



ANTAMINA



**SUSTAINABILITY
REPORT**

2021

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1. MESSAGE FROM THE CHAIRMAN &
CHIEF EXECUTIVE OFFICER



1. MESSAGE FROM THE CHAIRMAN & CHIEF EXECUTIVE OFFICER

Hello everyone.

I hope this message finds you and your families full of health and wellness. Today it pleases me to present you our 2021 Sustainability Report.

For the past 20 years we have been extracting minerals in our mine located in the Ancash region. Throughout that period, we have made investments that contribute to the region, the communities and the environment.

In 2021, in the category of mining companies, Antamina was ranked as the primary producer of copper, zinc and silver, having national percentage participation of 20 %, 34.8 % and 15.7 %, respectively. The economic recovery and favorable context of metal prices and mining exports, resulted in transfers from our industry to the Government, which increased 59.1 % in comparison with the previous year. Up to and including the year 2020, we have contributed US\$ 12.53 Billion in tax payments. It is in this manner that we contribute to regional and local governments in order to execute public works that benefit the population and create local jobs, while working to improve the quality of life of the families living in areas surrounding our operations.

Ancash was the region that received the largest transfer of economic resources generated by the mining sector with over 1 billion, 458 million Peruvian Soles, representing 22.0 % of the total amount of resources distributed in 2021. Over a period of 20 years, our operations have made a significant impact on the region's economy, representing an average of 43 % of Ancash's GDP¹.

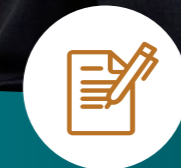
Environmental care also ranks very high in importance in our operations. For this purpose, we conduct environmental monitoring with the participation of communities and the environmental authorities (OEFA and ANA). 100 % of the water used in our operations comes from surface water collected from rainfall and we have successfully avoided emissions amounting to total of more than 1 million tons of carbon dioxide thanks to our mineral pipeline. Furthermore, we execute projects that benefit the population and take care of the environment, projects that have led to more than 200 hectares of reforested plantations within the scope of our operations.

In addition, we conduct mining studies that will support Antamina's future using innovation and technology. In 2021 we introduced our list of projects comprising our Innovation and Technology roadmap to representatives of our shareholders and other stakeholders.

Similarly, we began implementation of Machine Learning technology, which, based on algorithmic models, recommends actions that optimize the future results of our production. Between August and December 2021, approximately 3 % of improvements were achieved in copper equivalent production. We have thus become the first polymetallic mine in the world to implement this technology and we aim to consolidate ourselves as a benchmark in innovation and technology.

(GRI 2-22)

¹ Average annual impact on the GDP of Ancash for the period 2001-2020



VÍCTOR GOBITZ COLCHADO

Chairman and Chief Executive Officer
Compañía Minera Antamina S.A.

All our achievements would not be possible without our employees and collaborators. In 2021, the seventh consecutive collective bargaining agreement with the Sutracomasa Union was successfully completed, and with this event, we were able to consolidate a positive history of dialogue, labor peace and a shared vision of the future for all.

Moreover, we are committed to providing a workplace free of violence and discrimination. It is for this reason that we have a Diversity and Inclusion Policy and Program, which reinforces a culture of respect, fostering a healthy and equitable work environment. In addition, we promote gender equality from the highest level of the organization, emphasizing the prohibition of discrimination in employment. A reflection of this is the authenticity of our certification as a Safe Enterprise Company, free of violence and discrimination against Women, granted by the Ministry of Women and Vulnerable Populations in recognition of our promotion of good practices and policies in favor of women.

Our social strategy is based on the core themes of education, health, and local economic development. To measure the impact of this strategy, we use the Human Development Index (HDI) as a reference, which is developed by the United Nations Development Program (UNDP). By virtue of this measurement, the HDI in our area of influence (Ancash) has increased by 50 % over the last 18 years. This indicator measures life expectancy, access to education and income per capital levels. Similarly, the HDI enables us to evaluate the effectiveness of our social strategy on the development of our communities.

After more than a week of road blocks set up by the Aquia community –and a violent demonstration in Puerto Punta Lobitos by members of the Puerto Huarmey Neighborhood Board–, we temporarily suspended our operations on October 31, 2021. The decision was made to ensure the safety of our staff and so that the Government could intervene to ensure public order. Operations resumed on November 12, 2021, following the approval of the general guidelines for a technical dialogue table for engagement with the Aquia community, where it is expected that agreements will be reached to everyone's benefit.

“In 2021, in the category of mining companies, Antamina was ranked as the primary producer of copper, zinc and silver, having national percentage participation of 20 %, 34.8 % and 15.7 %, respectively”

We are aware of the fact that the COVID-19 pandemic has affected the world, our country and our employees. It is in this context that we have supported vaccinations in the region, and we provided logistical support, consisting of professional brigades, financing of transportation needs, and continuous monitoring as part of an agreement entered into with the Ancash Regional Health Directorate. Because of these efforts, the vaccination rate progressed rapidly and in our area of operational influence, 90 % of the population were immunized with 2 doses of the COVID-19 vaccine.

Further still, through our More Education program we are committed to facilitating internet access in the districts of San Marcos and Chavin. In this manner, access to school education is improved for 5,000 students and 500 teachers, who will also be provided with tablets with free data plans for educational use. In addition, we will provide free Wi-Fi access points.

Under the Public Works for Taxes mechanism, Antamina signs agreements committing to the development of social infrastructure projects that aim to close social gaps. In 2021, the commitment amounted to S/ 1 billion, 494.2 million Peruvian Soles, S/ 465.5 million of which were executed. These projects will benefit 13,154 people and generate 129,081 in

daily wages (committed wages, salaries or unskilled labor) within Ancash's southern corridor.

Finally, we were able to consolidate our leadership in the national mining industry, as reflected in the MERCO² rankings for the categories of: Companies and Leaders, Talent Attraction and Retention, Social Responsibility, and Corporate Governance.

I cordially invite you to review the chapters contained in our report, where the above mentioned highlights and other achievements of our management efforts in 2021 are described in more detail.

VÍCTOR GOBITZ COLCHADO

Chairman and Chief Executive Officer
Compañía Minera Antamina S.A.

² Corporate Reputation Business Monitor.

1.1. Our 2021 Performance in Figures

(GRI 2-6) (GRI 2-7)



US\$ 5 billion

328 million revenues generated

US\$ 1 billion

371 million in taxes paid to the government

s/ 465.5

Million in executed Works for Taxes in favor of Ancash



US\$ 54.30

million in purchases from local Ancash suppliers

39.63 %

of our work force are residents of Ancash



100 %

environmental compliance

97.2 %

of the water used to process mineral concentrates is recycled water



7,139

workers of our strategic partners

2,955

collaborators are directly employed



641,505

Mts of copper equivalent produced

2.

ABOUT
ANTAMINA



2. ABOUT ANTAMINA

We are dedicated to the extraction of non-ferrous metal ores, among which are copper, zinc, bismuth, molybdenum, silver and lead. Our mine is located in the San Marcos district, Huarí province, Ancash region, 200 km from the city of Huaraz and at an average altitude of 4,300 meters above sea level. We also have the Punta Lobitos shipping port, located in the coastal province of Huarvey.



Production Units

Antamina has 2 production units, the Yanacancha mining complex, where extraction operations are carried out, and the Punta Lobitos Port, where mineral products are shipped out to world markets.



(GRI 2-1)

Punta Lobitos Port

The shipping port called Punta Lobitos is located in the coastal province of Huarvey.



Yanacancha

The mining camp is located Yanacancha, in the Peruvian Andes Mountains, near the town of San Marcos at an altitude of between 4,200 and 4,500 m.a.s.l.

2.1. Strategic Framework

We have guidelines, the purpose of which always being the generation of great benefits for our employees, shareholders, third parties, communities, and the sustainable development of Peru.



Our vision

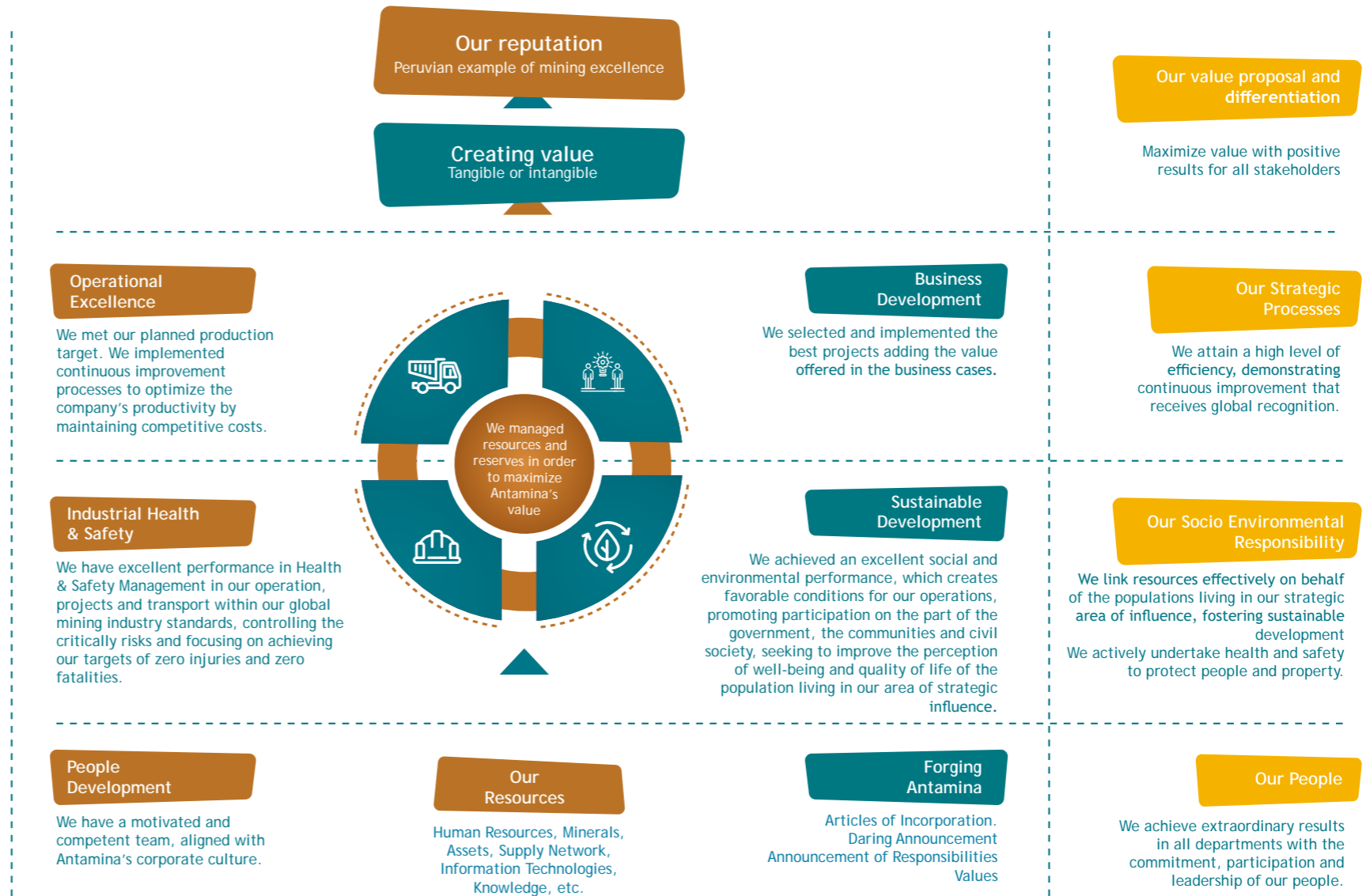
A Peruvian example of mining excellence in the world. Extraordinary leaders transforming challenges into successes. Working for tomorrow's development, today.



Our mission

We achieve extraordinary and predictable results, in health and safety, the environment, community relations, quality and efficiency, with the commitment and leadership of our people.

In addition, we nurture our strategic framework of values such as health and safety, integrity, responsibility, respect and recognition, continuous learning, and optimal performance and innovation.



Our value proposal and differentiation

Maximize value with positive results for all stakeholders

Our Strategic Processes

We attain a high level of efficiency, demonstrating continuous improvement that receives global recognition.

Our Socio Environmental Responsibility

We link resources effectively on behalf of the populations living in our strategic area of influence, fostering sustainable development
We actively undertake health and safety to protect people and property.

Our People

We achieve extraordinary results in all departments with the commitment, participation and leadership of our people.



2.2. Implementation of International Standards and Guidelines

The ISO 9001 standard enables us to maintain international standards for Quality Management Systems.

The ISO 14001 standard ensures a correct environmental compliance throughout our operation.

The ISO 37001:2016 standard contributes to the prevention of bribery and in this way helps foster honest and transparent activities in organizations.

Antamina has completed the transition from the OHSAS 18001 standard to ISO 45001:2018, hereinafter the new standard for the Occupational Health and Safety Management System.

ISO 27001 certification helps to promote information protection activities in organizations.



Principles of the International Council on Mining and Metals (ICMM)

Antamina is advancing as planned with the implementation of its action plan following its analysis in the face of the performance expectations under the ICMM Principles during 2019, in addition to the mandatory requirements contained in this entity's Declaration of Principles. The latter are aligned to various international standards and initiatives, such as ISO standards, OHSAS, the Global Reporting Initiative (GRI), the Sustainable Development Goals (SDG), and the United Nations Guiding Principles on Business and Human Rights.

The 10 ICMM Principles






Following the completion of the gap analysis process, and discussions held during the 2019 ICMM Alignment Workshop with stakeholder representatives, no significant gaps were found concerning the alignment of corporate practices with the ICMM Principles.





Participants identified areas for improvement that constitute inputs for the above mentioned action plan, including the formalization of relevant documentation and existing practices in a way that enables them to become systematized and easily communicated.



2.3. Principal Affiliations with Organizations in the Industry

We are members of the following organizations with whom we share common values and goals.

Organization Name	Description of the organization	Participation
 Pro-Cobre Organization - International Copper Association (ICA)	<p>An international non-profit association that brings together world copper producers and manufacturers. Its purpose is to direct, coordinate and optimize efforts in the development of markets, research, technology promotion and defense of end-use products manufactured with copper.</p>	<p>Director</p>
 International Zinc Association	<p>International Zinc Association is a non-profit organization that represents the global zinc industry to promote sustainable market growth and maintain industry market access through effective management of research and development initiatives (R&D), technology transfers and communicating the value of zinc.</p>	<p>Director</p>
 Peruvian Association of Human Resources	<p>Peruvian Association of Human Resources seeks to promote good people management practices in order to develop and enhance human talent and add value to the community at a business level.</p>	<p>VP human resources</p>

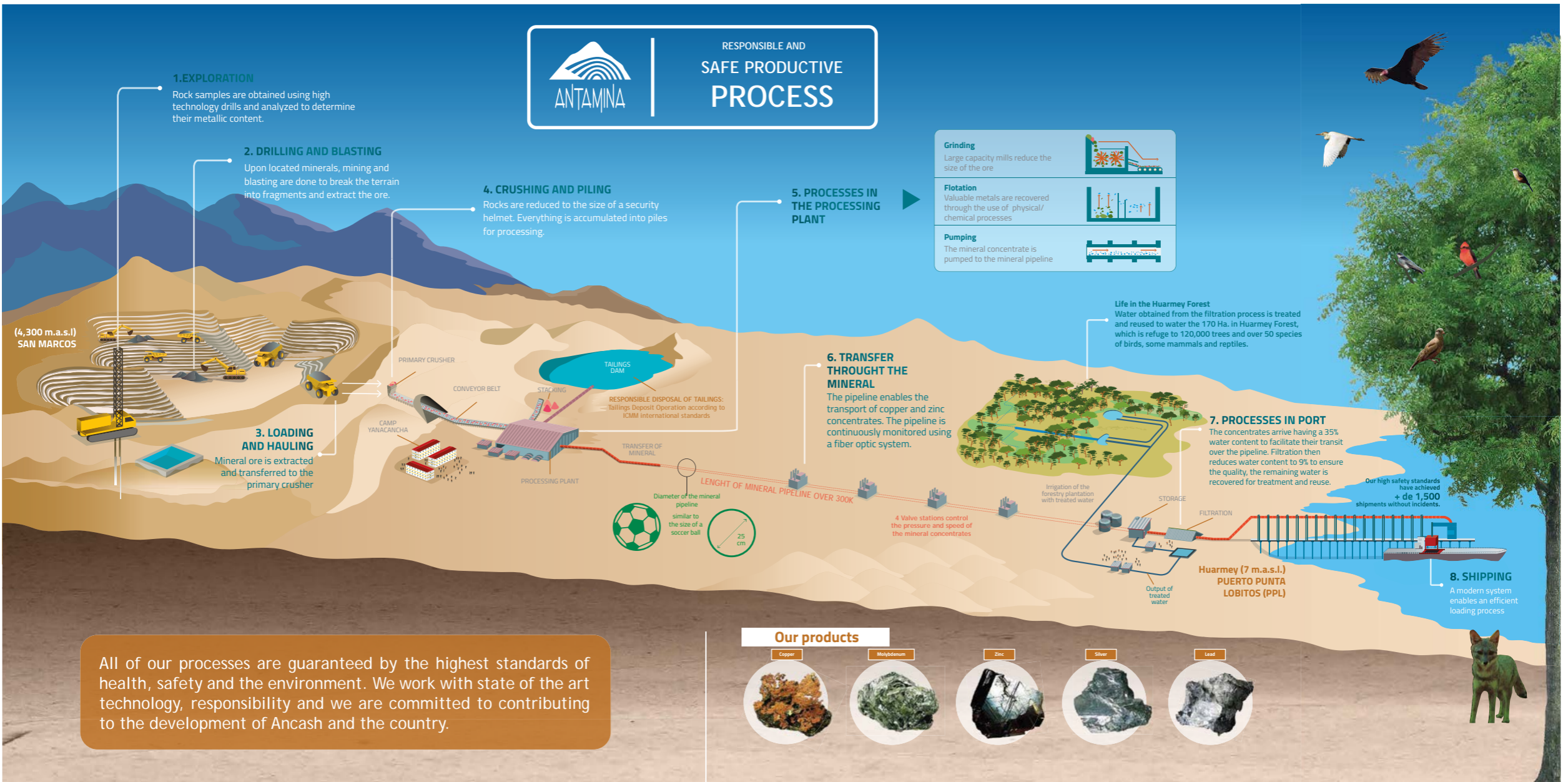
Organization Name	Description of the organization	Participation
 <p data-bbox="521 514 752 587">Sociedad Nacional de MINERIA PETROLEO Y ENERGIA</p>	<p data-bbox="960 437 1763 582">The National Society of Mining, Oil and Energy is a business organization established as a non-profit Civil Association. Its purpose is to promote investment, ensure competitiveness and the sustainable use of natural resources. SNMPE operates through different technical, commercial trade, legal and support committees. It also publishes analyses, statistics and organizes events.</p>	<p data-bbox="1992 505 2130 531">Committees</p>
 <p data-bbox="534 877 712 929">Huaraz Chamber of Commerce</p>	<p data-bbox="986 761 1736 872">Is an organization established by business entrepreneurs, owners of small, medium or large businesses seeking to increase productivity, created with the aim of promoting, strengthening and implementing actions in favor of business development in the region.</p>	<p data-bbox="1971 795 2157 821">VP Sustainability</p>
 <p data-bbox="481 1185 774 1236">Australia - Peru Chamber of Commerce</p>	<p data-bbox="978 1120 1736 1171">Is a non-profit organization that seeks to build quality relationships and promote trade and investment between Australia and Peru.</p>	<p data-bbox="2016 1128 2112 1154">Director</p>
 <p data-bbox="500 1487 747 1538">Peruvian - Canadian Chamber of Commerce</p>	<p data-bbox="978 1410 1744 1496">A dynamic non-profit institution that seeks to become a reliable and informative partner in the promotion and development of close commercial, educational and cultural relations between Canada and Peru.</p>	<p data-bbox="2016 1444 2112 1470">Director</p>

2.1. Operations

(GRI 2-6)

2.4.1. Production Process

Our products are extracted through a production process made up of 8 stages, as described below.



All of our processes are guaranteed by the highest standards of health, safety and the environment. We work with state of the art technology, responsibility and we are committed to contributing to the development of Ancash and the country.

Production

Like 2020, 2021 was a year full of many challenges, but our production has shown encouraging signs of recovery. We met our primary production targets thanks to the efforts of our employees and strategic partners, and our results have reached important milestones.

It is worth noting that the production of copper and zinc metals in the processing plant were higher than the budget figures by 8.9 % and 2.3 %, respectively. Adding all the metals produced in the processing plant expressed as a copper equivalent, we reached a production level 7.6 % higher than budget (641,505 dry metric tons vs. 592,800 dry metric tons).

Concentrate production (in dry metric tons)	2019	2020	2021
Copper concentrate	1,666,998	1,364,641	1,584,031
Zinc concentrate	596,843	839,137	901,386
Molybdenum concentrate	6,806	6,875	4,426
Lead concentrate	13,150	17,460	12,494

Metal production (in dry metric tons)	2019	2020	2021
Metallic copper	453,133	378,255	444,290
Metallic silver	468	510	565
Metallic zinc	303,178	430,055	462,666
Metallic molybdenum	3,532	3,584	2,211
Metallic lead	6,281	8,003	4,689

In 2021, the Ex-Pit production goal was 2.1 % below the planned volume (241.9 million dmt vs. 247.0 million dmt), primarily explained by the strategic shutdown of operations in November due to road blockages, which ended up impacting utilization of our main truck fleets. Therefore, it became necessary to optimize the hauling routes in order to maximize the use of shorter distance destinations, and also to try to meet our scheduled ore shipments to the plant.

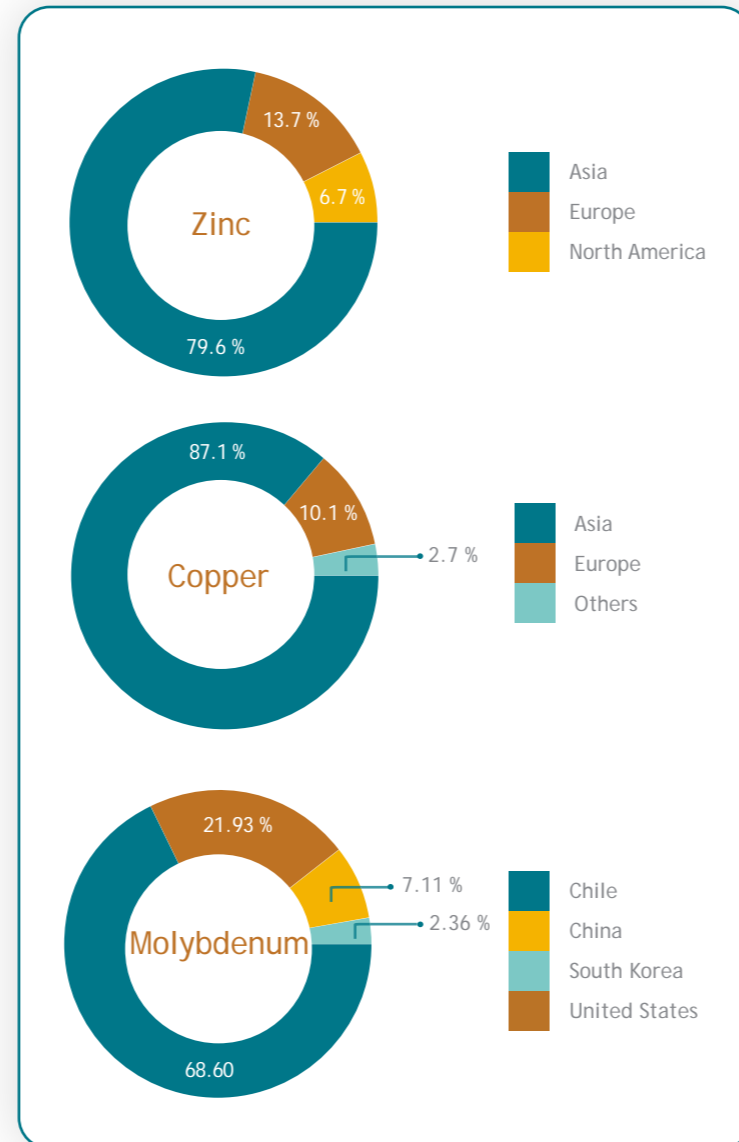


Production	2021	Budget 2021	Variance 2021	%
Total tons Ex-Pit (000 dmt)	241,914.9	247,002.1	-5,087.2	- 2.1
Total tons moved (000 tms)	277,708.8	276,486	1,222.8	0.4
Total tons milled (000 tms)	52,346	52,557	- 211	- 0.4
Copper equivalent (tms)	641,505	592,800	48,704	7.6



Export destinations

We sell copper, zinc and molybdenum in accordance with the terms of the sales agreement we have with our shareholders. (GRI 2-6)



Owing to the suspension of operations in October, we postponed and canceled shipments of copper, zinc and molybdenum.

However, these actions did not incur any penalty from the buyers (off-takers). Within the framework of the Antamina+ program, we worked on some of the initiatives proposed at the end of 2020, implementing them in 2021.

- Reducing the penalty payment for the bismuth content in our copper concentrates.
- Increasing the payment for the silver content in our copper concentrates.
- Tender bidding process for long term charter agreements.
- Tender bidding process for external storage agreements (lead and molybdenum).

2.4.2. Innovation and Implementation of new Technologies

Seeking to address the present and future challenges of the company, Antamina has developed an innovation and technology roadmap, in which it proposes technological projects that are grouped into central themes to help achieve the best results in safety, efficiency, productivity and environmental performance.

The implementation of the innovation and technology roadmap is coordinated between the Areas of Business Improvement (VP of Operations), Mining Studies (VP of Planning and Business Development) and Systems, Telecommunications and Process Control (VP Finance and Administration). These 3 departments, coordinate to analyze and develop concept studies, pilot tests, and to deploy and implement these actions together with the process owners in different areas of operations. In this manner, a balanced approach is achieved between the challenges and needs of the operation, the view of the future, a comprehensive evaluation of technology and the technological sustainability of the projects.

Some of the more important milestones have been:



Innovation and Implementation of new Technologies

- Development of the first model of Artificial Intelligence - Machine Learning in the Concentrator Plant, with excellent results in metallic copper production.
- Conceptual study of the Integrated Management and Operations Center (IMROC), confirming the potential for the business case.
- The IMROC pilot plan has begun where a multidisciplinary team was put together from (Operations Dispatch, Maintenance and Technology) where different opportunities for optimization and efficiency have been identified, which are undergoing joint development
- A remote station was installed to enable remote operation of the Primary Crusher from the Dispatch room.
- Hiring commenced for the company's first Advanced Analytics team, incorporating data scientists, data engineers, developers and a translator, under the agile work methodology
- The Ore Sensing and Testing System for the shovel bucket was installed and tested
- SmartROC drilling rig tests were conducted, in remote and tele operated mode
- The collision prevention system designed for trucks, auxiliary equipment and light vehicles was implemented.
- ISO 27001 recertification of the Information Security Management System, for 8 company processes, resulting in zero findings.
- Implementation of event monitoring and cybersecurity alerts in the control network (Industrial SOC).
- Internal and external Sarbanes Oxley audits resulting in zero findings
- Developed the new version of the Operational Environmental Management Plan (PMAO), Annual Occupational Medical Examinations (EMOA), Checklist and Safety Booklet.
- Launch of the migration project towards the new SAP ERP and implementation of the new Human Resources management system: Success Factors.
- Different systems were implemented to provide a greater level of cyber security for remote workers.

Machine learning

In 2021, we started our operations as a technological benchmark in mineral processing. Following 20 years of successful performance, we are now immersed in the process of implementing Advanced Process Analytics, applying machine learning in the concentrator plant, as an initial step toward larger implementation projects, as pioneers in the adoption of this technology -also known in Spanish as “automatic learning” - in one of the most prominent and complex polymetallic deposits in the world. Through these projects, we seek to consolidate ourselves as a benchmark in innovation and technology with high safety standards.



We are the first polymetallic skarn mine in the world to implement machine learning technology in our copper and zinc concentrate production process, creating predictive and interrelated models that enable us to increase equivalent copper production in the concentrator plant.

Advanced data analytics has increasingly become positioned in the mining industry as an innovative technique to automate and optimize processes. The importance of machine learning technology in the Peruvian mining industry lies in the fact that it finds patterns, trends and correlations by analyzing operational information, and then modeling and generating recommendations for optimization in real time.

Machine learning is a technology built around algorithmic models that learn from the plant’s operational history and then recommends actions that optimize the expected future results.

Since August 2021 we have been working using this technology in concentrator plant operations. These efforts were carried out by a multidisciplinary team comprising various departments, including the Concentrator, Mine, Geology, Maintenance and Information Technology.

Its implementation is possible because of interaction between thousands of variables. These range from lithological and mineralization data at the mine, as well as data from SAG Grinding, Secondary Grinding, Classification, Pebble Treatment, Copper-Zinc Differential Flotation, in the rougher and cleaner processing stages at the Plant. The objective is to optimize the flotation and grinding processes for different mineral types.

The implementation is holistic - with proximity to the operation and processing plant teams - and it uses agile methodology (based on the rapid delivery of the project’s advances through an iterative development process with the solution’s end user), which serves as a precedent so that other processes can make use of this technology.



We continue to strengthen the work team with the incorporation of data engineers and data scientists who - along with the metallurgists, process control engineers, Six-Sigma analysts, and operational supervisors - will be fully dedicated to the transformation process toward complete digitization. This will continue in the mine and, later on, in the company’s most important processes.

Following the launch of the Machine Learning models between August and December 2021, the plant achieved improvements of more than 3 % in copper equivalent for two ore types that were processed. These benefits were incorporated into the production budgets for subsequent years.

2.5. Economic Value Creation

In 2021, our revenues exceeded US\$ 5 billion, 328 million and we distributed US\$ 5 billion 161 million among operating costs and in meeting financial obligations with our stakeholders.



In 2021, there was a significant increase in tax payments, driven by the international context of metal prices. We fully comply with the taxes stipulated for companies in our industry, thereby facilitating regional development and by making these resources available to the government. For the period corresponding to the year 2021, our tax contribution to the Government is estimated and itemized as shown below:

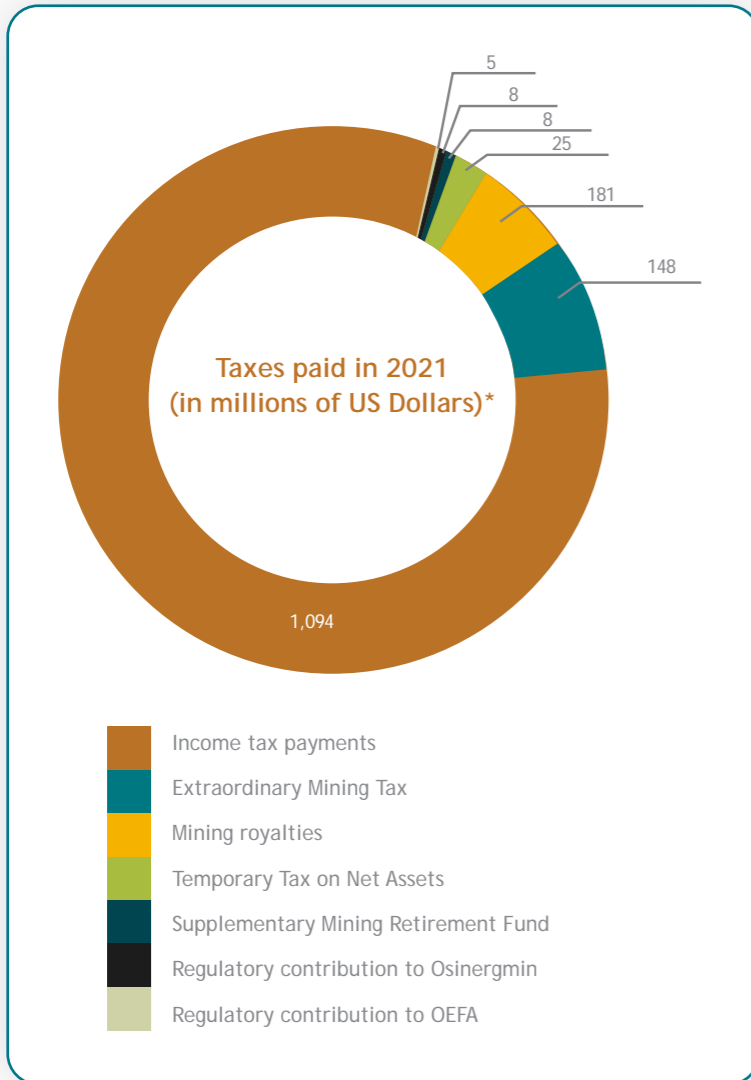
Economic value created and distributed over the past 3 years (in millions of US\$ Dollars)	2019	2020	2021
Direct economic value created	2,978.4	3,128.3	5,328.3
Economic value distributed	2,425.9	2,839.6	5,161.4
Operational costs	859.5	830.3	1,134.3
Employee payroll and benefits	224.6	179.3	230.8
Financing costs	748.9	1,220.6	2,404.5
Tax payments to the government*	573.6	594.4	1,371.5
Investments in the community	19.3	15.0	20.3
Retained economic value	552.5	288.6	166.9

Taxes and contributions paid* (in millions of US\$ Dollars)	2019	2020	2021
Income taxes	431.7	462.6	1,094.4
Extraordinary Mining Tax	58.3	48.1	147.8
Mining royalties	65.4	61.5	180.7
Temporary Tax on Net Assets	21.9	20.6	24.6
Supplementary mining retirement fund	7.4	7.3	7.7
Regulatory contribution to Osinergmin	3.9	4.2	7.8
Regulatory contribution to OEFA	3.3	3.0	5.0

*Includes the main taxes recorded as of December 31 of each year (Income Tax, Extraordinary Mining Tax and Mining Royalties).

