



Annual Report
Nexa Resources Perú S.A.A.
2021

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1. Liability Statement

This document contains accurate and sufficient information regarding the business performance of Nexa Resources Perú S.A.A. during 2021. Notwithstanding the liability to which the issuer is subject, we, the below signed, assume liability for its contents in accordance with the applicable laws.



Ricardo Porto
CEO – Gerente General



Leonardo Coelho
COO – Gerente Corporativo de Operaciones



Magaly Bardales
Gerente Corporativo Legal y de Relaciones Institucionales

Lima, February 24, 2022

2. About the Annual Report

Our 2021 Annual Report has been prepared in accordance with the guidelines of the Peruvian Securities and Exchange Commission (SMV) set forth in the Regulations for the Preparation and Submission of Annual Reports, approved by CONASEV Resolution 141-98-EF/94.10, as amended, and with the Manual for the Preparation of Annual Reports and Common Standards for Determining the Content of Informational Documents, approved by CONASEV General Manager's Resolution 211-98-EF/94.11, as amended.

We present to you the ninth edition of our annual performance report, which details the economic, social, and environmental impacts of our operations, primarily in the Cerro Lindo, El Porvenir, and Atacocha Mining Units (MUs). This document has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core Option and corresponds to the period between January 1 and December 31, 2021. It is also aligned with the Dow Jones Sustainability Indices (DJSI). **(GRI 2-3)**

As of the date of this report, certain information remains under external assurance that will subsequently be included in the GRI records and index. There have been no changes in the report's preparation. **(GRI 2-4) (GRI 2-5)**

Materiality **(GRI 3-1)**

In 2021, research was conducted using secondary sources to align the material topics of Nexa Resources Perú S.A.A. This included the use of sources extracted from the materiality process performed in 2016, along with the company's prioritized topics identified in 2021, the materiality analysis conducted by Corporate, and the conjunctural topics in the Peruvian mining industry. We were thus able to adequately update the material topics to align them with the progress and challenges of 2021.

Materiality Update Process



Material Topics 2021

(GRI 3-2)

Material Topic	Why is it material for Nexa?	Objectives	Where do the impacts occur?	Whom do the impacts affect?
Water resources management	Mining activity involves technical procedures in which water plays an important role, both in extraction and in metallurgy. It is an indispensable input, especially in a context in which water resources are scarce and their management has an impact on local communities. This makes it even more important to reduce use and increase reuse of water throughout the value chain.	<ul style="list-style-type: none"> • Increase water recirculation. • Reduce the specific consumption of water sources. • Increase reliability of data measured on water balance. 	All operations	Nexa and communities
Waste management	The industry's activities produce different types of waste. We seek to strengthen our waste management strategy together with local communities.	<ul style="list-style-type: none"> • Decrease waste generation. • Increase the recycling rate of special waste. • Reduce grievances in the community regarding waste elimination. 	All operations	Nexa, suppliers, and communities
Climate change	Due to the nature of our logistics and transportation activities, energy consumption is indispensable. We have thus wagered on the implementation of new technologies that reduce	<ul style="list-style-type: none"> • Increase the use of renewable energies. • Reduce the use of fossil fuels. 	All operations	Nexa, suppliers, and communities

Material Topic	Why is it material for Nexa?	Objectives	Where do the impacts occur?	Whom do the impacts affect?
	our consumption and emissions, thus contributing to national climate change policies.	<ul style="list-style-type: none"> ● Reduce emissions. 		
Tailings management	We believe adequate tailings management is critical. We implement efficient processes and perform constantly monitoring to ensure that our operation is sustainable. We seek to go above and beyond the laws in force on the closure of operations, taking care to leave the land free of environmental liabilities.	<ul style="list-style-type: none"> ● Reduce tailings generation. ● Develop new tailings elimination solutions. ● Increase metallurgical mineral recovery in the beneficiation process. 	All operations	Nexa, suppliers, and communities
Health, safety, and wellbeing	We prioritize investment in a culture based on occupational health and safety for our team and subcontractors, with a particular focus on high-risk activity and improving working conditions.	<ul style="list-style-type: none"> ● Zero deaths. ● Reduce the frequency of accidents with time lost. ● Reduce possible incidents. 	All operations	Nexa, suppliers, and communities
Social management	We work hard to build an ongoing rapport with local communities and companies in our operations, promoting development in our areas of influence.	<ul style="list-style-type: none"> ● Promote sustainable development with the community. ● Improve relationships with our stakeholders. 	All operations	Nexa, suppliers, and communities
Plurality	We know plurality is a challenge in the mining sector. We understand that we need to contribute to a more plural, diverse,	<ul style="list-style-type: none"> ● Promote plurality and equity at Nexa. 	All operations	Nexa, suppliers, and communities

Material Topic	What is it material for Nexa?	Objectives	Where do the impacts occur?	Whom do the impacts affect?
	and inclusive environment in which all an organization's people, without distinction, can be recognized, valued, and given a voice in decision-making processes. The Plurality Committee has organized a number of actions aimed at promoting plurality on a standardized, continuous basis in all of our units.			
Innovation	Make efforts to consolidate our operational efficiency and reduce our environmental impacts through investments in technology and innovation.	<ul style="list-style-type: none"> ● Increase investment in research and development. ● Increase collaborating companies' participation in the Nexa value chain. ● Develop new solutions in the Nexa process. 	All operations	Nexa, environmental agents, and communities
Ethics and compliance	We believe in transparency and governance, as well as effective compliance systems. We are committed to ethical standards and integrity, which are cross-cutting components for the entire Company, guaranteed through the Compliance Program. The Board of Directors is one of the primary agents in promoting the program and ensuring its compliance.	<ul style="list-style-type: none"> ● Guarantee the resolution of ethics and compliance grievances. ● Transparency and dialogue with stakeholders. 	All operations	Nexa

Material Topic	What is it material for Nexa?	Objectives	Where do the impacts occur?	Whom do the impacts affect?
Operational excellence	We seek to continuously improve competitiveness to maximize the value of existing operations. We invest in projects that guarantee operational stability, greater use of capacity, constant improvements in costs, productivity, and rationalization of the capital used.	<ul style="list-style-type: none"> • Be positioned in the first or second quartile of the cost curve. • Achieve and maintain operational stability in all of the units. 	All operations	Nexa and customers
Mine closure	Our premise is to assess impacts in all phases of a project, from the moment any operation is begun. For each one of our units, we have developed a decommissioning plan, regardless of whether we are legally required to do so. This plan is created with the participation of the neighboring communities at the time we conduct the study on the future use of the operation's areas. This analysis takes into account the community's vision, the risks involved, and the company's vision of leaving a legacy for the future.	<ul style="list-style-type: none"> • Have up-to-date decommissioning plans. • Integrate displacement into Nexa's risk plans. • Manage soil rehabilitation. 	All operations	Nexa, environmental agencies, local governments, and communities
Reputation	We want to stand out from our competitors and be recognized as leaders in building the future of mining. We center our	<ul style="list-style-type: none"> • Care for Nexa's positive image. • Minimize possible 	Nexa, suppliers, customers, shareholders, governments, and communities	Reputation

Material Topic	What is it material for Nexa?	Objectives	Where do the impacts occur?	Whom do the impacts affect?
	efforts on the sustainability of our practices, respect for people and the environment, and building a close and transparent relationship with our stakeholders, co-creating a legacy for society and future generations.	negative impacts on reputation due to critical problems or crises.		

3. A Message from Our Board of Directors (GRI 2-22)

To our shareholders:

We present to you the annual report of Nexa Resources Perú S.A.A. This report provides details on how our operations were carried out in 2021, our relationship with our different stakeholders, our social and environmental performance, and the economic and financial results that consolidate the achievements of our different mining units, with the commitment of building the future of mining.

Through our units at Cerro Lindo, El Porvenir, and Atacocha, we produce zinc, copper, and lead with a notable silver and gold content. This year, Nexa Perú continued to operate safely, maintaining in force all of its protocols to mitigate the spread of COVID-19 and its variants. In 2021, our robust operating performance resulted in a record adjusted EBITDA of US\$ 305 million, 213% higher than in 2020, as well as the generation of a solid cash flow. In 2021, net sales totaled US\$ 829 million, compared to US\$ 541 million in 2020, due to higher prices and volumes. Total zinc production came to 162 kt in 2021, 16% higher than in 2020. The higher volume of mineral processed offset the lower average grade of zinc. Copper, lead, and silver continued to rise, increasing by 5%, 20%, and 29% to 30 kt, 39 kt, and 8,308 koz, respectively.

As the international economy improves, we believe the demand for our products will remain strong. We have firmly declared our commitment to creating a sustainable business, increasing our positive footprint on society and the environment, taking advantage of new business opportunities, and creating value for all of our shareholders. Our initiatives will maximize an annual cash flow in our operations, which will be backed by a growth strategy that extends the LOM of our assets and creates new opportunities in Nexa's projects portfolio.

Our balance sheet remains solid, with a robust cash position and low financial leverage. We are well positioned to take advantage of opportunities and offer sustainable results. We are committed to building a path to sustained growth in zinc and copper, maximizing the returns of our operations and projects and building the future of mining. We also continue to improve our ESG practices.

We would like to thank our team members for their ability to adapt and their contribution to our company's continuity. The commitment of our team and the business continuity measures implemented helped us to prudently and bravely navigate this unprecedented situation.

We thus present for your consideration the 2021 Annual Report and the Separate and Consolidated Financial Statements of Nexa Resources Perú S.A.A. for the fiscal year ended December 31, 2021, which have been audited by the firm of PricewaterhouseCoopers. (GRI 2-2)

The Board of Directors

4. About Nexa Perú

4.1. History

(GRI 2-1)

Nexa Resources Perú S.A.A. (Nexa Perú) was founded on April 6, 1949 and has been recognized in the Peruvian polymetallic mining industry for its sustained growth. On August 5, 2010, it became a subsidiary of Nexa Resources S.A., which is one of the world's largest zinc producers.

In our mining operations, we have prioritized the development of sustainable, innovative mining, implementing good practices in caring for the environment and people's safety. This approach has allowed us over time to consolidate our corporate identity, which recognizes the potential that our operations have to contribute to our environment.

4.2. Vision and Mission

Our vision and mission represent the consolidation of our business philosophy, rooted in our values.

Vision	Mission
To be viewed internationally as an intelligent and reliable company that grows with a focus on zinc and copper mining in the Americas, creating value for all stakeholders.	Bring the world of mining to the world of people with high-quality products produced with the least environmental impact, leaving an important social legacy.

4.3. Values

Our values honor the past, guide the present, and direct the future, transforming our way of being, doing, and taking the extra step.

Integrity	We are honest and we always act ethically no matter where we are in the world. Trust and respect for individual traits and differences brings us closer to people and allows us to evolve. Integrity rewards, drives, and sustains the success of our business.
Collaboration	We believe in ongoing constructive dialogue between people, the market, and society. An ecosystem of cooperation and growth that values people allows for differences in ideas and brings us closer to our customers.
Courage	We know that our thriving business is founded on our honorable intentions and the results we have achieved. We lead by example and work with dedication, always seeking to go one step beyond. We take action, we innovate, and we are brave enough to think and act differently whenever necessary.

Corporate Principles



Sustainability Principles

- 1 Be recognized as a socially and environmentally responsible company.
- 2 Establish sustainability as a strategy to create value, guiding governance, management, education, decision-making, and investments.
- 3 Consistently develop economic, social, and environmental results, seeking efficiency and reliability in operations, based on world-class models.
- 4 Be recognized as a company that attracts, develops, and retains talent to create value and build a just and inclusive society.
- 5 Have a commitment to the wellbeing, health, and safety of our employees, customers, and partners.
- 6 Contribute to the development of the communities where we operate.
- 7 Provide incentives for the cooperation and participation of all employees and stakeholders in building alliances and engaging in teamwork, with the objective of creating mutual value.

About Nexa Resources

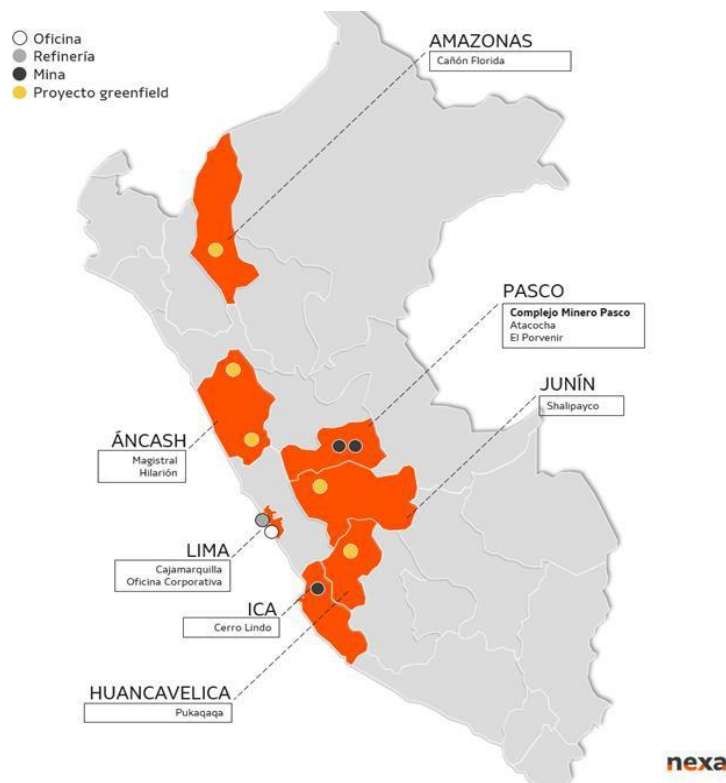
Our parent company is Nexa Resources S.A., a mining and metallurgical company that produces zinc and copper, with operations and administrative offices in Brazil and Peru. It operates five polymetallic mines, of which three are located in the central Andes of Peru (Cerro Lindo, El Porvenir, and Atacocha) and two are in the state of Minas Gerais, Brazil (Vazante and Morro Agudo).

It operates large, modern, automated open pit and underground mines. Cerro Lindo and Vazante are among the thirty largest zinc mines in the world. Together with other mining operations, they situate Nexa Resources among the top five biggest zinc producers in the world, according to Wood Mackenzie.

It also has three zinc smelters: one in Peru (Cajamarquilla) and two in Brazil (Três Marias and Juiz de Fora), which produce metallic zinc, zinc oxide, and byproducts. Cajamarquilla is the only zinc smelting operation in Peru and the seventh largest in the world by volume produced, according to a study done by Wood Mackenzie with data from 2018.

Its parent company is located in Luxembourg, with administrative headquarters in the cities of São Paulo, Brazil, and Lima, Peru. It has offices in Brazil, Peru, the United States, and Luxembourg, supplying its products to every continent in the world.

4.4. Operations and Projects



5. Business Model

Financial capital: Our own financial resources, gained through operating cash generation, as well as third-party resources (capital market), are used to make the necessary investments to develop new projects and maintain standards of excellence and competitiveness in mine and refinery operations.

Natural capital: We seek to rationally extract the mineral resources necessary for our operation, with innovative alternatives to reduce water consumption, waste generation, atmospheric emissions, and impacts on biodiversity.

Human capital: Our Values and Beliefs, our development and salary policies, and our safe and healthy organizational environment are key factors in attracting and retaining highly qualified professionals on our payroll.

Manufactured capital: Our mines, refineries, offices, areas in exploration, and logistics structure help create value through more efficient processes and equipment. Mining and metallurgical activities require the use of engineering and technology resources, managed with the goal of ensuring the units' operational stability, the maximization of productivity, and greater competitiveness.

Social and relational capital: Dialogue with the communities where we operate is essential to maintain our operations and business sustainability, in a process of co-creation of a legacy in the localities where we are present.

Intellectual capital: We foster a culture of innovation and the development of technologies that create competitive advantages, in a process that is conducted by establishing alliances with universities, research centers, and public institutions.

1. VALUE CAPTURE

Mineral exploration: The discovery and development of economically viable mineral resources, as well as the extension of the life of our five mining operations, are major competitive advantages that add value to the business.

Mining: Activities for mining zinc, copper, and related metals (gold, silver, and lead) stand out for their management of socioenvironmental impacts and their engagement with neighboring communities. Zinc concentrate feeds our refineries.

Metallurgy: We operate a refinery in Peru that produces metallic zinc, zinc oxide, and alloys. The units are also set up to manufacture byproducts, such as silver concentrate, sulfuric acid, and copper sulfate.

Commercial sales: We sell concentrates, metallic zinc, zinc oxide, and byproducts, and we invest in the development of products and applications with greater potential for growth in the coming years, identifying new market trends and needs.

2. VALUE CREATION

6. Governance and Sustainability Strategy

6.1. Organizational Structure

Board of Directors (GRI 2-9)

This is the supreme governing body of Nexa Perú and is currently in the March 2021 to March 2023 period. It has five members and consists of a chairman, vice chairman, and three additional directors, of whom only one is independent. Independent directors are those who have not connections to the company's management or its largest shareholders. At present, Claudia Cooper is the only independent director.

These members have demonstrated a deep and distinguished experience in the mining industry both nationally and internationally. As such, their participation in board meetings is important. The minimum attendance for board meetings is 50%. During this period, there have been no absences, with all five members participating in every meeting. The Board of Directors undergoes a self-evaluation and an annual independent evaluation.

Board of Directors of Nexa Perú 2021 – 2023 Period	
Title	Name
Chairman	Agustín de Aliaga
Vice Chairman	Rodrigo Menck
Director (*)	Tito Martins
Director	Jones Belther
Director (independent) (**)	Claudia Cooper

(*) The Significant Event dated January 14, 2022, reported the resolution adopted in the Board Meeting held on December 16, 2021, regarding the change of Director Tito Botelho Martins for Ignacio Rosado Gomez De La Torre.

(**) The Significant Event dated February 1, 2022, reported Claudia Cooper's resignation from the position of Director.

Board Committees

Auditing Committee

This committee focuses its attention on (i) auditing processes, both internal and external; (ii) the financial information provided to shareholders and third parties; and (iii) the internal controls established for the highest-risk areas.

It assists the Board of Directors in the supervision of: (i) the integrity of the financial statements; (ii) the qualifications and independence of the external auditor; (iii) the performance of the internal and external auditors' duties; (iv) the accounting policies, processes, and internal control system for the Company's financial reports, as well as changes thereto; and (v) compliance with the applicable standards and legal regulations.

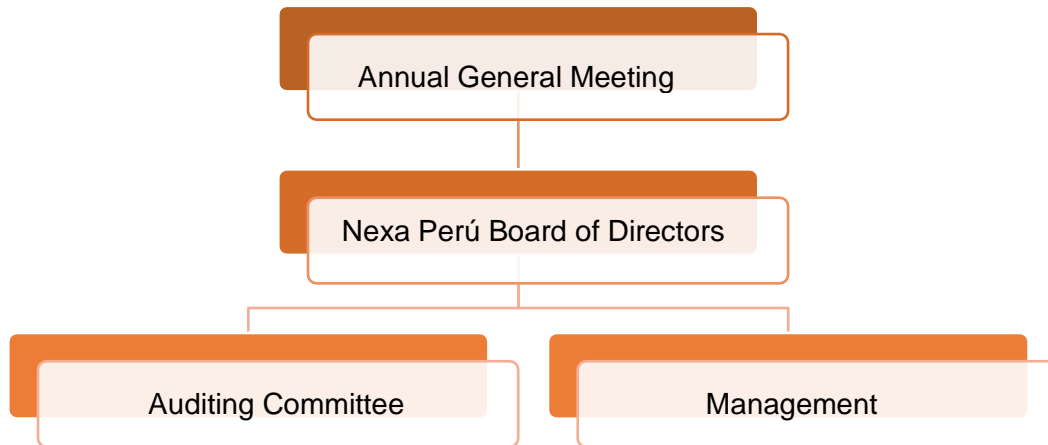
The Board Meeting held on November 16, 2017, ordered the dissolution of the Corporate Governance, Social Responsibility, and Remuneration and Human Resources Committees, appointing the directors as the parties responsible for the duties that were previously fulfilled by said committees and reporting to the Board of Directors on such matters.

Management

Name	Title	Start Date
Ricardo Porto	CEO – General Manager	2018
Leonardo Coelho	Chief Operating Officer	2019
Claudia Torres	Corporate Controllershship, Financial Planning, and Risk Manager	2001
Cristovao dos Santos	Corporate Operating Officer	2019
Juliano Ferreira	Corporate Explorations Officer	2020
Rosa Rossi	Corporate OHRD	2019
Fernando Marinho	Corporate Commercial Manager	2016
Magaly Bardales	Corporate Legal and Institutional Relations Manager	2008
Amalia Carrillo	Corporate Social Affairs Manager	2019
Jorge Bonilla	General Manager of Cerro Lindo MU	2021

6.2. Governance Structure

Our Board of Directors is the supreme governing body, and its members are proposed by the Board itself, but approved by the Annual General Meeting of our parent company, Nexa Resources.



6.3. Ethics and Compliance (GRI 3-3)

At Nexa Perú, we manage our operations with high standards of ethics and integrity, prioritizing compliance with anti-corruption laws and practices. We implemented Insurance – Integrity Due Diligence processes to identify risks of corruption, fraud, and money laundering in 2021.

We are supported by our Compliance, Anti-Corruption, Free Competition, and Money Laundering and Terrorist Financing Prevention Policies, as well as donation, sponsorship, and government relations procedures. Both the policies and procedures have been updated, along with the Code of Conduct, which includes topics such as data protection, plurality, and social management.

Code of Conduct

Our Code of Conduct guides our actions as part of our commitment to ethics and corporate conduct. This code contains a declaration of rights, duties, and responsibilities to be fulfilled by all stakeholders, whether our own employees or companies that form part of the productive chain, clearly demonstrating our robust and upstanding business culture.

The Board of Directors is responsible for approving this document and its updates, which is communicated through different channels such as email, banners, announcements at the company's different locations, and training involving the entire organization.

To improve our performance, we have implemented initiatives including electronic signatures proving receipt of the Code of Conduct, the use of “Conexa” e-learning platform, support for the review of documentation on the COVID donations procedure, and adherence to the ESTMA¹ commitment. This commitment applies to the government of Canada, but since the company has operations in Peru, it is required to submit a transparency report.

Additionally, the “Meritum” compliance portal was created to document all requests for donations, gifts, entertainment, and sponsorships. We have developed a chatbot so employees can consult a number of different compliance documents.

In 2022, we will focus on issuing the books and records procedure for accounting, communications and conflicts of interest, and gifts and entertainment, as well as launching the Code of Conduct for suppliers.

Ethics Hotline **(GRI 2-26)**

This channel makes it easy to submit grievances regarding regrettable or inappropriate experiences that violate the company’s Code of Conduct. It is aimed at employees, third parties, and all other stakeholders, who can file complaints anonymously via phone call (0-800-50-000), intranet (<https://www.nexaresources.com/es/ethics-line>), or the new smartphone app.

This channel is managed by Navex, who identifies all grievances before sending them to the relevant authorities within Nexa. These authorities conduct the respective assessment and send it to the responsible areas so they can begin an investigation into the facts and issue a report determining whether or not the grievance is founded.

We guarantee this system’s proper functioning through constant training activities for our employees about how to adequately receive complaints and grievances.

In 2021, we received twenty-four (24) grievances through the Nexa Ethics Hotline in Peru, of which 42% were deemed founded and assessed as a violation of the code of Conduct. The punishments imposed on violators ranged from warnings to dismissals or the ineligibility of suppliers.

As for corruption, no cases were reported in our operations. **(GRI205-1) (GRI 205-3)**

¹ Extractive Sector Transparency Measures Act. Contains Canada’s commitment, made together with other countries, to increase transparency and reduce corruption in the international oil, gas, and mining sectors.

Training on Policies and Procedures (GRI 205-2)

Training on the new Code of Conduct and Anti-corruption Policy was provided through the new “Conexa” e-learning platform launched in late November. All new employees go through an induction on the Compliance and Ethics Hotline program.

Specific training sessions were also held to identify processes with critical and high risks, as well as the respective areas that have a greater role in those processes. The table below shows the training provided on anti-corruption procedures and policies in our three mining units:

	Cerro Lindo		El Porvenir		Atacocha	
	No.	%	No.	%	No.	%
Members of the governing body, employees, business partners who have been informed of anti-corruption policies and procedures	177	28.78%	153	28.39%	34	18.18%
Members of the governing body who have received anti-corruption training	3	0.60%	N/A	N/A	3	0.60%
Employees who have received anti-corruption training	145	23.58%	131	24.30%	32	17.11%

6.4. Risk Management

In performing our activities and executing our business strategy it is vital that we adequately manage risks in a way that allows us to anticipate emerging risks and make the best possible decisions based on information about the case.

We have a Risk Policy and we use the Bwise tool, a risk management system that consolidates all of our processes: risk matrix, risk assessment, action plan follow-up, and reports.

Our progress has centered on the risk governance project to create more value for management and help integrate the Compliance, Internal Auditing, and Internal Control Team that will aid in activities whenever necessary.

In 2021, training was provided on the Enterprise Risk Management (ERM) methodology, risk definitions and factors, the assessment process, the importance of risk management, and the Bwise system for all areas of NexaPerú.

