families, improving their access to water and strengthening their agricultural and domestic activities. These investments are part of the ongoing partnership with the Better Gold Initiative, a business partner of the Company.

### Diagram 6. Community water infrastructure project

#### Drinking Water Treatment Plant (PTAP)

- We implemented a treatment plant to provide quality and quantity water to the surrounding communities.
- Total investment of approximately USD 120,000.
- Estimated service life of over 10 years.



## Local Employment and Suppliers

We promote local employment in the communities located within our direct area of influence, seeking to generate shared value by hiring local labor for surface activities. We have invested approximately USD 300,000 in these initiatives.

**Table 25: Employment Promotion Initiatives in 2024**

Name of program / project / initiative	Description	Major outcome	Investment (USD)
Local Employment Promotion	Contracting skilled and unskilled labor for surface activities	55% temporary employment rate	274,940.31

*"Data corresponding to the Ocobamba community (male workforce). Job opportunities are communicated in writing to the community boards."*

We also work with three local contractors (San Pedro de Ocobamba, Empresa Canelo, and Transportes Señor de la Agonía) that contribute to local job creation."

**Table 26. List of Local Suppliers**

Supplier	Major outcome	Investment (USD)
San Pedro de Ocobamba	Local employment	143,946
Empresa Canelo	Local employment	105,444
Transportes Señor de la Agonía	Local employment	25,550

## Management of Allegations and Complaints

We have a formal, permanent, and accessible procedure for managing allegations and complaints, which facilitates direct and transparent communication with communities and other stakeholders. This mechanism enables us to receive inquiries, requests, allegations, or reports via various channels, either verbally to the person responsible for Sustainability and Social Innovation or by submitting a written document to the company.

The management and monitoring of this procedure are the responsibility of the Sustainability and Social Innovation team, in accordance with our Integrated Management System Policy for Quality, Occupational Health and Safety, Environment, and Social Sustainability. This team is responsible for recording cases, coordinating responses with the relevant departments, and ensuring full traceability of each request or report from its receipt to its closure.

During the reporting period, the system recorded 580 complaints and allegations. Of these, 60% were addressed and 25% were fully resolved. The resolution of the remaining 15% is still in progress, primarily because they relate to medium-term compliance commitments or issues that fall outside the company's direct purview, but are monitored and escalated as appropriate to ensure a timely and responsible response.



## 4. Governance

### 4.1 Corporate Governance

(GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-17, 2-18) (GRI 405-1)

We recognize the importance of having a clear governance structure in place, aligned with our strategic objectives. We are currently defining the governance model to be adopted to establish roles, responsibilities, and mechanisms that strengthen independence and transparency in decision-making. While this model is being formalized, the Board of Directors will provide overall oversight, and Management, together with the Occupational Health and Safety, Environment, and Human Resources departments, will manage economic, social, and environmental impacts. The Sustainability Management team will be strengthened and fully established by 2025 and is expected to lead the implementation of the ESG framework, incorporating segregation of duties, conflict of interest management, and oversight of due diligence processes, particularly those related to sustainability and regulatory compliance requirements

Sustainability Reports will also be reviewed and approved, reinforcing the consistency and quality of the information disclosed.

Additionally, we are currently developing policies and procedures to formalize mechanisms for delegation of authority, communications, and traceability of strategic decisions. No critical incidents were reported during 2024, although formal reporting channels are expected to be implemented once the model is finalized. Furthermore, processes for evaluating the performance of the governing body and a comprehensive conflict of interest policy are being developed, the latter currently in the coordination phase.

Finally, plans are underway to develop training programs in sustainability, governance, and regulatory compliance for future members of the governing body, with the aim of strengthening capacity, promoting transparency, and enabling a more participatory and accountable governance approach.

### 4.2. Economic and Operational performance

(GRI 201-2, 201-4, 203-1, 203-2) (GRI 14.9)

#### Economic Performance

Managing economic and financial performance is key to supporting the profitability, sustainability, and competitiveness of our operations. Through strategic planning, we monitor operating costs, optimize resource utilization, and manage risks associated with gold price volatility.

We are committed to financial and operational sustainability, supported by policies that promote efficient resource allocation and compliance with our commitments and obligations to financial institutions. This responsible management approach enables us to meet relevant covenants and strengthens the confidence of investors, suppliers, and employees, contributing to the long-term continuity and stability of our operations..