*: It includes the amount declared and paid for Income Tax for each year and the payments of taxes and contributions made during the year.

**Taxes paid in 2021
(in millions of US Dollars)***



* Taxes paid in 2021, excluding 2021 Income Taxes paid in 2022.

2.6. Coporate Governance

(GRI 2-9)(GRI 2-10) (GRI 2-11)

Our shareholders

We are a company formed under Peruvian law, the product of a strategic partnership made up of 4 leading companies in the global mining industry.

Board of directors and committees

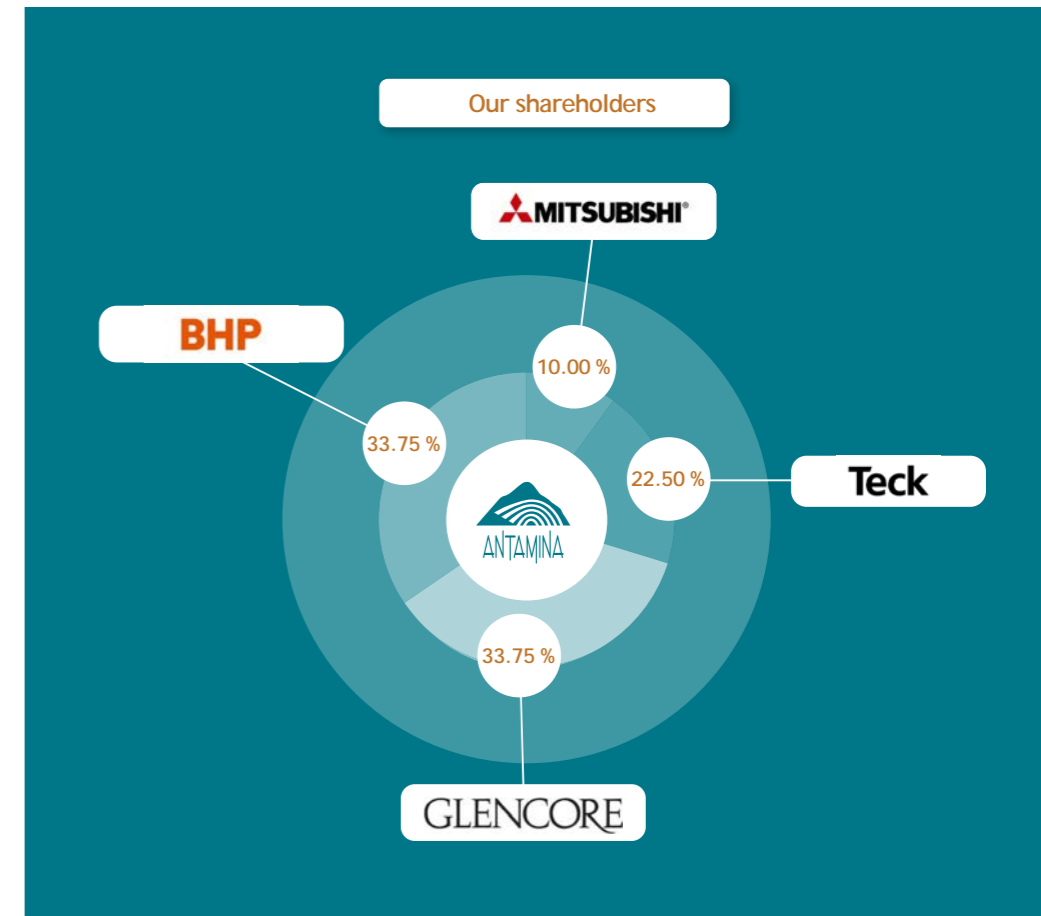
Our company has a Board of Directors comprising 9 members, who are representatives of our shareholders:

- 3 members appointed by Glencore
- 3 members appointed by BHP
- 2 members appointed by Teck
- 1 member appointed by Mitsubishi

The Chairman of the Board is a representative of one of our shareholders. The position rotates on an annual basis among the 3 majority shareholders.

Each member of the Board of Directors has an alternate director, who has experience and a proven track record in companies in the mining industry and in matters of interest to Antamina.

None of the board members is independent or forms part of Antamina’s senior management. Of the 9 members, one is a woman.





Antamina's Board of Directors serves the role of establishing the company's strategic direction, ensuring that it has adequate controls and of setting up an adequate balance needed to achieve short- and long-term objectives that benefit the interests of Antamina and its stakeholders.

Among the primary responsibilities, we have:

- Prepare Antamina's strategy by establishing corporate policies, setting objectives, parameters, plans and annual budgets.
- Oversee long-term investments and key projects.
- Establish financial controls and policies, ensuring the transparency and integrity of reports.
- Ensure that there is adequate risk management and control. This involves monitoring proper compliance accompanied by standards and guidelines on safety, environment, social issues, regulations and ethical standards.
- Monitor the performance of projects and operations.
- Monitor the relationships with key stakeholders, ensuring the company's good performance and practices regarding environmental and social issues, and liaison with the communities.

Every year, the Board of Directors conducts a self-performance assessment on governance issues. From the assessment results, the company designs an action plan to address opportunities for improvement.

In addition, we have 3 committees at the level of the Board of Directors:

- Advisory Committee (Adcom)
- Business Planning and Strategy Committee
- Finance and Audit Committee



The Advisory Committee is responsible for identifying and recommending improvements associated with our economic, environmental and social management. It comprises shareholder representatives and also has 2 subcommittees: (i) the Dam Subcommittee and (ii) the Communities and Environment Subcommittee.

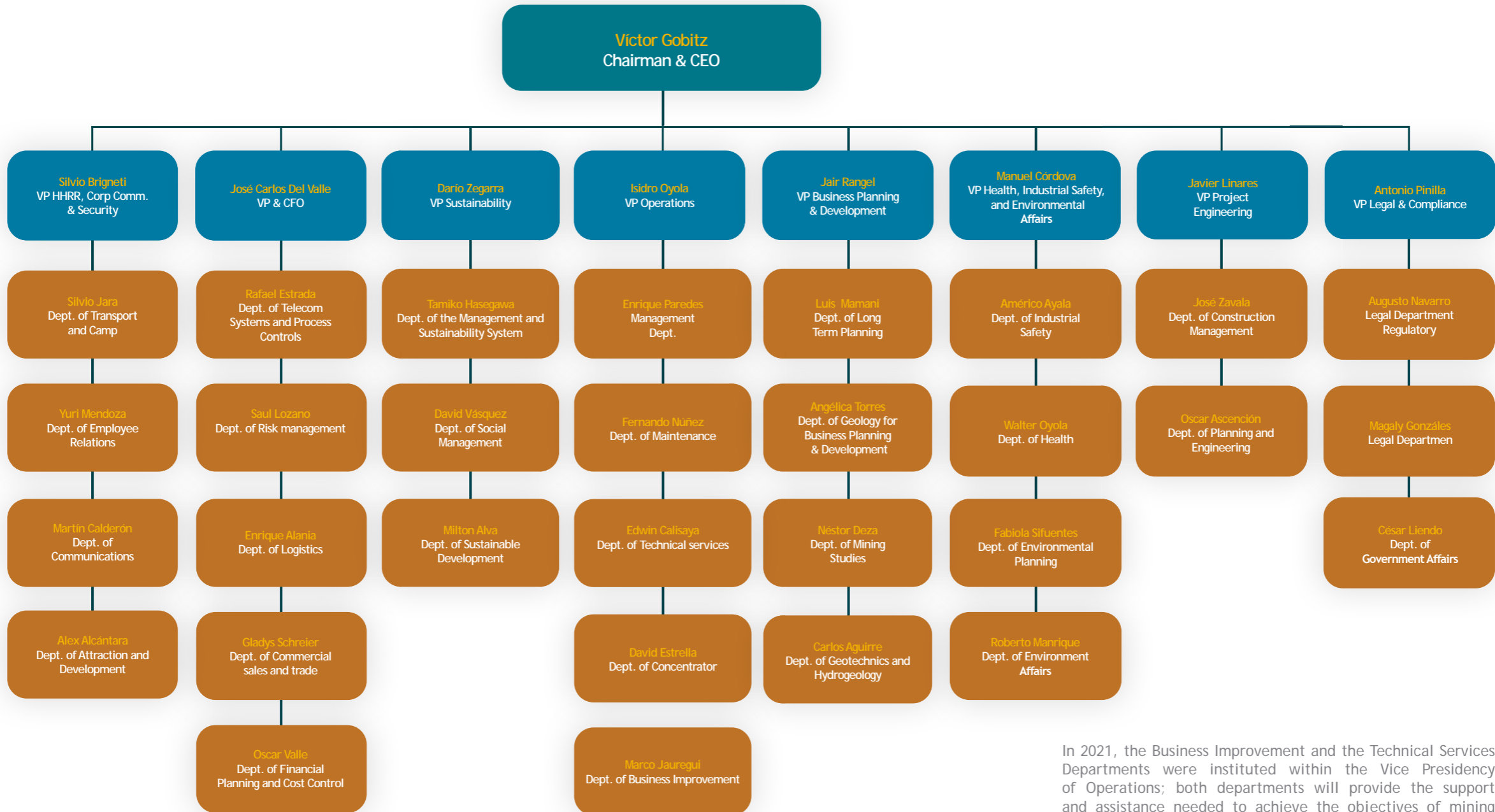
Committees and subcommittees meet regularly in order to ensure the flow of timely and adequate information to the Board.

Critical situations that could lead to a potential and real negative impact for Antamina, its stakeholders or are related to business conduct in its operations and business relationships, are channeled to the Board of Directors through its different Committees.

[\(GRI 2-12\)](#) [\(GRI 2-13\)](#) [\(GRI 2-16\)](#) [\(GRI 2-18\)](#)

General Management and Vice Presidencies

Our Chairman and CEO is Mr. Víctor Gobitz. Our next level of government is the senior executive staff, comprising 8 vice presidents who are in charge of the different company divisions. The company's Senior Executives have the role of executing the strategy defined by the company's Board of Directors.



In 2021, the Business Improvement and the Technical Services Departments were instituted within the Vice Presidency of Operations; both departments will provide the support and assistance needed to achieve the objectives of mining operations and the Vice Presidency.

2.7. About our Sustainability Report

Each year, as Compañía Minera Antamina S.A. we prepare our sustainability report addressed to all our stakeholders seeking to transparently communicate our main management performance results on economic, environmental and social matters.

Antamina Mining Company S.A. is reporting in accordance with the GRI Standards for the period from January 1, 2021 to December 31, 2021. In this manner it is sharing the results obtained by our management in 2021. (GRI 2-2) (GRI 2-3)

The Board of Directors is responsible for reviewing and approving the Annual Report, which serves as input for the preparation of the Sustainability Report. The Annual Report is prepared by compiling reports from the different company vice-presidencies. This report is then submitted for review by the Board of Directors and approved at the General Shareholders' Meeting.

(GRI 2-14)



2.7.1. Material Issues

Seeking to determine which sustainability topics to include in this report, we performed a topic materiality assessment. This process consisted of 4 stages.

Stages of Materiality Analysis

Stage 1: Understand the organization's context

When defining the initial sustainability issues, we carry out a benchmarking exercise using reports from leading companies and reference points in the industry. We also review international standards, guidelines and documents to identify relevant issues in the mining industry. Lastly, we review national reports.

Stage 2: Identify current and potential impacts

Seeking to identify real and potential impacts on the economy, the environment and people, including the impacts on human rights, throughout its operations and business relationships, a review of Antamina's list of risks and the outcome of dialogue processes with stakeholder groups was carried out.

Stage 3: Assess current and potential impacts

The significance of the impacts identified was evaluated based on the criteria of probability and severity. At this stage, factors taken into consideration include the risks identified as critical by the company, interviews with area managers and the outcome of the dialogue processes with stakeholder groups.

Stage 4: Prioritize the impacts

The material topics stemming from previous stages, in addition to the GRI thematic content to be incorporated into the 2021 Sustainability Report, were validated by the Corporate Communication, Sustainability and Environment departments.

(GRI 3-1)

As a product of the above described process, we obtained the following list of material topics, about which we will be reporting throughout our report:

 ETHICS IN BUSINESS	 ECONOMIC PERFORMANCE	 INNOVATION AND NEW TECHNOLOGIES	 HUMAN CAPITAL MANAGEMENT
 RESPONSIBLE SOURCING	 HEALTH & SAFETY	 COMMUNITY RELATIONS AND DEVELOPMENT	 HUMAN RIGHTS
 AIR QUALITY	 CLIMATE CHANGE AND ENERGY	 WATER AND EFFLUENTS	 WASTE MANAGEMENT
 TAILINGS MANAGEMENT			

(GRI 3-2)

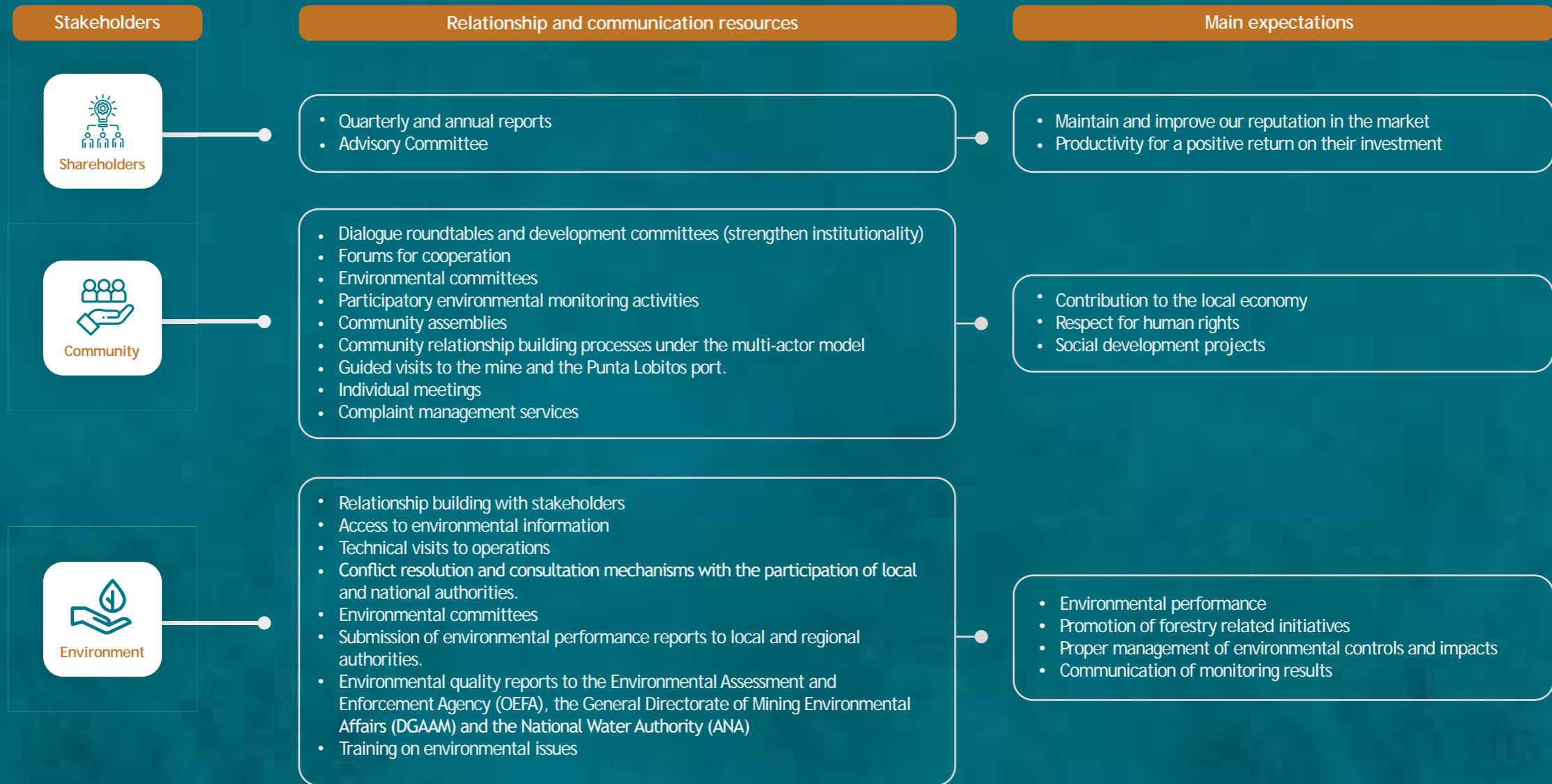
2.7.2. Stakeholders

The relationship with our stakeholders is based on a commitment so that all parties benefit from our contribution to society.

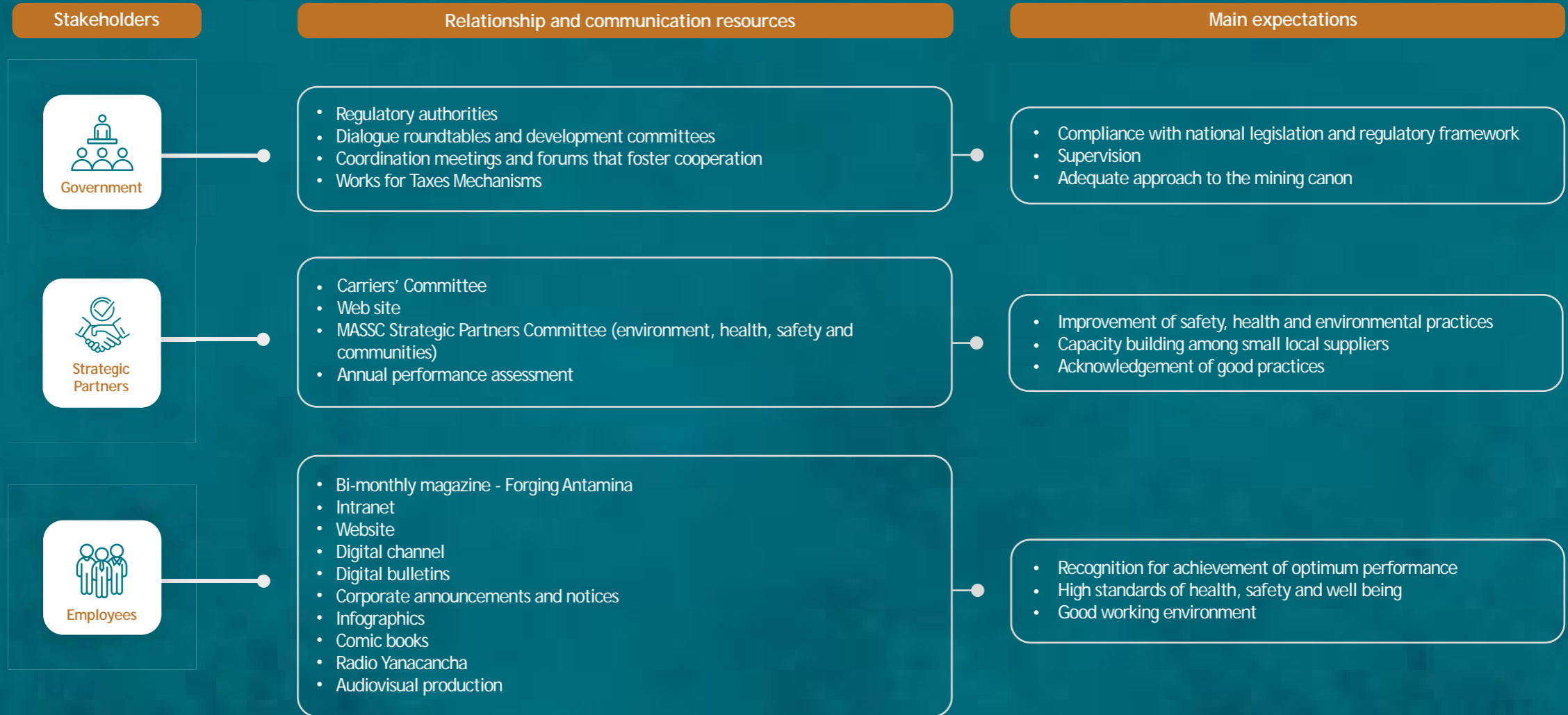
For this purpose, we periodically update the identification of our stakeholders through secondary sources and by way of strategic analysis exercises. These activities are undertaken based on the perceptions gathered by those in charge of the relationship with each of our stakeholders.



Stakeholders



Stakeholders



(GRI 2-29)

3.

ETHICAL AND RESPONSIBLE
MINING



3. ETHICAL AND RESPONSIBLE MINING



3.1. Corporate Compliance Program

The Corporate Compliance Program is defined as a set of policies, procedures and controls aimed at preventing crimes of corruption, creating an ethical culture and safeguarding our reputation.









The program is prepared based on risk analysis and its cornerstones are rooted in activities of prevention, detection and response. Included among its main components are: Compliance policies and procedures, training for employees and strategic partners, due diligence activities on commercial transactions and different company processes, and a complaint communication mechanism called the Ethics Hotline.



3.1.1. Code of Conduct and Compliance Policies

We encourage all our employees to act responsibly and with integrity. It is for this reason that we have procedures to prevent breaches of ethics and to foster honest and transparent conduct.

We have a Code of Conduct -which is shared among all our employees and strategic partners-, together with a series of policies and procedures that form part of the support for our Corporate Compliance Program:

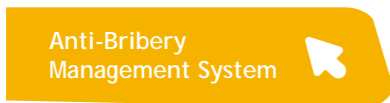
-  [Anti-bribery Policy](#)
-  [Corporate Compliance and Prevention Standards](#)
-  [Due Diligence Standards](#)
-  [Conflict of Interest Standards](#)
-  [Ethics Committee Standards](#)
-  [Procedure governing the Reception and Giving of Gifts or Courtesies](#)
-  [Procedure governing the service to and investigation of complaints](#)
-  [Anti-Bribery Management System Manual](#)

In 2021, Antamina’s Board of Directors approved a modification to Chapter 11 of the Code of Conduct, linked to Health and Safety. This was done seeking to incorporate the obligation on the part of employees to comply strictly with the health and safety guidelines, in addition to having the right to refrain from carrying out or put a stop to any practice that does not comply with established health and safety standards.

Furthermore, **our corporate policies** are approved by the Board of Directors. Each one of them has a person in charge internally, as applicable to the matter at hand. Each vice-presidency is responsible for the implementation plan and deployment of the content of the policies under its responsibility in the organization along with the stakeholders with whom it has relationships. The deployment and training plan varies depending on the requirements of each individual policy. For example, the **Anti-Bribery Policy** is managed by the Office of the VP, Legal and Compliance, which has responsibility to deploy and train all Antamina employees and strategic partners on this subject matter.

Similarly, our Code of Conduct establishes that it is the obligation of all Antamina employees to disclose any situation that qualifies as a potential conflict of interest. Each year, we update the list of conflict of interest statements, and in the event there is any conflict of interest that may have an impact, the Ethics Committee issues a recommendation seeking to mitigate such conflict. In the event of any material conflict of interest, the case and relevant recommendations are reported to the Finance and Audit Committee.

(GRI 2-15)



All policies must be complied with by both our employees and our strategic partners, and for which purpose they are reported using a different channels of communication.

In the case of our personnel, upon joining the company, they all undergo an induction process in which they are informed of the guidelines contained in the corporate policies. In addition, the main points of each policy are continuously reinforced through internal communications, which are also available on the Intranet. For our strategic partners, we conduct email communications and training workshops to provide coverage of our main policies.

In addition, contracts include clauses explaining that it is their obligation to comply with the provisions of Antamina’s Code of Conduct, Anti-Bribery Policy, security and human rights guidelines, and others.

(GRI 2-23) (GRI 2-24) (GRI 415-1)

Ethics Hotline

This is a communication channel managed by an independent third party, with the purpose of receiving complaints about possible violations of our Code of Conduct, Anti-Bribery Policy or any of our Corporate Compliance policies.

The channel enables our employees and third parties to file a report in good faith –or based on reasonable belief- to identify possible flaws in our behavior and therefore have the capacity to improve and act promptly. It should be noted that if a complaint is sent through another channel (for example, directly to the Compliance Area), it is also received and processed.

It is in our interest that our stakeholders have the confidence to use this channel without any fear of reprisal. It is for this reason that we constantly disseminate the use of this mechanism on our internal and external communication channels.

The Compliance Area is responsible for managing complaints, and these are treated confidentially.

(GRI 2-26)

3.1.2. Anti-Bribery Management System

In 2021, certification agency BASC Peru conducted the follow-up audit on the ISO 37001:2016 certification of the Anti-Bribery Management System (SGAS). Given the context associated with the pandemic, the audit was performed remotely; notwithstanding this limitation, it was possible to audit all the selected processes and validate our certification, with zero events of non-compliance

As part of the SGAS follow-up audit, we updated the bribery risk analysis throughout all our processes, taking the 2021 context into consideration.

(GRI 205-1)



3.1.3. Training Activities

We regularly provide training on our Compliance Program. Given the work context in 2021, all training has been carried out online and we have made use of internal communication platforms to communicate messages related to the Compliance Program. This has enabled us to continue reinforcing the importance of maintaining ethical and responsible behavior and to reiterate the importance of complying with our internal policies in spite of remote work.

Similarly, in line with activities of disseminating news of our Compliance program, we organized the event Compliance Week for a second consecutive year. This was carried out using a virtual format and was attended by personnel from different office locations.

In 2021 we trained 2,597 people using our different online platform applications, ensuring in this way that the messages from the Compliance Program gain an increasingly wider scope.

Training method	Number of people trained
Virtual mode (MS Teams)	211
Virtual mode (Antamina Family platform)	592
Virtual mode aimed at operating personnel	1,794

(GRI 205-2)

Furthermore, during 2021, we conveyed our corporate compliance guidelines to all of our strategic partners in order to ensure that they are aligned with Antamina's standards.

3.2. Legal Compliance

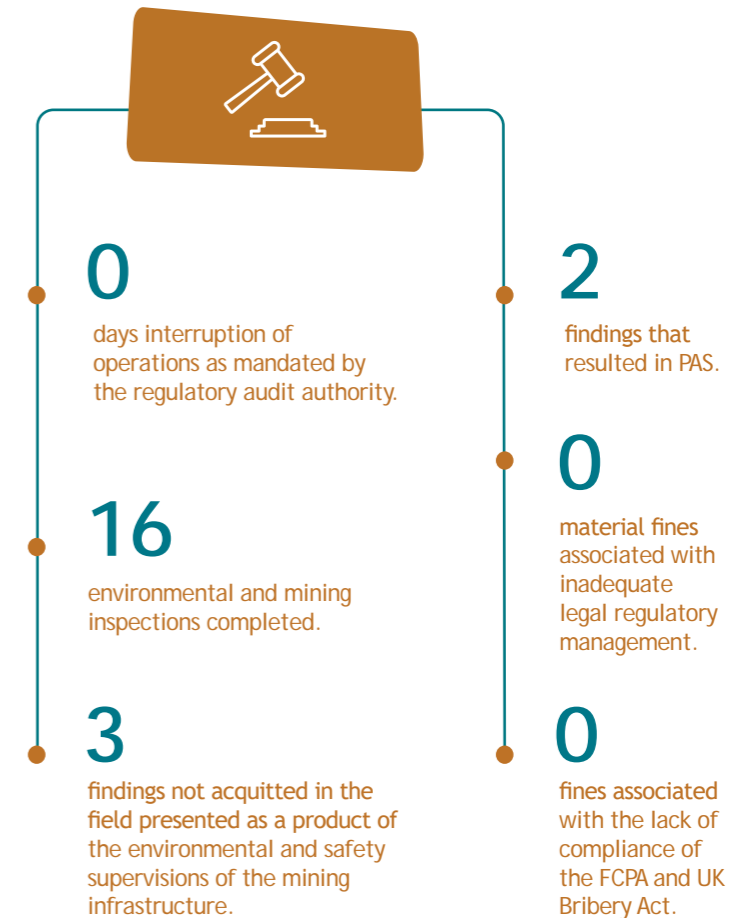
(GRI 2-27)

During 2021, the pandemic continued to have an impact on many operational and administrative fronts that led us to assume a position on regulatory instruments issued by the various entities within the framework of the health emergency decreed by the Government. The focus of our effort was to continue operations in compliance with these constant and unpredictable changes and achieve our projected goals.

We renew our operating licenses and project implementation licenses on a timely basis. We were not the subject of legal decisions that had any potential criminal consequences for our executives and we have signed all the agreements necessary to ensure the continuity of our operation.

Similarly we comply with all legal obligations that arise from regulations, permits and licenses related to environmental matters, water resources, mining, and others. This has allowed us to maintain a very low number of active sanctioning administrative procedures (referred to as PAS in sp). While OSINERGMIN initiated 3 PAS in 2021, in the current year we managed to achieve the termination of another 3 PAS proceedings initiated by this entity in previous years as well as 1 other that had been initiated by the OEFA.

In 2020, as a consequence of the state of emergency declared by the pandemic, many inspections scheduled for that year were postponed. However, in 2021, a total of 16 inspections were completed in matters regarding the environmental, safety of mining infrastructure, water resources, employee safety and health, and others that we have actively participated in after being summoned for appointments by the relevant authorities.



In addition, we completed implementation of the Master of Legal Permits (MPL) project, a tool that allows continuous, close and computer systematized planning and management of the permits required to ensure the continuity of our operations and the execution of new projects. This tool is continuously updated and fed by project task schedules from other areas of the company, (PDN, Engineering and Projects, Mineral Pipeline, and others).

Similarly, we prioritize a culture that maintains the health and safety of our employees as fundamental values. We seek to prevent, minimize and control occupational risks by designing appropriate jobs. However, and despite this ongoing effort, we began the year 2021 mourning the death of a co-worker from the Maintenance Department. The accident occurred at our operations at the Yanacancha camp in Huari, Ancash, while a drill was being repaired. Once aware of this occurrence, we suspended operations to facilitate the immediate arrival of an ambulance with medical personnel who, upon arrival, were only able to confirm the death of our colleague. The details of the accident are the subject of a thorough investigation by the relevant authorities.

During 2021 we have paid a total of 9 fines imposed by SUNAFIL, 4 of which are currently under discussion in court (Judiciary). Of the 9 sanctioning administrative procedures, one is related to compliance with labor provisions, with a financial penalty amounting to S/ 249,444, and 8 correspond to provisions related to health and safety in the workplace, with a financial penalty amounting to approximately S/ 132,907.

3.3. Promotion and Respect for Human Rights

At Antamina, aside from complying with national and international regulations, we believe in taking an active role in the continuous promotion and respect for human rights. This encompasses the interests, cultures, customs and values of our employees as well as the communities with which we interact.

Respect and promotion for these rights constitute fundamental aspects of sustainable development. In this regard, and as a strategic purpose, Antamina aspires to contribute to actual access to human rights and the exercise of civic duties; it is for this reason that our Human Rights Policy is in the public

domain and, since its approval, has been included in the official documents shared with our strategic partners.

This policy is consistent with the National Human Rights Plan and the United Nations Guiding Principles on Business and Human Rights. The latter document states that the Government is the guarantor of these rights. However, in a reality such as Peru's, we believe it is essential for the company to assume an active role in their respect and recognition, in addition to building conditions that make them accessible to everyone.

