

INSTITUTIONAL
REVIEW

2022



Miski Mayo



www.miskimayo.com



Miski Mayo





Content

Letter from our General Manager	5
Miski Mayo mining company profile	9
Our vision, mission and purpose	10
Our values	11
Our production process	13
Highlights 2022	14
Sustainability	19
Safety	21
Health	31
Environment	37
We value those who make our company	47
Social management	83
Fospibay	133
ESG: Our environmental, social and governance performance	147
Transformation	155
Digital transformation	158
Operational excellence	161
Mine operations	163
Plant operations	171
Discharge, Dryer and Port Operations	177
Maintenance	185
Engineering	193
Our ethics and corporate integrity	199
Miski Mayo family	205
Moments to share	

LETTER FROM OUR DIRECTOR - PRESIDENT

I worked at Miski Mayo from 2008 to 2019 and during these 11 years I was able to witness the great courage and dedication that all this great human team puts into each goal set, especially in situations of adversity. Now that I have returned to the company to accompany you from my new position as Director-President, and therefore have the pleasure of presenting you this Institutional Review of 2022, I express my great pride for all that has been achieved in these years, and my special thanks to each collaborator for being protagonists of another year of success in our history.

2022 was a very positive year for Miski Mayo, the result of various actions and decisions, changes and improvements that materialized thanks to the work, perseverance, commitment and dedication of our people, focused more than ever on making things happen.

It is important to remember that 2022 was the year that allowed us to return to normality after 2 years of a global pandemic that forced us to adapt to a more agile, competitive and constantly changing world. This return to the new normality helped to strongly resume work in the operation, obtaining important records, optimizations and notable improvements.

At the Mine, for example, we achieved the largest total movement of tons (between waste material and mineral) in our entire history and we modernized our fleet management system by migrating to Dispatch 6. We worked especially on the automation of our Concentrator Plant, achieving improved mineral recovery, which is reflected in the generation of less tailings and more phosphate in the process. On the



side of Dryer and Port Unloading, once again we achieved records in monthly sales and the highest monthly concentrate transportation. And for the transport of our phosphate, we went from using bi-trains to using tri-trains, optimizing our process. Another important aspect was that we ensured the supply of natural gas through the external network, now having our own station, which generates environmental and operational benefits.

Regarding the Maintenance area, we carried out very important actions such as the change of dryer N°2, after 11 years of operation, the improvement of the Physical Availability of the Concentrator Plant, which in 2022 has been the highest in the last five years; and the construction of the drying maintenance workshop, offering a safer and

more comfortable environment for our people.

All these changes and improvements that we are implementing are always aligned with our Mosaic corporate, beginning with our constant process of Transformation, driven by our own workers through ideas that contribute to reducing costs and operational efficiency. Proof of this are the 179 ideas implemented until 2022, of which 91 are related to Digital Transformation.

Likewise, in the area of Environmental, Health and Safety (EHS) a first big step was taken through a basic diagnosis to later standardize the corporate Management System in EHS. And we have also been working under ESG strategic management, a new vision whose first action has allowed us to be pioneers in Peru with the innovative implementation of 4 electric buses to transport our staff, a project that benefits the environment thanks to the use of clean technology.

Under this same approach, in 2022 we launched our global Diversity and Inclusion (D&I) strategy, through an awareness and training program for all staff with the commitment to create an innovative and collaborative workspace that welcomes, values and respect the diversity of people.

Also, at the corporate level, we implemented a Hybrid Work System for our administrative staff, which has allowed us to provide greater flexibility and autonomy to our employees, and promote self-discipline and responsibility among them, while offering them a modern and completely remodeled work environment. in the offices of Piura.

And in the case of our operational personnel, we have continued to work on improving well-being and rest conditions in the camp, also creating spaces for fellowship and recognition for all on special dates such as our Anniversary and Miner's Day, in addition of Informative and preventive talks throughout the year on various topics included in our corporate Well-being program: "Wellness".

Our business approach also has a high level of commitment to the development and well-being of the population that is close to our operation. Therefore, in this review we highlight once again the important work that we continue to do for the benefit of the province of Sechura, as strategic allies, promoting shared and articulated work between Company, State and Community at all times.

Every year we strictly comply with our contractual commitments, having contributed until December 2022, a total of S/. 1078.6 million, including canon contributions, royalties, usufruct rights, delivery of fertilizers to the community, among others. It is worth noting the role of the Social Funds of the Bayóvar Integral Project (Fospibay) in Sechura, since we contribute 95% of the total fund, which has made it possible to carry out 67 projects of impact and magnitude in the different districts of the province of Sechura, intervening in different sectors such as health, productive development, education, water and sanitation, electrification, road access and connectivity.

In addition, as part of our Social Responsibility policy, until 2022, we have invested S/.47



million executing various actions through our Social Programs focused on health, education, environment and local development, generating, consolidating and leveraging fishing ventures, agriculture, livestock, and giving special attention to women as part of our diversity and inclusion policy, involving our contractor companies every year to join this initiative, working and promoting together the sustainable development of Sechura.

As we can see, 2022 has been a really very positive and productive year for Miski Mayo in every sense, which has been reflected in the excellent results obtained at an operational, economic, social and environmental level. For this reason, I once again express my gratitude and appreciation to each collaborator for the excellent results of 2022, the same ones that I am sure motivate us to continue with the same impetus and focus so that 2023 is simply

extraordinary.

I invite you to enjoy this great summary of 2022, as I have page after page.


Marilza Carneloz
Director - President
Miski Mayo Mining Company



COMPANY PROFILE

COMPANY PROFILE

COMPANY PROFILE

We are a non-metallic mining company, a pioneer in the Piura region, which since 2010 has been extracting phosphoric rock from the Bayóvar mine in Sechura, to process it as phosphate concentrate, an important input to produce fertilizers and thus contribute to agriculture and the production of the food the world needs.

OUR VISION, MISSION AND PURPOSE

At Miski Mayo we all work towards a single objective, to be a world-class company, competitive in the international market, working under high standards in safety, care for the environment and social responsibility in order to contribute to the sustainable development of the province. of Sechura and the Piura region, having as foundation and inspiration our vision, mission and corporate purpose



MISSION:

Transform natural resources into prosperity and sustainable development



VISION:

To be the leading Peruvian company in value creation, with excellence, passion for people and for the planet



PURPOSE:

We help the world grow the food it needs

OUR VALUES

At Miski Mayo, our actions are inspired by our corporate culture based on a **solid policy of transparency and ethics**, taking our corporate values as a starting point, where safety, as the first value, is one of the most important axes within our management



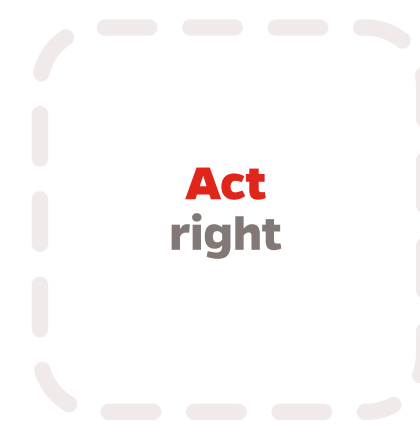
**Life
first**



**We value
who make up
our
company**



**Take care
of our
planet**



**Act
right**



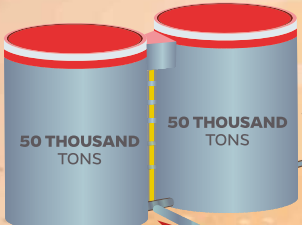
**Grow
and evolve
together**



**Make
it
happen**



GEOGRAPHIC LOCATION



Dry phosphate it is stored in two silos

A closed tubular belt is used to transport the phosphate, preventing it from spilling.

4. Port

The dry phostat is delivered as a final product to customers in the vessel's holds.

These are covered with canvas to avoid dust dispersion.

3. Discharge and dryer area

In this stage, the moisture content of the concentrate is reduced from 8% to approximately 3% through rotary ovens.

We use Natural Gas.

Discharge area

Here the tri-trains trucks unload the concentrate that is transported to the dryers through a conveyor belt.

Each dryer has bag filters to mitigate the emission of dust.

2. Concentrator Plant

Here the rock is washed to separate the phosphate from other residual materials and thus achieve its concentration. Then the concentrate is transported by a belt to the tri-train trucks for its transfer to drying.

We do not use any chemical reagents in our process.

Our tailings contain only seawater, clay and sand. They are stored in authorized deposits.

MISKI MAYO OPERATIONS CAMP

Conveyor belt

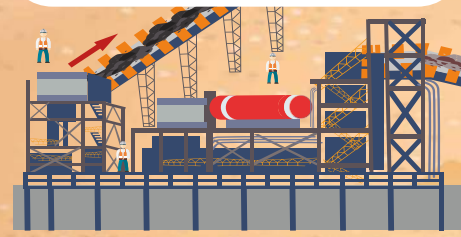
Transfers the ore to the concentrator plant

We have dust collectors at all the transfer points of our belts.

1. Conveyor belt

Here the earth is excavated, through a simple mechanical process, to extract the phosphate rock.

We do not use blasting.



Desalination Plant

Located next to the concentrator plant, it receives seawater from our port through a pipeline. Through the reverse osmosis process, the water is desalinated, stored, and used to wash the phosphate rock.

We do not compete for fresh water.

OUR PRODUCTION PROCESS

We do green mining

We have an **environmentally friendly operation** that reflects our commitment to caring for the planet.

HIGHLIGHTS 2022



12 years

producing phosphate concentrate at the Bayóvar mine in Sechura.



673

employees directly hired as part of Miski Mayo.

S/. 1078.6 MILLION

paid since 2010, in taxes, tributes and contractual obligations.

S/. 180 MILLIONS

invested since 2012 in contracts with local suppliers.

S/. 47 MILLION

invested since 2010 in **Social Responsibility** programs .



+59%

of our labor force belongs to the **province of Sechura** and La Unión District, and **+79%** belongs to the Piura Region.



73%

of our contractors' personnel come from and/or reside in the **Piura region**.



95%

of the total fund is the percentage **of our contribution** to the Social Fund of the Bayóvar Integral Project (FOSPIBAY) .

RECOGNITIONS 2022



In July 2022, we obtained **First place in the "Open Pit" category in the XXV National Mining Safety Contest**, qualifying us as the safest mine nationwide during 2021, awarded by the Peruvian Mining Safety Institute (ISEM).



The Piura Regional Directorate of Education also gave us a **recognition for the contribution made to education in the Piura region** during 2022.



At the end of 2022, we also obtained recognition from **UGEL Sechura** for the support provided by Miski Mayo to education in the province of Sechura.



In December 2022, we received the **Recognition from the Provincial Municipality of Sechura** for our contribution to the glass of milk 2022 program.





SUSTAINABILITY
SUSTAINABILITY
SUSTAINABILITY



Safety Safety Safety



Safety

At Miski Mayo we consider safety as a fundamental part of our corporate culture for the success of our operations

For this reason, in 2022 a **great corporate challenge** began led by the **Mosaic Safety, Environment, Health and Safety (EHS)** in order to align processes, policies, actions, formats, etc. at the level of all the companies that make up the corporation to be directed under the same corporate objective.

Small steps, big results

For this reason, as Miski Mayo we participated in the global survey on EHS; to have a basic diagnosis that has provided the necessary information to align the corporate objectives in Safety, Health and Environment, focused on the well-being and safety of workers, reinforcing good practices, and learning from opportunities for improvement in matters of security.

This new corporate policy is represented through this logo that reflects the great alignment work that will continue in 2023.



—
Meaning:

Every little thing you do (whether in the workplace, business unit, or company, regardless of function or region), every little step adds up to our EHS journey and leads us to great results. The cluster of circles means unity; that is, we come together as a team to achieve something great.

—

Our value: "Life in first place"



At the same time, in addition to taking the first steps towards corporate alignment, in 2022 we **continue to reinforce various safety management tools**, our requirements and critical activities, and other activities, in person and/or virtually, always complying with the provisions of the Government in the face of the pandemic situation that in 2022 was decreasing and was gradually controlled at the country and company level, which allowed us to obtain some notable safety indicators.

Main Security Indicators 2022



733,655

hours worked
**without lost time
accidents.**



4703

near miss reports,
a record in the
story of Miski Mayo



297,733

**unsafe acts and
conditions reported.**
New record in the history
of Miski Mayo



0

**non-conformities in the
inspection** of infrastructure
carried out by
OSINERMING.

Requirements and critical activities (RACS AND RAAR)

These requirements were created by Miski Mayo and are applied in all areas in order to protect people when they carry out activities with a high risk potential. Since the pandemic, we reassessed these activities and identified five critical risks (RAC) and five high risk activities (RAAR), which by their nature have the potential to cause very significant accidents.

The objective of clearly identifying these RACs and RAARs is to **prioritize critical controls, in such a way that they can be managed to ensure that significant risks do not materialize.** And precisely to

ensure adequate management of these critical controls, 6 RAC "guardians" were appointed, whose permanent role is to plan, coordinate and monitor the management of these requirements in coordination with the leaders and work





RAC-01
Cargo
handling



RAC-02
Motor Vehicles
(Personnel Transport)



RAC-03
Mobile equipment
(Ore Hauling)



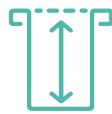
RAC-03
Mobile equipment
(Concentrate transportation)



RAC-04
Blocking
and tagging



RAC-05
Works with
electricity



RAAR 06
Confined Spaces



RAAR 07
Machine protection



RAAR 8
Work at height



RAAR 09
Hot work



RAAR 10
Work with
hazardous chemicals

✓ Face-to-face PAR meeting (Responsible Attitude Program)

In order to continue reinforcing our culture of safety among our staff and with the end of some restrictions inherent to the pandemic, we resumed the PAR Meeting in person, the same one that had been held virtually during the health emergency period.



This activity brings together an average of 100 collaborators in the Plant Maintenance Workshop, including direct personnel and contractors.

In December we managed a high-impact presentation, with the presence of Mr. Lázaro Apaza, who a few years ago suffered a disabling accident that transformed his life. The purpose of this presentation was to make the staff aware of the consequences that an unwanted event can bring, and how an accident influences the lives of people and the people around them.

Likewise, to encourage the participation of people who are outside the operation, we broadcast the meetings live through our internal corporate platform Workplace .





✓ Security world

In order to reinforce knowledge in accident prevention, we organized the "Safety World Cup 2022", a playful initiative where our strategic partners and various areas of Miski Mayo participated. After 5 dates of constant work by each group, the US team formed by Mine Operations Area and the contractors Inversiones Felicita, SHG and San Martín was established as the winner of this edition.



✓ On-site managerial IOA (Open Eyes Inspections)

We resumed the Open Eyes **Inspections (IOA) in person**, a practice where we have a high level of participation from the Managers of all areas of the operation and our Director of Operations, who demonstrate their commitment, involvement and leadership in safety.





Health
Health
Health



At Miski Mayo we are interested in promoting a healthy work environment, taking care of the physical, psychological and mental well-being of our collaborators.

For this reason, our Occupational Health area gives constant support to all areas of the companies , to contribute every day to caring for and preserving the life of each worker, through prevention, timely intervention and the acquisition of modern equipment with the latest medical technology.

Next, we share our main **indicators and actions in the health area**, referring to 2022:



Implementations and equipment in medical areas

In 2022 we made the purchase of **2 new and fully implemented level II ambulances** for better and timely care for our collaborators, both in the Drying Area and in the central camp.

Likewise, we renewed our physiotherapy equipment, acquiring modern and state-of-the-art equipment to improve care for musculoskeletal problems at the Central Camp Medical Center and at medical first aid center of Discharge, Dryer and Port (DDP)

We also acquired 3 occupational hygiene monitoring equipment, which will allow us to control environmental agents with greater precision and speed.



General attentions

We promote access to health services for our employees and during 2022 we recorded a total of **3,100 medical visits and consultations and 1,132 physiotherapy visits**. Likewise, we delivered **283 medical references to collaborators** who required attention in specialized clinics, so that they receive the appropriate treatment for their recovery.

Preventive health actions

On the other hand, this year we also carried out **710 annual occupational medical examinations** to prevent the appearance of diseases or detect them in time.

We took **156 psychosensometric tests** in order to evaluate the visual aptitudes of our collaborators who operate in the field, such as truck operators, tractors, shovels, among others.

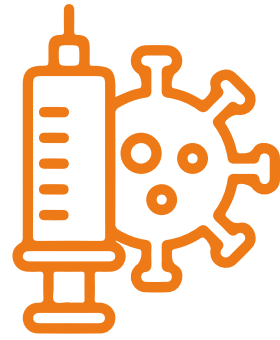
We implemented and restocked **414 first aid kits** distributed in different areas of the operation, to be used in cases of emergency or to provide first aid.



We do not lower our guard against COVID-19

In 2022, the national authorities lifted the state of emergency due to the decrease in cases of COVID-19. This allowed us to return to normality, maintaining better hygiene and care habits. For this reason, this year we carried out **2,915 antigen tests** to rule out this disease in our collaborators; This figure also decreased due to the large number of vaccinated and the few diagnosed cases of COVID-19 in our company.

A total of 2915 antigen tests were performed to rule out COVID-19 in our collaborators.





Environment
Environment
Environment

Environment

Focused on maintaining optimal environmental performance in our operations, we implemented new environmental management initiatives in addition to those established.

We share our commitment to green mining with all our personnel and external personnel, which was reflected in compliance with the legal requirements applicable to our operation and optimization in the use of our resources.

Our value:

"Take care of our planet"

Indicators of our environmental management 2022



10.95%

reduction in the consumption of desalinated water used for production compared to 2021. The desalinated water used was 0.55 m³/ton of wet phosphate concentrate produced.



17,125,107 m³

of volume of seawater extracted, which represented 37.73% of the total approved volume.



5.7%

reduction in energy consumption at the Concentrator Plant, compared to 2021. In 2022, energy consumption was 14.09 kWh/ton of wet phosphate concentrate produced.



4.91%

reduction in energy consumption in Drying compared to 2021. In 2022, energy consumption was 6.45 kWh/ton of dry phosphate concentrate produced.

✓ Solid waste and domestic wastewater management

We have the service of a specialized company for the comprehensive management of hazardous and non-hazardous solid waste generated during our operation.

We have **four Domestic Wastewater Treatment Plants (PTARD)**, located in the Mine, Tric Trac Camp, Drying and Storage Zone. Likewise, we have different septic tanks that process wastewater from those areas that are not covered by the PTARDs. In addition, we have chemical toilets on different work fronts.

✓ Control of particulate material generation

We have a **fleet of tanks intended solely for the irrigation of roads and work fronts**. We only use seawater, thus avoiding the use of fresh water, a scarce resource in the desert area where our operation is carried out.

✓ Weekly maintenance program for weather stations

We have implemented this activity in order to carry out preventive **control of each meteorological station**, carrying out a monitored collection of data to identify variations or events and thus avoid any possible failure in our monitoring equipment.



✓ Environmental training

We have a Training **Program for Environmental Management**, both for our own personnel and contractors, which during the year 2022 was carried out on a weekly basis, with the objective of raising awareness among the personnel on environmental issues involved with the operation and guaranteeing compliance with current environmental legislation applied to mining.

✓ Carbon footprint

In 2022, training on **Greenhouse Gases (GHG) and Carbon Footprint Measurement began**, initially aimed at personnel from the Environment area and representatives of operational areas. Taking into account that in Peru there is no mandatory standard, this initiative allows us to take the first step towards the objective of measuring our Carbon Footprint and evaluating the implementation of more effective actions for its reduction.

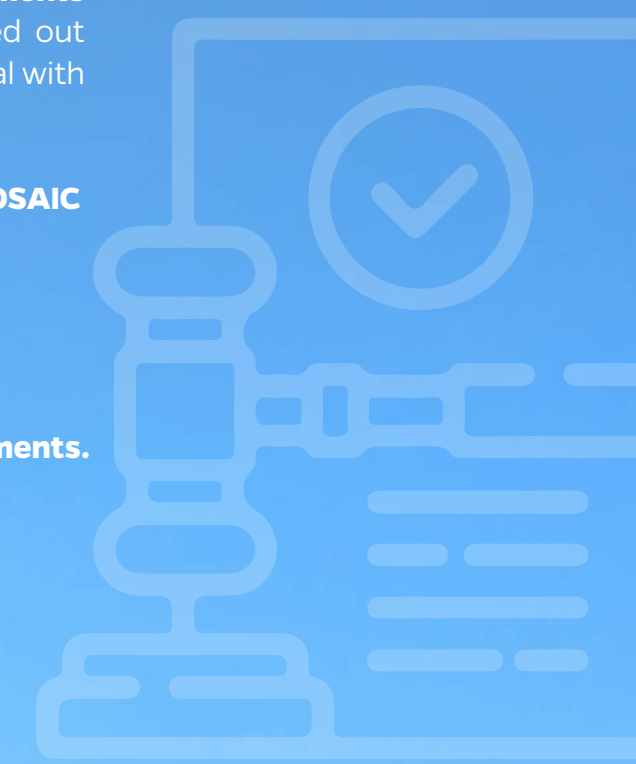
✓ Legal compliance

We are committed to complying with the commitments established in our **Environmental Management Instruments and legal regulations**. In this sense, our team carried out different inspections and developed action plans to deal with possible deviations.

Likewise, we were **audited by our parent company MOSAIC in:**

- Legal requirements
- Mine Closure Plan

In addition, we had an internal **audit of Legal Requirements**.