**Table 27. Our Economic Performance (millions of USD)**

	2022	2023	2024	2024 vs. 2023
<b>Direct economic value generated</b>	<b>32,368</b>	<b>32,748</b>	<b>35,713</b>	<b>8%</b>
Revenue	32,368	32,748	35,713	8%
<b>Economic value distributed</b>	<b>-29,037</b>	<b>-30,401</b>	<b>-33,823</b>	<b>10%</b>
Operating costs	-18,738	-19,797	-20,899	5%
Employee wages and benefits	-3,893	-4,919	-4,904	0%
Payments to government (1)	-2,574	-1,131	-2,084	46%
Payments to capital providers (2)	-3,758	-4,237	-5,686	25%
Community investments (3)	-74	-317	-250	-27%
<b>Economic value retained</b>	<b>3,331</b>	<b>2,347</b>	<b>1,890</b>	<b>-24%</b>

(1) corresponding to penalties and taxes;

(2) carried out in 2023;

(3) corresponding to donations, investment funds, construction support, or services.

In 2024, operations reflected a period of consolidation. Production levels and standards were maintained, driven by the increase in precious metals prices.

### Operational Performance

Effective operational performance management is a key component in strengthening the sustainability and competitiveness of our operations. Our approach is based on continuous improvement, process efficiency, and the creation of shared value, consistent with our Integrated Management System Policy and the principles that underpin our operations at Sierra Sun Group.

We consider it critical to effectively manage our operational performance, as it enables us to strengthen profitability, enhance competitiveness, and reduce costs through the efficient use of available resources. By optimizing our processes, we improve customer satisfaction and contribute to more efficient, effective, and safe operations. In addition, responsible operational management supports the well-being and safety of our workforce, fostering safe working conditions in line with the commitments established in our Integrated Management System Policy.

Our mineral processing includes crushing, grinding, thickening, leaching, adsorption, desorption, and smelting.

**Table 28. Mineral Processing Stages**

Process	Description
<b>Crushing</b>	This stage involves the size reduction of extracted ore, where particles are reduced from an average size of 4 inches to approximately 12 millimeters. This process facilitates subsequent grinding, ensuring a particle size suitable for the liberation of metallic content.
<b>Grinding</b>	In this stage, the crushed ore enters with an approximate F80 of 12 millimeters and is further reduced in size until it reaches an average particle size of 85 microns. The objective is to achieve efficient liberation of the metallic particles contained in the ore.
<b>Thickening</b>	The ground material then undergoes a solid-liquid separation process to increase solids concentration and reduce moisture content prior to leaching. This stage helps optimize reagent consumption and improves the efficiency of subsequent processes.



Process	Description
<b>Leaching</b>	In this phase, valuable metals—primarily gold and silver—are dissolved through the controlled addition of cyanide and pH regulators, such as lime. This process enables the separation of valuable metals from the mineral gangue under safe and environmentally controlled conditions.
<b>Adsorption</b>	This stage uses activated carbon to capture gold and silver ions present in the pregnant solution, allowing them to bind to the carbon surface. This step is key to the efficient recovery of dissolved metals.
<b>Desorption</b>	This process involves the extraction of metallic content from loaded activated carbon, producing a concentrated gold and silver solution ready for further treatment.
<b>Smelting</b>	This is the final stage of the metallurgical process. The resulting metallic precipitate is melted at high temperatures to produce doré bars—an alloy of gold and silver—which represents the final product of the Sierra Antapite metallurgical operation.

During 2024, we recorded stable operating performance, achieving an average monthly processing of 17,193 dry metric tons (DMT), in line with the operating conditions of the period and our continuous improvement efforts.

**The doré produced has the following composition:**

- 35% to 42% gold
- 50% to 60% silver

In our operations, gold—our primary product—recorded an average monthly production of 465.82 kilograms, while silver, our secondary product, reached 757.69 kilograms.

Sustained efforts to optimize our processes and maintain efficient operations are reflected in the evolution of our production and cost indicators over the past three years. We have recorded a progressive increase in processing capacity, along with the responsible management of our resources..

**Table 29. Production volume and costs of gold oxide**

Kind of mineral	Production Volume (ton)			Production Costs (thousands of USD/ton)		
	2022	2023	2024	2022	2023	2024
Au oxide	188,899	184,739	206,322	135,0	155,3	141,9

### 4.3. Corporate Integrity and Compliance

(GRI 2-13, 2-15, 2-16, 2-24,-2-26,2-27) (GRI 201-1, 205-1, 205-2, 205-3, 206-1, 415-1) (GRI 14.22) (SASB - EM-MM-510a.1)

Mining is a sector highly exposed to corruption risks, making it essential to implement effective internal controls, transparent procedures, and compliance mechanisms that ensure integrity across all our operations. For us, managing corporate integrity is a key pillar of sustainability, contributing to responsible gold production, strengthening trust with communities, authorities, and business partners, and ensuring compliance with applicable ethical and regulatory standards.