In 2022, our challenge will be to finish determining the risk appetite², which will help to better direct risks.

List of Identified Risks

Emerging Risks	Possible Impacts on the Business	Mitigation Actions
Social conflicts with communities in the units' areas of direct and indirect influence	<ul style="list-style-type: none"> • Roadblocks by local/community actors prevent the passage of Nexa personnel, supplies, and/or products. • Violent actions during protests by local/community actors affect the personnel and/or assets of Nexa and/or its contractors. • Local/community actors file legal and/or administrative complaints against Nexa with the consequent legal, reputational, and economic impacts this may entail. • Social conflict prevents the implementation of contractual and/or administrative obligations, leading to sanctions or penalties. • Protests attract the attention of local, regional, and national media outlets, affecting Nexa's reputation. 	<ul style="list-style-type: none"> • Updated map of actors. • Records and follow-up on compliance with commitments. • Ongoing, proactive dialogue with local/community actors, guaranteeing that they receive timely and sufficient information. • Social investment programs articulated and socialized with local/societal actors. • Updating of the social risk map to provide warnings of possible social conflicts.
Natural disasters	<ul style="list-style-type: none"> • Impacts on the health and safety of our employees and team members. • Damages to our physical and operating structures. • Power outage. • Blocked access to the unit, bringing our operation to a halt. 	<ul style="list-style-type: none"> • Although we have insurance that covers the damage caused by natural disasters, extensive damage to our facilities and loss of personnel due to natural disasters may have an adverse effect on our ability to perform our operations, and thus reduce our future operating results.

² Types and amount of risk, on a broad level, that an entity is willing to accept or reject in pursuit of value. Source: Committee of Sponsoring Organizations of the Treadway Commission (COSO).

Emerging Risks	Possible Impacts on the Business	Mitigation Actions
Changes in laws and regulations	<ul style="list-style-type: none"> • Increase in our costs. • Restrictions on our operations. • Levying of fines. • Revocation of permits and licenses. 	<ul style="list-style-type: none"> • We cannot guarantee shareholders that our costs for complying with current and future laws and regulations, including closure and remediation requirements, and any other responsibilities that may arise from past or future exemptions, will not affect our business, financial position, and operating results.
Climate change	<p>The international efforts underway to address GHG emissions involve controlling activities that may increase the atmospheric concentration of these gases. [...] The measures included in such agreements may result in an increase in costs for the installation of new controls aimed at reducing greenhouse gas emissions, the purchase of credits or licenses for atmospheric emissions, and the monitoring and recording of greenhouse gas emissions caused by our operations. These measures may adversely affect our business, financial position, and operating results. The potential impact of climate change on our operations is highly uncertain and will depend on the geographic circumstances of our facilities and operations. It may include changes in rainfall patterns, water scarcity, rise/drop in sea and river levels, changes in the patterns and intensity of storms and temperature fluctuations. These effects may have a significant adverse impact on the cost, production, and financial performance of our operations.</p>	<ul style="list-style-type: none"> • We cannot guarantee shareholders that our costs of complying with adaptation to climate change and any other responsibility that may arise from past or future exemptions will not affect our business, financial position, and operating results.

6.5. Sustainability Strategy

Our Sustainability Approach

Our priority is to make Nexa Perú a model of sustainability through management practices that measure the economic, social, and environmental impacts of our operations. Each year, we work with our stakeholders to strengthen this management and reinforce our culture of safety, mitigate environmental risks, and build transparent relationships.

To achieve a sustainable management, we focus on three dimensions:

Dimension	Topics
Social	Local development Diversity Health, safety, and wellbeing
Environmental	Tailings management Climate change Waste management Water resources
Economic	Operational excellence Innovation Ethics and compliance Reputation

Stakeholders

To identify our stakeholders, we take into account the consistency, importance, and dependence of the relationship between our company and said stakeholders.

Below are the stakeholders with whom we engage and share the value we create:

Stakeholders	Stakeholder Sub-Groups
Shareholders	<ul style="list-style-type: none"> • Nexa Resources Cajamarquilla S.A. • Other shareholders
Team Members	<ul style="list-style-type: none"> • Payroll employees • Union leaders

Stakeholders	Stakeholder Sub-Groups
	<ul style="list-style-type: none"> Contractors
Customers	<ul style="list-style-type: none"> Long-term customers
Suppliers	<ul style="list-style-type: none"> Goods and services Ocean transportation Ground transportation Brokers and intermediaries
Community	<ul style="list-style-type: none"> Pasco: Communities neighboring El Porvenir MU and Atacocha MU Ica: Communities neighboring Cerro Lindo MU
Environment	<ul style="list-style-type: none"> National authorities Regional and local authorities Communities Environmental and organizational committees, NGOs, etc.
Government and society	<ul style="list-style-type: none"> Regulatory and oversight bodies Provincial and district municipalities Regional governments Civil society organizations

6.6. Human Rights

We promote human rights and include them as part of our internal policies and procedures. Equality and plurality at Nexa Perú mean representing and being represented by different groups in all areas and positions of our organization, as well as respect for the individual's integrity.

We want people to be who they really are so that our teams can be more horizontal, collaborative, and efficient and we can ensure an ethical, responsible, results-focused business connected to people and the future. That is why we are committed to diversity, and we create spaces for education, recognition, and respect.

Our internal policy helps us prevent, investigate, and punish acts of sexual harassment. In 2021, the new sexual harassment committees were elected for the 2021-2023 period and are now working to enforce our policy, prevent, investigate, and punish any actions that may qualify as sexual harassment.

Complaints of social harassment or other practices that violate a person's dignity can be filed by phone, internet, intranet, or app. The operator Navex (who provides us with this channel) reviews the persons mentioned in the complaint and forwards it to the representatives of Nexa's conduct committee.

Issues of discrimination, workplace harassment, and sexual harassment are investigated by the Human Resources Department, who may request support from the Legal and Compliance Department. A complaint of sexual harassment was filed in one of our mining units and we took the necessary steps to ensure the complainant's safety throughout the investigation.

We have not been investigated, nor have we been subject to any corrective measures or orders for injunctive relief, fines, or other penalties for violation of labor laws, discrimination, forced labor, or child labor. **(GRI 406-1) (GRI 408-1) (GRI 409-1)**

To foster plurality, we work with AESA and CETEMIN to run a dual vocational training program for the supervision of underground mining equipment aimed at young people from the areas neighboring the Cerro Lindo operation. Three young women were selected to work at the unit, where they now hold positions that were previously assigned only to men.

Six women were also hired as haul drivers by the mining contractor Dinot at the Cerro Lindo Mining Unit, after being selected based on their scores in the Iron Women course organized by Volvo Group Perú.

6.7. Reputation

As a company, we strive to stand out from our competitors by bringing the world of mining to the world of people. We achieve this through sustainable production and the co-creation of a legacy for society.

We aspire to be recognized as a company that conscientiously invests in the sustainability and longevity of its business, as well as acting responsibly regarding impacts caused to the environment and society by our activities. For this reason, we constantly care for our corporate and organizational identity.

We have done extensive work to identify opportunities for expanding our influence with stakeholders that impact the company's business; increasing familiarity with the Nexa brand through positive press coverage and presence at events and on social media; and fostering connections with the company's prioritized stakeholders.

By caring for our reputation, we help maintain our position as leaders in the Latin American market, attract the best talent, expand our products' penetration in different markets, and present even more stable results.

Awards and Recognition 2021

One of the parameters for identifying a company's reputation is through the awards and recognition it receives.

ProActivo Awards 2021

In the fourth edition of this award, organized by ProActivo magazine and its editorial board, under the slogan of "Innovation during the Health, Economic, and Climate Crisis for Sustainable Recovery," Nexa Perú won third place in the Mining category with its project for Remote Ultrasound Results in Isolated Areas.

National Mining Safety Contest

For the sixth consecutive year, the Mine Safety Institute organized this contest to recognize mining safety performance for the previous year, although on this occasion both 2019 and 2020 were taken into account.

Nexa Perú won three awards:

- Cerro Lindo MU won first place in the Underground Mining category (2020).
- Atacocha MU won third place in the Underground Mining category (2020).
- El Porvenir MU won second place in the Underground Mining category (2019).

7. COVID Strategy

Following the global impact of the COVID-19 pandemic, which affected not only people's health by the international economy, we and many other organizations have adapted our production processes to the international and national government requirements imposed over the last two years.

Unlike last year, the Peruvian government no longer ordered companies to suspend operations once much of the public had begun to receive their COVID-19 vaccines, instead putting in place new preventive protocols. This allowed Nexa Perú to align and update its prevention strategy based on these orders.

This year, our prevention protocol incorporated a new action pillar, for a total of seven: management, procedures and rules, lab support, health, communication, innovation, and social. We also have a Crisis Committee to protect our employees, outside contractors, and host communities.

We also implement international reference protocols to mitigate the spread of COVID-19 in all our operations. We continue to work on three main fronts: (1) Health, Safety, and People; (2) Business Continuity; and (3) Stakeholders.

Our capacity for adaptation and effective communication was a key strength in implementing the COVID-19 plan. Our commitment to the health and safety of our employees, outside contractors, and host communities is our top priority.

7.1. Internal Front

This front involves actions aimed at caring for our team members by training our occupational health team on the screening process, providing guidance in case of suspected or confirmed cases of COVID-19, promoting the importance of getting vaccinated, and providing all necessary support for prevention. We also have a laboratory support team in charge of making emergency purchases such as COVID-19 tests.

The primary measures adopted during this period are aligned with our protocol for fighting COVID-19, and include:

1. Antigen tests before being transported to the mining unit.
2. Reduced capacity in dining areas, meeting rooms, and offices.
3. Social distancing in offices and dining area lines.
4. Prohibition on talking in dining areas.
5. Installation of foot and handwashing stations for disinfection.
6. Prohibition on more than one person in a room at the same time.
7. Protocols for the disinfection of areas where COVID-positive individuals have been.
8. Suspension of recreation activities at the unit.

Other internal activities included providing support for the global remote work initiative, hiring a dedicated doctor to handle COVID-19 cases in the different areas, electronic

records on cases of illness, control actions, and the vaccination of employees.

The IT area developed a smartphone app to reserve spaces in the corporate offices and keep track of the maximum number of people.

Remote Work

We updated our remote work plan once in-person activities were resumed nationwide. We opted for a mixed system, in which we identified people who are not directly responsible for production at the mining unit so they could work from their home office.

In the administrative areas, it was decided that 50% of personnel would return to in-person work, with the option to work one week at the unit and the next from home. Other areas, however, began to work from their home office permanently.

We have thus officialized our hybrid work system, in which our team members decide whether to work remotely or in the office. We provide employees working from home with benefits such as a meal card, help with their internet connection, and an ergonomic kit (office chairs, laptop stands) for their activities.

Protocol

Our plans for navigating the pandemic were based on the following seven pillars, as well as documents and presentations to track our actions in response to the COVID-19 pandemic.



Pillar 1: Management

Corporate and local committees focused on crisis management.



Pillar 2: Control Measures

Infrastructure, rules, and controls implemented to control and prevent the spread of COVID-19



Pillar 3: Health Care

Procedures and health resources to promote prevention, as well as monitoring, treatment, and recovery of personnel



Pillar 4: Laboratory Support

Support, procedures, and resources for handling COVID-19 prevention tests



Pillar 5: Communication

External and internal communication to raise awareness and share information



Pillar 6: Innovation

Evaluation, introduction, and implementation of new practices and technologies available



Pillar 7: Social Management

Social management to inform, provide services, coordinate, and reactivate communities affected by the pandemic

Vaccination

Thanks to our strategy for promoting the importance of vaccination among our team members, we have succeeded in getting 98.6% of them to visit vaccination points for their respective doses to protect themselves against COVID-19.

7.2. External Front

These are the social initiatives that we have directed during the pandemic to avoid the risk of spread in our communities and other stakeholders. The following are some of the actions taken in 2021:

- We opted for electronic analysis for our works to avoid exposing the team to travel-related risks.
- We ensured that COVID-19 donations were distributed as planned, reviewing the documentation and procedures implemented.
- In our relationships with our suppliers, we attempted to focus our contract management procedures on new relational forms, supplier development, and alternative products. Management of risks such as supply shortages, safe buying, and adaptation of protocols.
- We implemented a telehealth program that seeks to build capacities among health care personnel in the image tracking methodology for pulmonary and obstetric ultrasounds. This helped detect cases and medical problems caused by COVID-19. In 2021, we identified 723 cases of pulmonary issues, treating 694 patients.
- The “Pasco Healthy Schools” project was implemented in response to the COVID-19 pandemic to help familiarize teachers with pedagogical technologies so they could share their knowledge with their students via digital platforms.

8. Human Resources

(GRI 3-3)

Our management focuses on strengthening cultural transformation, plurality, leadership, and creating collaborative workspaces. We seek to contribute to our operational stability by promoting productivity and positive labor relationships through competitive practices and legal certainty.

Our “One HR” strategy is focused on making sure our management is straightforward, collaborative, plural, and based on deliverables. The implementation of our human resources management system increases the flexibility of the process through which our professionals hold key positions within Nexa Perú.

As part of the organization’s governance, we have a council that monitors the strategy of the Organizational Human Resources Development (OHRD) Department. Our Corporate Policy as a strategy for the OHRD Department was approved by the Board of Directors.

The company has a report evaluating the results of our human resources management, which is then submitted to the Board of Directors. Each quarter, the head of the department gives a presentation on progress, improvements made, and opportunities identified.

Periodic “temperature check” surveys are performed to determine changes in the following areas: knowledge of strategy, knowledge of OHRD’s roles, clarity regarding phases of change, direct commitment of leadership, general leadership evaluation, and level of information and motivation. This ensures that we are headed in the right direction in our efforts to internalize the #NexaWay among our team.

With regard to workplace climate, we have prioritized the empowerment of our workers by offering ways to work more autonomously, while striving as a department to grow closer to our people. We also perform an annual corporate climate survey.

8.1. People and Organization

Below is a comparison of the total composition of our organization’s team members during fiscal year 2021: (GRI 2-7)

MU	Category	2020			2021		
		Temporary	Permanent	Total	Temporary	Permanent	Total
Cerro Lindo	Director / President	0	0	0	0	0	0
	Manager	1	8	9	0	9	9
	Coordinator / Consultant	6	116	122	7	126	133
	Technician/ Analyst/ Supervisor	3	26	29	14	28	42
	Trainee	2	0	2	0	0	0
	Operations	2	425	427	1	419	420
	Internal	0	0	0	0	0	0
	Apprentice	9	0	9	11	0	11
Atacocha	Director / President	0	0	0	0	0	0
	Manager	0	0	0	0	0	0
	Coordinator / Consultant	0	8	8	0	3	3
	Technician/ Analyst/ Supervisor	3	55	58	7	47	54
	Trainee	1	0	1	1	0	1
	Operations	1	252	253	2	198	200
	Internal	0	0	0	0	0	0
	Apprentice	1	0	1	1	0	1
El Porvenir	Director / President	0	0	0	0	0	0
	Manager	0	11	11	0	14	14
	Coordinator / Consultant	0	33	33	0	39	39
	Technician/ Analyst/ Supervisor	4	130	134	7	152	159
	Trainee	0	0	0	1	0	1
	Operations	1	341	342	1	334	335
	Internal	0	0	0	0	0	0
	Apprentice	0	0	0	4	0	4
Total Team Members		34	1405	1439	57	1369	1426

The following table shows the total composition of team members in terms of age groups, sex, and time with the company. **(GRI 405-1)**

Number of team members by age group, sex, and time with the company						
Team Members		Total	- 30 years	30 to 50	+ 50 years	Avg. Time w/ Company (Years)
Board	Men	0	0	0	0	0
	Women	0	0	0	0	0
Director / President	Men	2	0	2	0	3
	Women	0	0	0	0	0
Manager / General Manager	Men	22	0	17	5	4
	Women	8	0	7	1	4
Coordinator / Consultant	Men	120	4	101	15	4
	Women	32	2	29	1	2
Technician /Analyst/ Supervisor	Men	300	66	209	25	4
	Women	126	53	72	1	2
Trainee	Men	0	0	0	0	0
	Women	0	0	0	0	0
Operations	Men	967	30	604	333	13
	Women	19	12	5	2	8
Internal	Men	23	23	0	0	1
	Women	36	36	0	0	0
Apprentice	Men	0	0	0	0	0
	Women	0	0	0	0	0
Total Team Members (TOTAL)		1,655	226	1,046	383	

Breakdown of team members by nationality 2021	Percentage of people in the workforce
Peru	98.28%
Brazil	1.72%
Total	100.00%

Below is a breakdown of workers who are not employees and are instead considered service providers or independent contractors (**GRI 2-8**):

Operation	2020	2021
Corporate Office	26	57
Cerro Lindo MU	2,388	2,800
El Porvenir MU	1,792	2,170
Atacocha MU	710	944
Total	4,916	5,971

Communication with Team Members

At Nexa Perú, we seek to establish and maintain bonds with our team members through our #NexaWay culture, fostering empathy between leaders and their teams while motivating our people through campaigns and the company's actions. This also allows us to learn more about the commitment and dedication of those who work with us.

Our primary channels are now online, due to the pandemic. Our communications during 2021 to reinforce relevant topics such as plurality were done through Workplace (our internal social media platform), our newsletter with weekly highlights for the entire company, corporate TV in our units, WhatsApp, and other channels.

We also used the influencers and affinity groups strategy to help connect us with people. Given the different cultures present in the units and the offices, the same communications narrative is unlikely to be successful across the company. With this strategy, however, we have achieved our objective of communicating themes of plurality.

8.2. Plurality

At Nexa Perú, we want to be a diverse and plural company, with actions that promote an environment of opportunity and recognition where people feel welcome to be themselves. To achieve this, our work is based on the following five pillars: gender equity, disability, race and ethnicity, LGBTQIA+, and multigenerational

Our focus on plurality is implemented in all of our processes, including our selection processes, where we prioritize equal conditions and diversity. We also focus on evaluating whether the candidate meets the required profile in terms of professional

skills. Our Code of Conduct contains guidelines and procedures on plurality.

During 2021, we implemented gender and diversity initiatives such as the Plural Chain, an initiative that rewards suppliers who implement the most actions for diversity. We also involved ourselves with Pride Connection Perú through a new partnership. Additionally, we joined the Diversity and Inclusion Working Group of the National Association of Mining, Oil, and Energy (SNMPE).

8.3. Gender Equity

To increase women's participation, we have implemented initiatives such as our partnership with Women in Mining Peru (WiM PERU) or the "Quebrando Tabus" ("Breaking Taboos") initiative, which provides information on issues related to gender and machismo, while promoting dialogue inside the organization.

As part of our actions to achieve greater participation by women, we have focused on five main work fronts as part of the Plurality Program:

- 1) **Creation of safer environments (both physically and psychologically):** We created a Joint Employee-Employer Committee for Intervention against Sexual Harassment. We have fostered discussion on important issues such as harassment, machismo, etc., to stamp out such behaviors. We also analyzed the actual percentage of the salary gap between men and women and set goals to reduce it.
At the end of the year, we handled a case of sexual harassment at Cerro Lindo MU. The main actions we took in response were to protect the person who reported the incident and start an investigation so that we could apply the respective punishment or disciplinary actions.
- 2) **Creation of gender-inclusive signs and symbols:** One important step toward achieving equal working conditions for men and women is to continue to outline opportunities for improvement and creating plans to achieve this in the operational units. For example, in living quarters, bathrooms, and work teams.
- 3) **Supplier diversity:** We promote diversity and inclusion initiatives throughout our supply chain, encouraging our suppliers to take the same position as us on gender equality by giving out awards and strengthening partnerships. We created the Plural Chain to make our organizational culture more inclusive and plural.
- 4) **Women in the communities:** We foster women's social and economic development through the mapping of local projects in which we can get involved, while also evaluating the possibility of creating new projects.
- 5) **Maternity:** One of the important milestone we achieved was the implementation of maternity leave in Peru, which was increased from three to six months to guarantee mothers' wellbeing and safety.

We also implemented the “Power Women at Work” Program at Cerro Lindo MU for the selection and hiring of women in positions that have historically been dominated by men.

We have increased women’s presence at all levels of the company by 16.5% since 2018, when women accounted for just 12% of all team members. Additionally, women now form 20% of our Board of Directors. By 2025, we want women to make up 20% of our payroll and hold 25% of all leadership positions at the company.

Exclusive Women’s Module

El Porvenir

This project reflects our commitment to gender equity by establishing a lodging area exclusively for women who live and work at EP on a full-time basis.

This initiative’s benefits include:

- Privacy and comfort, with individual rooms with their own bathroom.
- Elimination of transportation risks and efficiency in transportation costs.
- Better organizational climate and job productivity.
- Efficient use of rooms (redistribution of rooms at EP and AT), leading to a better quality of life, comfort, and rest for all workers.

At Cerro Lindo MU, we have two camps where these women’s modules have been established. In the Lomas camp, we have two modules occupied by our strategic women partners; at the Pahuaypita camp, we have a single module; while at the Casuarinas camp, we have three. In total, the modules at Cerro Lindo MU have a capacity of 110 rooms with their own bathroom.

Women’s Rooms at UMCL			
Casuarinas	Pahuaypita	Lomas	Total
38	36	36	110

The following table shows the statistics for each one of our mining units
(GRI 405-2):

Mining Unit	El Porvenir		Cerro Lindo		Atacocha		Corporate Office	
	2020	2021	2020	2021	2020	2021	2020	2021
Women in junior management (as a % of total managerial staff)	0%	20%	50%	14%	0%	0%	38%	33%
Women in executive positions up to two levels beneath CEO (as a % of total managerial staff)	10%	12%	14%	9%	0%	0%	25%	25%
Women in profit-producing positions (as a % of total managerial staff)	0%	8%	0%	8%	0%	0%	29%	36%

Women hold 27% of all junior management positions and 22% in executive positions such as coordinator or consultant, as a percentage of the total managerial staff in both cases.

We also identified women in science, technology, and engineering positions as a percentage of the company's total workforce.

	2020	2021
Women in positions of science, technology, and engineering	3.2% (49/1,552)	3.4% (54/1,597)

Variation in the percentage of the lowest salary, broken down by gender, compared to the local minimum wage in places where significant operations are performed (GRI 202-1)

Variation in salary by gender		2021	
Unit	Information	Men	Women
Atacocha	Report the lowest salary paid by the unit	S/ 3,000.00	S/ 3,123.00
	Report the local minimum wage	S/ 1,162.50	S/ 1,162.50
	Variation between the lowest salary and local minimum wage	258%	269%
Cerro Lindo	Report the lowest salary paid by the unit	S/ 3,102.87	S/ 3,652.00
	Report the local minimum wage	S/ 1,162.50	S/ 1,162.50
	Variation between the lowest salary and local minimum wage	267%	314%
El Porvenir	Report the lowest salary paid by the unit	S/ 2,500.00	S/ 3,391.50
	Report the local minimum wage	S/ 1,162.50	S/ 1,162.50
	Variation between the lowest salary and local minimum wage	215%	292%

8.3 Talent Attraction and Retention

We seek to empower our employees to take the lead in their development, supported by tools such as continuous feedback, thus fostering a cultural transformation and continuous improvement. We also have an optimal, practical, and effective evaluation and development progress.

- **Career Experience**

In 2021, we began implementing Career Experience initiatives, in which leaders shared their thoughts about their career paths. Six completely online sessions were held, with the participation of over 130 team members, who led meetings and shared experience and advice for their colleagues' professional development. Participation was free of charge, voluntary, and 100% online. These numbers are encouraging and help us to understand each person's involvement in our company.

- **Nextalks**

We held virtual conversation panels that covered topics such as creativity, leadership, autonomy, career, leading roles, cost management, and culture. These meetings featured internal and external professionals who discussed the proposed topics and offered reflections on the development of our talent.

- **Nexa UP**

Nexa UP is designed to help implement the Continuous Feedback program by optimizing the evaluation process using a success factor system, including an assessment of potential based on the learning agility methodology.

Our talent retention strategy includes group and individual coaching programs, continuing education scholarships, and work benefits packages.

As part of Nexa UP, we have an individual coaching program for professionals and managers aligned with the company's succession plan and career paths.