✓ Environmental monitoring plan

We execute the **Environmental Monitoring Plan approved in the Environmental Management Instrument**, representing each of the environmental factors related to our mining operation: air, seawater, river water, groundwater, noise, soil, flora and fauna, hydrobiological, among others; confirming every year the correct environmental management.

• Air quality monitoring

This monitoring, which is carried out quarterly, has the objective of determining the **concentrations of gases and particulate matter PM-10 and PM-2.5**, in the 09 monitoring stations established in the Bayóvar Phosphate Mine. As every year, this 2022, all the results obtained complied with the Environmental Quality Standards (ECAs) in the nine monitoring stations located in different areas close to the operation.



• Noise quality monitoring

The purpose of this monitoring is to **determine the daytime and nighttime noise levels in the 08 stations** near our operation and to compare the results obtained with current national legislation (Industrial Zone: Daytime hours 80 LAeqT and Nighttime hours 70 LAeqT). This monitoring is performed quarterly.



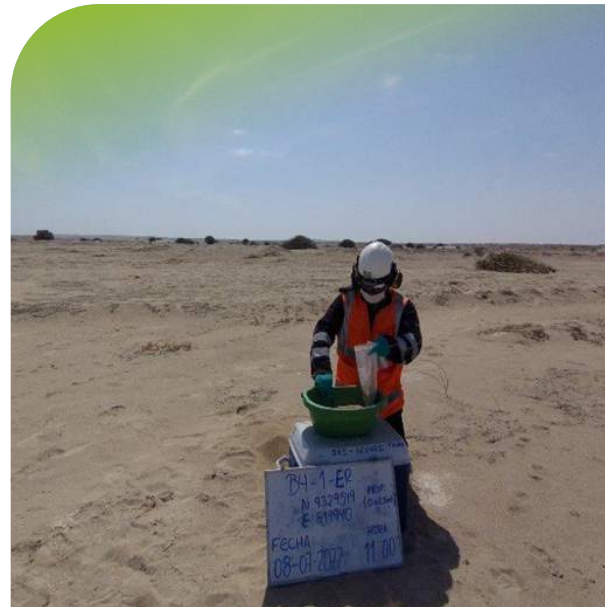
• Surface water quality monitoring

The purpose of this monitoring is to **determine the quality of seawater and compare the results with current regulations (Environmental Quality Standard for Water - DS N°004-2017-MINAM)**. We have 04 monitoring stations, which are monitored at 03 depth levels (surface, middle and bottom). This monitoring is done on a monthly basis.

• Soil Monitoring

This monitoring is carried out annually, and its purpose is to compare the results of the soil quality **parameters with the Environmental Quality Standards for Soil - DS N° 011-2017 - MINAM**

In our case, we **monitor the Industrial /extractive Land Category:** Land in which the main activity carried out includes the extraction and/or use of natural resources (mining activities, hydrocarbons, among others) and/or the production, transformation, or construction of goods.



• Hydrobiological and sediment monitoring

It is carried out in the vicinity of our port **activities to monitor sediments and marine fauna (macrobenthos , fish and cetaceans) during the stage of our operation;** indicating the species of marine fauna as identified in the baseline that was monitored when carrying out our EIA.

Although the monitoring plan contemplates the recording of all the species found by each community during the construction and operation phase, there is a group of species identified in the baseline with a greater abundance and frequency of observation, which are monitored with special emphasis (scallops).



It has a biannual frequency, except for the monitoring of marine macroinvertebrates that is carried out annually.

• Flora and fauna monitoring

It has an annual frequency and is carried out with the objective of periodically monitoring the **flora and fauna in the areas surrounding** our operation in order to identify its relevant changes and take corrective measures. The presence of the Peruvian Cortarrama stands out , which is an endemic species of the Illescas area.



• Groundwater quality monitoring

We have **04 Groundwater Quality Monitoring Stations**, this monitoring is carried out with the following frequencies: monthly for groundwater level and quarterly for dissolved metals.

✓ Environmental permits obtained

On December 23, 2022, the General Directorate of Environmental Health (DIGESA), through Directorial Resolution No. 8594-2022/DCEA/DIGESA/SA, granted us the **Renewal of the Sanitary Authorization of the Water Treatment System for Human Consumption (Drinking water treatment plant).**





we value
we value
we value

We value those who make our company

The development, growth and achievements of Miski Mayo are thanks to our people, to their total commitment and dedication to contributing, from every position, to the success of the company. For this reason, our constant objective is to make our company the best place to work, promoting the personal and professional development of our collaborators, providing them with legal and additional benefits that allow them to offer a better quality of life to each of their families.

Our workforce



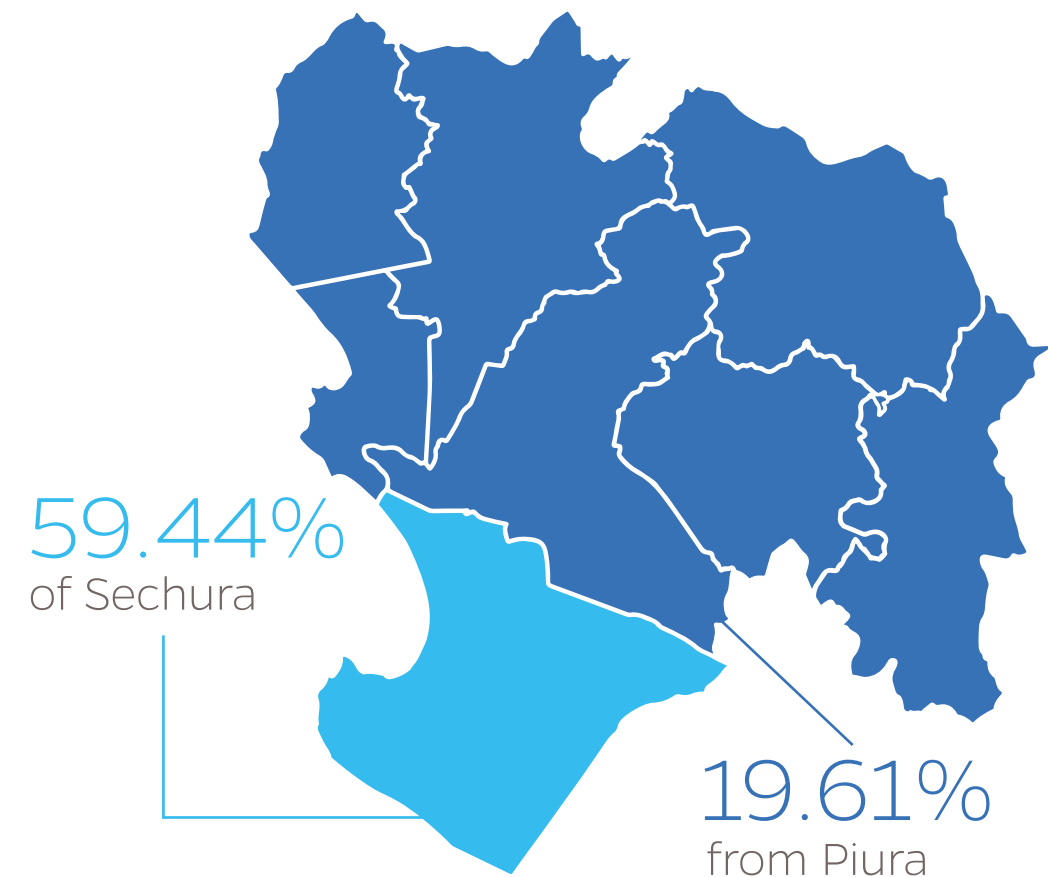
Our workforce

At the end of 2022, at Miski Mayo we have 673 employees on the direct payroll.

59.44% belong to our area of direct influence in the province of Sechura and 19.61% from other cities in the region, making a total of 79.05% of the labor force in the Piura region, where our operation is located.

In addition to this, within our corporate goals of Diversity and Inclusion, we have the **commitment to reach 30% of women working in the entire corporation,** until the year 2030. A great challenge for which we are already planning corporate actions in different stages.

Region Collaborators



 91.98% men

 8.02% women

Laboral benefits

At Miski Mayo we strictly comply with all labor benefits established by law. And in addition to this, we grant additional benefits to contribute to the well-being of our collaborators and their families. In 2022 we maintain the benefits agreed in the collective agreement for the period 2019 – 2023

Benefits of all our employees

- EPS health plan for holder, spouse and children up to a certain age.
- Cancer insurance for the employee and his immediate family (spouse and children up to 25 years of age).
- SCTR coverage (health and pensions).
- COVID coverage covered 100% by the health plan (except for non-covered drugs).
- Higher education scholarships for children of worker's prior application.
- Christmas gift for children of workers up to 10 years old.
- Advice regarding the retirement plan.
- Permits in special cases according to the needs of the collaborator.
- CTS subscription in the months of May and November.
- Payment of bonuses in the months of July and December.
- Legal vacations of 30 days.
- Hybrid schedule for administrative collaborators (office and teleworking)
- Breakfast, lunch and dinner for operating personnel at our mine facilities.
- Meal bonus for administrative staff in Piura, Lima and Mina.
- Teleworking bonus for administrative staff.

- Household allowance.
- Vacation return bonus.
- Labor day bonus.
- Miner's Day Bonus.
- Relay bonus.
- Bonus for five years.
- School allowance.
- Higher Education Allowance.
- Allowance for death of worker.
- License to complete technical or professional training.
- Christmas coupon.

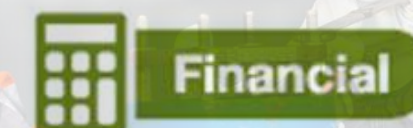
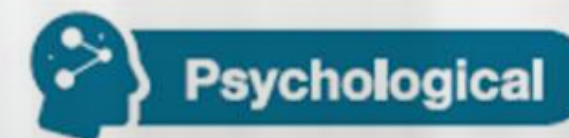


Wellness program



Wellness program

We know how difficult the COVID-19 pandemic has been for everyone, but this experience has left us great lessons and practices that, despite the end of the state of emergency, we have decided to maintain to promote the well-being of our staff, framing these actions in the 4 pillars of our corporate wellness program **“Live well, work well”**.



✓ Leading indicators



1449
attentions
to insured

Counseling and guidance services provided to workers and their families regarding the EPS Health Plan.



30
wellness
activities

Made by our broker AON and Insurer Pacifico.



600
workers and
family members

They attended talks and wellness workshops



25
trainees

They received job training talks

✓ Talks and workshops

Active participation of the families of our workers in the talks and workshops held in 2022.

During the year 2022, together with our Broker AON and Insurer Pacifico, we designed our Program of virtual and face-to-face Workshops, which were distributed throughout the year in order to prevent and counteract some of the problems caused by the critical global health situation. The relatives of our collaborators actively participated in the activities carried out.



Physical Health

- Dance therapy workshop (March 5)
- Make up (March 8)
- Yoga workshop (April 22)
- Makeup workshop (May 07)
- Prevention on the use of alcohol and drugs (August 10)
- Gender violence (August 12)
- Group cancer insurance (August 26)
- Column and posture (October 14)
- Labor gymnastics: active breaks (October 14)



Safety

- Prevention of accidents with babies and infants (October 12)
- Prevention of accidents with older adults (October 26)
- Consequences of self-medication (December 14)



financial

- Management of the family budget (June 1)
- Christmas table decoration (December 21)



Psychological

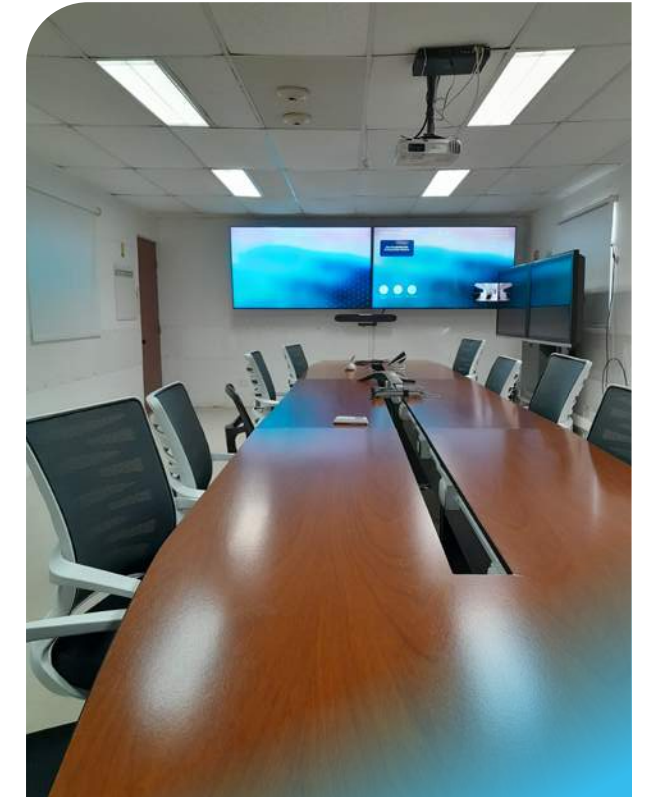
- Relaxation to combat stress and anxiety (March 25)
- Change your way of thinking (mindset) (March 23)
- Stress management in remote work (April 6)
- Management of work and family time (April 20)
- Improve communication between parents and children (May 18)
- How to overcome grief (May 20)
- Taking care of our mental health (July 23)
- Communication with my teenage son (June 24)
- What to do if my child is a victim of bullying (July 15)
- Sexual orientation (July 20)
- How to handle my child's behavior (August 19)
- Machismo and violence against women (September 07)
- Prevention of depression and anxiety (November 16)
- Women's Human Rights (November 18)
- Respectful treatment in couple relationships (November 18 and October 21)



✓ Back to Office Policy: “Hybrid Mode in Action”

Since the beginning of the pandemic, we had to adapt to a new way of life and work, with the emergence of remote or virtual work. Over time and based on a corporate analysis, it was considered appropriate to establish a hybrid work system in the company, which takes advantage of both modalities, both office work, face-to-face, and remote work at home, **offering flexibility and autonomy, based on the self-discipline and responsibility of each collaborator within working hours.**

Thus , we decided to implement this hybrid work model, which allows our collaborators to enjoy the benefits of both variants.



BENEFITS OF HYBRID WORK



BENEFITS OF ON-SITE WORK

- ✓ Promotes collaborative work to solve problems.
- ✓ It allows the development of relationships with the people of the team/company.
- ✓ Helps the integration of new members to the team.
- ✓ Strengthens team spirit and connection.



BENEFITS OF REMOTE WORK:

- ✓ Develops autonomy by providing greater freedom in the execution of tasks. Possibility of working from any physical space without affecting productivity.
- ✓ Reduces environmental pollution by minimizing the use of offices and motor vehicles.
- ✓ It allows to improve the personal-professional life balance by providing greater flexibility.



✓ Piura office remodeling

Starting with a hybrid work modality involved remodeling our offices in Piura, implementing the functional coworking style to promote a more collaborative and flexible environment. This modification took two months and an **approximate investment of USD \$100 thousand dollars.**

In the same way, after the pandemic, the offices of our Central Camp were renovated and arranged, transforming the spaces into a coworking area, a training room and two meeting rooms, also enabling offices for some support areas such as Safety, Engineering, among others.



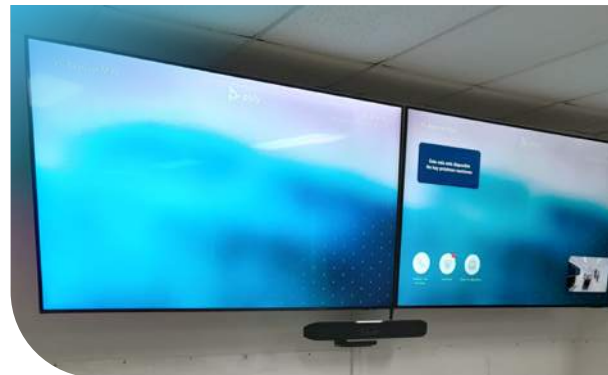
✓ Improvement of housing services

🕒 **We carry out maintenance and improve the soccer** fields in the central camp and Trictrac so that they are enabled and in good condition after the return to the new normality.

🕒 **In 2022 we implemented three new housing modules,** increasing our capacity to house 60 more employees, improving well-being and rest conditions in the camp.



🕒 **We implemented 4 rooms with satellite television** service and other recreational accessories for the access of all collaborators who spend the night in the operation.



🕒 **We expanded the laundry area of the central camp,** which improves environmental conditions so that the contractor company that is in charge of providing this service to our collaborators does so in a space with adequate conditions.



✓ Outdoor activities

🕒 In January 2022 we began directed outdoor activities, **such as soccer and exercise** training with the guidance of activity controllers. In the month of March, the soccer matches were resumed with coaches and coordinators who began to supervise the activities, maintaining certain parameters against the covid, as established by the health authorities until the end of the restrictions, resuming the new normality.



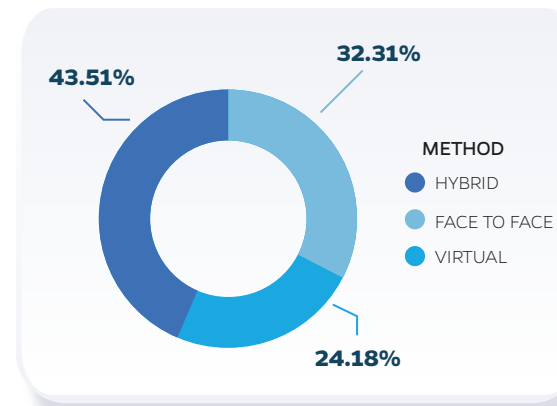
Training and development

Training and development

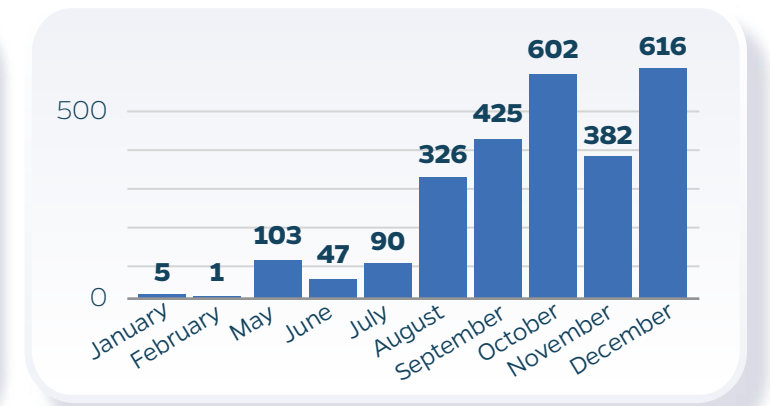
At Miski Mayo we are sure that our growth goes hand in hand with the development of the potential of our collaborators. That is why we are committed to strengthening their capacities and competencies.



TRAINING METHOD



PERSONS TRAINED MONTHLY



PARTICIPANTS BY GENDER



In 2022 we ran, conducted, executed 63 courses, registering approximately 16 thousand hours of training. We managed to train 690 collaborators in transversal, management or technical training.

The operational areas of Maintenance, Mine, Drying Area, Concentrator Plant and Laboratory with the highest number of man hours in training stood out, mostly on technical and safety courses, which contribute to the development of their skills and their performance in the operation.

Likewise, our staff was trained in financial and technological issues such as: Tax, Treasury, Agile Methodologies, Power BI, Accounting, Power Apps / Automate , among others; key digital tools that contribute to the achievement of our transformation process.

✓ **Notable technical training:**

- ① **In the Maintenance area, 92 employees completed the technical training program in extension courses led by TECSUP** in virtual and face-to-face modality with satisfactory grades.
- ② **The internal operator training program was also reactivated**, achieving a total of 21 operators trained in the different equipment of the mine fleet.



Performance management



Performance management

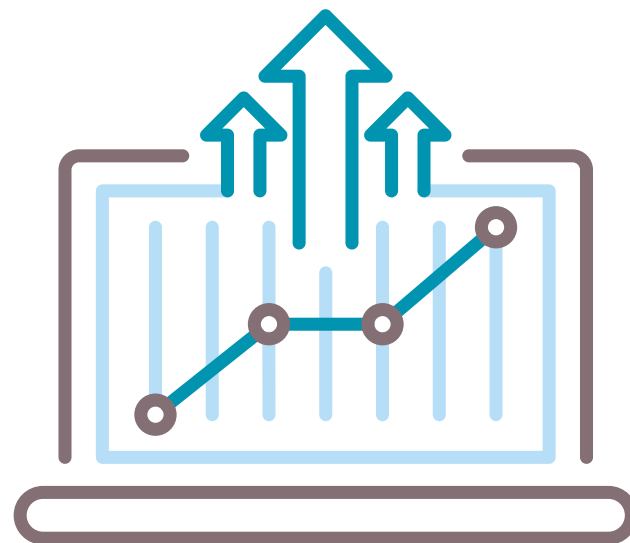
At Miski Mayo we have a Performance Management Program aimed at our administrative staff with the purpose of promoting their development, ensuring that their work is focused on meeting the company's goals and at the same time developing the competencies established in our corporate model of leadership.

This management is based on the evaluation methodology based on our EDGE performance model, where the fulfillment of the goals contributes to 50% of the evaluation and the fulfillment of the competencies the other 50%. This methodology seeks to balance the "WHAT" we do and "HOW" we do it to achieve our results.