Our Anti-Bribery, Facilitating Payment, and Supplier Policy establishes the principles that guide our relationships with the various stakeholders along our value chain. This framework promotes equal access to information and opportunities, fosters transparency in the contracting and procurement processes, and prevents any practices that could affect fair competition or create undue bias or favoritism. Furthermore, we reiterate our commitment to respecting human rights in all our operations and business relationships, ensuring that both our own personnel and third parties conduct themselves with integrity, responsibility, and adherence to business ethics.

In addition, one of the main risks identified relates to the presence of informal mining activities in areas surrounding our operations. These may lead to irregular practices, such as the unauthorized sale or exchange of supplies or materials, as well as potential indirect links with informal actors that could compromise the traceability and reputation of the company.

In response, we have strengthened our internal control and oversight mechanisms across the supply chain to prevent situations that could violate our established ethical and compliance standards. These measures support the effective implementation of our anti-bribery and business transparency policies, reinforcing integrity across all our relationships

## Anti-corruption, Communication and Training

Throughout 2024, we continued to strengthen our culture of integrity by disseminating anti-corruption policies and procedures across all staff. This content was systematically integrated into induction sessions for new employees, ensuring that all personnel understand the ethical conduct guidelines and transparency principles that govern our operations.

### Graph 7. Main initiatives in communication and training in ethics and integrity

#### Dissemination of corporate policies

- We conducted outreach and training activities on our corporate policies, within the framework of our commitments under the Swiss Better Gold Initiative.

#### Training to the entire staff

- We provide training to all staff to reinforce understanding and the proper application of our guidelines, in line with a zero-tolerance approach to bribery and corruption.

#### Local Procurement and Employment

- We have implemented an Anti-Bribery, Facilitation Payments, and Supplier Policy that establishes a zero-tolerance approach to bribery across all transactions and business practices carried out on behalf of the company.

#### Compliance and Management Committee

- We conduct induction sessions for operational and administrative personnel to communicate key concepts, present examples of potential risk scenarios, and reinforce preventive measures that promote ethical and responsible conduct across all activities.



By the end of the year, 100% of employees and directors had been informed about anti-corruption policies and procedures, reinforcing a shared understanding of prevention and reporting mechanisms.

**Table 30. Number and Percentage of People Receiving Information and Training on Integrity and Anti-Corruption, by Job Category**

Category	Number	%
Directors	3	100.0%
Employees	52	100.0%
Workers	197	100.0%

Furthermore, in November 2024, these guidelines were formally communicated to 100% of contractors, complemented by training sessions aimed at strengthening understanding and the proper application of internal compliance standards.

#### 4.4. Supply Chain Management

(GRI 2-6, 2-8) (GRI 204-1, 305-3, 308-1, 308-2, 414-2) (SASB - EM-MM-210a.3)

Supplier and contractor management is a cornerstone of our operations, as they represent strategic partners who provide expertise and support for critical processes. We value their performance, which contributes not only to operational efficiency but also to our adherence to ethical, environmental, and social standards.

Therefore, our management approach prioritizes factors beyond price, such as environmental management practices and ethical conduct, which are integral to our business relationships. We promote equal opportunities among suppliers, assess their experience and technical capabilities, and, in cases where only one supplier is available, the Logistics department processes a Sole Source form approved by Management, ensuring transparency and traceability throughout the process.

Each new supplier undergoes an evaluation process that combines document review with on-site verification. We conduct technical visits to ensure suppliers have adequate stock, machinery, and qualified personnel, and complement this assessment with documentation such as tax identification numbers (RUC), internal policies, client portfolios, ISO certifications or equivalent, and technical or warranty specifications. In addition, a financial assessment is carried out before registration, allowing us to identify and mitigate potential non-compliance or business continuity risks. Through this approach, we have strengthened our network of partners with expertise in their respective fields, fostering more efficient supply and contributing to the operational continuity of the mine. We are currently implementing the Oracle ERP system, which will integrate a supplier portal to streamline and digitize the entire evaluation and registration process. Through this platform, suppliers will be able to request approval and directly upload their documentation, standardizing registration processes and enhancing traceability. This initiative represents progress in our supply chain management, aimed at consolidating long-term relationships with partners committed to ethics, quality, and sustainability.

#### Local Suppliers, Contractors

Suppliers and contractors are strategic partners that support critical processes within our operations. The main goods supplied include fuel, cyanide, lime, grinding media, reagents, spare parts, and mining materials, while services include labor for mining operations, drilling equipment, and mineral handling.