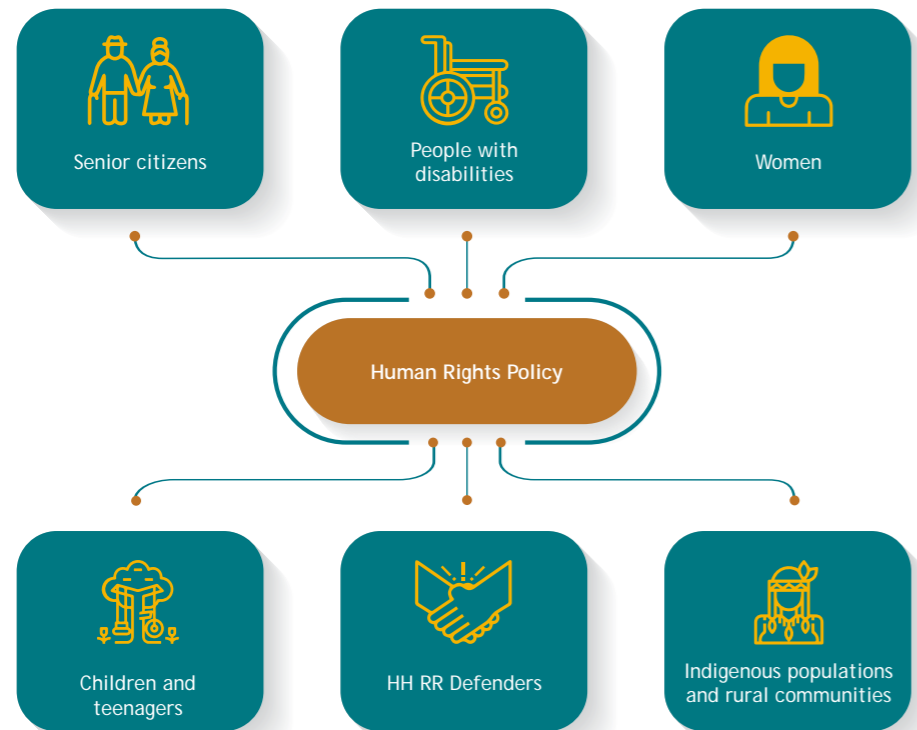
Our Human Rights policy and standard lists 11 priority fundamental rights that will be subjected to monitoring and evaluation within the framework of our extractive mining operations.

(GRI 2-23)

Life and personal integrity	Work, work conditions, freedom from slavery, social security	Access to justice and due process	Equality and no discrimination	Freedom of thought, conscience and religion	
Political and civic participation	Freedom of opinion, expression and access to information	Private life and intimacy	Health environment	Property	Education

Antamina's strategic social purpose is to improve peoples' quality of life and access to human rights, assuming the role of a social catalyst. One that leads to the full development of people's potential and actual access to human rights and the practice of civic duties. This is the reason why we also value and respect cultural diversity, together with the rights, interests and aspirations of indigenous peoples.

The stakeholder groups, including the groups defined as at risk or vulnerable, to which we pay special attention in our policies are listed below:



As a supplement to the Human Rights Policy, we have an Action Plan which is updated on an annual basis. An independent third party expert in this subject matter establishes a mechanism for incorporating the conclusions stemming from investigations in the Human Rights Plan and other means linked to its implementation.

We also have an Indigenous Peoples Policy, whereby we make a commitment to respect the rights, cultural heritage, identity, traditions and customs of indigenous peoples. This policy is similarly aligned with the Position Statement on Indigenous Peoples and Mining of the International Council on Mining and Metals (ICMM).

This commitment and approach to relationship building with indigenous peoples as a result of new projects or existing operations - which could have a direct positive or negative impact on their collective rights - include the actions listed below.

- Complete social and environmental baselines, in addition to participatory and inclusive impact assessments.
- Pursue a meaningful and ongoing relationship using the multi-stakeholder approach, which enables the achievement of self-defined community goals that provide lasting benefits.
- Work to ensure participation and cooperation, through meaningful dialogue, with the authorities responsible for the prior consultation proceedings.
- Strengthen a business culture that recognizes and values the cultural diversity of indigenous peoples, while contributing to safeguarding their cultural identity.



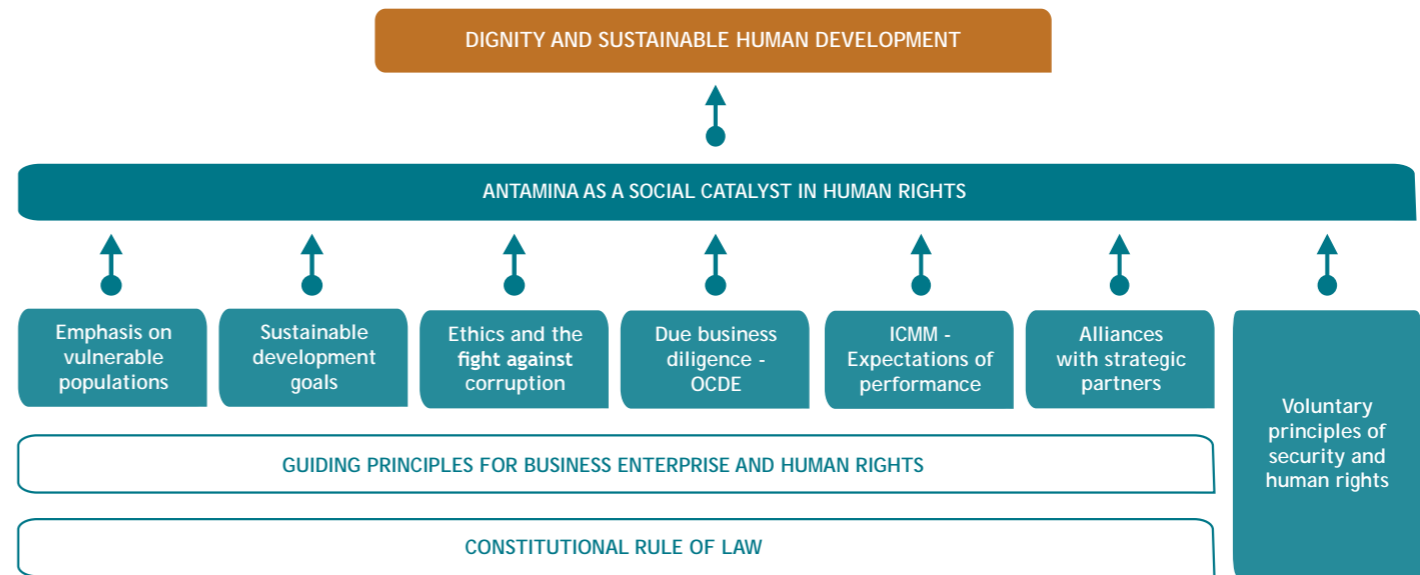
During 2021, there were no cases associated with violations of the rights of indigenous peoples. It is worth noting that we actively participate in forums that engage in dialogue, multi-stakeholder development, and environmental committees and monitoring committees; with the participation of local, regional, national authorities and representatives of civil society. This enables us to maintain channels of communication that promote listening and ongoing public participation.

(GRI 411-1)

We also have a Standard for the Prevention and Respect for Human Rights (DC-521) and an Action Plan that is consistent with the National Human Rights Plan, approved by the Peruvian Government and updated annually.

We have defined and prioritized some indicators, for which we have information regarding the current status of the SDGs, in addition to an analysis of the impact of these indicators. An impact assessment of projects related to the Education, Health and Productive components has also been carried out. Accordingly, our projects are framed within a context of contribution to the SDGs.

For this purpose, our corporation has built a theoretical framework that guides its intervention activities in the field of Human Rights.



Our human rights program contains strategic and operative actions. The following priorities form part of the plan:

- Approval and dissemination of the human rights policy and standard.
- Annual update of the risks associated with human rights violations.
- Annual training for employees and strategic partners.
- Due diligence and contribution analysis every 3 years.
- Annual performance assessment and report.
- Alignment and identification of events of social intervention that contribute to the promotion of human rights.

In 2016, a diagnosis was performed of the human rights situation in Antamina's operational area of influence in the Ancash Region. This diagnosis served to create a baseline with

which we were able to design intervention strategies aimed at promoting and respecting human rights and at measuring their impact on social welfare.

In 2019, we designed a due diligence matrix for responsible business conduct in human rights seeking to have a detailed view of the gap between what is requested by the above described standards and Antamina's progress completion. This process was conducted with the support of a consultancy specialized in the subject matter and entailed an analysis of documents and consultation with several relevant stakeholders, such as leaders and specialists from different departments.

Moreover, we are working in depth to align our initiatives with both the Universal and Inter-American human rights systems. Our commitment seeks to decisively contribute to the actual materialization of human rights in our areas of direct influence.

For this purpose, we carried out an exercise on the consistency among our emblematic programs (FOGEL, Ancash Effect, Diversity and Inclusion, Wiñantsik and Together We Will Defeat the Virus) at the international, national and regional levels which had quite encouraging results.

Consistency of Antamina Initiatives and Human Rights³

Antamina Initiatives	International			National (Peru)		Regional (Ancash)		
	International System	Interamerican System	SDG	Political constitution	National Plan on Human Rights	National Plan on Business and Human Rights	Coordinated regional development plan	Other instruments
The Ancash Effect (Education)	UDHR, CADE, ICESCR, CRC, CEDAW, UPR	ACHR, San Salvador Protocol	4, 5, 16, 17	Articles 4, 1, 14, 15, 16, 17	Strategic objective 8	L I	Strategic objective 3; strategic actions 1, 3, 5 y 6	Regional Education Project 2007-21
Wiñantsik	UDHR, ICESCR, CRC, CEDAW, UPR	ACHR, San Salvador Protocol	2, 3, 17	Articles 4, 6, 9, 10, 11	Strategic objectives 4 and 10	L I, II IV	Strategic objective 2; strategic actions 2 and 6	Regional plan on the battle against anemia
FOGEL	UDHR, ICCPR, CEDAW, UPR	ACHR	1, 3, 9, 16, 17	Articles 2, 31, 35	Strategic objectives 4 and 9	L I, V	Strategic objective 6; strategic actions 1 and 6	
Diversity and inclusion	UDHR, ICCPR, CEDAW, Convenio 169 de la OIT	ACHR, Convention Belem do Para, IAC against racism	5 y 10	Article 2	Strategic objective 8	L I, III, V	Strategic objective 1; strategic actions del 1, 4 y 6	
Together we shall defeat the virus	UDHR, ICESCR, CEDAW, CRC	ACHR, AP-ECSR, Belem	1,2,8,17	Articles 2,4,6,7,9,11,59	Strategic objective 4 and 10	L I	Strategic objective 1; strategic actions from 1 to 4, Strategic objective 2; strategic actions from 1 to 4	

³ UDHR- The Universal Declaration of Human Rights
 CADE- UNESCO Convention against Discrimination in Education.
 ICESCR- International Covenant on Economic, Social and Cultural Rights
 CEDAW- Convention on the Elimination of All Forms of. Discrimination against Women
 UPR- The Universal Periodic Review (UPR) is a unique mechanism of the Human Rights Council (HRC) aimed at improving the human rights situation on the ground of each of the 193 United Nations (UN) Member States. Under this mechanism, the human rights situation of all UN Member States is reviewed every 5 years. The result of each review is reflected in the Final Report of the Working Group, which lists the recommendations the State under review (SuR) will have to implement before the next review.
 CRC- The United Nations Convention on the Rights of the Child.

ICCPR- International Covenant on Civil and Political Rights.
 ILO 169- The Indigenous and Tribal Peoples Convention, 1989, International Labour Organization Convention.
 ACHR- American Convention on Human Rights.
 AP-ECSR- Additional Protocol to the American Convention on Human Rights in the Area of Economic, Social and Cultural Rights, "Protocol of San Salvador"
 Convention of Belem- The Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, better known as the Belém do Pará Convention.
 IAC against Racism- Inter-American Convention against Racism, Racial Discrimination and Related Intolerance



Training on human rights

In 2021, we developed human rights training courses directed at the entire Antamina team (including our highest body of governance), and we succeeded in training 87 % of our personnel. (GRI 2-17)

The content covered in this training included the following.

- The context of human rights and the business case linked to Antamina's policies.
- Introduction of key concepts and case law criteria in the field of human rights.
- Introduction to the principal international instruments for the protection of human rights in the context of extractive industries.
- The United Nations Guiding Principles on Business and Human Rights, and the due diligence process (what, why and how).
- The main guidelines for integrating Human Rights in Antamina.
- Presentation of specific examples of promotion and respect for human rights.



The training was carried out in virtual format using a module on our EduAntamina+ platform. By 2022, it is expected that we will expand training on ESG issues for the Steering Committee and executives.

Furthermore, on an annual basis we conduct training aimed at security personnel seeking to generate interest among public and private security forces. In doing so, it becomes possible to apply the guidelines contained in the Voluntary Principles on Security and Human Rights, and to prevent the violation of human rights within our operations and area of influence. In 2021 we have fully complied with human rights training for private security personnel and PNP officers who have been working in the Yanacancha PNP Detachment.

(GRI 410-1)



4.

HUMAN
TALENT



4. HUMAN TALENT

4.1. Our Team

Our most important asset is our people, both our employees and our strategic partners. It is for this reason that we strive to offer a value proposition that maximizes the talent of our employees and to extend our culture of excellence to the specialized companies that work within our operations.



Composition of our team

As of the end of 2021 we had 818 employees and 2,137 directly employed operators. 72.5 % of our employees are between the ages of 30 and 50 and 39.6 % come from the Ancash region. We continue with the challenge of increasing the female presence in our company, given that only 6.8 % of our payroll currently comprises women. (GRI 2-7)

Category	Age bracket	Male				Female				Grand total	
		Ancash		Other region		Ancash		Other region			
		N°	%	N°	%	N°	%	N°	%	N°	%
Employee	Under 30	2	0.07	13	0.44	1	0.03	9	0.30	25	0.85
	30 to 50	75	2.54	360	12.18	11	0.37	70	2.37	516	17.46
	Over 50	32	1.08	217	7.34	3	0.10	25	0.85	277	9.37
Operators	Under 30	35	1.18	27	0.91	7	0.24	4	0.14	73	2.47
	30 to 50	800	27.07	759	25.69	44	1.49	24	0.81	1,627	55.06
	Over 50	159	5.38	274	9.27	2	0.07	2	0.07	437	14.79
Grand total		1,103	37.33	1,650	55.84	68	2.30	134	4.53	2,955	100.00

(GRI 405-1)

98.54 % of our employees perform skilled labor.

Employment category	Age bracket	Men				Women				Grand total	
		Skilled		Unskilled		Skilled		Unskilled			
		N°	%	N°	%	N°	%	N°	%	N°	%
Employee	Under 30	15	0.51	0	0.00	10	0.34	0	0.00	25	0.85
	30 to 50	435	14.7	0	0.00	81	2.74	0	0.00	516	17.46
	Over 50	249	8.43	0	0.00	28	0.95	0	0.00	277	9.37
Operators	Under 30	53	1.79	9	0.30	5	0.17	6	0.20	73	2.47
	30 to 50	1,542	52.18	17	0.64	57	1.93	11	0.37	1,627	55.06
	Over 50	433	14.65	0	0.00	4	0.14	0	0.00	437	14.79
Grand total		2,727	92.28	26	0.88	185	6.26	17	0.58	2,955	100.0

93.2 % of our employees are permanent, and 4.2 % of employees were hired for a fixed term due to the context brought about by COVID-19.

Category	Age bracket	Men				Women				Grand total	
		Permanent		Fixed Term		Permanent		Fixed Term			
		N°	%	N°	%	N°	%	N°	%	N°	%
Employee	Under 30	6	0.20	9	0.30	5	0.17	5	0.17	25	0.85
	30 to 50	422	14.28	13	0.44	79	2.67	2	0.07	516	17.46
	Over 50	249	8.43	0	0.00	28	0.95	0	0.00	277	9.37
Operators	Under 30	53	1.79	9	0.30	8	0.27	3	0.10	73	2.47
	30 to 50	1,416	47.92	143	4.84	58	1.96	10	0.34	1,627	55.06
	Over 50	426	14.42	7	0.24	4	0.14	0	0.00	437	14.79
Grand total		2,572	87.04	181	6.13	182	6.16	20	0.68	2,955	100.00



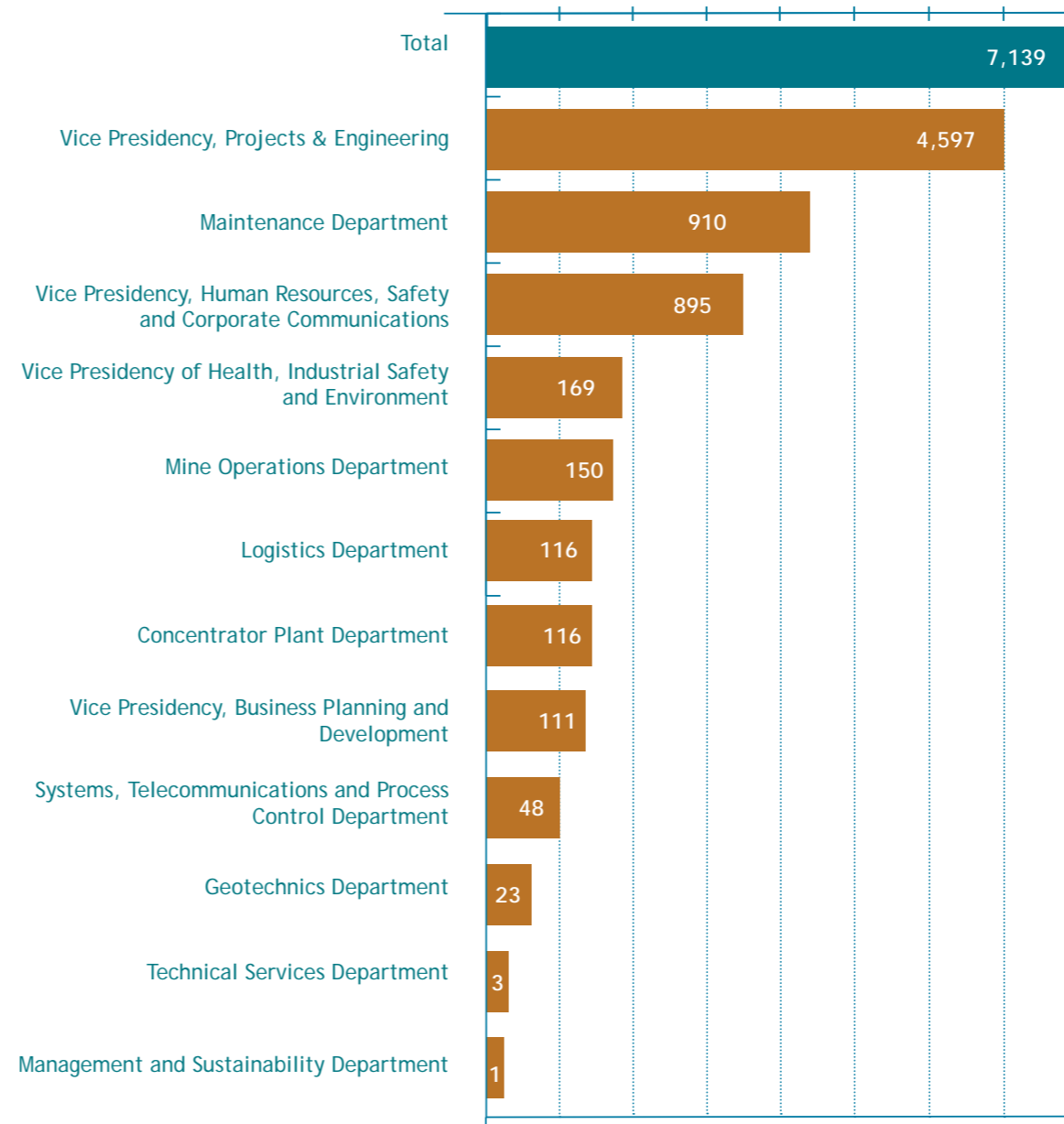
(GRI 2-7) (GRI 405-1)

Apart from this, our strategic partners' personnel comprised 7,139 workers, the majority of whom worked in contracting companies related to projects reporting to the Office of the Vice President, Projects & Engineering (64.39 %), followed in a smaller proportion by the Maintenance Department (12.75 %) and the Office of the Vice President of Human Resources, Security and Corporate Communications (12.54 %).

The table below provides a breakdown by department of strategic partner personnel with 14 or more days of stay in camp in December 2021.



Number of strategic partner workers by department



(GRI 2-8)

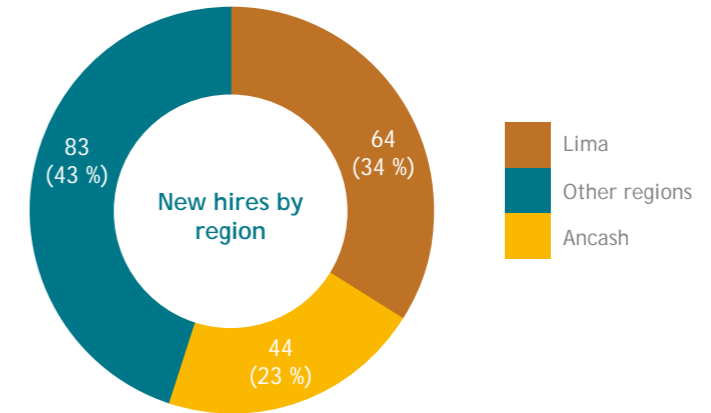
New hires and terminations

During 2021 we hired 191 new employees. The breakdown by age, sex and region is shown on the charts below:

New hires and terminations

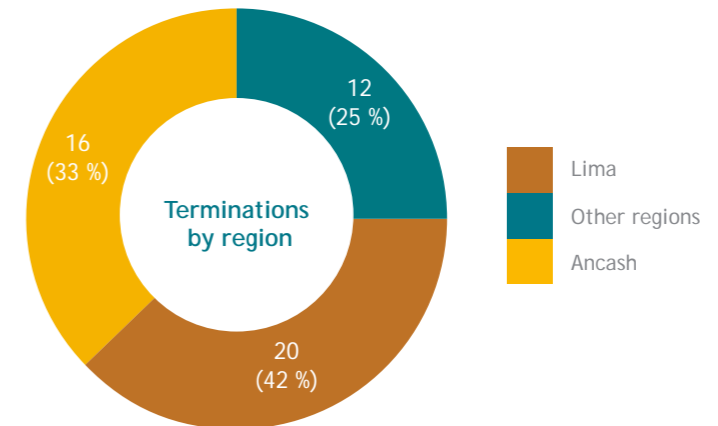
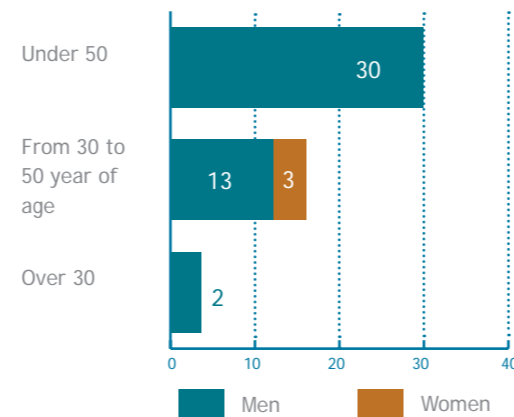
(GRI 401-1)

Number of new hires



In addition, we had 48 terminations, the breakdown of which is shown below:

Number of terminations



(GRI 401-1)



BEST MINING COMPANY IN TALENT ATTRACTION AND RETENTION

We consolidated our leadership in the mining industry by again winning first place in Talent Attraction and Retention with the Merco Talento 2021 ranking. In the overall ranking, we succeeded at positioning ourselves as the seventh best company among a total of 100 ranked companies. It is worth highlighting that this is the eighth consecutive year in which we have been ranked among the 10 best companies in talent attraction and retention in Peru.

“This recognition is a reflection of the commitment, effort, responsibility and spirit of teamwork of the entire Antamina family; we seek to maintain these fundamentals in order that each of our employees can achieve their dreams and continue to grow within the company.”

Silvio Brignetti
Vice President, Human Resources, Corporate Communication and Security at Antamina

4.1.1. Local Employment

We ratify our commitment undertaken with the communities within our areas of influence to promote their development through employment opportunities. This is why, during 2021, 39.63 % of our employees were from the Ancash region and 23.04 % of new hires during the year came from this region. Moreover, 100 % of the new unskilled job positions in 2021 were filled with people from our areas of influence and 15.13 % of new skilled job positions were filled with people from Ancash.



4.1.2. Employee Benefits

Our employees hired for a fixed term and for an indefinite term have the same benefits. The only differences in additional benefits occur due to job qualifications between operators and employees, under the provisions of our Equality and Non-Discrimination Remuneration Standards, and the current collective bargaining agreement for 2021-2024.



	Benefits other than legal compensation
For operators, employees and staff	<ul style="list-style-type: none"> • EPS health plan for the titleholder, spouse and children up to and including the age of 28 years, 11 months. • Worker legal Life and Group Life insurance, additional to existing legal requirements from the first day on the job. • Cancer insurance coverage as a part of the EPS health insurance policy. • Higher education scholarships for employees' children. • EsSalud accident and life insurance covered by the company. • Education bonus (one half a monthly salary). • Quarterly productivity bonus. • Bonus for perfect attendance. • Recognition for strong job performance. • Payment for work on off days at a rate of 2.25x (the law requires a rate of only 2x). • Overtime pay for exchange meetings held at the beginning of the day in operational areas, at a rate of 2.00x (The minimum legal rate to be paid is 1.25x). • Special loan for an amount of up to 4 monthly salaries for emergency purposes. • Subsidy to families of employees who have suffered an accident or an emergency to assist with lodging, food and transportation expenses. • Priority given to direct relatives of employees for filling vacancies professional internships. • Priority to direct employee family members to fill vacancies upon termination of the worker owing to causes of retirement, death and permanent disability. • 3 days leave of absence with pay plus allowance for distance in the event of unforeseen surgical intervention and severity of the spouse or partner, parents or children. • Leave of absence with up to four days' pay, plus allowance for distance in the event of the death of a spouse or partner, parents or children. • Leave of absence with up to 7 days' pay plus allowance for distance in the event of that an employee's child, father, mother, spouse or partner is in a serious or terminal condition or suffers an accident that puts his or her life in serious jeopardy. • Permission for a period of 30 days for pregnant mothers to be absent during daily breastfeeding hours. • Transfers from the mine or PPL to Lima or Huaraz for workers who need to attend a family emergency.
For operators only	<ul style="list-style-type: none"> • Additional bonuses under special working conditions (hazardous work, night work, working at height, daily lunch box, cold lunch box, replacement in a higher position, Labor Day, Miner's Day). • Housing and allowances for housing and length of service/seniority.
For employees only	<ul style="list-style-type: none"> • Performance incentive bonus (ICP).

(GRI 401-2)

In addition, we offer competitive salaries that contribute to our employees' economic well-being. In the salary categories for operators, the remunerations of men and women are identical for the same position, with the entry level salary in this group being 5.32 times the minimum living. Under the salary categories for employees, minimum and maximum ranges are defined in each of the categories that group the different job positions, owing to similar responsibility and impact on the organization; having defined the minimum range for entry level job positions for this group as the equivalent of 4.98 times the minimum living wage ⁴.

(GRI 202-1)

The General Manager's compensation is determined by the Board of Directors. In addition, variable compensation has been defined based on the results of the performance assessment of the company and individual performance. For the General Manager position, the variable remuneration is equivalent to 50 % of the annual guaranteed base salary and for the Vice Presidents it is equivalent to 35 %. The result of the company's performance evaluation is measured by evaluating compliance with various corporate management indicators associated with: (i) Health, Safety, Environment; ii) Labor Productivity; iii) Production; iv) Costs; and v) Strategy and Growth.



With respect to our employee remuneration policies, we have different sets of criteria.

- **Internal equity.** All positions have been given a valuation in accordance with the criteria provided under the Degrees and Points methodology. Then, considering the points obtained from the valuation, job positions are grouped into 24 scales. Later, minimum and maximum ranges are established for each job remuneration grade, which ensures that different positions having equivalent levels of roles and responsibilities pertain to a given grade level.
- **External Competitiveness.** Every year we participate in salary surveys carried out by companies that specialize in compensation issues. These compare the remuneration of positions in Antamina with positions with equivalent roles and responsibilities at other companies in the industry. This is done to ensure that our employees assigned to a certain position are properly compensated when compared with other positions of equivalent responsibility at other companies.

In reference to salary increase request approvals, on an annual basis, we present the compensation status of this group of employees compared to the market values before the Advisory Committee (AdCom). In the event of approval, the salary increase is made taking into account the performance evaluation of each employee and the locus point on the salary range of each salary grade to which each worker's job position is assigned.

For our operators, variations made to compensation levels are carried out considering the terms and conditions agreed to in the collective bargaining agreement.

(GRI 2-19) (GRI 2-20)

Accordingly, in 2021, the ratio of the total annual compensation⁵ of the highest paid person in the organization to the median total annual compensation of our employees was 12.8. Moreover, the ratio of the percentage increase in the total annual compensation of the highest paid person in the organization compared to the median percentage increase in the total annual compensation of our employees was 0.05. The variation in the percentage increase of the annual compensation of most of the employees was driven by the granting of the bonus related to closing the compensation related terms of the collective bargaining agreement in 2021. **(GRI 2-21)**



⁴ The Minimum Living Wage in Peru was S/ 930 in 2021.

⁵ The calculation took into account the total annual compensation of the personnel with 12 months of work, and greater than or equal to 300 effective workdays.

4.2. Learning and Performance Management



4.2.1. Learning Management

The Superintendency of Organizational Learning is responsible for the implementation of staff learning management. This contributes to the value creation by having competent employees, aligned with the strategy and culture of our organization, by developing their skills.

During 2021, we centralized corporate and regulatory (Health, Safety and Environment) training as well as training for other specific needs of each department, promoting the use of our LMS and consolidating the use of online learning methods. Similarly, we have strengthened our approach to equality as provided under our Diversity and Inclusion Policy, ensuring that everyone has access to the same development opportunities in Antamina.

The indicator aligned with this factor is coverage; this KPI tells us the percentage of people who received training, by gender in 2021: women 99 % and men 95 %.

We completed an update of the 5th version of our Learning Standard and Procedure, orienting the procedures toward a “mixed” methodology with a tendency toward the online learning events.

Focused on promoting Development through Self-Management, we completed the implementation of our Learning Management System (LMS) under the name EduAntamina+. Within this platform we developed and created the Aprendo+ Library, a free access tool for use by our employees that aims to strengthen their learning and development process, making several relevant skill related courses available to them. In total, there are 55 courses that are distributed into 5 learning paths associated with Antamina’s Organizational Competencies.

The process begins with the Detection of Learning Needs (DNA) that seeks to implement learning solutions that improve employees’ skill levels so that they are better equipped to contribute to the safety, environmental, operational, legal, and people’s development objectives.

The Learning Plan described below is aligned with the Antamina Competencies and Behaviors+.

- **Collaborative work:** collaborate and help others be successful.
- **Responsible and safe performance:** maintains a focus on team health and safety.
- **Continuous learning:** takes ownership of his or her learning and development.
- **Diversity:** inclusive and open to different viewpoints.
- **Commitment to the job and the company:** makes “things happen”.
- **Technical excellence:** drives continuous improvement.

(GRI 404-2)

In order to address the detection Learning Needs Detection (DNA) process for 2022, the HR VP announced this process’s importance in November 2021 and, continuing with the identification of general lines of action by the vice presidents. With these guidelines, reviews were completed at the level of management and superintendencies. The purpose was to complete the development of a plan that directly contributes covering employee need gaps and achieve company department needs, starting with the identification of priorities by department leaders.

The progress made on the 2021 annual learning plan reached the level of 87 %. During 2021 we recorded 71,458 hours of training, of which 459 hours dedicated to the Environmental training plan, 19,182 hours to the Health and Safety training plan, 8,239 hours to the corporate program, 9,571 hours to behavioral training and leadership and 34,007 hours to functional operations training.

(GRI 403-5)

We measured the effectiveness of the learning process through of Reaction and Learning assessments.

- **i)** Reaction measures the participants’ perception right after the event has ended, regarding the benefits of having taken part in the event, and assessed the fulfillment of their expectations in terms of course quality, content, applicability, instructor competence and organization.
- **ii)** Learning demonstrates the average result of scores in knowledge or skills tests administered right after the event (scale 0 -100). We received the following overall results as at the end of 2021: Reaction 89 % and Learning 90 %.