✓ Performance evaluation

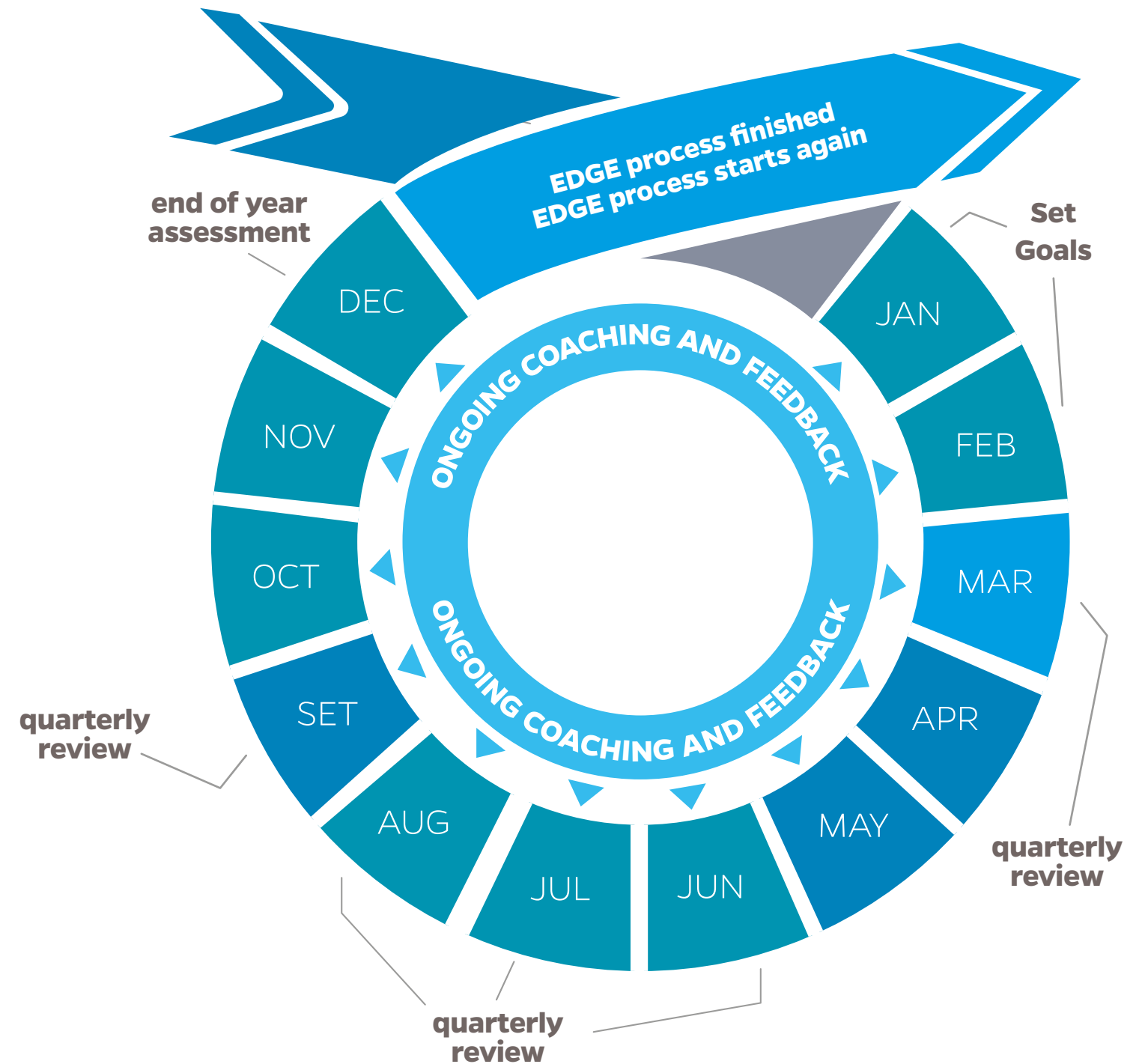
Through Performance Management, goals are established with each administrative worker, also promoting that these help their performance and development, and that they are aligned with the strategic planning of the company. Based on the management cycle that we manage, the progress of the goals is reviewed quarterly, accompanying the process with constant feedback when deemed necessary. In the middle of the year, the semi-annual Feedback stage is carried out to the teams and then the cycle ends with the self-assessment of the collaborator, the evaluation of the manager and with a calibration committee where the evaluation culminates and the Feedback at the end of the year is carried out.

the year. It generates a culture of meritocracy, reinforces feedback as an important communication tool among all, evaluating behavior and performance, thus supporting the development process of Miski Mayo's personnel.

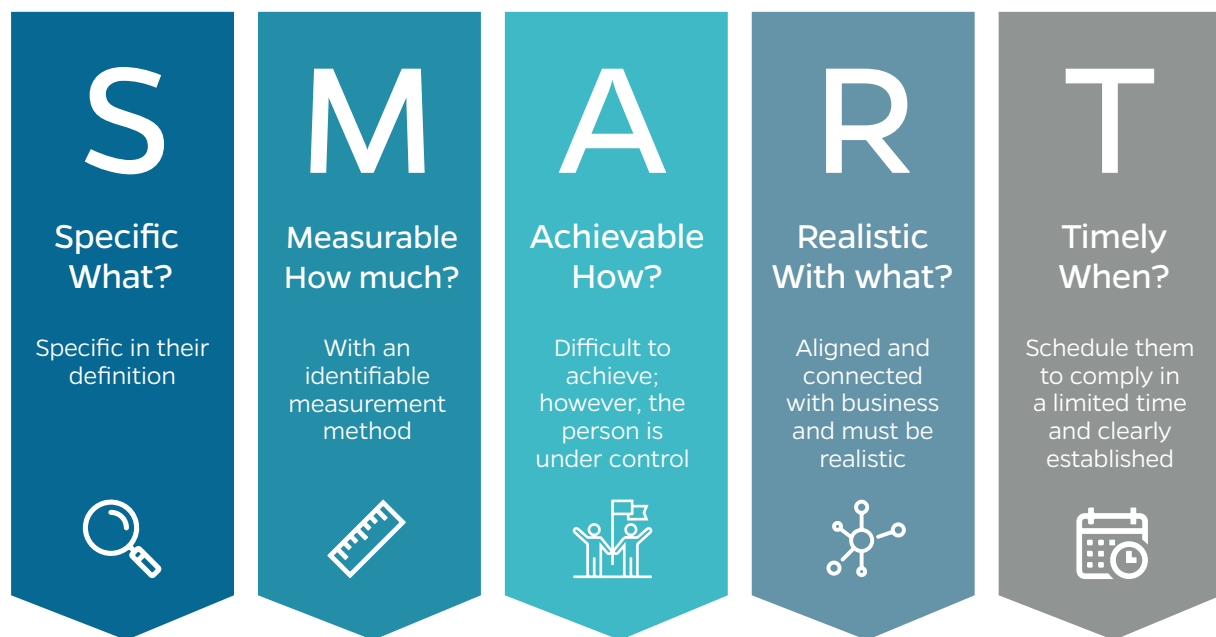


This performance evaluation seeks to recognize the efforts made, guide opportunities for improvement, and assess the results achieved throughout

PERFORMANCE MANAGEMENT CYCLE

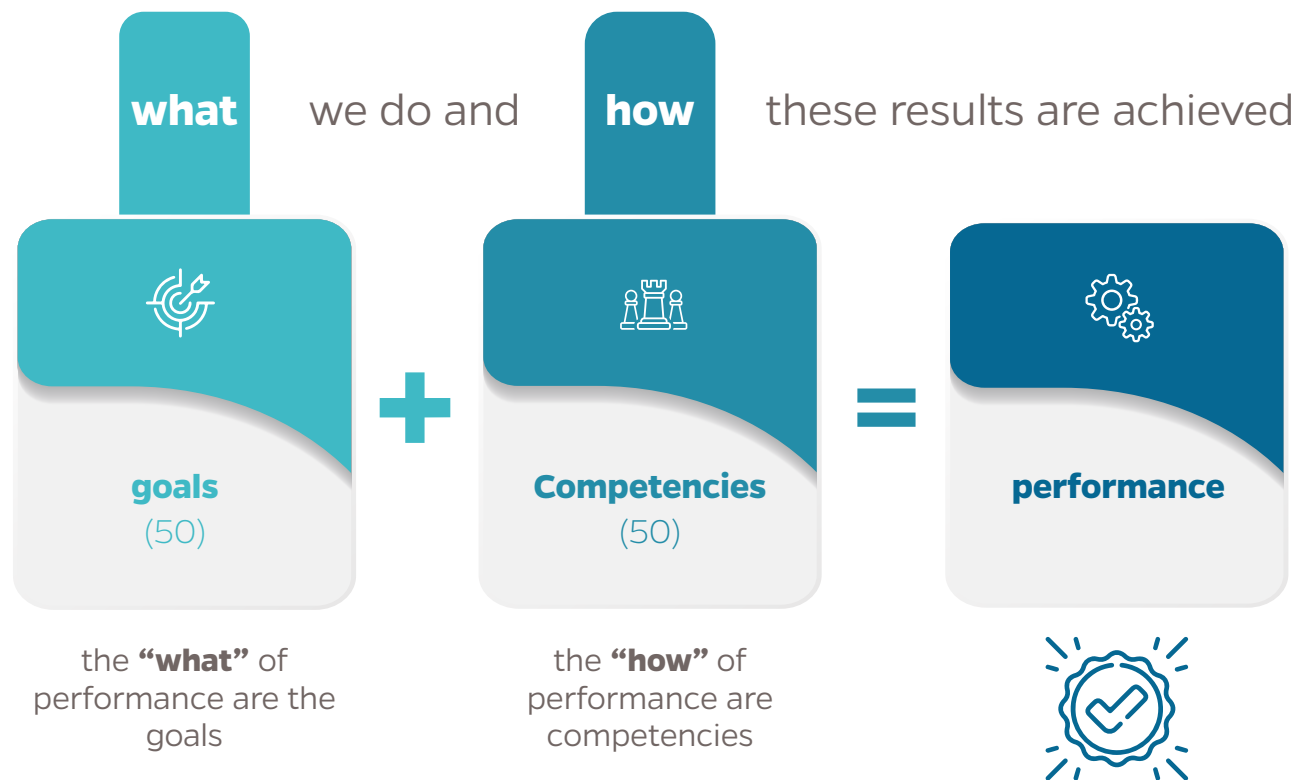


To define our objective and goals we use the SMART methodology; that is, our goals will be specific, measurable, achievable, relevant and on time.

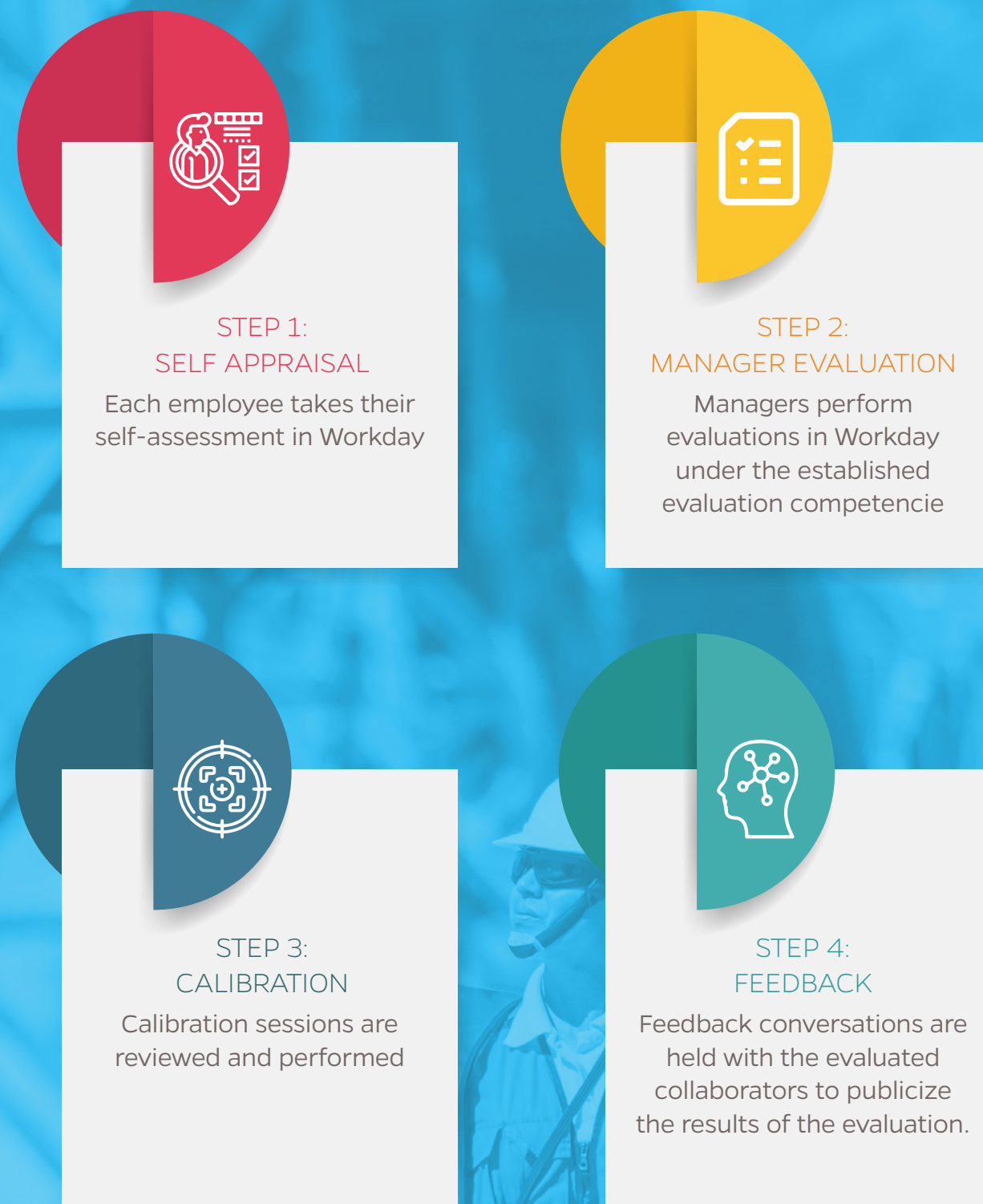


PERFORMANCE MODEL (EDGE)

At Miski Mayo, when we measure performance, we take it as a combination of:



FINAL STAGE OF THE EVALUATION PROCESS



Diversity and Inclusion



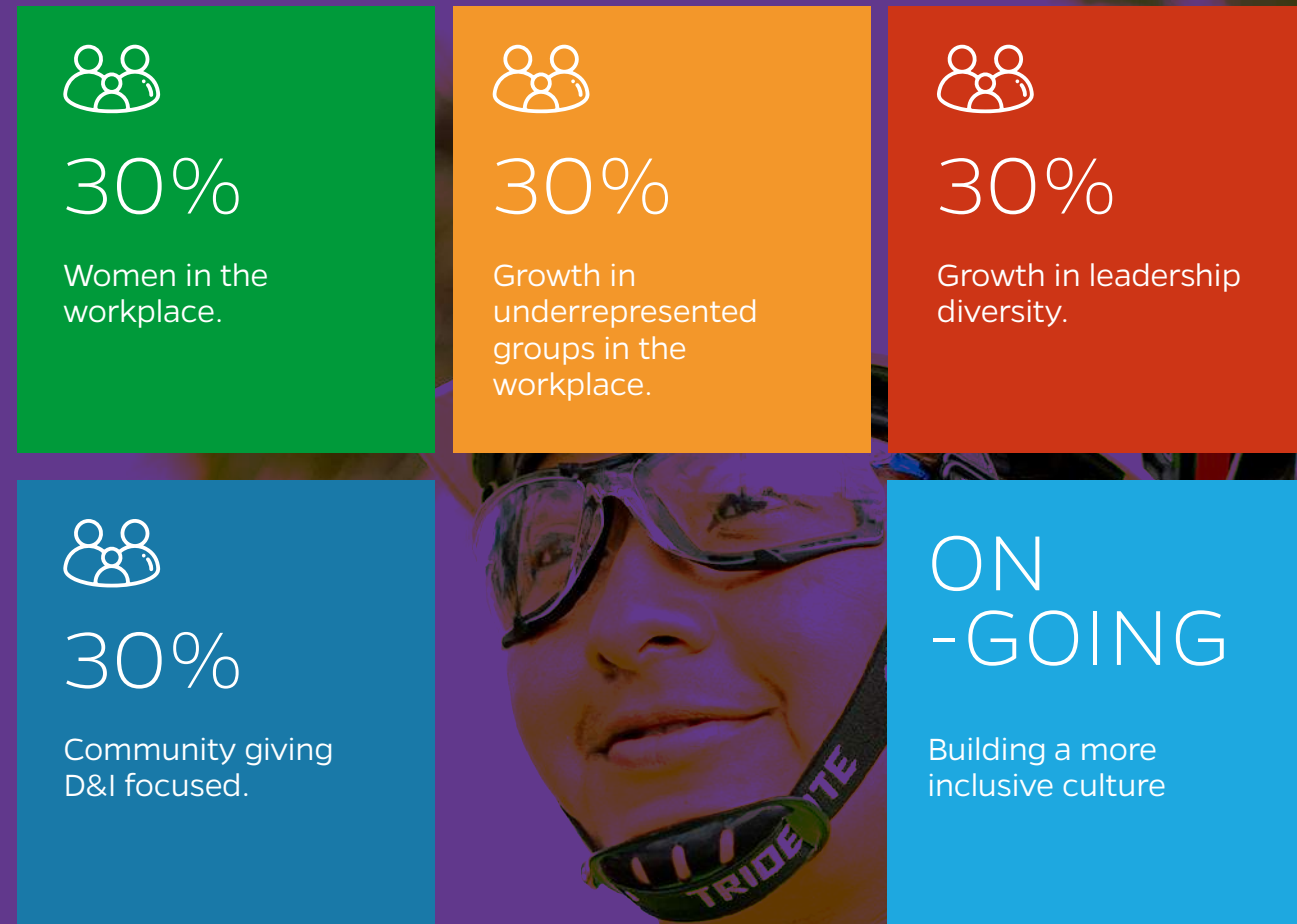
Diversity and Inclusion

At Miski Mayo and at our Mosaic corporation, we believe that diversity of voices and visions are necessary to drive innovation and better fulfill our corporate purpose, which is "Help the world produce the food it needs." For this reason, this year we **launched our global Diversity and Inclusion (D&I) strategy, with the commitment to create an innovative and collaborative workspace that welcomes, values and respects the diversity of people**, thoughts and points of view, so that all of us who are part of Mosaic and Miski Mayo feel that we can be who we are and develop our potential.

Thus, at Miski Mayo, as at Mosaic, we are taking actions to ensure that we are a place where all people feel welcome, safe, valued, and respected. For this reason, we share corporate goals that we aspire to globally to ensure that our actions are purposeful, sustainable and measurable, helping us to build a more inclusive culture in which all of our employees can thrive.



🕒 By 2030 we want to achieve at the corporate level:



🕒 Our inclusion networks:

At the corporate level, Inclusion Networks led by employees and sponsored by leaders have been formed with the aim of creating a sense of internal community, promoting education and promoting, the awareness of our employees regarding the importance of opening up to diversity and promote inclusion. The current inclusion networks are:

- Women
- Race & Heritage
- Generations
- Diverse abilities
- LGBTQ+
- Pride
- Veterans

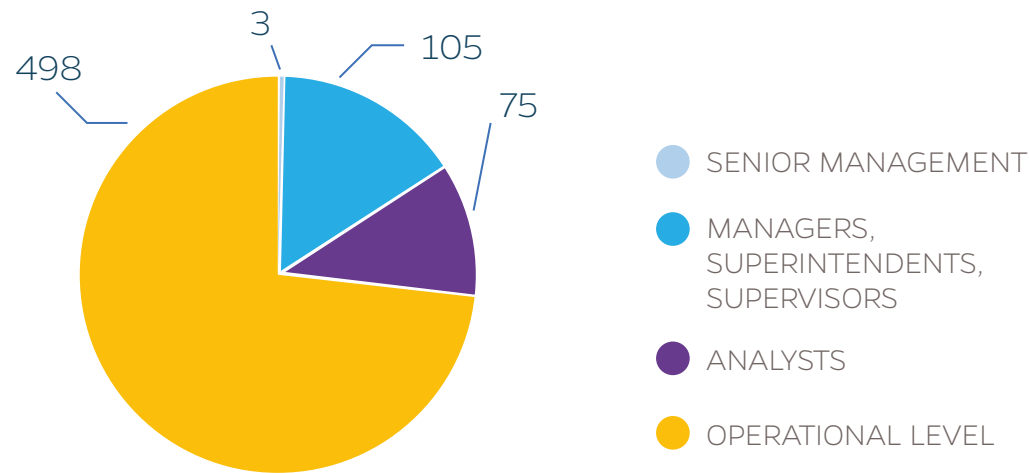
✓ Training on D&I for employees

One of the first steps taken on this Diversity and Inclusion (D&I) journey has been to train all staff on D&I issues, having reached 681 employees by 2022, including operators, administrators, and leaders. This awareness process was carried out through virtual, face-to-face talks, use of our GrowingU virtual educational platform and through the support of area leaders, achieving 100% of our goal.