In 2024, we had 203 companies: 200 national, 3 local and 0 foreign, which represents a variation compared to 2023 of +14%, 0% and -100% respectively, showing a trend towards a more consolidated network focused on national players.

**Table 31. Suppliers and contractors by origin**

Origin of suppliers aor contractors	2023	2024	2024 vs 2023 (%)
Foreign	7	0	-100%
National	175	200	14%
Local	3	3	0%
Total	185	203	10%

Our management is based on criteria that go beyond costs and prioritize environmental, social, and ethical practices. Contractors working on-site must comply with the unit's environmental standards, and companies from local communities participate under the same bidding and evaluation processes. In 2024, 15 new suppliers, approximately 10% of the total, passed environmental screening, reinforcing the integration of environmental criteria into the selection process. While no significant negative impacts were identified in the socio-environmental assessments during the evaluation period, nor were there any human rights risks such as forced or child labor or violations of freedom of association, we have a risk analysis process in place to anticipate potential risks and strengthen compliance with Peruvian regulations and our internal policies.

We define local suppliers as companies from the surrounding communities. Since 2023, we have maintained three active local suppliers specializing in van rentals, truck rentals, and staffing. While we do not yet have a specific budget for local purchases, approximately USD 250,000 was invested in 2024, reflecting our commitment to strengthening ties with our community and promoting sustainable economic opportunities for neighboring communities.



## 4.5. About this Report

(GRI 2-14)

The 2024 Sierra Antapite Sustainability Report presents our environmental, social, economic, and governance performance during the reporting period. This document compiles the most relevant information on the management of the Sierra Antapite Mining Unit, located in the district of Ocoyo, province of Huaytará, region of Huancavelica, where we carry out exploration, mining, and mineral processing in accordance with safety, operational efficiency, and environmental sustainability standards.

This report has been prepared in accordance with the guidelines of the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB). The integration of these frameworks enables us to communicate our environmental, social, and governance performance transparently and consistently, and reinforces our vision of sustainability as a core pillar of our business management.

The content covers our management and performance approach for 2024 on material topics, defined as areas where we generate significant actual and potential impacts in the economic, environmental, and social spheres. The material topics reflect our most significant impacts, as well as those that may influence the perceptions and decisions of our stakeholders.

Sierra Antapite's Senior Management is responsible for reviewing and approving the Sustainability Report, including the validation of material topics and operational results. In preparing this report, we collect and consolidate information from all company processes and submit it for final approval by the Board of Directors to ensure the integrity, accuracy, and traceability of the information presented.

### Contact details:

Contact information

For inquiries related to this Sustainability Report or our sustainability practices, please contact:

Horacio Meza  
Sustainability Manager  
hmeza@sierrasungroup.com

Estefanía Anticona  
Sustainability Coordinator  
eanticona@sierrasungroup.com



**5. Annexes**  
**5.1. GRI Content**



GRI Standards	Content	Page	Section	Sector GRI	
<b>General Disclosures</b>					
GRI 2: General disclosures 2021	2-1	Details of the organization		1.2 About Sierra Antapite	Not Applicable
	2-2	Entities included in sustainability reporting		1.2 About Sierra Antapite	Not Applicable
	2-6	Activities, value chain and other business relationships		1.3 ESG strategy and approach	Not Applicable
	2-13	Delegation of responsibilities for impact management		1.3 ESG strategy and approach	Not Applicable
	2-14	Role of the highest governing body in sustainability reporting		4.5 About this report	Not Applicable
	2-22	Declaration on the sustainable development strategy		1.3 ESG strategy and approach	Not Applicable



GRI Standard	Content	Page	Section	GRI sectorial	
<b>General Disclosures</b>					
	2-23	Commitments and policies		1.5 Policies, commitments and objectives	Not Applicable
	2-24	Mainstreaming of commitments and policies		1.5 Policies, commitments and objectives	Not Applicable
	2-28	Membership of associations		1.2 About Sierra Antapite and Annexes	Not Applicable
	2-29	Approach to stakeholder participation		1.3 ESG Strategy and Approach	Not Applicable
<b>Material Topics</b>					
GRI 3: Material Topics 2024	3-1	Process for defining the material topics		1.4 Materiality	Not Applicable
	3-2	List of material subjects		1.4 Materiality	Not Applicable
<b>Climate Change</b>					