Investment in training activities during 2021 amounted to US\$ 1.68 million. This sum represents 80 % of the allocated budget.

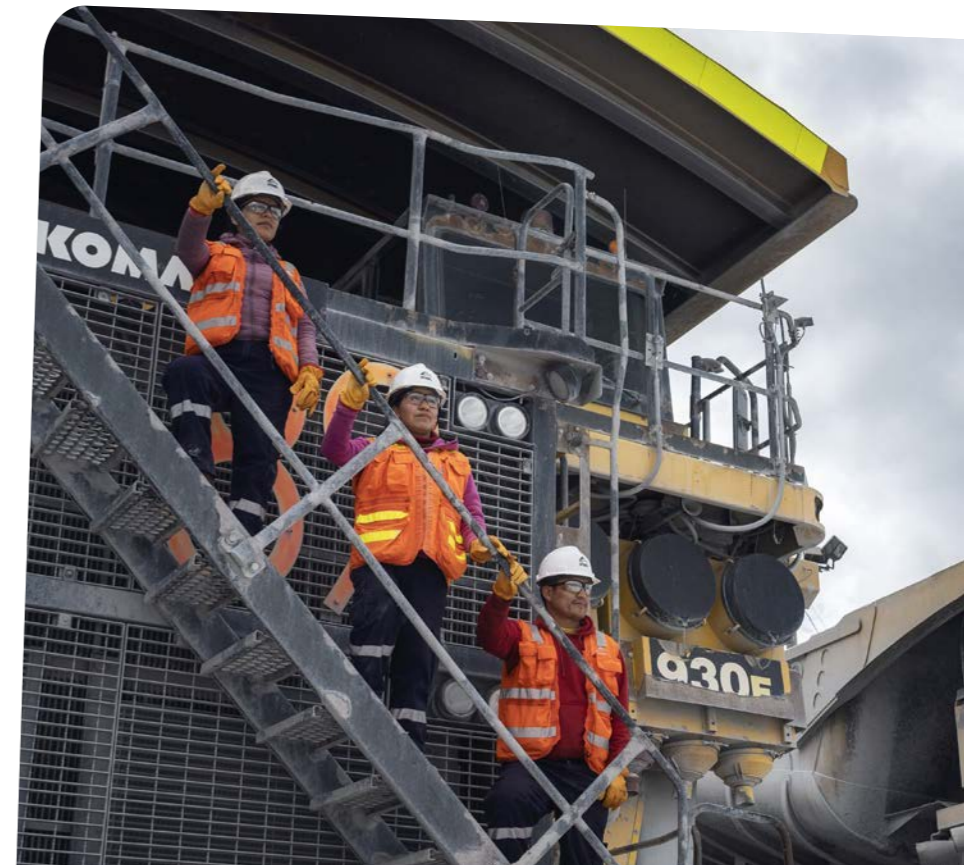
Training hours per job category		Total number of training hours	Average number of training hours
Employees	Men	28,960	42.2
	Women	2,803	24.4
Operators	Men	36,398	17.8
	Women	3,298	40.2

We have promoted the use of LMS as a primary tool in learning management, promoting employee self-management, with supervisors monitoring the progress of their teams and the open use of the I Learn+ Library.

We also conveyed the features and benefits of LMS to all the employees, linking the opportunity to take a course readily within reach. Regarding supervisors the option of conducting close monitoring of the progress and compliance of their direct reports was strengthened. Basic administrator access was created for department coordinators so that they could download complete progress reports by department.

Key training indicators	2019	2020	2021
N° of training hours	138,833	67,417	71,458
Amount invested in training	US\$ 2.66 million	US\$ 1.65 million	US\$ 1.68 million
Number of employees who received awards (awards for leadership, health and industrial safety, and environment)	117 employees and 323 operators	59 Employees (8 % of the population) and 222 operators (8 % of the population): Total: 281 employees	76 employees and 209 operators: Total: 288 employees
Learning Plan execution	77 %	94 %	87 %

(GRI 404-1)





Women Leaders in Antamina Program

This Program seeks to empower and develop leadership competencies and capacities for the influence and action in professional women who occupy job positions with a projection toward project leadership or who already in leadership positions.

21 %

At the time of closing of this Report, the program has a progress completion of 21 % (will be completed in June 2022) and 31 employees from different company departments are participating.

100 %

The satisfaction survey taken after completing the first module registered an acceptance level of 100 % regarding the content that was provided and its contribution to their roles in Antamina.



Library Aprendo+ (The I Learn Library)

This initiative aims to strengthen the employee learning and development process, making different courses available related to Antamina+ competencies. It drives learning self-management and behavior under the theme "Taking ownership of our learning" and in accordance with the knowledge-based needs that we may identify in our current roles.

The 5 learning paths that group together the 53 courses related to our 6 organizational competencies are:



Collaborative Work

Diversity

Responsible and safe performance

Continuous Learning

Technical excellence

Commitment to the job and the company

186
employees

As of year-end 2021, 186 employees were taking courses, 75 people completed a course and 14 personas certified a course with a project.





Leadership 20+ Program

Forms part of the Program's Culture Front and addresses the opportunities for improvement revealed in 2019. It has a job focus in 2 results and 6 specific intervention practices. It is aimed at Supervisors who report to the Vice President of Operations.

92 %

Upon ending the year, the program had completed 92 % of the scheduled activities, covering 2 conferences with Operators. They succeeded at developing the core themes of Opening and Trust, Personal Responsibility, Inspiring Leadership, Recognition, Opportunity and Involvement.

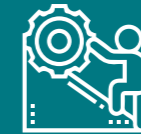


Mine Training Support: Operations Career Path

Support continued to be provided to the Mine Training Department by conducting procedural reviews (Back-up and primary job candidate selection, Career Path and participation in the recruitment process).

Procedural reviews underscore the need to provide transparency to the process, with HHRR taking responsibility for the job announcements (considering structure, criteria, and assessment on the basis of Behaviors +). Finally, work was done on updating Competency levels through workshops in the company of Supervisors.

Regarding career path related procedures, emphasis was placed on the temporary nature of job positions, the competencies that need development for job positions as primary and back- up equipment operator, career path analysis and proposals, consistent with the technical competencies needed for a next Stage that will occur in 2022.



Capacity Development Program for Managers and Superintendents

Within the prevailing context at Antamina+, and seeking to develop behaviors that sustain the momentum of implementation, strengthen management capacities and develop a driving force for continuous improvement, we deployed this program that contains 5 courses. The program was implemented during the months of September and November.

5 courses were taught, oriented toward the learning objectives: Sustain the rhythm of implementation reinforcing management capacities (4 courses), and develop a driving force for continuous improvement. (1 course).

4.2.2. Performance Management

At Antamina we are committed to the development of our personnel, and in for this purpose we have implemented Performance Management. The purpose is, first of all, to ensure that all employees are focused on fulfilling the Company's Strategy and, secondly, to measure employee contribution.

At Antamina, Performance Management is a strategic process because it is based on the third pillar of the Company's Strategic Purpose: People Management, which seeks their development and implies the continuous improvement of their work and skills.

Moreover, Performance Management forms part of the Company's Strategic Planning, because it's the tool through which the Strategy becomes operationalized in the action plans for each employee, i.e., according to the employee's hierarchy, annual performance objectives will respond to long-term goals. For example, the business plan goals and production plan goals, both for a 5 year period, and the KPIs, which are annual. For a large group of employees, meeting the action plan targets (of the annual KPIs) will be their objectives. So, Performance Management at Antamina accompanies the deployment of Strategic Planning to all employees, including operators.

2021 Employee Performance Evaluation

Employees receive an evaluation for each planned goal. This entails 2 aspects, each having a weight of 50 %: the evaluation of objectives or KPIs and the evaluation of the action plan, where progress, efforts, competencies, and all performance factors that the KPIs do not include are taken into consideration.

This enables us to seek a balanced evaluation, which not only recognizes the result, but also the employee's good practices and the commitment.

The management of the consequences from the Performance Management process is oriented toward recognition and the improvement plan, both for employees who are outstanding for those who show opportunities for improvement, respectively.

High performing employees will be recognized by the Company in an award ceremony called Bravo; this recognition will also be extended to their families. For the group of employees that scored a low performance, an improvement program is worked out that includes a reinforcement action plan and plan involving the commitment of the worker, the supervisor and HR.

2021 Operator Performance Evaluation

This performance assessment is performed in 2 ways. For management personnel in maintenance and support areas it is done through evaluation criteria. These criteria are productivity (efficiency) and goal achievements; safety, attitude work and responsibility; teamwork, adaptability, initiative, commitment to the Company; behavior associated with continuous improvement of job activities and functions, in addition to learning capacity.

In the case of the Mine and Concentrator Operations Departments, Antamina's Value Based Management (VBM) methodology is still employed. This method enables the establishment of performance indicators for operators using quantitative and objective systems.

VBM comprises 3 factors: attendance (25 %), safety (25 %), and production (25 %). A fourth factor is also added, supervision (25 %), which includes the evaluation of the operator's skills and commitment. In this manner, a solid evaluation system is maintained, based on the objectivity of results that reflects employee performance and effort.



2021 Indicators

Job Category	Gender	Number of employees evaluated	Percentage de employees evaluated (%)
Employees	Men	667	4
	Women	111	24
Operators	Men	1.927	69
	Women	76	3
Total		2,781	100

(GRI 404-3)

Owing to the circumstances created by the pandemic, and unlike the previous year, there are fewer employees not participating in the process for reasons of vulnerability.

Similarly, and in line with strengthening and adaptation that we reinforced in 2020 and 2021 using virtual environments accompanied by feedback, this year we perceived the time management derived from virtual settings to be a strength. The perception also extends itself to greater openness and communication in order to establish a feedback conversation, particularly in a space characterized by empathy and assertiveness.

We can also take into account that the new learning implemented in 2021 through the APRENDO+ Library that contributes to providing the worker free access to resources and the ability to strengthen skills related to feedback, difficult conversations and teamwork associated with balance in both emotional and professional spheres.

We have completed the process within the deadlines established since 2021, improving assessment times and favorably impacting performance-based compensation (financial and non-financial).

Performance Management System

The use of the Value Based Management (VBM) methodology that was developed in Antamina is maintained for the Mine, Concentrator and Maintenance Operations Management staff, which permits us to have detailed information regarding employee performance.

The improvement in the evaluation times associated with performance has continued, seeking to enable employees to earn performance based financial rewards. It is worth mentioning that supplementary data has been taken into consideration for the productivity parameter provided un the performance evaluation of Mine Operations Management. The data taken into account in this update include: pneumatic factor, Mine care events, load and overload factor and Prevail events. All of this is aligned with the periodic recognition that has been worked on in order to recognize the best operators that stand out in the production KPIs determined by Management.



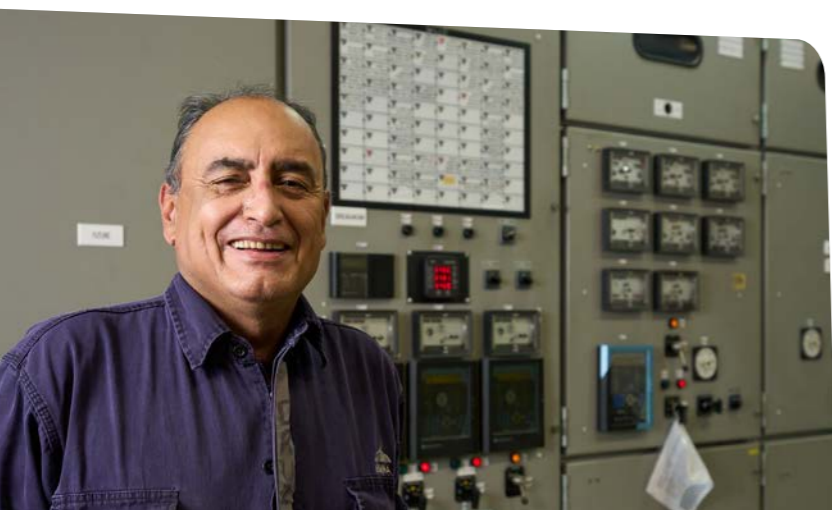
Optimization of Planning Objectives

We have carried out a thorough goal planning process, progressing from the VP of Operations (from Vice President to Senior Supervisor) and the VP of Finance (from Vice President to Superintendents).

At Antamina, Performance Management accompanies the deployment of Strategic Planning to all employees, including operators. The purpose of this optimization is to support this top-down deployment, to ensure its alignment and a consistent sequence.

This is the reason why the objective planning process is launched with the kick-off event from the Office of the Chairman & CEO, where the year's strategic guidelines are announced at the highest level. This input is essential to the workshops sessions that each Vice Presidency carries out with their respective management staff, where they work out a functional strategic matrix that determines how each Vice Presidency contributes to each pillar in the strategic framework.

Afterward, Management from each department continue the workshops with their Superintendents, developing the goal matrixes, using the strategic-functional matrix as input. Moving to the next level, workshops are held for each Superintendency with its Senior Supervisors where the goal matrix continues to evolve in more detail. Frequently, these workshops are also used to define the goals and objectives of departmental supervisors and other staff personnel.



1

The outcome of this new process was the drafting of the goal matrix for each department, by which they were able to achieve an alignment of Antamina's Purpose and Strategic Pillars, the differentiation of functional, shared and transversal objectives, the formulation of indicators for each objective (in compliance with the MARTE methodology) and the differentiation of objectives by organizational levels (indicators, scope and weights).

2

The second outcome of optimizing this planning process is that the objectives were differentiated into functional, shared and transversal objectives. Having shared and transversal objectives ensures that instead of working in isolation, we work as an interdependent team.

3

The third outcome of optimizing the planning process is having KPIs and their ranges of compliance defined for each objective.

4

The fourth outcome of optimizing the planning process is to differentiate the objectives by organizational levels, i.e., customized to each job position. Even though they all contribute to the same objective, each job position accomplishes this from specific indicators, that have a scope and weight determined by its role and level in the organization



Quality of feedback to the operators

The objective is to review the written feedback that operator receives as a tangible indicator that the good work performance was being reinforced and gaps were accurately and clearly discussed. This information will become our baseline for subsequent years.

The main results obtained were the following:

Mining Operations Department

68 %

of comments from supervisors reinforce positive behaviors and attempt to motivate operators.

78 %

of operators express a positive attitude or were in conformity with their feedback.

Concentrator Plant Department

84 %

of comments from the supervisors reinforce positive behaviors and attempt to motivate operators.

Maintenance Department

84 %

of comments from supervisors reinforce positive behaviors and attempt to motivate operators.

53 %

of operators had no comments.

57 %

of the operators express a commitment and/or appreciation for their feedback.

Baseline survey on Performance Management

The main conclusions of the survey from a sample of 200 anonymous and voluntary responses, were:

77 %

agree with their performance rating.

75 %

are satisfied with the feedback received from their Supervisor.

92 %

think that the level of knowledge and understanding regarding their department's objectives is high or very high.

74 %

indicate that their Supervisor's level of commitment to Performance Management is high or very high.

93 %

indicate that determining their performance goals helps them perform better.

4.3. Labor Rights



4.3.1. Diversity and Inclusion

(GRI 406-1)

We have a Diversity and Inclusion (D&I) Policy that seeks to foster a workplace free of violence and discrimination, based on respect, recognition and equality.

The purpose of the Diversity and Inclusion Program is to reinforce a culture of respect centered on diversity, inclusion, non-violence and discrimination in a healthy and equitable work environment among Antamina personnel, strategic partners and neighboring communities. It is worth noting that our program is structured like all of our management systems, and consequently, for the second year, in 2021 we performed internal audits and risk analyses, which go hand in hand with continuous improvement.

We entered into agreements with educational institutions to implement programs for operators for the development of local women. Similarly, we continue toward the development of economic, political and social autonomy of women in our areas of influence, so that they are able to start their businesses, in various sectors such as dairy products, fabrics, animal husbandry and others. These strategies contribute to the empowerment of women in employment, the market and society as a whole.

We also renew our commitment to equal opportunity through a series of good practices. Included among them is the promotion of gender equality starting at the highest level of the organization, with our policies explicitly prohibiting all discriminatory practices in matters of employment and occupation.

We completed the actions within our annual plan for the year 2021, such as the ratification of the members of the Intervention Committee against Labor Sexual Harassment. Furthermore, this continues to be doubly equal, with 2 employee representatives and 2 company representatives, while simultaneously comprising 4 women members and 4 men members (2 regular members and 2 alternate members in each case).

The training plan requires completion of the annual course on Prevention of Sexual Harassment, Violence and discrimination for all of our staff. We also designed a course covering Unconscious Bias for all our employees.

To reinforce the concepts and behaviors of discrimination, violence and sexual harassment, we created a package of 7 videos that we published on all our media and internal platforms.

We organized focus groups with all our employees to listen to them. As a result of these sessions, we implemented hygienic services in the areas of operations, where they did not previously exist or proved too distant. We also launched a PPE pilot test designed specifically for women, which will be submitted for review and approval in the first half of 2022.

In addition, we monitor the percentage of women in Antamina, including 2 of our permanent strategic partners (APC and Liderman), having exceeded our 13 % goal with a result of 14 % in just a few months.

Company declared safe, free of violence and discrimination against Women

In March, 2022, following a rigorous evaluation process, Antamina became the first mining company in Peru to be certified as “A company certified as safe, free from violence and discrimination against Women”, Gold category, which is granted by the Ministry of Women and Vulnerable Populations to companies that promote and foster good practices and have policies in support of women. This certification is still current.

We have been the Lead Buyer company in the implementation of the ILO Gender Equality Model (MIG SCORE), and we included 4 of our strategic partners in this process. We have also worked to give our employees visibility at external events, with 6 of them being named Bicentennial Miners by WIM Peru (Women in Mining).

Equal pay

Regarding the subject of compensation, the 2021 Salary Equality Plan was implemented, in accordance with our Remuneration Equality and Non-Discrimination Standard, which enabled us to review and make the relevant adjustments, for the cases identified in the plan.

With respect to promotions, we promote internal staff mobility, which explains how in 2021 we had 52.2 % of job positions covered with internal staff. 6.9 % (13/188) of our employees were promoted or moved into a new job category during the year. For Men the indicator was 4.6 % (124 / 2,705).

In operator salary categories, the salaries of men and women are identical for the same position. In the employee salary categories, the average salary gap of the categories is 0.91, which is explained by seniority in the job position and skill levels. It is noteworthy that the existing wage gap in Antamina is low in comparison with the national job market (0.80)⁶. However, we are working to reduce these differences.

(GRI 405-2)



4.3.2. Freedom of Association and Right to Collective Bargaining

In 2021, we signed the seventh collective bargaining agreement that was completed in face to face negotiations with Sutracomasa. This agreement is applicable to all employees within the scope of collective bargaining, because this union represents the majority of employees included within the scope of the company's negotiation.

The collective bargaining process was quite efficient, having lasted only 4 months. Union and company representatives presented their points of view with respect and transparency after which the sought after consensus was achieved and, with it, the objective of directly signing the collective bargaining agreement without labor disruptions was met for the benefit of both parties.

This seventh collective agreement, signed on November 9, 2021, is valid for 3 years, from August 1, 2021 to July 31, 2024. This agreement marks the consolidation of a positive history of dialogue, labor peace and a future vision shared by everyone.

Job Category	Within the scope of the agreement (%)	Outside the scope of the agreement (%)
Employees	56.3	43.7
Operators	100.0	0.0
Total	87.9	12.1

(GRI 2-30) (GRI 407-1)



4.3.3. Prevention of Child Labor and Force Labor

Our Human Rights Standard refers to the prohibition of hiring minors and forced labor. Similarly, all of our policies and standards are strictly governed within the framework of national legislation. For the sake of consistent behavior, we will not tolerate any type of behavior by our suppliers of goods and services that violates Human Rights, including aspects related to child labor.

We have incorporated a clause in our contracts whereby our strategic partners adhere to our Human Rights Policy and Standard.

In addition, we encourage our strategic partners and suppliers to conduct an assessment of their own human rights risks. Our Performance Monitoring Procedure for Strategic Partners includes the presentation of a Social Responsibility Plan as part of the hiring process.

In 2021, Antamina has been developing the GRI Competitive Business Program for the second consecutive year. The program seeks to strengthen sustainability in global value chains, promoting the traceability of large companies and increasing supplier competitiveness. Some of the indicators reported by our strategic partners are related to human rights.

(GRI 408-1)(GRI 409-1)



⁶ In accordance with the Evolution of Job and Income indicators by Department 2007- 2020 (INEI).

4.4. Mine Safety and Occupational Health

4.4.1. Management System

Since the start of our operations, we have built an organizational culture where our employees' health and safety form part of our core values. Our goal is to prevent, minimize and control any occupational risk by designing appropriate job positions. During 2021 we certified our Occupational Health and Safety Management System under the international standard ISO 45001:2018. In addition, our health and safety programs are framed within the highest international standards and national regulations.

Senior Management participates in the evaluation and continuous improvement of our occupational health and safety management system on an annual basis and the Occupational Health and Safety Joint Committee on a monthly basis. Our performance is also reviewed and examined at the Monthly Senior Management Meeting, which is chaired by the CEO. Our performance results are also presented at sessions of the Strategic Partners Committee.

The Joint Health & Safety Committee is set up to address regular and periodic consultations regarding the employer's actions in matters concerning risk prevention in Health & Safety; the committee seeks to promote health, safety and hygiene in the workplace for all employees. Similarly, it advises the mining operation's license holder and monitors compliance with the provisions of the Internal Occupational Health and Safety Regulations and the national safety regulations in favor of employee well-being.

The Joint Health & Safety Committee fulfills a monthly inspection schedule and an agenda of regular meetings. Employees who want to report hazards or hazardous conditions in the workplace may contact any of the members of the Health

& Safety Committee and bring their proposal to the committee meeting so that actions for improvement can be taken. Pursuant to current legal regulations, each strategic partner has its own committee in each of its companies having more than 20 employees.

(GRI 403-1) (GRI 403-4) (GRI 403-8)



Health & Safety Indicators



(GRI 403-9) (GRI 403-10)

Hazard identification, risk assessment and incident investigation

When investigating work-related incidents or accidents, our Incident and Non-Conformity Investigation Procedure establishes that for high-potential incidents we must use the ICAM methodology and for other minor events we use The 5 Whys methodology. Follow up of the ICAMS is done weekly with the CEO and the Vice-Presidents.

We completed 74 % of the Mechanization Program, having automated operations using new technologies and seeking to avoid exposing our personnel to risks. We also fully completed preparation of the On Call Inspectors Program that aims to introduce visible leadership into risk prevention and accident reduction among departmental managers.

In addition, we carried out Industrial Safety Climate measurement studies through the firm IPSOS Peru and an engineering consultant Kevin O' Kane, in the company of both Antamina personnel and our Strategic Partners.

We organized additional activities such as the technical advisory program for mine and maintenance operations supervisors, aimed at the identification and control of potential hazardous energy release, and the study on department and team-personnel segregation.

In relation to the Critical Risk Management program, we completed 183 % of the scheduled critical risk inspections using check-list supervision. This involves an annual review of critical risks by risk owners (managers and superintendents) and the closure of corrective and preventive actions for critical risk control (closed and open actions).

(GRI 403-2)

Health & Safety Training

Training courses for employees (both in house and outsourced) on health and safety in the work place, are based on APPENDIX N.º 6 BASIC HEALTH AND SAFETY TRAINING contained in Supreme Decree 024-2016-EM amended by Supreme Decree 023-2017-EM Regulations governing health and safety in mining, for work activities in Yanacancha and PPL.

We have a training program established in accordance with Law 29783, Law on Safety and Health in the Work Place and t Work and Supreme Decree 005-2012-TR, Regulations under Law 29783, for Lima and the UGTS.

During 2021 the following courses on Health and Safety were taught:

- Hazard identification, risk assessment and control (HIRAC).
- Fire prevention and first aid.
- Office safety and ergonomics.
- Occupational hygiene.
- Notices, investigation, incident reporting, hazardous incidents and work accidents.
- Work at heights.
- Hot work.
- Standards and Protocols for the prevention of COVID-19 infection
- Mental Health and Emotional Support.



4.4.2. Occupational Health

We have an Occupational Hygiene & Ergonomics service, the functions of which are aimed at the identification of occupational risk factors, their assessment and controlling the exposure from the various occupational agents. Similarly, we have an Occupational Health service that is responsible for identifying psychosocial risks, for the mental health, medical surveillance, monitoring and rehabilitation of our personnel's health.

For the management of Occupational Hygiene & Ergonomics we have professionals who are specialists in this field along with the services of accredited laboratories that engage in instrument calibration and field sample analyses.

Also, we have designated medical centers for health management and support. This enables us to provide basic medical care to all employees - both our own employees and those of accredited contractors - and to conduct medical surveillance, program supervision and contractor company audits.

We have 2 medical healthcare centers with outpatient, imaging, laboratory, hospitalization, nutrition, psychology and physical therapy services. This includes differentiated emergency care available 24 hours a day, with specialized personnel in internal medicine, traumatology and emergencies. All properly equipped to provide health care to our employees and contractors for common illnesses and work-related incidents.

In addition to the above, we have programs dedicated to prevention and health promotion programs, healthy lifestyles, proper nutrition, emotional well-being, psychotherapy, home ergonomics, respiratory rehabilitation and skeletal muscle strengthening.

(GRI 403-3)

Occupational health indicators

The results in occupational health have maintained the consistency that has characterized our management in recent years.

100 %

Completion of occupational health and hygiene risk control projects.

0

Occupational illness severity index (OISR).

0

Occupational illness frequency rate for work related illnesses (OIFR).

87.4 %

Compliance by Strategic Partners of hygiene, ergonomics and health surveillance standards.

COVID-19 prevention and case management

We redesigned our operations, strengthening the concept of biosafety in our corporate culture by applying renewed standards and protocols. Together with the employee union and the representatives of the Joint Committee on Occupational Health and Safety, we reached consensus on measures concerning health, prevention and biosafety in the work place established in Antamina to face the pandemic.

All of this was implemented since the time of the strategic safety shutdown implemented in April 2020, when we stopped production and thought about how to prepare ourselves in the best possible way. For this reason, and always considering people, the resumption of our operations took place following the application of renewed protocols and procedures associated with the prevention, mitigation and control of COVID -19.

Seeking to control the pandemic, we developed molecular testing strategies for all of our own employees and contractors prior to starting and again at the end of each shift. In addition, mass disinfection programs were carried out and technological tools were implemented. These tools automate distance monitoring, temperature control, recording of symptoms and mask wearing, physical barriers, capacity control, ventilation control and the implementation of HEPA filters in personnel transportation buses and medical centers, cell group work, contact tracing systems, call center monitoring and emotional support, along with intensive awareness building campaigns, and other actions.





Obtaining the SGS Biosafety seal: Disinfection Monitored

Antamina is the first mining company in Peru to obtain the SGS Biosafety Seal: Disinfection Monitored, which brings together the validation and verification of plans and protocols, compliance with current regulations against COVID-19, the application of surface disinfection testing (SDTs) and field supervision to demonstrate that all necessary measures are being taken to ensure safe operation. Moreover, the process serves to identify which aspects we can continue to improve our COVID-19 control and surveillance, within the context of the continuous improvement of our Integrated Management System



Throughout all of 2021, we have managed to sustain compliance using biosafety protocols with 99 % global efficiency, monitored through the use of technological tools and groups of brigades who conduct field observation and provide behavioral feedback. This is how we succeeded at maintaining normal operation throughout the year, with positivity rates of an average of 1 %, which enables a level of habitability that sustains the production process.



Effectiveness of controls



Recognizing the use of vaccination against COVID-19 as an important tool that complements compliance with biosafety protocols, we began the immunization process at the mine in September 2021 to ensure the application of 2 doses of the vaccine to more than 90 % of our mining population comprising our own employees and contractors (13,000 people). We reached our objective in November because of the permanent vaccination base at the mine, managing to vaccinate 100 % of the personnel by the end of 2021.



Surveillance and monitoring programs

For the past 10 years the company has maintained a very low incidence of occupational disease, and zero cases in recent years, thanks to the surveillance and monitoring programs and the control projects we implemented.

Occupational Agent Monitoring Program

- The program set up to monitor physical, chemical, biological and ergonomic agents was completed in its entirety. This program's implementation is aligned with guidelines provided under OSHA, NIOSH, ACGIH and ISO: 45001 other international and national standards.

Occupational - Medical Surveillance Program

- This program seeks to prevent diseases starting with the identification, support and management of optimal health conditions. The musculoskeletal, hearing, and respiratory protection programs, and the promotional preventive program activities were fully completed.

Fatigue and Drowsiness Prevention Program

- This program helps to consolidate a culture that promotes good rest and the control of chronic pathologies, relying on the intelligent use of technological innovation. This contributes to avoiding fatigue and drowsiness related incidents, and achieving a Fatigue and Drowsiness Incident Frequency Index (IFIFS) of zero in 2021.

Supplier Occupational Health Management Program

- We have been implementing this initiative for approximately the past 6 years and have achieved a good percentage of compliance with the health standards in the contractor companies who work with us, and who demonstrate a good disposition at annual audits conducted by Health Management.
- In 2021 we reached a level of 87.4 % of global compliance with health standards for a total of 61 contractors in the Mine and at PPL exceeding the target objective of 85 %.

4.4.3. Emergency Response and Crisis Management

Integrated Risk Management System (SIGRA)

Our SIGRA enables us to identify, analyze, control, monitor and communicate the primary risks faced by the organization in a structured and systematic manner. Detailed information about these risks is continuously generated and updated, periodically validated by the Antamina Risk Management System Committee and registered in the SIGRA computer platform, which is the software that manages this data. During the risk analysis process, mitigating strategies are identified to prepare the organization for an effective and efficient response to any emergency. SIGRA Policy and its Manual define the objectives, scope, responsibilities, and provide a standardized methodological framework for the risk management process at Antamina.

The integrated risk management system has continued developing and executing strategies for the management of the COVID-19 health emergency and safeguarding the organization from its potential effects, including the identification, analysis, control, monitoring and communication of new risks generated by the pandemic. Similarly, we are including the identification and management of any emerging risks that have the capacity to interrupt the normal performance of our operations.

Also, Antamina ensures the proper identification and assessment of the impacts that its business activities may have on the population, its institutions or its environment. We have identified 9 risks (with their respective bowties), where mitigating and preventive controls are implemented, supervised and updated on an annual basis.

Emergency and Crisis Plan

We have our own Emergency and Crisis Plan that issues general guidelines on the classification and handling of different emergency situations, including crisis scenarios. In addition, it provides guidelines for managing different levels of emergencies, describing the roles and responsibilities in these scenarios.

This way, when an emergency or crisis occurs, we will be able to protect and provide the necessary support to people who may be affected by our operations, including the neighboring communities.

The main objectives of the Emergency and Crisis Plan are as follows

- Define the organization and its responsibilities when dealing with emergencies in Antamina, managing the resources needed to prevent or minimize their consequences.
- Define the guidelines for classifying types of emergencies and as a result, the level of attention and involvement of the relevant levels of authority in Antamina.

We also have control measures that help prevent or mitigate the consequences of the impacts of an adverse event, such as the Emergency Drill Program, the Emergency Brigade Training Program, the Emergency Equipment Inspection Program, and others managed by the Emergency Services Department. The identification of potential emergencies and the setting up of actions are carried out through specific emergency response protocols established for the management of each department.

Our Management System for Emergency Management enables effective service for incidents of various types, complexity and severity. It also includes situations that may threaten the physical integrity of people, the environment, property or our reputation. To this end, the order of priority for servicing these situations has been established as follows:





We voluntarily promote the establishment of a community emergency preparedness system through an Awareness and Preparedness Program for Emergencies at the Local Level (APELL). Compliance with this program and its actions is subject to the degree of participation on the part of the communities, and their authorities.

Community Early Warning System (SAT-COM)

The SAT-COM to be implemented in the towns of Ayash Huaripampa and Ayash Pichiu is a prevention tool that seeks to transfer local capacities for emergency response (whether natural or man-made) to the community delegates, assembled as an Early Warning Committee for local emergencies, the same delegates appointed by the community assembly.

This tool enables training and drills to be carried out on a timely response by the population in the event of emergencies due to floods, rain storms, earthquakes and other events for the purpose of protecting their lives.

