

# We help the world grow the food it needs





**2024 INSTITUTIONAL REVIEW** 

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IN SEGURIDAD, TU FAMILIA TE ESPERA

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# Message from our Director - President

# Message from our **Director - President**

It is an honor to present our 2024 institutional review. This report reflects our unwavering commitment to operational excellence, sustainable development, and the creation of value for our employees, shareholders, communities, and the country.

This year has been a landmark in our history, as we have achieved unprecedented milestones in our 14 years of operation. I am particularly proud to begin by highlighting one of our most important achievements, aligned with our core value "Life First," having reached an exceptional safety performance with a historic 39% reduction in our TRIFR rate-the lowest figure ever recorded. This achievement goes beyond statistics; it represents the unwavering commitment of every member of our organization to a genuine and proactive safety culture.

Excellence in safety has been the result of a comprehensive strategy, executed in close collaboration with our leaders and contractor companies. The increase in the reporting of near-misses and substandard conditions demonstrates our employees' high level of commitment to prevention. This outstanding performance has earned us, for the third consecutive year, the recognition of being the safest open-pit mine in Peru by the Mining Safety Institute (ISEM), in addition to two awards for our innovative risk-reduction practices. These results make us proud and motivate us to continue pursuing our goal of zero accidents.

On the operational front, thanks to everyone's dedication, we reached a historic production record of 4.854 million metric tons of phosphate concentrate, consolidating our leadership in the non-metallic mining sector. This achievement is supported by the modernization of our infrastructure, the implementation of advanced technologies, and the optimization of processes in our Concentrator and Drying Plants—a result of the synergy between our operational areas. The record movement of 100.5 Mt of ore and waste also demonstrates our ability to overcome operational challenges while maintaining high efficiency standards. Likewise, the increase in preventive maintenance was key to improving the physical availability of our equipment.

**66** The implementation of technologies, modernization of equipment, and process optimization allow Miski Mayo to maintain its leadership in the sector **99** 

Furthermore, our Transformation process continues to be a fundamental pillar, fostering innovation through the ideas of our people. This year, the recognition of outstanding projects in the categories of Safety, Health and Environment, Production Costs, and Digital Transformation and Innovation reflects our commitment to empowering and actively engaging our employees in continuous improvement.

been aligned with four key pillars: **66** Our strategic approach has safety, sustainability, innovation, and operational efficiency **99** 

We have also worked on various projects to optimize our production costs, reduce emissions, and decrease water and energy consumption, reinforcing our value "Caring for the Planet." The results of our environmental monitoring have been optimal and well below the permissible environmental standards, demonstrating that our operation does not pollute. On the contrary, we practice Green Mining. These actions and results reflect our environmental responsibility and have allowed us to earn the first star in the "Carbon Footprint Peru" program, encouraging us to continue pursuing green mining while also increasing our competitiveness and productivity.

Likewise, the development of our people is a priority and an essential part of our sustainable growth strategy. That is why we have continued investing in training and development programs to strengthen our employees' skills, as part of our annual training strategy and plan.

At the same time, in 2024 we have enthusiastically and confidently continued to promote Diversity and Inclusion within our company and throughout our area of influence, through both internal and external strategies—focusing especially on our women's inclusion network and diverse abilities network. Internally, this has been reflected in the increase in female participation in our organization to 11.97%, with a special emphasis on operational roles. Regarding diverse abilities, we implemented an educational awareness plan on persons with disabilities.



# Marilza Carneloz Directora - Presidenta

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In both cases, the goal is to raise awareness and foster a more respectful, equitable, and representative work environment.

In compliance with our contractual commitments, we continue contributing to the socioeconomic development of the province of Sechura and the Piura region, having contributed a total of S/ 1,692.2 million in taxes, royalties, and community payments over our 14 years of operation.

66 Over these 14 years, we have contributed S/ 1,692.2 million in taxes, royalties, and community payments **9** 



I must highlight that, from this major contribution, the Social Fund of the Bayóvar Integrated Project (FOSPIBAY) continues to play a key role in the execution of significant projects that benefit thousands of residents in the province of Sechura. As our company is the main contributor to the fund—providing 97% of the total in 2024—we are pleased to see that this has been the year with the highest execution rate, making several infrastructure, electrification, and capacity-building projects in the agricultural, fishing, and mariculture sectors a reality. It is truly rewarding to see our contributions fulfilling their purpose.

On the other hand, our social responsibility efforts have also left a meaningful impact in the province of Sechura. In 2024, we allocated significant resources to strengthen education, entrepreneurship, and healthcare in our community, thereby reinforcing our relationship with our direct areas of influence.



Through our training programs, we empowered more than 100 women entrepreneurs and strengthened labor inclusion by hiring 13 female operators from Sechura to work in our mine 99

Additionally, through strategic alliances with educational institutions, the Community Foundation, and the company's Union, we developed training programs in job skills and certifications to strengthen employability in the province. We also implemented our Corporate Volunteering Program, positively impacting the lives of more than 3,000 beneficiaries from the province of Sechura and surrounding areas through three key activities during the year: first, by delivering over 700 school supply kits to children with limited resources; then, by providing furniture and equipment to three rural educational institutions; and finally, by donating more than 30 tons of non-perishable food items that benefited 1,700 vulnerable families, as well as 15 milk glass committees and community kitchens. These actions not only impacted the lives of so many beneficiaries, but also became an extraordinary experience for our 47 volunteers, who participated directly in the positive social impact we strive to generate in our surroundings.





The challenges have been constant, but our capacity for innovation and adaptability has allowed us to overcome them successfully. We always look to the future with optimism and determination, and that is why in 2025 we will continue to drive efficiency and sustainability in our operations, strengthening our commitment to safety, the environment, and community development.

Among our strategic objectives for 2025, we will focus on continuing to optimize our production, further reducing our environmental footprint, and expanding our social development initiatives. We are grateful to our employees, strategic partners, and community for being part of this journey. I am convinced that together we can continue building a better future for everyone who is part of our story.





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#### **2.1. Corporate Profile**

We are a pioneering non-metallic mining company in the Piura region and a leader in phosphate concentrate production in Peru. Since beginning operations on July 10, 2010, we have positioned ourselves as the country's main phosphate producer, with the largest phosphate deposit in South America, making us a benchmark in the non-metallic mining industry in Peru.

At Miski Mayo, we are committed to transforming natural resources into sustainable development that benefits the province of Sechura, the Piura region, and consequently the entire country. We operate under the highest safety standards, promote environmental protection, and work to improve the quality of life of our people and our surroundings.

Throughout our 14 years, we have fulfilled our contractual obligations with responsibility and transparency, contributing to the State and the community, and significantly promoting the economic and social development of northern Peru. We are proud to be an example of responsible and sustainable mining—balancing our productive process while continuously improving our operations, respecting and protecting the environment, generating social well-being, and demonstrating transparency and ethical conduct under corporate guidelines.

#### Mission

To transform natural resources into prosperity and sustainable development.

#### Vision

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

#### Purpose

To help the world grow the food it needs.





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#### 2.2. Awards and Recognition



#### **First Place in the XXVII National Mining** Safety Contest - Mining Safety Institute (ISEM)

In 2024, for the third consecutive year, we were recognized as the safest mine in Peru in the 2023 open-pit mining category—an award we have proudly received six times: in 2012, 2014, 2019, 2021, 2022, and 2023. This achievement is the result of the commitment we demonstrate daily in our work and actions. always keeping safety at the core of everything we do-putting life first, and working each day with the goal of returning home safe and sound.

#### AURORA Reconocimiento

La Coordinación Territorial de la Región Piura, otorga el presente a:

#### Miski Mayo

rama Naciona

Por la contribución al trabajo del CEM Regular Sechura en la implementación de la estrategia comunicacional, a través de difusión de spot de campaña del Programa Nacional Aurora, y así promover la prevención de la violencia de género en la Región Piura.

R\_CTPIU-34



**First Place in the IX International Contest for Best Practices in Occupational Health and Safety in the** Mining Industry - Mining Safety Institute (ISEM)

Our projects, "Implementation of Load-Supported Tools for Hydraulic Pump P30 Maintenance" and "Implementation of a Monorail Beam for the Maintenance of 18"x16" Slurry Pumps - Concentrator Plant," received the top award in this renowned contest, 2023 edition. This achievement proves that we remain focused on promoting innovation with a safety and prevention approach, which enables us to obtain such outstanding results.



#### **Distinction in Educational Excellence 2024**

UGEL Sechura awarded us the title of "Honorary Ally for Education 2024," acknowledging our ongoing contribution to strengthening the quality of education in the province

In collaboration with the University of Piura and César Vallejo University, we have developed environmental and educational programs that have significantly enhanced learning and professional development opportunities in the province.

This recognition reinforces our continuous commitment to educational development in Sechura.

Piura, mayo del 2024

#### **Recognition as a Communication Ally of the National Aurora Program**

In 2024, we were recognized as strategic allies in the outreach activities for the prevention of gender-based violence in the province of Sechura, promoted by the Sechura Women's Emergency Center (CEM) and the National Aurora Program. This recognition motivates us to continue driving actions aligned with our Diversity and Inclusion policy, aimed at fostering safe and respectful environments for everyone.



#### 2.3. Strategic Objectives

At Miski Mayo, we align our strategic planning with the priorities of our parent company, Mosaic, adapting four of its six global priorities to fit our specific context and objectives.

Based on these four priorities, we have defined 1**2 strategic objectives** that reflect our strong commitment to innovation, sustainable growth, and operational excellence, while also prioritizing actions that focus on the well-being of our community and employees. To achieve these objectives, we rely on the active participation of our leaders. Together, we defined—based on corporate priorities and our objectives—66 strategic initiatives, categorized by level of importance into three groups: AAA, AA, and A. These initiatives are monitored and reported by the different levels of leadership within our company according to the level of attention required.

Each initiative includes a detailed action plan based on key milestones and is overseen by a responsible Owner and a designated Leader, who, together with the Continuous Improvement team, carry out monthly monitoring of its execution





This structured and collaborative approach ensures progress toward achieving our strategic objectives, aligned with the expectations and challenges of the corporate environment ??





# Responsible Governance

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# **Responsible Governance**

Miski Mayo is a company formed by The Mosaic Company, our majority shareholder holding 75% of the shares, and Mitsui & Co., which holds the remaining 25%.



At Miski Mayo, our leadership is based on a solid structure and corporate policies aligned with Mosaic's vision: **Helping the world grow the food it needs, through sustainable practices and strict legal compliance.** Our strategic management focuses on creating shared value by setting clear objectives and exercising responsible leadership.





## **3.1 Ethics and Integrity**

Miski Mayo's organizational culture is characterized by transparency, clear communication, and authentic interpersonal relationships between leaders and their teams. This approach fosters an environment of trust and collaboration, which is essential for performance and corporate success.

Aligned with our core value "Doing the Right Thing," Miski Mayo upholds an active Code of Ethical Conduct, aimed at ensuring that our reputation—both individually and corporately—remains impeccable.