We are thus focused on reducing the percentage of job turnover among our team members, whose reasons for leaving typically include better job offers, personal circumstances, disciplinary management, transfer of office from Lima/Brazil, mutual disagreement regarding performance, or trial periods and performance. Personnel turnover at NexaPerú in 2021 was 8.6%, a variation of 12.8% compared to 2020. **(GRI 401-1)**

Personnel Turnover Percentage	El Porvenir	Cerro Lindo	Atacocha	Corporate Office
Women	3%	1%	4%	4%
Men	8%	12%	21%	7%
Total	11%	13%	25%	11%

Personnel Turnover by Gender and Age		
Indicator	Category	Number
Personnel turnover rate (number)	Total	204
	Women	27
	Men	177
	< 30 years old	22
	30 to 50 years old	130
	> 50 years old	52
Voluntary personnel turnover rate (number)	Total	73
	Women	14
	Men	59
	< 30 years old	10
	30 to 50 years old	52
	> 50 years old	11

Of all open positions, 27.78% were covered with internal candidates, and while some team members opted to leave their jobs, 183 new team members were hired, of which 28% were women, who will contribute their experience and knowledge to our performance. The following table shows details on contracting costs, based on categories of gender and age:

Hiring Cost	Category	2020	2021
Average cost x FTE hire	Total	S/ 8,321.05	S/ 8,919.46
Average cost x FTE hire x gender	Women	S/ 7,739.26	S/ 6,692.16
	Men	S/ 8,539.23	S/ 9,828.19
Average cost x FTE hire x age	< 30 years old	S/ 4,781.34	S/ 7,317.91
	30 to 50 years old	S/ 9,622.21	S/ 9,500.59
	> 50 years old	S/ 13,914.60	S/ 9,187.83

8.4. Benefits

We continue to promote the #NexaWay cultural transformation. On our website, we have a manual with our policies to make things easier for our team members.

We offer a series of corporate benefits for insurance options. One of the milestones in 2021 was our close collaboration with the Occupational Health and Safety Area to provide preferential service on COVID-19-related matters.

Onboarding Program

Program to help connect with Nexa Perú's new talents through relevant experiences for new team members, with an integration process that addresses our culture and reinforces key concepts such as safety and the #NexaWay.

We provide one-of-a-kind hands-on experiences as part of the first steps for people who are new to Nexa Perú, with interactive orientation and support content. And of course, our whole team lends their participation and empathy to ensure that our new colleagues get off to a good start.

Other Benefits

Some of the other benefits we offer include flexible hours, early Friday every week of the year, scheduled long weekends, agreements with universities and vocational institutes, and discounts on language programs. We have also extended our maternity leave to 180 days.

There is also the *Movimenta* program to share career opportunities in all the companies of the Votorantim group to stimulate professional development and growth. This includes a platform showing all of the vacant positions in the group's companies.

Job Benefits (GRI 401-2)

The following table shows the benefits offered to the company's team members and those who join one of the unions.

Legally required social benefits for Nexa Perú team members	
Family allowance	Extraordinary Bonus (Law 30334)
Private pension fund (AFP) increase: 10.23%	Profit-sharing
Private pension fund (AFP) increase: 3.00%	Pay for unused vacation days upon separation
Public pension fund (SNP) increase: 3.30%	Pay for bonuses not received upon separation
Mandatory weekly days off	Bonus (Law 30334)
Overtime pay for working on days off	Pay for unused time off
Overtime pay for working on holidays	Pay for bonus not received upon separation (Law 30334)

Sick days	Special days off
Vacation pay	Holidays off
Scholarships	Pay for unused vacation days

Benefits offered in mining units to unionized personnel	
Five-year bonus	High altitude bonus
Breaks	Allowance for death in the family
School allowance for each child	Productivity bonus
1.25 overtime	Meal supply (Law 28051)
1.35 overtime	Milk supply (Law 28051)
Extraordinary bonus	Bonus
Collective bargaining agreement	Plant bonus – plant maintenance
School bonus	Student's reduced bus ticket allowance
Transportation	Substitution bonus
Underground bonus	Prescribed rest bonus / 9.9
May 1 allowance	Bonus 9.9
Miner's Day allowance	Prescribed rest bonus
Paid leave	Production bonus
Union leave	Replacement bonus
Bonus for temporary replacement	Attendance leave
Bonus for night shift work	Vacation allowance

2021	El Porvenir	Cerro Lindo	Atacocha
Benefits paid in Ums to unionized personnel	40	30	40

8.5. Union Negotiations

Positive relations fostered inside the organization through dialogue and the search for opportunities for improvement in managing our workers while respecting and promoting

the freedom to unionize in all our units makes potential union conflicts much less likely.

In 2021, we renewed relations with our unions on the basis of transparency, closeness, and honesty to avoid actions that may affect the unit's productivity. We sought to optimize costs in relation to our agreements with unions and avoid impacts on the operation's productivity.

A number of spaces for direct dialogue were created with the participation of all union organizations and workers in all our mining units, always with a view to maintaining rigorous respect for the labor and human rights of all our team members.

We have a collective bargaining agreement for each union in our three mining units. These agreements are renewed every two years at El Porvenir MU and Cerro Lindo MU, and annually at Atacocha MU. We hold monthly working meetings with unions to review and discuss the agreements in force.

As of the close of the year, we have seven unions and over 70% of our workers are unionized or represented by a collective bargaining agreement in each mining unit. There was a two-day strike at El Porvenir MU, during which time it did not produce a profit. This required a collective bargaining process in which the company agreed to pay a set extraordinary bonus designed the same for everyone. (GRI 2-30)

Indicators	El Porvenir	Cerro Lindo	Atacocha
Number of unions	2	2	3
Union members	350	360	150
% of team members represented or covered by a collective bargaining agreement	72%	72%	85%
Collective bargaining agreement dates	October	November	August

8.6. Training and Education

Training (GRI 3-3)

In an effort to cultivate leadership in our employees, we take actions to develop their leadership and entrepreneurial skills. We help those in positions of trust or managerial jobs to adapt to new ways of working, trust, teamwork, taking a leading role in their own development, and plurality—all values of Nexa Perú's new culture.

Our high point for the year was the launch of the Conexa platform, which seeks to offer knowledge content to help train our employees. The specific training for each job level involves safety matters and technical training.

Training hours increased by 64% over 2020, primarily in leadership training for leaders and successors. Training hours for women rose by 54% over the previous year, thanks to the plural efforts and heavy investment in establishing a female succession plan in Nexa.

Internship Program

We promote our interns' development through on-the-job activities, in-person and online training, conversations and knowledge exchange with leaders and model technicians, as well as an internship project.

We have two types of programs, each with a one-year duration: pre-professional (Summer Internship Program) and professional. We help interns build the profile they need to join the changes we are making and align themselves with our new culture, finding opportunities and challenges for their development.

Some job openings are given to the children of our workers or community members. We hired 219 scholarship winners around the world in 2021. By mining unit in Peru, we hired 18 at Cerro Lindo, 5 at Atacocha and El Porvenir, and 36 in Lima.

Plural Talents Program

This program fosters a more inclusive environment for professional development, aimed exclusively at persons with disabilities who have obtained degrees in any area or will be completing their studies in 2022.

For eighteen months, participants will have the chance to engage in different experiences and develop an entrepreneurial vision, acquire new knowledge, technical abilities, and behavioral skills. As of the close of the year, Nexa Perú had sixteen trainees in this new program.

Potential-Building ("Potenciar") Program

This program strives to create a positive impact for Nexa and society as a whole through individual innovative potential, making a difference and adding value for the company, the world of mining, and the world of people. It involves three weeks of training with the Votorantim group and has a total duration of twelve months. As of the close of 2021, we had six participants in Peru.

“Cultivating Leaders” Program

In 2021 we trained our managers and coordinators, as well as supervisor and area heads in charge of other personnel to help build their skills. There were two sessions, lasting three and a half hours each, held 100% online due to the circumstances with overwhelmingly positive results. “Cultivating Leaders” is Nexa’s leadership development school and is now in its seventh year supporting our company through different stages and working to strengthen abilities and consolidate the Nexa Way.

8.7. Performance Evaluation

This process helps identify people’s potential in order to define actions to streamline their development and train them. We start with an employee self-evaluation, followed by the evaluation of the system manager, applying the learning agility methodology. A committee of people is then formed to discuss the potential of the employees being evaluated.

The indicators used are as follows:

- Performance levels: Below, within, or above the expected range.
- Potential levels: Potential for horizontal movement, potential to move one level up, potential to move two levels up.

Performance evaluations have been conducted for all of our team members and executives at all our mining units. **(GRI 404-3)**

In 2021, this process was done online using an app to provide virtual feedback, guaranteeing that performance evaluations were done despite working remotely.

8.8. Health, Safety, and Wellbeing

(GRI 3-3)

Health and safety are fundamental for our company. In this second stage of the pandemic, we continue to join forces to ensure the safety of our employees, their families, and other members of the public, caring for their physical health and wellness, whether they work remotely or in person at our operations.

Our people are our company’s most important asset. They are the basis of three of Nexa’s most important aspirations: eliminate fatalities; reduce the severity, frequency, and number of accidents; and raise the standards of our culture of health, safety, and wellbeing in all of our units.

All actions and mechanisms are based on our Nexa Occupational Health and Safety Policy, our new Strategic Plan, and our Health and Safety Management System (HSMS), which was optimized this year, improving our procedures and indicators. All

mining units are covered by our management system. **(GRI 403-1) (GRI 403-8)**

PDCA Strategy

This system uses the Plan-Do-Check-Act (PDCA) strategy to achieve the three aspirations.

- Plan: objectives, goals, risk management, legal requirements.
- Do: training matrix, public entities, critical risks, emergency action plan.
- Act: using SICLOPE management software (a safety management tool available at an internet link available to all units) and the review of procedures.
- Check: using internal audits, dashboard, flash reports, incidents, and indicators.

Safety

Through our Management System, we ensure that all legal requirements are taken into account. We adapt management best practice and high occupational health and safety standards for workers, whether our own or those of our contractors, as well as the population located inside the area of influence of our operations and projects.

We continually strive to strengthen our safety culture, which tolerates no violations, corrects risky behavior, helps in activity planning, guarantees the implementation of risk controls, encourages the reporting of unsafe conditions, and seeks to predict and prevent the hazards and risks inherent to our activities.

Performance Indicators

Since 2018, we have used the Nexa Internal Rate (NIR), an internal indicator that measures our safety effectiveness. This allows us to apply sanctions to executives in case of fatalities by modifying the variable remuneration received by operations and corporate executives. The indicator used to calculate accidents involving our own and contractors' employees, the Lost Time/No Lost Time Accident (LT/NLTA) Frequency Rate, had a result of 2.80 (2.7994) in 2021.³

³ Data includes consolidated information with Milpo.

Indicators for Own and Contractor Employees 2021	Cerro Lindo MU	El Porvenir MU	Atacocha MU
Injury Rate (IR)	0.58	0.60	0.40
Lost Time Accident Frequency	1.38	0.90	1.60
Lost Time/No Lost Time Accident (LT/NLTA) Frequency Rate	2.88	3.00	1.99
Fatality Rate	0	0	0

The following table contains details on accident indicators for our outsourced workers in 2021:

Fixed Contractors	Cerro Lindo	El Porvenir	Atacocha
Injury Rate (IR)	0.53	0.56	0.43
Lost Time Accident Frequency	0.70	1.20	2.14
Lost Time/No Lost Time Accident (LT/NLTA) Frequency Rate	2.63	2.79	2.14
Mobile Contractors	Cerro Lindo	El Porvenir	Atacocha
Injury Rate (IR)	0.26	0.64	0.00
Lost Time Accident Frequency	0.00	0.00	0.00
Lost Time/No Lost Time Accident (LT/NLTA) Frequency Rate	1.29	3.20	0.00

Nexa has a procedure to identify, assess, monitor, and update risk factors pertaining to health, safety, and the environment. This allows us to establish a methodology, train workers, control risks, and promote a culture of awareness. **(GRI 403-2)**

The disciplinary team in charge processes the information using the established procedures and uploads it to a data system used by Nexa. Thanks to the “Habla Fácil” (“Speak Easy”) program, hosted on the SICLOPE tool, workers can report hazards, unsafe conditions, inappropriate behavior, or exercise their right to say “no” when they are unsure of any activity.

Critical Risks

During 2021, we restructured our Critical Risk Management with the assistance of an external consultant, using reference points including technical documents (ICMM), Nexa’s situational analysis of the different processes, and other inputs. We also began drafting the Critical Risk Protocols, which will be completed in 2022.

Our team identified sixteen critical risks to be managed based on ICMM guidelines for accident and fatality prevention.

Risks Identified in 2021	
Work at height	Hoisting of loads
Confined space	Hand tools
Lightweight vehicles and mobile equipment	Machinery and equipment protection
Liquid metals	Power lock-out/tag-out and insulation
Hazardous chemical substances	Electrical installations
Pressurized systems	Excavations and civil works
Falling rock fragments	Underground excavation
Poisonous animals	Open pit excavation

Safety Plan

Since its creation in 2018, the Safety Plan has undergone several updates before being consolidated this year as a Strategic Sustainability Plan based on three pillars: health and safety, sustainability, and environment.

Within the Health and Safety pillar, eight specific goals were established:

MCI 1: Cultural Transformation	<ul style="list-style-type: none"> • Foster a change in the management of operational risks through a better understanding of risks at all levels of the company and change behaviors.
MCI 2: Risk Management by Layers	<ul style="list-style-type: none"> • Organize the standards, procedures, and tools connected to the cultural transformation process.
MCI 3: Emergency	<ul style="list-style-type: none"> • Increase emergency response capacity. With the support of a consultant, we held workshops to review emergency assistance plans and create an Emergency Action Plan Committee.
MCI 4: OHS Management System	<ul style="list-style-type: none"> • Standardize processes, performance evaluation, development of continuous improvement, and promote a culture of occupational health and safety (OHS). During 2021, activities included the standardization of procedures, gap analyses, etc.
MCI 5: Chemical Substance Management	<ul style="list-style-type: none"> • Define Nexa's Chemical Safety guidelines to reduce chemical risks in processes of extraction, transformation, production, storage, transportation, sale, and disposal throughout the life cycle.
MCI 6: Internal Image	<ul style="list-style-type: none"> • Align the Quality of Life (QL) program with the Master Sustainability Plan and the new normal, strategically positions the program and wellbeing, as well as boosting the importance of the actions carried out in units through internal events.
MCI 7: External Image	<ul style="list-style-type: none"> • Encompasses actions, projects, and programs tied to health and safety matters carried out by different areas to contribute to Nexa's positive image with different stakeholders.
MCI 8: Information Technology Systems	<ul style="list-style-type: none"> • Promote the management of internal health, safety, and environmental controls through a single data center available via a website.

Contractor Safety

The safety of our own employees and contractors are both equally relevant for the company. As such, we promote equal treatment in our operations, including all protocols, since 81.5% of the workforce at our units consists of contractors' employees.

We use a series of actions such as training for these companies' operational professionals and leadership teams, risk management in all activities, disciplinary management, and recognition of those companies and professionals who best meet our standards.

One proposal we carried out this year was the First Nexa Brigades Competition 2021 at the Cerro de Pasco Complex, aimed at both our own workers and contractors, with the goal of getting them to join the emergency response brigades in their respective areas and companies.

This contest attracted a lot of interest from team members, since participants would learn rope rescue techniques, firefighting skills, and pre-hospital care. The impact was so significant that Nexa has committed to holding this contest each year and applying it in the mining units.

Security Forces

We coordinated meetings with police officers in the locations where our organization operates, along with representatives from the Ministry of the Interior. We have training plans for the proper performance of security duties, and we hold meetings to offer comments on security aspects of our activities, as well as the appropriate use of force.

These meetings are held periodically to address the voluntary principles (VPSHR), which are included in training plans and programs. We have also signed institutional agreements on security issues with the police to avoid affecting human rights in the event of conflict situations.

Our security contractors are subject to controls and provisions such as the prohibition against the use of lethal weapons. In case of conflict situations, our private security is deployed for defensive purposes.

Occupational Health

(GRI 403-3) (GRI 403-9) (GRI 403-10)

Our organization fosters health and quality of life in the workplace through activities for disease prevention and the promotion of health, wellness, and quality of life, because we want to be known as an organization that values these things. In 2021, we continued to implement our "Habla Fácil" ("Speak Easy") program.

Health risks and hazards are assessed qualitatively using the Hazard Identification, Risk Assessment, and Risk Control (HIRARC) matrix to determine the necessary control measures with regard to the types of hazards identified and risks assessed.

To diminish the risks and hazards to health, we have implemented measures such as engineering controls. For example, we have automated manual processes to decrease risk, as well as occupational noise at the crushing plant that causes long-term harm and injuries.

Diseases	Actions in 2021
Hypoacusis (Hearing Loss) Hearing loss caused by injury to the inner ear or the nerve connecting the ear to the brain.	<ul style="list-style-type: none"> • Raising awareness on the prevention of occupational hearing loss as part of our hearing conservation programs. • Installation of sound-rated cabins subject to periodic maintenance.
Pneumoconiosis Pulmonary disease resulting from breathing in dust from coal, graphite, or man-made carbon over long periods of time.	<ul style="list-style-type: none"> • Training on the use of respirators and raising awareness of the importance of using them in activities that involve different chemical risks and exposure to particulate matter. • Works who exhibit any suspected problems are removed from exposure.
Lower Back Pain (Lumbago) Common pain affecting the lower part of the spine.	<ul style="list-style-type: none"> • Physical therapy, weight loss, and exercise. • Training on good posture, correct manual handling of loads, and back care.

Training on Workplace Health and Safety (GRI 403-5)

Our health and safety training courses are permanent and necessary practices in our operations, making sure that all new incoming personnel are trained and knowledgeable about the hazards and risks of the work to be done.

During the year, the Onboarding Program standardized the different information learned in training to comply with all laws in force in Peru and Brazil, including a train-the-trainers methodology to ensure that trainers have all the information they require.

Nexa's brigade members receive constant training. The company also closely monitors training plans and programs for contractors' brigade members. This follow-up will continue in 2022, since brigade members are the first responders to any emergency situation.

Consulting services were provided to the safe behavior committees at the units, preparing materials (videos, posters, manuals) to ensure the program is properly implemented.

Health and Safety Initiatives in 2021

Workers and contractors take part in the different initiatives promoted and communicated by the company. Over the course of the year, these initiatives included the following **(GRI 403-4)**:

- **PROA:** This movement seeks to increase our level of attention and alertness and intensify the use of prevention tools to boost our safety performance. December and January are historically critical months for accidents.
- **World Day for Health and Safety at Work (April 28):** This event aims to promote a culture focused on zero harm, with a focus on not causing harm, injuries, losses, or impacts on our people's lives.
- **SIPAT & SIPATMIN:** International Workplace Accident Prevention Week (IWAPW) is a week filled with a number of activities, webinars, and events designed to raise awareness among our own employees and contractors regarding the importance of preventing accidents and occupational diseases, extending the focus of active attention to workers' families. The event was very well attended in 2021, with the following results:
 - 3,375 participants in the Sipat Games
 - Over 500 Tik Tok videos
 - More than 120 scheduled activities
 - 3,200 people connected to the opening livestream
- **Workplace Risk Assessment (WRA):** Safe behavior program that identifies and controls risks in different activities at present to reduce the likelihood of unwanted consequences in the future.

After being overhauled in 2021, this program trained 72 coaches.

9. Social Management

At Nexa Perú, we are conscious of the social impact caused by our operations. For this reason, we prioritize the implementation of initiatives for sustainable local development. The Social Management area is responsible for establishing innovative mechanisms to strengthen our rapport and communication with the towns in our areas of direct influence (ADI), compliance with commitments, and other tasks.

These processes are part of the Nexa Management Model, which boosts the feasibility of operations while at the same time promoting social and economic conditions that ensure the company's legacy is a positive and sustainable one. In 2021, we reaffirmed our two strategic objectives: complying with our commitments to the communities and guaranteeing our legacy.

Our progress during the year included our alignment with the Compliance area, consolidating a team and integrating members into a single structure between Brazil and Peru. Our volunteer projects have reached a stage where we can show impacts, such as 83 teachers who have graduated with their diplomas and the implementation of two oxygen plants.

9.1. Social Investment Approach

During 2021, we invested over US\$ 5 million in the communities located in our area of influence. We worked to create value that contributes to the population's shared development and helps offset the negative effects caused by COVID-19.

Our social investment is based on social commitments and volunteer initiatives, with the goal of boosting human development in the beneficiary communities. We identify needs, hold dialogues, and design development projects focused on innovation, sustainability, and a long-term vision. (GRI 203-1)

Nexa's Social Management Model is based on the following strategic themes for social investment:

Themes	Description	SDG	Investment
Local economic development	<p>Contributes to the sustainable economic development of the territories, making use of local resources, training people, and protecting the environment.</p> <p>Lines of action:</p> <ul style="list-style-type: none"> • Entrepreneurship and new businesses • Trade, services, and tourism • Rural development • Human capital and the world of work 	SDG 8: Decent Work and Economic Growth	US\$1,072,858

Themes	Description	SDG	Investment
Children and youth	<p>Contributes to the social development of children and youth, strengthening the social protection network and social participation to give them a leading role, encourage their social participation, and train them for study and work.</p> <p>Lines of action:</p> <ul style="list-style-type: none"> • Leading roles • Sports, leisure, and culture • Training and the school community • Professionalization • Rights protection networks 	SDG 4: Quality Education	US\$397,765
Socioenvironmental	<p>Helps improve water availability and quality, solid waste management, and environmental health conditions.</p> <p>Lines of action:</p> <ul style="list-style-type: none"> • Water • Solid waste • Environmental education • Environmental health 	<p>SDG 6: Clean Water and Sanitation</p> <p>SDG 15: Life on Land</p>	US\$1,680,028
Public management and social engagement	<p>Promotes social engagement, strengthens civic responsibility and the role of civil society through programs such as the “Somos Todos” corporate volunteer program.</p> <p>Fosters improvements in public management to make it more effective in developing public policies.</p> <p>Lines of action:</p> <ul style="list-style-type: none"> • Strengthening of civic responsibility • Leading role of civil society • Support for public management 	SDG 10: Reduced Inequalities	US\$120,864
Aid to vulnerable groups	<p>Seeks to reduce inequality, inequity, and vulnerabilities that affect a specific group of citizens.</p> <p>Donations have been made to help protect individual wellbeing during the pandemic.</p>	SDG 10: Reduced Inequalities	US\$179,947

Themes	Description	SDG	Investment
Social services and contributions	Payments for easement, beneficial ownership, and other similar and/or supplemental concepts. These are based on the company's operational needs and are thus classified as considerations.		US\$1,124,333
Other initiatives	<ul style="list-style-type: none"> Operating costs of the Social Management team not covered by fixed costs. Consulting services to strengthen the Social Management team and its role. Compensations to the community that cannot be assumed by the unit's Operating Areas resulting from social negotiation processes. 	-	US\$461,827
Total investment			US\$5,037,621

9.2. Projects and Initiatives

(GRI 413-1)

- **Forestation and Pasture Management Project in four communities in the direct area of influence:** Implemented in the districts of Yanacancha and San Francisco de Yarusyacán.
- **Sheep Livestock Chain Development Project (Pasco Region):** Executed by the NGO CESAL and financed by Nexa Resources, this project seeks to increase the economic income of families who make their living raising sheep in the communities of Ayuque, Machcán, and Huancamachay in the district of San Francisco de Asís de Yarusyacán, province and region of Pasco. To date, 359 instances of assistance/technical visits have been made to producers in these communities to reinforce their knowledge and skills on issues such as health, reproduction, dietary needs, pastures, etc.
- **“Tejiendo futuro” (“Weaving the Future”):** Seeks to increase the economic income of participating families by boosting returns on the sale of products made with alpaca wool. As of 2021, there are 29 beneficiary families.
- **Telehealth:** Tele-ultrasound process to evaluate the lungs, abdomen, and obstetric health set up at a remote health center. In 2021, 864 patients received care, of which 442 were in Pasco, primarily for issues with their lungs.

- **Educational Network Project:** Seeks to improve the quality of education in the areas of influence of Nexa Resources, conducting initiatives such as the Socioemotional Support Program for administrative staff and teachers to help provide encouragement in the face of the COVID-19 pandemic. This project has been implemented in the departments of Ancash, Huancavelica, and Ica, benefiting 24 educational institutions, 108 teachers, and 1,248 students.

9.3. Engagement and Participatory Mechanisms

As part of our social management, our actions aim to establish positive relationships with the communities and foster their active participation. We have communications mechanisms available in easy-to-access places known as “Permanent Information Offices” (OIP), and we continue to hold meetings and virtual assemblies, as well as organizing informational workshops.

Our Social Risk Management procedure identifies potential internal and external risks, helping us to formulate action plans for each such risk. To date, we have had three production assets that have required community consultation, one at each mining unit.

Over the last two years, we have not yielded to any efforts at coercion seeking commitments that are not aligned with our social purpose. Our commitments must be linked education, water, and health.

9.4. Complaint and Grievance Mechanisms

At Nexa, we have guidelines for effectively responding to questions, requests, complaints, and grievances to help strengthen our relationship and communications with stakeholders in our area of direct influence. This procedure applies to all of the company’s units and exploration projects.

As of the close of 2021, we addressed 28 questions, complaints, or grievances, broken down as follows:

Area	Case Type		
	Question	Complaint	Grievance
Atacocha	0	0	6
Cerro Lindo	1	0	7
El Porvenir	0	6	6
Chapi	1	0	1
Total	2	6	20

The complaints involved the performance of third parties or contractors, environmental issues, project progress, and other matters. The majority of the grievances pertained to environmental and compensation issues.

9.5. Local Employment

(GRI 3-3)

One of the most significant impacts of our social management is the creation of local jobs. Our commitment to the communities drives us to create opportunities for people who were born or reside in the communities in our areas of direct and indirect influence.

