



SUSTAINABILITY REPORT 2023

Positive
transformation,
from within





SUSTAINABILITY REPORT

2023



Our headquarters

Colombia



Cra 43A # 14 - 109,
Edificio Nova Tempo, 6th floor Medellín.
Telephone (57) 604 266 57 5
comunicaciones.mineros@mineros.com.co
www.mineros.com.co

Nicaragua



Óptica Nicaragüense, 4c. abajo Managua
Telephone (505) 22661925
info@hemco.com.ni
www.hemco.com.ni

Canada



120 Adelaide St. West,
Suite 2500 Toronto, ON, Canada,
M5H 1T1 647-496-3011Canada

Photographs

Taken in the Company's areas of influence, some as a result of a contest among employees.

Editing and graphic design

IHD Colombia





HUELLA POSITIVA

CONCURSO DE FOTOGRAFÍA



Every day, **thousands of stories unite to build our sustainable vision.** Therefore, at **Mineros** we show appreciation for this commitment through a photography contest called **“Huella Positiva”** (Positive Footprint), in which employees from all our operations were able to capture their perspective on the pillars of our sustainability strategy:



Social management



Environmental management



Health and safety at work



Human rights

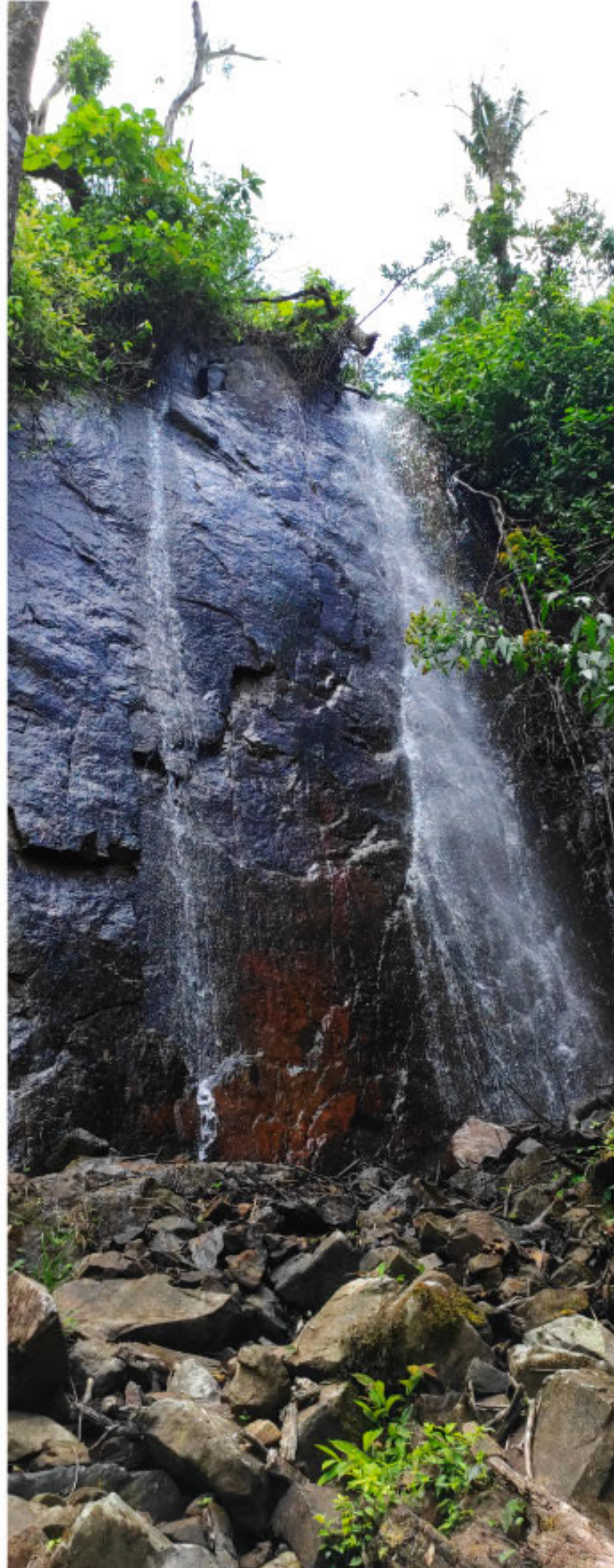


Climate management



Economic development

In our 2023 Sustainability Report, photos and stories of our employees also reflect the results of Mineros’ sustainable management approach.



**HUELLA
POSITIVA** 
CONCURSO DE
FOTOGRAFÍA



Table of contents

01 Message of the President and CEO

02 About this report

03 About Mineros

- 3.1. Mineros S.A.
- 3.2. Our operations
- 3.3. Our value chain
- 3.4. Our customers
- 3.5. Our suppliers
- 3.6. Affiliations and recognitions
- 3.7. Communication channels

04 Corporate Governance

- 4.1. Board of Directors
- 4.2. Executive Team
- 4.3. Environmental, social and climate issues and risk management

05 Integrated Risk Management

- 5.1. Integrated Risk Management System
- 5.2. Strategic Level Corporate Risks
- 5.3. Business continuity

06 Ethics and transparency

- 6.1. Management conduct
- 6.2. Our business conduct
- 6.3. Anticorruption
- 6.4. Ethics Line

07 Our strategy

- 7.1. Well-being for all, our higher purpose
- 7.2. Positive transformation: Our Sustainability Strategy
- 7.3. Our stakeholders
- 7.4. Materiality analysis
- 7.5. Materiality matrix
- 7.6. Sustainable Development Goals

08 Economic development

- 8.1. Management approach
- 8.2. Taxation
- 8.3. Employment generation
- 8.4. Sourcing practices
- 8.5. Artisanal and Small-scale Mining (ASM)

09 Social management

- 9.1. Management approach
- 9.2. Community development programmes
- 9.3. Participation plans and consultation mechanisms
- 9.4. Formal complaint and grievance procedures
- 9.5. Social and environmental impact assessments
- 9.6. Mineros Foundation

10 Environmental management

- 10.1. Management approach
- 10.2. Materials and waste
- 10.3. Circular economy
- 10.4. Water management
- 10.5. Biodiversity

11 Climate management

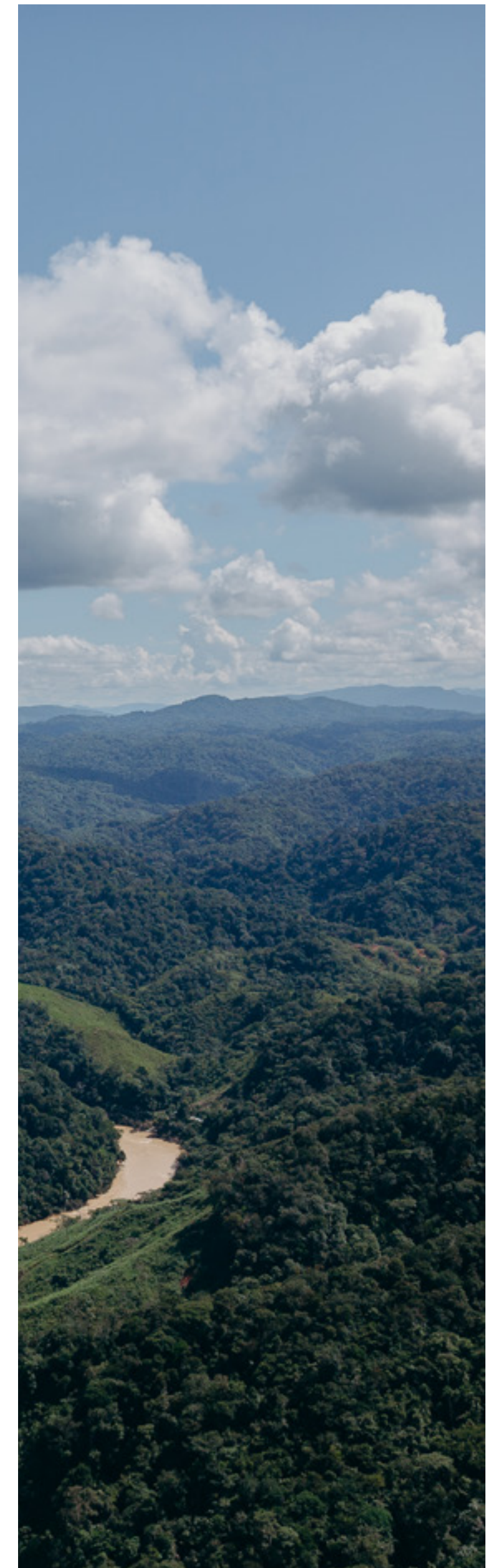
- 11.1. Management approach
- 11.2. Climate change risk and opportunities
- 11.3. Climate strategy

12 Our people

- 12.1. Management approach
- 12.2. Human Rights
- 12.3. Occupational Health and Safety
- 12.4. Our talent
- 12.5. Comprehensive programmes: Nueva Esperanza Clinic

13 Content index

- 13.1. Context Index



Communication and culture												
Reporting and metrics												
Risk management												
Government						Strategy and objectives						
Message of the President and CEO	About this report	About Mineros	Corporate Governance	Integrated Risk Management	Ethics and transparency	Our strategy	Economic development	Social management	Enviromental management	Climate management	Our people	Contet Index
Cap 01	Cap 02	Cap 03	Cap 04	Cap 05	Cap 06	Cap 07	Cap 08	Cap 09	Cap 10	Cap 11	Cap 12	Cap 13

01.

Message of the President and CEO

“I am pleased to present our Sustainability Report 2023, a report that summarizes Mineros’ economic, social and environmental performance over the past year.

This document is a manifestation of our commitment to transparency, accountability and excellence in sustainable gold mining management. It also brings together the main strategies we have outlined to continue generating well-being for everyone in the regions where we operate.

The 2023 Sustainability Report is the cover letter to all our stakeholders, which consolidates our purpose of working tirelessly for the well-being of all. In a global context that demands a sustainable approach, this report reflects our efforts to achieve the highest international ESG standards.

Last year we faced significant challenges due to regional socio-political phenomena and the macroeconomic situation. However, thanks to the constant and dedicated work of all our employees, suppliers and partners, we overcame these challenges with resilience and determination.

During 2023 we had relevant events in the Organization, such as the sale of Minas Argentinas to ERIS LLC, whose negotiation was successfully closed on September 21. This transaction is in line with our strategy of optimizing our investment portfolio and focusing our efforts on high-margin, lower-cost, long-lived assets. Due to this event, this Report consolidates only the information of our operations in Colombia and Nicaragua.

We proudly launched our corporate Diversity, Equity and Inclusion (DEI) policy and program. Under the slogan “You Belong”, this program seeks to strengthen an inclusive work environment in which each person feels authentic and valued, driving the collective growth of the Company, in line with our Corporate Values.

In addition, we made progress in our efforts to mitigate and adapt to climate change by designing a strategy to reduce greenhouse gas emissions. This year, we achieved the “Zero Waste” certification for our Colombian operation, a milestone that highlights our commitment to the circular economy. In Nicaragua, the Wastuna Health Complex is an example of responsible waste management.



Important facts such as these, as well as information on our management of our operations in Colombia and Nicaragua, can be found in more detail in the following report, which I invite you to read and consult.

I would like to express my deep gratitude to all the interest groups for their trust and continuous support. To our employees, who are the *raison d'être* of the organization, for their dedication and tireless effort. To all of them, thank you for facing the challenges presented this year and obtaining positive results that contribute in a decisive way to the fulfillment of our mission.

At Mineros we are committed to responsible and well-done mining that generates wellbeing in the regions where we operate. Our management is not only a fundamental pillar in the development of countries, but also a driving force for the progress of communities.

We look to the future with optimism, maintaining our commitment to sustainability and value creation for all.