In addition, we have a Supplier Code of Ethical Conduct, which is shared with all contractor companies and service providers that maintain a business relationship with us.

During 2024, training sessions were conducted for employees to ensure understanding and compliance with the Code of Conduct ??

Likewise, we carried out rigorous oversight to ensure that our contractors and suppliers adhere to ethical standards.



As part of our internal communication efforts, we launched an informational campaign aimed at disseminating our policies and reinforcing everyone's commitment to the ethical principles that guide our organization.

This comprehensive approach reaffirms our commitment to integrity and responsibility, both within and beyond the company.

Ethical Code of Conduct (3 modules)	N° of participants	Hours
Virtual Modality (Workday)	560	280
In-person Modality	1069	534.5
Anti-bribery	N° of participants	Hours
Virtual Modality (Workday)	189	94.5
	189	94.5
	189 N° of participants	94.5 Hours

#### **Whistleblower Channel**

At Miski Mayo, we have an ethics whistleblower channel through which any conduct contrary to the values and principles promoted by our company can be reported confidentially and effectively. Anyone, whether or not they are an employee of our organization, can use this channel, which is available 24 hours a day.





#### **Complaints and Claims Mechanism**

We have a claims management procedure that establishes a protocol to identify, receive, process, and timely resolve all claims related to our company and contractor firms. The main objective is to strengthen trust and maintain transparent communication with the community.

This mechanism applies to all areas of Miski Mayo, as well as to authorities, individuals, legal entities, contractors, and their direct and indirect employees who believe that our activities affect them directly or indirectly, infringe upon their rights, or where possible non-compliance by our company, contractors, or suppliers is identified.

In 2024, we received 8 complaints and/or claims, all related to the management of contractor companies. All cases were fully addressed and processed following our established protocols.



**66** As of 2025, inquiries, complaints, claims, and requests will be handled through our virtual platform, which will be implemented on our website **99** 

## **Anti-Corruption**

At Miski Mayo, we uphold a zero-tolerance policy toward any form of bribery, whether direct or indirect. Our company is fully committed to strictly complying with anti-corruption, anti-bribery, conflict of interest, and other related regulations applicable in Peru.

Likewise, we require our employees, suppliers, consultants, business partners, and any entities associated with our company to adhere to the same rules and regulations.

We have an active Anti-Corruption Manual in place, which is based on the Foreign Corrupt Practices Act (FCPA).

This manual applies to all our employees, including contractor companies. Furthermore, any attempt at corruption is considered a violation of this policy.

#### Prevention of Discrimination, Harassment, and Abuse

In 2024, we strengthened our commitment to organizational excellence through the implementation of initiatives to prevent and eradicate workplace sexual harassment. This comprehensive approach reinforces our vision of creating a safe, respectful, and inclusive work environment for all our employees.

The update and publication of our **Policy for the Prevention and Sanction of Sexual Harassment** marked a significant milestone in our management. This document sets clear guidelines and specific protocols, reaffirming our **zero-tolerance stance toward any form of harassment or discrimination.** 

To ensure the effective reach of these measures, we developed a multichannel communication strategy, leveraging various internal and external platforms. This systematic dissemination ensured that every employee fully understood our rules, We also ensure that all our employees receive ongoing training on the Anti-Corruption Manual, and we require that contractor companies and business partners strictly comply with its guidelines. In addition, we have procedures in place to avoid establishing business relationships with companies that have been involved in corrupt practices.

**66** The FCPA is a U.S. law that combats acts of corruption, regardless of the location of



the individuals or entities involved **99** 

procedures, and their role in maintaining a respectful and equitable workplace.

A key step was the formation of the Sexual Harassment Response Committee, made up of 4 members elected by employees through internal elections and another 4 appointed by the company. This specialized body strengthens our prevention and response mechanisms, ensuring the confidential, fair, and timely handling of every reported case.

Actions like this represent concrete steps in our ongoing commitment to building a work environment where safety, respect, and dignity are fundamental pillars of our organizational culture. The system implemented ensures that every employee can express their concerns with complete confidence, supported by a transparent, retaliation-free process.

#### **3.2 Policies and Certifications**

At Miski Mayo, our ongoing pursuit of operational excellence is grounded in corporate policies that ensure the protection of our employees, the environment, and our business integrity.

Our policy framework includes key aspects such as the Integrated Management System, Code of Ethics, Occupational Health and Safety, Harassment Prevention, Anti-Corruption, and Business Conduct, whose regulatory structure reflects our commitment to transparency, accountability, and continuous improvement.



#### The main policies currently governing our actions are:

- Integrated Management System (SIM) Policy
- Supplier Code of Ethics and Conduct
- Procurement and Direct Charge Control Policy
- Operational Guarantee Asset Policy
- Internal Occupational Health and Safety Regulations
- Internal Work Regulations
- Zero Alcohol and Drug Policy
- Policy for Issuance and Use of ID Badges
- Policy for the Prevention, Investigation, and Sanction of Sexual Harassment
- Procedure to Avoid Potential Conflict of Interest
- Procedure for Meetings with Public Officials
- Anti-Corruption Manual
- Miski Mayo Code of Ethical Conduct
- Idle Capacity Policy IDLE CAPACITY

Each policy is internally audited by the responsible departments to ensure effective compliance.

In 2024, we successfully renewed our ISO 9001 certification for the Port area with no observations, reaffirming our commitment to the highest standards of quality and organizational management.

#### **3.3 Cybersecurity and Information** Technology

In 2024, we implemented key initiatives focused on strengthening cybersecurity and optimizing our technological infrastructure. These projects not only reflect our commitment to technological innovation, but also our vision of providing solutions that enhance productivity and efficiency across all areas of the company.



#### **Advanced Digital Protection**

We implemented Microsoft Intune on corporate mobile devices, establishing a robust system for enterprise data management and control. This initiative was complemented by a cybersecurity training program, including phishing simulations and awareness campaigns. To maintain effective communication on digital security, we installed strategically located information panels in operational areas.

#### **Infrastructure Modernization**

#### **Our technological upgrade included:**



Networking equipment upgrades with new Cisco Access Points y Switches, ensuring superior, faster. more stable, and secure connectivity. This renewal is key to supporting operational growth and improving the efficiency of all network-dependent processes.

WIFI coverage expansion in critical areas of the Mine and DSP, ensuring continuous connectivity for management systems, monitoring platforms, and communication tools.

Implementation of Google Earth for geospatial management of network equipment optimizing the control and maintenance of technological infrastructure.



# Operational Excellence

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Increased flexibility in the mine due to better availability of liberated ore



Effective stock management to address any unforeseen events



Enhanced productivity and efficiency of the **Concentrator Plant** 

These production records achieved in the operational areas are mainly due to:

Improvement projects, such as the elimination of bottlenecks in both the (Concentrator and Drying Plants).



Improved physical availability and reliability of equipment



Stronger synergy with Mosaic's commercial team for vessel scheduling

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#### 4.1. Business Development

In 2024, we reaffirmed our leadership in Peru's non-metallic mining industry, contributing to the economic development of the country and the Sechura region, where we maintain a strong presence. Our performance has been defined by efficient operations, driven by continuous improvement, innovation, and a firm commitment to sustainability. Throughout the year, we strengthened our commercial relationships with clients, suppliers, and communities, and continued to generate both economic and social value.

#### **Commercial Performance**

Our operation maintained its position as the only producer of phosphate rock in Peru, making a significant contribution to the national non-metallic mining sector. This mineral is a key input for fertilizer production, positioning Miski Mayo as a strategic ally in helping the world grow the food it needs.

This year, we achieved a production volume of **4.8 million metric tons (Mt)** of phosphate rock, representing a **4.4%** 

increase compared to the previous year. Our operational efficiency and commercial strategy enabled us to meet the demand of our main markets such as the United States and Brazil, as well as other strategic clients in **Chile, Argentina, Mexico, India, Malasia and Indonesia.** We also achieved a historic annual sales record of 4,85 Mt, representing a 4.6% increase over the 2023 sales volume of (4,624 Mt).



#### **Contribution to the State and Community**

Since the beginning of our operations in 2010, we have made significant contributions to the State and to the San Martin de Sechura Peasant Community, reflecting our commitment to fulfilling our tax obligations and supporting the development of the province where we operate. Over the years, we have paid more than **S/ 1,692.2 million** in taxes and royalties, which has helped finance key projects for the social and economic development of the Sechura province

CATEGORY	OBLIGATION/CONTRACT	PERIODICITY	TOTAL S/ (Millions of soles)
Initial Consideration	Initial Payment	One-time payment	9.8
Income tax	Legal Obligation	Annual	1,113.8
Contractual Royalties	3% of sales	Semiannual	484.4
Validity	Legal Obligation	Annual	41.2
San Martín de Sechura Community Foundation	US\$500,000 for usufruct, surface rights, and easement rights	Annual	38.4
San Martín de Sechura peasant Community	Up to 1,200 metric tons per year of phosphate rock or its equivalent in fertilizers.	Annual	4.8
Total in millions of soles			1,692.2

\*This payment was made from 2010 to 2022. In the last three years, it has not been carried out due to the lack of legal representation within the Peasant Community. As a result, a notarial consignment has been made. Once a valid representative is appointed, they will be able to initiate the necessary procedure to formalize the delivery of the agreed-upon fertilizers.

and the country.

In addition, as in every year, we allocate a significant portion of our resources to the development of various social responsibility programs that complement our financial contributions, benefiting the people of Sechura and generating a positive impact in areas such as education, health, infrastructure, employment, and more. In 2024, we consolidated strategic projects that reflect our commitment to safety, operational efficiency, and environmental stewardship. Each project translates into investments and improvements aimed at continually protecting the integrity of our employees, reducing operational and environmental risks, and achieving our highest level of productivity.

Every initiative implemented represents a firm step forward in our journey toward **green mining**, ensuring our long-term sustainability and continued contribution to the development of an efficient and sustainable mining industry.



#### **Construction of Road and Ramp Improvements in the Mine**



As part of our continuous improvement strategy, we built the **Teo Road**, a 1.2 km project located in the northern area of the west pit, designed with high engineering standards. The intervention included rigorous foundation ground improvement and the use of **triaxial geogrid**, which increased the infrastructure's load-bearing capacity.

The benefits of this implementation are multiple: a **15% reduction in average ore transport distance** and improved truck speed. Additionally, we implemented an **innovative ramp improvement process** using coarse sand, which not only enhances soil density and load capacity but also reduces the extraction of materials from external quarries, thereby extending their lifespan.

After thorough laboratory and field testing, coarse sand was incorporated into ramp and access improvements starting in August, continuously promoting more efficient and sustainable technical solutions.

#### Increase and Optimization of Equipment

We strengthened our heavy machinery fleet with 12 new units, fully operational by the end of 2024. The integration included complementary systems such as Dispatch, Fire Suppression, Automated Lubrication, and Fatigue Monitoring, enhancing our production capacity and operational safety. For the delivery of the new equipment components, a leveled and compacted platform was constructed to ensure safe assembly for the involved personnel.