We prioritize equal conditions and opportunities in hiring local labor. In 2021, we had 137 local employees at Cerro Lindo and 407 at the Pasco Complex. Our current challenge is to increase women's inclusion.

	Nexa			Specialized Companies		
	Cerro Lindo MU	UM EI Porvenir	UM Atacocha	UM Cerro Lindo	UM EI Porvenir	UM Atacocha
No. of people in the community who work at our operations	137	310	97	274	477	328

9.6. Works for Taxes

(GRI 203-1)

The “Works for Taxes” (WxT) mechanism provides the company with the opportunity to use state funds to improve local development conditions, thus helping to reduce the public infrastructure gap. Investing in this mechanism also gives the company's reputation a boost thanks to its local impact.

In keeping with our purpose of building a legacy, Nexa adheres to the guiding principles established in Article 3 of the Regulations on the Works for Taxes Act. Some of the most notable projects we have carried out through this mechanism are listed below:

Project	Investment	Unit / Region	Status
Recognition of supervision services for the project for “Improvement of Trafficability of the Local Road from Grocio to Centro Poblado Buenavista in Topara Valley” (2016 - 2019)	US\$92,261	Cerro Lindo (Ica)	Renewal of Regional and Local Public Investment Certificate (CIPRL)
Repair and upgrading of pavement and sidewalks on Los Próceres - El Porvenir, which will directly benefit 1,556 people	US\$673,951	El Porvenir (Pasco)	Execution

9.7. Corporate Volunteer Program

Through our “Somos Todos” (“We Are All One”) Program, we promote volunteer activities within the company, where over 1,000 volunteer workers can provide their energy, time, expertise, and material resources to carry out actions that benefit others.

We seek to foster the formation and development of networks and alliances for social dialogue, creating greater engagement in the communities among workers and the company’s role in local development. We have logged nearly 1,475 hours of volunteer activities.

Corporate Volunteering Hours

Unit	2021
Cerro Lindo	669
Pasco Complex (Atacocha and El Porvenir)	806
Total	1475

Our volunteering program is based on the following four lines of action:

- **Somos Todos - Solidarity:** Guarantee food security, education, and access to health and hygiene necessities by families from the community thanks to donations.
- **Somos Todos - Education:** Share educational materials and organize online activities.

- **Somos Todos Nexa:** Promote opportunities for coworkers to spend time together, sharing knowledge and participating in leisure activities.
- **Somos Todos - Health:** Help strengthen individual and collective health practices to improve preventive measures against COVID-19.

We are part of “Empresas que Inspiran” (“Companies That Inspire”), a platform promoted by the United Nations Development Programme (UNPD) that coordinates corporate volunteering initiatives in the private sector.

On International Volunteer Day, the UNDP highlighted our “APRENDER” (“LEARN”) project. This initiative channeled international aid from Nexa to help obtain equipment and provide support for remote education for students in the district of Chavín (Chincha, Ica), and also supported the Governing Board of the Peasant Community of Chavín in making sure that all of the school-age population received assistance.

Our volunteer actions in 2021 were as follows:

<p>Corporate Lima</p>	<ul style="list-style-type: none"> • School supply kit campaign • CJM reading campaign with volunteers from Lima • Pasco mathematical reasoning classes with volunteers from Lima • Christmas videos
<p>Pasco Complex (El Porvenir and Atacocha)</p>	<ul style="list-style-type: none"> • Parents' school • Remedial classes (mathematical reasoning) • Solidarity actions • Christmas videos
<p>Cerro Lindo</p>	<ul style="list-style-type: none"> • Gender Equity Program • Professional orientation • Emotional support for the Burn Survivors' Association • Promotion of reading habits • Environmental Education Program • Solidarity actions • Christmas videos

10. Environmental Management

10.1. Management Approach

(GRI 3-3)

One of our company's underlying priorities is the responsible management of the natural resources used in our operations in an effort to avoid negative impacts on the environment and consolidate our position as a company with sustainable practices. In solving environmental problems, we have begun to involve both executives and operators as part of our Nexa Way environmental program.

We prioritize environmental sustainability, adhesion to ESG principles, the performance of environmental problem-solving initiatives, and legal compliance. With external support, we gathered and audited management information as part of our environmental reporting efforts. This will enable us to once again obtain ISO 14001 certification.

Through our Environmental Management System (EMS), we guarantee compliance with the corporate standards and procedures implemented in the areas, as well as the management of strategic partners. We also have a system for evaluating legal requirements that is monitored by the environmental and legal areas.

Environmental Management System

This system includes risk management and the identification and measurement of environmental impacts caused by our operations in relation to climate change. At Cerro Lindo, steps have been taken to reduce mining tailings generation by 50%, reduce GHG emissions per ton of product produced by 2025, and reduce water use by 75%. At Pasco, the environmental management system in the Atacocha and Porvenir units is focused on systematizing processes and ensuring continuous improvement.

We use the SICLOPE system to monitor our commitments. This system will incorporate the new commitment identification, validation, and verification matrix for environmental management instruments.

We are working on a heat map to evaluate high-performance problems in our environmental management. This map will help identify problems, define them, and establish the risk level they represent, mapping all environmental problems and using them to create a matrix where all of the files related to these problems can be checked.

In 2021, notable achievements included the approval of the Third Amendment to the Closure Plan and the preparation of the Fourth Supporting Technical Report (ITS) and Modification to the Environmental Impact Assessment (MEIA) at Cerro Lindo MU. We control emissions through enclosed ore belt conveyors and now reuse over 95% of our domestic wastewater thanks to improved treatment processes.

At the Pasco Complex, we were able to decrease the industrial discharge flow volume at the Atacocha MU, implement crown ditches, strengthen the SIGBar system in structures, and improve emissions monitoring at the San Gerardo Pit by the end of 2021.

We continued to carry out the Environmental Education Program (EEP) with schools in Chavín and Topará, as well as the neighboring population, to help promote care for the environment. **(GRI 413-1)**

Due to changes in the law, we had to restructure one of our environmental processes during 2021. Law 31211 now requires adaptations for the transport and final disposal of tailings produced by companies engaged in mining and metallurgical activities.

Environmental Investments

We seek to minimize the effects of climate change through our management practices, investing in programs that help reduce carbon emissions and energy consumption while optimizing water use. We continually seek out innovative projects that make improvements to equipment and processes, with significant benefits in the environmental area.

During 2021, we allocated US\$ 652,683 to environmental investments, adding to a total of US\$ 1,908,269 invested in 2020.

Total Environmental CAPEX and OPEX					
Mining Unit	Return on Environmental Investments	2018	2019	2020	2021
Cerro Lindo	CAPEX (investments)	984,704	386,561	197,657	200,843
	OPEX (expenses)	2,182,647	2,517,472	1,916,009	613,279
El Porvenir	CAPEX (investments)	500,000	223,000	-	22,657
	OPEX (expenses)	1,630,000	4,108,255	2,206,718	615,703
Atacocha	CAPEX (investments)	2,461,320	265,000	1,710,612	429,183
	OPEX (expenses)	1,398,996	4,209,132	2,118,635	592,248

10.2. Environmental Risks

Main changes in Critical Environmental Risks (CERs) during 2021:

Critical Environmental Risks (CERs) during 2021	
CER	Initiatives
Transportation of hazardous materials and emergency response	The management of this risk did not experience any changes. Work was focused on maintaining or improving the level of adherence to corporate guidelines and compliance with legal requirements.
Closure plan management/ Contaminated area management	We focused on obtaining approval of the Third Amendment from the Prime Minister's Office for Cerro Lindo MU and conducting the respective monitoring.
Ecosystem services management	The management of this risk did not experience any significant changes. Work was focused on maintaining or improving the level of adherence to corporate guidelines and compliance with legal requirements.
Dam and pile management	We focused on more closely following monitoring information and regularizing the Pahuaypite 1 filtered tailings deposit with a change of materials.
Natural resource management	The management of this risk did not experience any significant changes. Work was focused on maintaining or improving the level of adherence to corporate guidelines and compliance with legal requirements.
Water and liquid effluent management	We focused on evaluating the containment structure and reviewing its functionality, as well as maintaining and improving the water and effluent data management system.
Atmospheric emissions management	We focused on closing the lead concentrate storage areas, closing and covering the coarse stockpile, and evaluating alternatives to control pollution on the access routes to Cerro Lindo.
Waste management	Our actions were aimed at the total removal of accumulated metal waste (scrap) and wood waste to a level of under 70% of storage capacity.
Environmental management system	Our actions were aimed at obtaining operating authorization to change materials in the PH1 FTD, as well as verifying Caissons C1, C2, and C3 and creating a systemic follow-up method to verify compliance with environmental commitments.

Environmental Permits 2021

Mining Unit/Project	Permit Type
Cerro Lindo	Third Amendment to the Mine Closure Plan. Technical Mining Report for the Heightening of the Pahuaypite waste deposit by up to 20% of its current height and relocation of the seepage collection pond.
El Porvenir	Seventh Supporting Technical Report for El Porvenir MU.
Nexa Resources Atacocha S.A.A.	Third Supporting Technical Report for Atacocha MU.

Quarterly Participatory Monitoring of Water and Air Quality

Mining Unit	Description
Cerro Lindo MU	Quarterly participatory monitoring of water and air quality was performed with the community of Chavín and the Topará Valley Association. Twice-yearly monitoring of seawater quality with the Tambo de Mora Fishermen's Association.
Atacocha MU	Participatory monitoring is being adapted to include the Atacocha unit.
El Porvenir MU	Participatory monitoring is being adapted to include the El Porvenir unit.

10.3. Water Resource Management

Water (GRI 3-3)

As a vital natural resource for the thriving of life, water management is fundamental in both a global context and in the mining industry and our operations. We focus on guaranteeing its responsible use in all our production processes while striving to increase its reuse.

Our management is based on guidelines for sustainable water use and targets for continuous improvement. Our aim is to achieve 75% recirculation by 2025 and reduce the specific use of new water in all our operations.

Recirculation

At Cerro Lindo MU, we use water from the Pacific Ocean. Through an intake system, the resource is extracted and then desalinated at our desalinization plant using a reverse osmosis process. It is then pumped to the operation.

This mining unit has no effluents because water is recirculated to the operational process and the rejected water from the desalinization plant is returned to the sea. As such, the unit has a zero-discharge commitment.

To optimize the desalinization plant at Cerro Lindo MU, we implemented an ultrafiltration stage to improve pretreatment for solid and colloid control, thus improving reverse osmosis treatment.

At the Pasco Complex, water is extracted from underground sources for use in mining and metallurgical processes, as well as at the camps. It is then discharged into the Lloclla Ravine (El Porvenir) and the Huallaga River (Atacocha and El Porvenir).

Our strategy is key to the operation's sustainability in a highly arid region. All water used comes from recirculation or the ocean. Our recirculation rate is approximately 84%.

Water Intake

(GRI 303-3)

Source Type	Unit	2021		
		Cerro Lindo MU	El Porvenir MU	Atacocha MU
Surface water	m ³	-	4,446,434	1,029,850

Source Type	Unit of Measurement	2021		
		Cerro Lindo MU	El Porvenir MU	Atacocha MU
Produced water	m ³	-	60,000	-
Groundwater	m ³	357,456	500,350	4,019,000
Rainwater and water stored directly by the organization	m ³	-	639,387	2,090,575
Sea water	m ³	3,372,913	-	-
Total Water Intake	m ³	3,730,369	5,646,171	7,139,425

Reused Water

Category	Unit of Measurement	2021		
		Cerro Lindo MU	El Porvenir MU	Atacocha MU
Reused water	m ³	18,070,497	3,147,645	5,902,561

Water Discharge

(GRI 303-4)

We strive to avoid generating effluents in our operations as a crucial part of our environmental strategy. We have a set of effluent management guidelines set forth in Our Managerial Procedure for Water Resource Management PG-SUS-GMA-006-PT.

The standards, methodologies, and/or tools used include the water quality monitoring protocol established by the National Water Authority (ANA) and testing methods approved by the Peruvian National Quality Institute (INACAL), as established by the applicable laws.

At Cerro Lindo, our mining activities produce no effluents as part of our zero-discharge commitment. At the Pasco Complex, discharge is handled in accordance with maximum permissible limits for discharge by mining and metallurgical operations established by Peruvian law (Executive Order (Decreto Supremo) 010-2010-MINAM).

Mining Unit	Unit of Measurement	2021	Receiving Body	Treatment
		Volume m ³		
Cerro Lindo	m ³	2,097,730.7	Pacific Ocean	No treatment applied
El Porvenir	m ³	5,507,737	Huallaga River	Primary treatment
Atacocha	m ³	3,095,199	Huallaga River	Primary treatment

Water Consumption

(GRI 303-5)

At Nexa, our water consumption methods and standards fall under the Water Accounting Framework, which provides evidence of water footprint measurements, as well as our HGA database. In 2021, we extracted and used 16,515,965 (ml), distributed as follows:

2021	Cerro Lindo MU	El Porvenir MU	Atacocha MU
Total water consumption (ml)	3,730,369	5,646,171	7,139,425

Water consumption reduction initiatives in 2021

Mining Unit	Initiative Description
Cerro Lindo	We are implementing the water measurement master plan, which applies to the Onda 1, Onda 2, and Onda 3 projects, with the installation of flow meters. The Onda 3 stage began in 2021 and is currently 30% complete.
El Porvenir	Reduction of flow volume with the construction of the crown ditch at the El Porvenir tailings dam.
Atacocha	Reduction of flow volume of new water consumed thanks to an increase in water recirculated from the PTARI E-09 for use at the concentrating plant.

10.4. Energy and Emissions

Energy (GRI 3-3)

Thanks to an economy with low carbon production, we are able to help minimize climate fluctuations. From a business standpoint, this allows us to avoid changes in our project timelines and increased operating costs. As such, our goal is to reduce greenhouse gas (GHG) emissions per ton of product by 2025.

Energy Matrix

As part of our efforts to promote a cleaner energy matrix, we signed a long-term agreement with Electroperú S.A. to supply 240 MW of energy for seven years, starting in January 2020. This represents potential savings of up to US\$50 million during the agreement term and ensures that 98% of our energy needs are met with clean energy sources.

Energy Consumption (GRI 302-1)

The following table includes energy and fuel consumption data (IDA Template). The organization's energy consumption was calculated using the GHG Protocol, 2021 version as the source for conversion factors.

Description	Unit of Measurement	2021		
		Cerro Lindo MU	El Porvenir MU	Atacocha MU
Renewables		1,003,976.97	480,539.17	219,701.57
Purchased electrical energy	GJ	984,814.93	473,472.94	214,623.26
Non-renewables		364,078.67	134,258.45	96,487.93
Diesel and biodiesel	GJ	383,249.70	141,324.69	101,566.24
Total energy use	GJ	1,368,055.64	614,797.63	316,189.50

(GJ): gigajoules

Initiatives to improve efficiency and reduce environmental impact in 2021

Mining Unit	Initiative Description
Cerro Lindo	Initiatives are being developed with the Innovation and Technology Area to reduce fuel consumption at Cerro Lindo by using hydrogen in vehicles that transport minerals.
El Porvenir	For Pasco via pilot tests on the use of B20 biodiesel.
Atacocha	For Pasco via pilot tests on the use of B20 biodiesel.

Emissions (GRI 3-3) (GRI 305-7)

Our goal is to reduce GHG emissions per ton of product by 2025. A plan is currently being developed within the organization to achieve this objective.

Sources	Unit of Measurement	2021		
		Cerro Lindo MU	El Porvenir MU	Atacocha MU
Fuel consumption (mobile sources - diesel)	L	10,695,613.07	3,944,137.92	2,834,545.48
SO _x emissions (atmospherically significant)	t	85.98	0.000029	0.000025
CO ₂ emissions (from electrical energy acquisition)	t	55,888.25	26,575.94	4,581.64

10.5. Waste and Tailings Management

Waste (GRI 3-3)

Pollution caused by large quantities of solid waste produced by industry is a worrisome issue, given its impact on biodiversity and human health.

We are aware of the impact of mining and our business, which is why we have committed to developing new technologies to reduce waste volumes and increase reuse through sale to other industries.

The waste with the highest impact are tailings and barren rock. To handle this waste, Cerro Lindo has duly authorized tailings and barren rock deposits that meet all

applicable safety and environmental control measures, standards, and laws.

To gather and keep track of data on our waste, we have an Environmental Performance Index matrix for the corporate report, the SIGERSOL platform, and in some cases, we use a template to control the weight of monthly waste.

This year, we addressed the sanctioning administrative proceedings brought by the Environmental Evaluation and Auditing Board (OEFA) through coordination meetings and the filing of technical and legal reports with supporting information and/or defense arguments with evidence of our compliance with commitments, action plans, and improvements implemented.

Generated Waste (GRI 306-3)

Mining Unit	Unit of Measurement	2021	
		Hazardous Waste	Non-Hazardous Waste
Cerro Lindo MU	t	526	3,227
El Porvenir MU	t	281	2,282
Atacocha MU	t	166	594
Total	t	973	6,102

Some of the circularity measures implemented to prevent waste generation by the organization as well as third parties involve the use of the Paste Backfill Plant, since the tailings at this plant can be used in the underground mine pits. Additionally, barren rock is reused in the backfill of pits inside the mine.

In the case of wood waste (mainly pallets), one part is returned to the Logistics Area for reuse in transporting materials, while another part is delivered to the community for reuse. Other options include composting and the reuse of recyclable waste. (GRI 306-2)

While we are working hard to manage our waste, we must not overlook external factors that present challenges for our management. These include greater volumes of waste due to population increases, along with the reactivation of production. The pandemic has also driven a rise in biocontaminated hazardous waste.

Total weight of waste, broken down by type and disposal method (GRI 306-3)

In 2021, a total of 6,103.1 tons of non-hazardous waste were produced at our three mining units, and 974.1 tons of hazardous waste. The following table provides waste disposal details broken down by mining unit:

Non-Hazardous Waste Disposal	Cerro Lindo	El Porvenir	Atacocha
Composting	844.26	682.88	100.48
Recycling	1,626.38	907.58	283.55
Sanitary Landfill	756.61	691.83	209.57
Total	3,227.25	2,282.29	593.60

Hazardous Waste Disposal	Cerro Lindo	El Porvenir	Atacocha
External Reuse/Recycling	172.72	0.00	0.00
Industrial Backfill	354.27	222.74	130.00
Co-processing/Refining	0.00	58.39	36.00
Total	526.99	281.13	166.00

Initiatives to improve efficiency and reduce environmental impact

Mining Unit	Initiative Description
Cerro Lindo	Standardization of waste management was improved for storage and transportation. Renewed focus was placed on the reuse of waste, as well as training and awareness raising activities among personnel.
El Porvenir	Our objective in 2021 was to improve dam management and governance.
Atacocha	Our objective in 2021 was to improve dam management and governance.

Broken down by type of mining and metallurgical waste, the table below presents the total number of tons of barren waste and tailings at the three mining units in 2021. The total hazardous mining and metallurgical waste came to over 17 million tons for the year.

Quantity of Mining and Metallurgical Waste	Cerro Lindo	El Porvenir	Atacocha	Total
Quantity of hazardous mining and metallurgical waste (barren rock)	2,395,248.11	1,184,333.30	4,878,711.28	8,458,292.69
Quantity of hazardous mining and metallurgical waste (tailings)	6,056,157.42	1,924,770	13,25,040.54	9,305,967.92
Quantity of hazardous mining and metallurgical waste recycled, reused, or remanufactured (tailings)	3,461,124.98	0	0	3,461,124.98

Total quantity of hazardous mining and metallurgical waste	8,451,405.53	3,109,103.26	6,203,751.82	17,764,260.61
Total quantity of mining and metallurgical waste recycled (tailings)	3,461,124.98	0	0	3,461,124.98

Tailings Management

As one of the main environmental risks tied to mining activity, tailings must be given the necessary priority. Our environmental management is aligned with the guidelines of the International Commission on Large Dams, as well as all national legislation in force.

We use three methods to eliminate this waste: dry piling, reuse as mine backfill, and a tailings dam. At the Atacocha, El Porvenir, and Cerro Lindo units, we have adopted a backfill system in which 52.2% of waste is returned to the El Porvenir mine and 52% to the Cerro Lindo mine, where part of it is filtered to separate water from solids.

Active and Closed Tailings Facilities

Tailings Facility Type	UM
Active	Cerro Lindo: Pahuaypite 1 Filtered Tailings Deposit Pahuaypite 2 Filtered Tailings Deposit Pasco: El Porvenir Tailings Dam Atacocha Tailings Dam
Closed	Pasco: Malauchaca Tailings Dam Cajamarquilla Tailings Dam Chicrin Tailings Dam Ticlacayán Tailings Dam

10.6. Biodiversity

(GRI 3-3)

We focus on preserving biodiversity, above all in the surroundings of our operations. To achieve this, we perform periodic monitoring and implement actions based on our Environmental Management Plan.

We are committed to not operating, exploring, mining, or drilling in areas considered World Heritage or protected areas. We also assume responsibility for applying the mitigation hierarchy (avoid, reduce, restore, and offset) when operating in areas with internationally or nationally significant levels of biodiversity.

Disturbed and Rehabilitated Land

(GRI 304-3)

Sources	Unit of Measurement	2021		
		Cerro Lindo MU	El Porvenir MU	Atacocha MU
Total land disturbed that has not yet been rehabilitated	ha	138	478	579
Total land disturbed	ha	1	-	-
Total land rehabilitated based on agreed final use	ha	-	-	10

10.7. Climate Change

The organization is in the process of adapting to all of the points of the Task Force on Climate-Related Financial Disclosures (TCFD). Of particular importance is that climate risk assessment is now part of the organization's short-, medium-, and long-term strategic plan, but there are still opportunities for improvement.

We are currently in the planning stage for sharing information on standards that link climate change problems to their impacts on our line of business.

10.8. Mine Closure

We have a Mine Closure Plan, which consists of a series of actions approved by the respective authorities for earthworks, site restoration, revegetation of disposal areas, and other activities.

The purpose of this plan is to return the site to conditions similar to those before any extraction activities were performed. This plan is led by the Environmental Area, with the support of the other areas. No material risks have been identified that are considered a fatal area for the implementation of the closure plan.

We are also currently working to obtain the permits and update to the Cerro Lindo Mine Closure Plan, whose third amendment was approved by the Ministry of the Environment (MINAM) in 2021 and includes the progressive closure, final closure, and post-closure stages.

11. Performance

11.1. Operational Excellence and Innovation

To increase the value of our operations, we must demonstrate our competitiveness by carrying out projects aimed at operational stability, increased capacity utilization, constant improvement of costs, productivity, and rationalization of the capital employed.

Technology and innovation are part of the tools we use to achieve our productivity and competitiveness targets, with a high degree of safety and sustainability (increased water recycling, reduction of CO₂ emissions and waste generation).

In 2021, we focused on establishing the transformational Information Technology/Automation Technology (IT/AT) Projects Area, then on the development of industrial I&D tests to meet the urgent needs of the user areas, and creating a mining-focused innovation roadmap for the next ten years.

I&D Projects

In 2021, we worked on five innovation and development projects that are currently in the testing stage and will be implemented the following year. The first three projects are focused on consolidating the units' operational efficiency.

Project	Objective
F80Meter	Measures particle size variation on the conveyor belt of the grinding process at Cerro Lindo using cameras with artificial intelligence. In the following stage, an advanced control algorithm will be designed to stabilize and optimize the process.
BG5k	Detects small rips in the conveyor belt using ultrasonic sensors to avoid critical rips. Implementation will continue in the crushing area at Cerro Lindo in 2022.
AMTC	Predicts gold recovery in lead concentrate through an algorithm that uses artificial intelligence. The project will help improve recovery and revenue from concentrate. Implementation will continue at Atacocha in 2022.
RockMass	Device that helps geologists and geotechnical engineers capture georeferenced data in underground mining, while also making it possible to identify structures, lithologies, and estimate ore grades, among other valuable functions for the area.
Moeco	Co-developed with the Logistics Area, this project consists in installing sensors that will help track container location in real time, capture variables such as humidity, temperature, and more. It also sends notices when the container is opened for security purposes.

We also consolidated the Digital Area, worked on our strategic alignment and our focus on delivering value to the units, the review and restructuring of management processes, methodologies and costs, and made significant improvements to our project delivery performance.

We created the Operational Transformation Area (OT Operations), consolidated industrial cybersecurity management, and created an area for the maximization and streamlining of the applications portfolio.

Cybersecurity

Each year, we conduct internal phishing campaigns and cybersecurity training. We have an Information Security Program, which consists of projects that comprise the Information Security Master Plan (ISMP) that is submitted to and approved annually by Nexa's directors on the Information Security Committee (COSEG), and is also part of the agenda of the quarterly board of directors' meeting.

We worked on the water management project, the start of the virtual operations center program, the implementation of the mine control center and dispatch system at Cerro Lindo, the anti-fatigue system pilots, and studies for the implementation of advanced process control (APC) for flotation and reagents.

We also conducted the zinc score study to improve the energy efficiency of the electrowinning process, implemented the BI cell, and performed studies on analytics using NLP.