Climate Change					
GRI 201: Economic Performance	201-2	Financial implications and other risks and opportunities arising from climate change		2.1 Climate change	Not Applicable
Air Quality					
GRI 305: Emissions	305-1	Direct GHG emissions (scope 1)		2.2 Air quality	GHG emissions- 14.1.5
	305-2	Indirect energy-related GHG emissions (scope 2)		2.2 Air quality	GHG emissions- 14.1.6
	305-3	Other indirect GHG emissions (scope 3)		2.2 Air quality	GHG emissions- 14.1.7
	305-4	Intensity of GHG emissions		2.2 Air quality	GHG emissions- 14.1.8
	305-5	Reduction in GHG emissions		2.2 Air quality	GHG emissions- 14.1.9
	305-6	Emissions of Ozone-Depleting Substances (ODS)		2.2 Air quality	Not Applicable



GRI Standard		Content	Page	Section	GRI sectorial
	305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions		2.2 Air quality	Air emissions- 14.3.2
Energy					
GRI 302: Energy	302-1	Energy consumption within the organization		2.3 Energy	GHG emissions- 14.1.2
	302-2	Energy consumption outside the organization		2.3 Energy	GHG emissions- 14.1.3
	305-1	Direct GHG emissions (scope 1)		2.3 Energy	GHG emissions- 14.1.5
	305-2	Indirect energy-related GHG emissions (scope 2)		2.3 Energy	GHG emissions- 14.1.6
	305-5	Reduction of GHG emissions		2.3 Energy	GHG emissions- 14.1.9
	305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions		2.3 Energy	Air emissions- 14.3.2

GRI Standard		Content	Page	Section	GRI sectorial
GRI 14: Mining sector	14.15	Critical incident management		2.3 Energy	Critical incident management - 14.5.2
<b>Biodiversity</b>					
GRI 304: Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected area		2.4 Biodiversity	Not Applicable
	304-2	Significant impacts of activities, products, and services on biodiversity		2.4 Biodiversity	Not Applicable
	304-3	Protected or restored habitats		2.4 Biodiversity	Not Applicable
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		2.4 Biodiversity	Not Applicable
<b>Water Resource and Effluents</b>					
GRI 303: Water and effluents	303-1	Interactions with water as a shared resource		2.5. Water resource and effluent management	Water and effluents- 14.7.2



GRI Standard	Content	Page	Section	GRI sectorial	
<b>Water and Effluents</b>					
	303-2	Management of water discharge-related impacts		2.5. Management of water resource and effluents	Water and effluents- 14.7.3
	303-3	Water withdrawal		2.5. Management of water resource and effluents	Water and effluents- 14.7.4
	303-4	Water discharge		2.5. Management of water resource and effluents	Water and effluents- 14.7.5
	303-5	Water consumption		2.5. Management of water resource and effluents	Water and effluents- 14.7.6
<b>Waste Management</b>					
GRI 2: General disclosures 2021	2-25	Processes to remediate negative impacts		2.6 Water management	Not Applicable
GRI 306: Waste	306-1	Waste generation and significant waste-related impacts		2.6 Water management	Waste - 14.5.2
	306-2	Management of significant waste-related impacts		2.6 Water management	Waste - 14.5.3



GRI Standard		Content	Page	Section	GRI sectorial
<b>Waste Management</b>					
	306-3	Generated waste		2.6 Water management	Waste - 14.5.4
	306-4	Waste diverted from disposal		2.6 Water management	Waste - 14.5.5
	306-5	Waste directed to disposal		2.6 Water management	Waste - 14.5.6
<b>Mining Tailings Management</b>					
GRI 2: General disclosures 2021	2-25	Processes to remediate negative impacts		2.7 Mining tailings management	Not Applicable
GRI 14: Mining sector	14.6	Tailings management		2.7 Mining tailings management	Tailings facilities- 14.6.1
<b>Mine Closure and Rehabilitation</b>					
GRI 2: General disclosures 2021	2-25	Proceses to remediate negative impacts		2.8 Mine closure and rehabilitation	Not Applicable



GRI Standard		Content	Page	Section	GRI sectorial
GRI 304: Biodiversity	304-3	Habitats protected or restored		2.8 Mine closure and rehabilitation	Not Applicable
GRI 14: Mining sector	14.8	Mine closure and rehabilitation		2.8 Mine closure and rehabilitation	Not Applicable
<b>Talent Management</b>					
GRI 2: General disclosures 2021	2-7	Employees		3.1 Talent Management	Not Applicable
	2-8	Workers who are not employees		3.1 Talent Management	Not Applicable
	2-19	Remuneration policies		3.1 Talent Management	Not Applicable
	2-20	Process to determine remuneration		3.1 Talent Management	Not Applicable
	2-21	Annual total compensation ratio		3.1 Talent Management	Not Applicable