As a technical highlight, we implemented Tivar non-stick liners inside the bucket of a front-end loader. This innovation increases loading capacity, reduces the number of trips, and decreases fuel consumption. By maximizing the load space, more material reaches its final destination, thus improving the efficiency of our mining operations.





#### **Explorations at Bayóvar 13**

In mid-2024, we obtained approval of the Environmental Technical File (FTA) for exploration activities in the Bayóvar 13 concession. In August, we began drilling to develop a geological model, identify new resources and reserves, and assess the eastward continuity of mineral layers from our Bayóvar 2 concession.

The drilling program concluded in December, totaling 2,617 meters drilled. In 2025, we will continue with sampling and chemical analysis of the obtained core samples.

#### **Optimization of Phosphate Rock Processing**

We implemented advanced techniques for mineralogical characterization, including TIMA, XRD, XRF, and mineral petrography. This analysis enables both quantitative and qualitative identification of mineral species in the processed ore layers at the Concentrator Plant.

#### The methodology allows us to:





This study provides early insights into the mineralogical characteristics of the ore, laying the groundwork for future operational changes that will reduce losses and improve concentrate quality.

#### • New Pumping System at FP1:

We implemented a comprehensive clear water transfer system at pond FP-1, which included the supply of 4 barges, 4 walkways, and floating supports. This project ensures sufficient storage capacity for fine tailings from the Concentrator Plant and significantly improves operational safetv.

The new design facilitates safe personnel access, simplifies pump installation and removal, and eliminates fall risks during maintenance. In addition, we performed maintenance on handrails and grating floors along the walkways, extending their service life.

The project was executed in record time prior to the start of pumping at pond FP-1, representing an operational achievement that ensures the continuity of Concentrator Plant operations.

#### **Tailings Management Improvements**

#### • Screen Improvements:

We increased the mesh opening size of the ZAF screen by 25% while maintaining concentrate quality. This innovative project reduced the generation of coarse tailings and decreased industrial waste, minimizing environmental impact.







#### • Closure of Tailings Tanks:

We began the closure of tanks 102 and 103 using dump trucks and a tractor. The presence of diatomite in the material allowed the formation of stable blocks, enhancing process safety. After testing periods between July and November 2024, we expanded the operation in December, successfully discharging 1,163,920 m<sup>3</sup> of material across both tanks.

#### **Concentrator Plant enhancement**

#### • Migration to Cavex Technology:

We implemented Cavex technology in the secondary cyclones of line 2, achieving significant improvements in the concentration process. The benefits include increased production, optimized metallurgical recoveries, operational stability, and reduced phosphate losses. Additionally, we achieved a reduction in water consumption.

Ongoing monitoring—from metallurgical simulations to installation—allowed us to obtain optimal results, with plans to optimize the cyclone system in line 1 as the next step.



#### • New Filtration Line

We successfully completed the comprehensive engineering development for the implementation of our third filtration line, a strategic project that significantly strengthens the capacity of the Concentrator Plant. The scope covered both basic and detailed engineering, generating all the technical documentation required for bidding, permitting, and construction execution.

This new infrastructure marks a major milestone in our operational optimization plan by substantially increasing the availability of the Concentrator Plant and thereby reinforcing our productive capacity and operational efficiency.



#### • Conveyor Belt Modernization

We implemented a modernization project on conveyor belt TR-1090-02, integrating technological innovation and safety improvements. As part of this project, we installed a dynamic scale that provides precise weight data to the online analyzer, optimizing the accuracy of tonnage processed in the plant.

The intervention included replacement of the belt and gearbox, as well as the substitution of 2,550 linear meters of metal guards with reinforced plastic guards. This upgrade not only improves infrastructure but also eliminates the risk of limb entrapment, ensuring a safer operation for personnel.





# • Maintenance and Complementary Implementations

We carried out critical interventions, including:

- Comprehensive maintenance and replacement of the discharge segment of Washing Drum MI 2020-02, including lifter and liner replacement, and full repair of the drum's shell and flange.
- Replacement of Mavi Screen on Line 1
- Major maintenance of Feeder Breaker 02
- Implementation of an automatic sampler with pneumatic piston and remote control on Belt Filter, eliminating operator exposure during sample collection on moving equipment.

#### **Drying Plant Optimization**

We executed an optimization project at the Drying Plant, which significantly improved equipment operability. We completed the full replacement of Rotary Dryer 1 in record time, replacing baskets and mirror plates in the bag filters, while following all safety protocols.

The intervention also included the demolition and complete installation of the AQ 5030-01 combustion chamber burner, using refractory plastic to reduce downtime. Additionally, we restored the functionality of Feeder AL-5040-03, which had been inoperative for 13 years, by removing the mineral from the chute and dismantling the old conveyor.

We completed the first replacement of the belt on the new Bucket Elevator in record time through the implementation of high-impact ideas. This contributed to increased reliability and efficiency in the Drying process.





In the first quarter of 2023, heavy rains from Cyclone Yaku severely damaged the infrastructure of the Bappo National Road, compromising both traffic flow and road safety along this vital corridor. This situation directly affected Miski Mayo employees commuting daily to our Drying Plant and Port, as well as personnel from neighboring companies and residents of the Puerto Rico Bayóvar fishing village.

In response, we established a strategic agreement with Provías Nacional to restore traffic conditions and ensure safe travel for all users, particularly for communities within our area of influence.

This initiative not only ensured operational continuity but also strengthened the local economy, benefiting the agriculture, fishing, industrial, and tourism sectors of the region.



#### Modernization of Dust **Collection Systems**

We carried out a comprehensive renovation of dust collection systems 3 and 5 through a reengineering project aligned with our commitment to operational excellence and environmental care. The initiative involved a thorough analysis of current operating conditions, including critical factors such as humidity, concentrate temperature, and workplace environment, which enabled an optimized redesign of the suction ducts. This optimization enhances particulate material capture and conveyance, representing a significant advancement in both environmental and safety management.





#### **Preventive Maintenance** of the Main Substation

We carried out a scheduled blackout for maintenance of the Main Substation, which included the replacement of disconnect switches and a comprehensive review of components. We replaced 11.4 km of conductor cable with corrosion-resistant hardware, significantly improving the reliability of the 60 kV transmission line to the Unloading, Drying, and Port areas. As a result, no corrective shutdowns occurred during the year, marking a major step forward in our operational efficiency.

## Innovation in Safety During Production

#### • Portable Platform for Feeder Breakers

We designed a portable platform for chain replacement in feeder breakers 02 and 03, eliminating work under a 14-ton suspended load and minimizing the need for a mobile crane.





#### • Protection Sensor for Maintenance Crane Truck

We incorporated a PIR microwave sensor in the maintenance crane truck to detect the presence of personnel within the boom's operating radius. The system automatically blocks movement when workers are detected, ensuring their safety and preventing potential accidents.

These implementations reflect our strong commitment to technological modernization and the protection of our human capital.





## ¡We do green mining!

At Miski Mayo, we work closely with our suppliers and contractors as strategic allies in our operations, building healthy, transparent, and sustainable relationships with each of them.

Their responsible management, aligned with our corporate culture, ensures our operational excellence, regulatory compliance, and the application of our business practices, values, and principles—all of which are framed within our Supplier Code of Ethical Conduct, a valuable guide for establishing a strong relationship based on trust and mutual growth.



#### Local Impact

Our vision of sustainable growth promotes the hiring of local suppliers, contributing to the region's economic development and driving the economy of the Sechura province. In our 14 years of operation, we have achieved the following milestones:



#### **Evaluation System**

Since 2021, we have implemented the "Supplier Performance Index", a semiannual tool used to evaluate our continuous service providers, ensuring excellence in their performance.

¥ **66** In 2024, we evaluated 85 contracts, further strengthening  $\mu$ the commitment of both the company and its contractors to continuous improvement **99** 





## **Social Commitment of Our** Contractors

Through our multi-stakeholder approach, we promote the active participation of our suppliers in the sustainable development of Sechura. Many have joined us as strategic partners, aligning their social plans with our own social responsibility programs.

Each year, we aim to engage more contractors in this shared objective. In 2024, we closed 13 additional contracts with suppliers that now have social plans in place, bringing the total to 29 active contracts committed to social initiatives that benefit our area of influence.

#### 4.4. Innovation

At Miski Mayo, we consistently promote an environment that fosters creativity and the development of new ideas. This is embodied in our "Transformation" process, implemented since 2018. Through this process, our employees can submit improvement proposals via a structured internal system composed of five stages, led by the Continuous Improvement team. The submitted ideas are transformed into projects which, once evaluated and approved, receive the necessary resources for development and implementation.

Each year, the proposals submitted through this process reflect the strong commitment of our employees to the search for innovative solutions, aimed at positioning us as a world-class company. The quality of the ideas has shown remarkable improvement, with our teams increasingly

identifying opportunities to enhance our processes more precisely. Those proposals that pass the evaluation process become high-impact projects.

**66** Between 2021 and 2024, the approval rate of high-quality ideas significantly increased—from 38% to 93%— highlighting the continuous growth in both commitment and capability among our workforce **99** 





As of December 31, a total of 192 ideas were in various stages of the Transformation Process, from their initial generation to the validation of benefits following implementation.





During 2024, 52 ideas reached the implementation stage, of which 10 were quantitative projects that had a positive impact on reducing our unit cost.

\* The year 2020 is excluded due to the pandemic

#### Status of the Idea Generation Process by Stage-December 2024

#### **Projects Closed by Year**

#### **Digital Transformation**

#### Number of TDI Projects by Management and/or Area-2024



#### Number of Digital Transformation and Innovation (TDI) Projects 2020 - 24



Maintenance Administration (SHE) Human Resources Communications Mine Legal

**Control and Finance Concentrator Plant** Supplies and Warehouse Information Technology **Corporate Security** 

Safety, Health and Environment Continuous Improvement Unloading, Drying and Port

Social Management



**OPERATIONAL EXCELLENCE | 45** 

# **<u>ERECO</u>** IENTO

Creating Value with My Ideas  $\otimes$ 

~>

In 2024, we held the second edition of our Recognition Convention and Innovation, primarily to recognize employees whose ideas were transformed into projects with a significant impact on our operations. They also served as a platform to showcase innovative products and emerging technologies—especially in the field of artificial intelligence—to our employees and contractors, encouraging the generation of new creative ideas to be integrated into their

#### During the convention, we awarded winning projects in the following categories:



"Implementation of structure for chain movement during the assembly of feeder breakers 2 and 3"



Proyecto ID-1054 load on 730E trucks



Project ID-889 "Dashboard



Proyecto ID-1081 "Use of advanced



#### additionally, we presented awards to:

Top idea generators with the highest number of submitted ideas and projects beyond stage L1 and/or closed



Idea leaders with the most projects closed





#### **Companies present at the Innovation, Technology + D&I Fair:**





• Maintenance of AC motors using thermographic imaging. • Event detection and recognition using computer vision and cameras



• Xtintor Simulator



• E-track







• Senseye platform: Al-powered predictive maintenance in the cloud SINAMICS G120 y G220 variable speed drive demo PS100 and PS2 Positioner Demo • FM520 Demo



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• Mix Telematics • 144P (Safety Tech Program)



• The Connected Mine • PowerFlex Drives + Factory Talk • Analytics GuardianAl



- HBC Radiomatic Remote Control
- Pfreundt Weighing System





- Betek Tungsten Buttons
- Alcrom Bimetallic Plates
- Ultrasound and Thickness Gauge for Metal and Polyurethane Pipes





ELIOS 3 • ANYmalX



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# We Grow and Evolve Together

OPERATIONAL EXCELLENCE | 51

#### **Global Digital Acceleration (GDA)**

In 2024, Miski Mayo joined Mosaic's Global Digital Acceleration (GDA) initiative, a corporate program designed over two years to unify processes, platforms, and data management under the "One Mosaic" concept. This transformation, which spans three continents and involves thousands of employees, strengthens our corporate culture and enhances the work experience of all of us who are part of The Mosaic Company.