”

Andrés Restrepo Isaza
President and CEO Mineros S.A.



About _____ this

REPORT

CHAPTER 2



2.

ABOUT THIS REPORT

Standards: GRI 2-2 GRI 2-3 GRI 2-4 GRI 2-6

GRI 2-3

We present to our stakeholders the Sustainability Report, using the Global Reporting Initiative (GRI) standards as a reference for the period from January 1 to December 31, 2023. The information also responds to the recommendations of the Task Force for Climate-Related Financial Disclosures (TCFD) and the guidelines established by the Sustainability Accounting Standards Board (SASB) for the metals and mining sector.

GRI 2-4 GRI 2-6

On September 21, 2023 Mineros S.A. closed the previously announced sale of its subsidiary Minas Argentinas S.A. to Eris LLC. Therefore, and in contrast to previous periods, the information disclosed does not cover results for this operation.

This report presents our performance associated with each material issue during the year 2023 in the social, environmental, climate, economic

and governance, labor and human rights areas, providing the information required to understand the nature of the issues, the most representative risks and impacts and how they were managed, as well as our contribution to the Sustainable Development Goals (SDGs) defined by the United Nations.

GRI 2-2

The information presented in this document was obtained through data collected by each of the areas responsible for operations, which allowed us to have reliable information that can be communicated in a transparent and accurate manner.

All monetary values in this report are expressed in United States dollars (USD) unless otherwise specified.

GRI 2-3

For more information on this report contact:



Diana Marcela Carrero Rivera
Sustainability Manager
diana.carrero@mineros.com.co



ABOUT MINEROS

CHAPTER 3



3.

ABOUT MINEROS

Estándares: GRI 2-1 GRI 2-2 GRI 2-6

3.1.

Mineros S.A.

GRI 2-1

Mineros is a corporation, headquartered in Medellín Colombia, listed on the Colombian Stock Exchange (BVC) and the Toronto Stock Exchange (TSX), whose principal activity is the extraction of gold and other metals.

GRI 2-6a

We have been working for 50 years in the development and exploitation of mining assets in Central and South America, with a commitment to operate sustainably through methods that contribute to the protection of the environment, the well-being of all our stakeholders, and the economic and social growth of the regions where we operate.

GRI 2-2

Companies of Mineros S.A.

MINEROS S.A.

It is the company’s headquarters, located in Medellín, Colombia.

MINEROS COLOMBIA

Mineros Aluvial S.A.S. BIC

It is the company that operates the mining deposits located in the paleochannels of the alluvial valley of the Nechí River, in El Bagre, Colombia.

Negocios Agroforestales S.A.S

The purpose of this company is the exploitation, industrialization, use and commercialization of any form of renewable or non-renewable resources and the provision of services relating to the exploitation of these resources.

Fundación de Mineros S.A.

The foundation was created in 2010 to strengthen the social management of our operations in Colombia. Promotes alliances and local development projects, manages agreements and leverages resources aimed at improving the quality of life of the communities in the areas of influence.

MINEROS NICARAGUA

Hemco Mineros Nicaragua S.A.

This company operates underground deposits in the municipality of Bonanza, in the North Caribbean Coast Autonomous Region (RACCN) in Nicaragua, which is part of the Nicaraguan Mining Triangle, located in the municipalities of Bonanza, Siuna and Rosita.

3.2.
Our operations



Nicaragua



- Underground and artisanal mining.
- Concession of Bonanza lot in operation: 12,269.75 hectares in the municipality of Bonanza.
- Concessions in Nicaragua: 151,259.33 hectares.

① North Caribbean Coast Autonomous Region



Colombia



- Alluvial mining.
- Mining properties of 89,674 hectares in the alluvial valley of the Nechí River, Guamocó and Remedios.

- ① Bajo Cauca and Nordeste
- ② Nechí
- ③ Caucasia
- ④ El Bagre
- ⑤ Zaragoza
- ⑥ Anorí

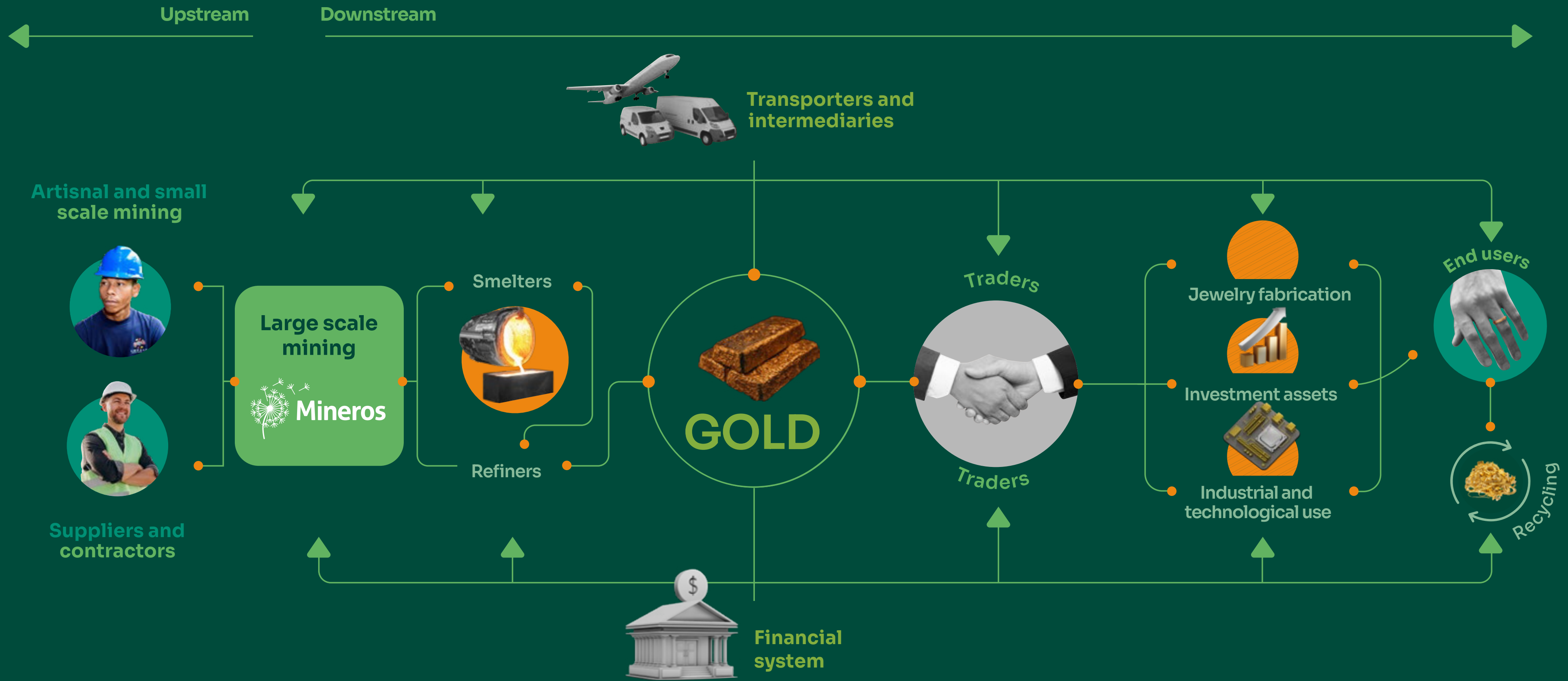


3.3.

GRI 2-6

Our value chain

We belong to the industrial mining segment that coexists as an ally with Artisanal and Small-scale Mining (ASM) under the legal frameworks and standards of the sector that guarantee the exercise of responsible mining:



* Adapted from: Ramdoo, Isabelle. (2015). Making global supply chains sustainable: The case of the gold sector. 10.13140/RG.2.1.4419.22.41.





Therefore, our corporate governance, strategic and risk management frameworks apply to all segments of our value chain and we work together with our suppliers, contractors, ASM members and refineries to ensure compliance with our policies and sustainable vision (see chapter: Economic Development).

3.4. **Our customers**

GRI 2-6b

Sales by clients in 2023 (figures in thousands of US \$)

Consolidated

		Cientes	MUSD
	United States	AURAMET INTERNATIONAL, INC.	46.796
	Switzerland	ARGOR HERAEUS S.A.	170.238
	United States	ASAHI REFINING USA	158.640
	England	STONEX FINANCIAL LTD	64.357
		TOTAL	440.031

Mineros Aluvial S.A.S. BIC

Cientes Aluvial	MUSD
ARGOR HERAEUS S.A	88.624
ASAHI REFINING USA	94.475
TOTAL	183.099

Hemco Mineros Nicaragua S.A.

Cientes Hemco	MUSD
AURAMET INTERNATIONAL, INC.	46.796
ARGOR HERAEUS S.A.	81.614
ASAHI REFINING USA	64.164
STONEX FINANCIAL LTD	64.357
TOTAL	256.931

3.5. **Our suppliers**

GRI 2-6

In 2023 we had **2,664 suppliers** for our operations in Colombia and Nicaragua. **2,183 (82%) suppliers** are from the country, and of these, **567** are from the area of influence of our operations.

Mineros Colombia



864
Suppliers



833
Colombian suppliers

GRI 2-6b 2-6d

We manage our supply chain in Colombia through the macro processes of warehousing and purchasing, which are articulated to guarantee the supply of goods and services necessary to support the operation through categorization, negotiations and relationships. In 2023, in response to product cost increases, we adapted our negotiation strategies, improved commodity cost control and integrated shared services negotiations between areas to optimize our business.

Mineros Nicaragua



1.800
Suppliers



1.350
Nicaraguan suppliers

GRI 2-6b

Mineros Nicaragua’s supply chain encompasses purchasing, warehousing and logistics processes.

3.6. Affiliations and Awards

GRI 2-28

3.6.1. Organizations to which we belong:

Mineros S.A.

- National Association of Colombian Businessmen (ANDI)
- Dialogue Group on Mining in Colombia (GDIAM)
- Colombian Business Compliance Committee

Mineros Aluvial S.A.S. BIC

- Colombian Mining Association (ACM)
- National Association of Colombian Businessmen (ANDI)
- Dialogue Group on Mining in Colombia (GDIAM)
- ProAntioquia
- Women in Mining Colombia (WIM)

Voluntary initiatives to which we adhere

- United Nations Global Compact
- United Nations Guiding Principles on Business and Human Rights
- Voluntary Principles on Security and Human Rights
- Colombian Network against Child Labor
- BIC Companies Colombia

3.6.2. Certifications

Great Place to Work

The Great Place To Work certification is a recognition of the quality of the work environment in which organizational objectives are achieved with people giving their best, working as a team and trusting each other.



Mineros Colombia

In 2023, ICONTEC certified our Zero Waste Management System in Mineros Colombia, being the first company in the mining sector to obtain this certificate in the country.



Mineros Nicaragua



Mineros S.A.



Copyright ©2022 Sustainalytics. All rights reserved. This Report contains information developed by Sustainalytics (www.sustainalytics.com). Such information and data are proprietary of Sustainalytics and/or its third party suppliers (Third Party Data) and are provided for informational purposes only. They do not constitute an endorsement of any product or project, nor an investment advice and are not warranted to be complete, timely, accurate or suitable for a particular purpose. Their use is subject to conditions available at <https://www.sustainalytics.com/legal-disclaimers>.