Furthermore, this initiative is framed as a component of compliance within the principles of the Global Industry Tailings Management System, the new global standard for the management of tailings facilities at a global level. This early warning system enables us --by preparing the communities around the tailings deposit-- to achieve emergency management and response capabilities that can save human lives in the event of an emergency or a crisis.

Alarm system installation has been carried out since 2019, along with the execution of training and education campaigns, and evacuation drills.

Coordination continued during 2021, within the context of the COVID-19 pandemic and following biosafety regulations, to avoid interrupting the implementation of SAT-COM systems, engaging in the following activities.

- We continued monitoring the correct operation of the implemented remote emergency communication systems.
- The first safety and shelter zone was completed and transferred to the Ayash Huaripampa community, and we continue executing the construction project for 2 additional safety and shelter zones for this town.
- The Ayash Pichiu community was integrated and its SAT-COM file was completed and submitted. The evacuation routes and locations of the safe zones to be implemented in this community have also been determined and agreed upon.
- The SAT-COM file was developed for the town of Santa Cruz de Pichiu, and is undergoing the review and approval process with the authorities of this community.
- Coordination links were strengthened with the INDECI Decentralized Directorate of the Ancash Region, during coordination work meetings.

4.5. Strategic Partners

Our supply management is based on the timely and efficient planning, implementation, purchase, transportation and storage of supplies, products and services, from the suppliers to the mine or to the Punta Lobitos port.

Our supply chain is structured in stages that enable us to obtain high-quality products and services so that they can be used in our production process. This way, we also contribute efficiently to the social development of our local suppliers. This process begins with the domestic or international supplier, then continues with the participation of transport carriers and ends with the consumption of the goods or services in one of our company units.

It is important to bear in mind we have international cargo agents for the importation of products, who collect the products requested by our suppliers on a global scale. These products are transported by sea, land or air.

With respect to related services, there are a number of service activities that are outsourced, including personnel transportation, food, hotel, and recreation services. We also concession the medical facilities to provide healthcare services for Antamina personnel and contractors.

In addition, we provide some support activities through third-party contracts for equipment maintenance and welding repairs, in addition to the distribution and application of lubricants in the field. For exploration operations we outsource diamond and directional drilling services.

(GRI 2-6)

4.5.1. Purchases and contracts

In 2021, we maintained commercial relationships with 1,245 suppliers and we generated purchases worth US\$ 1,524.10 million. Of this amount, US\$ 1,473.39 million were purchased from domestic suppliers. In turn, US\$ 54.30 million of this amount corresponds to purchases from 132 local Ancash suppliers.

Purchases from foreign suppliers were US\$ 50.71 million. 67 % came from the United States, 14 % from Chile, 6 % from Canada and the balance from 21 other countries.

Service contracts

During 2021, COVID-19 sustained its impact on the continuity of the provision of some services in our operations. In this regard, it altered the atypical working hours of contractor company personnel and the unproductive hours remained less extensive than the previous year, due to the need to observe periods of quarantine. Costs associated with complying with biosafety requirements were also maintained.

The option to renew and renegotiate contracts, in addition to canceling some ongoing bidding processes, were alternatives that enabled us to offer greater peace of mind and security to our contractors.

Purchases of goods

The uncertainty brought about by COVID-19 was reduced in 2021 in terms of supply. However, we continued to monitor our logistics chain and that of our suppliers, focusing particularly on those who supply us with critical supplies and spare parts for the operation.

Our relationship strategies involved remaining very close to our suppliers, seeking to confirm their productive and financial capacity, availability of resources, raw materials and inventories and the services provided by their own suppliers, applying contingencies plans when necessary.

The greatest impact on our logistics supply chain was in international transport due to the lower availability of ships, the shortage of shipping containers and port congestion. These factors created serious failures in meeting shipment and product arrivals deadlines, in addition to the unprecedented increases in freight costs. In general, the uncertainty surrounding delivery times brought about an increase in inventory levels.

(GRI 204-1)



4.5.2. Transport

Activity continued in order to facilitate the safe entry of different equipment and material transportation units to our Mining Facilities, under the procedures established to prevent the spread of COVID-19 and ensure the health of our employees and those of our Strategic Partners.

The materials transportation department managed to make 59,364 trips during 2021, representing a total of 22,608,866 kilometers traveled without recording any reportable spill accidents. This achievement was attributed to the continuity of the monthly meetings of the Antamina Transporters Committee, which on December 2021 held its 202nd session.

At this event, the following companies were recognized as the safest transport companies of 2021 in the following order of merit: 1) Transportes Atlantic International Business SAC, 2) Socorro Cargo Express SA, 3) Cargo Transport SAC.

During 2021, we continued to use the cargo truck parking facility called Portal Mina. This facility serves as a transportation hub for the arrival and departure of carrier units in a way that ensures the continuity in the flow of equipment, materials and supplies to operations, thus contributing to the prevention of the COVID-19 infection. These facilities, which are designed with the best standards in the provision of lodging and food services to transport unit drivers, have 35 rooms for use by the drivers, have an occupancy rate of 100 %, and there is little unsatisfied demand. They completed supplementary construction seeking to provide security services and the implementation of rest modules, offices and other required services.

4.5.3. Socio Environmental Assessment

The supplier prequalification system is carried out by a third party company, using a process that enables both suppliers and potential suppliers to be qualified in several categories. These qualification categories are: commercial, technical experience, financial situation, management systems and corporate social responsibility.

Similarly, by way of a supplementary homologation process, aspects related to industrial safety, occupational health and handling of hazardous substances are also taken into account. Contractors are required to formulate their operational environmental management plan (PMAO) prior to commencing service in our operations departments.

All new contractors are registered as Antamina suppliers after satisfactorily completing an evaluation. This evaluation, for which Antamina relies on third-party companies, considers environmental, social, labor, economic-financial and compliance aspects, among others.

In addition, we perform random annual audits of a sample selection of our contractors. In 2021 we audited 32 companies that provide industrial, non-industrial, construction and transportation services.

Upon signing service and supply agreements with Antamina, our Strategic Partners adhere to our Human Rights Policy and Standard.

Since 2020, several of our suppliers and carriers have joined the Competitive Business Program, seeking to prepare their own Sustainability Report.

Our process for transporting contractor personnel applies controls that ensure, with a high degree of reliability, that the personnel being transported meet the minimum requirements that allow them to work in the various departments of our operations (medical exams, work and medical insurance, etc.).

(GRI 308-1)(GRI 414-1)(GRI 403-7)(GRI 408-1)(GRI 409-1)



5. MINING THAT DRIVES SUSTAINABLE DEVELOPMENT



5. MINING THAT DRIVES SUSTAINABLE DEVELOPMENT

5.1. Corporate Social Strategy

Our Strategic social objective is to improve people's lives and their access to human rights, by playing the role of social catalyst. This means engaging government entities and empowering citizens.

At Antamina we have chosen to strategically act as a catalyst for territorial competitiveness seeking actual access to human rights and the exercise of civic duties. When performing the function of social catalyst it is essential to promote:

- i. promotion of multi-actor forums through participation and joint responsibility at the national, regional and local levels; while improving access to human rights;
- ii. the promotion of territorial competitiveness through infrastructure and capacity development; and,
- iii. the creation of alternatives for agreements with interest groups.

Our Antamina Social Investment strategy aims to determine the company's actions that strengthen its direct contribution to human development in the territories where it operates, with a focus on closing gaps. All of these actions will contribute to improving the perception and recognition of the value of mining activity in the area, thus promoting its sustainability and viability, while taking advantage of the territory's potential for the benefit of the population.



Pillars of Social Investment Strategy

The Social Investment Strategy outlines 5 pillars upon which development must be built, providing meaning to growth in the mining industry, and serving as a catalyst for improving general well-being. These pillars supplement each other and their synergy is aimed at enhancing their outcomes towards the search for improvement in human development in the territory.

The pillars as a whole are integrated into the indicators defined as the Human Development Index (HDI), in its measurable and comparable version, and make use of the United Nations Sustainable Development Goals for a broader version.

The interventions directed toward contributing to the aspects most directly associated with building opportunities and capacities for human development during the life cycle of individuals (education, health and income) are worked on in Pillars 2 and 4, while Pillars 1 and 3 lay the foundations or create conditions for human development.

Finally, to ensure sustainability of the progress of human development in the territory over time, it is essential to reduce vulnerabilities and build resilience. This is the reason why the strategy prioritizes the prevention and management of emergencies and disasters, in Pillar 5.



Pillar 1. Promoting mature institutionalism

Approach:

Territorial Governance based on 3 elements: (i) the role of Government leadership and coordination, (ii) a shared vision and (iii) the cooperative involvement of different stakeholders.

Pillar objectives:

- Strengthen the management capacity of subnational governments, with emphasis on the economic and social reactivation of the territory.
- Strengthen local leaders and grassroots social organizations for participation, capacity for representation and concept of approach.
- Strengthen multi-stakeholder spaces, to promote the implementation of a regional and local development agenda.

Contribution to the SDGs:



Pillar 2. Creating opportunities for future generations

Approach:

Breaking the cycle of intergenerational poverty transmission and human development.

Pillar objectives:

- Promote food security, with an emphasis on adequate nutrition for children, adolescents and pregnant mothers.
- Promote equitable access to comprehensive quality education that enables people to fully develop themselves.
- Strengthen local institutions involved in the fight against anemia and improve the quality of education.
- Promote access to higher education for young people from the AOI between the ages of 19 and 24.

Contribution to the SDGs:



Pillar 3. Investing in closing the gaps of social and productive infrastructure

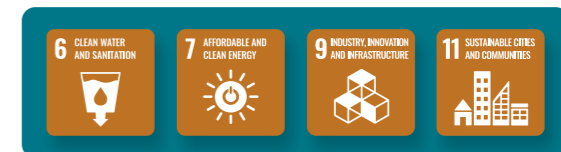
Approach:

Social and production infrastructure as a foundation to drive economic and diversified growth in the region.

Pillar objectives:

- Contribute to closing the gaps of social and productive infrastructure by leveraging private sector resources through the Public Works for Taxes mechanism, the financing of technical project dossiers and others.
- Promote co-responsibility with the national, regional and local governments in pursuit of closing gaps.
- Stimulate the growth of infrastructure for water storage and farm irrigation throughout the territory, making use of technologies that enable savings and the efficient and sustainable use of water resources.

Contribution to the SDGs:



Pillar 4. Promoting local entrepreneurship and economic growth

Approach:

Contribute to the generation of non-mining and employment income, encouraging private investment, productive transformation and making good use of the territory's comparative advantages.

Pillar objectives:

- Promote the diversification of local production and the strengthening of value chains for products and services that have economic potential.
- Contribute to the strengthening and formalization of business enterprise and improve the capacities of local and community companies.
- Bring in private anchor companies that attract other businesses to the territory to help make the productive development process a sustainable one.
- Strengthen the employability of young people in coordination with the opportunities available within the territory.

Contribution to the SDGs:



Pillar 5. Investing in emergency and disaster prevention and management

Approach:

Strengthen the prevention and response actions and measures aimed at coping with emergencies and disasters, seeking to protect the population by reducing damage and recovering affected public services.

Pillar objectives:

- Promote disaster prevention and risk management in the territory.
- Work in coordination with regional and local authorities based on a common agenda for disaster prevention and risk management.
- Facilitate operational support for the implementation of public-private sector mechanisms that enable preparation, immediate response and recovery from emergencies and disasters.

Contribution to the SDGs:



5.1.1. Operational Area of Influence

One of our commitments is to work toward the well-being and improvement in the quality of life of our neighbors, those communities that are located in our operational area influence. This This area comprises 20 districts in 6 provinces.

Managing social and community expectations requires transparency and clarity. In this regard, and seeking to respond to the demands of the AIO and to build development processes together, we have organized ourselves internally into 5 Territorial Management Units (UGT). These units have promoted the establishment of spaces for development and the generation of ideas together with the search for consensus based on relationships of respect, transparency and trust.



5.1.2. Multi-Stakeholder Model

Our multi-stakeholder model encourages coordinated work and equalizes the role of all participants by strengthening capacities during the search for community sustainability.

This way, private enterprise becomes a true catalyst for territorial competitiveness. This effort initiates the enhancement of the institutional framework and the socioeconomic gaps in the territory are closed. All of this has repercussions on the improvement of the quality of life of the local population.

On a strategic level we have chosen the Human Development Index (HDI) as an indicator for the assessment of community development. This decision was made given the composition and scope of the statistical index that includes indicators associated with life expectancy, education and per capita income. This index is produced by the United Nations Development Program (UNDP) to assess and monitor the development of a country and its districts.

The HDI in the area where we implemented our social strategy has increased by more than 50 % over the past 18 years.

5.1.3. Capacity Development to Improve Competitiveness

Antamina's investment and the resources it mobilized within the framework of the multi-stakeholder model have made it possible to improve access to, and the quality of health and education services in our areas of influence. In turn, the economic development axis has made it possible to improve productivity and coordination with the market.

All of this is reflected in the following results, stemming from projects that were implemented.

- We have served 2,700 producers by providing technical and organizational assistance.
- The health crisis created decapitalization and market contraction in producer organizations that lead the primary value chains in our AIO. In light of this context, the contribution to economic reactivation was made by leveraging working capital and applying market positioning strategies to favor producer organizations that were affected by the health crisis.
- It was possible to coordinate Government resources to the benefit of producer organizations in the dairy, asparagus and guinea pig product chains, securing financing for 3 Procompite.
- The artisan textile marketing channels to the export market were kept open, primarily to Japan, Europe and the USA.
- The participation of women in product value chains such as textiles and guinea pigs already exceeds a percentage participation of 80 %.
- 3 collective brands were developed as strategies to position the territory's production and consolidate the production intended for sale to higher value markets.
- They promoted development of the certified potato seed bed value chain, supporting the formal entrepreneurship of seed potato producers from the district of San Marcos (Juprog and Ayash Huaripampa) of the CC of Santa Cruz de Pichiu (San Pedro de Chaná).

- A virtual training platform was deployed to cope with the economic crisis for MSMEs and Cooperatives (marketing, sales, taxation, business biosecurity, public financing opportunities).
- The Local Talent Development program was developed in partnership with the Catholic University, aimed at local producers and technicians dedicated to rural expansion work, which enabled 30 rural expansion leaders, primarily from the district of San Marcos, Valle Fortaleza and towns around the operation, to complete their training.
- The handcrafted textile chain was strengthened toward export markets through 16 local committees of women weavers. Associativity was also strengthened by applying a cooperative model, and is currently in the process of formation.
- We contributed to the improvement of the productive infrastructure that enables the creation of added value to the sale of guinea pigs for consumption. This also includes fostering the productive specialization of guinea pig breeding in the district of San Marcos.
- Research and development of products derived from potato based products was promoted, particularly in the baking product line, with the MISHA brand of native potatoes from Juprog.
- The multi-stakeholder model is being promoted through the development of projects proposed by fruit producer organizations for Agroideas, with the purpose of reconverting agro-production toward the Hass avocado (29 hectares).

5.1.4. Diligent Claims Management

We have a procedure for the diligent servicing and management of claims that seeks to reach a mutually agreed upon solution and promotes the strengthening of trust. It also enables the continuous improvement of internal processes resulting from the identification of situations perceived by stakeholders.

The procedure establishes the measures to be followed, the roles of the different persons and areas involved, and the deadlines for arriving at a decision. Complaints raised by interest groups must be managed by way of a transparent process that is easily acceptable and free of charge.

It is very important that stakeholders understand that all complaints filed, regardless of the phase or activity of the project being implemented, will follow a single procedure.

During 2021, we registered a total of 64 claims, 56 of which fully addressed or closed and 8 remained in the process of being attended to as the end of the same period. The graph below shows the categories associated with the claims received during that period

The most noteworthy among these is the category of Employment and Services in first place, which mainly involves claims associated with employment opportunities and provision of services with our local contractors, suppliers and strategic partners.

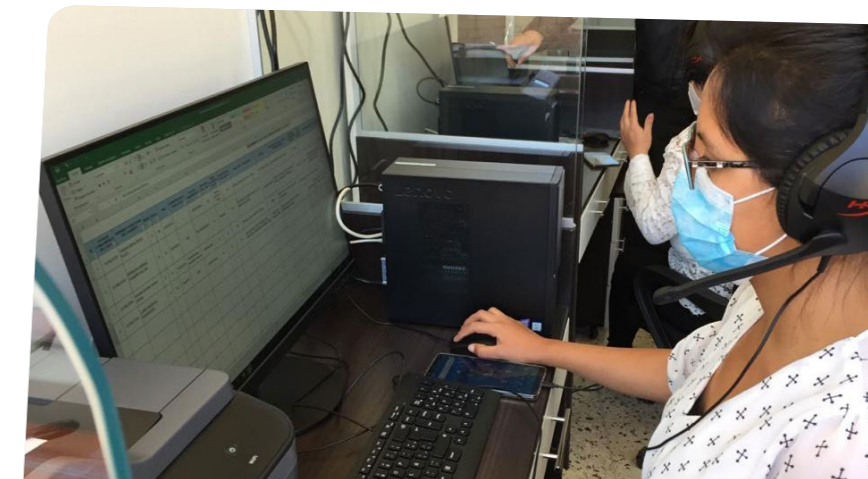
5.2. Investing in Development

Our projects are framed within a context of contribution to the Sustainable Development Goals (SDG⁷) of the United Nations 2030 Agenda:

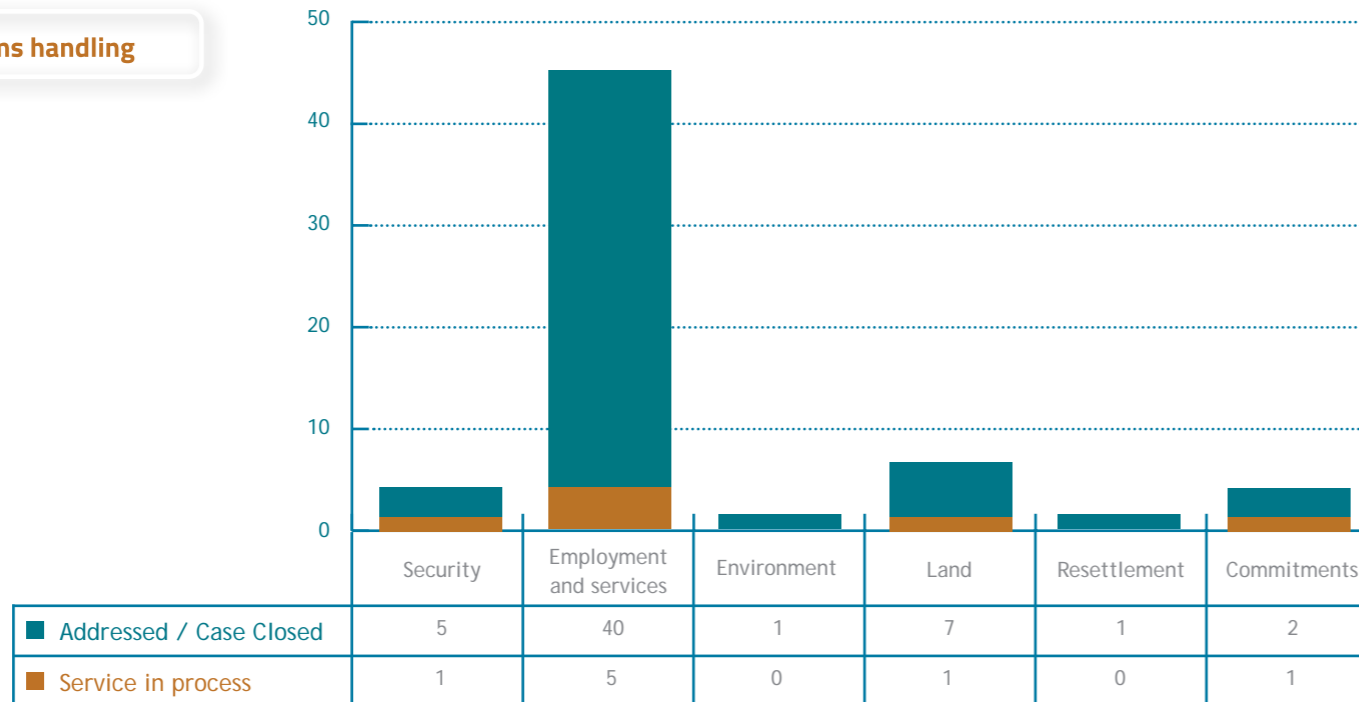


(GRI 413-1)

⁷ Specifically with 12 out of the 17 SDGs.



Claims handling



(GRI 2-25)

5.2.1. Health

Vaccination in Ancash

We have committed ourselves to providing the logistical support that is necessary to reinforce the region's vaccination plan. For this purpose, we have made the following resources available across the region: 50 brigades of health professionals, financing of the transport service and vans equipped for transferring vaccines, in addition to continuous monitoring. This cooperative effort was achieved thanks to the Inter-institutional Cooperation Framework Agreement with the Ancash Regional Health Directorate (DIRES).

As part of our commitment to the health and wellness of the Ancash region, we decided to establish a logistics support platform for the region's COVID-19 Vaccination Plan, in partnership with the Ministry of Health based on a public-private sector cooperation model that set the goal of vaccinating more than 870,000 Ancash residents over 18 years of age (80 % of the total population).

These 5 months of support concluded successfully. During this period, vaccination capacity and rate in the region tripled, ensuring the coverage of the entire target population with a second dose. In this manner, people living in rural areas were immunized early and the Region placed third in the national vaccination ranking.

The logistical support was structured into 3 phases with a scope that included the financing of vaccination brigades, refrigerators and thermos equipment to properly secure the cold chain, and vans used for supervision and transfer of vaccines.

Phase	Objective	Population	Time	Logistical Support from Antamina			
				Brigades	Vans	Refrigerators	Thermos Bottle
Phase 1	Older than 60 years in 32 prioritized districts	104,130	1 month	40	7	--	--
Phase 2	Older than 60 years in the rest of Ancash	51,034	1 month	50	7	65	483
	Older than 18 in rural communities	85,000					
Phase 3	18 to 59 years old in Ancash	630,154	3 months	108	14	--	--
Total		870,318	5 months	108	14	65	483



As at the closing of the agreement, based on data provided by DIRESA Ancash and MINSA, the campaign managed to exceed a 100 % coverage of the target population (80 % of the total population).

89 %

Population of Ancash with a 1st dose

81 %

Population of Ancash with a 2nd dose

Thanks to the logistical support provided by Antamina between July and November 2021, the region's vaccination rate grew exponentially. Within our Area of Operational Influence (AIO) we were able to immunize 90% of the resident population over 18 years of age with 2 doses, thereby surpassing the target objective.

97 %

AIO population with a 1st dose

90 %

AIO population with a 2nd dose

The progress achieved in the national vaccination process poses a new challenge: to provide booster doses for the target population that is already immunized with 2 doses. Incorporating age groups between 5 to 17 years of age in the 2022 Regional Vaccination Plan is also being considered in order to ensure a safe return to face-to-face classes. It is in this context that, confident that we can repeat the results of 2021, Antamina has decided to implement Stage 2 of its logistical support to the Ancash region in the COVID-19 vaccination strategy. This was done with the deployment of vaccination brigades, statistical support personnel and vans for supervision for an additional 6 months, January to June 2022. Again, this effort serves to reaffirm our commitment to fight against COVID-19, both in our operational areas of influence, and throughout the entire population of Ancash.



WIÑANTSIK: territorial management and community action seeking to improve food security and reduce anemia and child malnutrition.

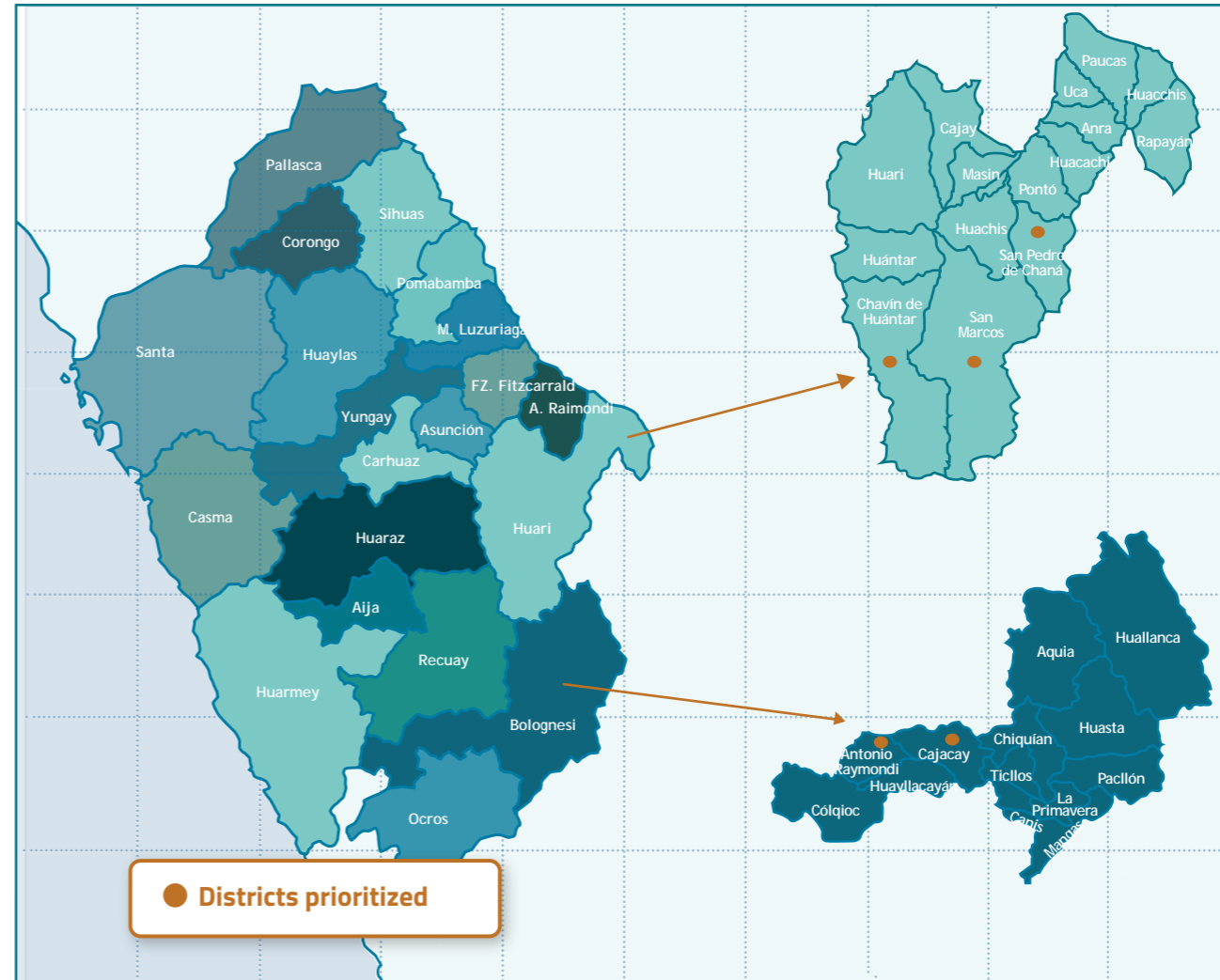
(GRI 413-1)

In July 2019, the Cooperation Agreement between Antamina and the United Nations World Food Program (WFP) was signed in Peru, which led to the launch of the Wiñantsik project in September of the same year.

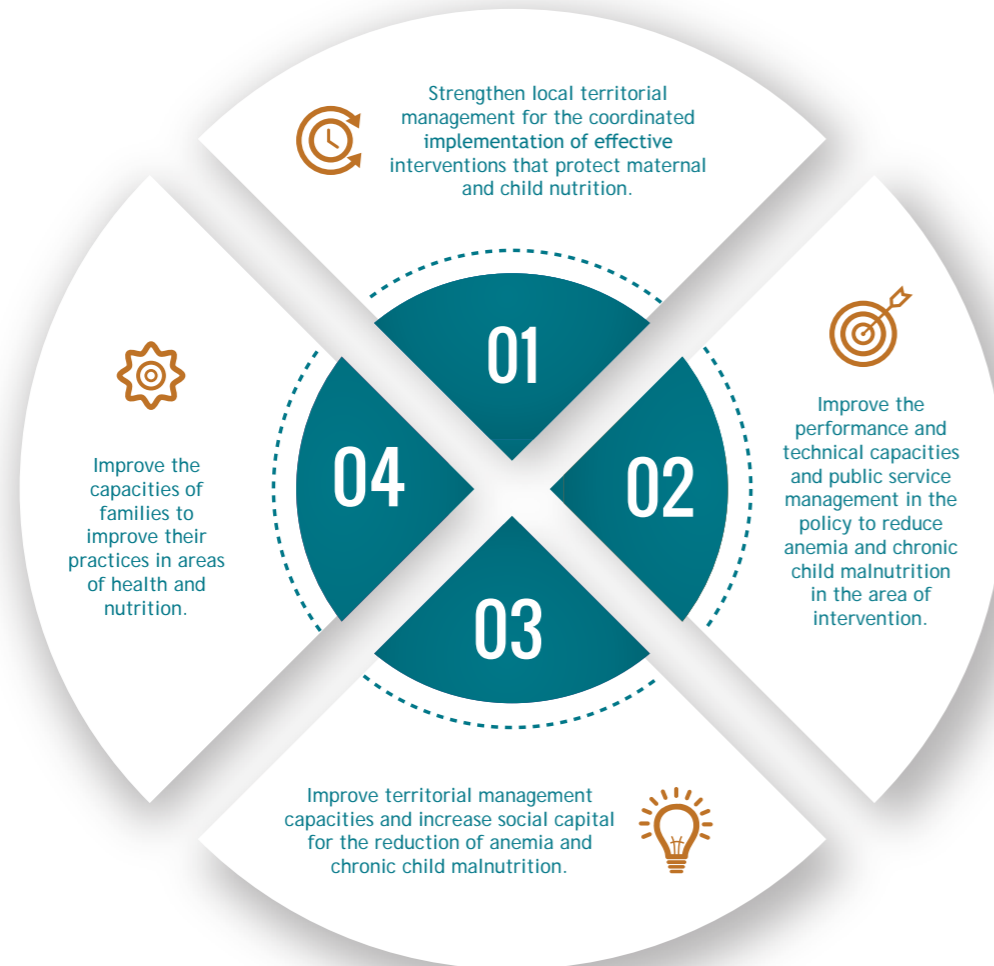


Objective

Wiñantsik seeks to help reduce the prevalence of anemia in children under 3 years of age and to eradicate chronic child malnutrition in children under 5 years of age in 5 districts within Antamina’s area of operational influence. These initiatives cover 3 districts in the province of Huari (Chavin, San Marcos and San Pedro de Chaná) and 2 districts in the province of Bolognesi (Cajacay and Antonio Raymondi).



The agreement that we have entered into with WFP Peru aims to develop a sustainable intervention that strengthens the public policy design and implementation in the country, through research and development of a model that is scalable at the national level. In this context, an intervention strategy has been structured into 4 components.



Results achieved

The Wiñantsik project has provided an immediate response to the COVID-19 health emergency within the districts of intervention with the application of a comprehensive strategy. This includes adoption of virtual and remote work methods, provision of technical assistance to counterparts on issues of great interest and delivery of personal protection materials to family members that are vulnerable to the disease.

In the context of the change in the local scene of implementation due to the COVID-19 emergency, the project is showing progress in all of its components. To achieve this progress, both innovative and participatory strategies were used by government agencies and the community.

By year end 2021, we obtained the following results.

C1 COORDINATED TERRITORIAL MANAGEMENT

- Installment of Local Intersectoral Committees
- Update of the Nominal Census record.
- Implementation of the Monitoring Application and the strengthening of the Information System.
- Identification of a Model Village (Putcor - Chavin).

C2 PUBLIC SERVICE PERFORMANCE IN COMPREHENSIVE CARE

- Technical assistance and implementation for the Micro-networks in San Marcos, Chavin, Cajacay.
- Work done in UGEL Huari and Bolognesi: with 95 schools, 112 principals and teachers, and 1,328 students through webinars and inter-learning groups.

C3 TERRITORIAL MANAGEMENT CAPACITIES AND SOCIAL CAPITAL

- Training of 117 active community agents and delivery of cellular equipment for software development.
- Gave 91 nutritional demonstration sessions for approx. 500 families.
- Implemented productive modules: 01 Sangrecita Collection Center (Antonio Raimondi), 05 Biodigesters (Chavin) and 120 Irrigation Kits (5 districts).
- Training of 288 ATM members / JASS trained.