#### This digital transformation is enabling us to:



Standardize processes across

Quickly adapt to market changes



#### **Optimization of Key Processes:**

Finance: Migration of tax, treasury, and financial planning processes to S/4HANA

Procurement: Implementation of Ariba for end-to-end supplier and purchasing process management

To ensure an effective transition, focal points in strategic areas received specialized training and prepared end users. A planned data migration was also carried out, and continuous post-implementation support is being provided.



## **Key Implementations:**

Strengthen

#### **Digital Infrastructure:**

- Modernization of hardware and systems to optimize work order management
- Global Integration of MOC processes in SAP S/4HANA
- Expansion of the corporate Wi-Fi network







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# Sustainability

SUSTAINABILITY | 55

#### 5.1. Our Workforce

The commitment of our employees is essential to the success of our company. We are especially proud to highlight that 60% of our workforce comes from the provinces of Sechura and La Unión, within our direct area of influence. Additionally, 82.3% of our personnel are from the Piura region, a clear reflection of our dedication to regional development—growing and evolving together with the local talent that drives our company forward.

We also promote a work environment that prioritizes comprehensive well-being and safety, ensuring that every employee feels comfortable and supported in their workplace.



\*Excluding interns

#### **Training Development**

Through our annual training program, we promote the continuous development of our employees, ensuring they possess the skills needed to perform their duties effectively and efficiently. We also extend our training programs to contractors, aligning them with our internal policies and safety standards.

#### Regional Workforce





#### **Participants by Gender:**





trained participants

# 100%

of Miski Mayo personnel were trained across 143 courses



#### Number of participants trained per modality

#### **Strengthening Digital Competencies** with Power Platform

We promote digital transformation through an intensive training program on Microsoft Power Platform. Our employees gained key skills in Power BI, Power Automate and Power Apps, enhancing their abilities in data analysis, process automation, and no-code application development. This strategic initiative, which involved personnel from different areas, lays the foundation for continuous innovation and the optimization of internal processes.





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#### **Total Productive Maintenance**

In order to improve process quality and end product, this training introduced new methodologies to ensure that equipment operates properly and prevents failures through a "zero defects" approach. This training was aimed at personnel from the Maintenance, DDP (Discharge, Drying Plant and Port), and Concentrator Plant areas.

## **Rajant Training**

To ensure proper support for systems like CCTV and anti-fatigue monitoring, we trained our Electrical Maintenance personnel in the use of Rajant mesh communication equipment, which is essential for our plant's communication network.





#### **Customer Service**

The Administration team was trained in crisis management and customer service, learning new techniques to handle complex situations with both internal and external users.

#### **Crisis Management and Negotiation**

This program was designed for the Supply and Warehouse team, providing it with tools and methodologies to improve conflict management and crisis situations with internal and external clients, optimizing both the handling of the situation and labor relations.





## Safety Training

- Representatives from operational areas were trained in the ICAM methodology for investigation of accidents and incidents, improving the quality of reports and the identification of root causes.
- In the Piura office, complementary training on first aid, stress management, evacuation, emergencies, among other topics was provided.
- Training was given on the NFPA 5 standard for the inspection, testing, and maintenance of fire protection systems, aimed at Miski Mayo's firefighting and emergency brigades, ensuring proper operation of fire protection systems.

• Members of our Safety Committee received ongoing training, improving their knowledge and skills in performing their duties.

## **Comprehensive Well-being**

In 2024, we reinforced our commitment to the comprehensive well-being of our employees through the construction of new spaces, infrastructure upgrades, health care, and the development of initiatives that support work-life balance.

## Occupational management

Well-being Infrastructure and Spaces

Family Support Programs



#### **Occupational Health Management**

At Miski Mayo, we prioritize the health of our employees through a comprehensive prevention and medical care program. In 2024, our key indicators were:



psychometric testing for operators

We strengthened our medical infrastructure with specialized equipment, including electrocardiographs, nebulizers, external defibrillators, and physical therapy equipment. Additionally, we restocked 650 emergency kits across our facilities.

+1,000

physical therapy sessions

**740** 

occupational medical examinations



We achieved 100% compliance with our Occupational Hygiene program and carried out scheduled ergonomic evaluations, implementing improvements to prevent musculoskeletal disorders. We also have a level II ambulance service for transfers to specialized clinics, ensuring timely and high-quality care.

## Wellness Infrastructure and Spaces

#### • RENEWED FOOTBALL FIELDS:

We completely renewed the football fields in camps with next-generation synthetic turf. At the Mine site, we complemented this upgrade with the installation of covered bleachers built from recycled wood.

#### • RENEWAL OF GYM AND RECREATIONAL **AREA:**

We expanded the gym at the Mine, while at Trictrac we modernized the equipment and improved the hygiene services. Additionally, we completely renewed the recreational area of the Trictrac camp.

#### • IMPROVEMENTS IN FOOD SERVICE:

To enhance food services, we reopened and expanded the Mina camp kiosk, adding a more comfortable seating area. At the DSP dining hall, we installed a new covered structure to provide shelter from weather conditions.

#### • IMPLEMENTATION OF REST AREA:

As part of our commitment to labor well-being, we set up a new rest area in Feeding Area (1090), equipped with air conditioning and 14 ergonomically designed individual spaces for Mine and Concentrator Plant operators.





#### Family Support Program

#### • "OPEN-HOUSE" GUIDED VISIT PROGRAM

As part of our effort to strengthen employees' sense of belonging, we carried out four sessions of our "Open-House" guided visit program in 2024. This allowed over 160 family members to visit our operational areas, experience our organizational culture firsthand, and observe our safety and environmental practices, strengthening family ties and highlighting the importance of work-life balance.









**SUSTAINABILITY | 65** 

#### • EDUCATIONAL SCHOLARSHIPS FOR EMPLOYEES' CHILDREN

Reaffirming our commitment to holistic comprehensive development, we once again launched the annual scholarship program for employees' children pursuing technical or university studies. This year, 28 students obtained scholarships for their academic excellence and high performance.

This benefit, which contributes to education-related expenses, not only recognizes Merit Academic Recognition scholars but also provides concrete support to employees in advancing their children's education.





#### WOMEN'S HEALTH AND PREVENTION

We conducted a breast cancer self-examination awareness session for 40 employees' spouses. The session combined early detection education with a laughter therapy activity, promoting both self-care and emotional well-being.

#### CHRISTMAS ACTIVITY WORKSHOP

We hosted a Christmas crafts workshop attended by 70 employees' spouses, encouraging creativity and strengthening bonds among the entire Miski Mayo family.

#### "STRONG LIKE IRON" PROGRAM

We launched a comprehensive child health initiative for employees' children aged 0 to 11. The campaign, titled "Niño de hierro, niño de fierro", was carried out in partnership with PACÍFICO EPS and benefited 75 children in Sechura and Piura. It included anemia screenings, nutritional guidance, and specialized follow-up for specific health needs.

#### • FAMILY SUPPORT VISITS

We conducted 54 strategic home visits to employees in their local communities, allowing us to:

- Identify specific well-being needs
- Provide personalized support
- Optimize our workplace wellness programs
- Strengthen the company-employee relationship

This direct approach allowed us to develop more effective and targeted strategies to promote the comprehensive well-being of our employees and their families.




### • INAUGURATION OF AYNI AUDITORIUM: A SPACE FOR INNOVATION AND COLLABORATION

In 2024, we opened a modern and versatile auditorium designed to foster learning, creativity, and teamwork. It was inaugurated with the name "Ayni", inspired by an ancestral Quechua principle, symbolizing reciprocity and teamwork as the basis for community growth and development.

Located at our mining camp, the auditorium can host up to 200 people and was built to support training sessions, corporate events, and institutional meetings. It is undoubtedly a place built for ideas to materialize and collaborations to become concrete actions. This infrastructure incorporates cutting-edge technology, including high-definition multimedia systems and an innovative smart ventilation system that automatically optimizes air quality, guaranteeing a healthy environment for everyone.

This new auditorium represents a strategic investment in infrastructure that strengthens our ability of training, integration and joint development, consolidating our commitment to operational excellence, and the well-being of our employees.







### SUSTAINABILITY | 69



**Diversity** & **Inclusion (D&I):** Differences enrich us and respect brings us together



As part of responsible mining sector of Peru, we firmly remain a commitment to transform more inclusive and sustainable practices.





### We have six employee inclusion networks:



This comprehensive approach to diversity and inclusion not only strengthens our corporate culture but also encourages innovation and supports the sustainable development of the communities where we operate.

### **Our Commitment to Gender Equality**

Our global D&I strategy has prioritized our Women's Inclusion Network, actively promoting gender equality and sustainability with social approach. This enforcement aims to encourage various perspectives, inclusion and equity, and empowerment across all levels of our organization.

We're proud to offer an innovator and collaborative workplace that not only gathers, values and respects various persons, but also actively promotes the inclusion of women in a traditionally male-dominated field. We constantly work to break down unconscious biases and myths, ensuring equal opportunities both within our company and across our area of influence, the province of Sechura.





This commitment turns into positive changes, generating a direct impact in our employees, their families, and the community.

The advancements in our D&I strategy are reflected in concrete results: the percentage of women in our workforce has increased from 8.3% in 2020 to 11.97% (nearly 12%) in 2024.

**66** This positive evolution has turned into significant improvements in our production indicators and developments of optimization and innovation projects ??



SUSTAINABILITY | 71

### **Evolution of percentage of women in Miski Mayo**



\*The percentages include interns

We began our operation with 511 employees, 57 of whom were women. Over time, we have added more female personnel, closing 2024 with 89 women out of 743 total employees that have been our workforce this year, including interns.