Awards

Mineros Colombia	
<p>General Ranking Mining Compass Sector Study</p>	<p>Awarded by: Jaime Arteaga & Asociados, September 5, 2023 Place occupied: fifth Description: national ranking on the internal and external perception of the companies that make up the mining-energy sector.</p>
<p>AAA Category Sustainability Seal Mineros Aluvial</p>	<p>Awarded by: corporación Autónoma Regional del Centro de Antioquia - Corantioquia, November 28, 2023. Description: recognition given for the implementation of good environmental practices beyond current regulations.</p>
<p>AAA Category Sustainability Seal Negocios Agroforestales</p>	<p>Awarded by: corporación Autónoma Regional del Centro de Antioquia - Corantioquia, November 28, 2023. Description: recognition given for the implementation of good environmental practices beyond current regulations.</p>
<p>Best Private Initiative Social Program</p>	<p>Grantor: government of Antioquia, November 29, 2023 Description: recognition of Ambassadors of Progress, as a program that is not part of the legal obligations of the mining owners or the industries associated with the mining sector, and improves the living conditions of communities in the area of influence of the project.</p>

<p>Social Seal for Mining in Antioquia</p>	<p>Grantor: government of Antioquia, November 29, 2023 Description: recognition for best practices in private social investment in the areas of direct and indirect influence, in order to address social impacts and promote benefits that enable the development of communities.</p>
<p>Recognition for a lifetime of dedication to responsible mining</p>	<p>Awarded by: asociación de Profesionales del Sector Minero Colombiano - APMC November 30, 2023 Description: recognition for demonstrating an unwavering commitment to responsible mining over the years.</p>
<p>Recognition Labor equity</p>	<p>Awarded by: ministry of Labor and the Secretariat of Women of Antioquia, December 5, 2023 Description: recognition for generating more opportunities for women in Antioquia.</p>



3.7.

Communication channels

In order to give information about our activities, as well as to establish a permanent and open dialogue with our stakeholders, we have different media and communication channels. Some of them are:



Ethical Line - Sustainability Report

- Mineros_sa
- MinerosSA
- Minerossa
- Mineros_sa
- Mineros_sa-Hemco Nicaragua S.A.
- Mineros_sa
- www.mineros.com.co · www.hemco.com.ni

About Mineros

“At the core of the queen of the mountain arises a hope, dressed in green clothes, adorned with dandelions, with security as a shield, and the love for the environment as a weapon, with her arms that embrace our people, and on her shoulders our welfare. It grows and expands just like the green and beautiful forest, just like the beautiful and appreciated fauna. This is Hemco, our Hemco, the one we can trust, the one we can believe in.

”

Photo and text: Carlos José Pinell Martínez
[Hemco Mineros Nicaragua](#)

**HUELLA
POSITIVA** 
CONCURSO DE
FOTOGRAFÍA





CORPORATE GOVERNANCE

CHAPTER 4



4. CORPORATE GOVERNANCE

Mineros recognizes the importance of Corporate Governance for the effective management of the Company and for the protection of its employees and shareholders. Corporate Governance is fundamental in the management of environmental, social and climate issues and risks, which ultimately converge in the development of our business vision and our purpose of working for the well-being of all.

The Corporate Governance structure establishes an effective separation between the three levels of governance: the General Shareholders' Meeting, the Board of Directors and the President. This structure is of public knowledge, with their respective lines of responsibility and communication, facilitating the strategic orientation, supervision, control and effective administration of the Business Group.

Consult our Bylaws at the following link: <https://mineros.com.co/en/the-company/corporate-governance>

4.1. Board of Directors

Standards: GRI 2-9 2-10 2-15 2-17 2-18 2-19 2-20 GRI 405-1

GRI 2-9

The Board of Directors is the highest governing body and its main function is the strategic direction, supervision and control of the Company. It consists of nine members and its functions are described in Article 39 of the Bylaws.



4.1.1.

Members of the Board of Directors of Mineros S.A.

GRI 405-1a

Name	Seniority	Skills	Stakeholder
Eduardo Pacheco Cortés Independent Non-executive	18 years	<ul style="list-style-type: none"> Corporate Strategy M&A (Mergers and Acquisitions) Accounting and finance International Business Management of companies issuing securities 	Shareholders
Dieter W. Jentsch Independent Non-executive	3 years	<ul style="list-style-type: none"> Corporate strategy M&A (mergers and acquisitions) Risk management Accounting and finance International business 	N/A
José Fernando Llano Escandón Independent Non-executive	14 years	<ul style="list-style-type: none"> Corporate Strategy M&A (Mergers and Acquisitions) Risk management Accounting and finance Legal International Business Management of companies issuing securities 	Shareholders
Nicolas Duran Independent Non-executive	10 months	<ul style="list-style-type: none"> Corporate strategy M&A (Mergers and Acquisitions) Risk management Accounting and Finance 	Shareholders
Juan Carlos Páez Ayala Independent Non-executive	6 years	<ul style="list-style-type: none"> Risk management Accounting and Finance International Business Human resources and compensation 	Shareholders

Name	Seniority	Skills	Stakeholder
Mónica Jiménez González Independent Non-executive	3 years	<ul style="list-style-type: none"> Extractive sector M&A (Mergers and acquisitions) Legal Environmental, Social, and Governance (ESG) International Business International and corporate law Management of securities issuing companies Communications, investor relations and media 	N/A
Sergio Restrepo Isaza Independent Non-executive	3 years	<ul style="list-style-type: none"> Corporate Strategy M&A (Mergers and Acquisitions) Risk management Accounting and Finance International Business Management of securities issuing companies 	N/A
Alberto Mejía Hernández Independent Non-executive	28 years	<ul style="list-style-type: none"> Extractive sector Corporate Strategy M&A (Mergers and Acquisitions) Accounting and Finance International Business 	Shareholders
Lucia Taborda Independent Non-executive	1 year	<ul style="list-style-type: none"> Corporate Strategy Accounting and Finance International Business 	Shareholders

Consult the resumes of the members of our Board of Directors at the following link:
<https://mineros.com.co/en/the-company/board-of-directors>

GRI 2-17

Training spaces 2023

The Corporate Governance and Sustainability Committee of the Board of Directors is responsible for overseeing the ongoing training of members, through presentations by senior management and external experts on the business and on particular and complex issues of the Company's operation. In 2023, both at meetings of the Board of Directors and its supporting committees and at individual meetings, the Board of Directors and Senior Management increased their collective knowledge and experience in Sustainable Development.

In September 2023, with the support of PriceWaterhouseCoopers - PwC, the Board received training in Environmental, Social and Governance (ESG) reporting practices that covered knowledge of the applicable regulatory framework and the TCFD, SASB and GRI standards, carbon footprint measurement under the Greenhouse Gas Protocol, the establishment of climate change management strategies and goals under the Science-Based Targets Initiative (SBTi), and general recommendations on ESG governance and internal control. Additionally, during the year, the Board of Directors and Senior Management held training sessions with experts on issues related to Occupational Health and Safety in the sector and on new trends in talent management, in order to establish the desired culture and enable the success of the business.

4.1.2.

Support Committees

GRI 2-9

The Board of Directors has four support committees:

Support Committees	Number of members	Functions
Audit and risk	3	To assist the Board in fulfilling its oversight responsibilities with respect to: (i) compliance with the requirements of financial reporting and disclosure; (ii) the assessment of accounting procedures, interaction with the auditor for the preparation of financial statements and related matters; and (iii) in general, to ensure that the management of the Company has implemented and evaluated an effective financial control and risk-management framework.
Corporate governance and sustainability	3	Responsible for (i) analysis, evaluation, oversight and compliance of corporate governance matters of the Company, its subsidiaries, and Board committees and (ii) development, review, definition, oversight and evaluation of the Sustainability policy and strategy and its implementation instruments.
Executive Compensation	3	Supports the Board in fulfilling its responsibilities relating to the designation, recruitment, remuneration, succession planning and other human resources matters concerning the top management of the Company.
Business and optimization	4	Support the Board of Directors in the development and implementation of a strategy for the growth and technological optimization of the Company.

To learn more about the rules and regulations of the support committees, click on the following link: <https://mineros.com.co/en/the-company/board-of-directors>

GRI 2-10

The processes and criteria for the nomination and selection of members of the Board of Directors and its committees are detailed in the Policy for the Election, Performance and Remuneration of the Board of Directors.

Find out more about it at the link: <https://mineros.com.co/en/the-company/corporate-governance> ✦

4.1.3.

Evaluation

GRI 2-18

Each year, the Board of Directors, with support of the Corporate Governance Committee, completes a self-assessment, an evaluation of its committees and an evaluation of its individual members. In accordance with the provisions of the Board's Election, Performance and Remuneration Policy, the Board may alternate the internal self-evaluation with an external evaluation conducted by independent advisors.

In completing its evaluation, the Board takes into consideration, among other things, the results of the Advisory Vote.

A performance assessment of the board of directors as a collegiate body and an evaluation of the profile and competencies of the members of the board of directors.

Read the latest Board of Directors' evaluation report at the following link:

✦ <https://mineros.com.co/es/nosotros/junta-directiva>

4.1.4.

Remuneration

GRI 2-20

In accordance with the Company's Bylaws and the Policy for the Election, Performance and Remuneration of the Board of Directors, the Company's General Shareholders' Meeting approves the fees of the members of the Board of Directors, which are fixed, based on a report prepared by the Board of Directors itself, with input from the Corporate Governance and Sustainability Committee. The remuneration of the Board is taken as a point of order within the call annually and is voted on. In 2023 at the General Shareholders' Meeting, the Board's fees were approved by 99.56% of the shares represented at the Meeting.

GRI 2-19

The remuneration policies of the Board of Directors are linked to the eligibility of members according to their annual evaluation. The fees fixed by the General Meeting of Shareholders, applied to the total number of meetings of the Board of Directors or support committee attended by each member thereof, shall constitute the maximum cost of the Board and the sole element of remuneration approved by the General Meeting of Shareholders.

Learn more about the Policy for the Election, Performance and Remuneration of the Board of Directors of Mineros S.A. at the link: <https://mineros.com.co/en/the-company/corporate-governance> ✦

4.1.5.

Conflicts of Interest

GRI 2-15

The Regulations of the Board of Directors establish the guidelines for reporting and managing situations of potential conflict of interest. When there is a conflict of interest, it is the duty to disclose this to all interested parties.

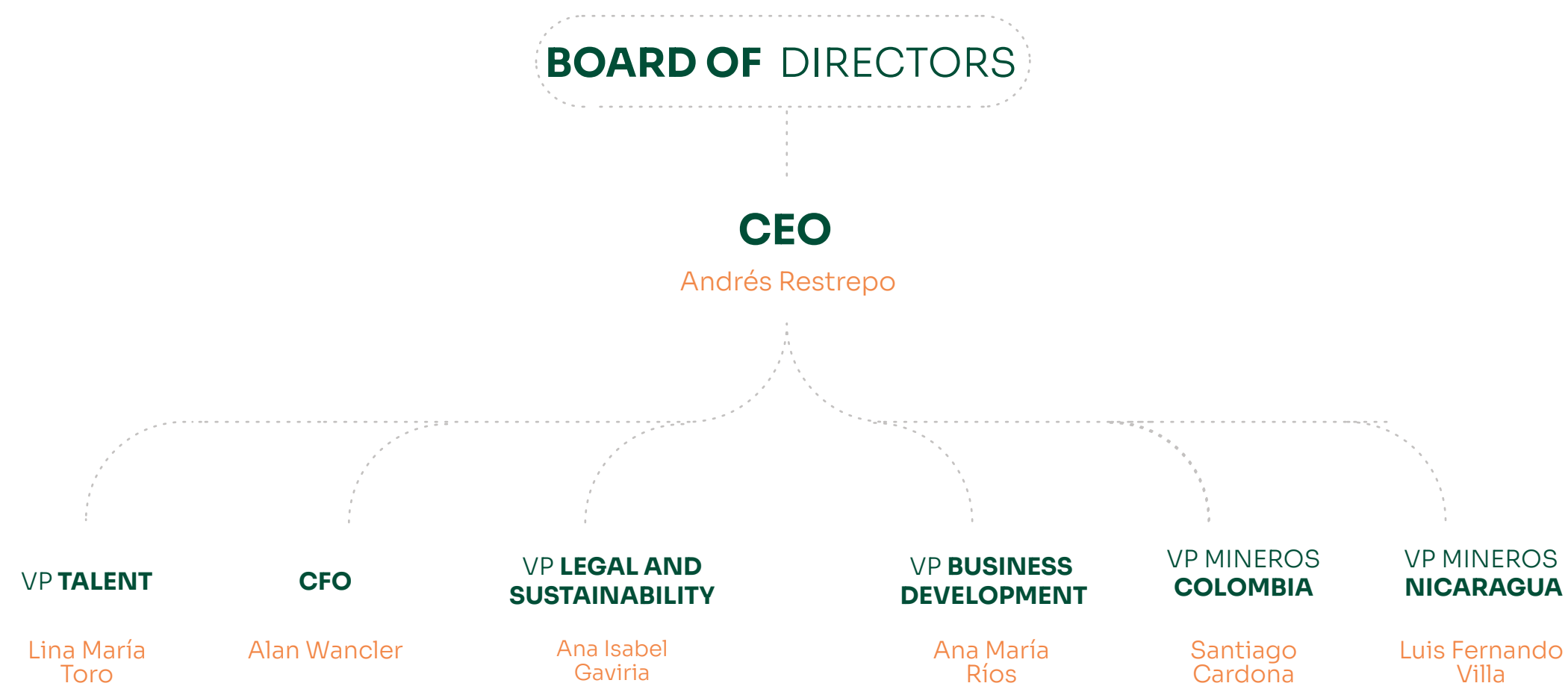
See the Board of Directors Regulations at the following link: <https://mineros.com.co/en/the-company/corporate-governance> ✦

4.2.