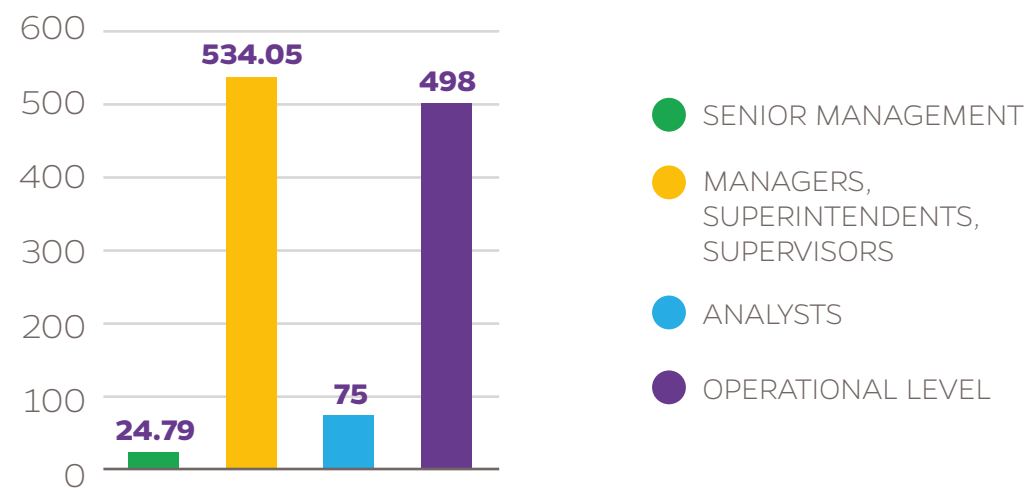
681 collaborators were trained, including operators, leaders and administrators.



681 TRAINED WORKERS



1100 TRAINING HOURS



🕒 Diversity and Inclusion (D&I) training agenda

- . Importance and benefits of D&I
- . Diversity, inclusion and identity
- . Identity Dimensions
- . Building a better workplace
- . Conscious biases
- . Conscious inclusion
- . Bias switches



✓ D&I influencers in charge of training operational staff

Influencers groups were formed, who help relay the correct **information on Diversity and Inclusion (D&I)** to the work groups of the different areas of the company. The influencers were trained by Human Resources in this new corporate policy of Mosaic and Miski Mayo.

✓ Our social programs aimed at women

In Peru, from Miski Mayo we have contributed to the fulfillment of the corporate strategy at a global level through various actions and initiatives that, in this initial stage, have been mainly focused on the Women's Network. Externally, we have made significant progress since we have specific programs that focus on the following objectives:

- Promote gender equality.*
- Strengthen the empowerment and leadership of local women.*
- Contribute to the economic independence of women by promoting economic entrepreneurship.*
- Reduction of violence against women.*

At Miski Mayo we seek the inclusion of women in the different types of businesses and/or ventures that our company carries out through our social responsibility programs in the area of direct influence.

Through these social programs, **we seek that Sechurana women develop skills and increase their knowledge in starting small businesses** that allow them to have an economic livelihood, but, above all, empower themselves and generate self-confidence and self-sustainability in them.

① Women Entrepreneurs Program

- ▶ Development of a textile maquilcenter in La Caleta, Puerto Rico with the participation of 20 women from the area.
- ▶ Implementation of 4 poultry breeding and production ventures (ducks and chickens) in Cerritos with 38 local women.
- ▶ Implementation, training and formation of 3 companies in the pastry and confectionery area in the communities of Parachique, Playa Blanca and Puerto Rico – Bayóvar with the participation of 70 beneficiary women.
- ▶ Empowerment and leadership workshops for the daughters of the women who are beneficiaries of the existing ventures in the coves of Puerto Rico and Playa Blanca.



② Empre Rural Farmers Program

- ▶ Innovation and entrepreneurship in the Sechura desert through the nutritional program against anemia for families and children, benefiting 40 families headed by women.



① Miski educates program

- ▶ Development of volunteer talks through virtual conferences on our fanpage Miski Mayo, mainly related to inclusion and diversity (empowerment of women / prevention of family violence) considering a 95% female audience.



① Fishermen entrepreneurs program

- ▶ Implementation of artisanal fishermen's associations, supporting the formalization of 15 associations, 2 of them led by women from the Playa Blanca and Sechura area.



① Together for Sechura Program

- ▶ Training to promote the prevention of violence against children, adolescents and women in alliance with DEMUNA and the Women's Emergency Center.
- ▶ Virtual training in nutrition for 25 Sechuran mothers. Nutritional program against anemia for families and children. Lectures on healthy eating for mothers of Vaso de Leche.
- ▶ "Youth in Action" program in which various workshops on education, dance, sports, soft skills, etc. were carried out. with the participation of 44 adolescents, including 33 women.



✓ Training of women for dump trucks operation

Thanks to the alliance with one of our contractors, in 2022 we were able to take the first step of this initiative, training some women from our direct area of influence, some cases from scratch, so that they learn to **operate dump trucks and thus provide them with the minimum knowledge required. to have the opportunity to apply and work in this area**, designed especially for men.

🕒 Goals:

- Generate employment opportunities for women in our area of influence as dump truck operators
- Strengthen the empowerment and leadership of local women.
- Contribute to the economic independence of women.



✓ Talks with a D&I focus for wives, daughters and collaborators

Our Diversity and Inclusion (D&I) policy also involves the families of our collaborators, which is why in 2022 we also organized face-to-face awareness and sensitization talks on D&I issues aimed at wives, daughters and workers.

🕒 Goals:

- Sensitize and train women (workers, wives, daughters, relatives) on issues that contribute to generating reflection and action to minimize gender violence and publicize the fundamental rights of women in Peru.
- Promote working alliances with representative institutions in the area, such as the Women's Emergency Center (CEM Sechura).





Social Management
 Social Management
 Social Management

Social Management

We know that the presence of our mining operation in the north of Peru is a great opportunity to contribute to the sustainable development of the province of Sechura and the Piura region.

And to achieve this, we use a multi-stakeholder management approach with which we promote collaborative work between the State, the Community and our Company together with our contractors.



MISKI MAYO
AND CONTRACTORS



STATE



COMMUNITY



Our contractual commitments (*)

Since the beginning of our operation we have complied with each of our contractual commitments with the State, the community and the Sechura Community Foundation, based on the provisions of the Framework Agreement. Thus, every year we make significant economic contributions to the corresponding institutions, so that these resources are invested in projects and programs of great impact and scope, which especially benefit the population in our area of influence.

Más de
S/. 1,078.6
 million
 en **contractual commitments**

S/. 34.8
 million
Effective right
 Legal obligation
 Annual

S/. 34.6
 millions
San Martin de Sechura
Communal Foundation/
 US\$500,000 (*) for right of
 usufruct, surface and easement /
 Annual

S/. 9.8
 million
Initial consideration
 single payment

S/. 365.3
 million
Contract royalties
 3% of sales / Biannual

S/. 629.4
 million
Income tax
 Legal obligation / Annual

S/. 4.8
 million
Peasant community San Martin de
Sechura / Up to 1200 annual tons of
 Phosphoric Rock or its equivalent in
 fertilizers. Delivered to date:
 Urea: 1642.52 tons
 Ammonium sulfate: 1452 tons
 Ammonium nitrate: 514.75 tons

(*) This report considers the payments of royalties and income taxes that correspond to the period 2022-II, and have been made in 2023

Our social programs

Our commitment to the sustainable development of Sechura is not only reflected in the fulfillment of our contractual commitments, but also in the execution of sustainable social programs that contribute to the growth and strengthening of the capacities of the communities in our direct area of influence.

Our corporate social strategy is aligned with several of the Sustainable Development Goals (SDGs) established by the United Nations as an aspirational strategic framework worldwide. Each of our programs aims to contribute to closing existing gaps in different axes such as health, education, work, gender equality, clean water, sustainable cities, among others. We share this universal desire seeking to contribute through social management to the achievement of a better and more sustainable future for all.



+S/. 47
MILLION

Invested in Social
Responsibility programs

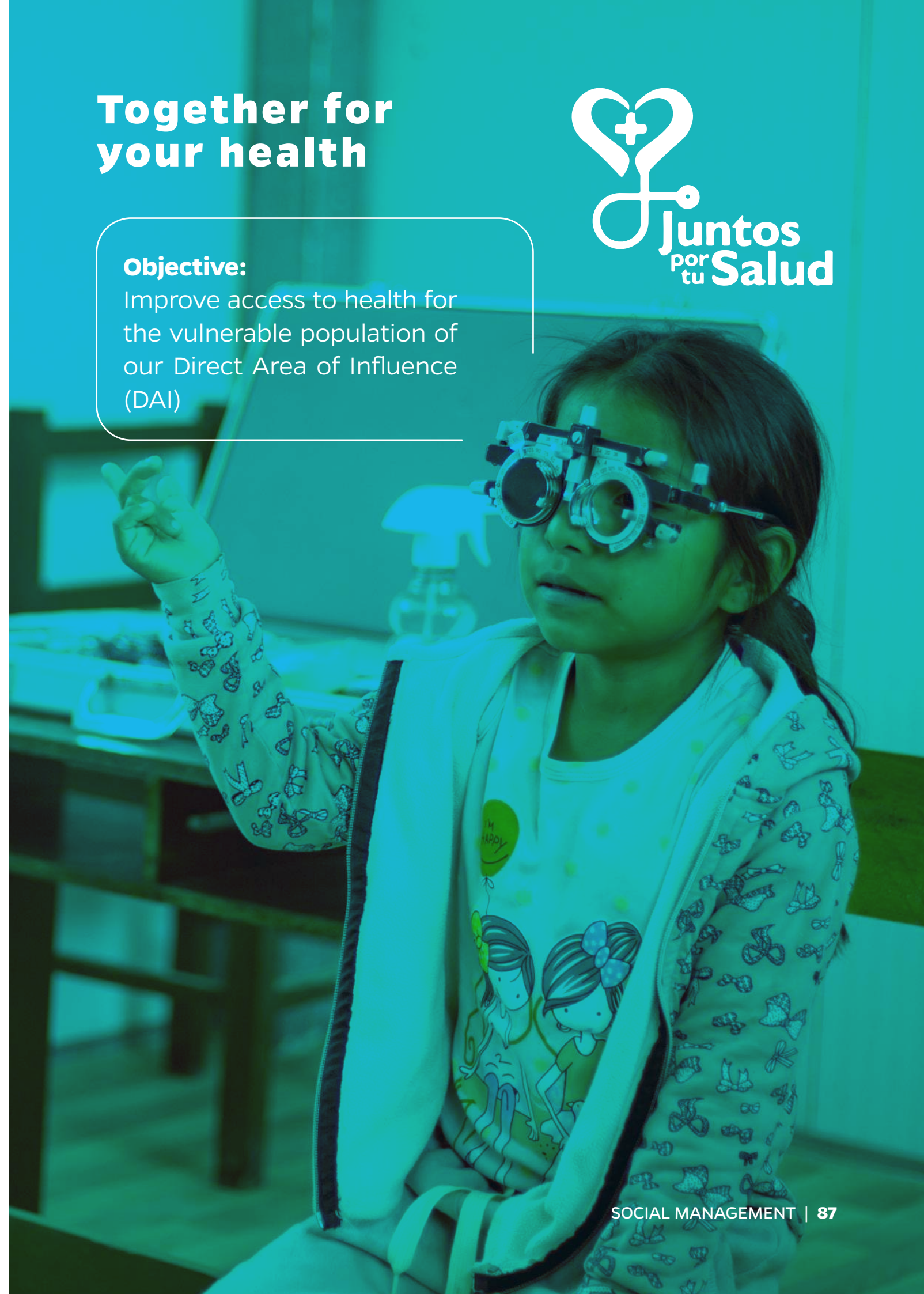


Together for your health



Objective:

Improve access to health for the vulnerable population of our Direct Area of Influence (DAI)





Actions 2022:

- **Management of hospital waste** throughout the year.
- Contribution to dengue **mitigation and control campaigns** in Sechura.
- **Financing of a doctor and two nursing technicians** for care at the Puerto Rico health facility from June 2021 to July 2022.



- **Provision of medicines and equipment with medical materials** to the health establishments of Vice, Bernal, Cristo nos Valga, Bellavista and Puerto Rico in the province of Sechura.



- **Donation to the District Municipality of Bernal** of various equipment and special materials to improve the implementation of the physical rehabilitation center.





Miski Educates

Objective:
Improve education
in ADI

Four free medical campaigns in the towns of Playa Blanca, Tajamar and Puerto Rico in the province of Sechura, including delivery of lenses

Training for health personnel from medical establishments in Puerto Rico, Parachique, La Bocana, Bernal and Sechura,



Training on issues of sexual education and addiction prevention for secondary level students of IE N° 20208 of Puerto Rico.





Actions

- **Prevention campaign for a safe return to face-to-face classes** in the Province of Sechura, Puerto Rico and Playa Blanca in coordination with UGEL Sechura.
- **Useful vacation program in virtual and face-to-face modality** in the province of Sechura, with the main focus on Puerto Rico and Playa Blanca, in coordination with UGEL Sechura and the Provincial Municipality of Sechura.
- **Support with laboratory material** for a pharmacy technical career public technical higher educational institution Ricardo Ramos Plata.



- **Support for the improvement of the equipment and furniture of the educational services** with the reactivation service of photovoltaic panels and donation of school furniture for the educational institution of the Playa Blanca community and acquisition of corrugated iron for the educational institution of Constante Cove.

- **Acquisition and construction of 9 elevated tanks in educational institutions** in the areas of El Barco del Desierto de Sechura, Parachique - La Bocana, district of Sechura, Bernal and Tajamar.





➤ **Support with furniture and shelves for 10 PRONOEIs** from the Sechura desert areas, in Vega del Chico, Sechura, Parachique , Las Delicias, Letirá and Becará, all in coordination with UGEL Sechura.

➤ **Strengthening the capacities of teachers with a blended** course offered by the Public Pedagogical Higher Education School in coordination with UGEL Sechura.



➤ **Bio-garden Program in Schools and Technical Training in garden management and healthy habits with the** support of our contractor companies SODEXO and SUDAMERICA, carried out at San Pedro educational institution de Parachique and IE 1053 in Playa Blanca, in coordination with the directors of these institutions educational and UGEL Sechura. Likewise, at the end of the program, a gastronomic contest was held, rewarding the best typical dishes prepared with the fruits obtained from the organic gardens.



Mujer Emprendedoras

PROGRAMA DE RESPONSABILIDAD SOCIAL DE MISKI MAYO

Women Entrepreneurs
PROGRAMA DE RESPONSABILIDAD SOCIAL DE MISKI MAYO

Objective:

Promote gender equality and the empowerment of women, promoting their economic independence.



Actions

- Participation of ventures in internal fairs in mining operation facilities and in local fairs in the province of Sechura.
- Training in pastry and bakery with new recipes for businesses in Puerto Rico, Playa Blanca and Parachique
- Strengthening technical skills in making waterproof garments with women entrepreneurs from Puerto Rico



➤ **Implementation and strengthening of pastry ventures** with women entrepreneurs from Puerto Rico and Playa Blanca.



➤ **Reinforcement of business management and soft skills through strategic alliances** with the Open Plaza Piura shopping center, the beauty company Belcorp and the Sechura Women's Emergency Center (CEM)



EMPRE RURAL

Farmers Entrepreneurs

Objective:

To improve the practices of ADI own activities, promoting its added value and expanding its demand in the market.



Actions

- ▶ Installation of **10 demonstration plots of chili**, of the Habanero, California and Escorpión varieties, in which producers from the Chutuque , Malavida , Los Jardines, Belisario and El Barco farmhouses participate.
- ▶ **Continuity of strengthening innovation and ventures** to boost the economy of families in the Sechura desert dedicated to businesses and agricultural activities in the Mala vida, Algarrobera, Los Jardines, San Ramón, Chutuque, Belisario and El Barco villages.



- ▶ **Implementation of the module for the production of algarrobina and packaging of bee** honey in the Chutuque, where it was possible to obtain the sanitary registration of the products.





➤ **Donation of equipment and crates for papaya ventures** in Belisario and El Barco.

➤ **Training for residents of the Sechura** desert areas on issues of "Balanced Diet" with the support of our contractor companies Sodexo and APTUS.



➤ **Donation of 534 bags of Sulfate fertilizer** in an inter-institutional cooperation agreement with the Provincial Municipality of Sechura, which were delivered to farmers that are part of the Provincial Agricultural Council (COPROAGRO) and with the aim of helping them with the increase in fertilizer prices.



➤ **Installation of 4 organic fertilizer production centers** in the villages of Chancay, Miraflores, Chutuque and El Barco, as a result of joint efforts with FOSPIBAY through the world food program (Prosan).



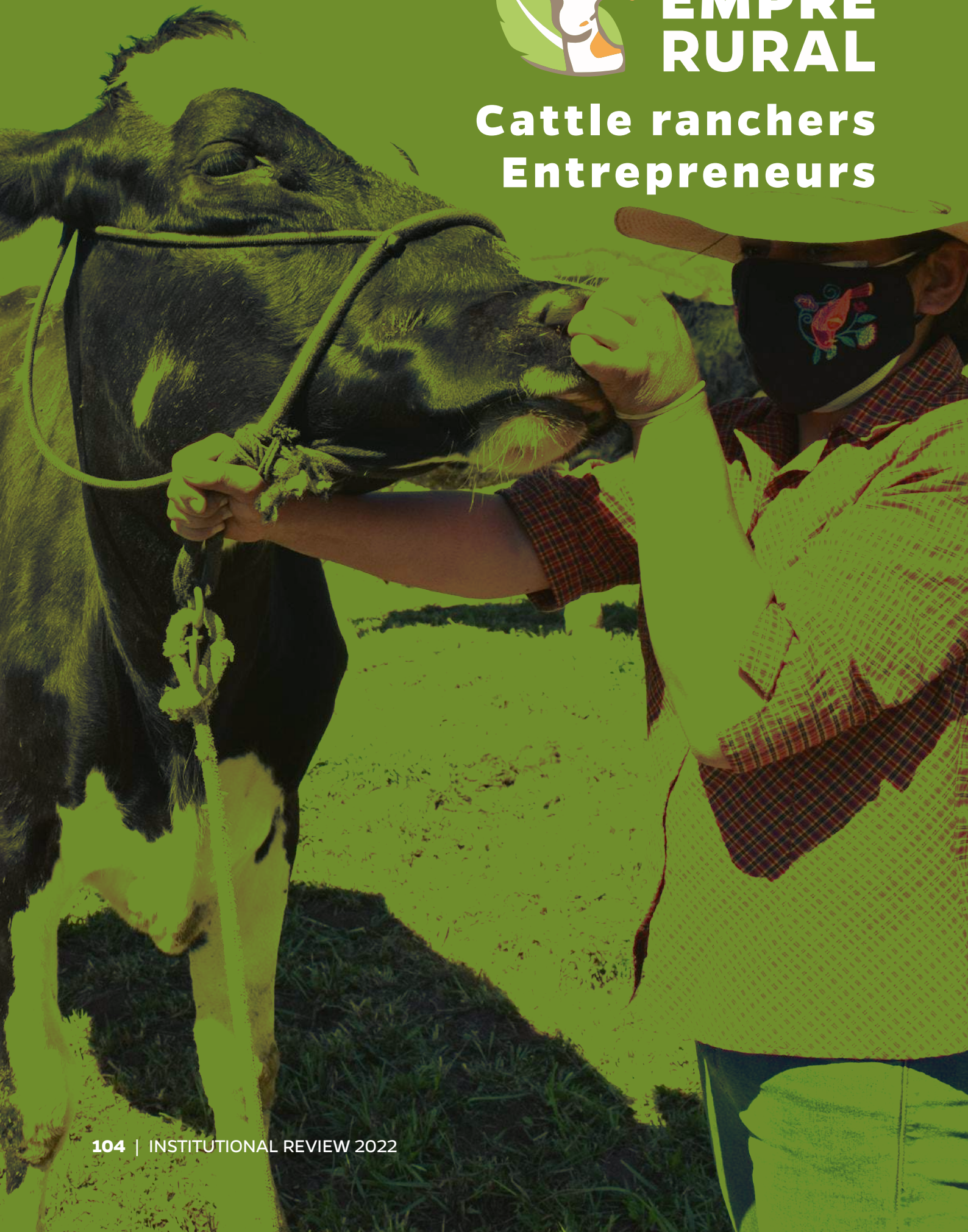
➤ **Installation of 02 Biodigesters** with gas holders and industrial kitchens in the Sechura desert areas such as Chutuque and El Barco, which will allow Biol to be obtained for their crops and biogas for the operation of industrial kitchens.





**EMPRE
RURAL**

**Cattle ranchers
Entrepreneurs**



Actions

- **Technical advice and monitoring in the production and raising of pigs** to the Association el Arenal Puerto Rico and entrepreneurs of Puerto Rico.
- **Cooperation in cattle rounds**, through fuel supply.
- **Provision of water tanks for cattle** in Illescas and Virrilá.
- **Enabling shaded spaces** and drinking troughs for cattle in Illescas.
- **Installation of 3 hydroponic modules** to improve livestock feeding in the towns of Virrilá, Illescas and Playa Blanca, with the aim of improving competitiveness by promoting the sustainable productive and commercial development of products and derivatives of livestock activity.
- **Opening of a module for complementary products to livestock activity** in Playa Blanca, related to the production and marketing of chifles, wines and fruit nectar.





EMPRE PESCA

Fishermen Entrepreneurs

Objective:

Improve aquaculture and artisanal fishing in the ADI by promoting its formalization.



Actions

- ④ **Support for Oasis Production association Chusis** with reactivation kit for the benefit of the tilapia farming tourist restaurant venture
- ④ **Training with CITE Pesquero Piura for the association of women** artisanal fishermen from Playa Blanca on issues of strengthening the practice of utilizing hydrobiological resources, strengthening soft skills and ecotourism.
- ④ **Program for the formalization of artisanal fishermen** in the province of Sechura with the support of medical examinations and delivery of an artisanal fishing card.