### **Inclusive and Diverse Leadership**

**66** The diversity within our leadership team reflects our commitment to inclusion 99

This diversity —across nationality, culture, gender, and thinking—has allowed our company not only to diversify leadership, but also strengthen our decision-making, promote empathy and collaboration, and enrich our sustainability-driven business vision so that Miski Mayo becomes a more competitive and responsible company.

In 2024, our Director - President Marilza Carneloz, as a maximum representative of Miski Mayo, has been





present in various events, sharing her experience as one of the first women to lead a mining company in Peru.



### • International Mining Congress 2050: "Promoting a sustainable future with growth, equity, and competitiveness"

Our manager participated in the 4th conference on "ESG: The transformative role of women in Mining,". Together with highlighted women leading the sector, in an enriching space, everyone shared her experience on the important role, increasingly more protagonist, in which the woman has assumed to promote the mining industry in a conscious and equitable vision, regarding the equal opportunities.

### • XV National Mining Congress (CONAMIN) - "Proudly Mining Women conference:

# Creating spaces with Equity for a more profitable and sustainable industry"

This was an important event where our Director - President also participated in order to visualize the increasingly protagonist and professional role of the woman in this mining field that contributed to make leaders and professionals of mining companies aware of the woman's role as well as contractors and university students, in a need of promoting equal opportunities for everybody, not only women, but all the groups as our inclusion networks.





# Internal initiatives that make a difference

### TRAINING AND AWARENESS FOR A MORE INCLUSIVE ENVIRONMENT

We promote a workplace where everyone feels valued. Since 2023, we have implemented a comprehensive Diversity & Inclusion training program through both virtual and in-person sessions, in collaboration with area leaders. In 2024, we continued this awareness program, by training a group of leaders with the "Authentic Connections" theme, aimed at developing skills in guidance, empathy, difficult conversations, respect and fair treatment. This have been a first stage to be continued in 2025 by 10 trained leaders who will be facilitators and execute cascade training sessions to all company leaders.







campaigns in our Learning Moments



### PROGRAM OF FEMALE LEADERSHIP "INSPIRE WOMAN" (INSPIRA MUJER):

In 2024, we concluded this first program, for women from operational and administrative areas of our company with the purpose of developing leadership skills.

Through training, the participants strengthened their competencies and skills to push forward their growth, empowerment, and training as leading women, contributing an inclusive and transformative perspective.



### **INCLUSION OF WOMEN IN OPERATIONS:**

As a result of our alliance with the San Martín Community Foundation of Sechura and the Single Union of Workers of our company, we directly hired 12 women from Sechura in 2024. Those women were initially trained by these institutions - as heavy machinery operators in the Mining area. This initiative was complemented by the "Women Operators" and "Women at the Wheel" programs, developed alongside our contractor GH Coin. Facilitating the labor inclusion of women in roles traditionally held by men.



### **OUR MOST NOTABLE INITIATIVES INCLUDE:**

### • Women Entrepreneurs:

Formation of 7 associations of entrepreneurships from Sechura, led by women

women entrepreneurs actively participate in these associations

101

### • Women at the Wheel:



**66** Of the 29 major contractors we work with at Miski Mayo, 79.43% have **Diversity and Inclusion Plans in progress 99** 



### Impact of our D&I policy at the community level

Our D&I policy goes beyond corporate boundaries, creating a significant impact in local communities. We strongly work with public institutions, civil society organizations, and suppliers in order to promote the diversity and inclusion in our area of influence through training programs for women and have more local personnel who is trained and prepared, and in turn, changing paradigms, generating a different vision in women, strengthening their leadership and empowerment, transforming lives.







### • Women Operators:

28 women from Sechura were trained, some of them started without experience or license.





these women hired in 2024 are from our direct area of influence.

### DIVERSE ABILITIES NETWORK: WE PROMOT EQUITABLE TREATMENT FOR PEOPLE WITH DISABILITIES

Through our Diverse Abilities Network, we aim to promote the representation of people with disabilities. For it, in 2024, we began to work in this network, implementing a comprehensive awareness campaign for our employees, that strengthened the understanding of the needs, challenges, rights and opportunities of people with disabilities. This commitment was also reflected in our Innovation, Technology + D&I Fair where we established a space dedicated to dissemination and awareness on our network.



### **Corporate Volunteering Program**

In 2024, we promoted the creation of our Corporate Volunteering Program, involving employees from different areas in three major social initiatives, permitting to directly contribute to the sustainable development of vulnerable communities.

Our volunteering model stands out for creating a positive impact on all involved actors, including the sustainable development of the community, sense of pride in our employees who develop their abilities as agents of change, and strengthens our relationship with the community and our volunteers.



### As a part of our institutional support, we have established a model that includes:



 Financial support to cover logistics aspects of each initiative





 Labor flexibility for volunteers to participate in programed activities



• Coordination with the volunteer committee to boost the impact of the campaigns.

### Achievements in 2024:









### **CAMPAIGN 1**

### Education in action: Distribution of school supply kits

In March and April, we launched a school supply collection campaign with the involvement of employees and contractors. We set up strategic collection points at our facility and at the Piura office to facilitate the collection of school supplies.







Thanks to the commitment of employees and contractors, we assembled 775 school supply kits, directly benefiting low-income children in Puerto Rico, Playa Blanca y Sechura desert, supporting them in the process of starting school.





SUSTAINABILITY | 81

### CAMPAIGN 2

### Hug a School campaign

Within the framework of the Education Week and the Social Convention for Education, we joined the "Abraza un Colegio" (Hug a School) program promoted by the Ministry of Education through our corporate volunteering.

The rural education is essential for the development of our communities; however, schools in rural areas still face many challenges. Therefore, we identified three schools located in rural zones if our area of direct influence, that help children living in extreme poverty, and we assessed their needs.





For the 20th anniversary of our Mosaic corporate and aimed at improving conditions for students, Miski Mayo allocated over 38,000 soles to provide multimedia equipment and school supplies, and enhance the infrastructure of one of the schools.

The donations included solar panels, multimedia equipment (projectors, screens, printers, and laptops), furniture (desks and chairs for students and teachers), sports materials for physical education classes (mats, footballs, volleyballs and cones), psychomotor games and additional items (trash cans, cleaning kits, school supply kits, bond paper and fans). We distinguish the valuable support of our contracting companies, who provided logistic assistance and donations to make this project possible. Furthermore, they joined the volunteers for a day of delivering material, including a day of games for children, with activities as mini-Gymkhana, a drawing and painting contest, and classroom painting, all coordinated with parents and teachers.

### **Beneficiaries:**

**57** students

4 teachers

3 multigrade schools



- School 20141 El Sauce Primary level
- School 20141 Nueva Esperanza
  Primary level
- School 1455 El Sauce Preschool level
- PRONOEI Inmaculada Concepción





ry level 1

ool level ión





SUSTAINABILITY | 83

### CAMPAIGN 3

### **Campaign of collecting food: One Food, One Smile**

In order to provide food to vulnerable families, elderly people, eating facilities and Vaso de Leche programs from various zones of our area of influence, and generate a positive impact on the community with our volunteers, we carried out a great campaign for collecting food.

Over a four-week collective effort, we successfully collected 30 tons of non-perishable food. Nearly 16 tons were donated by Miski Mayo employees and contracting companies, and our company contributed an additional 14 tons, surpassing our initial collection goal.







15 associations of Vaso de Leche programs and eating facilities

**Over 2320** beneficiaries in total

The initiative was fully carried out by our volunteers, who were responsible for collecting supplies, assembling the baskets, identifying the beneficiaries, and making the final delivery. This action reaffirms our social commitment and raises expectations to continue developing solidarity initiatives that transform lives and bring hope to those who need it most.





Over 1700 families in vulnerable situations





### We are the safest open-pit mine in Peru

We are proud to maintain our leadership in mining safety, being recognized by the Mining Safety Institute (ISEM) for the third consecutive year as the safest open-pit mine in Peru, having achieved this award six times (in 2012, 2014, 2019, 2021, 2022, and 2023). **2024 has been a historic year in terms of safety,** achieving 4,919,185 man-hours worked without lost-time accidents.

### **KEY SAFETY MILESTONES**





A **46%** decrease in material and environmental events compared to 2023

A **45%** reduction in personal events compared to 2023 90%

implementation of the integrated Mosaic Management System, exceeding the corporate target of **82%** 

A **10%** increase in reports of near miss incidents, reaching **5,597**  **12** risk reduction projects approved, exceeding the target of **7** projects

### **Responsible Attitude Program**

Since the beginning of our operation, our weekly Responsible Attitude Program meetings have become a dynamic space where leaders and employees of Miski Mayo and contracting companies reinforce our value "Life first".

The consistent improvement in our safety indicators demonstrates that a great reporting directly contributes to reduce incidents, consolidating our proactive identification of deviations as a distinctive strength of Miski Mayo.

For it, we developed recreational and competitive campaigns to strengthen the safety culture, strengthening the ability to proactively identify deviations, encouraging a responsible mindset and genuine active care.



### **Intelex System**

We use the Intelex Incident Management platform, which includes the LEGO observation report, which means "Leaders Engage, Go Observe". In 2024, 4,096 LEGO reports were performed, evidencing the commitment of the company's leaders to this management tool, which enables to identify good practices and operational risks.



### Those who know more in Miski Mayo







### **Other strategic initiatives**

- We relaunched the life-safeguarding rules with massive participation of our employees and contractors.
- We carried out the Field Inspections with active participation of the Operations Department, managers, and representatives of our Committee of Occupational Health and Safety at work.

- We granted quarterly recognition to employees who highlighted in reporting substandard acts and conditions, as part of our consequences policy.
- We held the "Health and Safety Week" with games, training, contests, shows, parades, and other well-being activities held simultaneously at Central Camp, seat of Piura, as well as Discharge, Drying, and Port areas, involving our workers and contracting companies.





### **Corporate Recognition in EHS Processes**

The "Implementation of a load-supporting tool for P30 Hydraulic Pump maintenance" project, led by our Maintenance team, earned third place in the "EHS Process Excellence Award" of our Mosaic corporation in South America. This initiative was also recognized by the Mining Safety Institute in its Good Safety Practices competition. These achievements reflect the commitment of our employees to innovation in operational safety, aligned with our core value.





Ranked second: Design of an instrument for the automated movement of a bucket elevator



splice in conveyor belts

Implementation of a load supported tool for P30 hydraulic pump maintenance



### 5.3. Environment

At Miski Mayo, we ensure compliance of commitments established in our Environmental Management Instruments and current environmental regulations. We have implemented actions that allowed us to diffuse our environmental policy, environmental management measures and operational commitments with a special approach on protection and conservation of our resources and the area where we operate.

### **Main indicators**

**2.28%** decrease in desalinated water consumption used in the production process compared to 2023, thanks to optimization in pre-washing stages.



**6.7%** reduction in energy consumption compared to 2023, due to increased productivity from the replacement of dryer N° 01.





**4%** reduction in energy consumption at the concentrator plant compared to 2023, due to better performance of vacuum belt filters and increased P205 recovery.



Seawater consumption within permitted limits.