Management Team

Standards: GRI 2-9 GRI 2-19

Senior Management is in charge of the ordinary course of business, under the leadership of the President, who is the Chief Executive Officer (CEO) of the Company, in charge of executing the decisions and orders of the General Shareholders' Meeting and the Board of Directors, as well as directing, managing and exercising the legal representation of the Company.



4.2.1.

Remuneration

GRI 2-19

The Company's governance model, in accordance with the Company's Bylaws and other governance documents, establishes an effective separation between the management or governance of the Company, represented by the Board of Directors, and the ordinary course of business conducted by Senior Management under the leadership of the Company's CEO. To ensure the above, the Company has created an Executive Compensation Committee in charge of participating in the appointment, hiring, remuneration, performance evaluation, succession planning and other human resources matters concerning the Company's Senior Management, subject to the rules set forth in its Internal Regulations.

Senior Management is evaluated annually according to their performance and obtain a portion of their variable compensation, according to the fulfillment of their goals. Our executive compensation program is designed to, among others, motivate executives to achieve the Company's business and financial objectives by making a portion of total compensation variable and linked to individual and corporate objectives and results, including ESG criteria.

Our executive compensation program includes compensation in the form of base salary, annual short-term performance incentives and medium and long-term incentives through the Stock Revaluation Rights Plan ("SAR") and the Special Non-Recurring Bonus Plan.

4.3.

Environmental, social and climate issues and risk management

Standards: GRI 2-12 GRI 2-13 GRI 2-14 GRI 2-22 TCFD 1a 1b CE031 A5.2.3

4.3.1.

Strategic management

GRI 2-12

In accordance with the Company’s bylaws and the Internal Regulations of the Board of Directors, the Board actively participates in the Company’s strategic planning process. The Board is responsible for reviewing and approving the strategic plan, which takes into account the Company’s opportunities and risks. Senior Management discusses and reviews with the Board the documents related to the strategic plan. At the end of each year, the Board conducts a review of the strategic plan to assess the strengths, weaknesses and overall results of the plan. In addition, throughout the year the Board receives reports from Senior Management on current and proposed operations, and assesses opportunities and risks, in order to adapt the plan as necessary.

GRI 2-22 GRI 2-24

According to the Regulations of the Board of Directors, the Sustainability Corporate Governance Committee is the committee that defines the sustainability strategy. The Committee delegates the presentation of statements on the relevance of sustainability for the organization and the development of the sustainability strategy to the Senior Management through the Legal and Sustainability Vice-Presidency. Vice-Presidency, which reports to the Committee the progress made in the implementation of the strategy periodically during the year.

GRI 2-14

The review and approval process for sustainability information is regulated by the Corporate Disclosure Policy. It is the function of the Corporate Governance and Sustainability Committee to ensure that the Company’s shareholders and the market in general have full, accurate and timely access to the Company’s information.

Learn more about our Corporate Disclosure Policy at the following link: <https://mineros.com.co/en/the-company/corporate-governance>



4.3.2.

Risk management

GRI 2-13, TCFD 1a TCFD 1b

In addition, the Board does an additional review of the main ESG, climate, security, legal, among others, and considers Senior Management’s plans for monitoring and managing these risks. The Audit and Risk Committee and the Corporate Governance and Sustainability Committee assist the Board of Directors with these responsibilities.

TCFD 1b

Senior Management supports the Board in the identification and management of risks, and generates alerts when a risk materializes or changes substantially. The Strategic Committee is responsible for identifying and prioritizing the corporate risks that, according to their criticality, have the greatest impact on the achievement of objectives or represent the greatest opportunities.

On a quarterly basis, the CEO, the CFO, and the Legal and Sustainability Vice President report to the Corporate Governance and Sustainability and Audit and Risk Committees, which review, evaluate, approve and, at their discretion, make recommendations to the Board of Directors regarding the adequacy of risk management policies and procedures, including an assessment of the effectiveness of the risk transfer mechanisms. Likewise, the Board may, from time to time, appoint directors, advisors or senior management executives to support the evaluation of the different risks.

Senior Management periodically monitors risks and opportunities through the Strategic Committee and the Tactical Risk Committees of the operations where the evolution in the management of strategic, ESG, climate, operational, financial and compliance risks is reviewed and relevant aspects are defined for reporting to the Board Committees.

Learn more about the delegation mechanisms in the governance documents available at the following link:
<https://mineros.com.co/en/the-company/corporate-governance>

Learn more about our Corporate Sustainability Policy and Corporate Disclosure Policy at the link:
<https://mineros.com.co/en/the-company/corporate-governance>





Integrated _____ Risk

MANAGEMENT

CHAPTER 5



5.

INTEGRATED RISK MANAGEMENT

Standards: GRI 3-3 TCFD 1b, TCFD 3a, 3b, 3c, SASB EM-MM-210b.2

5.1.

Integrated Risk Management System

TCFD 3a TCFD 3b

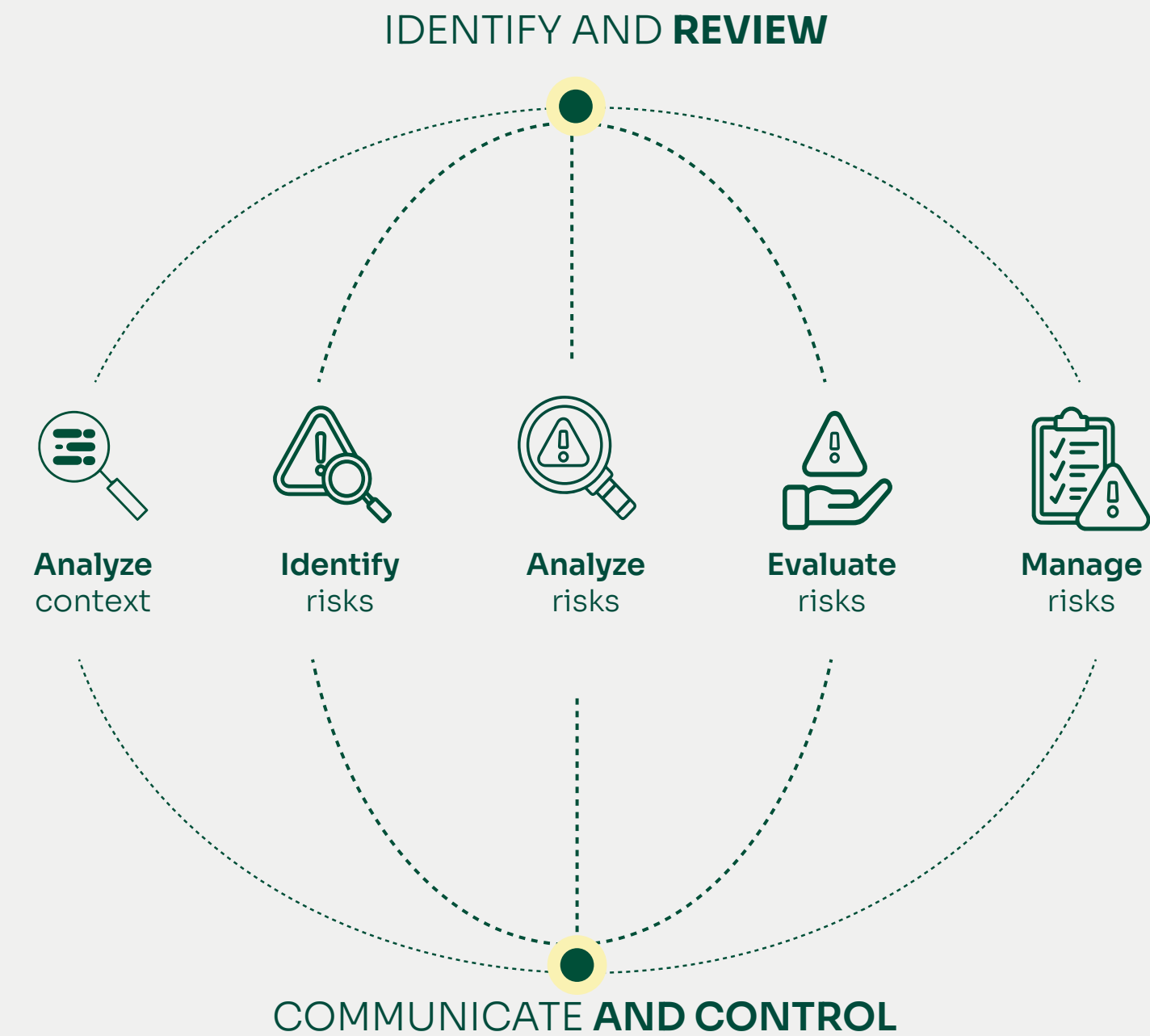
We focus, through a systematic process, on the risks that affect the fulfillment of our strategy and the development of our operations, in order to take advantage of business opportunities and manage events that could jeopardize the achievement of our objectives.

We have an Integrated Risk Management System (SGIR, by its Spanish acronym) designed and implemented under the ISO 31000 standard, aligned with the best international practices to manage our Strategic, Tactical and Operational Risks, supported by a technological application that integrates in a single site the risks, their causes, ratings, controls and the necessary action plans to mitigate their severity.

Our model operates under three pillars:

- **Strategic:** defines at a corporate level the governance, policy, methodology, technological application, risk appetite, tolerance and capacity levels, rating criteria, and risk matrices and maps.
- **Methodological:** defines the specific methodology to identify, analyze, evaluate, treat, report and monitor Strategic (Corporate), Tactical (Country) and Process (Operational) risks under the ISO 31000 standard.

- **Self-control:** defines the aspects required to ensure that risks are being controlled, defining responsibilities for self-management and control and involving review by Internal Audit.



The risk methodology defines three risk levels: Corporate, Country and Process risks, which are identified and evaluated under probability and impact criteria based on historical events, the context and the risk appetite, tolerance and capacity levels adjusted to the reality of each business or function.