The main challenges we faced included the implementation of industrial tests, since the plans had to be shut down for considerable lengths of time; and the importing of technology from abroad, which caused significant delays because of the international logistics crisis.

Other challenges included the development of the area strategy in alignment with Nexa's overall strategy and priorities; ensuring that our team members continued to be productive while working remotely; optimizing IT costs; maintaining communication with and support for operating units; and addressing the market impact caused by the shortage of semiconductors, which delayed the arrival of a range of electronic equipment.

Operational Excellence Initiatives by Mining Unit

Cerro Lindo MU	<ul style="list-style-type: none"> • Contributions to progress made by marginal ore. • Fines recovery in catchpits. • Installation of scales inside the mine. • Reactivation of Belt 4 scale (primary crushing).
El Porvenir MU	<ul style="list-style-type: none"> • Heightening of Nv 4062 tailings dam, mine development, and Nv 4070 crown ditch project. • Increase knowledge of geological potential of the integration zone (upper and middle zone). • Guarantee the useful life of all tailings disposal systems at the Pasco Complex. • Reduce risk of stoppage due to social conflict. • Stabilize production. • Implement control routines for adherence and compliance in control pits. • Increase development rates to guarantee mining flexibility.
Atacocha MU	<ul style="list-style-type: none"> • Heightening of the Nv 4128 tailings dam, Nv 4155 crown ditch, and guarantee waste dump capacity with Area 5 dump project in San Gerardo. • Achieve positive conversion at the San Gerardo Pit (TSG). • Stabilize TSG production at 4,200 tpd. • Flexibility of open pit mine. • Reduce risk of stoppage due to social conflicts by upholding job and community service commitments. • Guarantee Nexa Way initiatives (TO Pasco) by taking them to L5.

11.2. Mining Operations, Brownfield, Greenfield, and Exploration Projects

(GRI 2-1) (GRI 2-6)

Nexa's portfolio of mining properties in Peru consists of 870 titled concessions covering an area of 389,022 hectares, and 70 mining claims currently being processed, with an area of 45,500.96 hectares, totaling 940 mining rights (434,522.96 hectares).

This portfolio includes the three mining units: Cerro Lindo MU, located in the department of Ica, consisting of 68 concessions/43,750.19 hectares; and the Pasco Mining Complex, comprised of El Porvenir MU (25 concessions/4,846.77 hectares) and Atacocha MU (147 concessions/2,872.51 hectares).

Mining Units

Cerro Lindo MU

The following table describes the main characteristics of Cerro Lindo MU:

Cerro Lindo MU: Key Information	
Location	District of Chavín Province of Chincha Department of Ica
Altitude	1,820 meters above sea level
Production	Zinc, copper, and lead concentrates with gold and silver content
Production Process	Underground mining with ore flotation at a concentrating plant
Processing Capacity	20,000 tons produced daily
Main Characteristics	Peruvian polymetallic underground operation with highest processing capacity. Pioneering mine in the use of seawater in its operations and dry tailings disposal.

Desalination Plant

The desalination plant plays an extremely important role in conserving water by enabling the use of seawater thanks to a reverse osmosis desalination process. This makes it possible for the UM not to use water from the Topará River ravine. With a capacity of 36 l/s, the plant obtains freshwater by pumping it through a 60-km pipeline to the mining unit.

Fines Production

In 2021, 237,000 tons of zinc equivalent were produced, an increase of 9% over 2020. The mining unit's cash cost ROM also rose during 2021 to US\$/t 38.20, an increase of 17% over 2020.

We continued with cost reduction initiatives including process automation and the identification of synergies with suppliers and contractors. This helped offset part of the increases in the price of inputs, services, and expenses incurred as part of the COVID-19 strategy.

Cerro Lindo MU: Key Indicators				
Key Unit Indicators		Unit	Indicator 2021	Var. 2021 vs. 2020(%)
Zn Equivalent Production		thousands of t	236.6	+9%
Fines Production	Zinc	fmt	102,275	+7%
	Copper	fmt	29,102	+5%
	Lead	fmt	12,849	+11%
Silver Content		oz	3,813,731	+30%
Gold Content		oz	4,829	+20%
Cash Cost ROM		US\$/t	38.2	+17%

(t): ton

(fmt): fine metric ton

Exploration, Reserves, and Mine Resources

In 2021, we focused on deepening OB1 until reaching level 1520 (mineralization base 1490) and OB6 until reaching level 1550. Levels 1850, 1880, and 1910 were developed for the exploitation of OB13 and levels 1820 and 1850 were developed for mining OB9. Cx-029 was also developed at 1650, where we had resources trapped due to a lack of access.

As part of our brownfield projects strategy, we sought to expand the current mineral resources and reserves of existing mineral bodies and looked for significant extensions to new bodies with higher potential in the areas surrounding the unit, with a current focus on Pucasalla and near the mine targets such as OB9 and OB5B. The exploration team drilled 33.1 km, confirming the existence of various mineral bodies in the region and in the Pucasalla target.

Improvements to ventilation continued and special sensors were installed to monitor gases in the main vents. We acquired software for this monitoring task. The Supervisory Agency for Investment in Energy and Mining (Osinergmin) visited the unit for the respective audit, in accordance with law.

In 2021, we spent US\$7.7 million in exploration expenses for Cerro Lindo, mainly related to diamond drilling, geochemical analysis, and geological investigation work. We have budgeted US\$8.9 million for mineral exploration expenses in 2022.

Reserves and Resources Inventory

The following table contains a summary of the reserves and resources inventory at Cerro Lindo MU as of December 31, 2021.

Cerro Lindo MU: Reserves Inventory					
Reserves	Millions of Tons	Zn (%)	Pb (%)	Cu (%)	Ag (g/t)
Proven Reserves	20.29	1.61	0.21	0.65	21.8
Probable Reserves	16.48	1.21	0.20	0.59	22.9
Total Reserves	36.76	1.43	0.20	0.62	22.3

Date: December 31, 2021

Cerro Lindo MU: Resources Inventory					
Resources	Millions of Tons	Zn (%)	Pb (%)	Cu (%)	Ag (g/t)
Measured Resources	3.88	1.93	0.23	0.61	21.6
Indicated Resources	3.56	1.04	0.26	0.48	28.1
Resources Subtotal	7.44	1.50	0.25	0.55	24.7
Deferred Resources	8.23	1.40	0.46	0.29	39.2

Date: December 31, 2021

Investments and Projects

In 2021, Cerro Lindo MU invested US\$ 40.55 million in continuing the progress made in developing the mine to gain access to new zones; upgraded equipment and improved plant infrastructure to guarantee the reliability of metallurgical processes; and spent on automation and technology for greater efficiency of processes.

Investments also included the heightening of the waste deposit by 20%, which will make it possible to increase waste volume capacity; and improvements to controls inside the mine to guarantee productivity and operational continuity.

Pasco Mining Complex

The Pasco Mining Complex consists of two mining units: El Porvenir MU and Atacocha MU.

El Porvenir MU

The following table describes the main characteristics of El Porvenir MU:

El Porvenir MU: Key Information	
Location	District of San Francisco de Asís de Yarusyacán Province of Pasco Department of Pasco
Altitude	4,100 meters above sea level
Production	Zinc, copper, and lead concentrates with gold and silver content.
Production Process	Underground mining with ore flotation in a concentrating plant
Processing Capacity	6,500 tons produced per day
Main Characteristics	Peru's deepest underground polymetallic mine, with one of the deepest shifts and ore hoisting systems in South America

Fines Production

In 2021, 100,000 tons of zinc equivalent were produced in the mining unit, an increase of 50% compared to production for 2020. The cash cost ROM was US\$/t 58.3 for the year, representing an increase of 2% compared to 2020. In 2021, initiatives continued for cost reduction and cost control of emergency materials.

El Porvenir MU: Key Indicators				
Key Unit Indicators		Unit	Indicator 2021	Var. 2021 vs 2020(%)
Zn Equivalent Production		thousands of t	100.1	+50%
Fines Production	Zinc	fmt	51,375	+47%
	Copper	fmt	505	+51%
	Lead	fmt	17,700	+63%
Silver Content		oz	3,467,227	+50%
Gold Content		oz	8,725	+48%
Cash Cost ROM		US\$/t	58.3	+2%

Exploration, Reserves, and Mine Resources

As of the close of 2021, we had executed approximately 18.6 km of drilling work to extend the existing mineralized bodies in the integration zone, as well as drilling in the Sara mineralized zone to evaluate the lateral continuity of mineralization in the southern part of the exploration target.

The drilling program confirmed the extensions in both the integration zone and the reported results with cross-sections of approximately 42 meters with 17.30% zinc equivalent in the southern part of Sara.

Reserves and Resources Inventory

The following table provides a summary of the reserves and resources inventory in El Porvenir MU as of December 31, 2021:

El Porvenir MU: Reserves Inventory					
Reserves	Millions of Tons	Zn (%)	Pb (%)	Cu (%)	Ag (g/t)
Proven Reserves	3.32	3.70	1.08	0.24	68.6
Probable Reserves	12.00	3.54	1.03	0.19	69.8
Total Reserves	15.32	3.57	1.04	0.20	69.5

El Porvenir MU: Resources Inventory					
Resources	Millions of Tons	Zn (%)	Pb (%)	Cu (%)	Ag (g/t)
Measured Resources	0.65	2.66	0.85	0.20	60.7
Indicated Resources	3.03	2.96	0.76	0.20	48.2
Resources Subtotal	3.68	2.91	0.78	0.20	50.4
Deferred Resources	10.42	3.85	0.95	0.21	69.2

Investments and Projects

El Porvenir MU invested US\$ 36.54 million in 2021 in continuing the progress made in developing the mine to gain access to new zones that will ensure the sustainability of operations. These include the heightening of the Nv 4062 tailings dam, the elevation of the Tingobado Detour (Dam Nv 4060), and Nv 4070 crown ditch, which separates rainwater to make sure it does not mix with the water of the tailings dam.

Atacocha MU

The following table describes the main characteristics of Atacocha MU:

Atacocha MU: Key Information	
Location	District of San Francisco de Asís de Yarusyacán Province of Pasco Department of Pasco
Altitude	4,000 meters above sea level
Production	Zinc, copper, and lead concentrates with gold and silver content.
Production process	Underground mine with ore flotation in concentrating plant
Processing capacity	4,200 tons produced per day
Main Characteristics	Currently in the process of operational integration with the El Porvenir MU

Fines Production

In 2021, 31,000 tons of zinc equivalent were produced in the unit, a similar level to 2020. The cash cost ROM for the period was US\$/t 32.40, 10% lower than the previous period.

Atacocha MU: Key Indicators				
Key Unit Indicators		Unit	Indicator 2021	Var. 2021 vs. 2020 (%)
Zn Equivalent Production		thousands of t	31	0%
Fines Production	Zinc	fmt	8,522	-11%
	Copper	fmt	-	-
	Lead	fmt	8,708	-15%
Silver Content		oz	1,026,783	-13%
Gold Content		oz	11,947	+91%
Cash Cost ROM		US\$/t	32.4	-10%

Exploration, Reserves, and Mine Resources

As of the close of 2021, we had executed approximately 3.1 km of drilling work to extend the existing mineralized bodies throughout the San Gerardo Pit to prove the potential surface area of the known bodies of the Atacocha underground mine, including Ayarragan and Cristina Nor Este ("CNE"). This was possible thanks to the recommencement of the drilling program at Atacocha this year.

Brownfield surface drilling at Atacocha confirmed the continuity of mineralization of the CNE ore body, located 100 meters northeast of the SanGerardo Pit, with a mineralized cross-section of 6.0 meters with 4.79% Zn and 0.22% Cu. In 2021, 21.7 km of exploratory surveys were performed at the Pasco Complex, with another 19.2 km planned for 2022.

Resources Inventory

UM El Atacocha: Resources Inventory – Underground Mining					
Resources	Millions of Tons	Zn (%)	Pb (%)	Cu (%)	Ag (g/t)
Measured Resources	3.79	4.87	1.98	0	101.1
Indicated Resources	4.38	4.14	1.41	0	75.6
Resources Subtotal	8.17	4.48	1.67	0	87.4
Deferred Resources	8.15	4.43	1.25	0	81.8

UM El Atacocha: Resources Inventory – Open Pit					
Resources	Millions of Tons	Zn (%)	Pb (%)	Cu (%)	Ag (g/t)
Measured Resources	3.28	1.10	0.81	0	28.9
Indicated Resources	8.16	1.07	0.94	0	30.8
Resources Subtotal	11.44	1.08	0.90	0	30.3
Deferred Resources	2.00	0.93	0.92	0	32.0

Investments and Projects

La Atacocha MU invested US\$ 11.6 million in 2021, allocated for the heightening of the Nv 4128 tailings dam using material classified as waste from the San Gerardo pit; the implementation of the San Gerardo dump, located in Area 5; and the crown ditch at Nv 4155, which will be used to separate rainwater and other natural water sources, so they do not mix with the industrial wastewater contained in the tailings.

Greenfield and Exploration Projects

The development of greenfield projects, especially for copper and polymetallic deposits, has enabled us to create value for our stakeholders. In 2021, the Pukaqaqa project invested US\$ 0.66 million in metallurgical tests and maintenance of offices and facilities. As for the Shalipayco project, approximately US\$ 0.117 million were invested in maintenance of offices and storage areas in Carhuamayo.

Polymetallic Projects

Hilarión & El Padrino Project

The following table describes the main characteristics of the Hilarión & El Padrino project:

Key Information	
Location	Districts of Aquia and Huallanca Province of Bolognesi Department of Ancash
Main Characteristics	Evidence of mineralized bodies of zinc, lead, and silver. Comprising 53 concessions with an area of 12,175 hectares. Includes the Hilarión deposit, the El Padrino, Chaupijanica, and San Martín prospects, and the Puntahuay and Solitajanca anomalies.

During 2021, we executed approximately 21.6 km of exploratory drilling, including the remaining 310 meters of the 2020 campaign that finished at the start of the year. The drilling program was focused on extending the mineralized bodies of the Hilarión Sur target, whose results confirmed two large ore bodies with zinc (3.3%), lead (0.15%), and silver (11.53 g/t).

The project is currently in the exploration phase, with the objective of contributing to Nexa's growth strategy. Hilarión is a skarn ore deposit consisting of vertical tabular bodies containing mineralization of zinc sulfide, lead, silver, and copper.

Hilarión and El Padrino and other nearby projects comprise a large mineralized system with the potential to increase resources. In 2022, we plan to execute 5.6 km of exploratory drillholes to confirm new satellite bodies that are as yet unproven in the Hilarión tendency.

Hilarión & El Padrino Project: Reserves Inventory				
Reserves	Millions of Tons	Zn (%)	Pb (%)	Ag (g/t)
Measured Resources	24.73	3.43	0.72	32.8
Indicated Resources	34.23	3.61	0.58	25.7
Resources Subtotal	58.96	3.53	0.64	28.7
Deferred Resources	25.34	3.52	0.69	28.4

Florida Canyon Project

The following table shows the main characteristics of the Florida Canyon project:

Key Information	
Location	Districts of Florida and Yambrasbamba Province of Bongará Department of Amazonas
Main Characteristics	Evidence of VMT polymetallic mineralization. Comprises 16 mining properties with an area of 12,600 hectares.

In 2021, we continued with the exploration process and our work reviewing geological data, mapping advantages in the region of known bodies, and above all, maintenance and work to open up access routes. We focused on the continuity of the storage area's main objectives to reduce logistical costs.

In 2022, we will continue with the work opening up and maintaining access routes, complying with maintenance requirements, and obtaining the new environmental permits necessary to carry out the new exploratory drilling programs scheduled to begin in 2023.

Florida Canyon Project: Resources Inventory				
Reserves	Millions of Tons	Zn (%)	Pb (%)	Ag (g/t)
Measured Resources	0.81	11.32	1.40	15.4
Indicated Resources	1.63	10.28	1.31	14.9

Florida Canyon Project: Resources Inventory				
Reserves	Millions of Tons	Zn (%)	Pb (%)	Ag (g/t)
Resources Subtotal	2.44	10.63	1.34	15.07
Deferred Resources	14.86	9.63	1.26	11.3

Shalipayco Project

The following table describes the main characteristics of the Shalipayco project:

Key Information	
Location	District of Carhuamayo Province of Junín Department of Junín
Main Characteristics	Within the calcareous rocks of the Pucará Group, with evidence of a VMT deposit. Comprising 43 mining concessions with an area of 20,999 hectares.

In 2021, we spent approximately US\$ 0.117 million on this project for the maintenance of office and storage area facilities in Carhuamayo, as well as the performance of certain desk studies in relation to the prefeasibility study.

All of the on-the-ground activities at Shalipayco were suspended this year due to COVID-19 and no exploration activities were performed. For 2022, we have budgeted US\$ 0.41 million for this project for the maintenance of office and storage area facilities. The prefeasibility study remains suspended.

Shalipayco Project – Resources Inventory				
Resources	Millions of Tons	Zn (%)	Pb (%)	Ag (g/t)
Measured Resources	3.78	4.18	0.46	28.9
Indicated Resources	5.69	4.61	0.50	32.6
Resources Subtotal	9.47	4.44	0.48	31.1
Inferred Resources	32.38	4.13	0.47	31.1

Resources as of December 31, 2021 (Effective Date: December 31, 2018)
(NSR Cut-off US\$/t 45.00)

Copper Projects

Pukaqaqa Project

The prefeasibility study progressed to the end of the FEL2-A phase (equivalent to the compensation phase). The metallurgical results showed the need to further explore the copper and molybdenum recoveries and grades before moving forward with the prefeasibility study.

We invested approximately US\$ 0.66 million in this project, of which US\$ 0.24 million were for metallurgical tests and the rest was for the maintenance of the office and storage area facilities. For 2022, we have budgeted US\$ 0.5 million for environmental closure works in the drilling area and the maintenance of the office and storage area facilities.

Pukaqaqa Project – Resources Inventory		
Resources	Millions of Tons	Cu (%)
Measured Resources	107.30	0.43
Indicated Resources	201.70	0.39
Resources Subtotal	309.00	0.41
Inferred Resources	40.10	0.34
Total Resources	349.10	0.40

Resources as of December 31, 2021 (Effective Date: July 31, 2017)
(Reference Cut-off 0.2% Cu)

Magistral Project

The Magistral project is in the feasibility study phase and the engineering studies continue to move forward. In 2021, no exploration work was done in the project.

Magistral Project – Resources Inventory				
Resources	Millions of Tons	Cu (%)	Ag (g/t)	Mo (%)
Measured Resources	98.69	0.52	2.8	0.052
Indicated Resources	90.68	0.43	2.8	0.040

Magistral Project – Resources Inventory				
Resources	Millions of Tons	Cu (%)	Ag (g/t)	Mo (%)
Resources Subtotal	189.37	0.48	2.8	0.046
Inferred Resources	11.06	0.38	3.1	0.050

11.3. Commercial Management

Our commercial strategy is built around the continued positioning of Nexa in the Latin American and international market through customer satisfaction and an emphasis on meeting our delivery plan, with a focus on volume and quality. We strive to inform customers of any disruptions that may arise.

We have an Integrated Management System, with practices for measuring customer satisfaction that help us manage and quickly respond to customer complaints; monitoring of mine analyses to guarantee that quality specifications are met; and daily communication with customers regarding the performance of deliveries.

As part of our complaint management, we channel these communications to the UM and then we work on an action plan in which the commercial area performs the respective follow-up. This flow will be set forth in detail in an Operational Plan.

In 2021, we positioned ourselves at the national level as the second-largest producer of zinc, the top lead producer, and the fifth-largest silver producer. Our main customer for zinc consumption is Nexa Resources (100%); Glencore for silver (49%); and Trafigura for copper.

Nexa's Position in the Domestic Market – Zinc			
2020		2021	
Company	(thousands of MT)	Company	(thousands of MT)
Antamina	491	Antamina	532
Nexa Peru	131	Nexa Peru	163
Volcan	100	Volcan	140
Los Quenuales	79	Los Quenuales	77
El Brocal	60	Chungar	60

Nexa's Position in the Domestic Market – Lead			
2020		2021	
Company	(thousands of MT)	Company	(thousands of MT)
El Brocal	27.4	Nexa Peru	34.6
Nexa Peru	25.7	Chungar	25.5
Chungar	20.2	Volcan	24.7
Volcan	17.6	Buenaventura	16.6
Corona	15.3	Bateas	15.3

Nexa's Position in the Domestic Market – Silver			
2020		2021	
Company	(thousands of MT)	Company	(thousands of MT)
Antamina	0.457	Antamina	0.513
Buenaventura	0.296	Buenaventura	0.246
Minera Ares	0.226	Minera Ares	0.282
Chinalco	0.196	Chinalco	0.205
Nexa Peru	0.109	Nexa Peru	0.119

11.4. Supplier and Contractor Management

(GRI 2-6)

Nexa Perú promotes local economic development by providing contracting opportunities to suppliers who meet our required standards. In 2021, we focused on four processes: compliance assurance, provision of services, integrated expense management, and business management support.

Compliance Assurance	<ul style="list-style-type: none"> • Compliance with division of powers, oversight of authority, impartiality. • Standardized compliance with demands.
Provision of Services	<ul style="list-style-type: none"> • Excellence in providing services, strengthening relationships with requesting areas. • Transparency regarding deadlines, indicators, and objectives. • Specialization in categories.

Integrated Expense Management	<ul style="list-style-type: none"> • Thorough knowledge of internal demand, influencing planning and consumption. • Knowledge and influence in the market, helping to manage the supply chain. • Achievement of direct impact on the company's results.
Business Management Support	<ul style="list-style-type: none"> • Agent for discussion and feasibility of new business opportunities for the company. • Understanding of opportunities that goes beyond efficiency, including aspects such as sustainability, innovation, productivity, and returns.

The purchase of goods or contracting of services with suppliers must be done with total independence in the decision-making process, avoiding conflicts of interest due to personal, family, or economic ties that may raise doubts about the criteria used to make decisions, in compliance with the ethics guidelines set forth in the Code of Conduct.

All suppliers will be required to undergo an authorization process to give priority to companies in the market who are able to meet the scope of supply required and meet the desired standards and directives based on our procurement policy.

Nexa and Third-Party Workforce in 2021		
UM	Total Workforce by UM (Nexa)	Total Workforce by UM (Third Parties)
Cerro Lindo MU	597	2,800
El Porvenir MU	535	2,170
Atacocha MU	186	944
Total	1,318	5,914

In 2021, contractors accounted for 82% of the total workforce at the mining units.

Important changes were made in 2021 in the evaluation of suppliers. To improve consequence management, an adjustment was made to the evaluation rule, which was reduced from 7.8 to 6. This means that a final score of 6 or more below the acceptable % per dimension will require an action plan to be drawn up.

The dimensions also changed to incorporate the ESG topic. This required adjustments to the questions included in the evaluation and their respective weights. Identification of critical suppliers also improved, the Supplier Recognition Program was inaugurated, and the First Brazil-Peru Plural Chain event was held.

Supplier Authorization

Approval and confirmation process to ensure companies meet previously determined supply criteria to foster greater certainty and trust in the buyer/supplier relationship.

All new supplies must go through an authorization and due diligence process, except those groups identified as exempt, who shall be subject to a streamlined registration evaluation. The approval process includes the evaluation of records, safety and health, environmental, legal, tax, and financial criteria.

The due diligence process consists of an analysis of the supplier's profile to identify integrity risks, and involves two steps:

- **Standard Due Diligence (SDD):** Standard process designed to make a prediction at the time of registration or continued inclusion in Nexa's database (SAP).
- **Advanced Due Diligence (ADD):** More thorough process applicable to suppliers identified as High/Very High Risk based on the criteria established in Management Standard PG-RCC-CCI-007-PT – Due Diligence Integrity.

We do not differentiate between contract types. All suppliers must be authorized before starting operations with Nexa, even through Service Now. During 2021, Nexa Perú authorized 369 suppliers.

Our Suppliers Selected Based on Environmental and Human Rights Criteria: (GRI 308-1) (GRI 414-1)

Indicator	2020	2021
Total number of suppliers that the organization sought to select or contract with	861	484
Total number of new suppliers selected based on environmental and human rights criteria	83	369
Percentage of new suppliers selected based on environmental and human rights criteria	9.64%	76%

Supplier Development

To improve our suppliers' performance during 2021, we continued to implement the Supplier Evaluation Program, a sustainability survey to map our suppliers' profiles and provide training on our compliance processes.

Together with the Sustainability team, we mapped our supplier base in relation to ESG principles to identify opportunities for improvement and develop joint initiatives with our suppliers in the future. After consolidating the results, an action plan will be created with defined goals and schedules.

Our main performance indicators are value per unit (expenditure), companies by input category, and most representative suppliers. These indicators are monitored monthly.

Local Procurements

(GRI 3-3)

Our main focus is on supervising and guaranteeing compliance with the guidelines for contracting with local suppliers, proposing alternatives for compliance with social commitments that involve local suppliers, and implementing strategies to improve competitiveness and develop community-owned enterprises.