GRI Standard		Content	Page	Section	GRI sectorial
GRI 401: Employment	401-1	New employee hires and employee turnover		3.1 Talent Management	Labor practices – 14.17.3
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		3.1 Talent Management	Labor practices – 14.17.4
	401-3	Parental leave		3.1 Talent Management	Labor practices – 14.17.5; Non-discrimination and equal opportunity – 14.21.3
GRI 402: Labor/Management Relations	402-1	Minimum notice periods regarding operational changes		3.1 Talent Management	Labor practices – 14.17.6; Mine closure and rehabilitation – 14.8.2
GRI 404: Training and education	404-1	Average hours of training per year per employee		3.1 Talent Management	Labor practices – 14.17.7; Non-discrimination and equal opportunity – 14.21.4
	404-2	Programs for upgrading employee skills and transition assistance programs		3.1 Talent Management	Mine closure and rehabilitation – 14.8.3; Labor practices – 14.17.8
	404-3	Percentage of employees receiving regular performance and career development reviews		3.1 Talent Management	Not Applicable
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees		3.1 Talent Management	Non-discrimination and equal opportunity – 14.21.5



GRI Standard		Content	Page	Section	GRI sectorial
	405-2	Non-discrimination and equal opportunity – 14.21.5		3.1 Talent Management	No discriminación e igualdad de oportunidades - 14.21.6
<b>Occupational health and safety</b>					
<b>GRI 403: Occupational health and safety</b>	403-1	Occupational health and safety management system		3.2 Occupational health and safety	Occupational health and safety- 14.16.2
	403-2	Hazard identification, risk assessment, and incident investigation		3.2 Occupational health and safety	Occupational health and safety- 14.16.3
	403-3	Occupational health services		3.2 Occupational health and safety	Occupational health and safety - 14.16.4
	403-4	Worker participation, consultation, and communication on occupational health and safety		3.2 Occupational health and safety	Occupational health and safety - 14.16.5
	403-5	Worker training on occupational health and safety		3.2 Occupational health and safety	Occupational health and safety - 14.16.6
	403-6	Promotion of worker health		3.2 Occupational health and safety	Occupational health and safety- 14.16.7



GRI Standard		Content	Page	Section	GRI sectorial
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		3.2 Occupational health and safety	Occupational health and safety – 14.16.8
	403-8	Workers covered by an occupational health and safety management system		3.2 Occupational health and safety	Occupational health and safety – 14.16.9
	403-9	Work-related injuries		3.2 Occupational health and safety	Occupational health and safety – 14.16.10
	403-10	Work-related ill health		3.2 Occupational health and safety	Occupational health and safety – 14.16.11
GRI 406: No discrimination	406-1	Incidents of discrimination and corrective actions taken		3.2 Occupational health and safety	Non-discrimination and equal opportunity – 14.21.7
GRI 14: Mining sector	14.15	Critical incident management		3.2 Occupational health and safety	Critical incident management – 14.15
<b>Human Rights</b>					
GRI 2: General disclosures 2021	2-25	Processes to remediate negative impacts		3.3 Human Rights	Not Applicable



GRI Standard		Content	Page	Section	GRI sectorial
GRI 406: No discriminaci3n	406-1	Cases of discrimination and corrective actions taken		3.2 Occupational health and safety	Non-discrimination and equal opportunity – 14.21.7
GRI 14: Mining sector	14.15	Critical incident management		3.2 Occupational health and safety	14.15.1 – Critical incident management
<b>Human Rights</b>					
GRI 2: General disclosures 2021	2-25	Processes to remediate negative impacts		3.3 Human Rights	Not Applicable
GRI 406: Non Discrimination	406-1	Incidents of discrimination and corrective actions taken		3.3 Human Rights	Non-discrimination and equal opportunity – 14.21.7
GRI 407: Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		3.3 Human Rights	Freedom of association and collective bargaining – 14.20.2
GRI 408: Child labor	408-1	Operations and suppliers at significant risk for incidents of child labor		3.3 Human Rights	Child labor – 14.18.2
GRI 409: Forced or compulsory labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		3.3 Human Rights	Forced labor and modern slavery – 14.19.2
GRI 410: Security practices	410-1	Security personnel trained in human rights policies or procedures		3.3 Human Rights	Not Applicable
<b>Communities</b>					
GRI 2: General disclosures 2021	2-25	Processes to remediate negative impacts		3.4 Communities	Not Applicable
GRI 2: General disclosures 2021	2-26	Mechanisms for requesting advice and raising concerns		3.4 Communities	Not Applicable