Corporate Risks

- Based on high-level strategic objectives
- Defined by Strategic Committee
- Validated by the Board of Directors



Country Risks

- Based on the strategic objectives of each operation
- Defined by Vice Presidencies
- Validated by the Strategic Committee



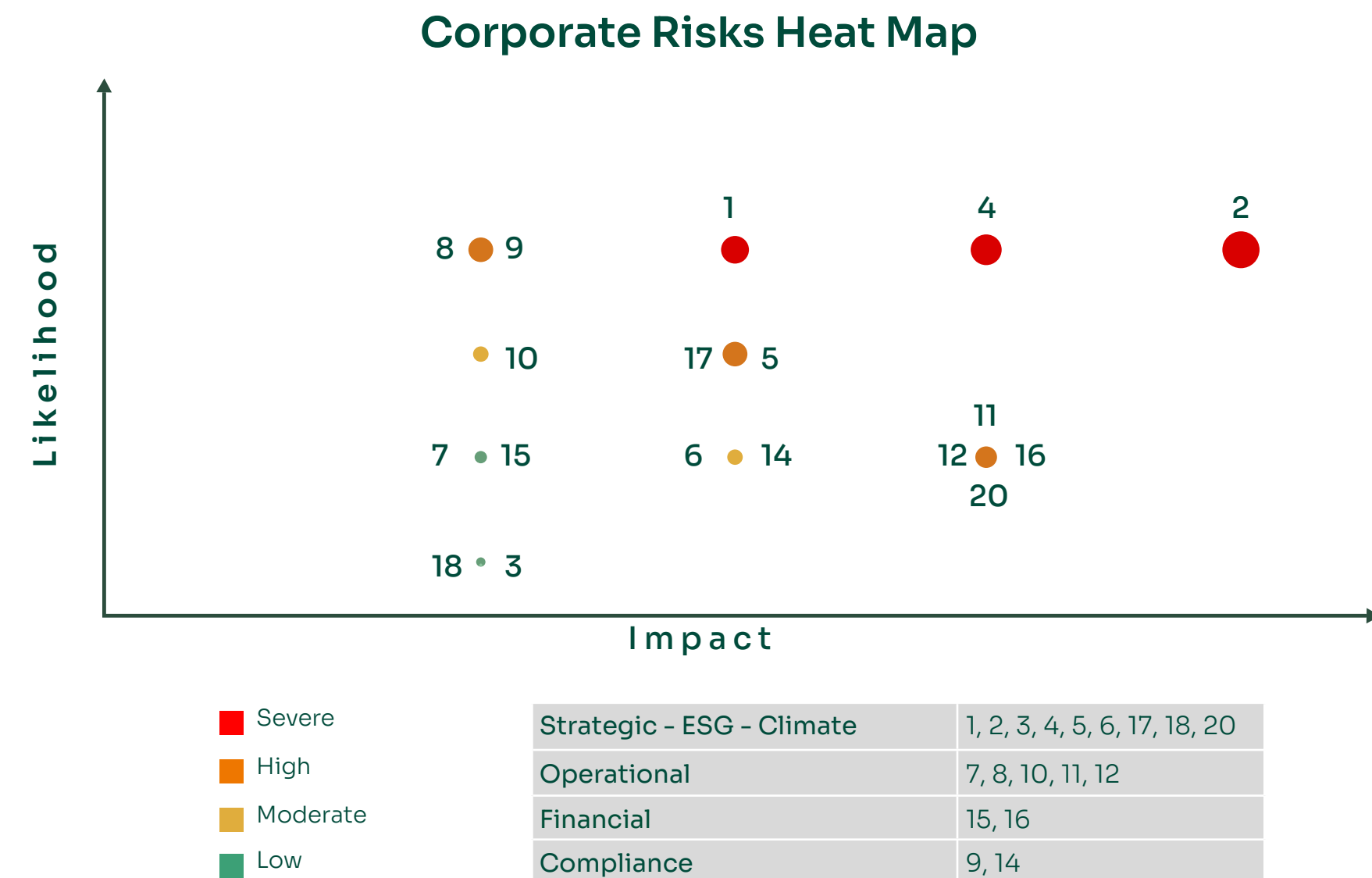
Process Risks

- Based on operational objectives
- Defined by the owners of processes and risk areas
- Validated by Vice Presidencies

TCFD 1b
Under a Top-Down approach of the model, responsibilities are assigned involving all levels of the Organization, from the Board of Directors acting through its committees, through the Strategic Committee of the Presidency, the Vice-Presidencies, the Managers and Heads, to the employees, assigning risk management functions to the operation or process that has the greatest exposure and expertise.

5.2. Strategic Level Corporate Risks

GRI 3-3 TCFD 3c



Risk	Description	Mitigation Mechanisms
RC1 - Opposition to mining activity	Disinformation or an inadequate relationship with stakeholders can generate opposition to mining by communities, NGOs, environmental groups, political actors, journalists, among others, generating impacts on exploration and exploitation activities.	<ul style="list-style-type: none"> ▪ Development of the sustainability strategy, social responsibility and environmental activities with neighboring communities. ▪ Plans for formalization and strengthening of artisanal mining. ▪ Allocation of reclaimed areas to vulnerable population and progressive closure plans. ▪ Improvement of infrastructure in the areas of influence and support for productive projects. ▪ Execution of action plans arising from the results of the Stakeholder Consultations and relations with the sector. ▪ Communication strategy

Risk	Description	Mitigation mechanisms
RC2 - Legal, social, political and/ or economic instability	Changes in regulations, in the political context, or sanctions to the governments where we operate, may restrict operations, generate increased costs, fines, revocation or delay of permits or licenses, or the closure of facilities, affecting business continuity.	<ul style="list-style-type: none"> Contingency plans in case of strike or malicious acts by third parties. Development of the sustainability strategy, Social Responsibility and environmental activities with communities neighboring the operation. Procedures for regulatory updates and compliance monitoring in the jurisdictions where we operate. Transfer of risks to the insurance and reinsurer market.
RC3 - Failure to acquire and integrate new mining projects	Investments or divestments in mining projects may require significant resources. If the company fails to integrate or disintegrate operations in an adequate and timely manner, profitability, market perception and share price may be affected.	<ul style="list-style-type: none"> Hiring of investment banks. Development of Due Diligence for the acquisition of new projects. Engagement of legal and tax counsel to mitigate impacts of transactions.
RC4 - Difficulties in obtaining and maintaining licenses and permits to operate	Due to regulatory changes or lack of planning, follow-up and control, environmental, social or legal permits and licenses required to operate may not be obtained, may not be renewed or may be delayed, affecting the continuity of operations.	<ul style="list-style-type: none"> Participation in sectoral environmental working groups with regional and national authorities. Roadmap for monitoring, access to and control of licences and environmental permits.
RC5 - Damage to Mineros' reputation	The Organization is exposed to publications in the media and social networks regarding ESG or operational issues, among others, which may negatively affect its reputation, hindering its relationship with stakeholders.	<ul style="list-style-type: none"> Execution of action plans arising from the results of the Stakeholder Consultations and relations with the sector. Daily media monitoring. Risk and reputational crisis management advisory. Participation in perception and reputation studies of the mining sector. Business continuity and crisis management plan.

Risk	Description	Mitigation mechanisms
RC6 - Inadequate management for replacement or growth of production	Fewer discoveries of important deposits, decreasing grades of existing deposits and less exploration make it difficult to replace, sustain or grow production, affecting the achievement of strategic objectives and market perception.	<ul style="list-style-type: none"> Methodology for estimation and certification of resources and reserves based on NI 43101. Search for growth options. Brown Field exploration plans for resource and reserve confirmation of operations.
RC7 - Inadequate management of human capital	As a result of the need for qualified personnel to grow and operate, problems may arise in filling vacancies, retaining and motivating key personnel, which may affect the development of operations.	<ul style="list-style-type: none"> Succession and career planning. Leadership development program. Periodic review of benefits and salary competitiveness.
RC8 - Deterioration of public order in areas of influence	The areas in which we operate and the existence of organised crime and illegal mining, among other things, exposes us to the occurrence of malicious acts, third-party blockades, sabotage or terrorism, which could affect or disrupt operations.	<ul style="list-style-type: none"> Continuous accompaniment and relationship with local authorities in the regions where we operate. Development of the sustainability strategy, social responsibility and environmental activities with neighboring communities. Plans for formalization and strengthening of artisanal mining. Safety studies for operations critical staff. Implementation of mechanisms for physical protection. Transfer of risks to the insurance and reinsurance market. Identification of allies for support in the management of public disturbances.

Risk	Description	Mitigation mechanisms
RC9 - Risk of fraud or corruption related to gold production and reporting	The value of gold, the areas where we operate and deficiencies in controls may generate internal or external acts of corruption or fraud related to gold and the information necessary for its production, generating economic or reputational losses.	<ul style="list-style-type: none"> Definition and disclosure of internal policies and procedures to ensure legal compliance. Due diligence for relations with third parties. Independent third parties for monitoring and auditing the Group's processes and results. Safety studies for operations critical staff. Standard corporate ERP for the preparation, presentation and disclosure of the Financial Statements. Corporate CSOX Controls Program. Implementation of physical protection mechanisms: access controls, private surveillance, CCTV, perimeter barriers, etc. Transfer of risks to the insurance and reinsurer market. Plans for formalization and strengthening of artisanal mining. Information security governance aligned with ISO 27001.
RC10 - Failure of information systems due to cyber attacks	As a consequence of attacks through cyberspace and inadequate management, computer systems may be affected or information security vulnerabilities may arise, affecting the continuity of operations and the reputation of the organization.	<ul style="list-style-type: none"> Information security governance aligned with ISO 27001. Cybersecurity operating model to guarantee the security of the technological platform. Corporate plan for awareness, sensitization and cultural change in the face of cyber risk. Disaster Recovery and Continuity Management (DRP). Transfer of risks to the insurance and reinsurer market.
RC11 - Failure to maintain or replace critical infrastructure	Inadequate planning in the replacement and maintenance of production-critical infrastructure can lead to operational failures, increasing costs or affecting production and business continuity.	<ul style="list-style-type: none"> Identification and management of critical assets. Energy interconnection with national grids to cover needs. Detective, preventive and corrective maintenance of machinery and equipment. Transfer of risks to the insurance and reinsurer market. Emergency plans. Monitoring the stability of contention walls and tailings dams.

Risk	Description	Mitigation mechanisms
RC12 - Inadequate management for the safety and health of workers.	Failures in the management for the safety and health of workers can affect their integrity, life and environment with reputational and/or economic impacts for the organization.	<ul style="list-style-type: none"> Epidemiological surveillance programs and prevention and health promotion activities. Share good OSH practices among operations. Implementation of improvements and maintenance for a secure infrastructure.
RC14 - Non-compliance with legal requirements	Failures in the management to incorporate legal changes may cause the organization to fail to comply with obligations with the control entities, causing the imposition of sanctions, fines or affecting the continuity of operations and its reputation.	<ul style="list-style-type: none"> Definition and disclosure of internal policies and procedures to ensure legal compliance. Procedures for regulatory updates and compliance monitoring in the jurisdictions where we operate.
RC15 - Inadequate financial and cost management	Failures in cost control, inflation, capital allocation and financing may affect our results and financial indicators, generating loss of competitiveness in the mining sector, investors' disinterest or a fall in the share price.	<ul style="list-style-type: none"> Capital Allocation Model and monitoring committee. Permanent monitoring and control from corporate to the costs of operations against budget and against the previous year. Detailed monitoring and control of operations, costs and compliance with production and cost budgets.
RC16 - Price volatility or loss of commodity relevance	Gold and currencies have variable prices and can lose or gain relevance in the market, which makes planning, management and compliance with budgets and goals difficult, affecting positively or negatively the Organization's profitability.	<ul style="list-style-type: none"> Centralised dollar and gold coverage.