Development of a specialized FONDEPES course in the manufacture of NASAS (fishing tackle) and delivery of materials for its construction, which benefited the formalized artisanal fishermen's associations of Playa Blanca and Puerto Rico.

Development of a training program for artisanal fishermen from Puerto Rico and Playa Blanca on sustainable fishing and revaluation of fishing.



In alliance with the San Martín de Sechura Community Foundation, it was possible to contribute to the obtaining of 49 artisanal diver licenses so that divers from the province of Sechura carry out their activities within the law and in contribution to access to job opportunities at the national level.





Juntos por SECHURA

Together for Sechura

Objective:

Execution of social actions in favor of the vulnerable population of ADI.

- Support for phase 2 of the aquaculture pilot project in Bernal with the implementation of tilapia rearing ponds, technical assistance, tilapia fingerlings and balanced food.

- Sponsorship in the celebration event for the National Day of the por Scallops as a contribution in the diffusion for consumption and increase the value of this hydrobiological resource.



Actions

📍 **Support for Glass of Milk Program** in the areas of Puerto Rico, Playa Blanca, Parachique , Constante, Sechura, Chusis , Yapato and Belisario through training on healthy eating in partnership with our contractor Sodexo and implementation of materials for Glass of Milk Programs prioritized by the Provincial Municipality of Sechura.



📍 **Donation of logistical material for activities to promote the rights against violence against children, adolescents and women.** Support in the dissemination of preventive issues in partnership with the Women's Emergency Center (CEM) and the Municipal Ombudsman for Children and Adolescents (DEMUNA).



📍 **Donation of construction materials to complete** the expansion of Virrilá park rangers.

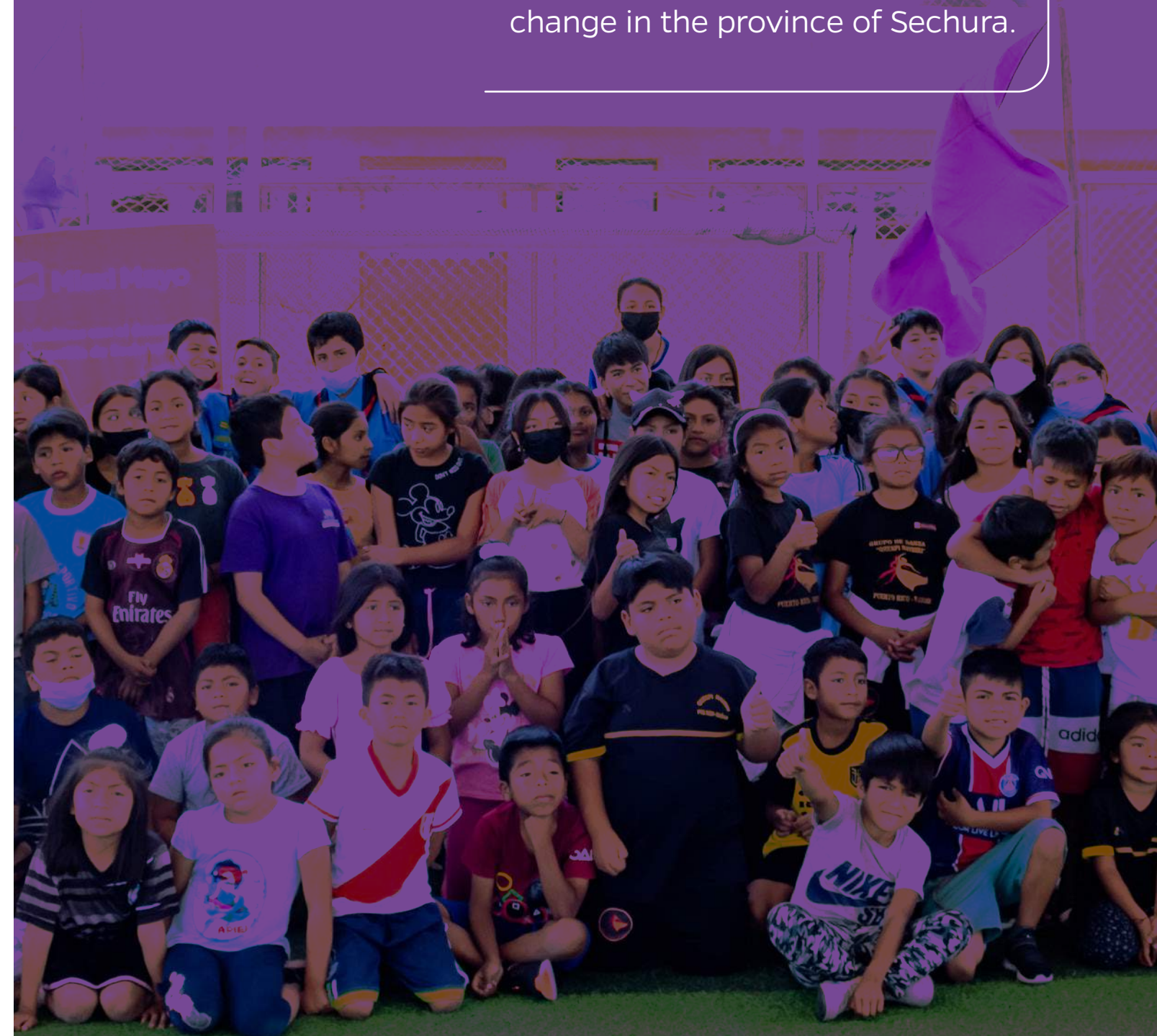


📍 **Donation of materials for maintenance** of the Puerto Rico Bayóvar sports center.

Jóvenes en Acción Youth in Action

Objective:

To train young leaders and agents of change in the province of Sechura.



Actions

Various workshops were given to children and young people in Puerto Rico, such as: Environmental education, sports and dance workshops, complemented by talks given by the CEM de Sechura, the Puerto Rico Police Station, Amautas Mineros Piura and the contractor company APTUS for the strengthening of their soft skills, civility and patriotism. Likewise, secondary level students were able to participate in the vocational fair of the National University of Piura.



Clean Sechura

Objective:

Contribute to the conservation of the environment in the ADI.





Actions

- 📌 **Cleaning program** that includes Parachique , Puerto Rico and Playa Blanca with the support of machinery (loader and tipper), in coordination with the competent authorities.

- 📌 **Environmental project "New environmental knowledge"** in Puerto Rico, Playa Blanca, Parachique and Sechura, where cleaning campaigns were carried out, training in integral management of solid waste, delivery of 12 metal containers and improvement of the Puerto Rico Park since September.



- 📌 **Installation of 100 feedlots for rodent control** in the riverside defense areas and in front of the shipyard area of the populated center Parachique - La Bocana populated center , an activity coordinated with the Delegate Municipality of Parachique



- 📌 **Provision of metal cylinders for the disposal of general waste**, to be distributed at strategic points in Puerto Rico and Playa Blanca.





✓ Road safety program:

- Sensitization and promotion of driver education in Puerto Rico to prioritized groups such as the student community, drivers of small vehicles, and pedestrians in alliance with our contractor company CIVA.
- Radio and visual awareness through the installation of vertical signage in Puerto Rico Bayóvar, in coordination with the Transportation Department of the Provincial Municipality of Sechura and area authorities.
- Installation campaign of reflective tapes in small vehicles in Puerto Rico – Bayóvar.

✓ Guided tours program:

Reactivation of the visit program to our mining operation with groups of prioritized stakeholders such as: authorities and representatives of the coves of Puerto Rico and Playa Blanca, students from the University of Piura and the National University of Piura, authorities of the Prefecture of Piura, representatives of the Natural Resources Management of the Regional Government, Sub-prefect and lieutenant governors of the province of Sechura as well as air group N° 07 of the Peruvian Air Force.





✓ Sponsorship Program:

Contribution to patronages on representative dates in the province of Sechura such as the provincial anniversary, fisherman's day, farmer's day, Christmas holidays, among others. We also contributed to the improvement of the Chusis Tourist Information Center in partnership with the Provincial Municipality of Sechura through the renovation of showcases, information panels, infographics, maintenance of sculpture bases, and specialized cleaning of the pieces that are currently on display.

✓ Local government management strengthening program:

Training program for officials appointed from municipalities and prioritized institutions through the virtual course "Project management and financial management in local governments", provided by UDEP.



✓ Healthy Housing Program:

14 sewers were donated to the Municipality of Parachique La Bocana, intended for installation on the 3rd road that connects the upper part of Ciudad del Pescador with the lower part of La Bocana.

✓ Business training program for local suppliers:

We are interested in having more local suppliers, so in coordination with FUNDES Latin America, we carry out the **"Business Training Program"** to train local suppliers in management tools. To do this, we first carried out a diagnosis of 25 suppliers in the province of Sechura, where we evaluated their condition with a self-diagnosis tool, to obtain an initial result that allowed us to take the following steps.

Thanks to this diagnosis, we implemented 8 face-to-face training workshops and 2 online reinforcement workshops, as well as personalized business advice to continuously monitor participating companies to identify their opportunities for improvement.



Local suppliers and contractors

Since the beginning of our operation, we have promoted the contracting of services from local suppliers, with the aim of **contributing to their business development, promoting direct and indirect contracting in the area, and at the same time boosting the local economy.**

Thus, through this policy, from 2010 to December 2022, we have had the service of 49 local companies, which, during this time, have billed more than 180 million soles as a whole.

From 2010 to December 2022 we have worked with:



Main services



Earth movements



Transportation in trucks and vans



Road irrigation



Medical exams



Trainings



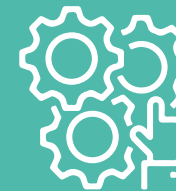
Civil works



Industrial cleaning



Mechanical metal work



Equipment rental



General services



Real estate rental



Manufactures, Fabrications



Projects and social campaigns

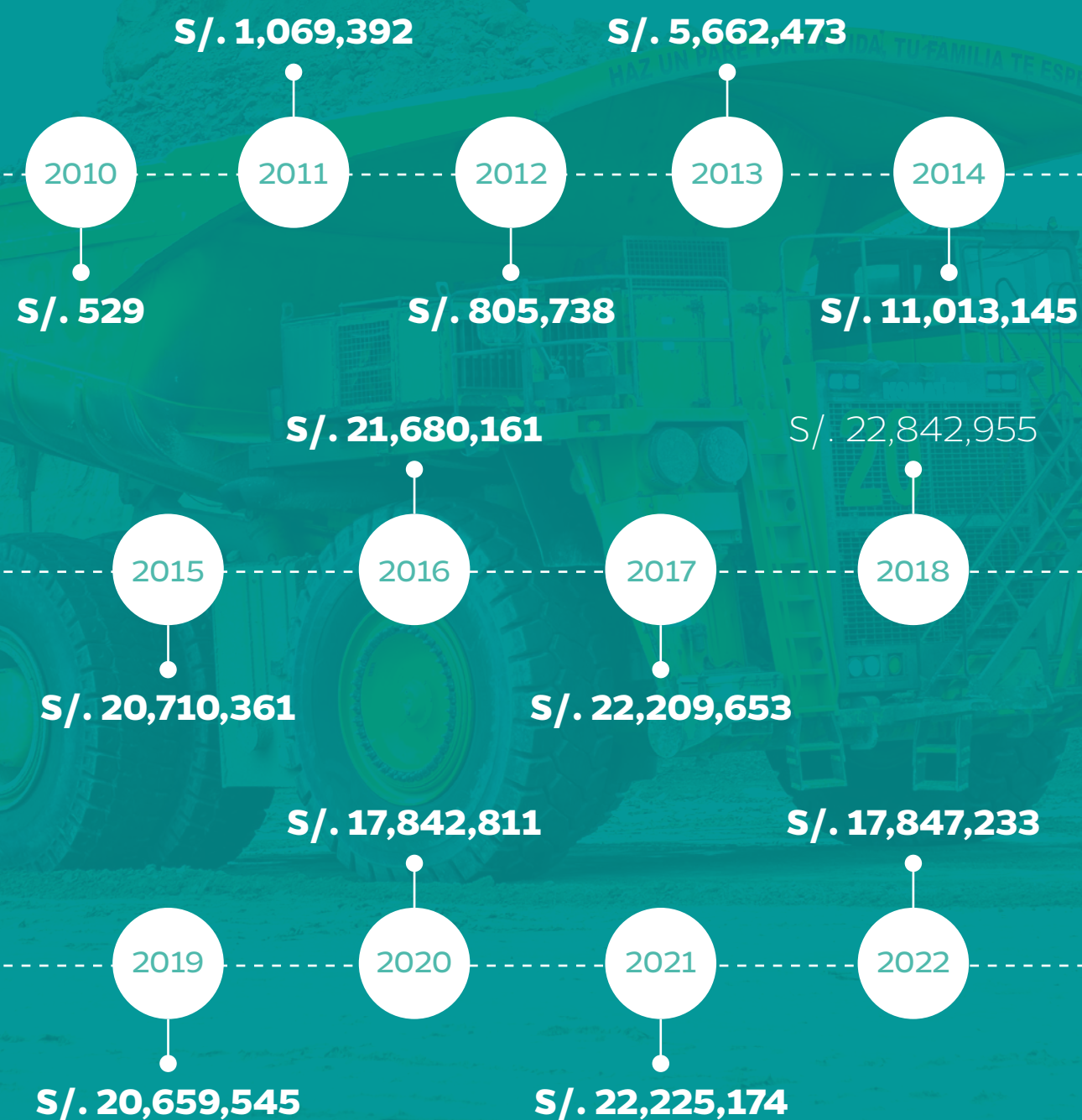


Hardware store



Total amount invoiced to local suppliers and contractors 2010-2022

S/. 180,849,210



Contractor Social Responsibility

As part of our multi-stakeholder approach, we also **promote the participation of our contractor companies through their social plans, thus joining our social responsibility actions**, joining efforts and fulfilling our role as strategic allies, together promoting the development of the province of Sechura. In 2022, 16 contractors who carried out various social responsibility actions stood out, to whom we also granted recognition as a "Socially Responsible Company" at the end of the year.

Below are the recognized contractors and some of their social activities carried out this 2022:

GHCOIN:

Support with machinery in the beach cleaning program, access leveling and delivery of cylinders for solid waste in Puerto Rico, Playa Blanca, Parachique and Illescas.



PRINSERGE:

Environmental disinfection against covid-19 in public spaces in the districts of the province of Sechura.



PRIMAX:

Provision of fuel to different institutions for work with machinery in agricultural activities, improvement of access and cleaning of areas in districts and coves in the province of Sechura.



▼ CONFIPETROL:

Recruitment of teachers for the Useful Vacations 2022 program, virtual courses for young people in the province of Sechura and delivery of school supply kits for children in the Playa Blanca cove.



▼ SODEXO:

Implementation of educational gardens and promotion of good nutrition with a gastronomic contest in educational institutions in Parachique and Playa Blanca. Training in healthy eating for Vasos de Leche in the province of Sechura and delivery of toys for Christmas activity in Puerto Rico



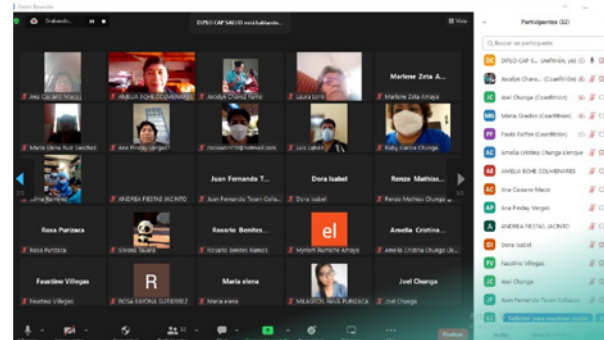
▼ UNIMAQ:

Delivery of 20 units of calamino to roof educational institution of Constanste.



▼ APTUS:

Training for medical personnel, medical care for the population of Puerto Rico, development of two psychological campaigns in Puerto Rico Bayóvar, financing of 1 doctor for weekly care in a health establishment in Puerto Rico and cooperation in two nutrition campaigns in the desert areas of Sechura.



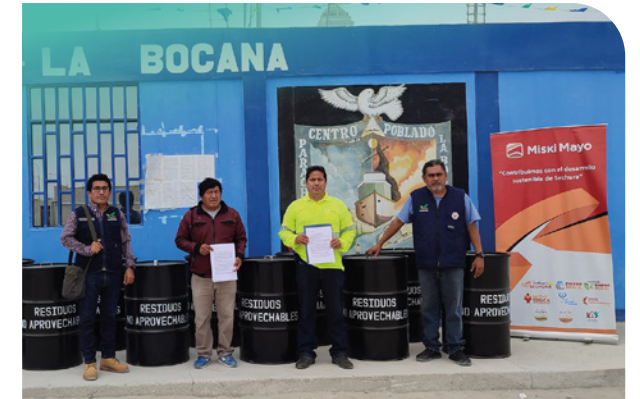
▼ INGENYA:

Support with implements for productive agricultural enterprise in the desert area, Christmas activity in the Sechura desert areas, delivery of corrugated iron and rolls of barbed wire to IE N° 14994 of the Tres Cruces village in the Sechura Desert.



▼ VIAMERICA:

Donation of wood for ranchers from our ADI and donation of cylinders for solid waste in the area of Playa Blanca, Illescas and Parachique .



▼ SUDAMERICA:

Awards ceremony in a gastronomic contest at IE San Pedro de Parachique and IE N° 1053 in Playa Blanca.



▼ SERVICIOS HIDRÁULICOS GENERALES:

Christmas support in the desert area, contribution to the recovery of green areas in the Puerto Rico Bayóvar theme park.



PERUVIAN MASTER :

Donation of 6 280-liter pipes, 06 wheel-barrels and 01 motorized pump with accessories for the association "Mujeres Esforzando Para Un Futuro Mejor" (Women making an effort for a better future) from the Miraflores Bellavista farmhouse for its organic fertilizer production module and donation of furniture for IEI de Constante.



CIVA

Road safety awareness campaigns in Puerto Rico Bayóvar for children, youth and adults, dissemination of spots and signage.



BM AGENTS:

Donation of food for distribution among glasses of milk from the towns of the Sechura Desert.



TECNOMINA

Christmas support in the Playa Blanca area.



Medical attention to the community in the care center of DDP

Every year we provide support with primary and emergency medical care to the residents of the coves of Puerto Rico and Playa Blanca, which are close to our operation in the Port, especially at times when the medical post is not available of said area.

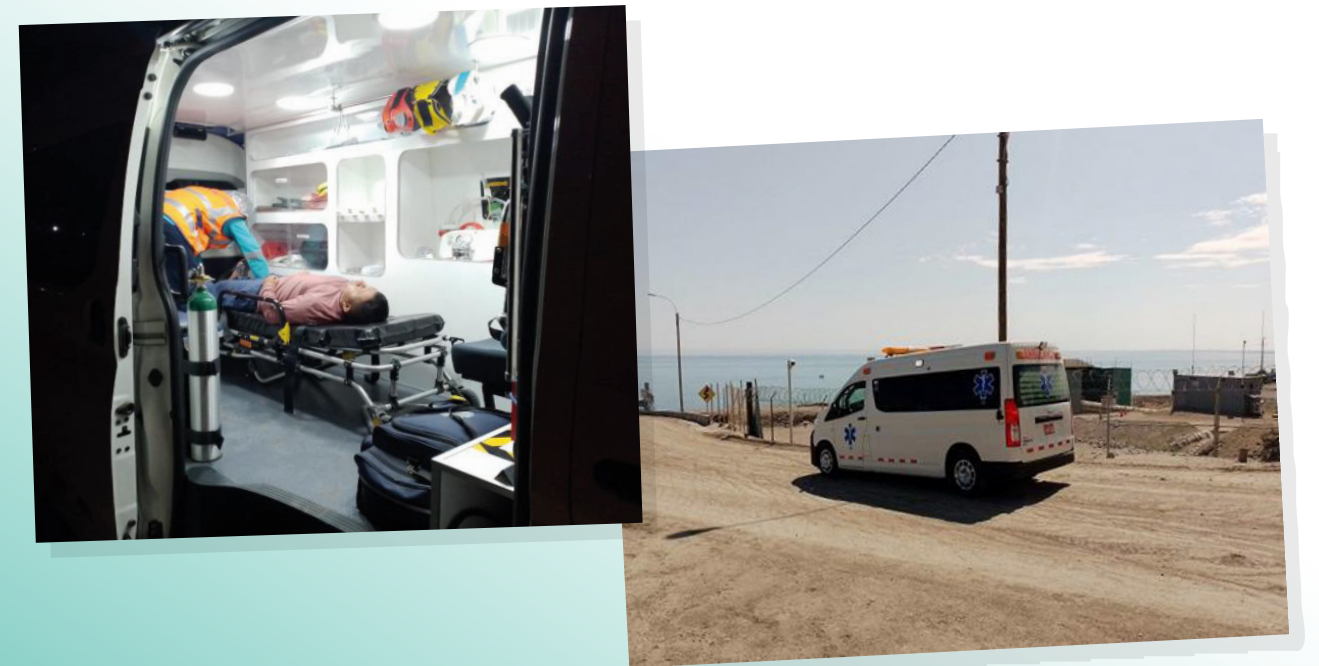
Most of the attentions performed were emergency cases. For this, the transfer to the Sechura Health Center was carried out through our ambulances, fully equipped and with trained professionals, ensuring that the patient arrives stable and receives care on time, thus saving several lives.