GRI Standard		Content	Page	Section	GRI sectorial
GRI 413: Local communities	413-1	Operations with local community engagement, impact assessments, and development programs		3.4 Communities	Local Communities -14.10.2
	413-2	Operations with significant actual and potential negative impacts on local communities		3.4 Communities	Local Communities -14.10.3
GRI 14: Mining sector	14.10			3.4 Communities	Local Communities - 14.10.4
<b>Corporate Governance</b>					
GRI 2: General disclosures 2021	2-9	Governance structure and composition		4.1 Corporate governance	Not Applicable
	2-10	Nomination and selection of the highest governance body		4.1 Corporate governance	Not Applicable
	2-11	Chair of the highest governance body		4.1 Corporate governance	Not Applicable
	2-12	Role of the highest governance body in overseeing the management of impacts		4.1 Corporate governance	Not Applicable



GRI Standard	Content	Page	Section	GRI sectorial	
GRI 2: General disclosures 2021	2-1	Organizational details		1.2 About Antapite	Not Applicable
	2-13	Delegation of responsibility for managing impacts		4.1 Corporate governance	Not Applicable
	2-17	Collective knowledge of the highest governing body		4.1 Corporate governance	Not Applicable
	2-18	Evaluation of the performance of the highest governance body		4.1 Corporate governance	Not Applicable
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees		4.1 Corporate governance	Non-discrimination and equal opportunity – 14.21.5
<b>Economic and Operating Performance</b>					
GRI 201: Economic performance	201-2	Financial implications and other risks and opportunities due to climate change		4.2 Economic performance y operacional	Not Applicable
	201-4	Financial assistance received from government		4.2 Economic performance y operacional	Not Applicable
GRI 203: Indirect economic impacts	203-1	Infrastructure investments and services supported		4.2 Economic performance y operacional	Economic impacts- 14.9.3



GRI Standard		Content	Page	Section	GRI sectorial
	203-2	Significant indirect economic impacts		4.2 Economic and operating performance	Economic impacts - 14.9.4
GRI 14: Mining sector	14.9	Economic impacts		4.2 Economic and operating performance	Economic impacts – 14.9.2
<b>Corporate Integrity and Compliance</b>					
GRI 2: General disclosures 2021	2-12	Role of the highest governance body in overseeing the management of impacts		4.3 Corporate integrity and compliance	Not Applicable
	2-15	Conflicts of interest		4.3 Corporate integrity and compliance	Not Applicable
	2-16	Communication of critical concerns		4.3 Corporate integrity and compliance	Not Applicable
	2-24	Embedding policy commitments		4.3 Corporate integrity and compliance	Not Applicable
	2-26	Mechanisms for seeking advice and raising concerns		4.3 Corporate integrity and compliance	Not Applicable



GRI Standard		Content	Page	Section	GRI sectorial
	2-27	Compliance with laws and regulations		4.3 Corporate integrity and Compliance	Not Applicable
GRI 201: Economic performance	201-1	Direct economic value generated and distributed		4.3 Corporate integrity and Compliance	Not Applicable
GRI 205: Anti corruption	205-1	Operations assessed for risks related to corruption		4.3 Corporate integrity and Compliance	Not Applicable
	205-2	Communication and training about anti-corruption policies and procedures		4.3 Corporate integrity and Compliance	Not Applicable
	205-3	Confirmed incidents of corruption and actions taken		4.3 Corporate integrity and Compliance	Not Applicable
GRI 206: Unfair competition	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		4.3 Corporate integrity and Compliance	Not Applicable
GRI 415: Public policy	415-1	Political contributions		4.3 Corporate integrity and Compliance	Not Applicable
GRI 14: Mining sector	14.22	Anti-corruption		4.3 Corporate integrity and Compliance	Anti-corruption – 14.22.1



GRI Standard	Content	Page	Section	GRI sectorial	
<b>Supply Chain Management</b>					
GRI 2: General disclosures 2021	2-6	Activities, value chain and other business relationships		4.4 Supply chain management	Not Applicable
	2-8	Workers who are not employees		4.4 Supply chain management	Not Applicable
GRI 204: Supply practices	204-1	Proportion of spending on local suppliers		4.4 Supply chain management	Economic impacts - 14.9.5
GRI 305: Emissions	305-3	Otras GHG indirect emissions (scope 3)		4.4 Supply chain management	GHG emissions- 14.1.7
GRI 308: Supplier environmental assessment	308-1	New suppliers who have passed selection filters according to environmental criteria		4.4 Supply chain management	Not Applicable
	308-2	Negative environmental impacts in the supply chain and measures taken		4.4 Supply chain management	Not Applicable
GRI 414: Supplier Social Assessment	414-1	New suppliers who have passed selection filters according to social criteria		4.4 Supply chain management	Labor practices – 14.17.9; Child labor – 14.18.3; Forced labor and modern slavery – 14.19.3
	414-2	Negative social impacts in the supply chain and measures taken		4.4 Supply chain management	Labor practices – 14.17.10