Risk	Description	Mitigation mechanisms
RC17 - Failures in the management and response to natural and climatic events.	Inadequate management of risks derived from natural events and acute and chronic climate change hazards affects personnel, property and equipment, as well as the continuity of operations and stakeholder relations.	<ul style="list-style-type: none"> Investments in infrastructure, risk management and mitigation of impacts from natural events. Climate change adaptation plan to reduce the vulnerability of the facilities to present and future climate events. Business continuity and crisis management plan. Standardization of water footprint measurement and management strategy. Risk mitigating actions stemming from the management of insurance programmes. Transfer of risks to the insurance and reinsurer market.
RC18 - Inadequate corporate governance and conduct	Inadequate governance or non-compliance with policies may generate conflicts of interest in the Board of Directors, unethical behavior, acts of bribery or corruption, which have repercussions on the vision that investors and the market have of the Organization, affecting the value of the share and exposing us to sanctions that may economically affect operations.	<ul style="list-style-type: none"> Definition and disclosure of internal policies and procedures to ensure legal compliance. Independent Evaluation of the Board of Directors and the Audit Committee. Compensation government. Monitoring of reports from the Ethics line. Review of the matrix of decision rights and authorizations that impact Financial statements. Identification and reporting of transactions with related parties. Methodology for the proper handling of relevant information.
RC20 - Failures in the management of ESG criteria required by stakeholders.	Recent regulatory, compliance and transparency requirements on ESG issues by stakeholders represent a challenge for the company in terms of transparency, timeliness, accuracy and depth of disclosures, as well as the management of environmental, social and climate issues, which must be brought into line with increasingly stringent international standards.	<ul style="list-style-type: none"> Greenhouse gas emission reduction strategy. Plans for formalization and strengthening of Artisanal Mining. Management plan for discharges, waste, industrial water and hazardous substances. Strengthening of natural resource management and ecosystem preservation plans. Standardization of water footprint measurement and management strategy Execution of action plans arising from the results of the Stakeholder Consultations and relations with the sector. Strengthening ESG controls in due diligence processes in the onboarding and execution of related obligations with third parties based on the OECD standard.

TCFD 3c

Find more information on climate risk identification, analysis, assessment and management in the [Climate Management chapter](#).

Risks materialized during 2023

During 2023, there were factors that increased the criticality of some of our corporate risks:

RC2, RC1, RC8:

SASB EM-MM-210b.2

on March 10, 2023 we announced the temporary suspension of operations at the Nechí Alluvial Property in Colombia, due to protests by informal miners not associated with the Company, against national government measures. The suspension lasted 18 days, impacting gold production for the quarter. However, Colombia met its production budget for the year 2023.

RC11, RC17: On August 2 we initiated the temporary suspension of our main plant at Hemco Mineros Nicaragua. The suspension was preventive in nature, seeking to accelerate the increase in the detoxification capacity of the tailings dam before the hurricane season in the region. Due to this stoppage the Nicaraguan operation stopped producing in 2023 about 8,549 Oz of gold against budget.

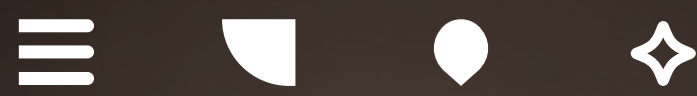
RC5, RC11, RC20: On May 13, at our operation in Nicaragua, a cyanide pulp discharge pipe uncoupled, causing a spill that affected the perimeter area of the tank and 100 linear meters on the road, as well as the drainage to the Bonancita creek. The crisis and emergency committees were immediately activated to deal with the situation, which made it possible to contain the emergency without significant damage.

5.3. Business continuity

Mineros S.A., Mineros Colombia and Mineros Nicaragua have a Business Continuity Management System under the guidelines and international standards ISO 22301, 22313, 27031 and 24762, considering the following components:

- Business Continuity Plan (BCP), which focuses on the rapid stabilization, restoration and recovery of business-critical processes.
- Crisis management plan: oriented to manage the problems and implications in communications, reputation and humanitarian assistance.
- Disaster Recovery Plan (DRP): aimed at the recovery of service continuity, information technology and communications.





ETHICS AND TRANSPARENCY

CHAPTER 6



ETHICS AND TRANSPARENCY

Material Subject: AM5 Ethics and Transparency

Standards: GRI 2-16, GRI 2-23, GRI 2-24
GRI 3-3, GRI 205-1, SASB EM-MM-510a.1

Corporate risks:

RC5 - Damage to Mineros' reputation
RC9 - Risk of fraud or corruption related to gold production and reporting
RC14 - Non-compliance with legal requirements
RC18 - Inadequate corporate governance and conduct
RC20 - Failures in the management of ESG criteria required by stakeholders



6.1.

Management approach

GRI 3-3a

The context of our Organization, the economic activity we develop, as well as the jurisdictions where we operate, are aspects that bring an important challenge in the way we guide our corporate conduct and that of our employees. Therefore, the Company has implemented a risk and control management model, through the Transparency and Business Ethics Program (PTEE), with which we seek to ensure the viability and efficiency of processes within the organization and transparency in relations with our stakeholders.



GRI 3-3b

Proper management of business ethics can mitigate the risk of failure to comply with our legal obligations related to ethics and transparency. This may be represented in difficulties in relationships with customers, financial services providers and other suppliers critical to the normal course of business. The generation of value attributable to the good performance of the business may also affect all our stakeholders.

GRI 3-3c

The companies comprising Mineros are committed to proper compliance with legal obligations related to ethics and transparency in the jurisdictions where we operate. To this end, we have the following internal policies related to ethics and transparency:

- Code of Ethics
- Corporate Policy on Combating Bribery and Corruption
- Corporate Policy for the Prevention of Money Laundering and Terrorist Financing Risks.
- Transparency and Business Ethics Programs (Colombia).

Learn more about the policies that govern the ethics and transparency of our organization in this link:
<https://mineros.com.co/en/the-company/corporate-governance>

GRI 3-3f

The ethics and transparency model is based on the identification of potential vulnerabilities that arise in the relationships with our stakeholders, the company’s context and the development of our operations, and covers measures to manage and mitigate such situations.

GRI 3-3d

We have a matrix of risks and controls, in which we document and measure potential risk situations and the measures for their prevention and mitigation. We also disclose our policies and train third parties and employees on our ethics and transparency guidelines.

Mineros S.A. is a member of the Colombian Corporate Compliance Committee and participates in the corruption risk measurement for the extractive sector in Colombia conducted by *Transparencia por Colombia*.

GRI 3-3e

Monitoring the effectiveness of management measures:

<p>Processes used to monitor effectiveness</p>	<p>Internally, there is a training and disclosure indicator for all our employees. Also, specific training is provided to employees with greater exposure to risks.</p> <p>Internal Audit reviews the effectiveness of controls within the organization.</p>
---	--

<p>Goals, objectives and indicators to evaluate progress</p>	<ul style="list-style-type: none"> · Level of attendance to ethics and transparency trainings by the personnel of each of Mineros’ companies. · Communications to the Ethics Line, as well as their proper management by the Ethics Committee. · Compliance with regulatory obligations by companies.
<p>Effectiveness of the measures</p>	<p>Efficiency is defined by:</p> <ul style="list-style-type: none"> · Adequate enforcement of our legal obligations on ethics and transparency. · The non-materialisation of potential risks.

The implementation of the Transparency and Ethics Model in Mineros has strengthened the comprehensiveness of controls in several areas of the Company, organizing their execution and those responsible for them.

Milestones 2023:
In 2023, we strengthened the positioning of the corporate ethics and transparency program by maturing the processes and integrating them with the sustainability vision of Mineros S.A.

Future challenges:
Continue the implementation of programs, increasingly putting our corporate values and ethical principles into practice as a commitment to all our stakeholders.

6.2.

Our business conduct

GRI 2-23

Learn more about our Code of Ethics and Compliance Policies at the following link: <https://mineros.com.co/en/the-company/corporate-governance> *

GRI 2-24

The Board of Directors leads, as appropriate, on ethics, compliance and anti-corruption issues, and approves the guidelines applicable to the Mineros Group entities. With the support of the Audit and Risk Committee, it supervises compliance with assigned roles and responsibilities, the effectiveness of the prevention and control model, as well as compliance with the provisions of the Code of Ethics.

The entity has an Ethics Committee, which is the body in charge of knowing and managing the reports received through the Ethics Line. Likewise, the entity's Chief Compliance Officer is responsible for the implementation and effectiveness of compliance with the guidelines of the Code of Ethics.

Compliance is a cross-cutting process in the Organization and is part of the Mineros Group's Internal Control System. As part of its functions, it generates the guidelines to implement in the processes the compliance with current regulations, as well as Mineros' internal policies and norms. Additionally, it supports the implementation and improvement of existing controls.

Mineros has a procedure for linking and verifying information and background and risks of counterparties and third parties. In the recruitment process, knowledge of corporate policies is included as a requirement, and contracts include clauses related to compliance with these guidelines.

Training in business ethics and transparency:

GRI 2-23, GRI 205-2

For the successful fulfillment of our obligations related to the System of Self-Control and Integral Risk Management of Money Laundering, Financing of Terrorism and Financing of the Proliferation of Weapons of Mass Destruction (SAGRILAF, by its Spanish acronym) and the Transparency and Business Ethics Program, at least once a year, all employees of the Mineros Group companies are trained with the objective of generating a culture based on the guidelines of ethics, transparency and risk prevention, and promoting the growth and sustainability of our organization. The training is conducted through a mandatory e-learning course, addressed to the target audience identified in each operation, and includes the main policies and guidelines of our company for the prevention of bribery and corruption.

GRI 2-17, GRI 2-23, GRI 205-2

Periodically the nine members of the Board of Directors (100%) receive a Compliance Management report from the Audit Committee. This report is based on quarterly reports submitted to this committee on the management of our Business Ethics and Transparency Program, SIPLA and SAGRILAFI, as well as our anti-corruption policies and procedures.

In 2023, we trained 616 employees in our Business Ethics and Transparency Program, which corresponds to 100% of our target population.

GRI 205-2

Employee communication and training on anti-corruption policies and procedures.

Total	Senior Corporate Management (Corporate and operations)	Leaders /Senior Specialists	Administrative Positions /Operations
616	36	221	359

6.3.

Anti Corruption

SASB EM-MM-510a.1.

Due diligence to assess and manage corruption and bribery risks:

Our procedure for due diligence in the knowledge of third parties, customers and suppliers at the time of initiating the contractual relationship includes measures to know in detail their business, reputation, operations, products or services. This procedure is one of the main instruments to identify, prevent and control bribery and corruption risks to which the company is exposed, as well as to mitigate their materiality. Due diligence procedures are updated every two years.

Our Integrated Risk Management System provides guidelines for the identification and measurement of risks and controls related to the prevention of bribery and corruption. The risks identified, evaluated and monitored in the operations are as follows:

- Incurring in bribery or corruption practices involving public servants - **Moderate.**
- Contracting managed below the standards defined in the policies - **Low.**
- Inefficiently implemented Bribery and Corruption Risk Management Systems - **Low.**
- Non-compliance with legal requirements related to Bribery and corruption - Parent company and subsidiaries - **High.**

Each of these risks is directly linked to corporate risks. No materialized events related to these risks were identified in 2023.

GRI 205-1

100% of our significant operations have corruption-related risk assessments.

6.4.

Ethics Line

GRI 2-16, GRI 2-25

The Company has communication mechanisms defined in the Code of Ethics, through which employees can anonymously report illegal or unethical behavior or behavior that may be contrary to the risk management culture.

Likewise, the Audit and Risk Committee is responsible for monitoring and periodically reviewing the whistle-blowing policy of the Company's Code of Ethics, the procedures for managing the whistle-blowing policy and the associated procedures for receiving and handling complaints, and reporting to the Board of Directors on such activities.

All critical risk concerns known to management are brought to the attention of the Board of Directors for the establishment of action plans and risk mitigation.