And in order to provide faster and more timely care, starting in June, primary care began to be provided to patients by a specialized and trained agent, expediting the attention of the doctor on duty in our DSP topic.

In 2022, we performed a total of 196 services throughout the year, 29% more than the services provided in 2021 (152 services).



Month	Number of attentions	Number of ambulance transfers
January	13	0
February	27	1
March	28	6
April	13	1
May	10	1
June	13	3
July	16	1
August	17	3
September	11	1
October	15	2
November	13	4
December	20	4
TOTAL	196	27





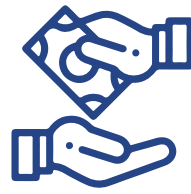
Fospibay Fospibay Fospibay



The Bayóvar Integral Project Social Fund is a non-profit civil association constituted on the basis of Legislative Decree No. 996, with the purpose of managing the resources provided by the mining companies that integrate it, through the payment of contractual royalties, with the objective of executing social projects for the benefit of the population in the areas of influence of the mining companies.

We pay these royalties for mineral extraction, as indicated in our transfer contract.

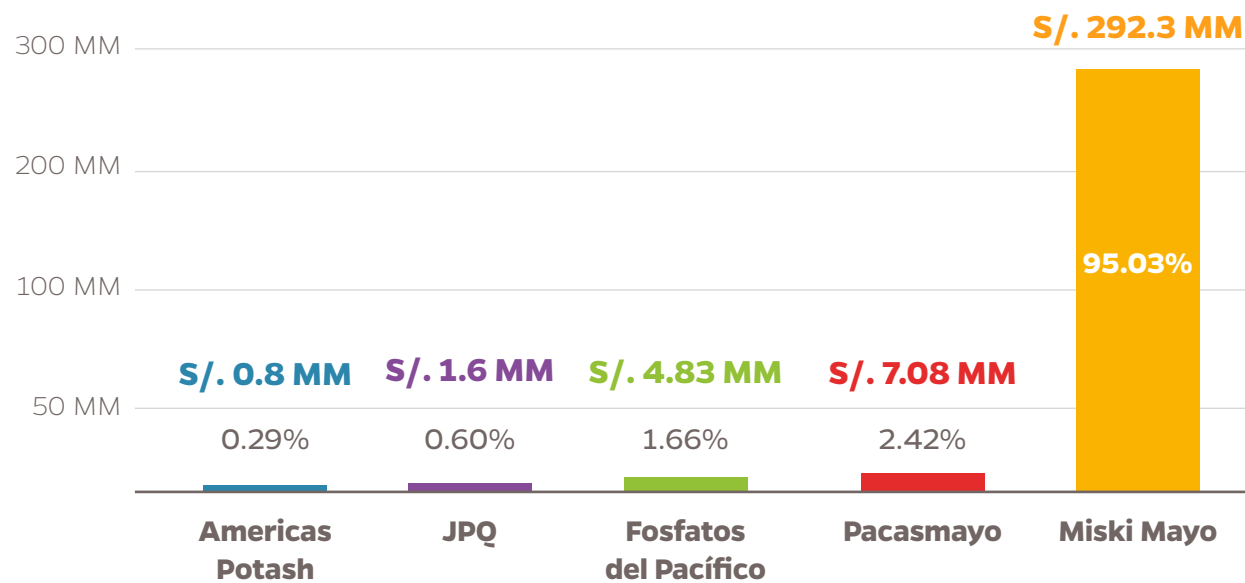
In the case of Miski Mayo, the established payment is **3% of our annual sales**, which is distributed as follows:



20% goes to a Trust and 80% goes to the Social Fund of the Bayóvar Integral Project (FOSPIBAY), which is equivalent to 292.3 million soles as of December 2022.

These are the companies that contribute to FOSPIBAY, with Miski Mayo being the main contributor to the social fund, contributing 95% of the total fund.

(*) This report considers the payments corresponding to the period 2022-II, and have been made in 2023.



FOSPIBAY currently has a consolidated income (2012-December 2022) of: **306.3 million soles**

From 2010 to date, Miski Mayo has contributed 292,271,856 million soles to the Social Fund, thanks to which the Fund has been able to execute 67 large-scale projects for the benefit of the population of the province of Sechura, in different sectors such as health, productive development, education, water and sanitation, electrification, road access and connectivity.

FOSPIBAY investment priorities

The resources of the Social Fund must be allocated according to the following order of priorities, which were established by article 8 of the Regulation of Supreme Decree 082-2008-EF and Supreme Decree 238-2016-EF

▾ FIRST PRIORITY:

Humanitarian care for the population, especially those in situations of poverty and extreme poverty, care for the elderly and pregnant women, girls and boys of initial and primary school age in rural areas, complementing State care programs for this segment, in order to reduce the levels of malnutrition and diseases, through:

- Financing of health care programs for older adults, girls, boys and pregnant women, especially those in situations of poverty and extreme poverty, in agreement with MINSA or private entities.
- Financing of attention centers for public or similar services for rural populated centers, providing them with sustainable basic public services.
- Financing of scholarship programs to pay for the education of children and young people, especially those living in poverty and extreme poverty, in rural areas.



- Financing of Comprehensive Care Centers for Older Adults-CIAM, in charge of the Municipalities.
- Other projects that pursue a purpose similar to those indicated in the previous literals.



▼ SECOND PRIORITY:

Financing of Infrastructure Projects and basic services (education, health, water and sanitation, electrification, access roads), training and strengthening of technical and management capacities through:

- Basic infrastructure works in education, health, electricity, access roads, water and sanitation.
- The financing of operating costs, equipment, maintenance, repair and rehabilitation of educational and health centers, considering for this purpose, among other aspects, the availability of contributions of resources to the fund.
- Projects to improve the quality of teaching in schools, including teaching programs promoted by the State, such as providing schools with the necessary infrastructure to implement the extension of teaching hours and the English-Spanish bilingual teaching program in high school.



THIRD PRIORITY:

Financing of projects for the generation of productive employment, in particular:

- Construction of basic agricultural infrastructure.
- Formation of commercial conglomerates, development of productive chains and technical assistance to agricultural producers.
- Promotion of business training and market information for small local entrepreneurs.
- Technology management projects for the recovery, conservation and management of natural resources for production.



We are the main contributor to FOSPIBAY with 95% of the total fund.



✓ FOSPIBAY projects executed and completed in 2022

EDUCATING TODAY FOR THE FUTURE



It benefits the 18 public institutions of the secondary level of Sechura and has benefited 5,000 students, 2,000 families, 251 teachers and 18 principals, with whom different educational strategies were applied, as well as training, home visits and pedagogical accompaniment, actions that before the pandemic situation, they managed to obtain an improvement in learning achievements.



Executed budget:
S/. 5'624,185.33

FOR A SECHURA WITHOUT COVID-19



FOSPIBAY has actively intervened in the face of the pandemic through medical supplies, medical protection equipment, medical equipment for the COVID room, a cryogenic tank for oxygen supply, 115 oxygen cylinders, medicine, medical personnel, and awareness campaigns for prevention of contagion and vaccination against COVID-19.



Executed budget:
S/. 5'686,170.66

IE INFRASTRUCTURE 20208 - PUERTO RICO - BAYÓVAR



Classrooms for children aged 3, 4 and 5, multipurpose room, psychomotor room, teachers' room, dining room, restrooms, recreational games, furniture and bibliographical material.



Executed budget:
S/. 2'639,451.12

TRAFFIC PROJECT IN CALETA DE PUERTO RICO



Construction of rigid pavement, sidewalks, improvement of the water and sewage networks with their respective residential installations and prosecution walls on Alberto Fujimori street and the Túpac Amaru extension.



Executed budget:
S/. 3'452,709.77



④ IMPROVEMENT OF THE SANITATION AND WASTEWATER TREATMENT PLANT (PTAR) SERVICES IN THE SOLEDAD VILLAGE OF THE BELLAVISTA DISTRICT, SECHURA PROVINCE



This work consists of the construction of the pumping chamber, drive line to the wastewater stabilization lagoons, where they will receive the respective treatment to later evacuate the effluent to an area where a planting project for tall-stem seedlings will be developed.



Executed budget:
S/. 1'705,277.20

④ COATING OF IRRIGATION CANALS "TIERRAS COLORADAS" - BERNAL DISTRICT



Lining of 3716 ml of 7.5 cm thick canal, with 90 cm wide paving berms on each side of the canal, 16 side intakes, 08 retentions, 01 vehicular bridge and 01 pedestrian walkway.



Executed budget:
S/. 2'478,636.67

④ IMPROVEMENT OF HEALTH SERVICES IN THE HEALTH ESTABLISHMENT I – 1 OF THE VILLAGE OF TAJAMAR



The modern infrastructure of the establishment has fully equipped rooms.



Executed budget:
S/. 1'597,025.16

④ ELECTRIFICATION PROJECT IN THE DISTRICT OF CRISTO NOS VALGA



Improvement and expansion of the primary distribution sub-station, secondary distribution sub-station and home connections in the towns of San Cristo, Nuevo Chuper, Santa Clara, Cerritos, Mala Vida, and AH Alberto Álvarez Purizaca, in the district of Cristo nos Valga.



Executed budget:
S/. 7'569,838.20



PROJECT OF THE "PEDAGOGICAL TRAINING CENTER IN THE TEACHER'S HOUSE" IN SECHURA



Thanks to this infrastructure, more than 500 teachers will be trained in this modern center, contributing to a better development in the educational quality of children and adolescents.



Executed budget:
S/. 2'490,151.80

AGREEMENT WITH THE COMPENSATION PROGRAM FOR COMPETITIVENESS (AGROIDEAS) AND THE NATIONAL FISHING AND AQUACULTURE INNOVATION PROGRAM (PNIPA)



With the commitment and support of FOSPIBAY, productive associations from the Mala Vida, Chutuque, El Sauce, Nueva Esperanza and El Barco in the Sechura desert have achieved ELIGIBILITY status to access the AGROIDEAS Competitiveness Compensation Program.



Budget executed:
S/. 9'093,910.49

IMPROVEMENT OF THE DRINKING WATER SERVICE AND SANITARY PROVISION IN THE VILLAGES OF THE SECHURA DESERT



Drilling of wells in the Sechura desert in the places of Belisario, El Barco, Noria Honda, Tres Cruces, El Sauce and La Angostura



Executed budget:
S/. 2'910,826.59



PROMOTION OF FOOD AND NUTRITION SECURITY – PROSAN



PROSAN project promotes organic fertilizer production centers in Sechura with the participation of a women's association. There are 140 agro ecological community promoters who have been trained and provide assistance to the 1,900 producer families who improved their income and nutritional practices through 515 productive modules, to which technical irrigation kits, organic gardens, and black pudding (sangrecita) production centers were installed, organic fertilizer centers and Biodigesters. Likewise, an 8.4% reduction was achieved in the anemia indices and in 6.1% the indicators of child chronic malnutrition.



Executed budget:
S/. 621,301.38





ESG
ESG
ESG

ESG: Our environmental, sustainability and governance performance

It is important to mention that this strategy is a corporate vision that comes from The Mosaic Company, our parent company in the United States. By implementing this business strategy at Miski Mayo, what we seek is to further strengthen the good administration of the natural, human and social resources on which we depend.

Mining in general, metallic and non-metallic, requires the extraction of resources, the consumption of materials, the generation of emissions in operations and the use of water. All of these activities, at Mosaic and Miski Mayo, are necessary to fulfill our mission of helping the world produce the food it needs. **From our operations to product delivery in the international marketplace, we are working to minimize our impacts and maximize the value we offer to various stakeholders around the world.**

Therefore, our ESG strategy prioritizes four focus areas, which are the following:



We currently have some projects under this corporate policy that are in different stages of development, which are related to the final objective of caring for natural, human and social resources based on the four focus areas.





✓ Electric buses

Under the ESG approach and in search of technology with clean and environmentally friendly energy, in 2020 we evaluated the use of electric buses and began tests to analyze their application feasibility in the operation. After 2 years of studies, on August 10 we marked a milestone in the history of Miski Mayo and at a national level with the **incorporation of four electric buses in our operation, being the first company in the country that incorporates a fleet of 100% electric buses in mining for personnel transport.**

With the intervention of all the areas of Miski Mayo, mainly the area of Procurement, Administration, Engineering, Environment and Continuous Improvement, we were able to materialize this project and make it a reality thanks to the commitment of our strategic allies such as CIVA and Cambio y Soluciones (representative of KING LONG).

BENEFITS:





✓ Contractor Social Responsibility

The purpose of this project is for the contractor companies that operate in our unit to become strategic partners of Miski Mayo, aligned with the company's Social Management approach in order to develop joint actions that promote sustainable social and economic development in the Sechura province. Thus, this year we managed to get **16 contractor companies to join and contribute with social responsibility actions to benefit the inhabitants of the province of Sechura.**

✓ Identification and contracting of more local suppliers

This project aims to identify more suppliers in the province of Sechura and improve their competitiveness through training in order to meet the needs of user areas within the company. In this way, we will continue promoting and expanding the work of more Sechuran entrepreneurs or businessmen.



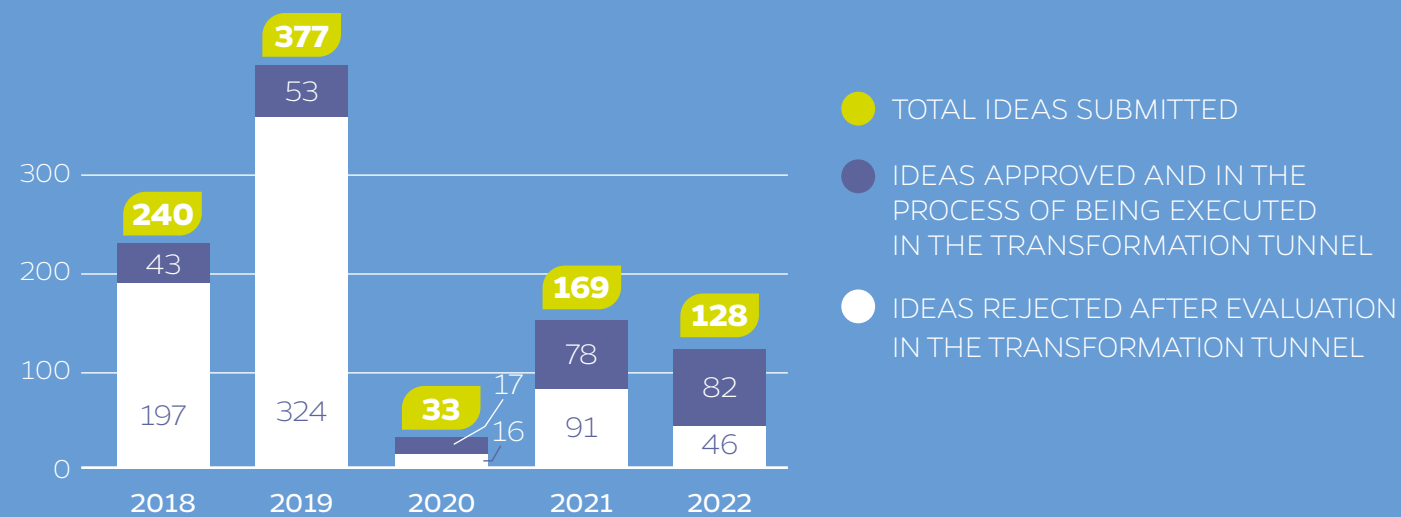


TRANSFORMATION
TRANSFORMATION
TRANSFORMATION

In 2022, four years have passed since our transformation process began and a great change took place in our company. **We continue advancing on the path to being a company of excellence and world class hand in hand with our collaborators**, who have become the protagonists of change, generating value with their ideas.

✓ Ideas generated per year

🕒 The ideas that enter the Transformation Process year after year demonstrate the commitment in the identification of opportunities for improvement by the workers.



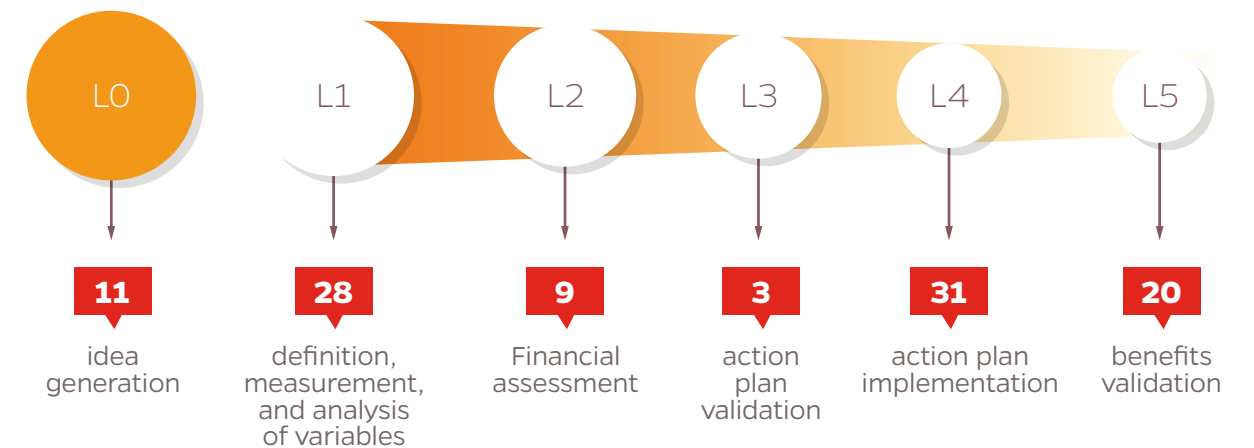
The number of ideas approved and in the process of execution in the Transformation Tunnel in 2022 was 82 compared to 2021 with 78 ideas, also reflecting the improvement in the quality of the ideas presented from 46% to 64% in the last two years.

✓ Status of the transformation process as of december 2022

At the end of 2022, 102 ideas were in each of the stages of the Transformation Process, from its generation to the validation of benefits once its implementation was completed.

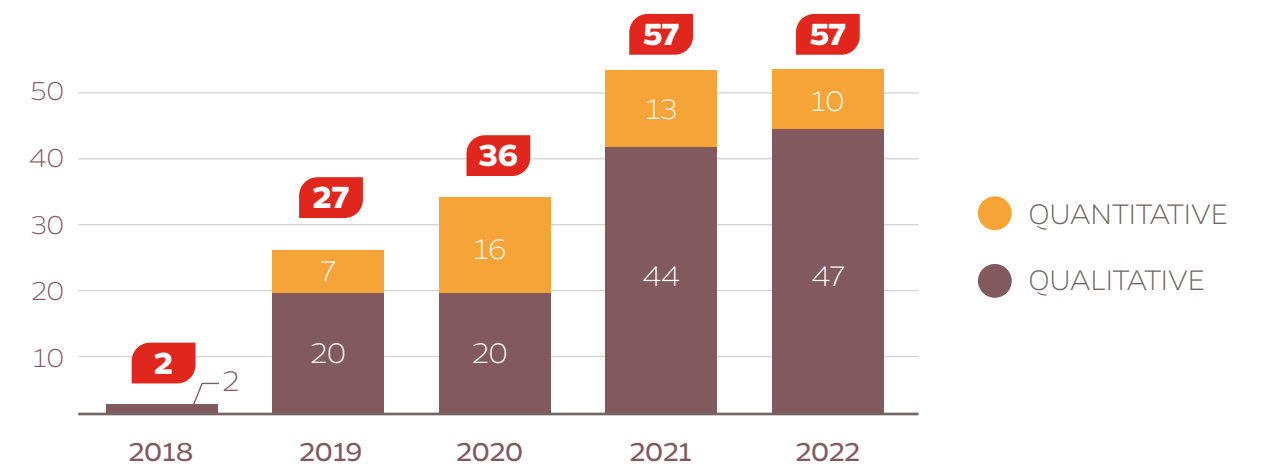
🕒 The transformation process is represented through a graph called "transformation tunnel", which is a tool that helps us to visualize the state of development of all areas.

Status of the transformation process



🕒 **Until 2022, 179 ideas have been closed.** Likewise, in 2022, 23 quantitative projects were monitored that contributed to the reduction of the unit cost.