Our mining units are given autonomy to acquire non-critical services at the local level, thus contributing to the operation's flexibility and fostering the creation of long-term local connections. Suppliers located within the area of direct influence of Nexa Perú are considered local.

In 2021, our spending on local procurements totaled US\$ 18.6 million, accounting for 3.7% of total supplier expenditures in our three mining units and the corporate office. This was a 41% increase over the previous year. This figure does not include other projects, such as greenfields, otherwise the total amount of local procurements would come to US\$ 19.14 million.

Proportion of Spending on Local Suppliers (GRI 204-1)

Purchases from Local Suppliers (US\$)	2020	2021	Percent Variance
Corporate Office	244,408.62	155,576.51	-36%
El Porvenir MU	4,584,238.91	8,440,021.54	84%
Cerro Lindo MU	5,328,913.86	7,909,600.08	48%
Atacocha MU	3,089,792.17	2,122,251.12	-31%
Total	13,247,353.56	18,627,449.25	41%

Supplier Evaluation

In 2021, three rounds of supplier evaluations were performed. As part of this process, we evaluated environmental, social (social and health management), and governance (performance, compliance, and legislation) factors. Those suppliers who fail to achieve the target established for each factor must create an action plan to correct these shortcomings. If they repeatedly fail to do so, they will be blocked as a supplier.

Evaluation Criteria

Environment

Evaluates whether the activities were performed without polluting the soil, air, or water; whether the OHSE documentation was available and up-to-date; whether any fines were imposed by the environmental authorities; sorted waste collection and 7S, etc. This factor has a weight of 20%.

Governance

Evaluates whether suppliers engage in practices that may harm Nexa's image or have been accused of corruption; whether they submitted all documentation on accessory obligations correctly and on time; whether there were any notices or failure to comply with accessory obligations; compliance with the contracted scope; whether the service was delivered by the agreed deadlines; whether the workforce used had the necessary skills; prompt compliance with action plans, etc. This factor has a weight of 40%.

Social

Evaluates whether the golden rules were followed during activities; whether there were any accidents; whether employees used appropriate PPE and CPE; whether accident action plans were complied with; whether the suppliers participate in the community surrounding the operations, etc. This factor has a weight of 40%.

Number of Evaluations (IEP) per Unit		
UM	2020	2021
Cerro Lindo	99	61
Cerro de Pasco	139	79

In our evaluation of suppliers in 2021, we identified eighteen suppliers with a propensity to cause negative environmental impacts (1) or human rights issues (17). **(GRI 308-2) (GRI 414-2)**

Supplier Evaluation	2020	2021
	Percentage of suppliers evaluated annually	Percentage of suppliers evaluated annually
Critical suppliers (at all levels)	45%	17%
Suppliers with a high sustainability risk	100%	100%

Sustainability Evaluations Performed	2020		2021	
	No. of suppliers evaluated in the last 3 years	% of suppliers in each category evaluated in the last 3 years	No. of suppliers evaluated in the last 3 years	% of suppliers in each category evaluated in the last 3 years
Level 1 Critical Suppliers	291	90%	412	100%
Critical Suppliers, Except for Level 1	498	62%	734	97%

Percentage of Suppliers with a High Sustainability Risk	2020		2021	
	No. of suppliers classified as high-risk	% of total suppliers classified as high-risk	No. of suppliers classified as high-risk	% of total suppliers classified as high-risk
Level 1 Suppliers	34	12%	7	2%
Critical Suppliers, Except for Level 1	5	1%	0	0%
Total Suppliers	39		7	

To date, we have not identified any cases of suppliers who promote child labor or forced labor practices. As a preventive mechanism, we have a Code of Conduct and Social Responsibility Statement that all suppliers must accept before being approved, as well as contractual clauses indicating all non-permitted practices. **(GRI 408-1) (GRI 409-1)**

Based on the results of the IEP supplier evaluation, in 2021 we performed the First Nexa Perú and Brazil Supplier Recognition Program, which highlights suppliers' role in providing recurring services based on a shared vision with the requesting area, thus strengthening the spirit of collaboration and partnership.

Critical Suppliers

These are critical suppliers with long-term active contracts who account for a high level of spending. Materials and spot (one-time-only, short-term) suppliers are not evaluated using IEP criteria.

In the supplier evaluation process, the selection is made based on an A, B, C curve, where A suppliers are highly representative and/or contractors; B suppliers are recurring spot suppliers; and C suppliers have a low level of representativity.

If we detect any warning signs (integrity) in the registration and approval process, the supplier is classified as “High Risk” and must follow a specific, detailed analysis flow. In the end, it may be registered (medium approval) or denied/blocked.

When evaluating suppliers, once the results have been consolidated, the Consequence Management Policy is applied based on assigned weights to determine the supplier’s final score (on a scale of 0 to 10),as follows:

- $|>6.1 \text{ and } <10|$ No action plan required from the supplier.
- $|\leq 6|$ The contractor manager/evaluator shall work with the supplier to submit an action plan that demonstrates the correction of any failures identified. If the supplier fails to meet expectations for each factor, an action plan must be drawn up for that factor.

Critical Supplier Identification	2020	2021	% of total spending on procurements 2020	% of total spending on procurements 2021
Total Level 1 Suppliers	324	412	81%	91%
Critical Level 1 Suppliers	324	412	81%	91%
Critical Suppliers, Other Levels	809	754	19%	9%

Sustainability Evaluations Performed	2020			2021		
	No. of suppliers evaluated in the last 3 years	of in 3	% of suppliers in each category evaluated in the last 3 years	No. of suppliers evaluated in the last 3 years	of in 3	% of suppliers in each category evaluated in the last 3 years
Critical Level 1 Suppliers	291		90%	412		100%
Critical Suppliers, Except for Level 1	498		62%	734		97%

Spending Analysis

We strive to work with financially sound companies with the necessary expertise to strengthen our quality and safety process. Requirements include:

- Technical evaluation, based on requirements of experience, quality, and time.
- Financial evaluation of the company.
- Use of the best economic bid after the foregoing analyses.

Procurements Made in 2021 (in US\$ millions)		
Type	2020	2021
Contract	411	531
Procurements	209	208
Logistics	27	31
Total	647	770

Type	2020	2021
Domestic	697	483
Foreign (FEST)	6	19
Total	703	502

Supply Chain Data Analysis (US\$ millions)		
Type	2020	2021
Materials	97,800	179,100
Services	333,600	358,200
Inputs	100,600	79,000
CAPEX	88,000	121,900
Logistics	27,200	30,700

12. Financial Results

Key Indicators 2021

US\$ 828.57 million in sales revenue	US\$ 305.17 million adjusted EBITDA	36.8% margin	US\$/t 41.7 consolidated cash cost
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11.5. Consolidated Financial Results

Nexa Perú Consolidated

Metal	Unit	2020	2021	2020 vs. 2021
Zinc	fmt	139,907	162,172	15.91%
Lead	fmt	32,658	39,258	20.21%
Copper	fmt	28,154	29,607	5.16%
Silver Content	oz	6,438,916	8,307,741	29.02%
Gold Content	oz	16,179	25,501	57.62%
Zinc Equivalent	thousands of t	315	367	16.79%

(fmt) fine metric tons

(oz) ounces

(t) tons

11.6. Nexa Perú Results Statement (GRI 201-1)

Financial Reporting	2019	2020	2021
Earnings before taxes	21,842.000	110,929.000	219,549.000
Reported taxes	10,472.000	27,895.000	99,077.000
Taxes effectively paid	37,696.000	13,122.000	27,940.569

The following table shows our income and expenses during 2021:

US\$ Millions	2020	2021	2020 vs. 2021
Sales	541.1	828.57	53.13%
Cost of sales	-431.48	-507.80	17.69%
Depreciation	-65.78	-74.35	13.03%

US\$ Millions	2020	2021	2020 vs. 2021
Amortization of intangibles	-4.03	-5.19	28.87%
Gross earnings	109.62	320.77	192.63%
Sales and overhead expenses	-31.30	-30.17	-3.61%
Exploration and project development expenses	-29.65	-44.05	48.59%
Mineral exploration	-23.96	-36.94	54.19%
Project development	-5.69	-7.12	25.05%
Allowance for impairment of long-term assets	-98.36	-	-100%
Expenses for temporary suspension of underground mining	-8.26	-3.55	-57.03%
Other income and (expenses), net	-19.25	-17.63	-8.45
Operating Earnings	-77.2	225.37	-391.94%
Financial results, net	-33.73	5.48	-116.24%
Income tax**	-27.9	-94.48	238.70%
Net Earnings	-138.82	136.37	-198.23
Parent	113.74	136.71	-220.20%
Non-controlling interests	-25.09	-0.35	-98.62%
Adjusted EBITDA	97.5	305.17	212.99%
EBITDA Margin (%)	18%	36.8%	104.40%

Sales

In 2021, net earnings totaled US\$829 million, 53% higher than the previous year, mainly thanks to an increase in the international price of metals such as lead, zinc, copper, and gold.

11.7. Sales and Operating Costs

Domestic Sales by Type of Metal (volume in fine metric tons)

	Zinc	2020	2021	2020 vs. 2021
Zinc	thousands of fmt	141.9	161.2	13.62%
Lead	thousands of fmt	32.4	37.3	15.04%
Copper	thousands of fmt	28.2	29.6	5.27%
Zinc Equivalent	thousands of fmt	202.5	228.2	12.7%

Domestic Sales by Mining Unit (volume in fine metric tons)

	Zinc	2020	2021	2020 vs. 2021
Cerro Lindo	thousands of fmt	135.7	145.1	6.9%
El Porvenir	thousands of fmt	47.8	67.3	40.9%
Atacocha	thousands of fmt	19	15.7	-17.29%
Total Nexa Resources Perú	thousands of fmt	202.5	228.2	12.7%

Operating Costs

In 2021, the consolidated cash cost ROM was US\$/t 41.70, 10.9% higher than in 2020 (US\$/t 37.6), due mainly to higher operating costs during the year at Cerro Lindo and El Porvenir.

Unit Cost of Production (US\$/t ROM)

Mining Unit	Zinc	2020	2021	2020 vs. 2021
Cerro Lindo	US\$ / t	32.6	38.2	16.93%
El Porvenir	US\$ / t	57.1	58.3	2.14%
Atacocha	US\$ / t	35.8	32.4	-9.48%
Total Nexa Resources Perú	US\$ / t	37.6	41.7	10.89%

Impairment Test: In 2020, Nexa Perú did not recognize any impairment of its assets.

11.8. Investments and Returns**Returns**

In 2021, the adjusted EBITDA was US\$305.17 million, 213% higher than in 2020, due primarily to (i) the increase in sales volume during the period thanks to a rise in metal prices and higher mining production, which were mainly offset by (ii) an increase in mineral exploration and project evaluation expenses; (iii) an increase in operating costs tied to maintenance and third-party services; and (iv) an increase in workers' profit-sharing payouts.

Investments

In 2021, investments totaled US\$94 million, 46% higher than in 2020. The growth CAPEX came to US\$5.5 million for the year, which was 34% less than the previous period.

Nexa Perú CAPEX

US\$ millions	2020	2021	2020 vs. 2021
Growth	8.4	5.5	-34.1%
Maintenance and others	55.9	88.3	57.9 %
Total Nexa Resources Perú	64.3	93.8	45.9%

- (1) Includes HSE and investments in tailings dams.
- (2) Modernization, IT, and others.
- (3) The negative amount refers

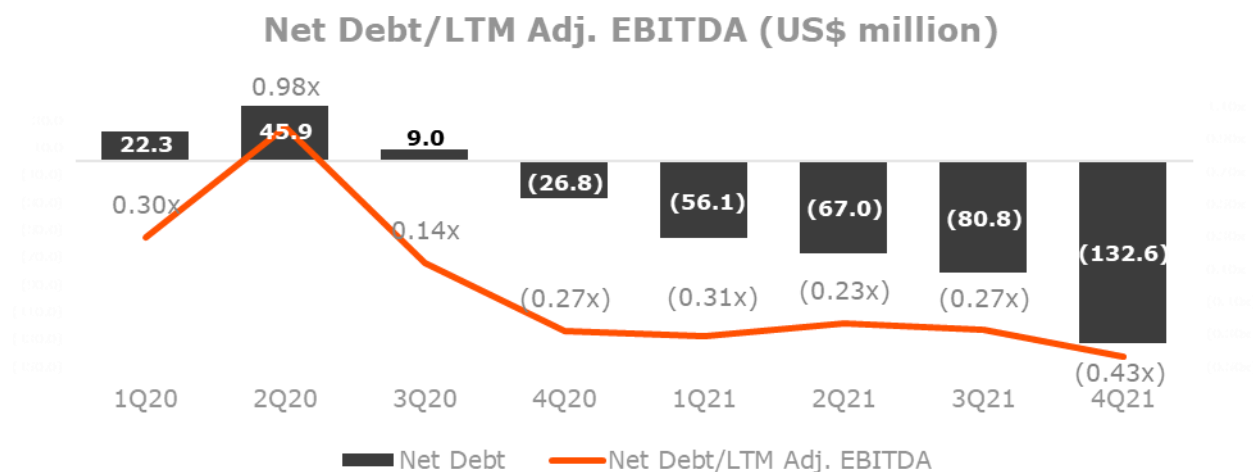
11.9. Liquidity and Debt

The company finished the quarter with a cash balance of US\$272.1 million. Its financial leverage, measured using the net debt-to-adjusted EBITDA ratio for the last twelve months, was negative, at -0.43x. Medium-term financial debt maturity was at 1.23 years, with no significant financial debt maturity dates in the short term.

Liquidity and Debt Position

Nexa Perú Cash Balance and Financial Debt

	As of December 2020 (millions)	As of December 2021 (millions)
Cash Balance	280.6	272.1
Financial Debt Balance	253.4	139.5



Analysis of Operating Results by Mining Unit

Cerro Lindo MU: Production by Metal

Metal	Unit	2020	2021	2020 vs. 2021
Zinc	thousands of fmt	95.4	102.3	7.18%
Lead	thousands of fmt	11.6	12.8	10.87%
Copper	thousands of fmt	27.8	29.1	4.61%
Silver Content	thousands of oz	2,939	3,814	29.76%
Gold Content	thousands of oz	4	4.8	20.12%
Zinc Equivalent	thousands of t	217.1	236.6	9%

(fmt) fine metric tons

(oz) ounces

(t) tons

El Porvenir MU: Production by Metal

Metal	Unit	2020	2021	2020 vs. 2021
Zinc	thousands of fmt	34.9	51.4	47.34%
Lead	thousands of fmt	10.9	17.7	63.02%
Copper	thousands of fmt	0.3	0.5	51.44%
Silver Content	thousands of oz	2,315	3,467	49.76%
Gold Content	thousands of oz	5.9	8.7	47.90%
Zinc Equivalent	thousands of t	66.7	100.1	50.01%

(fmt) fine metric tons(oz)

ounces

(t) tons

Atacocha MU: Production by Metal

Metal	Unit	2020	2021	2020 vs. 2021
Zinc	thousands of fmt	9.6	8.5	-11.36%
Lead	thousands of fmt	10.2	8.7	-14.71%
Copper	thousands of fmt	0	0	0%
Silver Content	thousands of oz	1,185	1,027	-13.33%
Gold Content	thousands of oz	6.3	11.9	90.86%
Zinc Equivalent	thousands of t	30.8	30.6	0.37%

(fmt) fine metric tons

(oz) ounces

(t) tons

Nexa Resources Perú Consolidated

Metal	Unit	2020	2021	2020 vs. 2021
Zinc	thousands of fmt	139.9	162.2	15.91%
Lead	thousands of fmt	32.7	39.3	20.21%
Copper	thousands of fmt	28.2	29.6	5.16%
Silver Content	thousands of oz	6,439	8,308	29.02%
Gold Content	thousands of oz	16.2	25.5	57.62%
Zinc Equivalent	thousands of t	314.6	367	16.79%

(fmt) fine metric tons(oz)

ounces

(t) tons

11.10. International Prices

The following table shows the evolution of metal prices in 2021 compared to 2020:

Evolution of Metal Prices

Metal	Unit	2020	2021	2020 vs. 2021
Zinc	(US\$ / t)	2.3	3.0	32.66%
Copper	(US\$ / t)	6.2	9.3	50.75%
Lead	(US\$ / t)	1.8	2.2	20.85%
Silver	(US\$ / oz)	20.6	25.1	22.34%
Oro	(US\$ / oz)	1.8	1.8	1.64%

Zinc prices continued to rise during the year, mainly due to international demand and the energy crisis in Europe. The average price was \$3,007/t in 2021, which was +33% higher than in 2020.

Lead prices also increased like other metals, with strong demand this year and a limited supply. The average price was \$2,206/t in 2021, which was +21% higher than in 2020.

Copper prices rose significantly (+51% higher than the previous year) due to high demand, a shrinking stock, and the move toward energy transition. The average price was \$9,317/t in 2021, +51% higher than in 2020.

Price and Stocks by Metal - 2006 to 2021

Year	Zinc		Lead		Copper		Silver	
	Price US\$/t	Stocks Zn	Price US\$/t	Stocks t/Pb	Price US\$/t	Stocks t/Cu	Price US\$/oz	Stocks oz
2006	3,273	88,450	1,287	41,125	6,731	182,800	12	-
2007	3,250	89,100	2,595	45,500	7,126	198,350	13	-
2008	1,875	253,500	2,091	45,150	6,956	339,775	15	-
2009	1,659	484,475	1,726	145,225	5,164	485,925	15	-
2010	2,161	701,425	2,148	208,275	7,535	377,550	20	-
2011	2,194	821,700	2,401	353,075	8,820	370,900	35	-
2012	1,984	1,220,755	2,038	320,325	7,950	320,050	31	-
2013	1,909	933,475	2,141	214,450	7,322	366,425	24	-
2014	2,162	688,300	2,096	221,950	6,860	181,800	19	-
2015	1,933	464,400	1,786	191,650	5,502	236,225	16	-
2016	2,091	427,850	1,871	194,950	4,863	322,225	17	-
2017	2,896	182,050	2,317	142,250	6,166	201,725	17	-
2018	2,921	129,000	2,243	107,375	6,523	132,175	15.7	-
2019	2,546	51,225	1,997	66,200	5,999	144,675	16.2	-
2020	2,267	202,225	1,824	133,175	6,181	105,800	20.5	-
2021	3,007	199,575	2,206	54,375	9,317	88,725	25.1	-

11.11. Shareholding Structure

The company's capital stock totals S/ 1,308,064,527.12, represented by 1,257,754,353 common shares with a par value of S/ 1.04 each, fully subscribed and paid in.

The capital stock is registered in Entry B00025 of Electronic Card 02446588 of the Registry of Companies in and for Lima.

Shareholders with a stake of 5% or more in the capital stock, as of the close of December 2021, were:

Name	Common Shares	%	Nationality
Nexa Resources Cajamarquilla S.A.	1,048,621,896	83.37%	Peruvian
IN - Fondo 2	90,795,304	7.22%	Peruvian

As of the close of the year, common and investment share ownership was distributed as shown in the following table:

Shareholders	Common Shares (%)	Investment Shares (%)
Foreign	0.58	5.36
Peruvian	99.31	93.29
Employees	0.11	1.36
Total	100	100

Shareholders Meeting

On March 30, 2021, the remote Annual General Meeting was held, in which the following resolutions were adopted:

1. The Annual Report, Financial Statements, and External Auditors' Opinion for fiscal year 2020 were approved.
2. Approval to transfer the loss for fiscal year 2020 (US\$101.6 million) to the Retained Earnings account.
3. Approval to set the number of directors at five (5) and election of the members of the Board of Directors for the period of March 2021 to March 2023.
4. Appointment of PricewaterhouseCoopers as external auditors for fiscal year 2021.

5. The appointment of attorneys-in-fact was approved to formalize the resolutions adopted in the General Meeting.

DISTRIBUTION OF VOTING SHARES		
Stake	Common Shares	%
Less than 1%	1,263	99.68
From 1% to 5%	2	0.16
From 5% to 10%	1	0.08
Over 10%	1	0.08
Total	1,267	100.00

DISTRIBUTION OF NON-VOTING SHARES		
Stake	Investment Shares	%
Less than 1%	928	98.83
From 1% to 5%	10	1.06
From 5% to 10%	-	0.00
Over 10%	1	0.11
Total	3,451	100.00

Share Price

The monthly prices (start, end, high, low, and average) of A class common shares and B class common shares (in Peruvian soles per share) during fiscal year 2021 are shown in the following tables:

A Class Common Share Price 2021 * (in S/)

Stock	Month	Start	End	High	Low	Average
Common A	January	2.85	3.08	3.24	2.85	3.03
Common A	February	3.20	3.95	4.10	3.09	3.62
Common A	March	4.00	3.43	4.05	3.35	3.78
Common A	April	3.44	3.20	3.44	2.60	2.91
Common A	May	3.20	3.30	3.70	3.05	3.41
Common A	June	3.30	3.04	3.60	2.90	3.22
Common A	July	2.95	2.61	2.95	2.49	2.79
Common A	August	2.61	2.71	2.71	2.25	2.43
Common A	September	2.90	2.90	3.00	2.45	2.66
Common A	October	2.90	3.39	3.75	2.78	3.12
Common A	November	3.29	3.50	3.50	3.19	3.37
Common A	December	3.45	3.56	3.60	3.29	3.52

B Class Common Share Price 2021 * (in S/)

Stock	Month	Start	End	High	Low	Average
Common B	January	1.80	1.80	1.80	1.76	1.78
Common B	February	1.80	2.30	2.30	1.80	2.03
Common B	March	2.10	2.00	2.10	2.00	2.09
Common B	April	2.00	1.77	2.00	1.77	1.82
Common B	May	1.70	1.80	1.85	1.70	1.82
Common B	June	1.80	1.80	1.81	1.80	1.77
Common B	July	1.58	1.30	1.58	1.30	1.41
Common B	August	0.00	0.00	0.00	0.00	1.30
Common B	September	1.23	1.23	1.23	1.23	1.20
Common B	October	1.35	1.75	1.75	1.35	1.45
Common B	November	1.76	1.80	1.80	1.76	1.79
Common B	December	1.80	1.64	1.80	1.64	1.76

Shareholding Structure by Investor Type (Common Shares)*

Holdings by type of shares or securities included in the S&P Perú Selective Index (at the close of the fiscal year)	No. of Holders	Stake %
1. Member of the company's board of directors, including relatives (1)	-	0.00%
2. Companies workers not included in 1	18	1.42%
3. Individuals not included in 1 and 2	1,206	95.19%
4. Pension funds managed by Private Pension Fund Management Companies under the supervision of the Superintendency of Banking, Insurance, and Private Pension Fund Management Companies	12	0.95%
5. Pension funds managed by the Pension Normalization Office (ONP)	-	0.00%
6. Peruvian State entities, with the exception of those included in 5	-	0.00%
7. Banks, financial entities, municipal savings banks, development entities for micro- and small enterprise, rural savings and loan associations, and credit unions under the supervision of the Superintendency of Banking, Insurance, and Private Pension Fund Management Companies	2	0.16%
8. Insurance companies under the supervision of the Superintendency of Banking, Insurance, and Private Pension Fund Management Companies	-	0.00%
9. Insurance companies under the supervision of the Superintendency of Banking, Insurance, and Private Pension Fund Management Companies	2	0.16%
10. Investment funds, mutual funds, and trust funds under the Stock Exchange Act and the Investment Funds Act; and bank trusts under the General Financial System Act	8	0.63%
11. Self-standing trust funds and foreign bank trusts, where identifiable	-	0.00%
12. Foreign depositaries that are listed as owners of shares as part of ADR or ADS programs	-	0.00%
13. Foreign depositaries that are listed as owners of shares not included in 12	-	0.00%
14. Foreign custodians who are listed as holders of shares	-	0.00%
15. Entities not included in the preceding numbers (2)	19	1.50%

16. Shares belonging to the S&P/BVL Perú Select Index or security representing these shares, in the Company's portfolio	-	0.00%
Total	1,267	100.00%

Holding by holders of shares or securities representing a stake comprising the S&P/BVL Perú Select Index, by residence (as of the close of the fiscal year).

(1) Term "Relatives" defined as per the Regulations on Indirect Ownership, Ties, and Economic Groups.

(2) Term "Entities" defined as per the Regulations on Indirect Ownership, Ties, and Economic Groups.

(3) Two decimal places.