GRI 2-26

Information is permanently sent to employees on how to report to the ethics line, informing them of the way in which they can request advice for the proper implementation of the ethics and transparency guidelines. Requests for advice and concerns are treated as confidential.

GRI 413-1

Number of cases reported to the ethics line in 2023

Reports to the ethics line	Total
Reports to the ethics line closed	15
Pending reports to the ethics line	4
Total reports to the ethics line	19



Contact our 24/7 Ethics Line

By telephone:  Colombia: 01 8000 11 77 22
 Nicaragua: 001 800 220 2474

E-mail: grupomineros@lineatransparencia.com

Web: <https://mineros.com.co/es/nosotros/gobierno-corporativo>



OUR STRATEGY

CHAPTER 7



7.0.

OUR STRATEGY

Standards: GRI 2-22 GRI 2-23 GRI 2-24 GRI 2-29 GRI 3-1 GRI 3-2 GRI 3-3, TCFD 3c

GRI 2-22 GRI 2-23



For the well-being of everyone

7.1.

Well-being for all, our higher purpose

GRI 2-24

Working with honesty, respect, responsibility, humility and solidarity is the basis of all our actions.

Just as the dandelion spreads its seeds to fill mountains at great distances with life, at Mineros we have the conviction to sow strength, consistency and vision that generates progress and development, returning to the communities and the environment where we have influence, fertile and productive lands that guarantee life today and for the next generations.

We prepare and innovate every day maintaining in our processes the highest standards of quality and sustainability, where we guarantee safe environments for our employees, being responsible with nature and society.

Each one of us is a different seed, but with the same purpose, which motivates us to work together to achieve common goals and give life to our purpose: to leave the world better than we found it for our employees, for their families, for the environment that surrounds us.

Our corporate values:

Honesty	We are transparent, we say the truth and we do what is right.
Responsibility	We take on the causes and consequences of our own actions.
Respect	We understand the value of cultural diversity and different ways of thinking.
Humility	We are genuine, we recognize our mistakes and we learn from them in order to keep growing.
Solidarity	We act for the well-being of the Company, our stakeholders and the environment.

Learn more about our mission, vision and corporate values at: <https://mineros.com.co/en/the-company/mission-vision-values>

Positive transformation: our Sustainability Strategy

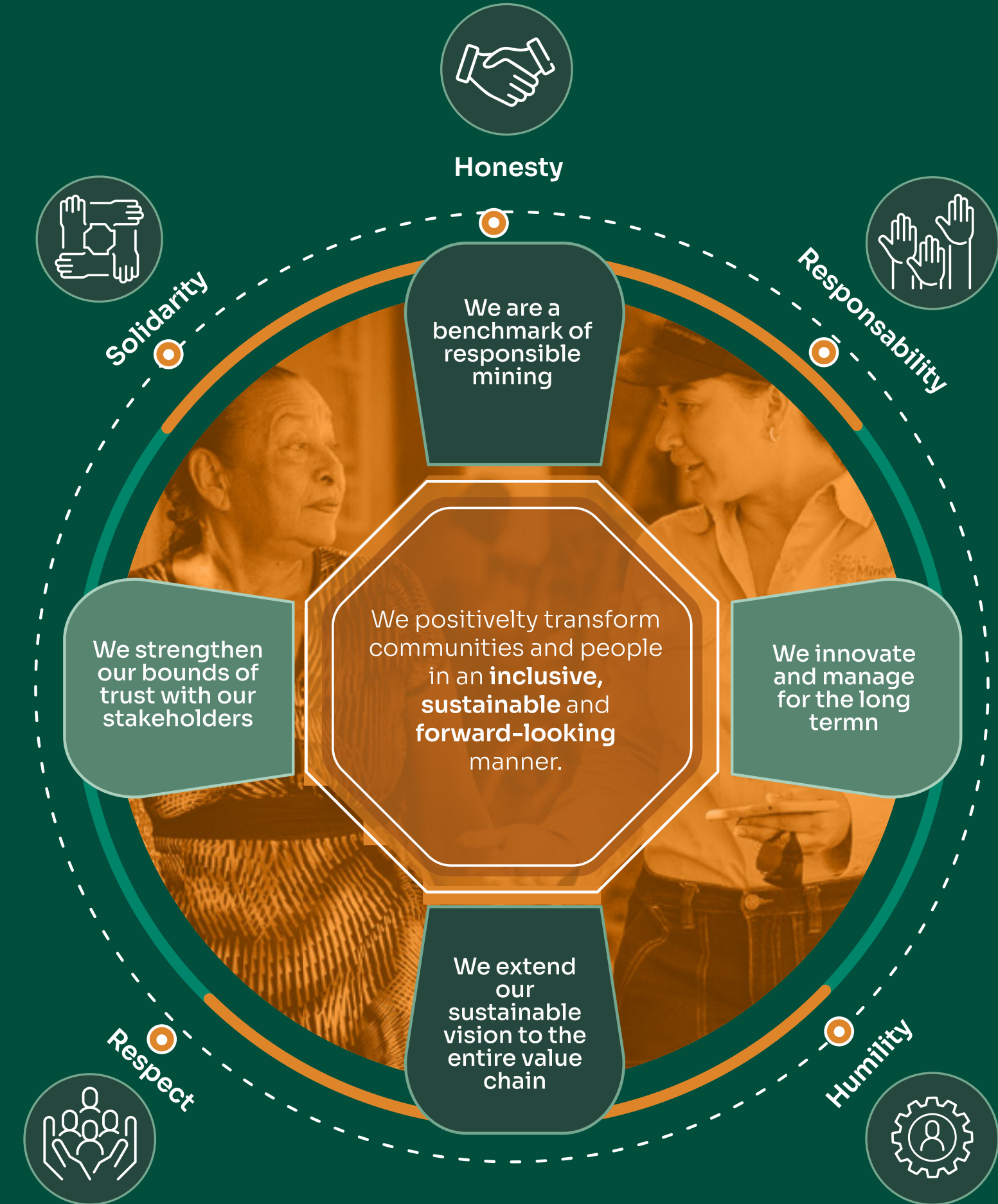
GRI 2-22 GRI 3-3



The seeds that grow in our land tell a story of transformation, and drive a desire for well-being that carries us across the continent to flourish in communities that hope for a better future.

At Mineros we work to make the fruit of the land that welcomes us a means of sustainable development, making our desire for a positive transformation from the heart a reality.

Our sustainability strategy is guided by our corporate values and our higher purpose. We want to realize our vision of **positively transforming communities and people in an inclusive, sustainable and forward-looking manner** through four commitments:



- **We are a benchmark for responsible mining:** corporate sustainability management is strategic and integrated into our business model. We want to demonstrate that responsible mining generates value for all our stakeholders and society in general.
- **We innovate and manage for the long term:** from planning we visualize the permanence in the territory and the legacy we leave as a central element. Therefore, our programs, risk management systems and goals are rigorous and seek to incorporate innovation in all our processes.
- **We strengthen our bonds of trust with stakeholders:** our management is participatory and includes all stakeholders. This relationship encompasses information, communication, consultation and interaction processes that allow us to strengthen our social license to operate.
- **We extend our sustainable vision to the entire value chain:** we work together with clients, suppliers and artisanal and formalized miners to raise sustainability management to the highest standards in the sector, in order to contribute to its evolution.

The strategy was updated in 2023 and currently has six axes:



Social Management

We strengthen the relationship mechanisms with our stakeholders and enable high-impact social investments for the communities.



Environmental Management

We reduce, manage and compensate the impacts of our operations on the environment.



Climate Management

We fulfill our commitments to reduce greenhouse gas emissions and manage climate change risks throughout our value chain.



Economic Development

We promote local economic development directly influenced by our mining activity, and we are committed to extending responsible sourcing standards to suppliers and artisanal and formalized miners.



Human Rights

We guarantee the existence and application of mechanisms for the protection, respect and remediation of human rights for all our stakeholders.



Occupational Health and Safety

Our Occupational Health and Safety (OHS) management systems follow the highest standards and ensure our commitment to ensuring that we all go home safe and healthy.

7.3.

Our stakeholders

GRI 2-29

The identification of our stakeholders is carried out through a participatory process in each of the mining operations of the business group, in which we consider the degree of their influence on decision making, income generation, operation, organizational strategy and reputation, which allows us to highlight their importance and relevance for the Business Group.

Shareholders	We maintain a transparent relationship with our shareholders, to whom we provide relevant information on our management and results, and we ensure the profitable and sustainable growth of our businesses and the generation of value.
Authorities	We are respectful of the institutions and the law. We interact with authorities, seeking to collaborate without interfering and to support without supplanting their obligations. We recognise the public force as the only legitimate way of guaranteeing public order.
Communities	We work to improve the quality of life of the communities located in the area of influence of our operations and promote their sustainable development.
Collaborators	We base our relationships with all our employees on mutual respect and respect for their individuality and integrity. We promote and ensure adequate resources and working methods to achieve the optimum conditions for the health and safety of workers and their work.
Unions	We have a respectful relationship with unions. We guarantee respect for decent working conditions and strict respect for human and labour rights. We also maintain open and permanent communication and offer them support in the exercise of their union activities.

Artisanal and formalized miners	In Nicaragua, we engage with independent artisanal miners and cooperative members, with whom we work together to provide technical support, good environmental and occupational health and safety practices. In Colombia we have a formalization model based on opportunities, fiscal and environmental responsibility, and participation in the territories.
Suppliers and contractors	We developed relationships of trust and mutual respect. We particularly consider local companies, giving them equal competence and, if necessary, providing training and training to improve their technical quality, competitiveness and human development of their staff. Suppliers of Mineros and its subsidiaries must abide by the Code of Ethics.
Guilds	We are linked to the most important associations of the sector in each country, with whom we maintain a permanent relationship through the different specialized committees, positioning the mining sector and promoting good mining, environmental and social practices.
Third sector	With Non-Governmental Organizations (NGOs), associations and foundations operating in our areas of influence, we maintain a relationship of respect, collaboration and timely response to their requests, complaints and claims.
Opinion generators and leaders	With the media and opinion makers at local, national and international level, we maintain a relationship of respect and permanent relationship for the supply of information on relevant aspects for the Business Group.
Indigenous peoples	Our relationship with indigenous peoples is based on respect for their rights, culture and ancestral traditions.

GRI 2-12

We conduct stakeholder consultations every two years. The consultation is led by the Management and its deployment is carried out by the teams in each country and accompanied by an expert consultant. The results of the consultations are presented to the Board of Directors and recommendations are made to address opportunities for improvement.

7.4.