C4 FAMILIES WITH CAPACITIES TO IMPROVE THEIR NUTRITION AND HEALTH

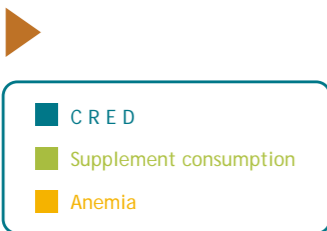
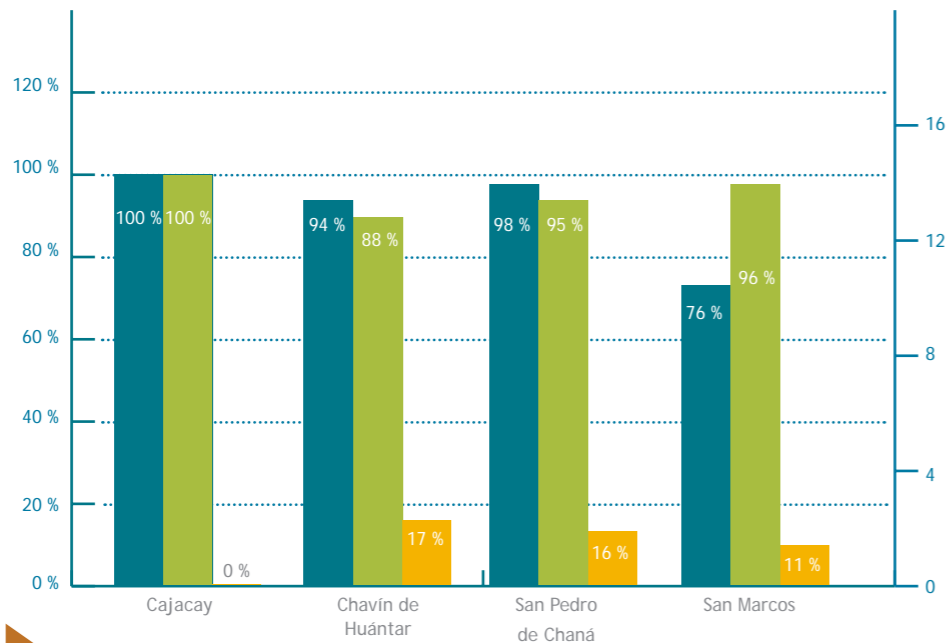
- 1,867 boys and girls under 5 years of age receive support in the 5 districts, which is equivalent to a 65 % coverage within the scope of the area of intervention.

The project's monitoring indicators coincide with anemia measurement and child care compliance:

Monitoring indicators

1. Percentage of children that regularly appear for their CRED control.
2. Percentage of children that take supplements recommended by the healthcare facility.
3. Percentage of children with anemia.

Main indicators by district



Figures calculated based on the number of children with a monitoring data sheet registered on the software application during the month.
 Children registered: 428.
 Absence of information on record at Antonio Raymondi.

Cases of children with acute malnutrition are also being identified, which provides justification for extending the Wiñantsik project's intervention until December 2022, to enable us to meet the goals for Anemia and Chronic Malnutrition to be met, in addition to counteracting Acute Malnutrition.

5.2.2. Education

Ancash Effect



Scope

Ancash Effect refers to an unprecedented effort for the structural transformation of education that has been active since 2017 in 5 districts of the UGEL Huari.

This initiative seeks to promote a systemic change in the educational community of 5 neighboring districts to the Antamina mining site; a change that guarantees quality education for its citizens. It is a long-term commitment that rests specifically on a collective and intersectoral impact approach, with material effects on the results obtained in the classroom.

In order to attain this, the project intervenes in different components of the educational community, such as the classroom, the school, and the families. The local and regional levels of authority in educational institutions are also taken into account.



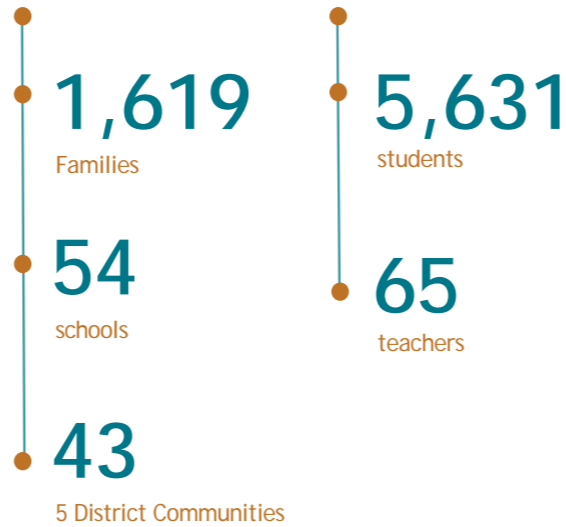
The Ancash Effect comprises 4 programs aimed at increasing the collective leadership and educational quality.

1. **Leadership Program (LP)**, which impacts students by the involvement of young professionals who are selected and trained in innovative teaching methodologies to work as full-time teachers.
2. **The “Qué Maestro” Program (QM)**, in charge of developing pedagogical and leadership competencies among local directors and teachers.
3. **Trainer of Trainers Program (ToT)**, a regional training pilot that works with the UGEL in Huari and DRE Ancash to improve Competency Based Education (CBE) and Project Based Learning (PBL).
4. **Educational Ecosystem Program**, which promotes building a common agenda among all the territory stakeholders, seeking to raise awareness in the community in favor of education.

The project has financing in the amount of US\$ 1,400,000 per year, funded from its own resources and in association with other companies, and it is executed in partnership with different organizations.

- **Government Entities:** Huari Local Educational Management Unit (UGEL) Ancash Regional Directorate of Education, Ministry of Education (MINEDU).
- **Co-financing Private Institutions** Wheaton Precious Metals (WPM), Franco Nevada (FN),
- **Operating private institutions dedicated to monitoring and assessment** Toronja Comunicación Estratégica, Universidad del Pacífico (UP).
- **Others:** Enseña Perú Civil Association (main operating institution), Association for Childhood and their Environment (ANIA).

Beneficiaries:



Main objective

Promote a systemic change in the educational community within 5 districts of Huari, thus ensuring a quality education for its citizens, developing a collective leadership based on the interaction between various stakeholders. This centers on different areas of the educational community, such as the classroom, the school, the families as well as the local and regional levels of academic institutional authority. As a long-term initiative, its focus is on innovation in teaching methods and the development of student competencies.

Secondary objectives

- Improve classroom results for students at local schools in the area.
- Renew the role and impact of classroom teachers as quality education managers and change agents in their environment.
- Strengthen regional institutional structures in leadership capacity and support for the local educational process.
- Strengthen synergies between educational stakeholders by sharing a vision of educational transformation in their territory.

Achievements

At the end of 2021, the following achievements were obtained at the UGEL Huari.

4,200

students from 49 Schools received support for their academic training.

+420

More than 420 teachers trained in their specialties in conjunction with the UGEL

49

teachers and 22 directors received development training in pedagogical leadership

+30

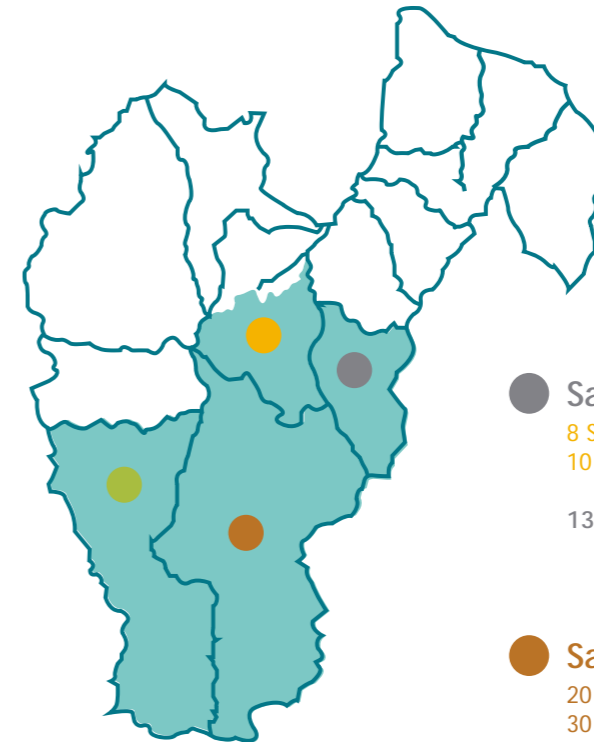
More than 30 families trained in positive parenting in the Crecemos con Amor Program

18

student-led projects

68 %

of students demonstrated growth in their academic assessments of 26 competencies



Huachis
6 Schools
6 Enseña Peru Professional
8 teachers / directors

Chavín de Huantar
15 Schools
19 Enseña Peru Professional
18 teachers / directors

San Pedro de Chaná
8 Schools
10 Enseña Peru Professional
13 teachers / directors

San Marcos
20 Schools
30 Enseña Peru Professional
22 teachers / directors

At the regional level we have:

- More than 190 specialists receiving support for their leadership and socio-emotional skills
- Support was provided for the draft design of the Regional Educational Project (PER)

For 2021, in spite of the pandemic situation with remote teaching and all of the obstacles that this entails, the project showed very favorable results in the participating schools, the result of work in of the following competencies.

	PP Classrooms			OM Classrooms		
	Became worse (%)	Level maintained (%)	Improved (%)	Became worse (%)	Level maintained (%)	Improved (%)
Communication	4	56	40	3	58	39
Mathematics	6	63	31	9	76	15
Social Sciences	4	70	26	--	--	--
Science and technology	6	64	30	12	63	25
Personal social (primary)	8	60	32	8	64	28
Personal development (secondary)	11	75	14	11	67	22
Work-oriented/Career education	3	72	25	--	--	--

It is worth noting that a study performed by the Universidad del Pacífico showed that, because of the Ancash Effect intervention, students enrolled in the Leadership and “Qué Maestro” programs achieved a statistically significant superior performance in the MINEDU Census Evaluation (ECE) compared to the control group.

Educational EcoSystem

Owing to the construction this year of the Educational Ecosystem, the project has been shown at the regional level, with the UGEL Huarney expressing interest in launching the project as a co-organized effort in strategic schools located within the Operational Area of Influence.



Development of Online Class Material to Strengthen Education for the Sustainable Development of the Academic Community of UGEL Huari using the TiNi Methodology which aims to make children and young people responsible for the care of a small green area as a pedagogical resource to raise awareness about biodiversity, within the context of the COVID-19 pandemic.

Scope

5 districts (Huari, Ancash).

Objective

Strengthen and expand educational coverage for sustainable development in schools located within Antamina's area of influence through the creation of new online class materials, teacher assistance and support for the TiNi software application implemented in previous years.



Achievements

Direct beneficiaries

5

UGEL (Huari, Barranca, Recuay, Huarmey and Bolognesi), the first 4 of which we signed an agreement with.

7,500

students at the early and primary school education level in the Huari, Barranca, Recuay, Huarmey and Bolognesi areas.

350

directors and teachers at the early and primary education level.

204

educational institutions involved

25

new Primary School Programs received training in the TiNi course

Indirect beneficiaries

Students, teachers, and parents.

10

Adaptation of the 10 stories, audio and video stories (from the Huari communities) into Quechua so that they can be used in bilingual schools.

Diffusion from the Escuelita TiNi broadcast program, radio segments, every day and a radio program twice on Tuesdays and Thursdays during the year with the active participation of children.

Provide advice to and on-line follow-up with teachers and Primary Education Programs on the use of the TiNi school material and its application in the 5 UGEL.

Promotion of UGEL Huari as a national and regional benchmark, using the De Raíz event as a promotional platform, that included the participation of teachers, PEP, members of the UGEL, the director of the UGEL Chíncha and the former Vice Minister of Education of Ecuador as guests. The event was attended by more than 200 participants in total who were able to witness the achievements of UGEL Huari with in the area of education for sustainable development.

5.2.3. Institutionalality

Strengthening of Local Development Management - FOGEL

Antamina recognizes the importance of strengthening local development and institutionalality by improving the management capacities of district governments within its sphere of influence, citizen participation by local leaders and organizations, and the existence of forums of cooperation for development. It is for this reason that it is implementing the FOGEL project, making support methodologies and specialized technical assistance available to local stakeholders, directed at improving conditions of governance, coordination with public programs, investments for the closure of gaps and local capacities.

In 2013, a diagnostic study was performed on 10 local governments pertaining to the Antamina AIO, detailing the following: 80 % of municipalities lacked or had outdated planning tools (Concerted Development Plan, Institutional Strategic Plan or Institutional Operational Plan); 80 % of the municipalities lacked proper investment management; 50 % failed to comply with accountability and appropriate participatory processes. Of the 10 districts that had forums for dialogue, 30 % corresponded to negotiation forums and 70 % had no action plans. Of the 50 grassroots social organizations within the territory, all of them lacked action plans as an organization and 95 % of the leaders were not integrated into the participatory or monitoring processes of the town.

This reality exposed the need to strengthen management capacities of local governments, citizen participation and local governance in order to improve the agreements and development actions pursued by the districts in our Operational Area of Influence.



In 2015, Antamina selects a strategic partner seeking to implement a strategy that contributes to territorial development by strengthening stakeholder capacities. This encompasses all 20 districts within Antamina's Operational Area of Influence, in 3 priority components.

Component 1. Improvement of the capacities of local governments as territorial leaders with the capacity to be proactive, have adequate management structure, execution capacity, transparency in accountability in the rendering of accounts, and ongoing coordination with Government policies and programs in alignment with the 2030 agenda.

This component incorporates a continuous training process for authorities and officials, in addition to technical assistance and support in the planning/action related to their development proposals, in addition to coordination with regional and national government authorities. In addition, it assumes an important support role in the transfer of government administration, in accordance with the calendar of changes in Government authorities.

Component 2. The strengthening of local governance starting from multi-stakeholder development spaces where the local development programs and project plans are prioritized in agreement, generating dialogue as well as the participation of authorities and civil society.

This component focuses on the creation and support for the functionality of dialogue forums (development roundtables or thematic roundtables) that enable the key actors within a district to come to an agreement about their priorities.

Component 3. Strengthening the territory's social capital, based on greater representation on the part of the population and grassroots organizations in decision-making, the creation of social networks, capacity for citizen surveillance and relationships of trust.

This component incorporates training of local leadership based on strengthening the most representative grassroots organizations (health, education, economic development, and others). It also incorporates citizen participation during times of elections, ensuring a well-informed democratic exercise.

In October 2021, a new Stage of the FOGEL project begins, incorporating a new Impact and Learning component which, based on the execution of the 3 previous objectives, circulates the learning and influences in various spaces regarding the importance of promoting governance in different sub-national spaces.



Achievements

The FOGEL 2021 - 2025 project promotes dialogue and concerted management associated with the agenda of closing gaps in a given territory through strengthening leadership, social organizations, multi-stakeholder spaces and providing technical support to municipalities.

It represents Antamina's commitment to strengthen the institutional framework in the districts of its area of operational influence, in partnership with CARE PERU, an institution whose vision points to inclusion, social justice and the fight against poverty.

FOGEL's commitment contributes to the governance -dialogue and agreements- that is necessary among citizens, local authorities, institutions and companies, to succeed at closing socioeconomic gaps in local territories.

FOGEL retains the 3 objectives of the previous Stage, rethinking them in the following terms:

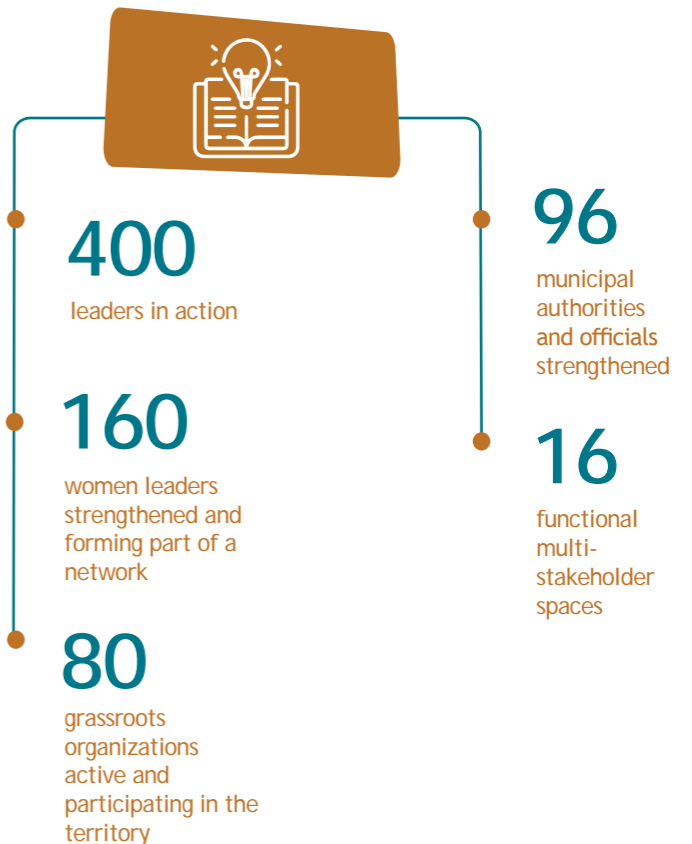
Citizenship and transformation of the local talent, training and supporting local leaders and grassroots social organizations so that they exercise their citizenship, their representation and proactive participation.

Institutionality and local governance, that promotes and strengthens spaces dedicated to dialogue and participation among the territory's social actors to manage their actions jointly, in accordance with an agreed upon development agenda.

Efficient municipal management, providing technical assistance, specialized advice and training to local governments for proper resource management that results in better services to the population.

Learning and Impacts, in order to create an information and learning system that is employed in decision-making, in addition to being able to share experiences from the project. This enables its continuous improvement and the possibility of establishing a model that may be applicable in similar environments.

Over the next 4 years we expect to have the following impact:



Support for and Strengthening of the association of irrigation users from the hydrographic sector in the Carash and Mosna basins

Scope

58 Irrigation users associations from the District of San Marcos, represent 3,000 water users.

Objective

The water boards are strengthened and develop capacities to manage water resources in the District of San Marcos.

Achievements

100 % of the water user associations receive recognition and water licenses in the Huari Province irrigation district.

70 % of the Water Associations strengthen management capacities and have action plans.

100 % of the irrigation user associations refurbish major irrigation systems, supplying new irrigation system materials, tools and accessories.

100 % of the irrigation user associations provide manpower for the renovation and maintenance of canals.

An irrigation users' association is a living institution and manages its administrative procedures with ALA Huari, ANA, Irrigation Subsectoral Project, District Municipality of San Marcos and Antamina.

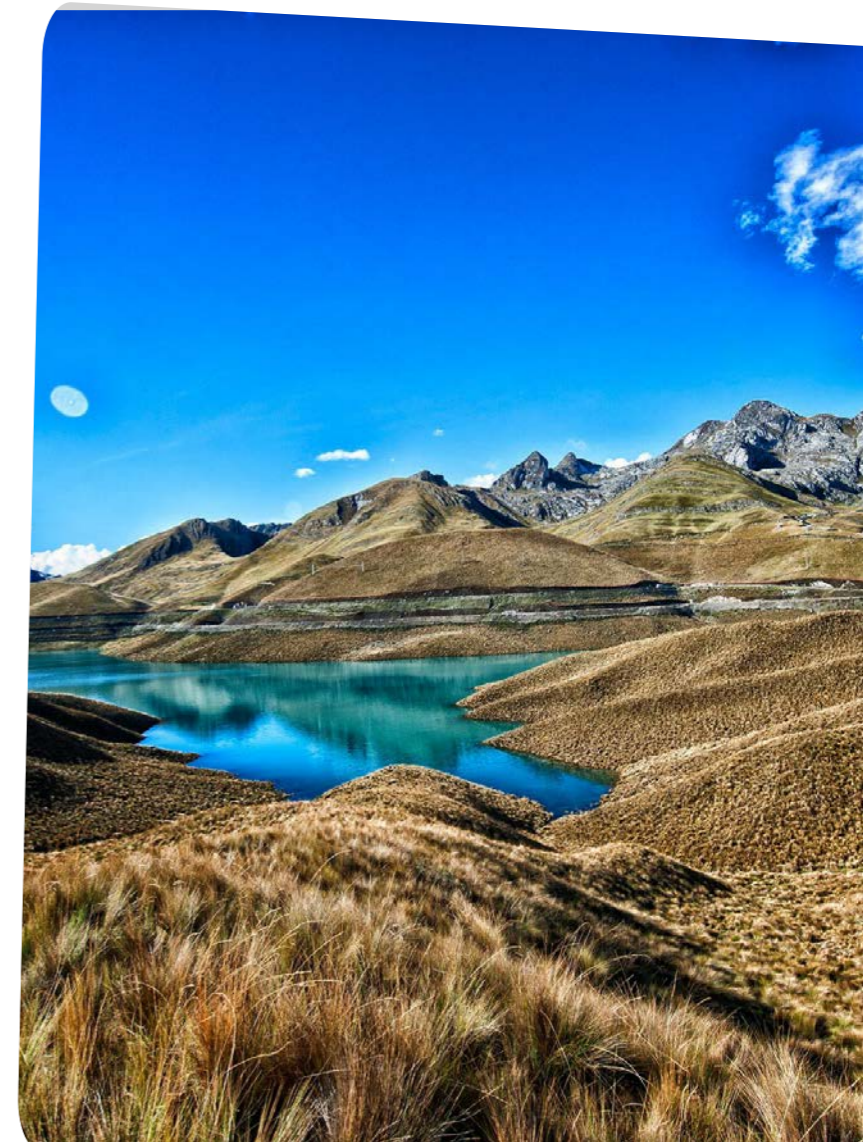
The users' association completes the requirements to obtain recognized legal status and is now able to properly conduct institutional affairs.

Resolution by the water board, acknowledging boundaries of the hydraulic subsector.

The association is committed to involving itself in the vision of establishing a comprehensive irrigation system in the district of San Marcos, and will support the execution of pre-investment and investment studies of the SIR San Marcos.

Irrigation Users Association of the District of San Marcos is recognized as the only institution with capacity to conduct affairs as an institution in the Irrigation Users Board of the Province of Huari and Antonio Raimondi.

Changes in the Board of Directors for the period 2022 - 2024 for the users' association and the irrigation water users' committee will prepare 2022 work plans with the company's support.





Comprehensive Leadership and Integration Program

Scope

Women pertaining to the Communities of 09 de Octubre and Puerto Huarmey.

Objective

Strengthen the capacities of our neighbors located closest to the Puerto Punta Lobitos operations in Huarmey, thus facilitating integration among them, developing their leadership capacities, through the implementation of various productive workshops.

Achievements

Some of the achievements of this program are:

- Participation of around 90 neighbors who are members of several local human settlements in Puerto Huarmey and 09 de Octubre.

- Over 50 % of the participants expressed their understanding of gender equality.

- Integration of community kitchens from 09 de Octubre and Puerto Huarmey, in addition to other groups of women from both neighborhoods.

- Preparation of productive workshops: soft skills, cooking, pastry making, cosmetology, crafts, cold ceramics and wood; and others. These workshops incorporate cross-cutting skill themes such as leadership and self-esteem.

- Similarly, participants have played a very important role in spreading the knowledge received from various recommendations discussed in their workshops, aimed at counteracting the COVID-19 pandemic in Huarmey.

- Convert the face to face workshops into remote workshops, thus enabling conditions for more participants while avoiding crowds.

Strengthening of the Capacities of the Local Organizations of San Marcos at Schools, providing Environmental Management advice and support in the Districts of Chavin de Huantar. Capacity Building at Local Organizations associated to San Marcos Schools; Environmental Management Advice and Support for Districts in Chavin de Huantar.

Scope

2 districts (Huari, Ancash).

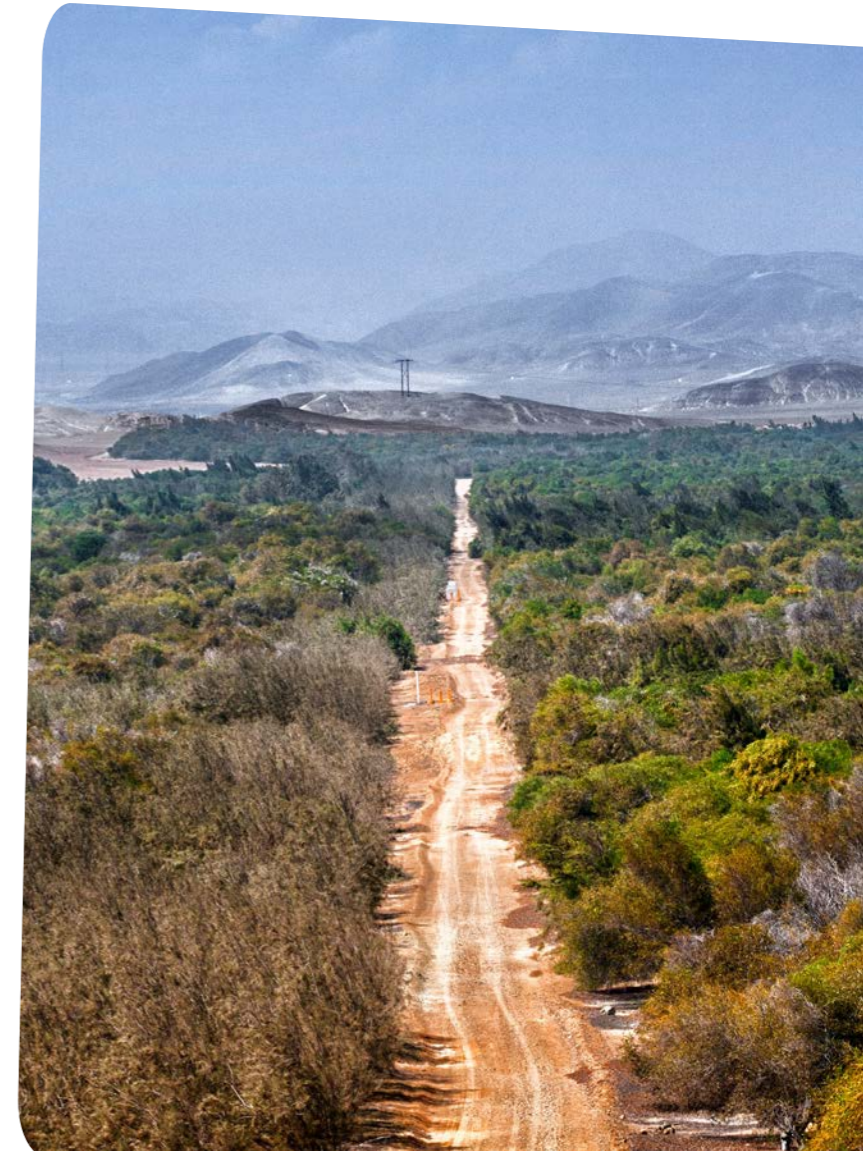
Objective

Strengthen the Capacities in the Local Organizations of San Marcos and Schools, using an environmental approach. Advise and support the Environmental Management of the Chavin de Huantar district.



Achievements

- Preparation of materials in accordance with an established theme.
- Strengthening of capacities in an environmental approach to members of the Konchukos textile project quality circles in the district of San Marcos.
- Strengthening of capacities with an environmental approach for community health agents in the district of San Marcos.
- Strengthening of capacities with an environmental approach for the school members in the District of San Marcos and Chavin de Huantar.
- Provide advice and support to the municipal environmental association of the district of Chavin de Huantar, and their respective technical groups.





5.2.4. Productive development

Improvement of the competitiveness of the avocado and peach chains in Valle Fortaleza

Scope

Districts of Colquioc, Antonio Raymondi, Marca, Huallacayan, Cajacay.

Objective

Development of the avocado and peach orchard value chains. Application of a business cooperative model.

Achievements

290

organized fruit producers in the Puryfor and Coavaf cooperatives.

39 %

increase of net family income among cooperative fruit producers.

Multi-stakeholder model implemented, that coordinates connections with INIA, Produce, Procompite, Agroideas and Local Governments.

100 %

Increase in yield/hectare (ha): 30 % peaches and 100 % avocados.

47

hectares of expansion (83 % Hass avocados experiencing growth).

17

Hectares of Hass avocados in production.

Incoming agro-export companies interested in avocado production and cooperate with the provision of technical assistance to organized producers.

28

ha of cherimoya recovered and 10 has of lucuma with trade links.

30 %

participation of women in management and community leadership roles.

Improvement of competitiveness in the mil and dairy product chain

Scope

Districts of Huallanca, Aquia, Carcas and Huasta.

Objective

Development of the milk and dairy product value chains using the business cooperative model.

Achievements

308

(42 %) families incorporated into the dairy product value chain in the LATE Huallanca - Aquia-Cajacay corridor.

37 %

average increase in net family income over the past 5 years owing to dairy business.

41

permanent jobs created by dairy farming.

52 %

increase in milk yield (Lt/Cow/day).

1,572

TN of milk sold /year produced with technical assistance.

153,769

(9.8 %) liters of milk transformed and marketed as private label dairy products.

143

cows added to the genetic improvement program, with a 50% pregnancy rate being confirmed.

50 %

of financing capacity with own resources in ranchers dedicated to milk production in the community of Llacuash, Ututupampa, in Yaruwilca.



Personal Development and Training of Women in the Textile Industry

Scope

13 towns in the District of San Marcos.

Objective

300 women weavers enhance civic participation skills through the revaluation of their textile business activities.

50 % increase in the net income of 200 women alpaca fiber weavers in the district of San Marcos through the development of a business model for exporting high-end alpaca garments in their district.

Achievements

456 weavers participating in the project. 394 were evaluated.

There are 22 quality circles, 18 of which have participated in production processes and 11 have done so responsibly and with quality.

There is a displacement in the weavers' productive technical capacity. Of 394 artisans evaluated in December 2020, 160 pertain to Level A, 145 to Level B and 89 to Level C. Of the 160 in Level A, 114 have successfully participated in actual production processes.

There is a very important attitudinal shift towards responsibility and commitment on the part of the leaders. This group has 17 leading artisans with production management experience; Of these, 10 have shown outstanding performance.

A product identity represented by the Konchukos textile brand has become positioned among the artisans.

They have brand related elements including a web page, institutional video, and printed matter.

There is a design reference base containing 120 draft prototypes.

A specialized labor service is becoming consolidated, with 3 important Peruvian exporting companies: Mitayoq, Quality Knit and Inti.

The quality control of Peruvian-American company Green Design as suppliers of clothing and accessories, has been approved. This company markets directly in the USA, which represents progress in the commercial trade chain.

These achievements have been achieved in the midst of the 2020 and 2021 pandemic, while textile production centers in other regions of Peru stopped their work.

Revenues generated by artisan producers amounted to S/ 237,597.61, S/ 75,266.55 of which is associated with specialized labor for export.

This process should be strengthened in 2022, and it is expected to continue to promote more commercial exports.



Territorial development of the District of San Marcos by strengthening the productive guinea pig chain.

Scope

- Strengthening of productive processes of technical breeding of guinea pigs in their productive units and the development of a productive foundation.
- Strengthening and management of the existing services associated with the guinea pig value chain.
- Rural territorial development with cultural, social and productive identity.
- External market positioning of San Marcos as a producer of guinea pigs.

Objective

Build San Marcos' territorial development through the strengthening of the guinea pig value chain on all of its segments, with emphasis on the producer families in the district.

Achievements

232

producers involved in production sell guinea pigs by the unit.

17

promoters identified as local talent work to promote the strengthening of the productive chain.

+ 20 000

Project sold more than 20,000 units of guinea pigs

In the process of implementation: 3 small guinea pig slaughterhouses to help improve the commercial and sales process.

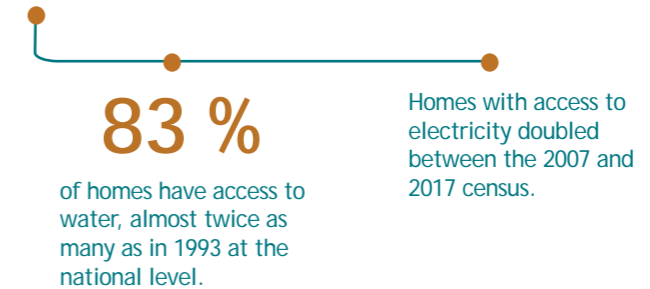
Promotion of the production zone of Konchucos with the design and preparation of the KUYSI Brand.

5.2.5. Infraestructure

Public Works for Tax Deductions (GRI 203-1)

Through the Public Works for Taxes system, we are committed to promoting infrastructure works that contribute to closing gaps in basic services and improve the quality of life of the population.