***Note: Check update on page 146.**

Shareholding Structure by Investor Type (Investment Shares)*

Holdings by type of shares or securities included in the S&P Perú Selective Index (at the close of the fiscal year)	No. of Holders	Stake %
1. Member of the company's board of directors, including relatives (1)	-	0.00%
2. Companies workers not included in 1	14	1.49%
3. Individuals not included in 1 and 2	910	96.91%
4. Pension funds managed by Private Pension Fund Management Companies under the supervision of the Superintendency of Banking, Insurance, and Private Pension Fund Management Companies	-	0.00%
5. Pension funds managed by the Pension Normalization Office (ONP)	-	0.00%
6. Peruvian State entities, with the exception of those included in 5	-	0.00%
7. Banks, financial entities, municipal savings banks, development entities for micro- and small enterprise, rural savings and loan associations, and credit unions under the supervision of the Superintendency of Banking, Insurance, and Private Pension Fund Management Companies	-	0.00%
8. Insurance companies under the supervision of the Superintendency of Banking, Insurance, and Private Pension Fund Management Companies	-	0.00%
9. Insurance companies under the supervision of the Superintendency of Banking, Insurance, and Private Pension Fund Management Companies	-	0.00%
10. Investment funds, mutual funds, and trust funds under the Stock Exchange Act and the Investment Funds Act; and bank trusts under the General Financial System Act	-	0.00%

11. Self-standing trust funds and foreign bank trusts, where identifiable	-	0.00%
12. Foreign depositaries that are listed as owners of shares as part of ADR or ADS programs	-	0.00%
13. Foreign depositaries that are listed as owners of shares not included in 12	-	0.00%
14. Foreign custodians who are listed as holders of shares	-	0.00%
15. Entities not included in the preceding numbers (2)	15	1.60%
16. Shares belonging to the S&P/BVL Perú Select Index or security representing these shares, in the Company's portfolio	-	0.00%
Total	939	100.00%

Holding by holders of shares or securities representing a stake comprising the S&P/BVL Perú Select Index, by residence (as of the close of the fiscal year).

(1) Term "Relatives" defined as per the Regulations on Indirect Ownership, Ties, and Economic Groups.

(2) Term "Entities" defined as per the Regulations on Indirect Ownership, Ties, and Economic Groups.

(3) Two decimal places.

***Note: Check update on page 148.**

Special Relationships between the Issuer and the State

On June 24, 2002, the Company entered into a Guarantees and Investment Protection Measures Agreement with the Peruvian government with regard to its Cerro Lindo project. Resolution of the Director's Office 1332-2007-MEM/DGM approved the affidavit accrediting compliance with the performance of the technical/economic feasibility study of the Cerro Lindo project submitted to said body by the Company. Said resolution confirms that the Company is eligible for the stability of the tax regimen in force as of July 17, 2001 for a term of fifteen (15) years, to be counted as from fiscal year 2007.

Law 29790, dated September 28, 2011, establishes the payment of a contribution denominated Special Mining Encumbrance for companies engaged in mining activity who have tax stability agreements. Said Encumbrance entered into force in fiscal year 2012.

Under said law, the Company voluntarily entered into the Agreement for the Application of the Special Mining Encumbrance with the Peruvian government, acting through the Ministry of Energy and Mines, with regard to the Cerro Lindo Project on October 14, 2011.

On April 15, 2011, the Company was awarded the contract in the International Public Bidding Process – Process for the Promotion of Private Investment in the Magistral Mining Project.

For such effect, on June 3, 2011, MILPO and Activos Mineros S.A.C., with the participation of Proinversión, entered into the Option Agreement for the Transfer of the Mining Concessions comprising the Magistral Project, which entered into force on December 21,

2011. On October 19, 2015, the Company announced its intention to exercise the option over the Magistral Mining Project.

Finally, on December 17, 2016, MILPO and Activos Mineros S.A.C., with the participation of Proinversión, entered into the Transfer Agreement for the Mining Concessions comprising the Magistral Project.

Family of Companies

The public deeds dated October 16, 2006, November 24, 2006, June 5, 2007, and July 31, 2008, registered the mergers via which the Company absorbed the corporations Compañía Minera La Nacional S.A., Cuyuma S.A., Milpo Finance & Investments S.A., and Gestión Minera S.A., which are registered in Entries B00007, B00009, B00011, and B00013 of Electronic Card 02446588 of the Registry of Companies in and for Lima and El Callao, respectively.

On November 10, 2008, the Company acquired 100% of the shares of Votorantim Andina Perú S.A.C. (now Milpo Andina Perú S.A.C.), which, as of this date, is the direct shareholder of 91% of the Class A shares outstanding of Compañía Minera Atacocha S.A.A. (hereinafter, “Atacocha”), as a result of which Atacocha became part of Milpo, including its subsidiaries.

Since August 5, 2010, the Company has belonged to the Votorantim family of companies, which—through NEXA Resources S.A., and specifically through Nexa Resources Cajamarquilla S.A. (previously known as Votorantim Metais – Cajamarquilla S.A.), as well as Nexa Resources S.A. itself—currently holds 83.55% of Milpo’s common shares outstanding.

As previously mentioned, in 2017, Votorantim Metais Holding changed its name to NEXA Resources S.A. upon listing its shares on the New York Stock Exchange (United States) and the Toronto Stock Exchange (Canada).

On April 12, 2016, Nexa Resources Cajamarquilla S.A. (previously Votorantim Metais – Cajamarquilla S.A.) purchased a total of 264,157,507 common shares issued by the Company (20.17% of its total common shares) on the Lima Stock Exchange. With the acquisition of said shares, Nexa Resources Cajamarquilla S.A. (previously Votorantim Metais – Cajamarquilla S.A.) increased its shareholding stake from 60.07% to 80.24% (83.55% of common shares outstanding as of December 2017).

The Annual General Meeting held on March 27, 2014 approved the merger between MILPO and its subsidiary Minera El Muki S.A. As a result, the latter corporation was absorbed by the Company, and the merger entered into force on May 1, 2014.

The Company’s Shareholders’ Meeting held on May 26, 2014 approved the simple reorganization process through which the Company transferred the equity block comprising the assets and liabilities of the El Porvenir Mining Unit in favor of its subsidiary Nexa Resources El Porvenir S.A.C. (previously Milpo Andina Perú S.A.C.), a wholly owned subsidiary of the Company. This process was aimed at maintaining the administrative and operational management of each mining unit in the group under separate legal entities and entered into force on July 1, 2014.

On August 13, 2015, the Company formalized the acquisition of 61% of the capital stock in Minera Bongará S.A., as part of the agreement entered into with Nexa Resources Cajamarquilla S.A. (previously Votorantim Metais – Cajamarquilla S.A.) in 2014, by virtue of which the latter assigned to the Company its right to obtain up to 70% of the shares of capital stock in Minera Bongará S.A. On April 14, 2015, the capital stock of Minera

Rayrock Ltda. was increased, resulting in the inclusion of the Company as majority shareholder of said company, with 84.08% of the capital stock.

On May 6, 2016, the Company formalized the acquisition of 75% of the capital stock of Compañía Minera Shalipayco S.A.C., as part of a stock purchase agreement entered into with Nexa Resources Cajamarquilla S.A. (previously Votorantim Metais – Cajamarquilla S.A.).

In 2016, the Company incorporated Nexa Resources UK Ltd (Milpo UK Limited), domiciled in the United Kingdom, which then entered into a Silver Pre-Sale Agreement with Triple Flag Mining Finance Bermuda Ltda.

In June 2017, the Company transferred its stake in the company Minera Rayrock Ltda.—which is the owner of the Iván Mining Unit, located in Antofagasta, Chile—to Minera Cielo Azul Ltda., a subsidiary of Coro Mining Corp.

Accordingly, NEXA now primarily consists of the following active companies:

- **Nexa Resources El Porvenir S.A.C:** This company's corporate purpose is to engage in mining activities. It is the holder of 66.62% of the shares of the total capital stock of Nexa Resources Atacocha S.A.A., following the reorganization approved by the Shareholders' Meeting on May 26, 2014 and the purchases made on the Lima Stock Exchange between 2015 and 2016. On November 16, 2017, the MAPSAC Shareholders' Meeting resolved to change its trade name to NEXA Resources El Porvenir S.A.C., which is registered in Entry B00008 of Electronic Card 12131860 of the Registry of Companies of the Public Records Office in and for Lima.
- **Nexa Resources Atacocha S.A.A:** This company's corporate purpose is to engage in mining activities. It is the owner of the Atacocha Mining Unit. On December 18, 2017, the Shareholders' Meeting of Atacocha resolved to change its trade name to Nexa Resources Atacocha S.A.A., which is registered in Entry B00023 of Electronic Card 11362585 of the Registry of Companies of the Public Records Office in and for Lima.
- **Minera Pampa de Cobre S.A.C.:** This company's corporate purpose is to engage in mining activities. It is the owner of the Chapi MU and other properties. Its operations are currently suspended. For the time being, it is solely involved in exploration activities. The Shareholders' Meeting held on August 20, 2014 resolved to adapt the corporate form of Minera Pampa de Cobre to the special form of a Sociedad Anónima Cerrada (S.A.C.), or closely-held corporation.
- **Compañía Magistral S.A.C:** This company's corporate purpose is to engage in mining activities. It is the owner of part of the mining concessions of the Magistral Project, as a result of the merger by absorption carried out with Compañía de Minas Magistral S.A.C., which entered into force on August 17, 2015. In the Shareholders'

Meeting held on September 29, 2016 the company changed its trade name from Inca Pacific S.A.C.).

- **NEXA RESOURCES UK Limited:** This company is engaged in the commercialization of metals. It was incorporated in the United Kingdom on August 2, 2016. On November 16, 2017, the Board of Directors of Milpo UK resolved to change its trade name to NEXA Resources UK Limited, under which it is currently registered.

Address and Phone Number

Avenida Circunvalación El Golf los Incas 170, Santiago de Surco, Lima, Peru

Phone: 01 710 55 00

Main Assets

Our most important assets primarily consist of the infrastructure of our operating units, which include buildings and other constructions, machinery and equipment dedicated to mining exploration, exploitation, ore treatment and concentration, as well as electricity generation. We also hold significant intangible assets consisting of the resources and reserves of our mining units, as well as multiple mining concessions and petitions.

There are no encumbrances or liens on our assets. We have an insurance program designed to cover the specific risks associated with our operations, in addition to covering the normal risks faced by mining companies. The insurance program is serviced through the international reinsurance market and the local insurance market, and includes third-party risks, automotive risks, all risk of properties on a replacement basis, including transport risks, interruption of operations, and mining equipment, among other coverage.

Strengths and Resources

The Company's strengths and resources include the following:

- Success in applied growth and cost lowering strategy.
- Investment in construction and commissioning of Cerro Lindo based on a modular system.
- Expansion of production capacity at the Cerro Lindo and El Porvenir MUs.
- Operational integration of the El Porvenir and Atacocha MUs, consolidating operations at Pasco.
- Continuous search for growth opportunities in the market.
- Constant efforts to optimize investments, operating costs, and administrative expenses.
- Corporate practices that allow for an adequate management of safety, occupational health, the environment, and community relations.

- Backing of Nexa Resources S.A. as majority shareholder, with a stake of over 80% of total common shares, prioritizing the pace of growth projected by the Company for the coming years.
- Access to financing in both financial and capital markets, in Peru as well as abroad.
- Robust levels of returns and liquidity.
- Investment Grade granted by the international credit rating agency Fitch Ratings (BBB-).
- Strengthening and diversification of project portfolio.
- Flexibility in the execution of CAPEX, subject to market conditions.
- Corporate social strategy, aimed at achieving sustainable development through our commitment to corporate social responsibility.
- Processes aligned with Sarbanes-Oxley (SOx) since 2012.
- ISO 9001 and OHSAS 18001 certification for all mining units. ISO 14001 certification for El Porvenir MU and Atacocha MU.
- High level of professionalism and commitment of our human resources.
- Application of best corporate governance practices.
- Consistent support of the Board of Directors and our shareholders.

12. Sustainability Annex

I. ENVIRONMENT AND CLIMATE CHANGE

Environmental Policy:

Question 1	Yes	No	Explanation:
Does the company have an environmental policy or a management system that includes environmental commitments?	X		Yes, the first paragraph of the corporate policy establishes the requirement of caring for the environment. The principles that govern the activities of NEXA Resources Perú recognize and apply the prevention, mitigation, and control of environmental impacts, the development of a culture of respect for the environment, and continuous improvement of the NEXA Resources Perú Management System, which stresses ongoing compliance with environmental regulations. The Environmental Management System (EMS) is a voluntary instrument that the NEXA group has assumed as part of its sustainable development framework with the goal of ensuring a high level of environmental protection.

a. If the answer to Question 1 is yes, indicate the name of the document containing the policy or management system adopted by the company, its date of approval, and the year in which it was first implemented:

Document Name	Approval Date	Year First Implemented
Corporate Policy (GG-DD-01)		

b. If the answer to Question 1 is yes, please specify:

	Yes	No	Explanation:
Has said environmental policy or management system been approved by the Board of Directors?	X		Approved by executive leadership.
Does said environmental policy or management system include risk management and the identification and measurement of the environmental impacts of its operations in relation to climate change ⁽¹⁾ ?	X		Yes, at Cerro Lindo, measures have been implemented to reduce mining tailings generation by 50%, GHG emissions per ton of product by 5% by 2025, and water use by 75%. At the Atacocha and Porvenir units, the environmental management system systematizes the process and contributes to continuous improvement.
Does the company have an annual report evaluating the results of its environmental policy which is submitted to the Board of Directors?	X		Yes, it has a sustainability report.

(*) The company's climate change management is expected to include both "physical" aspects (floods, landslides, droughts, desertification, etc.) and/or aspects for the "transition" to a new low-carbon economy (use of new technologies, investment portfolio decarbonization, etc.).

Question 2

	Yes	No	Explanation:
<i>During the fiscal year, was the company the subject of any investigation, community grievances, public controversy, or corrective actions, preliminary injunctions, fines, or other punishment involving a violation of environmental standards on the company's part?</i> (*)	X		In 2021, community members filed complaints over environmental issues.

(*) In this point, the company is expected to include any investigations, community grievances, public controversies, or corrective actions, preliminary injunctions, fines, or other punishments tied to material impacts. According to the Global Reporting Initiative, material topics are topics that represent the organization's most significant impacts on the economy, environment, and people, or that substantially influence stakeholder valuations and decisions.

a. If the answer to Question 2 is yes, please indicate the type of investigation, community grievance, public controversy, corrective action, preliminary injunction, fine, or other punishment involving the violation of environmental standards to which the company was subject during the fiscal year, as well as the status or situation thereof as of the close of the fiscal year:

Investigation, Community Grievance, Public Controversy, Corrective Action, Preliminary Injunction, Fine, or Other Punishment	Status or Situation
The community's complaint involved emissions, the Degraded Area Recovery Plan (PRAD), and noise pollution.	Closed

b. Indicate whether the company remains involved in any investigation, community grievance, public controversy, corrective action, preliminary injunction, fine, or other punishment involving the violation of environmental standards that was begun in previous fiscal years, as well as the status or situation thereof as of the close of the fiscal year:

Investigation, Community Grievance, Public Controversy, Corrective Action, Preliminary Injunction, Fine, or Other Punishment	Status or Situation

Greenhouse Gas (GHG) Emissions:

Question 3	Yes	No	Explanation:
Does the company measure its GHG emissions (*)?	X		A greenhouse gas (GHG) emissions diagnosis has been performed. A measurement has been taken of the [sic]

(*) **Greenhouse Gases (GHGs):** Gases forming part of the atmosphere, whether natural or manmade, that trap the sun's energy in the atmosphere, causing it to grow hotter (Law 30754 – Framework Act on Climate Change, as substituted or amended from time to time).

a. If the answer to Question 3 is yes, indicate:

Document Name	Required Information
If the company has a certificate, report, or third-party document proving the measurement of its total GHG emissions ^(*) , indicate the name thereof, the issue date, and whether it is valid and in force as of the closing date of the fiscal year.	Yes, it has a greenhouse gas (GHG) emissions diagnosis.
If the company has an internally developed platform, tool, or standard for the measurement of total GHG emissions ^(*) , indicate the name thereof, its implementation date, and, where applicable, the last time it was updated.	Yes, it has implemented the GHG Protocol, 2021 version.

(*) The total GHG emissions generated by a company are known as its corporate carbon footprint.

b. If the answer to Question 3 is yes, please provide the following information for the last three (3) fiscal years:

Fiscal Year	Total GHG Emissions (MT/CO ₂ e)		
	Scope 1 (*)	Scope 2 (**)	Scope 3 (***)

(*) **Scope 1:** GHG emissions directly generated by the company, e.g., emissions from combustion processes in boilers, furnaces, vehicles, etc.

(*) **Scope 2:** GHG emissions generated indirectly due to the company's energy use.

(*) **Scope 3:** All other GHG emissions indirectly generated by the company, e.g., air travel, overland travel, paper consumption, employee transportation, etc.

Question 4	Yes	No	Explanation:
Does the company have GHG emissions objectives or goals?	X		Reduce GHG emissions per ton of product by 2025.

a. If the answer to Question 4 is yes, indicate the name of the document containing the company's GHG emissions reduction objectives or goals, the approval date of the objectives or goals, and the year the company first implemented it:

Document Name	Approval Date	Year First Implemented
Sustainability Report		

b. If the answer to Question 4 is yes, indicate:

	Yes	No	Explanation:
Were said reduction objectives or goals approved by the Board of Directors?	X		Approved by executive leadership.

Water:

Question 5	Yes	No	Explanation:
Does the company measure its water consumption (in m ³) in all of its activities?	X		We use our water resources management to perform the respective measurements.

If the answer to Question 5 is yes, please provide the following information for the last three (3) fiscal years:

Fiscal Year	Total Water Consumption (m ³)
2021	16,515,965

Question 6	Yes	No	Explanation:
Does the company measure its water footprint? (*)	X		We use the Water Accounting Framework.

(*) **Water Footprint:** Indicator defining the total volume of water used and impacts caused by the production of goods and services. Takes into account direct and indirect water consumption throughout the entire production process, including different stages in the supply chain ("Standards Promoting the Voluntary Measurement and Reduction of Water Footprint and Shared Value in Hydrographic Basins" - Head Office Resolution 023-2020-ANA, as substituted or amended from time to time).

If the answer to Question 6 is yes, indicate:

Water Footprint Measurement	Required Information
If the company has a certificate, report, or third-party document proving the measurement of its water footprint, indicate the name thereof, the issue date, and whether it is valid and in force as of the closing date of the fiscal year.	Yes, we have the Water Accounting Framework and WRM database.
If the company has an internally developed platform, tool, or standard for the measurement of its water footprint, indicate the name thereof, its implementation date, and, where applicable, the last time it was updated.	Yes, we have the Water Accounting Framework and WRM database.

Question 7	Yes	No	Explanation:
Does the company have objectives and goals for reducing its water consumption?	X		Our objective is to reduce water use by 75%.

a. If the answer to Question 7 is yes, indicate the name of the document containing the water consumption reduction objectives or goals adopted by the company, its approval date, and the year the company first implemented it:

Document Name	Approval Date	Year First Implemented
Sustainability Report		

b. If the answer to Question 7 is yes, indicate:

	Yes	No	Explanation:
<i>Were said reduction objectives or goals approved by the Board of Directors?</i>	X		Approved by executive leadership.

Question 8	Yes	No	Explanation:
<i>Does the company keep track of the quality of its effluents(*)?</i>	X		Through our water resources management.

(*) **Effluent:** Direct discharge of wastewater into the environment, in which the concentration of pollutants must meet the Maximum Permissible Limits (MPLs) established by Peruvian law. Wastewater is considered to mean that whose characteristics have been modified by manmade activities, which requires prior treatment, and which may be dumped into a natural body of water or reused (Glossary of Terms for Peruvian Environmental Management, General Directorate of Environmental Management Policies, Standards, and Instruments, Ministry of the Environment (MINAM)).

If the answer to Question 8 is yes, indicate the name of the document proving the supervision of effluents:

Document Name
General Managerial Procedure for Water Resources Management PG-SUS-GMA-006-PT

Energy:

Question 9	Yes	No	Explanation:
<i>Does the company measure its energy consumption (in GJ)?</i>	X		We calculate energy and fuel consumption data using the IDA Template and GHG Protocol form, 2021 version.

If the answer to Question 9 is yes, please provide the following information for the last three (3) fiscal years:

Fiscal Year	Total Energy Consumption (kWh)
2021	2,299,041

Question 10	Yes	No	Explanation:
<i>Does the company have objectives and goals for reducing its energy consumption?</i>	X		The organization is currently in the final stage of reviewing its short-, medium-, and long-term goals and objectives in this matter.

a. If the answer to Question 10 is yes, indicate the name of the document containing the reduction objectives adopted by the company, its approval date, and the year the company first implemented it:

Document Name	Approval Date	Year First Implemented
Sustainability Report		

b. If the answer to Question 10 is yes, indicate:

	Yes	No	Explanation:
<i>Were said reduction objectives or goals approved by the Board of Directors?</i>	X		Approved by executive leadership.

Solid Waste:

Question 11	Yes	No	Explanation:
<i>Does the company measure the solid waste it generates (in tons)?</i>	X		We use our Environmental Performance Rate index, the SIGERSOL Silverforma, or a template recording the monthly weight of solid waste.

If the answer to Question 11 is yes, please provide the following information for the last three (3) fiscal years:

Fiscal Year	Hazardous Solid Waste (t) (*)	Non-Hazardous Solid Waste (t) (**)	Total Solid Waste '(t)
2021	973	6,102	7,076

(*) **Hazardous Solid Waste:** Hazardous solid waste is considered to mean that established in Annex III of the Regulations on Legislative Order (Decreto Legislativo) 1278 – the Legislative Order approving the Comprehensive Solid Waste Management Act, approved by Executive Order (Decreto Supremo) 014– 2017–MINAM, as substituted or amended from time to time.

(**) **Non-Hazardous Solid Waste:** Non-hazardous solid waste is considered to mean that established in Annex V of the Regulations on Legislative Order (Decreto Legislativo) 1278 – the Legislative Order approving the Comprehensive Solid Waste Management Act, approved by Executive Order (Decreto Supremo) 014–2017–MINAM, as substituted or amended from time to time.

Question 12	Yes	No	Explanation:
<i>Does the company have objectives or goals for the management (reduction, recycling, or reuse) of its solid waste?</i>	X		The goal is to reduce final disposal of organic waste in trenches and increase the reuse of waste.

a. If the answer to Question 12 is yes, indicate the name of the document containing the solid waste management objectives or goals adopted by the company, its approval date, and the year the company first applied it.

Document Name	Approval Date	Year First Implemented
Sustainability Report		

b. If the answer to Question 12 is yes, indicate:

	Yes	No	Explanation:
<i>Were said reduction objectives or goals approved by the Board of Directors?</i>	X		Approved by executive leadership.

II. SOCIAL

Stakeholders:

Question 13	Yes	No	Explanation:
<i>Has the company identified risks and opportunities in relation to its stakeholders (e.g., employees, suppliers, shareholders, investors, authorities, clients, the community, etc.)?</i>	X		At Nexa Perú, we have a risk management approach and the B Wise tool to document risks.

a. If the answer to Question 13 is yes, indicate:

	Yes	No	Explanation:
<i>Does it have a plan of action to manage the risks and opportunities related to its stakeholders?</i>	X		In 2021, one of our main markers of progress was the Risk Management Governance Project.
<i>Does the company have a report evaluating the results of its plan of action, and has the report been submitted to the Board of Directors?</i>	X		We perform the alignment of our risk category with the Internal Auditing team, who review the performance data for each year.
<i>Does it publicly report on its plan of action and progress made in relation to its stakeholders?</i>	X		Every year, we publish our annual report with information on our performance.

b. If the answer to Question 13 is yes, indicate the name of the document containing the company's plan of action in relation to its stakeholders:

Document Name
Sustainability Report

Question 14	Yes	No	Explanation:
<i>During the fiscal year, did the company have any material disputes or conflicts^(*) with any of its stakeholders, including social conflicts contained in the Social Conflict Report by the Ombudsman's Office^(**) and the Willaqniki Report on social conflicts issued by the Prime Minister's Office^(***)?</i>	X		

(*) According to the Global Reporting Initiative, material topics are topics that represent the organization's most significant impacts on the economy, environment, and people, or that substantially influence stakeholder valuations and decisions.

(**) A "social conflict" shall be understood as "a complex process in which society, the state, and companies perceive their objectives, interests, values, or needs as contradictory, and that contradiction may result in violence." Source: Social Conflict Prevention and Governability Bureau of the Peruvian Ombudsman's Office. Social Conflict Report 186 (August 2019), Lima, 2019, p. 3.

(***) "Social conflict" is defined as the "dynamic process in which two or more social actors perceive their interests to be contradictory, generally due to the exercise of a fundamental right or access to goods and services, leading them to take actions that may constitute a risk or threat to governability and/or public order. As a social process, it may escalate into incidents of violence between the parties involved, warranting the coordinated intervention of the government, civil society, and the production sector. Social conflicts are addressed when the underlying demands fall within the government's policies and guidelines." Source: Secretariat of Social Management and Dialogue of the Prime Minister's Office. ABCs of the Secretariat of Social Management and Dialogue. Lima, 2018, p.3.

If the answer to Question 14 is yes, indicate the material dispute or conflict with any of the company's stakeholders; the status or situation thereof; and the year in which said dispute or conflict began:

Dispute or Conflict	Status or Situation	Year Started
Illegal roadblock on the access road to the Cerro Lindo mine due to protests underway since December 8, 2021.	The roadblock was cleared and the dialogue process continues with the local community and its members.	2021

Question 15

	Yes	No	Explanation:
<i>Does the company include environmental, social, and corporate governance (ESG) matters in its criteria for purchases and/or the selection of providers of goods and/or services?</i>	X		One of the main changes has been in the evaluation of suppliers. This process is now aligned with the ESG topic through our Supplier Evaluation Program (SEP).