GRI Standard		Content	Page	Section	GRI sectorial
<b>Supply Chain Management</b>					
GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships		4.4 Supply chain management	Not Applicable
	2-8	Workers who are not employees		4.4 Supply chain management	Not Applicable
GRI 204: Supply practices	204-1	Proportion of spending on local suppliers		4.4 Supply chain management	Economic impacts - 14.9.5
GRI 305: Emissions	305-3	Other GHG indirect emissions (scope 3)		4.4 Supply chain management	GHG emissions- 14.1.7
GRI 308: Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria		4.4 Supply chain management	Not Applicable
	308-2	Negative environmental impacts in the supply chain and actions taken		4.4 Supply chain management	Not Applicable
GRI 414: Supplier social assessment	414-1	New suppliers that were screened using social criteria		4.4 Supply chain management	Labor practices – 14.17.9; Child labor – 14.18.3; Forced labor and modern slavery – 14.19.3
	414-2	Negative social impacts in the supply chain and actions taken		4.4 Supply chain management	Labor practices – 14.17.10



## 5.2.SASB Index

Topic	Code	Accounting Metric	Page	Section
<b>Greenhouse Gas Emissions</b>	EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations		2.2. Air quality
	EM-MM-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets		2.2. Air quality
<b>Air Quality</b>	EM-MM-120a.1	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)		2.2. Air quality
<b>Energy Management</b>	EM-MM-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable		2.3 Energy
<b>Biodiversity and ecosystems</b>	EM-MM-160a.1	Description of environmental management policies and practices for active sites		2.4. Biodiversity
	EM-MM-160a.3	Percentage of (1) proven and (2) probable reserves in or near sites with protected conservation status or habitats of endangered species		2.4. Biodiversity
<b>Water Management</b>	EM-MM-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress		2.5. Water resource and effluent management



Topic	Code	Accounting Metric	Page	Section
	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations		2.5 Water Management
<b>Water Management &amp; Waste Management</b>	EM-MM-150a.4	Total weight of non-mineral waste generated		2.6 Waste Management
	EM-MM-150a.5:	Total weight of tailings generated		2.6 Waste Management
	EM-MM-150a.6	Total weight of the waste rock generated		2.6 Waste Management
	EM-MM-150a.7	Total weight of hazardous waste generated		2.6 Waste Management
	EM-MM-150a.8	Total weight of hazardous waste recycled		2.6 Waste Management
	EM-MM-150a.9	Number of significant incidents associated with the management of hazardous materials and waste		2.6 Waste Management
	EM-MM-150a.10	Description of policies and procedures for the management of waste and hazardous materials for active and inactive operations		2.6 Waste Management



Topic	Code	Accounting Metric	Page	Section
<b>Mining tailings</b>	EM-MM-540a.1	Tailings Storage Facility Inventory Table: (1) Facility name, (2) Location, (3) Ownership status, (4) Operational status, (5) Construction method, (6) Maximum allowable storage capacity, (7) Current amount of tailings stored, (8) Consequence rating, (9) Date of most recent independent technical review, (10) Material findings, (11) Mitigation measures, (12) Site-specific EPRP		2.7. Mining tailings management
	EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities		2.7. Mining tailings management
	EM-MM-540a.3	Approach to the development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities		2.7. Mining tailings management
	EM-MM-150a.5	Total weight of produced tailings		2.7. Mining tailings management
<b>Occupational health and safety</b>	EM-MM-320a.1	(1) All incident rate, (2) mortality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees		3.2. Occupational health and safety
<b>Human rights in chain value</b>	EM-MM-210a.3	Analysis of participation processes and due diligence practices with respect to Human Rights, indigenous rights and operations in conflict zones		3.3 Human rights
<b>Community relationships</b>	EM-MM-210b.1	Analysis of the process of managing risks and opportunities related to the rights and interests of the community		3.4 Communities



Topic	Code	Accounting Metric	Page	Section
	EM-MM-210b.2	Number and duration of non-technical delays		3.4 Communities
<b>Corporate Ethics</b>	EM-MM-510a.1	Description of the management system for the prevention of corruption and bribery throughout the value chain		4.3 Corporate integrity and Compliance
<b>Supplier and Contractor Management</b>	EM-MM-210a.3	Analysis of participation processes and due diligence practices with respect to Human Rights, indigenous rights and operations in conflict zones		4.4. Supply chain management