**1.5%** reduction in natural gas consumption compared to 2023, as a result of process optimization.

### **Biodiversity protection**

Our commitment to sustainable mining is reflected in the implementation of practices that minimize environmental impacts and ensure the preservation of the local ecosystem.

Our Environmental Impact Study establishes rigorous protocols for biodiversity protection, including the exclusive use of authorized roads and strict regulation of vehicular traffic. These measures are reinforced by policies aimed at protecting natural habitats and wildlife.

The results of our periodic monitoring of fauna, flora, and hydrobiological resources confirm the effectiveness of the measures outlined in our Environmental Management Instruments.

As part of our ongoing environmental commitment, in 2024 we launched "Miski Fauna". an initiative focused on the conservation and diffusion of the natural heritage in our area of influence. This program includes environmental education and awareness activities, fostering a culture of ecological responsibility among employees, contractors, and local communities.







### Water and Soil Protection

At Miski Mayo, we implement a comprehensive strategy for water conservation and environmental protection, characterized by innovative and sustainable water use. Our operations exclusively use desalinated seawater, which allows us to avoid competing with local communities for drinking water — a strategic resource in our region.

### **66** In 2024, we achieved a significant 2.28% reduction in desalinated water consumption compared to the previous year **99**

This achievement is the result of exhaustive optimization in the washing stages, significantly reducing our water usage.





As part of our environmental commitment, we operate Wastewater Treatment Plants (WWTPs) that convert wastewater into treated water for irrigation of plants and roads. In addition, we use water tank trucks to irrigate roads in order to reduce soil erosion, control dust emissions, and preserve freshwater in the region.

For soil protection during maintenance activities involving chemical products, we use containment barriers to prevent possible hydrocarbon spills, and carry out systematic monitoring of seawater, river water, and soil to ensure compliance with the highest environmental standards.



### Waste and Wastewater Management

**66** We reaffirm our environmental commitment through rigorous management of solid waste and domestic wastewater **99** 

Our solid waste management is based on source segregation and proper final disposal, minimizing environmental impact and promoting sustainable practices among our employees and contractors.

We operate four Domestic Wastewater Treatment Plants (WWTPs), strategically located at the Mine, Tric Trac Camp, and the Drying and Storage Area. These plants use a biological process of activated sludge that ensures efficient treatment of wastewater, strictly complying with the maximum permissible limits established by regulation.

For waste handling, we work with a Solid Waste Operating Company (EO-RS) authorized by the Ministry of the Environment, responsible for collecting, storing, transporting, and finally disposing hazardous and non-hazardous waste in authorized sanitary landfills.





**66** In 2024, we reduced waste generation by 20% compared to the previous year **99** 

### This result was achieved through strategies such as:

### **MOTIVATIONAL AND CLEAN-UP** CAMPAIGNS

We carried out internal and external clean-up campaigns aimed at maintaining a clean and healthy environment. These initiatives not only improved our operational space but also promoted a collective commitment to environmental preservation.









### **ECOLOGICAL PLANTER CONTEST**

We encouraged upcycling art as part of our awareness program. Participants transformed available materials into eco-friendly planters, contributing to the beautification of different areas of our operation and promoting resource reuse.

### **Environmental Monitoring and Performance**

We strictly complied our Environmental Monitoring Plan, approved in the Environmental Impact Assessment, to evaluate and optimize our environmental management. The monitoring, conducted by a laboratory accredited by INACAL, covers air, seawater, groundwater, noise, soil, flora, fauna, and hydrobiological aspects.

The 2024 results confirm the effectiveness of our operations and compliance with current regulations, validating our commitment to environmental excellence and the continuous improvement of our processes.



### Authorization of the fourth Technical Supporting Report

In 2024, we obtained approval for the Fourth Technical Supporting Report, which incorporates strategic projects to optimize our operation. This achievement is supported by a rigorous inspection program and compliance with environmental and legal commitments.

We maintain ongoing analysis of regulatory updates in the mining and environmental sectors, ensuring the timely adaptation of our operations to current requirements.



### **WEATHER STATIONS**

We have equipment and weather stations, and with a maintenance program to ensure their proper operation, allowing to have detailed and continuous control of conditions in our operational areas.



### 1



### First Star in the Peru Carbon Footprint program

We have been recognized by the Ministry of the Environment with the first star of the Huella de carbono Peru Program, awarded to Miski Mayo for calculating our Greenhouse Gas (GHG) emissions for 2023 using the Huella de carbono Peru tool.

This is not just an achievement—it is a major first step that reflects our actual commitment to environmental sustainability and responsible development.



### 5.4. Our Social Management

Miski Mayo

Miski Mayo

We promote the sustainable development of the province of Sechura through a multi-stakeholder management model that integrates the Company, Government, Community, and Academy. This synergy enhances the impact of our social programs, where each party plays an essential role in the progress of the Sechura population.



Our social strategy aligns with the United Nations Sustainable Development Goals and reaffirms our commitment to transparency through our active participation in the Extractive Industries Transparency Initiative.





0 2024 INSTITUTIONAL RE

# **OBJETIV** DE DESARROLLO SOSTENIBLE



Through initiatives that strengthen leadership and comprehensive development of local women, this program has benefited 126 women entrepreneurs, creating a direct impact on family economies and community development.





# 35 beneficiaries

Development of a marine crafts workshop with women entrepreneurs in San Clemente, through technical training in partnership with the District Municipality of Bellavista.



"Believe, women" program Technical training and formation of healthy eating facility entrepreneurships in Parachique and Sechura, managed by women in vulnerable situations, in alliance with the Regional Government of Piura.

# 🗑 **45** beneficiaries

Strengthening of entrepreneurships in Tajamar and Playa Blanca, including a milk derivatives production unit (artisanal yogurt, natilla, and cheese).

(15 beneficiaries

Modernization of the Puerto Rico textile production center through the donation of an embroidery machine and training for its operation.





### 8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO

# 56 beneficiaries

Technical-productive training in gastronomy and cosmetology in Puerto Rico, including seed funding for outstanding participants in alliance with CETPRO La Arena.



We improve healthcare access for vulnerable populations in our direct area of influence







Specialized training to healthcare staff from medical facilities in the province of Sechura on topics such as "Prehospital Emergency Care" and "Nutritional Guidelines for Anemia Prevention".

### **13** health facilities ē

Strengthening of 13 health facilities in Sechura by renewing medical supplies and equipment, and provided essential medicines and materials to improve comprehensive care for people of the province.

Beneficiaries: **Puerto Rico population** 

Funding to ensure the presence of medical personnel at the health facility of Puerto Rico in alliance with CLAS Sechura, facilitating the access to healthcare services to the zone

**100** beneficiaries

Active participation in the Adolescent Pregnancy Prevention Week in Cristo Nos Valga through parades, talks and contest sponsorships.



3 SALUD Y BIENESTAR

# 17 ALIANZAS PARA LOGRAR LOS OBJETIVOS

B

# **1619** beneficiaries

In alliance with various institutions, we held free medical campaigns focusing on multiple specialties in pediatrics, odontology, and ophthalmology that complement local health center services. We also distribute medicines, custom eyeglasses, oral hygiene kits, and we held free haircuts.





We promote and contribute to improve the education in our direct area of influence

# B 160 beneficiaries

Useful Vacation: we organized workshops in robotics, dance and woodcrafting for children and young people in Puerto Rico and Playa Blanca, in order to promote cultural, educational and civic values in the participants.

38 beneficiaries

Implementation of an academic reinforcement program for 3rd, 4th, and 5th grade students of secondary education at school 20208 in Puerto Rico in order to promote their performance in various areas. This program offers quality and equitable education by fostering ethical and democratic values and preparing them to become more competitive.





Diploma of "Strengthening Skills of Science and Technology Teachers", within the framework of Inquiry-Based Learning and Scientific and Technological Literacy, aimed at improving the training of the teachers in these key areas.

**28** beneficiaries

Logistical assistance for the 2nd Contest of Protection Murals to Mental Health, organized by the Sechura Community Mental Health Facility. This contest encouraged art and disseminate positive messages on mental health while beautifying the city.

# 70 beneficiaries

In collaboration with Local Educational Management Unit of Sechura, we implemented two libraries at Bernal school and School 14010 in Vice, providing furniture, equipment and books to improve access to reading and learning for students.

25 beneficiaries

Provision of tools to the San Martín Community foundation of Sechura to support students in the motorcycle and vehicle mechanics course run by CETPRO, branch of Sechura



Distribution of furniture and school supplies to Local Educational Management Unit of Sechura for school 20208 in Puerto Rico, apart from maintenance and replacement of deteriorated walls, contributing to an educational environment of quality.



Advisory and guidance for 5th secondary school students in Sechura's schools, facilitating the access of the Scholarship 18 by PRONABEC, for superior education in prestigious institutions.



# **102** beneficiaries

Restoration and maintenance of the school 20208 patio roof to improve students and teachers' protection against weather conditions in this recreation area.





# **50** beneficiaries

We provided water infrastructure in case of drought crisis, including water tanks and fresh water supply for the "Asociación Agropecuaria Recuperemos el Bosque Seco Sechurano."



We contributed to improve the infrastructure of the

agro-industrial module in Playa Blanca by improving the roof of the entrance patio.



We enhanced the productivity of economic activities of our area of direct influence by promoting added value and expanding market requirement.

# 180 beneficiaries

We supported the innovation and profitability of three local agricultural and beekeeping associations in El Barco, Tres Cruces, and San José, resulting in a 15% increase in family incomes.



We sponsored the 5th Regional Goat Farming Fair, organized by the Goat Farming Fair Committee of the Regional Government, by awarding prizes for the gastronomic contest.



We implemented a grass chopper and trained livestock farmers of Cristo Nos Valga to optimize this resource and improve livestock feed preparation.

# **108** beneficiarios

We strengthened the goat production chain through access to water resources in Illescas and Virrilá, supplying fresh water for livestock consumption.

**50** beneficiarios

We provided inputs and materials to the Señor Cautivo Agricultural and Poultry Association in Playa Blanca, Vichayo – Bayóvar, to enhance their hydroponic green module. We also supplied equipment to produce fried plantain chip.





# 1 de la pobreza



# 91 beneficiarios

We contributed to improve livestock feeding in response to the food crisis in the dry forest through elaboration of multi-nutritional blocks in Playa Blanca and Illescas, in alliance with the National Institute of Agricultural Innovation.



We donated 4 motor pumps with hoses and 4 water tanks of 2,500 liters to the Provincial Municipality of Sechura to support the agricultural sector during water shortage that affects crops and livestock activities.

# **86** beneficiaries

We provided fuel to local livestock associations to strengthen their grazing and surveillance activities to prevent cattle raiding in areas near to Illescas and our operational site.



We contribute to the improvement of aquaculture and artisanal fishing in our direct are of influence, promoting their formalization.



In alliance with the Municipality of Sechura and the Ricardo Ramos Plata Institute, we implemented a pilot module of the Biofloc system for intensive cultures of hydrobiological species, promoting the elaboration of value-added products, which complements the training of students in fisheries technology.