If the answer to Question 15 is yes, indicate the name of the document proving the inclusion of ESG matters in its criteria for purchases and/or the selection of providers of goods and/or services:

Document Name

Labor Rights:

Question 16

	Yes	No	Explanation:
<i>Does the company have a labor policy?</i>	X		At Nexa Perú, we have an integral view of talent, which includes both direct and indirect personnel, when implementing human resources management processes. This approach helps support the company's growth plans and fits with the nature of mining activities, which are mainly implemented by third parties or contractors.

a. If the answer to Question is yes 16, indicate:

	Yes	No	Explanation:
<i>Has said labor policy been approved by the Board of Directors?</i>	X		
<i>Does the company have a report evaluating the results of its labor policy, and has said report been provided to the Board of Directors?</i>	X		

b. If the answer to Question 16 is yes, indicate whether said labor policy includes and/or promotes, as applicable, the following topics. Additionally, please specify the name of the document proving its adoption, approval date, and the date it was first implemented by the company:

	Yes	No	Document Name	Approval Date	Year First Implemented
<i>a. Equality and non-discrimination</i>	X		Code of Conduct		
<i>b. Diversity</i>	X		Code of Conduct		
<i>c. Prevention of sexual harassment^(*)</i>	X		Code of Conduct		
<i>d. Prevention of crimes of sexual harassment and stalking^(**)</i>	X		Code of Conduct		
<i>e. Freedom of association and collective bargaining</i>	X		Code of Conduct		
<i>f. Eradication of forced labor</i>	X		Code of Conduct		
<i>g. Eradication of child labor</i>	X		Code of Conduct		

(*) Take into account the scope of Law 27942.

(**) Take into account the scope of Articles 151-A and 176-B of the Penal Code, respectively.

c. Please indicate the number of men and women in the organization and the percentage of total employees they account for.

Employees	Number	Percentage of Total Employees
Women	221	13%
Men	1434	87%
Total	1655	100%

Question 17	Yes	No	Explanation:
<i>During the fiscal year, was the company the subject of an investigation or any corrective actions, preliminary injunctions, fines, or other punishments tied to failure to comply with labor, health and safety, and force labor or child labor laws?</i>	X		

a. If the answer to Question 17 is yes, indicate the type of investigation, corrective action, preliminary injunction, fine, or punishment to which the company was subject during the fiscal year tied to a failure to comply with labor, health and safety, forced labor or child labor laws, as well as the status or situation thereof at the close of the fiscal year:

Investigation, Corrective Action, Preliminary Injunction, Fine, or Other Punishment	Status or situation
The National Labor Oversight Board (SUNAFIL) imposed fines related to occupational health and safety standards.	Fines were paid to SUNAFIL.

b. Specify whether the company is involved in any ongoing investigations, corrective actions, preliminary injunctions, fines, or punishments from previous fiscal years regarding a failure to comply with labor, health and safety, forced labor or child labor laws, as well as the status or situation thereof at the close of the fiscal year:

Investigation, Corrective Action, Preliminary Injunction, Fine, or Other Punishment	Status or Situation
Other sanctioning administrative procedures are currently underway with SUNAFIL.	The SUNAFIL investigations are still pending a final and binding decision.

Question 18

	Yes	No	Explanation:
Does the company perform an annual evaluation of its compliance with or observance of occupational health and safety standards?	X		

Question 19

	Yes	No	Explanation:
Does the company keep records of occupational accidents?	X		

If the answer to Question 19 is yes, please provide the following information regarding occupational accidents^(*) involving direct employees^(**) and contractors' employees^(***) in the last three (3) fiscal years:

Indicator	Fiscal Year	(Fiscal Year - 1)	(Fiscal Year - 2)
Fiscal Year			
No. of direct employees			

<i>Total hours worked by all direct employees during the fiscal year</i>			
<i>No. of minor accidents (Direct Employees)</i>			
<i>No. of incapacitating accidents (Direct Employees)</i>			
<i>No. of fatal accidents (Direct Employees)</i>			

Indicator	Fiscal Year	(Fiscal Year - 1)	(Fiscal Year - 2)
<i>Fiscal Year</i>			
<i>No. of contractors' employees</i>			
<i>Total hours worked by all contractors' employees during the fiscal year</i>			
<i>No. of minor accidents (Contractors' Employees)</i>			
<i>No. of incapacitating accidents (Contractors' Employees)</i>			
<i>No. of fatal accidents (Contractors' Employees)</i>			

(*) **Minor Accident:** Event involving an injury resulting, after the corresponding medical evaluation, in a brief period in which the victim is away from work and returns to his/her normal labors no later than the following day.

Incapacitating Accident: Event involving an injury resulting, after the corresponding medical evaluation, in a justified leave from work and medical treatment.

Fatal Accident: Event involving injuries that result in the worker's death.

Source: Glossary of Terms of the Regulations on Law 29783 – the Occupational Health and Safety Act – Executive Order 005-2012-TR, as substituted or amended from time to time.

(**) Direct employees are considered those with a direct employment relationship with the company via any type of contract.

(***) Contractors' employees are those who perform outsourced activities.

Question 20	Yes	No	Explanation:
<i>Does the company measure its workplace climate?</i>	X		There is a corporate climate survey that is conducted annually.

a. If the answer to Question 20 is yes, indicate:

	Yes	No	Explanation:
<i>Does the company have objectives or goals for improving its workplace climate?</i>	X		

b. If the company reports having objectives or goals for improving its workplace climate, indicate the name of the document containing said objectives, the approval date, and the year since which the company has applied it:

Document Name	Approval Date	Year First Implemented

Question 21

	Yes	No	Explanation:
Does the company have a talent management policy for its employees?	X		

a. If the answer to Question 21 is yes, indicate the name of the document containing its employee talent management policy:

Document Name
Corporate Policy (GG-DD-01)

b. If the answer to Question 21 is yes, indicate:

	Yes	No	Explanation:
Was the talent management policy approved by the Board of Directors?	X		

Question 22

	Yes	No	Explanation:
Does the company have procedures for identifying and punishing sexual harassment and acts of hostility in the workplace? (*)	X		The complainant files a complaint by telephone, internet, intranet, or app. The operator from Navex (channel provider) checks the persons mentioned in the complaint and sends it to the representatives of Nexa's conduct committee. The person in charge of Nexa's ethics hotline ensures that the complaint remains confidential.

(*) Take into account the scope established in Law 27942 with regard to sexual harassment and in Executive Order 003-97-TR with regard to acts of hostility, as substituted or amended from time to time.

If the answer to Question 22 is yes, indicate the name of the company document containing procedures for the prevention of sexual harassment and acts of hostility in the workplace:

Document Name
Code of Conduct

Human Rights:

Question 23	Yes	No	Explanation:
<i>Does the company have a policy or an internal and external management system that includes a channel for complaints/grievances to address impacts on human rights?</i>	X		It has the Navex operator (provider of the ethics hotline channel) who reviews the persons mentioned in the complaint or grievance and sends it to the representatives of Nexa's conduct committee.
<i>Does the company document and report, within a given time period, the results of the investigations conducted in response to the complaints/grievances referred to in the preceding question?</i>	X		Issues of discrimination, workplace aggression, and sexual harassment are investigated by Human Resources, which may request support from the Legal and Compliance Area.

a. If the answer to Question 23 is yes, indicate the name of the document containing the policy or the internal and external management system adopted by the company, the issue date, and the year since which the company has implemented it:

Document Name	Date Issued	Year Implemented
Ethics Hotline	January 2, 2010	2010

b. If the answer to Question 23 is yes, indicate:

	Yes	No	Explanation:
<i>Does the company have a report evaluating the results of its policy or internal and external management system for remedying impacts on human rights?</i>	X		Based on our internal policy, we ensure compliance and prevent, investigate, and punish actions that violate human rights.
<i>Does the company have a training plan on human rights matters applicable to the entire organization?</i>	X		This year, we implemented the "Breaking Taboos" project to provide information on topics of gender and machismo and to foster dialogue within the organization.

III. SUPPLEMENTARY INFORMATION

Question 24	Yes	No	Explanation:
<i>Has the company obtained international corporate sustainability certification?</i>	X		The company's operations are rooted in a solid management foundation involving the implementation of corporate best practice for safety, environmental, social responsibility, and personal matters. In particular, it is committed to a management practice with a smaller environmental footprint, assuming the role of strategic ally in the local development of the communities situated near its mining operations and projects through the implementation a range of different projects and activities.

If the answer to Question 24 is yes, indicate the certification the company holds and provide an internet link where this certification can be verified.

International Certification	URL

Question 25	Yes	No	Explanation:
Does the company have a Corporate Sustainability Report separate from this report?	X		Reports from previous years.

If the answer to Question 25 is yes, indicate the report name and provide an internet link where the most recently available report can be viewed:

Report Name	URL
Our 2020 Annual Report	https://riperu.nexaresources.com/Download.aspx?Arquivo=kMA2oDoT4rZWAonFetch6A==

Annex A:

Professional Background of the Company's Board Members

Agustín de Aliaga

Chairman of the Board of Nexa Perú since 2005 and board member since 1979. Vice Chairman of the Board of Atacocha. Mr. De Aliaga is also a board member of Sociedad Minera El Brocal and Urbanizadora Pro S.A., chairman of Inversiones y Servicios Financieros S.A., and board member of Calzado Atlas and Cómex Perú. He was previously a board member and founder of AFP Horizonte, board member of Sindicato Minero Pacococha S.A, vice chairman of Inversiones La Rioja, and other companies. He was also a member of the University Council of the Universidad del Pacífico. He is a graduate in business administration from the Universidad del Pacífico, with a Master's in Business Administration from Southern Methodist University in Dallas.

Tito Martins

Member of NEXA Perú's Board of Directors since 2012. Board member of Atacocha and Global CEO of NEXA Resources. Mr. Martins is an executive with over 30 years of experience in the mining and metals sector in different countries. He was previously the Chairman of the Board at the Brazilian Aluminum Association (ABAL). He was also the Executive Director of Base Metals at Vale S.A., one of the largest mining companies in Brazil.

Additionally, he was a board member at Norsk Hydro, an aluminum producer based in Norway. He was the CEO of Caemi S.A., a diversified Brazilian mining company listed on the São Paulo Stock Exchange. Early in his career, he worked at Valle S.A., here he held numerous positions in the financial and corporate areas. He holds a degree in economics from the Universidade Federal de Minas Gerais (UFMG) and an MBA from the Universidade Federal de Rio de Janeiro (UFRJ). He participated in the supplementary training program at the Kellogg School of Management at Northwestern University in the USA, and at INSEAD in France.

Jones Belther

Member of NEXA Perú's Board of Directors since 2013. Board member of Atacocha. He is currently Senior Vice President of Mineral Exploration and Mining Technology at NEXA Resources. He held this same position at Votorantim Metais S.A. until 2014. He was previously the manager of Vale in Peru. He has over 25 years of experience in mining exploration in Brazil and other countries. He previously worked at companies such as Río Tinto Brazil, Golden Star Resources in Suriname, and Vale in Brazil and Peru, among others. He graduated with a degree in geology from the Universidade Estadual Paulista (UNESP) in Río Claro, Brazil, where he also obtained his Master's in Mining Exploration.

Claudia Cooper

Member of Nexa Perú's Board of Directors since 2019. She is currently president of the Bolsa de Valores de Lima and a board member of Scotiabank Perú. She is also president of the 2021 Perumin Mining Convention and an independent financial consultant to the National Association of Mining, Oil, and Energy (SNMPE) and the Lima Chamber of Commerce. She was previously Minister of Economy and Finance (2017-2018), an independent financial consultant to the IADB and a research associate at the Research Center of Universidad del Pacífico. She is an economist by profession with a PhD in economics from New York University in the United States.

Rodrigo Menck

Vice Chairman of the Board of Nexa Perú since 2019. He has over twenty years of experience in treasury, structured finance, and the capital market. He previously worked for banking entities such as BankBoston, Itau, WestLB, Citi, and BNP Paribas before joining Nexa in el 2016 as Treasury and Investor Relations Manager. In that position, he helped guide the Company's IPO. He is a business administrator by profession and holds an MBA from Universidade de São Paulo in Brazil.

- The Company's board members have no bonds of affinity or consanguinity among them, nor with the General Manager or other managers of Nexa.

Salaries of the Board Members and Managerial Staff as a Percentage of Gross Revenue

- The salaries of the managerial staff and the board members of Nexa Resources Perú as a percentage of the Company's gross revenue according to its separate financial statements was 2% in 2021.

Annex B

Organizational Human Development Indicators

Table 1. No. of team members who left their jobs and new team members hired

Type	2021
Team members who left their jobs (total)	204
Team members who left their jobs (voluntarily)	73
New team members hired	183

Table 2. No. of team members hired in 2021, by age

Type	2021
<30 years old	52
30-50 years old	123
>50 years old	8

Table 3. No. of team members hired in 2021, by sex

Type	2021
Male	132
Female	51

Annex C

Social Management

Table 4. Corporate Volunteering

Mining Unit	Time – Paid Volunteering*	Amount
Cerro Lindo MU	669 hours of volunteering, for an average of S/ 36.75 per hour	S/ 24,585.75
El Porvenir MU	806 hours of volunteering, for an average of S/ 31.11 per hour	S/ 25,074.66
Atacocha MU		

*Employees who offer to volunteer during paid work hours: Refers to the cost to the company for the time an employee spends in a program.

Annex D

Environmental Indicators

Table 5. Materials (GRI 301-1)

Material	Material Type	Unit	El Porvenir		Atacocha		Cerro Lindo	
			2020	2021	2020	2021	2020	2021
Mining	Non-renewable	t	1,492,751.6	2,077,591.1	1,065,362.44	1,271,107.29	5,482,210.60	6,369,044.07
Other Non-Renewable Materials (External Supply)	Non-renewable	t	1,168.9	4,898.36	1,671.03	4,019.27	8,926.46	8,778.29
Total Renewable Materials (External Supply)	Renewable	t	0.00	0.00	0.00	0.00	0.00	0.00
Total Renewable Materials (Internal Supply)	Renewable	t	0.00	0.00	0.00	0.00	0.00	0.00
Total Non-Renewable Materials (External Supply)	Non-renewable	t	1,168.9	4,898.36	1,671.03	4,019.27	8,926.46	8,778.29
Total Non-Renewable Materials (Internal Supply)	Non-renewable	t	1,492,751.6	5,195,793.07	1,065,362.44	7,474,859.19	5,482,210.60	6,369,044.07
Total Renewable Materials	Renewable	t	0.00	0.00	0.00	0.00	0.00	0.00
Total Non-Renewable Materials	Non-renewable	t	1,493,920.5	5,200,691.43	1,067,033.47	7,478,878.46	5,491,137.06	6,377,822.36

Annex E

Industry Groups and Associations

Table 6. Industry Groups and Associations

Industry Groups and Associations	
<ul style="list-style-type: none"> • National Confederation of Private Business Institutions (CONFIEP) • Asociación Empresarios por la Educación (“Entrepreneurs for Education” Association) • Dialogue, Mining, and Sustainable Development Group (GDMDs) • Peruvian Institute of Mining Engineers (IIMP) • Perú 2021 • National Mining, Oil, and Energy Association (SNMPE) 	

Annex F

Table 7. Contributions by Organization

Organization Name	Organization Type/ Brief Summary	Description of Relationship with Organization	Total Amount Paid in 2020	Total Amount Paid in 2021
National Mining, Oil, and Energy Association	Non-profit organization for legal entities involved in mining, hydrocarbons, and electricity activities.	Institution members, sponsorship, COVID-19 aid	\$281,702.87	\$137,169.3
Women in Mining	Non-profit organization that aims to promote the personal and professional growth of women involved in the mining sector, whether in the public or private sphere, as well as related companies.	Institutional Allies	\$1,573	
Canadian-Peruvian Chamber of Commerce	A dynamic non-profit organization that aims to become a reliable, informative partner in promoting and developing close trade, educational, and cultural ties between Canada and Peru.	Diamond Sponsor		\$5,876.9

Institute of Mining Engineers	Private non-profit organization consisting of Peruvian and foreign professionals, technicians, individuals, and legal entities engaged in or tied to the country's mining industry.	Courses, events, and sponsorship	\$10,612.65	\$29,693.94
Mine Safety Institute	Private non-profit organization consisting of mining and industrial companies and independent professionals established to provide safety training and engage in effective and efficient efforts to improve and safeguard safety measures.	Corporate partner, seminars, training events	\$13,990.53	\$11,951.45

GRI Index

GRI Standard	Disclosures	Page(s)	Omission
General Disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details	13, 78	
	2-2 Entities included in the organization's sustainability reporting	12	
	2-3 Reporting period, frequency, and contact point	5	
	2-4 Restatements of information	5	
	2-5 External assurance	5	
	2-6 Activities, value chain, and other business relationships	78, 92	
	2-7 Employees	33, 34	
	2-8 Workers who are not employees	36	
	2-9 Governance structure and composition	19	
	2-10 Nomination and selection of the highest governance body	19	
	2-11 Chair of the highest governance body	19	
	2-14 Role of the highest governance body in sustainability reporting		
	2-15 Conflicts of interest		
	2-22 Statement of sustainable development strategy	11	
	2-23 Policy commitments		
	2-24 Embedding policy commitments		
	2-26 Mechanisms for seeking advice and raising concerns	22	
	2-27 Compliance with laws and regulations		
	2-28 Membership associations		
	2-29 Approach to stakeholder engagement	26	
	2-30 Collective bargaining agreements	43	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	5	
	3-2 List of material topics	6	

Economic Topic Standard			
Economic Performance			
GRI 3: Material Topics 2021	3-3 Management of material topics	100	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	100, 101	
Market Presence			
GRI 3: Material Topics 2021	3-3 Management of material topics	39, 40	

GRI 202	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	39, 40	
Indirect Economic Impacts			
GRI 3: Material Topics 2021	3-3 Management of material topics	60	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	56, 60	
Procurement Practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	95	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	95	
Anti-corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	21, 22	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	22	
	205-2 Communication and training about anti-corruption policies and procedures	23	
	205-3 Confirmed incidents of corruption and accidents taken	22	

Environmental Topic Standard			
Materials			
GRI 3: Material Topics 2021	3-3 Management of material topics	63, 64	
GRI 301: Materials	301-2 Recycled input materials used	138	
Energía			
GRI 3: Material Topics 2021	3-3 Management of material topics	69	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	70	
Water and Effluents			
GRI 3: Material Topics 2021	3-3 Management of material topics	67	
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	67	
	303-4 Waster discharge	68	
	303-5 Water consumption	69	
Biodiversity			

GRI 3: Material Topics 2021	3-3 Management of material topics	74	
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	75	
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	70	
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	70, 71	
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics	71	
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	72	
	306-3 Waste generated	72, 73	
Supplier Environmental Assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	94	
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	94	
	308-2 Negative environmental impacts in the supply chain and actions taken	96	
Social Topic Standard			
GRI 3: Material Topics 2021	3-3 Management of material topics	41, 42, 60	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	42, 42	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	43, 44	
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	48, 49	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	49	
	403-2 Hazard identification, risk assessment, and incident investigation	50, 51	
	403-3 Occupational health services	51	
	403-4 Worker participation, consultation, and communication on occupational health and safety	55	

	403-5 Worker training on occupational health and safety	54	
	403-8 Workers covered by an occupational health and safety management system	49	
	403-9 Work-related injuries	51	
	403-10 Work-related ill health	51	
	Training and Education		
GRI 3: Material Topics 2021	3-3 Management of material topics	45	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	47	
	404-2 Programs for upgrading employee skills and transition assistance programs	47	
	404-3 Percentage of employees receiving regular performance and career development reviews	48	
	Diversity and Equal Opportunities		
GRI 3: Material Topics 2021	3-3 Management of material topics	37,38	
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity of governance bodies and employees	34	
	405-2 Ratio of basic salary and remuneration of women to men	39	
	Non-Discrimination		
GRI 3: Material Topics 2021	3-3 Management of material topics	29	
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	29	
	Child Labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	29, 98	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	29, 98	
GRI 3: Material Topics 2021	3-3 Management of material topics	29, 98	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	29, 98	
	Local Communities		

GRI 3: Material Topics 2021	3-3 Management of material topics	64	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	58, 64	
Supplier Social Assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	94	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	94	
	414-2 Negative social impacts in the supply chain and actions taken	96	

***Note 1: Shareholder Structure Update**

According to the Annual Report 2021 approved at the Shareholders' Meeting on March 30, 2022, the participation percentages of the shareholding structure by type of investor in common and investment shares were updated due to a change in the methodology used by Nexa Peru, according to the following tables:

Shareholding Structure by Investor Type (Common Shares)

Holdings by type of shares or securities included in the S&P Perú Selective Index (at the close of the fiscal year)	No. of Holders	Stake %
1. Member of the company's board of directors, including relatives (1)	-	0.00%
2. Companies workers not included in 1	18	0.12%
3. Individuals not included in 1 and 2	1,206	3.15%
4. Pension funds managed by Private Pension Fund Management Companies under the supervision of the Superintendency of Banking, Insurance, and Private Pension Fund Management Companies	12	12.95%
5. Pension funds managed by the Pension Normalization Office (ONP)	-	0.00%
6. Peruvian State entities, with the exception of those included in 5	-	0.00%
7. Banks, financial entities, municipal savings banks, development entities for micro- and small enterprise, rural savings and loan associations, and credit unions under the supervision of the Superintendency of Banking, Insurance, and Private Pension Fund Management Companies	2	0.00%
8. Insurance companies under the supervision of the Superintendency of Banking, Insurance, and Private Pension Fund Management Companies	-	0.00%
9. Insurance companies under the supervision of the Superintendency of Banking, Insurance, and Private Pension Fund Management Companies	2	0.00%
10. Investment funds, mutual funds, and trust funds under the Stock Exchange Act and the Investment Funds Act; and bank trusts under the General Financial System Act	8	0.03%
11. Self-standing trust funds and foreign bank trusts, where identifiable	-	0.00%

12. Foreign depositaries that are listed as owners of shares as part of ADR or ADS programs	-	0.00%
13. Foreign depositaries that are listed as owners of shares not included in 12	-	0.00%
14. Foreign custodians who are listed as holders of shares	-	0.00%
15. Entities not included in the preceding numbers (2)	19	83.75%
16. Shares belonging to the S&P/BVL Perú Select Index or security representing these shares, in the Company's portfolio	-	0.00%
Total	1,267	100.00%

Holding by holders of shares or securities representing a stake comprising the S&P/BVL Perú Select Index, by residence (as of the close of the fiscal year).

(1) Term "Relatives" defined as per the Regulations on Indirect Ownership, Ties, and Economic Groups.

(2) Term "Entities" defined as per the Regulations on Indirect Ownership, Ties, and Economic Groups.

(3) Two decimal places.

Shareholding Structure by Investor Type (Investment Shares)

Holdings by type of shares or securities included in the S&P Perú Selective Index (at the close of the fiscal year)	No. of Holders	Stake %
1. Member of the company's board of directors, including relatives (1)	-	0.00%
2. Companies workers not included in 1	14	1.36%
3. Individuals not included in 1 and 2	910	62.20%
4. Pension funds managed by Private Pension Fund Management Companies under the supervision of the Superintendency of Banking, Insurance, and Private Pension Fund Management Companies	-	0.00%
5. Pension funds managed by the Pension Normalization Office (ONP)	-	0.00%
6. Peruvian State entities, with the exception of those included in 5	-	0.00%
7. Banks, financial entities, municipal savings banks, development entities for micro- and small enterprise, rural savings and loan associations, and credit unions under the supervision of the Superintendency of Banking, Insurance, and Private Pension Fund Management Companies	-	0.00%
8. Insurance companies under the supervision of the Superintendency of Banking, Insurance, and Private Pension Fund Management Companies	-	0.00%
9. Insurance companies under the supervision of the Superintendency of Banking, Insurance, and Private Pension Fund Management Companies	-	0.00%
10. Investment funds, mutual funds, and trust funds under the Stock Exchange Act and the Investment Funds Act; and bank trusts under the General Financial System Act	-	0.00%
11. Self-standing trust funds and foreign bank trusts, where identifiable	-	0.00%
12. Foreign depositaries that are listed as owners of shares as part of ADR or ADS programs	-	0.00%
13. Foreign depositaries that are listed as owners of shares not included in 12	-	0.00%
14. Foreign custodians who are listed as holders of shares	-	0.00%
15. Entities not included in the preceding numbers (2)	15	36.45%

16. Shares belonging to the S&P/BVL Perú Select Index or security representing these shares, in the Company's portfolio	-	0.00%
Total	939	100.00%

Holding by holders of shares or securities representing a stake comprising the S&P/BVL Perú Select Index, by residence (as of the close of the fiscal year).

(1) Term "Relatives" defined as per the Regulations on Indirect Ownership, Ties, and Economic Groups.

(2) Term "Entities" defined as per the Regulations on Indirect Ownership, Ties, and Economic Groups.

(3) Two decimal places.