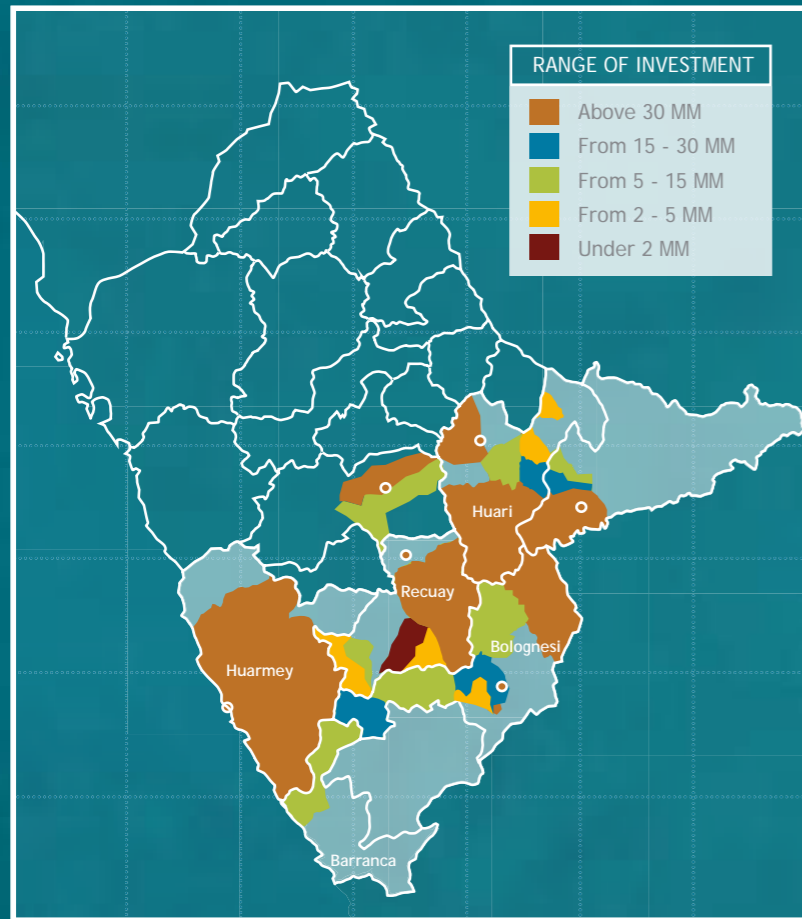
According to a study by the Peruvian Institute of Economy (IPE):



In a sustained effort that has taken place over the years, Antamina has signed 65 agreements with various entities of the subnational and national government to develop social infrastructure projects with a clear orientation towards closing social and productive gaps, being as of December 2021 the top ranked company nationwide in total investment using the works for tax benefits system.

At the end of 2021, the commitment reached the amount of S/ 1.492 billion (23 % of the total at the national level) of which S/ 465.5 million was executed. In 2021, in the middle of the pandemic that is plaguing our country and the entire world, our company has committed an investment of S/ 88 million to 9 public works projects for tax benefits. These projects will reach as many as 13,154 beneficiaries and will generate 129,081 daily wages in the southern corridor of the Ancash department. Works for Tax Benefits is now added as a mechanism of territorial reactivation that diversifies employment opportunities and income generation. Cumulatively, it will benefit 450 thousand people and generate the equivalent of 2,286,233 in daily wages.





2 295 711
Daily wages

December 2021 (65 projects adjudicated to Antamina)

Civil Works for Tax Deductions is another mechanism for territorial reactivation that diversifies employment opportunities and income generation.

11 Pyt

ROADS AND SIDEWALKS

183 428 m² pavement
46 443 m² sidewalks
58 109 Beneficiaries

1 Pyt

FISHING INDUSTRY

1 Pier
1534 m² Area of construction
8734 Beneficiaries

7 Pyt

HEALTH

3 Hospitals
3 Healthcare Centers
144 beds
1 Sanitary Landfill
222 879 Beneficiaries

18 Pyt

IRRIGATION

180.4 km Channels/
irrigation pipe
4 313 Has
3805 Family Beneficiaries

1 Pyt

PRODUCTION

1 Wholesale food market
15 Market stalls
1193 Beneficiaries

8 Pyt

EDUCATION

7 Schools
130 Classrooms
1 COAR
7930 Beneficiaries

6 Pyt

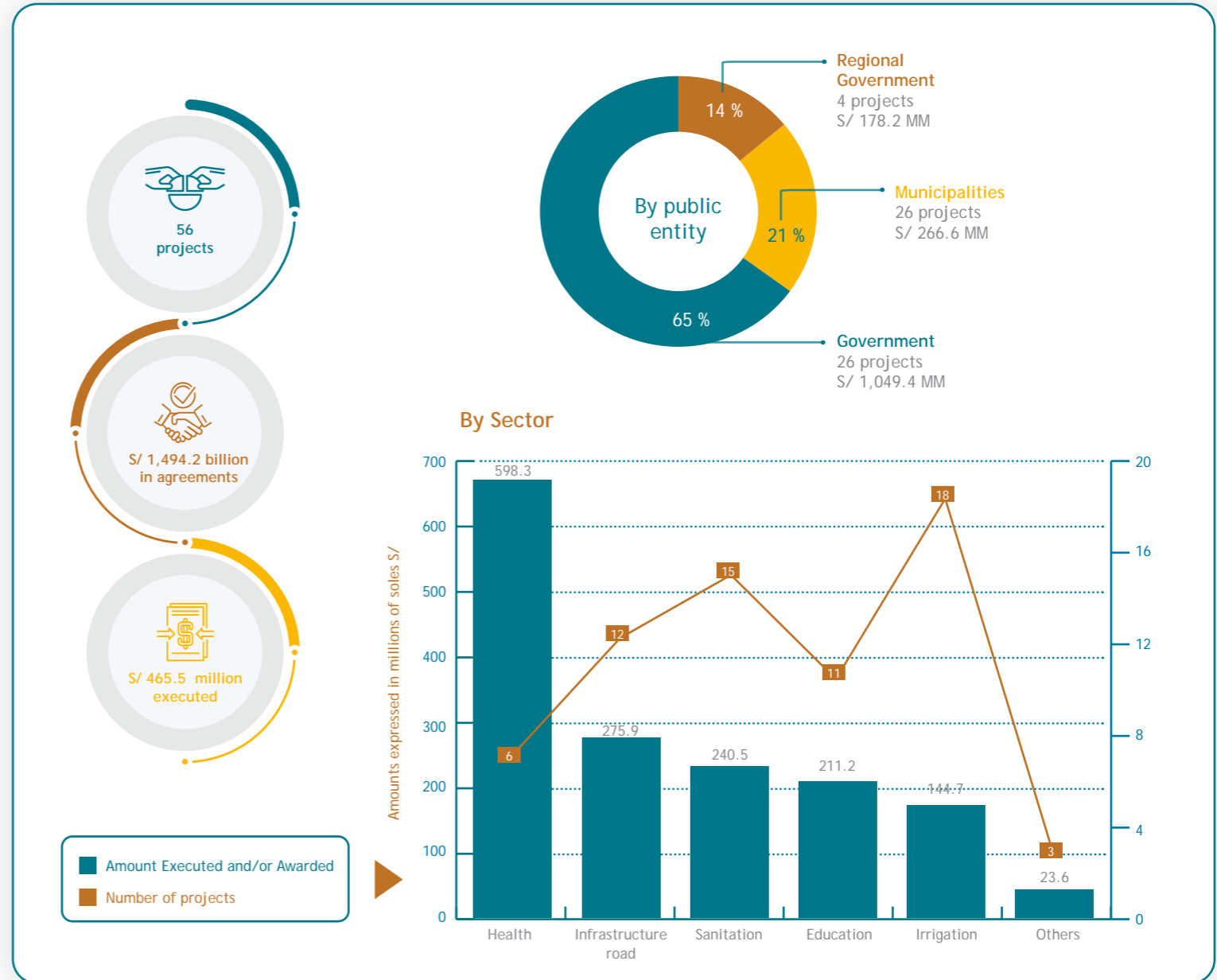
SANITATION

2355 household waste water connectors
2471 household waste water connectors
26 161 Beneficiaries

4 Pyt

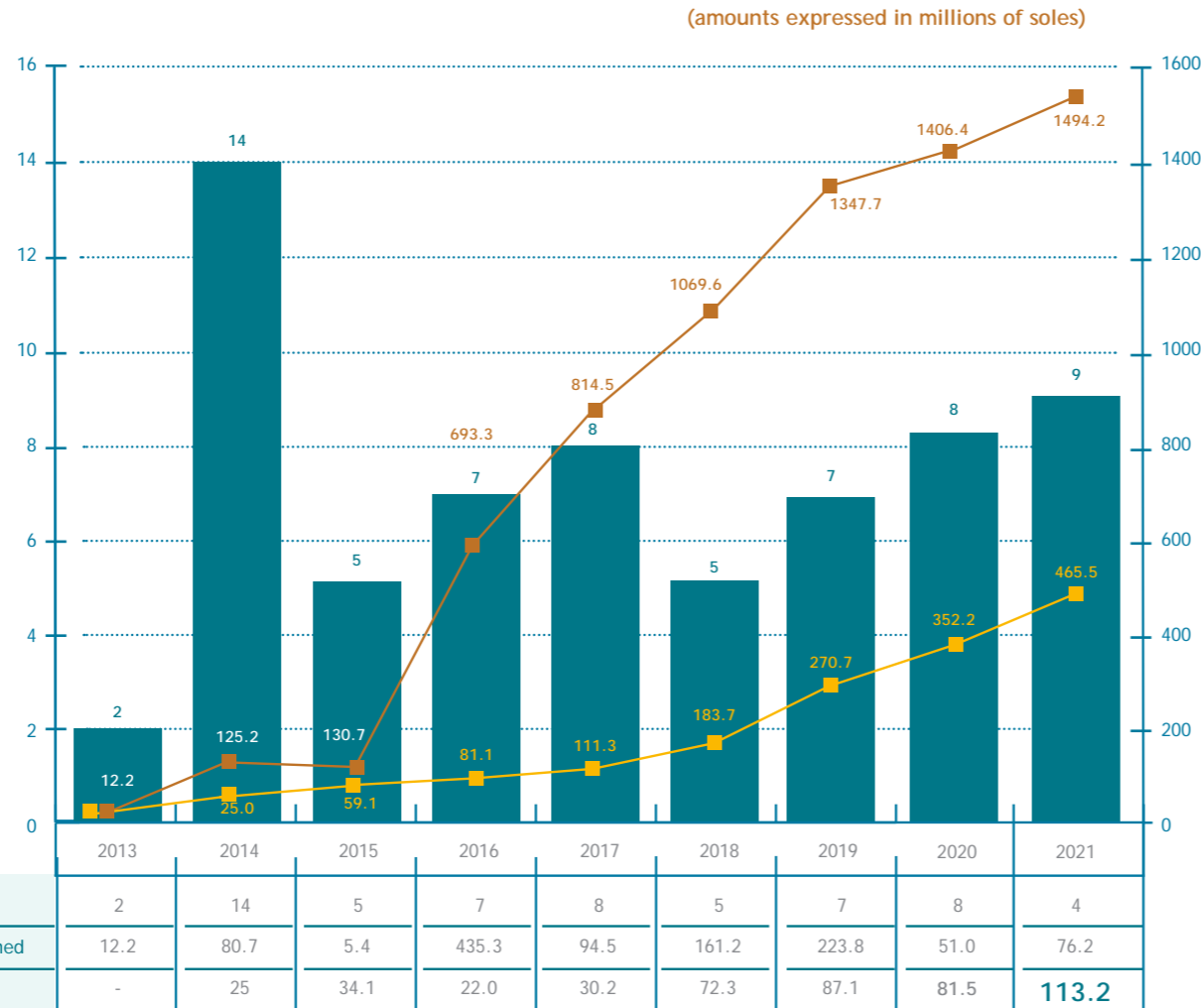
ROADS

134.54 km of paved roads
87 768 Beneficiaries

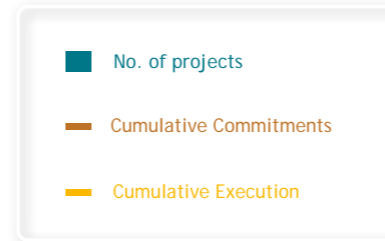


In 2021 we disbursed more than S/ 113 million for the execution of public works, the highest amount executed in a year. As a result, the accumulated investment executed as of December 2021 amounted to S/ 465.5 million. At the end of 2021 we have 29 completed projects, out of a total of 65 adjudicated.

- 65 projects
- S/ 1,494.2 MM in agreements
- S/ 465.5 MM executed



It is worth highlighting the fact that during the execution of our works in the year 2021 we have reached just over 2 million man-hours worked without recordable accidents. Our recordable accident frequency rate (TRIFR) among strategic partners was 0.00, below the annual target of 1.36; and the recordable accident severity index (ASR) in strategic partners was 0.00, below the annual target of 14.

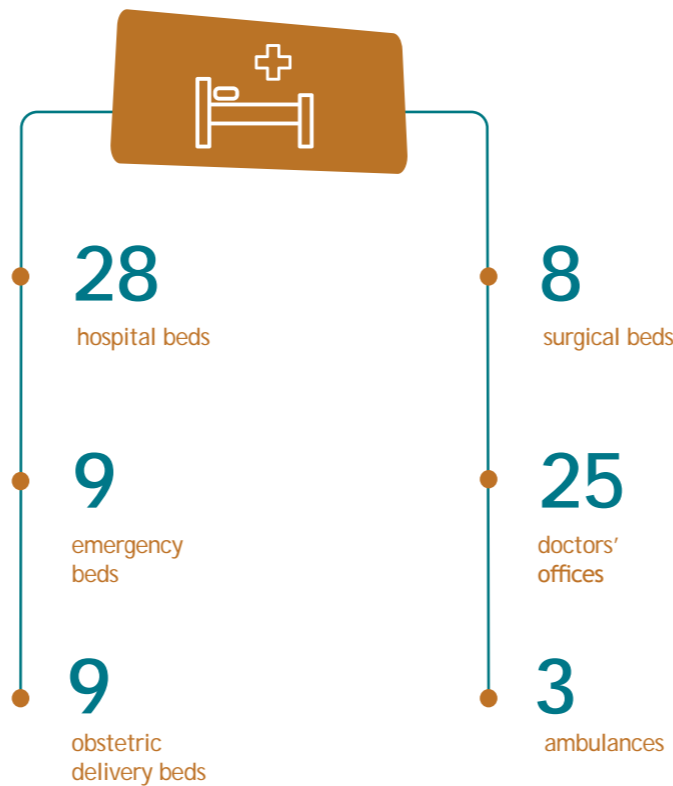




Huarmey Hospital

The Huarmey Hospital construction project, being carried out by Antamina under the Works for Tax Benefits system, began in July 2021, in a ceremony that assembled national, regional and local authorities, amidst the celebration of population of this port city.

The Huarmey Hospital, with an investment of over S/ 188 million, will be a category II-1 hospital and have a three-story building. The project will benefit more than 33 thousand people in the region.



The hospital's infrastructure will enable the provision of outpatient, emergency, pharmacy, obstetric center, surgical center, hospitalization, clinical pathology, diagnostic imaging and rehabilitation medicine services. Similarly, hospital management training will be provided to staff, on the proper use and operation of medical equipment.

For the sake of the future and development, the new Huarmey hospital is one more milestone of the exemplary model of collaborative work in the province. Before this project, there were projects addressing problems related to the lack of drinking water, streets and sidewalks; today, it is the hospital and, in the near future, the artisanal fishing pier.

We seek to continue being a part of Huarmey's future and development, promoting construction, projects and initiatives that have a positive impact on improving the quality of life of its citizens, always in cooperation with the authorities and the population.

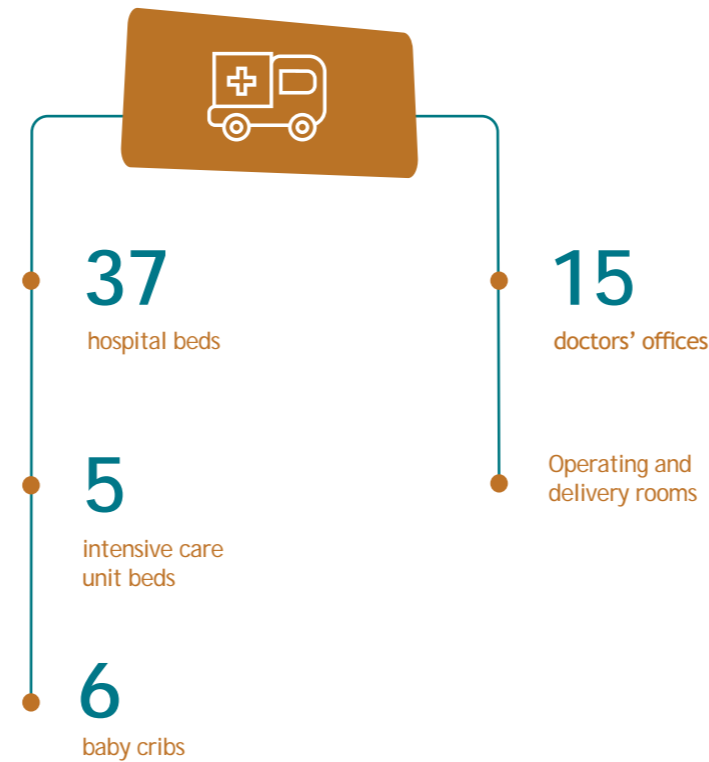
Huari Hospital

The National Health Investment Program (Pronis), an entity attached to the Ministry of Health, approved the technical dossier that will enable us to start construction of the new Huari Hospital, in Ancash. This project, to be executed by Antamina under the Works for Tax Benefits system, will benefit more than 102,000 people in the region and will have its own oxygen plant.

The future health facility will be a category II-1 facility, be built on an area of 10,963.28 m² and will include an oxygen generation plant. In addition, its portfolio of services comes with:

The project will represent a total investment of S/ 192 million, including medical equipment and furniture, and will benefit more than 102 thousand people in the region. The construction period is estimated at 22 months. The approval of this important community project was achieved because of the joint efforts of PRONIS, MINSA, the Provincial Municipality of Huari and Antamina.

(GRI 203-1)





6. ENVIRONMENTAL MANAGEMENT



6. ENVIRONMENTAL MANAGEMENT

At Antamina we are focused on creating value in a socially and environmentally responsible manner. Our commitment to caring for the environment is expressed through our actions that minimize and mitigate the impacts produced by our operating activities. It is for this reason that we have developed specific guidelines for the efficient use of resources used in our operations and the protection of biodiversity where we operate.

Antamina's environmental management systems represent a high-level framework for the identification and effective management of environmental features and their potential impacts in order to support continuous improvement of the programs and performance of our own activities and those of our Strategic Partners.

We work to help develop the best sustainability performance practices. Accordingly, we frame our management within the Principles of the International Council on Mining and Metals (ICMM) and work to support the progress of the Sustainable Development Objectives (SDG) of the United Nations, in addition to maintaining such management initiatives as the measurement of our Water Footprint and Carbon Footprint.

Environmental Monitoring

We have a strong environmental monitoring program that uses a wide range of measurements. This permits us to manage and assess our environmental performance in accordance with current applicable legislation, together with the commitments undertaken by Antamina in its Environmental Management Instruments, in addition to the initiatives and voluntary studies that seek to ensure optimal monitoring, environmental assessment and the application of controls in our operations. Sampling, quality assurance and quality control (QA/QC), transportation, analysis and reporting is performed by a third-party company accredited before INACAL under the NTP-ISO/IEC 17025:2017 standard, therefore ensuring technical competency and reliability of the analytical results.



We monitor a variety of environmental data, including:

<p>Air quality (particulate matter) and meteorology</p>	<p>Water quality (surface water, ground water and effluent discharges)</p>	<p>Noise levels</p>
<p>Biodiversity (hydrobiology, land plants and wildlife)</p>	<p>Energy consumption and greenhouse gas emissions.</p>	<p>Environmental incidents</p>
<p>Use and recycling of materials</p>		

As needed, we develop action plans based on findings detected in our monitoring activities and we continuously evaluate the implementation of these plans using a precautionary approach. The entire operation has control measures in place to minimize the probability of environmental incidents and mitigate their possible impacts on the environment in the event they occur.

Environmental compliance with regulatory requirements

We are committed to compliance with the laws and regulations that apply to our operations. We monitor the compliance of the commitments arising from the Environmental Management Instruments, environmental and operational licenses and permits, and all statements made by the relevant environmental authorities during their onsite inspections and audits. In summary, during 2021, we continued to be in 100 % compliance with our environmental obligations.

Important environmental incidents

We assess the severity of environmental incidents based on their potential environmental, security, community, reputation-image, and economic impacts. Based on these criteria, there were no reportable environmental incidents during the 2021 period.

6.1. Climate change

We calculate our Greenhouse Gas (GHG) emissions and Carbon Footprint in our activities as provided in the Greenhouse Gas Protocol (GHG Protocol) and the guidelines of the Intergovernmental Panel on Climate Change (UN-IPCC), in addition to the ISO 14064 Standard: 2018 - Part 1. Similarly, the calculation is verified by an accredited external entity (SGS of Peru). Since 2014, these results are made public every year in our Annual Sustainability Reports and since 2019, they are also made public on the voluntary public platform “Carbon Footprint Peru”, administrated by the Ministry of the Environment (MINAM), who have awarded us with two stars for our footprint calculation and verification.

We work to keep GHG emissions from our operations around the our 2014 baseline values and we are designing our reduction targets forecasted for between 2030 and 2050 as part of a transition to a low-carbon economy in line with the commitments already made by our shareholders.

We maintain environmental risk assessments associated with energy consumption and GHG emissions in the project planning stages applied to a medium and long-term strategy that includes diversifying energy sources and lower CO2 emissions.



GHG Emissions

In 2021, our total GHG emissions (category 1 and category 2), as CO2e, amounted to 771 kilotons (kt), compared to 582 kt in 2020. The increase is due to longer waste haul distances. Of this total, our direct GHG emissions (category 1) amounted to 592 kt and our indirect GHG emissions (category 2) associated with electricity consumption were 178 kt or approximately 23 % of our total emissions (category 1 and 2).

For the first time, we included the calculation of indirect category 3 and 4 emissions associated with the transport and distribution of goods, and emissions from purchased supplies and services. The table below shows this value and it will be included in all future reports.



Greenhouse Gas Emissions (in kilotons of CO ₂ equivalent) ⁸	2021	2020	2019	2018	2017	2016	2015	2014
Direct emissions (Category 1)	592	439	480	449	478	487	477	453
Indirect emissions from imported energy (Category 2)	179	143	166	163	198	240	222	204
Total emissions (Category 1 + Category 2)	771	582	646	612	676	727	699	657
Indirect emissions from transport (category 3)	233	--	--	--	--	--	--	--
Indirect emissions from the product (category 4)	490	--	--	--	--	--	--	--
Total tCO₂e / t mineral	0.31	0.26	0.28	0.25	0.30	0.37	0.38	0.39
Total tCO₂e / t Cu equivalent	1.28	1.08	1.12	1.01	1.16	1.32	1.39	1.52

The methodological guidelines that we have followed in calculating the Carbon Footprint are primarily based on the provisions of ISO 14064:2018, the Greenhouse Gas Protocol (GHG Protocol) and the guidelines of the Intergovernmental Panel on Climate Change (IPCC)

The emission factors used in calculating Antamina's carbon footprint to transform energy consumption or consumables into GHG emissions need to be transparent and consistent. It is for this reason that we have used the emission factors consigned in the IPCC guidelines or other validated methodologies, including those provided by the Ministry of the Environment of Peru (MINAM) for the case of electrical power in the National Interconnected System (SEIN).



(GRI 305-1) (GRI 305-2)

Looking at the historical evolution of our GHG emissions, we can see that 2021 was the first year that the base range of 2014 ± 10 % was exceeded because of greater haul distances. Similarly, an increase in production is planned over the coming years, and so the base year will be changed to 2021, in order that reduction and mitigation measures associated with that level of emissions can be designed.

Energy consumption

In 2021, we consumed a total of 11,502.47 TJ of energy (i.e., electricity and fuel), compared to 8,764.13 TJ in 2020. Approximately 32.2 % of our energy consumption (electricity and fuel) was supplied by the National Interconnected System (SEIN).

Energy consumption (in terajoules)	2019	2020	2021
Diesel	6,067.72	4,894.95	7,512.57
Gasoline	3.71	3.22	5.68
Propane (GLP)	31.17	25.22	18.08
Electricity	3,542.39	3,669.29	3,703.01
Other	212.51	171.45	263.15
Total energy consumption	9,857.50	8,764.13	11,502.47

Annual electric power consumption	Electricity (Interconnected system)	
	MWh	TJ
2018	967,634.9	3,483.48
2019	983,998.54	3,542.39
2020	935,915.66	3,669.29
2021	1,028,612.5	3,703.01

(GRI 302-1)

⁸ Emission denominations were aligned to the ISO 14064:2018 standard. Categories 3 and 4 (previously referred to as scope 3) have been incorporated since 2021. Emissions are expressed on the basis of CO₂e, which includes CO₂, CH₄, N₂O, as applicable. 2020 figures have been updated owing to improvements in calculations.

6.2. Air Quality

We recognize the importance of managing and controlling the particulate matter that our mining operation may generate. We continuously monitor air quality and particulate matter emissions in order to continuously determine measures for their control and mitigation. This information enables us to strengthen our plans for impact reduction and mitigation.

Antamina's Air Quality Management System comprises 23 km of sprinkler irrigation lines that use water that is recycled from the production process; that are fully automated and located along the busiest truck routes. It also has 6 high-capacity tanks dedicated to the irrigation of roads located inside the mine, 2 hydroseeding trucks, 2 medium-range fog cannons and 2 long-range fog cannons. Also, additives are used to reduce dust emissions roads. Finally, we have an Air Quality Committee, made up of the different operational company departments, who identify opportunities for improvement and implement action plans that include operational controls, dispersion models, monitoring and follow-up technologies, and others.

In 2021, 3 main improvements to the existing system were registered:

- (a) The online monitoring network was expanded, making use of automated equipment under the optical method (light dispersion), which complies with the guidelines set forth under the National Protocol for monitoring environmental air quality (D.S. No. 010-2019-MINAM) and ensures continuous and reliable monitoring of PM10 and PM2.5 parameters, monitoring environmental controls, and emits early warnings in the event of any changes, so that timely action may be taken.
- (b) The Sprinkler Irrigation System was extended an additional 8 km during its Phase 5, being the first arm of the irrigation system that enters the ramps inside the mine. This system will facilitate the control of particulate material generated by the south sector of the Open Pit.
- (c) We stayed at the forefront of environmental technology, installing smart cameras with high-resolution imaging and video capture to visualize the setting, and automatic WhatsApp messaging notifications were set up to activate upon reception of internal alerts synchronized from automated equipment.

Average annual concentration of PM10 (ug/m³N)

Station	2018	2019	2020	2021
Yanacancha	21.35	27.47	24.24	22.04
Dos Cruces	24.11	20.15	23.29	25.49
Quebrada Antamina	12.96	18.47	16.31	15.33
Ayash	21.54	20.85	17.48	17.33
Puente Juprog	11.49	10.24	--	14.10
Puerto	34.54	30.44	31.75	29.64

* In 2020, no data were recorded at the Puente Juprog station due to restricted access to the community stemming from the COVID-19 situation.

Participatory Monitoring

We carried out air and water quality monitoring activities together with residents of communities from around our operation including the participation of local and national authorities, seeking to foster a harmonious and transparent relationship with our stakeholders. For this reason, local representation is promoted and financed through local Environmental Committees having the legal status and autonomy to engage with regulators and execute budgets according to the action plan approved by the community itself in assembly.

This activity enabled us to achieve 100 % compliance with the current Environmental Quality Standards (EQA), and demonstrate the effectiveness of the controls that Antamina has adopted as evidence of its responsibility towards the environment.

(GRI 305-7)

6.3. Water and Effluent Management

During 2021, the World Economic Forum defined the natural resource crisis as 1 of 10 global risks, included among which is the water crisis. Excessive water consumption, environmental deterioration and changing climatic conditions contribute to the growing scarcity of water, and therefore working to improve its management is essential.



(GRI 303-1)

6.3.1. Water Footprint

Consistent with the United Nations SDG 6 on clean water and sanitation, we expanded our understanding of our water footprint and promoted improvements in water consumption monitoring throughout our main processes, and in maintaining the quality of the water we deliver to the streams surrounding our operations.

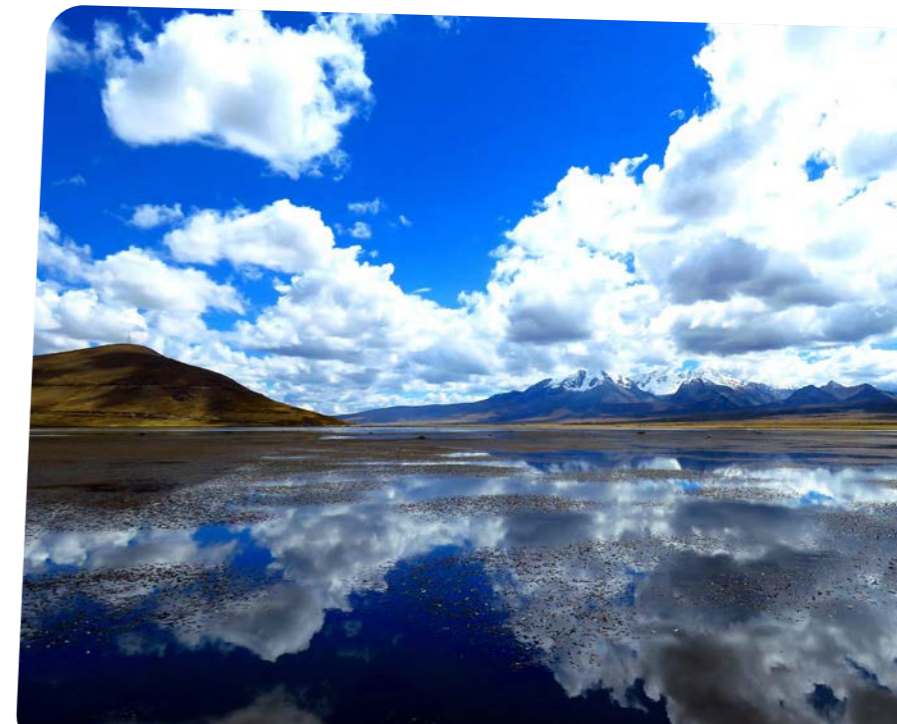
Moreover, we have added water data monitoring (quality and quantity) to our planning of scenarios that use water balances in our operations. Understanding our water balances is key to improving water management practices and it is conducive to better decision making.

We use water primarily for the processing and transportation of materials, cooling towers, camps, and dust control. Some of the water we use is consumed through water flows in our minerals and tailings or through evaporation processes. We manage and discharge a significant amount of unused water.

As a result of the above efforts in 2021, we achieved a very high percentage of water reuse in the mineral concentration process, adhering to our commitment to minimize the fresh water use in our operations through responsible management of water resources, and the protection water quality and access in our direct area of social influence. We use water resources responsibly without affecting access to local water sources by communities in our direct area of social influence.

Proportion of water consumption in the mineral concentration process

Year	Percentage of fresh water	Percentage of water in the process (recycled)
2018	0.83	99.07
2019	1.47	98.53
2020	2.4	97.6
2021	2.8	97.2



Water consumption (in megaliters)		2020	2021
Water extraction by source	Total surface water	14,799.3	16,655.1
	Fresh water (total dissolved solids ≤1000mg/l)	14,799.3	16,655.1
	Total ground water	1,978.3	2,364.1
	Fresh water (total dissolved solids ≤1000mg/l)	1,978.3	2,364.1
	Total water produced	67,545.8	69,484.5
	Process water (total dissolved solids ≤1000mg/l) ⁹	67,545.8	69,484.5
Total water extraction		84,323.4	88,503.7
Water discharges by destination	Surface water	23,975.9	32,152.6
Total water consumption (total water extraction - total water discharge)		60,347.4	56,351.1

⁹ Reused water from the tailings dam applied in the productive process.



6.3.2. Effluent Quality

The water we discharge is monitored and treated before being discharged. Our operations ensure the quality and quantity of water by way of processes such as physical-chemical treatment, recirculation and transport systems, operational monitoring systems for water quality prior to discharge; and fulfilling the quality criteria required by law.