# 349 beneficiaries

In alliance with the Municipality of Sechura, Parachique, Bernal, Plava Blanca, local authorities, and San Martin Community Foundation of Sechura, we executed the support program for the formalization of artisanal fishing to obtain patents accredited by DICAPI. The support included financing for medical examinations, courses of qualified fishing sailor, and support in procedure management.

### Beneficiaries: Artisanal fishermen of the direct area of influence

Donation of implements to the Municipality of Sechura to promote the fishing activities. Likewise, in Puerto Rico, we contributed to the social and cultural celebrations in commemoration of the Feast of St. Peter and St. Paul in Puerto Rico, Bayóvar.

### Beneficiaries: OSPA Amigos de Bayóvar

Provision of work materials to OSPA Amigos de Bayóvar so that they can comply with the sanitary requirements requested by the authority for the development of their artisanal processing activities of hydrobiological resources. Also, it was complemented with a value-added course through the development of products based on local hydrobiological resources.

# Beneficiaries: **5 OSPAs** of Puerto Rico

Technical assistance to non-boat artisanal fishermen of Puerto Rico for the development of an octopus fattening pilot. We also monitor compliance with good fishing practices and governance, in alliance with the CITE Pesquero of Piura.



**38** buzos artesanales beneficiaries

In alliance with the San Martín Community Foundation of Sechura, we financed medical examinations and tests in a hyperbaric chamber for 38 divers as part of their process to obtain their diver certification, and provided diving suits, hoses, snorkels, and masks for distribution among the participants





8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO



FIN De la pobreza



Development of productive technical courses on anthropogenic emergencies and natural disasters, hazardous waste management, for artisanal fishermen who needed to show their activity before state authorities.





We train young people to be leaders and agents of change

**411** beneficiaries

Sustainable mining workshops in Sechura's schools in alliance with Amauta Mineros.







Vocational orientation program for high school students alongside the Provincial Municipality of Sechura, TECNOMINA, and Cesar Vallejo University. These activities included logistical support, virtual and in-person workshops, and follow-up.



53 beneficiaries

Project of reading "Letras en Acción" with the volunteers "Cuento un cuento" of University Life area of UDEP, benefiting fifth grade students of primary education at the Bernal School, strengthening reading and reading comprehension.





## beneficiaries

Implementation of "Semillitas de Cambio" in Parachique together with the Provincial Municipality of Sechura and Piura volunteers, training 60 students in environmental topics such as practical activities of art and recycling.









**5500** beneficiaries

Fuel provision to public institutions for road maintenance and marine conservation campaigns.



Recovery of public spaces in alliance with the Municipality of Sechura: Support for the refurbishment of reclaimed areas through the donation of construction materials and the creation of recreational spaces for children and adults.

# Over 20,0000 beneficiaries



## 6 AGUA LIMPIA Y SANEAMIENTO

# 13 ACCIÓN POR EL CLIMA

# **1500** beneficiaries

schools of the province of Sechura, recognizing their



We carry out social actions in favor of the vulnerable population of our direct area of influence.



### 120 students from School 20208 - Secondary level

In alliance with our contractor Sodexo and Local Educational Management Unit of Sechura, we developed a healthy feeding program for secondary school students and parents of School 20208, which included awareness-raising workshops and a gastronomic contest.



### 273 mothers of Vaso de Leche and 570 beneficiaries of Vaso de Leche from Bellavista

Strengthening of Vaso de Leche (Milk Glass) program in the province through demonstrative sessions, healthy feeding workshops, and pastry courses in order to optimize food preparation for a better nutrition for the beneficiaries of this social program.

### Beneficiaries: Direct Area of Influence (DAI) population

We participate in awareness-raising sessions with students from prioritized schools in our direct area of influence, about cases of rights violations, and providing logistical support to DEMUNA to contribute to the promotion of children's and adolescents' rights.



Wellness workshops for seniors of the Sechura and Parachique areas, integrating recreational spaces with good nutrition sessions, medical care and Christmas activities

### Beneficiaries: Students from Schools in Sechura

Participation in activities promoting and raising awareness about the rights of people with disabilities through support with materials and logistics.



We encouraged the local entrepreneurship product commercialization in Bayóvar, Tajamar and Playa Blanca by arranging mini fairs during our mining operation.



# 2 HAMBRE CERO REDUCCIÓN DE LAS **DESIGUAL DADES**

Beneficiaries: People of the direct area of influence

Within the framework of our strategic alliance with Centro Emergencia Mujer (CEM) in Sechura for the prevention of violence against women, we carried out awareness-raising activities on this issue, such as preventive workshops, dissemination of spots and distribution of informational materials.

PAZ. JUSTICIA

E INSTITUCIONE



We promote the development of technical and professional skills of people from Sechura in order to strengthen their competencies and knowledge to enhance their employability and integration to job market competitively.



We incorporated 13 women from Sechura working as heavy equipment operators. They received comprehensive training through our "Employment promotion" program, developed in alliance with our contractor GH Coin, the Single Union of Workers of Miski Mayo, and San Martín Community Foundation, so promoting their financial independence and strengthening their technical skills, in a traditionally male sector promoting both their personal and professional development in the mining industry.

# **200** beneficiaries

Funding of specialized technical assistance for entrepreneurs from Sechura, facilitating the competitive access to Employment Fund calls. Our comprehensive intervention focuses on promoting and developing entrepreneurial skills with an emphasis on innovation and sustainability, focalizing our support in strategic sectors such as tourism, eco-friendly enterprises, artisanal fishing, and aquaculture in the province of Sechura, thereby contributing to sustainable local economic development.



# **100** beneficiaries

We managed the certification of the labor skills of 50 fishermen and 50 marine farmers through the Universidad Nacional de Piura, aiming to provide them with greater job opportunities in the fishing industry.



We supported the initiative of San Martín Community Foundation in Sechura to train men and women as heavy equipment operators by providing personal protective equipment and supplies to ensure safety during their practical training.



We promoted the professional development of local youth by offering internships in heavy equipment maintenance with our contractor Komatsu. This initiative allows graduates of Direct are of influence who comply with the required technical profile to gain practical experience and strengthen their labor skills in the sector.





We organized 13 guided visits with participation of stakeholders and students from superior educational institutes (universities and institutes) in order to provide full transparency on our production processes and reaffirm our social, legal, and environmental commitments.







SUSTAINABILITY | 119



We promote business competitiveness by strengthening and improving the services, and income of local companies.



# **70** beneficiaries

Specialized advisory services for local livestock associations, resulting in PROCOMPITE funding for a goat farming project.



skills in leaders and local government managers.

**236** entrepreneurs benefited

Comprehensive training program in alliance with the Ministry of Production, for strengthening of abilities and skills focused on business management, digital marketing, formalization, digitalization, sanity and harmlessness.



Promotion of the province's tourism potential through a development plan for Bayóvar, which includes diagnostics and business strengthening for tourism entrepreneurships in Puerto Rico and Playa Blanca.









Beneficiary: Provincial Municipality of Sechura

We contribute to public management ability development through the training in the Program of Specialization on Resilience and Risk Management and Disasters, addressed to officials of the Provincial Municipality of Sechura. This virtual training strengthens technical decision-making and effective budget execution in territorial management.



We promote a safe and responsible driving culture by educating and raising awareness of the importance of respecting transit regulations to ensure a safer road environment for everyone.

### Beneficiaries: Transportistas y escolares de los distritos de la Provincia de Sechura

Sessions to raise awareness among carriers and students in the province about the importance of road safety culture and accident prevention.



### **30 women from Puerto Rico** <u>8:</u>ā and Parachique

In alliance with our contractor INGENYA, we trained 30 women from Puerto Rico and Playa Blanca to drive small vehicles. 20 of the participants obtained their A1 driver's license as part of our "Mujeres al Volante" (Women Behind the Wheel) program. This necessary skills to access better job opportunities in the transportation sector.





### Beneficiaries: Carriers from Sechura. Parachique, and Puerto Rico

In alliance with our contractor Transber, we offered entrepreneurship and employability workshops focused on the transportation sector to promote better customer service and encourage the development of their businesses.

### **Public safety program**

We contribute to strengthening the organizational capacities of neighborhood boards and/or committees through training on citizen security issues and implementation.

## **REGION POLICIAL PIURA COMISARIA SECTORIAL SECHURA**





# (a) **117** beneficiaries

Strengthening of Preventive Program for Neighborhood Boards of Sechura, Parachique y Puerto Rico by providing essential materials for citizen safety such as flashlights, sirens, whistles, uniforms (vests and caps). This initiative aims to improve the safety in these areas through strong coordination with the competent entities.







## **70** beneficiaries

Through "Support Point" program, we held workshops in Sechura, Parachique – La Bocana, and Playa Blanca, aimed at strengthening the capabilities of citizen safety groups. In collaboration with Sechura Community Mental Health Center, the workshops covered topics as self-esteem, emotional management, psychological first aid, and leadership.

### Infrastructure Improvement Program

We promote social development by improving the improvement of infrastructure and quality of life of the community





# **500** beneficiaries

We provided materials for the construction of service facilities (kitchen and dining room) for the Association of Park Rangers in Sechura's environmental conservation areas, enhancing environmental management in Sechura-Virrilá and the Illescas Reserved Zone and promoting sustainable tourism in the region.



We expanded access to renewable electricity in the rural communities of San Cayetano and San Andrés de Illescas. In 2024, we maintained 12 existing solar photovoltaic systems and installed 2 new units, reinforcing our commitment to clean energy.

# **60** beneficiaries

We strengthen key infrastructure for local development, including the Engineer Association of Peru - venue of the local committee in Sechura, through the donation of materials for facility upgrades.

### Sponsorships and Support

We promote and disseminate the values, traditions, forms of expression, and sustainable tourism of Province of Sechura to highlight its culture, while adopting identity and respect.

In contribution of celebration of the farmer's day, we sponsored setting up stands in alliance with San Martin Community Foundation of Sechura for development of the agricultural fair. We also donated farming tools to be distributed among the local farmers.





Province of Sechura through a cultural show



### **Conferences of Volunteers Miski Mayo and Allies**



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Emprendimiento y empleabilidad



Diversidad en Acción



Día internacional de la mujer



Día internacional contra la violencia hacia la mujer



Día de la tierra

For guidance to persons on various interest and current topics, related to health, economy and entrepreneurship, we held six online conferences with the participation of guest institutions and Miski Mayo staff.

### **Christmas Activities**



In alliance with the Provincial Munic Sechura, we supported seniors and with physical disabilities by distribut panettones. César Vallejo University organized a dynamic workshop and the event.





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상 이 이 한 고 이 아 We held Christmas shows and distributed gifts and sweets to 745 children from the following institutions: C.P. Nueva Esperanza, School 1455 (El Sauce), Preschool Divino Niño Jesús (Mala Vida), School Daniel Alcides Carrión (Mala Vida), School 1053 (Playa Blanca), School 20208 (Puerto Rico). The children were also supported by the Sechura Community Mental Health Center. This initiative was possible thanks to collaboration of our contractors SHG, SODEXO, SEINCO, and UNIMAQ.