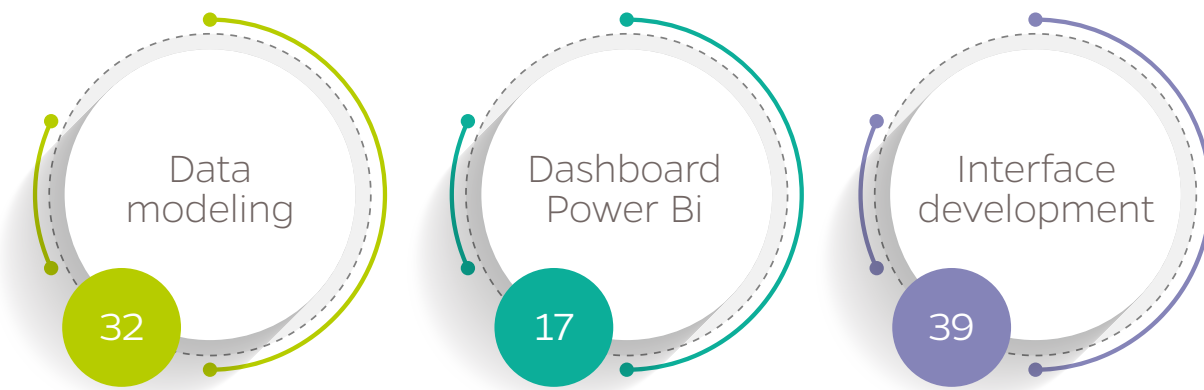
Projects closed per year



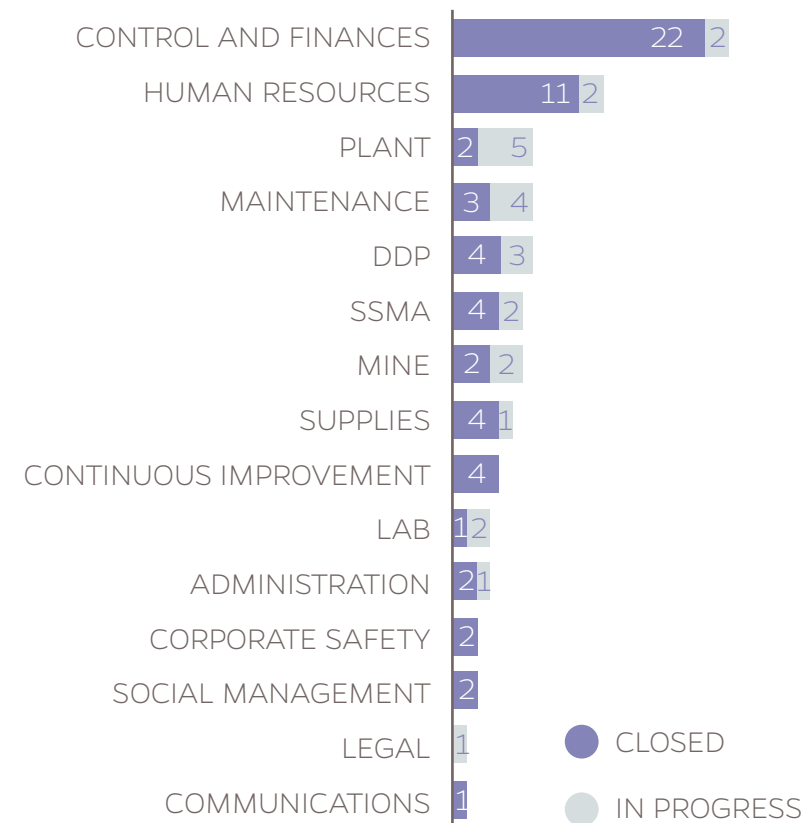
Digital transformation

From 2018 to 2022, 91 projects related to Digital Transformation (TDI) have been developed.

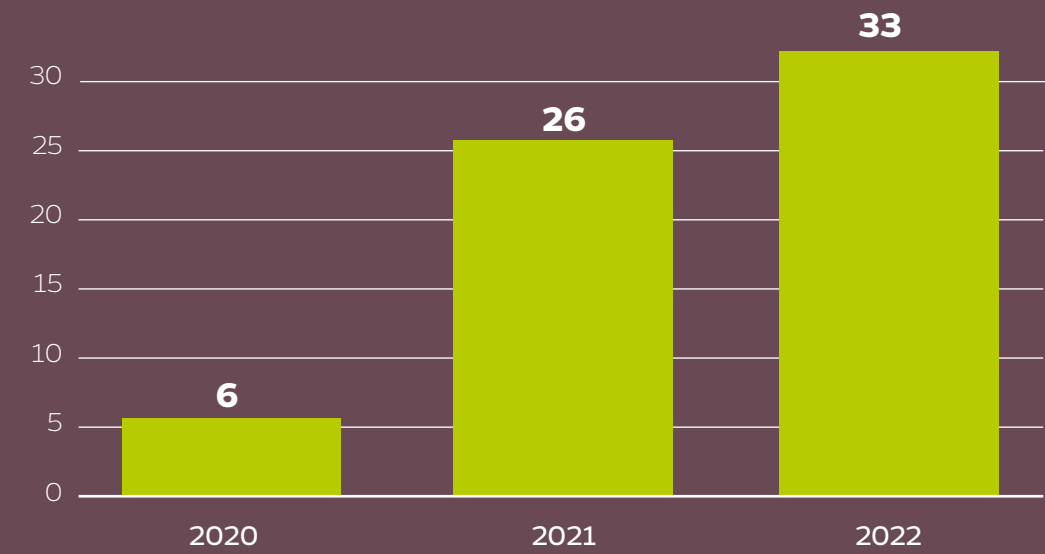
53 TDI PROJECTS



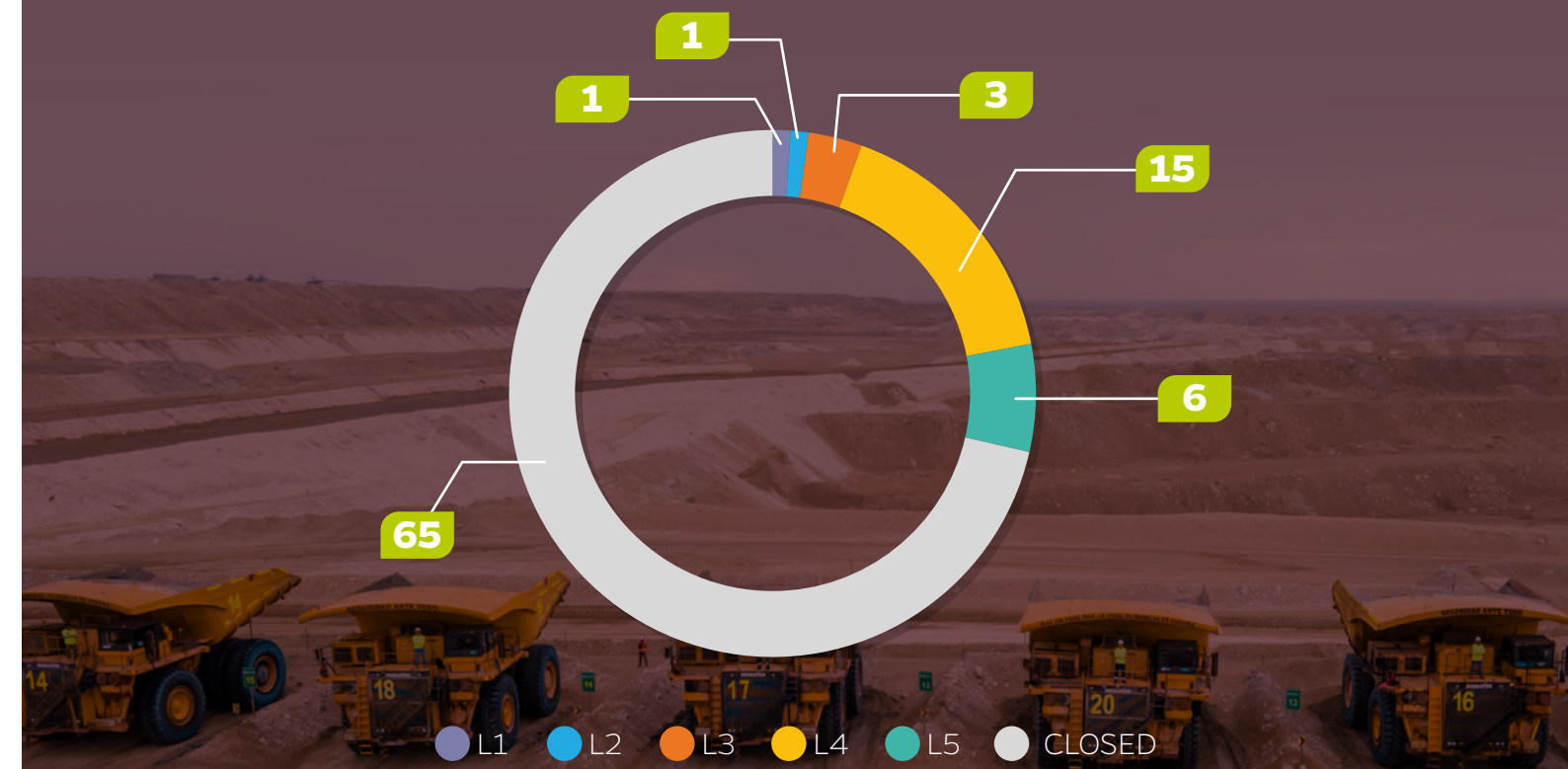
Number of TDI projects per Management and/or Area



TDI projects closed per year



Number of TDI projects per transformation stages





OPERATIONAL EXCELLENCE

OPERATIONAL EXCELLENCE OPERATIONAL EXCELLENCE

2022 was another year of important records and achievements. We meet our operational goals thanks to teamwork between our collaborators and contractor companies, all aiming at a single objective, keeping in mind at all times that life always comes first and that together, we can make things happen.



Mine operations
Mine operations
Mine operations

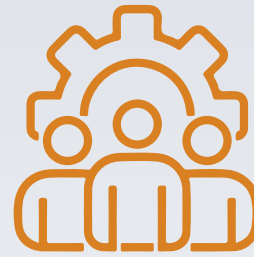
Mine operations

✓ Production record

2022 was the year with the highest total movement (including waste material, ore and other movements) of the mine since the start of operations of Miski Mayo in 2010, reaching a total of **85.2 million tons moved**

Added to the good performance in the mine during 2022, in the month of May 2022, we achieved a historical record of total monthly movement, with a total of 7,7 million tons, exceeding that executed in May 2019.

An all-time record was achieved with a total of 7.7 million tons in the month of May 2022.



✓ Drilling campaigns

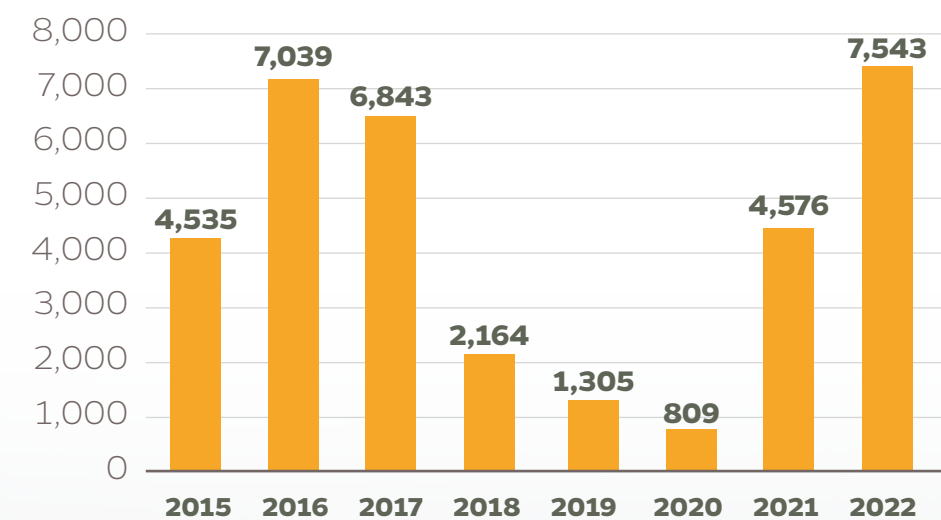
Geology activities contribute with information to make the Mining Planning. The main source of information are the short and long-term geological models, these in turn are supported by drilling campaigns, that help in the identification of geological characteristics of the deposit, such as quantity and quality of the raw material that will be used during the production process of Bayóvar

In 2022 we executed the largest number of long-term drilling since the restart of this activity in 2015, executing a **total of 7,543 meters of drilling.**

Similarly, in the short-term drilling campaign we obtained **230 boreholes over 7,282 meters and it was fully completed using only 88% of the planned** period, due to the good performance of the drilling equipment.



Total Meters Drilled Long Term



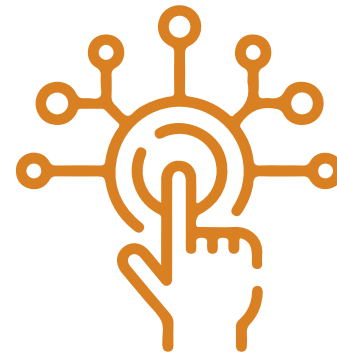
✓ Migrating to Dispatch 6

In 2022, thanks to the support of the entire Mine Operations Management team and support areas such as Telecommunications and IT, we managed to migrate our fleet management system (FMS) from Dispatch 5 to Dispatch 6 (D6).

Dispatch assists in real-time equipment monitoring

This software help us to monitor from the control center all the equipment located in the mine, such as shovels and trucks to manage ore shipments from start to finish and provide real-time reports to know our operational performance.

With this new version we remain at the forefront of technological updates and it will allow users to navigate faster and more comfortably thanks to the Windows environment in which it is developed. In addition, its " Waze " **type navigation allows the operator to monitor its hauling route in real time** and in case of eventualities, it has an emergency button that can be activated by the equipment operator.



✓ Industrial drone

In 2022 an industrial-type drone, which is connected to the global satellite navigation system, allowed to increase **the quantity and frequency of topographic surveys, covering up to 350 hectares in a single flight.** This reduces the exposure of surveying personnel who were manually marking the ground.

With this technological device, we were able to obtain better **coverage and greater precision in the topographic survey,** including complementary areas such as the evaporation lagoon and the rock quarry.

Benefits

- ① With the implementation of a static positioning system, **control points have been eliminated and with them the interaction with mining equipment,** eliminating this danger 100%.
- ② **Time has been optimized and** with it greater staff performance in other activities.



✓ Geology Storehouse Improvements

The Geology storehouse is a geological information store that gathers the mineral and soil sample information obtained in the field during the drilling campaigns. These samples are stored to guarantee their materiality and transparency over time, which is an essential requirement for the declaration of mineral resources. To make efficient use of the space in the warehouse and adequately safeguard the integrity of the stored samples, we installed racks, managing to increase their storage capacity by more than 100%.

In addition, we set up offices, a sampling room and a data room to ensure a comfortable work space that meets the appropriate conditions so that our collaborators can carry out their work in the best possible way.





Plant operations
Plant operations
Plant operations

CONCENTRATOR PLANT OPERATIONS

Plant milestones



We achieved a greater mass and metallurgical recovery, thanks to the optimization of the first stage of ore classification. To this end, we replaced the components in the hydrocyclones with ones made of ceramic material with greater durability, which generated less loss of phosphate in the tailings and influenced the increase in production.



We optimized the efficient use of band filters, which serve to separate solid material from liquid and reduce moisture, managing to use their maximum capacity, which contributed with the increase in productivity in the area.



We made operational improvements in the filtration area to reduce moisture levels in the concentrate.





Concentrator Plant Automation

We are constantly innovating to continue making our process a friendly operation with the environment and to optimize our performance. For this reason, we rely on new technologies, tools and devices such as sensors and valves to achieve the automatic operation of our concentrator plant.

With the leadership of the maintenance area in conjunction with the Concentrator Plant, this important improvement was worked on, which made it possible to standardize and optimize the phosphate concentrate process, through the control system with the incorporation of good practices and the updated mass balance. **For this, 56 instruments were installed (25 necessary for automation and 31 for improvement of operational quality).** This implementation allows us to maintain a more stable operation, since it prevents losses or deviations and makes it easier for us to obtain better control of the parameters to achieve the planned results, reducing their variability.

At the same time, it reduces operator intervention during the process, which minimizes their exposure to occupational hazards.

This great milestone influenced the production results at the end of 2022 and was achieved thanks to the dedication of all our collaborators, highlighting teamwork.





DDP OPERATIONS
DDP OPERATIONS
DDP OPERATIONS

Discharge, Dryer and Port Operations

Milestones in Discharge, Dryer and Port



0 personal accidents.



Highest monthly concentrate transportation with **483 thousand** tons. The last record was in August with 471 thousand tons.



Gas consumption ratio **below planned**.



We achieved the highest monthly sales in the history of Miski Mayo with a total of **475 thousand tons** in December.



We attended an **83,000-ton ship**, the largest in the history of Miski Mayo.



We enabled **the internal pipeline network for the distribution of natural gas** in our operation.



✓ Concentrate transportation

The transfer of the concentrate from the Concentrator Plant to the Discharge is carried out using transport tracts with articulated hoppers. Until June 2022 we were using the so-called "bi-trains". **As of July of this year these units were modified, adding one more hopper to the two that were already used, becoming tri-trains.**

For this change, the articulated work with the Concentrator Plant was important, which enabled a ramp for the proper circulation of these modified units.

Operational advantages for the use of tri-trains

- Optimization of the concentrate transport process.
- Higher volume of transport by higher load capacity.
- Less exposure of people in driving units
- Reduction of accident risks due to less interaction between units.


Back design

	Units	Backup	Capacity
bi-train	18	2	75 tons



New desing

	Units	Backup	Capacity
tri-train	9	2	165 tons



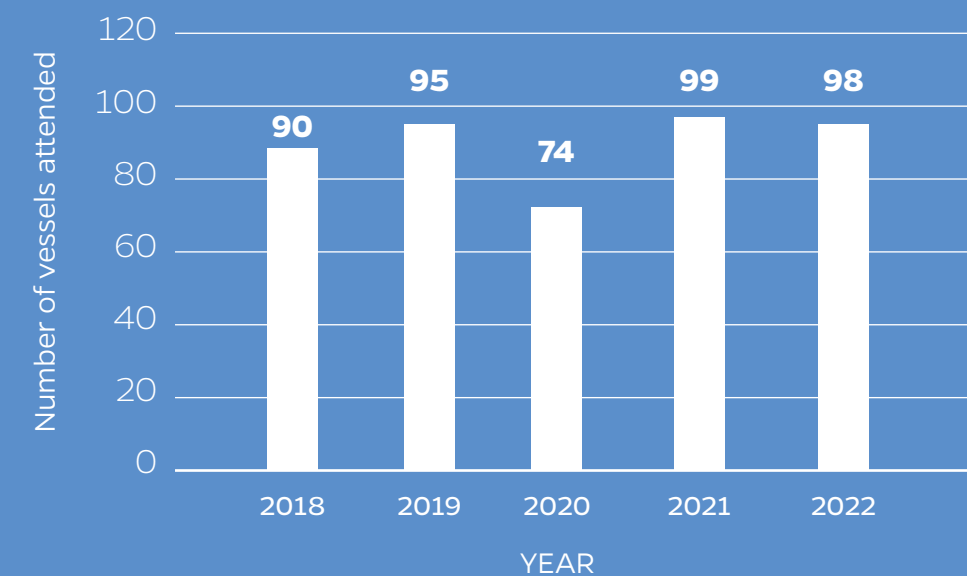
✓ Port

In 2022, important records were also reached in the Port area, all of them due to the optimization of its processes and total commitment of our collaborators in this area to make dispatch times more efficient.



We attended 98 vessels throughout the year.

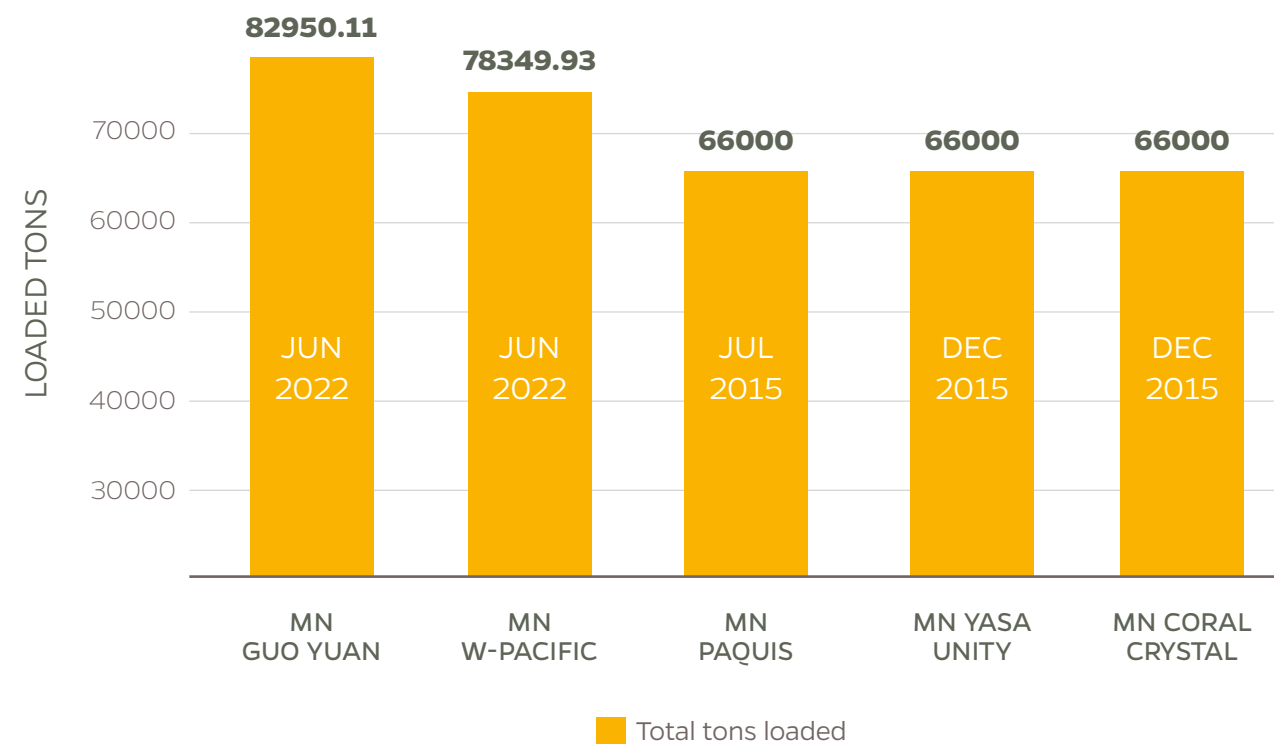
The second highest number of attentions throughout the history of Miski Mayo .