In 2021, we completed the installation of automated monitoring equipment at four water discharge stations. This monitoring permits verification to be carried out remotely, in real time and receive early warnings that enables us to take action. In addition, Antamina has developed operational criteria and internal action levels to assist with preventive decision-making based on continuous monitoring that takes into account the historical values recorded within our operations.

In 2021, we reported 100 % of the parameters in compliance with the Maximum Permissible Limits applicable (LMP under to Supreme Decree No. 010-2010-MINAM) to discharges (CO13, CO21D and CO16 in Quebrada Ayash, and CO24 in Quebrada Antamina) and as a reference to the Water Quality Standards (EQAs according to Supreme Decree 004-2017 MINAM) in the receiving bodies.

Similarly, Antamina also reports discharge volumes in receiving bodies in compliance with the provisions of our effluent discharge permits granted under Directorial Resolution No. 084-2020-ANA-DCERH and Directorial Resolution 062-2020-ANA-DCERH.

The breakdown of the discharge volumes are shown on the table below:

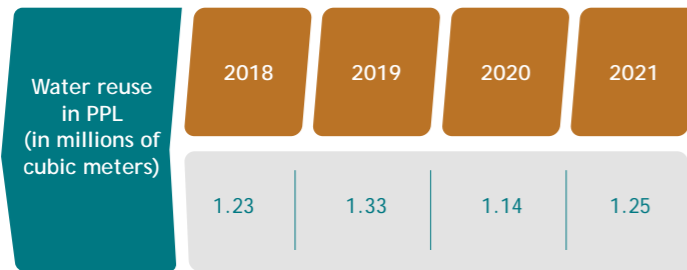
Discharge volume (in millions of cubic meters)				
Ravine	2018	2019	2020	2021
Antamina	6.8	7.6	3.3	3.7
Ayash	36.9	30.2	20.7	28.4

(GRI 303-2)

Water management at Puerto Punta Lobitos (PPL)

The water from our port operations is reused for the irrigation of a 105 hectare managed forest in PPL, and is subsequently dissipated into the atmosphere through the process known as forest evapotranspiration.

This water that arrives from in PPL from the mine, is transported in the form of a mineral slurry with a 65 % solid pulp content through the 304 km long mineral pipeline that runs from the Antamina mine deposit (Province of Huari, 4,300 m.a.s.l.) to the Port of Punta Lobitos (Province of Huarney, at sea level).



6.4. Solid waste management



Antamina promotes the responsible use of resources through reutilization and reuse, integrating the concept of minimization in its process and waste management. At Antamina we have a Solid Waste Minimization and Management Plan, which encompasses a variety of initiatives in waste management including its segregation, transportation, conditioning, qualification, transfer, recovery and/or final disposal; all managed by a Solid Waste Operating Company (EO-RS) in compliance with Peruvian environmental regulations.

During 2021, we continued our protocols of segregating hazardous waste and recycling non-hazardous waste. This made a significant impact on the order and cleanliness of the operation, the reuse of part of the waste in operations and the possibility of renewing our recyclable waste delivery agreements with charity value chains through a specialized third party company (EO-RS) to benefit social organizations.

Hazardous and non-hazardous waste is separated and disposed of as provided in management plans and specific regulatory requirements for each material. The main hazardous waste elements produced in our operations include residual oil, solvents, antifreeze liquid, batteries and fluorescent tubes. Some of this waste is efficiently reused in internal processes, as in the case of used oil, which is reused to replace a proportion of diesel or blasting ANFO, others are recycled or disposed of through EO-RS. Non-hazardous waste (e.g., scrap metal, scrap wood, glass, plastic bottles and caps, cardboard, and paper) is recycled whenever possible.

In 2021, our operations generated approximately 19,800 tons of waste.

Solid waste management (in thousands of tons)	2017	2018	2019	2020	2021
Sale of metallic waste	5.1	5.3	8.2	4.8	7.37
Recycling of paper and cardboard	0.21	0.18	0.24	0.031	0.26
Recycling PET (plastic bottles and caps)	0.004	0.006	0.017	--	0.004
Disposal of hazardous solid waste	1.3	1.1	1.2	0.8	0.974
Reuse of used oil in blasting materials (thousands of gallons)	0	225	213	165	329
Disposal of general inorganic non-hazardous solid waste	1.92	1.93	1.95	2.1	6.49



Using a minimization approach, we proposed strategies that seek to maximize the useful life of materials and their internal reuse, as in the case of used oil and its reuse in the blasting process. Since 2019, diesel has been replaced by used oil as an additive in the preparation of blasting emulsion. During 2021, 329 thousand gallons of used oil were reused in the blasting process, and accordingly, the same amount of diesel was no longer consumed, thereby eliminating the risks associated with its transport to its final disposal site.

Similarly, at Antamina we implement on-site treatment technologies for biocontaminated waste, thus reducing the external transport needed to dispose of hazardous waste. In 2021, 4.83 tons of biocontaminated waste were treated on site, eliminating the hazards associated with this waste and the risks of its transport for external disposal.

Furthermore, we create value by donating the plastic, cardboard and paper separated in our facilities to NGOs that support specific social groups.



Solid waste donations (in tons)	2018	2019	2020	2021
Cardboard	167.05	243.65	30.72	241.87
Paper	3.72	13.5	--	8.15
Plastic Bottles PET	4.52	4.85	--	4.1
Plastic bottle caps	1.35	0.71	--	0.23
Waste from Electrical and Electronic Equipment (WEEE)	--	--	--	39.79

Antamina manages solid waste through authorized third party specialists (EO-RS) that comply with current National Legislation in addition to Antamina’s safety, health and environmental standards.

The EO-RS responsible for waste management at Antamina uses specialized information systems to gather data. This information is recorded and stored on digital platforms. These records include: roadmaps, referral guides, manifests and certificates of treatment and/or final disposal that ensure the traceability of waste until its final disposal.

During 2021, 19,841 tons of solid waste were generated in Antamina, including the Mine and Puerto Punta Lobitos, 9,982 tons of which (approximately 50.3 % of the total) were managed using recovery processes (reuse, recycling, reutilization, donations, etc.). Non-hazardous unrecovered waste was encapsulated and disposed of in accordance with our environmental regulations, while hazardous unrecovered waste was transported and confined in an external security landfill licensed by MINAM in the city of Lima.

Out of the total amount of non-hazardous solid waste recovered in 2021, 101.88 tons were recovered at the operating facilities. This includes organic waste used in the compost production process.

Moreover, 162 tons of wood were donated and reused (for use as firewood, as raw material for authorized recyclers and business initiatives) in social actions within our area of influence, while 7,669 tons are recycled in processes outside the operation.

This includes the smelting of metal waste in steel mills and the recycling waste (paper, cardboard, PET bottles and caps) at licensed recycling plants.

Recovered hazardous waste comprises 1,096 tons (329,283 gallons) of used oil from the Maintenance Shops - Truck Shop, which is rechanneled for internal reuse in the manufacture of blasting material in Mine Operations. In addition, 963 tons of hazardous waste were recovered externally, including the sale of used oil and antifreeze for refining, and the recycling of batteries, electronic and electrical equipment waste (WEEE).

Waste by composition (in tons)				
Waste type	Waste composition	Waste generated	Waste not allocated for elimination	Waste allocated for elimination
Non-hazardous waste	Organic	2,641.83	264.11	2,377.72
	General Inorganic	6,491.44	0.00	6,491.44
	Metals	7,371.31	7,371.31	0.00
	Recyclable	262.21	262.21	0.00
	Used cooking oil	35.57	24.41	11.16
Hazardous Waste	Used oil	1,954.28	1,899.21	55.07
	Anti-freeze	66.02	66.02	0.00
	Other hydrocarbon-contaminated waste	407.55	0.00	407.55
	Bio-contaminated	7.42	0.00	7.42
	Other chemical contaminated waste	249.07	0.00	249.07
	Other mineral concentrate contaminated waste	259.75	0.00	259.75
	WEEE (special)	39.73	39.73	0.00
	Batteries (special) and used batteries	55.27	55.27	0.00
Total waste		19,841.45	9,982.27	9,859.18

Waste non-allocated for elimination due to recovery operation (in tons)

Waste type	Recovery operation	Within the facilities	Outside the facilities	Total
Non-hazardous waste	Reuse	101.88	162.23	264.11
	Recycled	0.00	7,669.09	7,669.09
Total recovered non-hazardous waste		101.88	7,831.31	7,933.2
Hazardous waste	Reuse	1,096.51	0.00	1,096.51
	Recycled	0.00	963.72	963.72
Total recovered hazardous waste		1,096.51	963.72	2,060.23

Unrecovered non-hazardous waste is disposed of in cells at the East Waste Dump at the mine and at the Puerto Punta Lobitos waste dump in compliance with environmental management instruments. Unrecovered hazardous waste not recovered is disposed of in a hazardous waste disposal site in Lima.

In the current context of the COVID-19 pandemic, the generation of biocontaminated waste at the Mine and Puerto Punta Lobitos has increased by 56 % compared to 2020. This is due to an increase in waste from health care establishments associated with our operations (COVID-19 testing) and because of the introduction of new commonly used PPE to prevent infection and others used for disinfection (masks, gloves).

Currently, Antamina has been treating biocontaminated waste generated at Yanacancha with autoclave sterilization equipment seeking to strengthen prevention controls against COVID-19 infection, minimizing the external disposal of these hazardous materials and eliminating risks to third parties who are associated with this activity.

Waste allocated for elimination due to disposal operations (in tons)

Waste type	Disposal operation	Within the facilities	Outside the facilities	Total
Non-hazardous waste	Transfer and enclosure	8,873.99	11.16	8,885.15
Total non-hazardous waste disposed of		8,873.99	11.16	8,885.15
Hazardous waste	Disposal in a hazardous waste dump	0.00	974.03	974.03
Total hazardous waste disposed of		0.00	974.03	974.03

(GRI 306-1) (GRI 306-2) (GRI 306-3) (GRI 306-4) (GRI 306-5)



6.5. Tailings management

Managing extracted tailings in a safe and environmentally responsible manner is compulsory in the industry and a growing trend that Antamina has fully embraced since the beginning of the project.

We are committed to conducting regular inspections of our tailings facilities and to being open and transparent with communities and other stakeholders regarding their construction and management. Our periodic reviews have different levels of protection, including internal and external inspections that can lead to recommendations for continuous improvement.

When recommendations for improvement arise and are in alignment with best practices, we develop action plans based on the findings and regularly monitor the implementation of these plans. The table below summarizes our sustainability strategy and goals for tailings management.



As a component of our company’s risk management, we take extensive measures to ensure the safety and security of our tailings dam. To this end, we employ 3 levels of defense that ensure the necessary controls:

1. Operating management

- Monitoring technology. Monitoring systems like real-time data transmission, piezometers, inclinometers, pressure gauges, remote sensors are used to monitor tailings deposits, abutments, natural slopes and water levels.
- Inspections with personnel. Our tailings dam is inspected several times a day by trained operators and technical staff.
- Operating standards. Manuals covering the topics of operations, maintenance, supervision and design prepared by accredited engineering companies.
- Community visits. Explanations given of the construction processes accompanied by representatives of communities neighboring our operations.

2. Risk Management/Governance

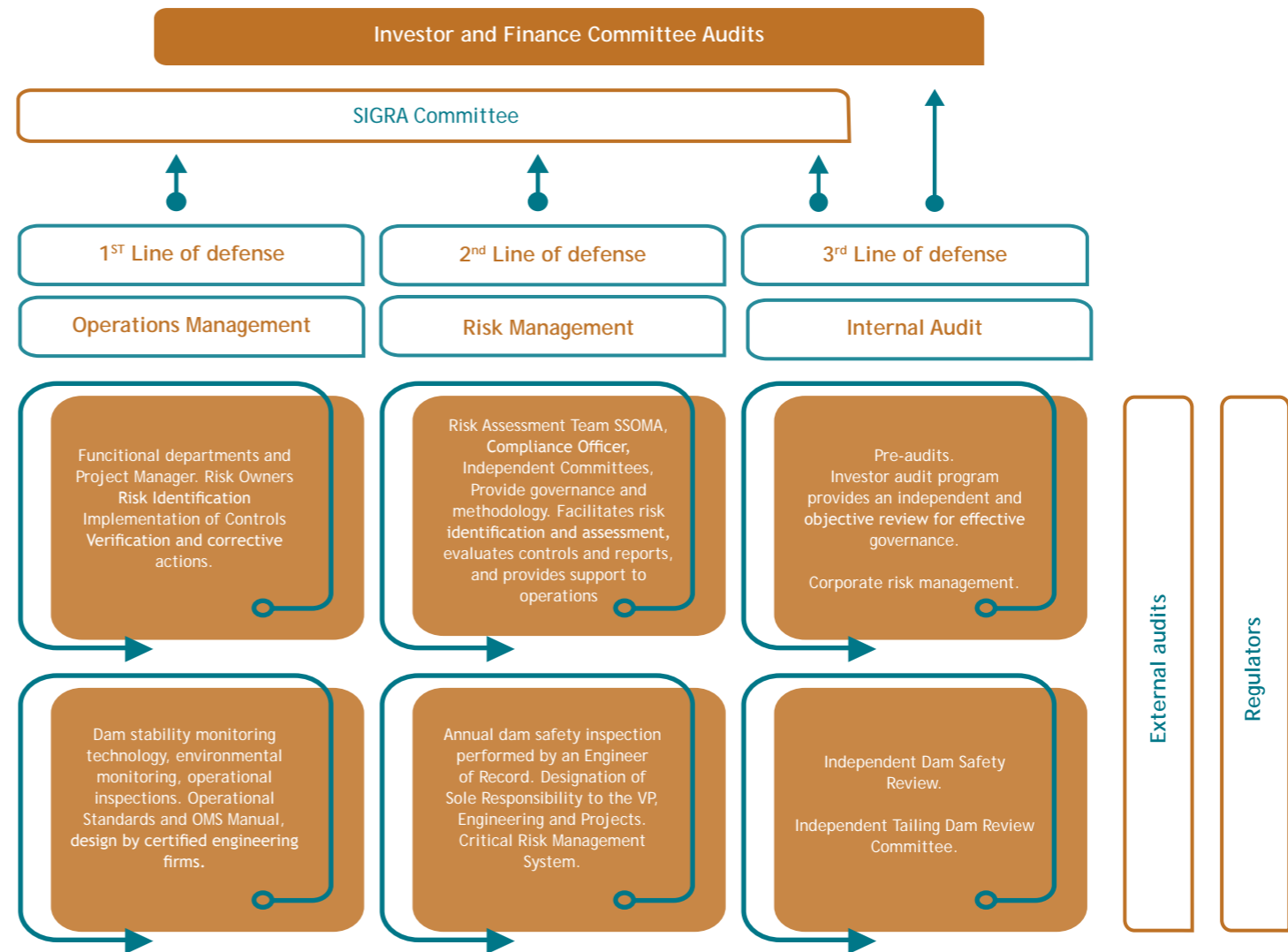
- Antamina has assigned the centralized responsibility for tailings management to the Office of Senior Management, Tailings Strategy. This has been done in order to achieve clarity in the risk analysis and to centralize all the inspections and designs of the tailings dam and its main projects.
- Annual Warehouse Safety Inspections: A formal warehouse safety inspection is performed annually by the external, independent Engineer of Record.
- Risk management and monitoring using the Antamina Risk Management System (SIGRA) for the critical controls.

3. Internal audit

- The tailings dam has had an Independent Review Committee in place since the beginning of the project and it comprises global and independent experts who meet regularly to carry out a third-party review of the design, operation, surveillance and maintenance.
- Independent Review of Tailings Dam Safety (every 3 years).

In addition, and at the consideration of our investors, supplementary reviews and audits of the tailings dam are performed by technical experts on the subject. Similarly, Antamina continuously receives oversight from regulators on environmental matters (OEFA) and on mining infrastructure (OSINERGMIN). We have established systems and procedures that include monitoring technology, periodic inspections and independent expert reviews.

We operate and maintain all of our tailings facilities in order to comply with global best practices for safety, including industry-leading protocols established by the new Global Tailings Management Standard for the Mining Industry, ICMM guidelines, the Mining Association of Canada and the International Commission on Large Dams



(GRI 306-1) (GRI 306-2) (GRI 306-3)

6.6. Biodiversity

We assume responsibility for managing biodiversity within the scope of our operations, by applying the mitigation hierarchy of our operating components' impact on biodiversity. During 2020 and 2021, Antamina adopted the guidelines of the International Council on Mining & Metals (ICMM) and the Performance Standard No. 6 of the IFC - World Bank for the implementation of Biodiversity Action Plans (BAP), which is one of the highest standards in biodiversity management. This enables us to identify opportunities for conservation projects and provides us with comparable and verifiable supervision by third parties based on a standard.



Biodiversity Monitoring

Our operations are located in the vicinity of high biodiversity value biodiversity; the high Andean and the coastal ecosystems. Antamina's mine is located 13.61 km from the Huascarán National Park Protected Natural Area (NPA), proclaimed a World Heritage Site by UNESCO.

With regard to our Puerto Punta Lobitos (PPL) operations, the closest NPA is 12.4 km to the north, this area is called the National Reserve System of Guaneras Islands, Islets and Points - Punta Culebras. This is the reason why we continue our strategy of monitoring the biodiversity of the environmental areas of influence associated with our mine and port operations by monitoring three major subject areas: hydrobiology, wildlife, plant life and vegetation.

The Huascarán National Park (HNP) is home to more than 120 species of birds and 10 mammals and boasts a wide spectrum of microclimates, which results in various types of vegetation becoming linked together. 779 species of high Andean plant life have been identified and are distributed into 340 genera and 104 families. Within this botanical diversity, the bromeliad family is represented by the puya Raimondi (*Puya raimondii*), a species that has the largest blooms in the world and is the subject of conservation by the park. There are also relict forests of quisuar (*Buddleja coriacea*) and queñua (*Polylepis* sp), located mainly to the north of the Llanganuco area. There are also high Andean prairies, puna grass and various oconales (wetlands), growing mainly at altitudes above 4,500 m.a.s.l.

The National Reserve System of Islands, Islets and Punta Guaneras houses 25 species of cetaceans and many species of widespread birds, in addition to those that use pelagic environments to feed, such as the potoyunco (*Pelecanoides garnotii*), the gannet (*Pelecanus occidentalis*), boobies (*Sula variegata* and *S.dactylatra*), cormorants (*Phalacrocorax olivaceus*, *P. bougainvillii* and *P. gaimardi*) and the Humboldt penguin (*Spheniscus humboldti*). Sea turtles are also found and off the Peruvian coast, there are an estimated 900 species of marine fish and about 60 % of these species inhabit the littoral benthic zone. In addition, 872 species of mollusks and 296 crustaceans have been recorded.

The methodologies employed in monitoring are specific for each of the biological disciplines. All these methodologies are widely recognized for biological monitoring, are supported by scientific literature, and were selected because they enable us to obtain quantitative and comparable information, in a way that ensures compliance with the specific monitoring objectives.

Hydrobiology

- The aquatic habitat, quality of water, sediments, plankton, macrobenthos, and fish species are being evaluated.

Wild Life

- **Mammals:** Taking records of the presence of small and large land mammals.
- **Birds:** The richness, abundance and diversity are being evaluated using linear transect methodology and qualitative methods (presence/absence).
- **Amphibians and reptiles:** The fixed point plot method and searching by visual encounters

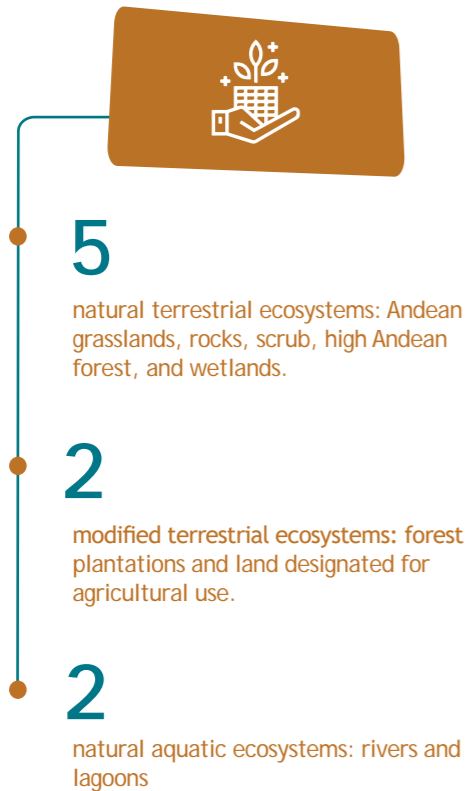
Plants and vegetation

- Qualitative and quantitative evaluation (point intercept transect method).

In accordance with the results obtained in the 2021 biodiversity monitoring study, there are no significant changes in the ecological indicators in areas around our operations.

Biodiversity Action Plan (BAP)

Starting in 2020 and during all of 2021, we started with the creation of a Biodiversity Action Plan (BAP) centered on our Yanacancha operations. It is worth emphasizing that this program plans to cover biodiversity monitoring and studies that are representative of an area of 24,000 Ha (which includes the 3,200 Ha of mining operations area), in both seasons of the year (rainy and dry) and within 7 different terrestrial ecosystems and 2 aquatic ecosystems, as outlined below:



Antamina has gathered data on this area's biodiversity since 1997 with the baseline and original studies contained in the first Environmental Impact Study. This large database spans a period of about 25 years, which makes it an environmental asset with great potential for guiding efforts (by Antamina and interested third parties from the scientific community) towards biodiversity management and conservation studies. This database has been managed by different specialists during this entire period (using different criteria and methodologies) and had not been integrated and verified with a single expert criterion.

The work of organizing and verifying this biodiversity database was carried out during 2021. Approximately 78,000 records have been verified from more than 280 field visits made over the past 25 years. Now organized and verified, this database was subjected to filtering using different criteria and international databases seeking to identify protected and endemic species, in addition to other sustainability criteria. These lists and databases include:

- These lists and databases include:
- **National legislation**
 - **IUCN Red List of Threatened Species**
 - **CITES Appendices**
 - **CMS Appendices**

This database, reviewed, organized and approved by experts, now becomes a tool for coordinating conservation projects in the coming years and as a planning tool for biodiversity management. Currently, actions have been prioritized and identified over the short, medium and long term.

(GRI 304-1)



7. APPENDIXES



7. APPENDIXES

GRI Content Index



(GRI 2-5) (GRI 2-4)

Statement of use	Compañía Minera Antamina S.A. has reported in accordance with the GRI Standards for the period from January 1, 2021 to December 31, 2021.
GRI 1 used	GRI 1: Foundation 2021

Statement of Services GRI

For the “Content Index - Essentials Service”, GRI Services reviewed that the GRI content index is clearly presented, consistent with the Standards, and that the references for contents 2-1 to 2-5, 3-1 and 3 -2 are aligned with the corresponding sections in the body of the report.

GRI Standard	Disclosure	Page	SDG	Omission		
				Requirement(s) omitted	Reason	Explanation
General disclosures						
GRI 2: General Disclosures 2021	2-1: Organizational details	8 Compañía Minera Antamina S.A.	--	No	--	--
	2-2: Entities included in the organization's sustainability reporting	24	--	No	--	--
	2-3: Reporting period, frequency and contact point	24	--	No	--	--
	2-4: Restatements of information	Compañía Minera Antamina S.A. has not done any restatement in the period of report.	--	No	--	--
	2-5: External assurance	This document has not been submitted to external verification or to some audit mechanism.	--	No	--	--

GRI Standard	Disclosure	Page	SDG	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-6: Activities, value chain and other business relationships	6,15,17,61	--	No	--	--
	2-7: Employees	6,38,39	--	No	--	--
	2-8: Workers who are not employees	40	--	No	--	--
	2-9: Governance structure and composition	21-23	--	No	--	--
	2-10: Nomination and selection of the highest governance body	21	--	No	--	--
	2-11: Chair of the highest governance body	21	--	No	--	--
	2-12: Role of the highest governance body in overseeing the management of impacts	22	--	No	--	--
	2-13: Delegation of responsibility for managing impacts	22	--	No	--	--
	2-14: Role of the highest governance body in sustainability reporting	24	--	No	--	--
	2-15: Conflicts of interest	30	--	No	--	--
	2-16: Communication of critical concerns	22	--	No	--	--
	2-17: Collective knowledge of the highest governance body	36	--	No	--	--
	2-18: Evaluation of the performance of the highest governance body	22	--	No	--	--
	2-19: Remuneration policies	43	--	No	--	--

GRI Standard	Disclosure	Page	SDG	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-20: Process to determine remuneration	43	--	No	--	--
	2-21: Annual total compensation ratio	43	--	No	--	--
	2-22: Statement on sustainable development strategy	4	--	No	--	--
	2-23: Policy commitments	30,32	--	No	--	--
	2-24: Embedding policy commitments	30	--	No	--	--
	2-25: Processes to remediate negative impacts	68	--	No	--	--
	2-26: Mechanisms for seeking advice and raising concerns	30	--	No	--	--
	2-27: Compliance with laws and regulations	31	--	No	--	--
	2-28: Membership associations	14	--	No	--	--
	2-29: Approach to stakeholder engagement	26-27	--	No	--	--
	2-30: Collective bargaining agreements	53	--	No	--	--
Material topics						
GRI 3: Material Topics 2021	3-1: Process to determine material topics	24	--	--	--	--
	3-2: List of material topics	25	--	--	--	--

GRI Standard	Disclosure	Page	SDG	Omission		
				Requirement(s) omitted	Reason	Explanation

Economic performance

GRI 3: Material Topics 2021	3-3: Management of material topics	20,43	--	--	--	--
GRI 201: Economic Performance 2016	201-1: Direct economic value generated and distributed	20	8, 9	No	--	--
GRI 202: Market Presence 2016	202-1: Ratios of standard entry level wage by gender compared to local minimum wage	43	1, 5, 8	No	--	--

Business ethics

GRI 3: Material Topics 2021	3-3: Management of material topics	30-31	--	--	--	--
GRI 205: Anticorruption 2016	205-1: Operations assessed for risks related to corruption	30	16	No	--	--
	205-2: Communication and training about anti-corruption policies and procedures	31	16	No	--	--
GRI 415: Public Policy 2016	415-1: Political contributions	30	16	No	--	--

GRI Standard	Disclosure	Page	SDG	Omission		
				Requirement(s) omitted	Reason	Explanation

Innovation and new technologies

GRI 3: Material Topics 2021 This material topic does not have a specific GRI Standard associated with it.	3-3: Management of material topics	18-19	--	--	--	--
	No GRI: Innovation and new technologies	18-19	9	No	--	--

Human capital management

GRI 3: Material Topics 2021	3-3: Management of material topics	38,39,41,42,44,45	--	--	--	--
GRI 401: Employment 2016	401-1: New employee hires and employee turnover	41	5, 8, 10	No	--	--
	401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	42	3, 5, 8	No	--	--
GRI 404: Training and Education 2016	404-1: Average hours of training per year per employee	45	4, 5, 8, 10	No	--	--
	404-2: Programs for upgrading employee skills and transition assistance programs	44	8	No	--	--
GRI 405: Diversity and equal opportunity 2016	405-1: Diversity of governance bodies and employees	38,39	5, 8, 10	No	--	--

GRI Standard	Disclosure	Page	SDG	Omission		
				Requirement(s) omitted	Reason	Explanation

Health & Safety

GRI Standard	Disclosure	Page	SDG	Requirement(s) omitted	Reason	Explanation
GRI 3: Material Topics 2021	3-3: Management of material topics	44,54,55,56,58,62	--	--	--	--
GRI 403: Occupational Health and Safety 2018	403-1: Occupational health and safety management system	54	8	No	--	--
	403-2: Hazard identification, risk assessment, and incident investigation	55	3, 8	No	--	--
	403-3: Occupational health services	56	3, 8	No	--	--
	403-4: Worker participation, consultation, and communication on occupational health and safety	54	8, 16	No	--	--
	403-5: Worker training on occupational health and safety	44	8	No	--	--
	403-6: Promotion of worker health	58	3	No	--	--
	403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	58,62	8	No	--	--
	403-8: Workers covered by an occupational health and safety management system	54	8	No	--	--
	403-9: Work-related injuries	54	3, 8, 16	No	--	--
	403-10: Work-related ill health	54	3, 8, 16	No	--	--

GRI Standard	Disclosure	Page	SDG	Omission		
				Requirement(s) omitted	Reason	Explanation

Human rights

GRI Standard	Disclosure	Page	SDG	Requirement(s) omitted	Reason	Explanation
GRI 3: Material Topics 2021	3-3: Management of material topics	52-53,62	--	--	--	--
GRI 406: Non-discrimination 2016	406-1: Incidents of discrimination and corrective actions taken	52	5, 8	No	--	--
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	53	8	No	--	--
GRI 408: Child labor 2016	408-1: Operations and suppliers at significant risk for incidents of child labor	53	8, 16	No	--	--
GRI 409: Forced or Compulsory Labor 2016	409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	53,62	8	No	--	--

Responsible sourcing

GRI Standard	Disclosure	Page	SDG	Requirement(s) omitted	Reason	Explanation
GRI 3: Material Topics 2021	3-3: Management of material topics	53,61,62	--	--	--	--
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	53	8	No	--	--
GRI 408: Child labor 2016	408-1: Operations and suppliers at significant risk for incidents of child labor	53	8, 16	No	--	--
GRI 409: Forced or Compulsory Labor 2016	409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	53, 62	8	No	--	--
GRI 204: Procurement Practices 2016	204-1: Proportion of spending on local suppliers	61	8	No	--	--

GRI Standard	Disclosure	Page	SDG	Omission		
				Requirement(s) omitted	Reason	Explanation

Community Relations and Development

GRI 3: Material Topics 2021	3-3: Management of material topics	61,68-83,86-91	--	--	--	--
GRI 203: Indirect economic impacts 2016	203-1: Infrastructure investments and services supported	86-91	5, 9, 11	No	--	--
GRI 204: Procurement Practices 2016	204-1: Proportion of spending on local suppliers	61	8	No	--	--
GRI 413: Local communities 2016	413-1: Operations with local community engagement, impact assessments, and development programs	68-83	--	No	--	--

Air quality

GRI 3: Material Topics 2021	3-3: Management of material topics	96	--	--	--	--
GRI 305: Emissions 2016	305-7: Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	96	3, 12, 14, 15	No	--	--

GRI Standard	Disclosure	Page	SDG	Omission		
				Requirement(s) omitted	Reason	Explanation

Climate change and energy

GRI 3: Material Topics 2021	3-3: Management of material topics	95	--	--	--	--
GRI 302: Energy 2016	302-1: Energy consumption within the organization	95	7, 8, 12, 13	No	--	--
GRI 305: Emissions 2016	305-1: Direct (Scope 1) GHG emissions	95	3, 12, 13, 14, 15	No	--	--
	305-2: Energy indirect (Scope 2) GHG emissions	95	3, 12, 13, 14, 15	No	--	--

Water and effluent management

GRI 3: Material Topics 2021	3-3: Management of material topics	97-98	--	--	--	--
GRI 303: Water and Effluents 2018	303-1: Interactions with water as a shared resource	97	6, 12	No	--	--
	303-2: Management of water discharge-related impacts	98	6	No	--	--

GRI Standard	Disclosure	Page	SDG	Omission		
				Requirement(s) omitted	Reason	Explanation

Waste management

GRI Standard	Disclosure	Page	SDG	Requirement(s) omitted	Reason	Explanation
GRI 3: Material Topics 2021	3-3: Management of material topics	102,104	--	--	--	--
GRI 306: Waste 2020	306-1: Waste generation and significant waste-related impacts	102,104	3, 6, 11, 12	No	--	--
	306-2: Management of significant waste-related impacts	104	3, 6, 8, 11, 12	No	--	--
	306-3: Waste generated	102	3, 6, 11, 12, 15	No	--	--
	306-4: Waste diverted from disposal	102	3, 11, 12	No	--	--
	306-5: Waste directed to disposal	102	3, 6, 11, 12, 15	No	--	--

Tailings management

GRI Standard	Disclosure	Page	SDG	Requirement(s) omitted	Reason	Explanation
GRI 3: Material Topics 2021	3-3: Management of material topics	102,104	--	--	--	--
GRI 306: Waste 2020	306-1: Waste generation and significant waste-related impacts	102,104	3, 6, 11, 12	No	--	--
	306-2: Management of significant waste-related impacts	104	3, 6, 8, 11, 12	No	--	--
	306-3: Waste generated	102	3, 6, 11, 12, 15	No	--	--



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