In fulfilment of our contractual commitments, since 2010, we have consistently paid royalties for mineral extraction. According to our transfer agreement, such payment is equivalent to 3% of our annual sales and is distributed as follows: 80% is allocated to the Social Fund of the Bayovar Comprehensive Project (FOSPIBAY), while the remaining 20% is allocated to trust.

FOSPIBAY aims to channelize resources and investments in projects of community development, education, healthcare and infrastructure, acting as a formal mechanism through which the company contributes the progress and well-being of the communities near to our operations, promoting social and economic development in the region.





### From 2010 to date, Miski Mayo has contributed **S/365.5 million**, remaining the largest contributor with **97.38%** of funding in 2024, to over **S/45.9 million**.

Since its implementation, the Social Fund of the Bayovar Comprehensive Project (FOSPIBAY) has been a key instrument for social and economic development in the province of Sechura. With a significant contribution from Miski Mayo, which has contributed over **S/365.5 million**, FOSPIBAY implements social programs aligned with the three priority areas established in **Article 8 of Supreme Decree N° 238-2016-EF.** 

## 888 First Priority

Humanitarian assistance for populations living in poverty and extreme poverty, in:

Healthcare

- Public service care centers
- Funding for scholarship programs
- Funding for Comprehensive Care Centers for Seniors (CIAM)
- Other projects with similar objectives





### SUSTAINABILITY | 129

2024 marked a historic milestone in the fund management, reaching a record investment of **S/74.42 million** in social projects, which is four times the average execution of the previous four years. This significant achievement greatly expands the positive impact on the development of the province of Sechura.





### How do Social Funds work?

**During 2024,** FOSPIBAY has demonstrated solid progress in its project portfolio. In addition to the completed initiatives, the organization maintains a robust execution with several projects that exceed **70% progress.** These interventions are aligned with the three institutional priorities, generating direct impact in key sectors such as rural electrification, employment generation and strengthening of health services.

### Some of the most important projects underway in 2024:

### Installation of conventional electric power service in Playa Blanca

This project, included in the FOSPIBAY Investment Plan, is being processed in a coordinated manner between the population, municipal authorities, the FOSPIBAY technical team and ENOSA, in order to obtain the greatest benefits for the population of this area through the installation of primary power lines, secondary networks and public lighting.

It should be noted that this work, at the end of 2024, is 95% complete and the laying of the network began in the locality of Parachique, with a distance of 39 km to Playa Blanca, likewise, it will allow promoting a second stage of the project that includes improving the electrical system in the area of Puerto Rico Bayovar.





### Electrification of sector 2 of Ciudad del Pescador - C.P. Parachique - La Bocana

At the end of 2024, this project had reached 75% completion. It includes the installation of medium- and low-voltage power lines, reinforced concrete utility poles, and LED public lighting, among other components, that will benefit more than 800 families thanks to a collaborative effort with the Provincial Municipality of Sechura, which developed the technical file, Enosa.



### Training Center and Multi-Purpose Hall in Puerto Rico Bayóvar

This project, which was in its final execution stage by December 2024, has an infrastructure and first-level equipment and is designed to boost local economic development and provide new opportunities for inhabitants of the coastal village. Its main spaces are: multi-use hall, kitchen and pastry-making workshop, sewing workshop, modern computer lab, administrative offices, so on.



### **Repair and construction of La Bocana Health Facility**

La Bocana I-2 Health Facility has been enhanced and expanded, providing the community with upgraded facilities for medical care.

This intervention included remodeling and extension of key areas such as medicine, nursing, emergency care, obstetrics, and restrooms, as well as the installation of an air conditioning system to ensure a suitable environment for patients and healthcare staff.





### Economic Reactivation Program for Artisanal Fishers and Marine Farmers in the Sechura Bay

By the end of 2024, this program had achieved 65% progress. It aims to formalize 1,100 artisanal fishers, improving their working conditions and enabling official recognition by institutions as FONDEPES, PRODUCE, and DICAPI. As part of the project, 70 certificates were awarded to fishing associations. Participants also received training in accounting and financial management, technical advisory services to strengthen operations, and support to improve commercial practices, including participation in business matchmaking events to connect with possible buyers.

### Projects executed and completed in 2024:

### Water and sewerage project in Becará

The strategic project "Creation of drinking water and sewerage services in the Becará extension sanitation system" was inaugurated, directly benefiting 160 families in the district of Vice, significantly improving their quality of life thanks to access to essential basic services.



Scope: 160 families benefited



Investment: S/ 3,495,843.54

Scope: **1,100 fishers and** marine farmers

# New educational infrastructure of school 1051 Nueva Esperanza

The new infrastructure of the school 1051 in the Nueva Esperanza slum marks a milestone in the educational transformation, offering safe and modern spaces that include pedagogical classrooms, administrative offices and recreational areas. This project represents a growth in educational quality, creating an optimal environment for the integral development of children from the settlement and surrounding areas, significantly improving their learning and safety conditions.







### SUSTAINABILITY | 135

### Improvement of educational services at School 14970, village El Barco

Children and adolescents of the Sechura desert now have a modern educational infrastructure that includes the construction of eight classrooms for primary and secondary education, library, pedagogical innovation classroom, multipurpose room, kitchen, restrooms, teacher's room, administration, cleaning room, laboratories, classroom, and teacher's residence. All with the corresponding equipment to improve the quality of educational service for students and teachers of the villages of El Barco, Belisario, Tres Cruces, Sombrero Verde, Tres Cruces, San José, El Sauce, Nueva Esperanza, who will have better conditions to develop their learning.

Investment: S/ 7,614,787.81 Scope: Families of the Sechura desert







### Creation of drinking water and basic sanitation services in the Bernardo Ayala Amaya slum

This project, formulated by the district municipality of Rinconada Llicuar, financed by FOSPIBAY, implemented 130 household drinking water connections and 774 m of piping networks. Likewise, the installation of the sewage system with 687 m of secondary pipe networks, 13 mailboxes, 1 sewage pumping station, equipped with two electric pumps and a generator, among other components. Now, the inhabitants of Bernardo Ayala Amaya slum have access to drinking water and sewage, substantially improving their quality of life and access to essential basic services.





### Improvement and expansion of water and sewage systems in Primavera slum

In La Primavera slum, west zone of district of Vice, an important project formulated by the District Municipality and funded by FOSPIBAY transformed the reality of the community. The initiative includes the installation of drinking water and sewerage systems, construction of 54 manholes and implementation of 424 household connections, providing essential basic services to each household and significantly reducing social and sanitary gaps in the zone.

Investment: **S/ 2,745,463.59** Beneficiaries: 420 families benefited 20





### **Strengthening of abilities for Competitiveness in the Agricultural** and Livestock Sector

The program of Strengthening of abilities for Competitiveness in the Agricultural and Livestock Sector benefited 980 families from 30 associations by enhancing their economic development through technical training, production implementation and continuous guidance. This intervention improved agriculture and livestock management by boosting pig farming, strengthening business skills and promoting collaboration among producers across the agro-industrial value chain.









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# Celebrations

# 14 years making a difference



On July 10 we proudly celebrated our 14th anniversary, a journey marked by challenges, transformations, achievements and growth. All of this has been possible thanks to the

commitment and dedication of each employee. It reflects the collective effort that has allowed us to move forward and achieve new goals.

To commemorate this special day, we gave our team winter jackets for winter and a gift card in recognition of their effort and contributions.

This anniversary fills us with pride and satisfaction, both for goals achieved and the strengthening with which we have faced the challenges, always looking ahead and building a successful future.













# Miner´s Day

MINER@S DEJAN HUELLA

For the third consecutive year, we celebrated the Miner's Day on two dates, with a Fellowship Event with participation of more than 600 persons, among employees and relatives. This is a special date in our country and in our company since we recognize the valuable contribution of our employees and Peruvian miners, to development of the country.

# On both celebration dates, we had different shows like:

• A dance troupe of young people from Vice "Descubriendo Valores" - Sechura and led by one of our collaborators in Mina.

• Two talented musical groups: Los Capos de Piura, which enlivened the lunch and Perla Marina de Sechura, from one of our collaborators in the Concentrator Plant area, who closed the event with a flourish.

• A big surprise was also the debut of the company's rock band, Miski Rock, made up of employees from different areas.

• In addition, a prize drawing and activations were held to make this special day unforgettable.







# **Mining Civic**

## Parade

With a deep sense of patriotism, we celebrated our Mining Civic Parade for the second consecutive year at the operation. We paused our activities to pay homage to the homeland, with the participation of employees and contractors. After the traditional raising of the flag, the parade began, in which all the delegations marched with noble bearing. Some of them surprised with creative parade floats and representations of traditional dances of our country.











# Five-year milestone ceremony

We paid homage to the work history of our employees who have been with us throughout the years, since our beginnings. In an emotional ceremony held at our Ayni auditorium, we gathered collaborators who had completed 5, 10, and 15 years of service to commemorate their five-year

milestones. On this occasion, we had the honor of welcoming Mosaic's corporate executives, who highlighted the significance of the celebration and presented plaques of appreciation to the honorees.









Father's Day

Besides presenting a special gift to each father at our company, we organized the "Miski Dad" football championship, where teams from all areas of the company participated. The lightning tournament was held over four evening sessions at our Central Camp, with 8 teams participating,

who enjoyed each session of healthy fun:

Analíticos F.C. (winner), Los Divos, Fuerza Minera, Mineros del Desierto, Mantenimiento PC, Los Cirujanos de Mantenimiento, DSP 01, DSP 02.











Mother's Day

For our female employees who have the privilege of playing this noble role, we organized a surprise breakfast with a canvas painting workshop and moments of meditation. The wives and/or mothers of our employees were also honored with an innovative "clownference" which gathered more than 70 participants. This special event highlighted the essential role of mothers in the development of the family and society, reaffirming our commitment to their overall well-being and recognizing their tireless work.











Women's Day

One of our priority inclusion networks in the company is the Women's Network. For it, this is a special day to Miski Mayo as well. For this occasion, we organized a special breakfast followed by a clown performance aimed to encourage all our female employees and our leaders to appreciate the role of women and reflect on their significant contribution to the mining industry and the transformation they are bringing into the company. Finally, we gave a gift to each attendee as a way of expressing our gratitude and recognition.



Día internacional de la mujer Juntas, podemos todo!





# Miski Mayo

### Miski Mayo S.R.L. Mining Company

### **Piura offices:**

Urbanización San Eduardo Mz. A – 2 Piura Commerce Chamber, building 2, 2nd floor | Piura – Peru

### Lima offices:

Calle Dionisio Derteano N° 184 Int. 301 – Urbanización Santa Ana (Building Torre Ichma) | San Isidro – Lima

Corporate report written by the Communication Superintendence