After 12 years of operation, we have dispatched the vessel with the highest tonnage shipped in Miski Mayo's history. This is the Guo Yuan vessel **with a capacity of more than 83 thousand tons**, one of the greatest challenges for the port terminal, carried with zero accidents in safety and environmental impact, generating positive shipment indicators.



✓ TOP 5 VESSELS WITH THE HIGHEST TOTAL TONS LOADED FROM 2015 TO 2022



✓ Optimization in dispatch times

In addition, we have optimized our dispatch time, achieving the highest **record in our dispatch bonus (dispatch in less time than expected)**, an indicator that was achieved due to our two transformation projects implemented: Hot relay and Optimization in the shipment sequence.



Maintenance
Maintenance
Maintenance

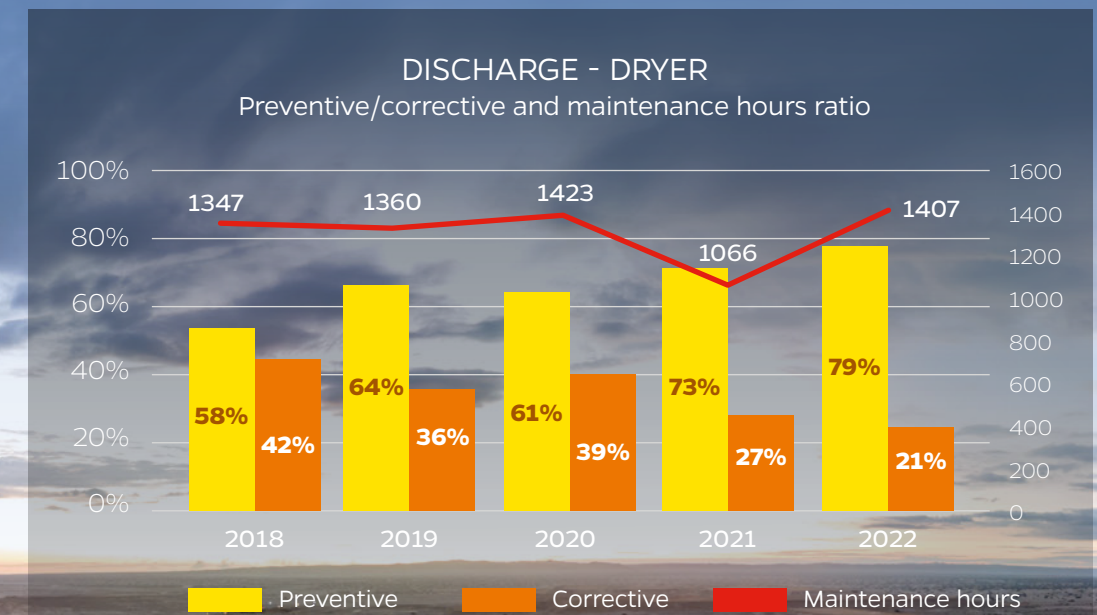
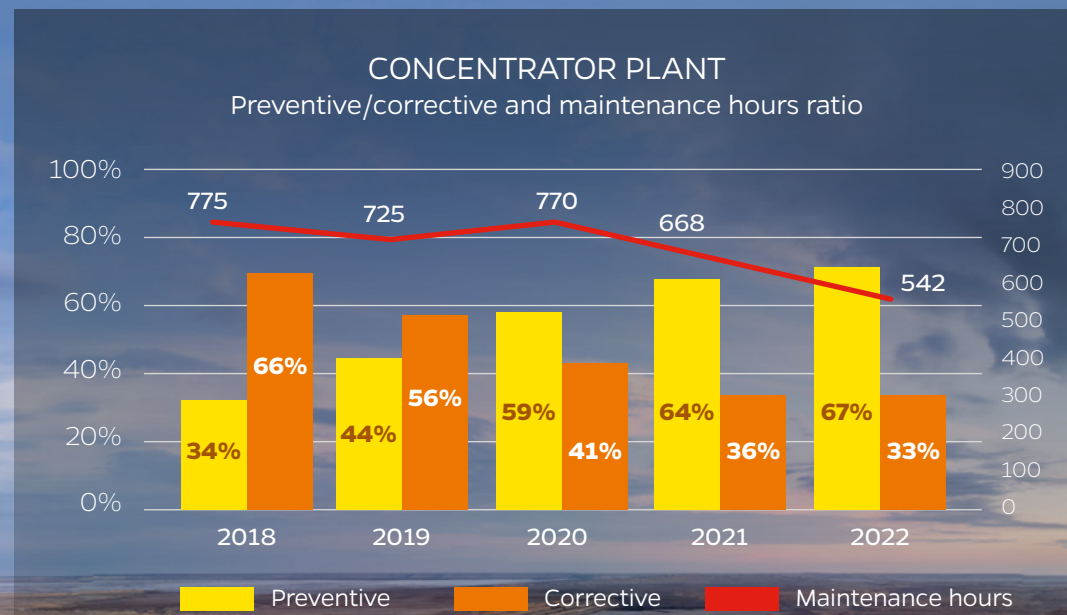
Maintenance

Improvement of physical availability in the Concentrator Plant and DISCHARGE, DRYER AND PORT

Considering the more than 12 years of operation that our assets have, we know that Maintenance work plays a very important role in order to ensure that the production plants fulfill their function according to their established capacity and with adequate equipment and in good condition. state. To achieve this noble objective, proper maintenance **management focused on the planning and execution of preventive maintenance is essential to reduce the need for corrective maintenance**, avoiding impacting the company's production goals

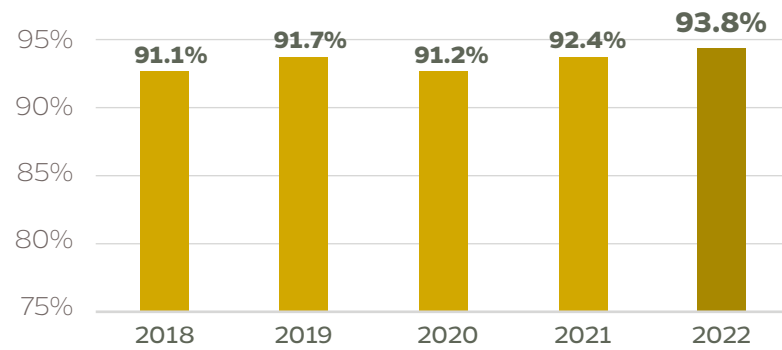
Thanks to the organized and planned management of the Maintenance Management with a new strategy focused on process management and with the support of the Operations Department, user areas, internal and external suppliers, it has been possible to reduce unforeseen stoppages, improving the reliability of company assets.

By acting in this proactive way, it is possible to provide the required level of reliability, increase productivity, extend the useful life of assets and optimize the cost of maintenance compared to expenses associated with corrective repairs.

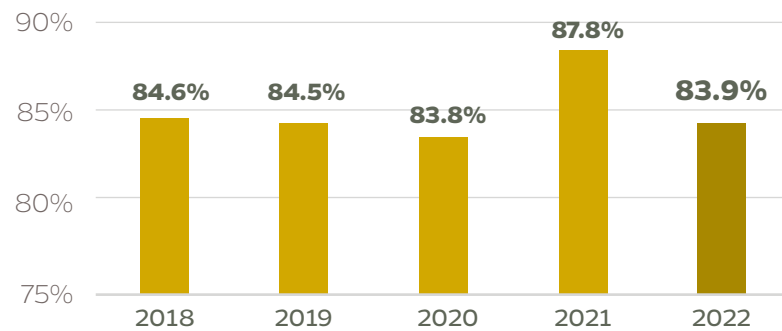


As can be seen in the following tables, in 2022, we achieved that our **Concentrator Plant reaches an annual Physical Availability of almost 94%**, a historical value that means fewer failures, equipment in optimal condition, and, therefore, greater reliability during its operation, which ended up being reflected in the production results obtained in 2022.

CONCENTRATOR PLANT
PHYSICAL AVAILABILITY 2018-2022



DISCHARGE - DRYER
PHYSICAL AVAILABILITY 2018-2022



📌 In the case of the Discharge - Dryer Plant, Physical Availability 2022 was impacted by the execution of the important work to change Dryer N° 2 (for 30 days) and the major preventive maintenance of Rotary Dryer N° 1, necessary and critical activities for grant the level of reliability that the Plant required to deliver the successful results achieved in 2022.



Change of dryer N° 2 and maintenance of dryer N° 1

In order to ensure **reliable and sustainable production in the Dryer Plant**, we changed dryer N° 2. A large-scale project that was managed using the PMI (Project Management Institute) methodology, used worldwide for the management of projects. The execution of the dryer change was planned several months in advance, placing greater emphasis on risk assessment at all stages, resulting in a successful project.

- 🕒 We managed to complete the project in 30 days, without safety or environmental events, complying with the established deadline and budget.
- 🕒 At the same time, we carried out preventive structural maintenance of dryer N° 1, to provide greater reliability to this equipment.



Maintenance Workshop in DDP

- 🕒 After three months of work, we finished the **construction of the facilities for the Drying Mechanical Maintenance Workshop**, equipped with a 5-ton bridge crane, which will facilitate the mechanical maintenance work of the different components of the DSP area equipment. In addition, the new infrastructure will provide a safer and comfortable environment for our collaborators.





Engineering
Engineering
Engineering

Engineering

Gas supply by external network

In 2022, in coordination with the Engineering, Procurement, and DDP areas, we successfully **completed the Primary Regulation and Measurement Station project (ERMP)**, which represents a great improvement for our operation thanks to the continuous supply of natural gas for the dryers, an activity that previously was done using tube-trailer trucks that transported the gas to our operation and it was decompressed at our station.

The design and construction of the ERMP was carried out in two stages. The first one began in October 2020 and after two years we started the implementation within the operation.

In this second stage of the project, the interconnection with the existing internal network was made, ensuring that the natural gas reaches each of the burners of the dryers through the installed underground line.

The new ERMP began its operation in August 2022 and with the completion of this project, in addition to reducing costs, we obtained the following **benefits**:

- ① **Elimination of CO2 emissions** by not using mobile units to transport gas.
- ② **Elimination of safety risk for transport.** Reduction of risk due to less exposure of personnel during the operation.
- ③ **Elimination of the risk of stoppage** of the operation due to lack of supply.



✓ Linear heat detection system for fires on conveyor belts

In order to identify temperature variations that could generate a threat or fire situation along the structure of the conveyor belt that is located on the storage silos of our Drying plant, the engineering area implemented a **detection system of linear heat that acts by sending an alarm signal when it registers abnormal increases in temperature** for the activation of a siren that alerts our personnel and has direct communication with the Control Center.

The installation of this system represented a great challenge because it worked at a height of 50 meters; being completed successfully. Thanks to this project, we can prevent events that could put the lives of our collaborators at risk, cause

A great challenge at a height of 50 meters successfully achieved for better risk prevention



damage to our assets or have an impact on the environment and our operation.

Advantages of the alert system for possible fire events

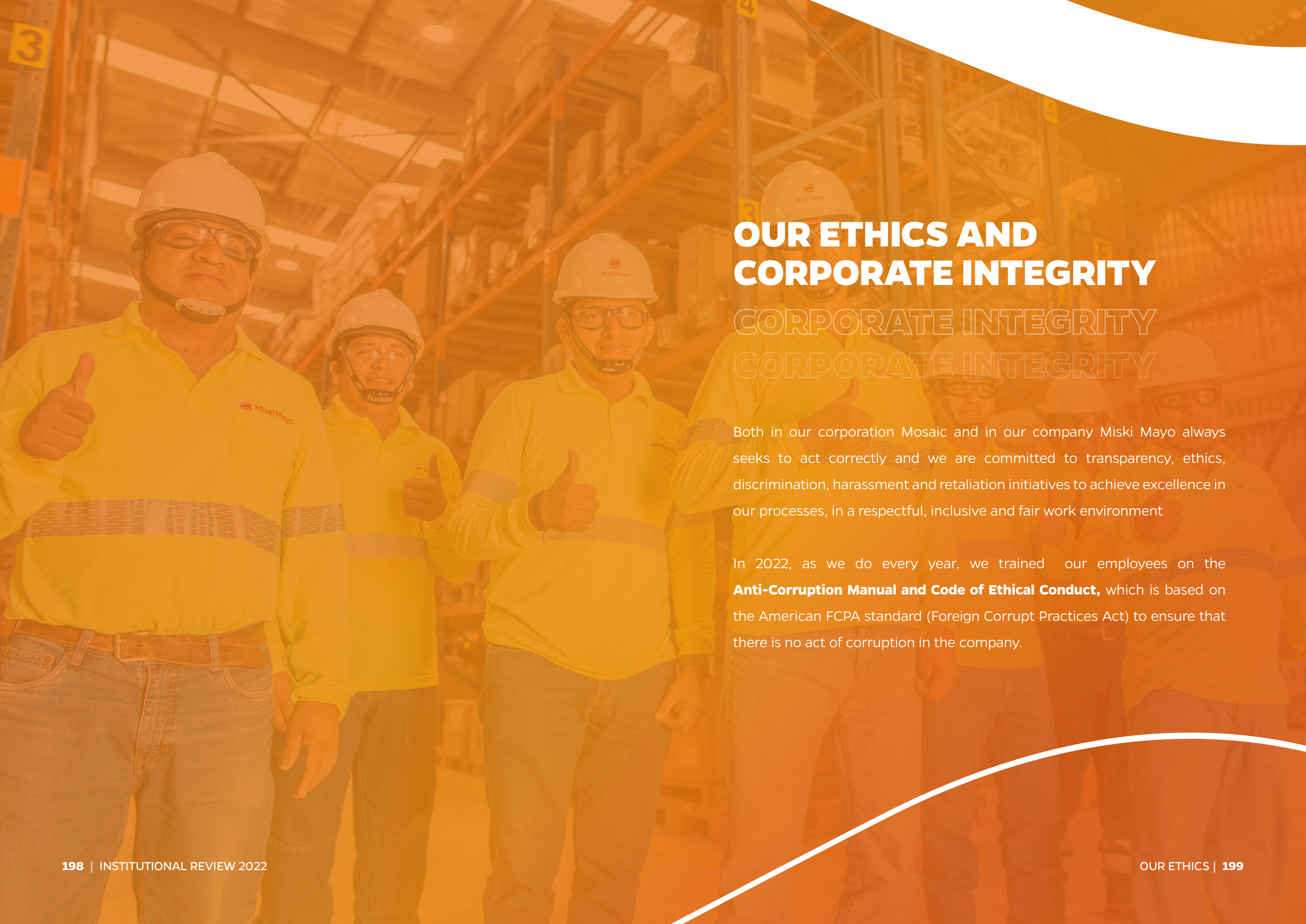
- ① Allows you to quickly alert the control center.
- ② Allows personnel who are close to this area to take preventive actions to safeguard its integrity.
- ③ It allows qualified personnel who are nearby to provide a rapid first response against fire until the arrival of our fire team.



✓ More improvements of Engineering

- We carried out the **fine tailings recirculation designs**, which contributed to the reduction of seawater consumption.
- We designed a closed **circuit television for the correct visualization of the process screens in the concentrator plant**. With the future implementation of this system we will be able to visualize the operating parameters and have a quick response to a change in the ROOM characteristics.
- In addition, we designed the power and **communication system for the online mineral analyzer equipment (GEOSCAN)**, which will optimize the behavior of the concentrator plant.





OUR ETHICS AND CORPORATE INTEGRITY

CORPORATE INTEGRITY CORPORATE INTEGRITY

Both in our corporation Mosaic and in our company Miski Mayo always seeks to act correctly and we are committed to transparency, ethics, discrimination, harassment and retaliation initiatives to achieve excellence in our processes, in a respectful, inclusive and fair work environment

In 2022, as we do every year, we trained our employees on the **Anti-Corruption Manual and Code of Ethical Conduct**, which is based on the American FCPA standard (Foreign Corrupt Practices Act) to ensure that there is no act of corruption in the company.

✓ Extractive Industries Transparency Initiative

We actively participate in the Extractive Industries Transparency Initiative (EITI), providing information on our economic contributions such as canon, royalties, etc. that it is considered in the information that is disclosed externally about their use and distribution by government institutions.



EITI is a tool that provides information on wealth from natural resources, which should benefit all citizens and, for this, it highly promotes transparency and accountability which are important.

What are we looking for with the transparency of information?

- Improve the management of public revenue
- Improve investment climate
- Watch for and avoid corruption
- Spread the word
- Promote trust among citizens
- Improves the participation of the population



✓ Discrimination, Harassment and Retaliation Prevention Policy

Miski Mayo had a Policy for the Prevention of Discrimination, Harassment and Retaliation, which has been worked on based on a general Corporate Policy of our parent company. Mosaic. Our company has adapted this Policy to the reality of Miski Mayo, in this sense, we are sure that that this valuable information will allow us to have a global vision of what are the rules and good conduct that should prevail, in order to always foster an atmosphere of harmony and respect among everybody that is a part of this great company.

Said policy includes the following points:



DISCRIMINATION



HARASSMENT



SEXUAL HARASSMENT

☑ Discrimination

Unlawful discrimination on the basis of any protected category, including race, religion, color, national origin, ethnic citizenship status, gender, gender identity, sexual orientation, age, disability, including physical and mental health conditions, state civil status, pregnancy (including childbirth or related medical conditions), military status, genetic information or any other legally protected status under applicable laws where Mosaic employees work.

☑ Harassment

Harassment, intimidation, threatening conduct based on any characteristic, legally protected or otherwise is prohibited. Harassment is any unwelcome conduct, (verbal or physical) that directly or indirectly disrupts an employee's work environment, unreasonably interferes with an employee's work performance, or creates an intimidating, hostile, or offensive work environment.

Harassment include, but not limited to:



Verbal or written threats, abusive or mistreatment language.



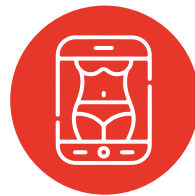
Unwanted **physical contact.**



Insults or epithets, ethnic and insults.



Suggestive, insulting, or demeaning sounds or comments.



Photos, videos, drawings, or other visual elements that show lewd, offensive, or demeaning or inappropriate images.



Wearing or displaying hate symbols or messages that are derogatory or incite violence



Offensive, obscene, insulting, racial or other inappropriate jokes, mocking or stereotyping.



Verbal and physical conduct with the purpose or effect of creating an intimidating, hostile or offensive work environment

☑ Sexual harassment

Harassment and any other unwanted and unsolicited conduct that creates an intimidating, hostile or offensive work environment based on sex are prohibited. Prohibited sexual harassment includes any unwelcome physical or verbal conduct that directly or indirectly affects or interferes with a term or condition of employment, or creates an intimidating, hostile, or offensive work environment.



Sexually suggestive or demeaning jokes, comments, and advances.



Sexual advances and solicitations, including unwanted direct or indirect invitations or solicitations to engage in behavior of a sexual nature.



Intentional physical contact of a sexual nature, such as touching, pinching, stroking, grabbing, or rubbing the body of another employee or physical assaults of a sexual nature.



Preferential treatment or promises of special treatment (i.e., compensation, promotion, etc.) For submitting to sexual conduct.

☑ Retaliation:

We will not tolerate retaliation by anyone who has complained in good faith about a violation of this policy or the law, who has assisted or cooperated with an investigation, who has asserted their rights under this policy, or who have opposed discriminatory or harassing practices. Any employee who retaliates against anyone for opposing, reporting, assisting or cooperating with an investigation of alleged discrimination or harassment will be disciplined and terminated.



MISKI MAYO FAMILY
MISKI MAYO FAMILY
MISKI MAYO FAMILY



Moments to share
Moments to share
Moments to share

**Moments
to share**

✓ Anniversary

We celebrated 12 years of mining operation and in order to generate spaces for fellowship among employees from different areas, we organized an internal soccer championship called **"World Miski Mayo, Always United"** that took place on weekends in June and July, with the aim of ensuring the participation of all shifts.



This championship was developed in mini-tournaments of four groups, with four teams each and during the night in the sports fields located in our camps of the operation, obtaining a champion for each group.

Group A Champion:
Shifts 2 (Concentrator Plant)

Group C Champion:
Shifts 4 (Mine)

Group B Champion:
Shifts 4 (DDP)

Group D Champion:
Shifts 1 (Concentrator Plant)





On July 10, central day, we developed the lightning tournament called " Dream Team ", which consisted of the participation of the best players from the different guards of the Mine, Concentrator Plant, Maintenance and Discharge, Dryer and Port, where the Mine Operations team managed to win. In addition, a women's soccer match was held between our contractor Sodexo versus the Miski Mayo team, the latter being the happy winner.

On this special date, the showman Rafael Rojas, better known as " Chahuelas ", who animated the entire event, and through some stands, it was possible to enjoy the various products made by Sechurians, members of our Women's programs



Entrepreneurs. Without a doubt, a special moment of fellowship for all our collaborators.



✓ Miner's day: We are Miners, We are Miski Mayo

Every December 5th, Peru recognizes the work of men and women in mining . And after two years of virtual celebrations, in 2022 we met again to celebrate these important dates in two major events that brought together our operational and administrative staff. Said events that took place on December the 2nd and 21st, were planned on different dates to promote the participation of the majority of the operational divisions, guaranteeing the presence of most of our collaborators.





In this event our staff and their plus ones, were able to enjoy a special lunch, in a facility in Sechura, enlivened by a digital orchestra and different activations throughout the event such as instant picture taking 360° video , Peruvian dances and live shows.

Additionally, we gave a Miski Mayo backpack to all our collaborators as a gift.



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