Materiality analysis

GRI 3-1

Mineros updates its materiality analysis every two years, which is the roadmap for identifying and prioritizing matters that allow us to adapt to changes in the environment and the expectations of all our stakeholders. The prioritization process by which we establish our material issues consists of five steps:

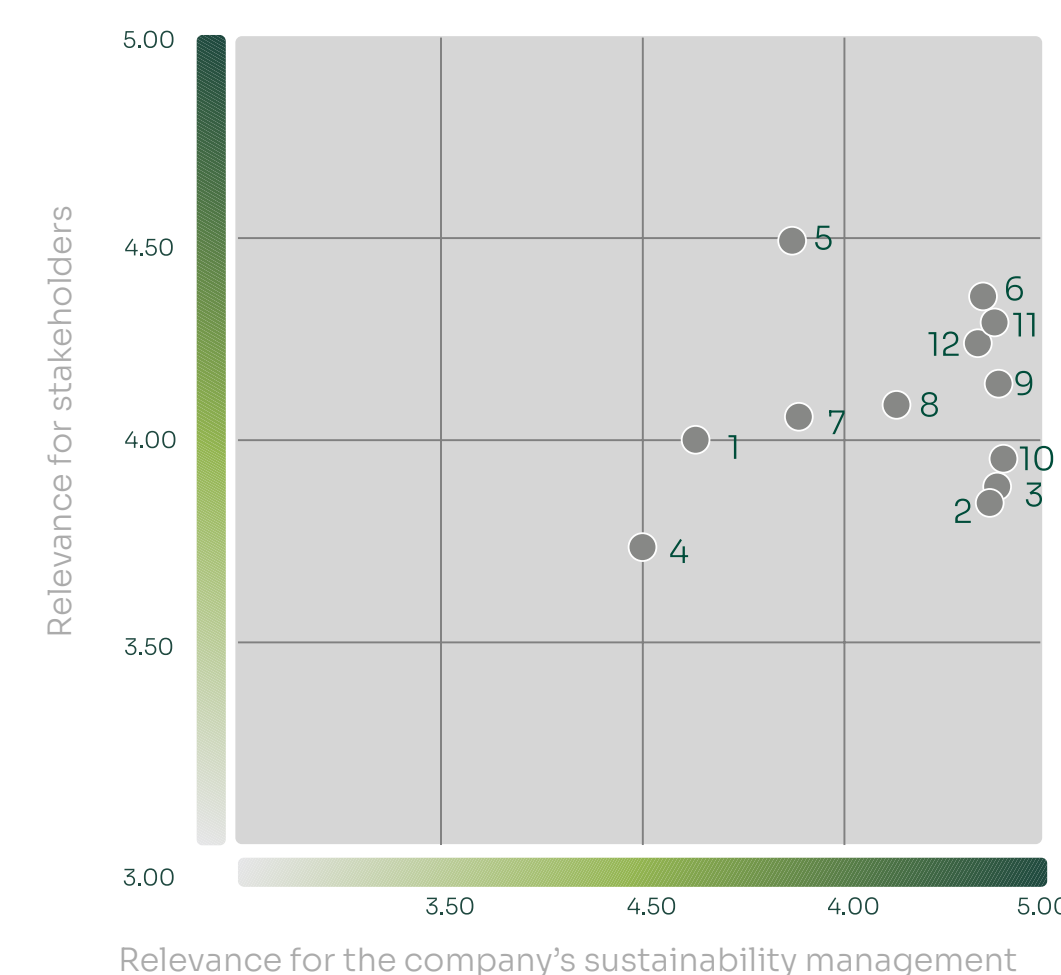
- Step 1:** Identification of issues to prioritize.
- Step 2:** Identification of stakeholders to be consulted.
- Step 3:** Stakeholder consultation for each operation.
- Step 4:** Prioritization.
- Step 5:** Validation.

Based on stakeholder consultations, the company vision and the sustainability strategy of Mineros S.A., twelve material issues have been selected and rated according to their relevance in the materiality matrix.

7.5.

Materiality matrix

GRI 3-2



- AM1** Employment generation.
- AM2** Economic and social development of artisanal miners.
- AM3** Procurement and provision of local goods and services.
- AM4** Creation of local economic alternatives.
- AM5** Ethics and transparency.
- AM6** Investment and social development.
- AM7** Management of environmental impacts.
- AM8** Protection and efficient use of natural resources.
- AM9** Environmental risk management
- AM10** Reclamation of areas intervened by mining.
- AM11** Occupational health and safety.
- AM12** Respect for Human Rights.

GRI 3-2

The materiality analysis is updated every two years and the next update will be in 2024. In 2023 we updated our corporate sustainability strategy, reaffirming our connection with the higher purpose of working for the wellbeing of all, reviewing our sustainability commitments and updating the strategic axes in accordance with new ESG trends.

Financial materiality criterion for the disclosure of environmental, social and climate impacts:

We quantify the environmental, social and climate impacts that may affect the company and disclose them according to a financial materiality criterion.

Financial materiality is defined as the significant influence that an item or transaction can have, either quantitatively or qualitatively, in an entity's financial statements. This influence is such that the omission or inaccuracy of such elements could affect the economic decisions of the users of financial reports. In determining materiality, we consider critical aspects of the financial statements that are particularly relevant to users, taking into account specific quantitative factors and circumstances. These factors include, but are not limited to, the nature and size of the entity, its stage in the life cycle, the industry and the economic environment in which it operates, the nature of ownership and sources of funding, as well as the volatility of the relevant benchmarks.

In this context, we have chosen to focus specifically on pre-tax profit as our main benchmark for determining materiality. In setting this benchmark, we select a percentage limit based on key factors such as the number of shareholders, the level of indebtedness, the company's risk exposure, the structure of the corporate group and compensation linked to financial performance. This approach ensures that quantified and disclosed impacts adequately reflect the pre-tax profit-based financial materiality criterion, thereby providing a sound basis for business decisions and strategies.

7.6.

Sustainable Development Goals

Our alignment as an organization with the Sustainable Development Goals (SDGs) supports our efforts to advance in our commitment to become a responsible mining company for the well-being of all. These are the SDGs with which we align ourselves in all areas and processes of our management:





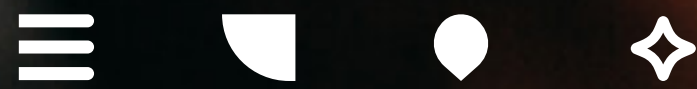
**Positive
transformation,**
from within

“For me, the highlight of this photograph is the symbol of our company, and in the background there is one of the most important processes and one of the friendliest to our environment, energy generation through water. Our company and our processes care about our flora and fauna since we are committed to the care of our environment. ”

Photo and text: Eddy Javier Rios Castro
Hemco Mineros Nicaragua

**HUELLA
POSITIVA** 
CONCURSO DE
FOTOGRAFÍA





ECONOMIC DEVELOPMENT

CHAPTER 8



8.

ECONOMIC DEVELOPMENT

Corporate risks:

- RC2 - Legal, social, political and/or economic instability
- RC3 - Failure to acquire and integrate new mining projects
- RC5 - Damage to Mineros' reputation
- RC6 - Inadequate management for replacement or growth of production
- RC9 - Risk of fraud or corruption related to gold production and reporting
- RC10 - Failure of information systems due to cyber attacks
- RC11 - Failure to maintain or replace critical infrastructure
- RC14 - Non-compliance with legal requirements
- RC15 - Inadequate financial and cost management
- RC16 - Price volatility or loss of commodity relevance
- RC19 - Inflation risk
- RC20 - Failures in the management of ESG criteria required by stakeholders

Material Issues: AM1 Employment generation, AM2 Artisanal mining economic and organizational development, AM3 Procurement and supply of local goods and services, AM4 Procurement and supply of local goods and services, AM5 Procurement and supply of local services.

Standards: GRI 2-7, 2-8, 3-3, 201-1, 203-1, 204-1, 207, 301-1, 403-7, 414-1 SASB EM-MM-210a.3.



8.1. Management approach

GRI 3-3a

The proper performance of our business generates value for all our stakeholders. We seek profitable growth under legal compliance and the highest standards that guide the exercise of responsible mining, to optimize results in an equal manner for all those who are part of our value chain, to reduce negative impacts to the minimum possible and to maximize local development opportunities.

GRI 3-3a, b

We are an example of mining done well, demonstrating that our sector is fundamental for the sustainable development of the territories, that we can contribute to the strengthening of the institutional framework of the states, and that we generate productive linkages that go beyond our value chain. The presence of legal and committed mining organizations is a fundamental factor in guaranteeing the peaceful and sustainable coexistence of all actors in the lands where mining is a subsistence economic activity.

GRI 3-3c

In order to be a benchmark for responsible mining, we have the following policies and commitments, among others:

- Code of Ethics
- Corporate Policy for the Prevention of the Risks of Money Laundering, Financing of Terrorism and Financing and Proliferation of Weapons of Mass Destruction
- Corporate Policy on Combating Bribery and Corruption
- Sustainability Policy
- Hiring Policy
- Human Rights Policy
- Talent Management Policy

Learn more about the policies that govern the development of our business at this link:
<https://mineros.com.co/en/the-company/corporate-governance>

GRI 3-3f

Stakeholder engagement is an inherent element of the legal and proper performance of mining operations. Through the different associations and communication channels with shareholders, communities, government entities, suppliers, among others, we receive permanent feedback that strengthens the monitoring mechanisms of the different management plans.

Milestones 2023



In **business performance**, we optimized the generation of economic value despite market challenges, successfully completing operations of great relevance to the company's financial sustainability.

In **sourcing practices**, we strengthened macroeconomic risk management mechanisms in the supply chain.

In the **Bonanza model for artisanal mining** in Nicaragua, we made progress in the implementation of the occupational health and safety model.

Future challenges



In **business performance**, to advance in the identification of opportunities to materialize our vision of profitable growth by 2025.

In **sourcing practices**, to advance in the implementation of guidelines on related obligations in all geographies.

In the **formalization of mining** in Colombia, to continue with the consolidation of the model implemented by Mineros Aluvial.

Main economic results 2023:

Colombia and Nicaragua operations

Revenues



Consult the main results of our management here:
<https://mineros.com.co/en/investors/financial-reports>

Economic value generated and distributed

GRI 201-1 GRI 203-1

The Company compiles its economic performance information using figures from its audited financial statements, in order to reflect to its shareholders its economic performance in relation to the generation of results, allocation of resources in obligations related to operating costs, defined benefit plans, financial assistance, obligations with shareholders, among others, and amounts not distributed to its shareholders.

Economic value created

Represents earnings generated with own and financed resources that were used during the year by the Company, before interest and taxes. This includes all income obtained by the Company during the year, such as operating income, participations in associates, impairment recoveries, among others.

	Thousands USD
Revenues	447.290
Participation in the results of associates	-117
Assets disposal, net	0
Other income	6.104
Financial income	1.409
Revenue (1)	454.686

Economic value distributed

The Company presents an account of how it allocated resources generated during the year to cover its operating and non-operating needs. This measure includes mainly direct mining costs, payroll costs and expenses, taxes, dividends paid, among others.

	Thousands USD
Direct mining costs (does not include payroll costs)	(199.823)
Taxes and royalties ⁽³⁾	(12.060)
Services ⁽³⁾	(9.012)
Miscellaneous ⁽³⁾	(358)
Assumed taxes ⁽³⁾	(545)
Payroll costs ⁽³⁾	(46.340)
Payroll expenses ⁽³⁾	(7.006)
Other expenses ⁽³⁾	(10.053)
Exploration expenses ⁽³⁾	(6.092)
Financial expenses ⁽³⁾	(220)
Difference in net exchange	(6.768)
Interest ⁽⁴⁾	(8.731)
Dividends paid ⁽⁵⁾	(20.519)
Community support and social management ⁽⁶⁾	(3.126)
	(324.401)

Retained economic value

The Company presents to its shareholders through the sustainability report, the amounts retained during the year that were not subject to distribution such as reserves; and depreciation and amortization of assets.

	Thousands USD
Depreciation	43.665
Amortizations	1.434
Reservations	233.652
	278.751

Notes:

- (1) Amount includes income determined based on revenues generated, according to the audited Consolidated Statements of Income.
 (2) Direct mining costs are determined based on the costs incurred by the Group in the operation, according to the audited Consolidated Statements of Income. These do not include payroll costs, depreciation and amortization, or taxes.
 (3) Corresponds to costs and expenses incurred during the year, according to the audited Consolidated Statements of Income.
 (4) The amount includes interest accrued during the year, taken from note 15 of the audited Consolidated Statements of Income.
 (5) Includes the total amount of dividends paid to shareholders during the year, according to the audited Consolidated Statements of Cash Flows.
 (6) The balance includes expenses incurred in support of the different communities in different aspects such as: works, activities of community action boards, equipment and expenses of social coordinators, education, community development, cultural programs, patron saint festivities, training and mining awareness programs, sports programs.

8.2. Taxation

GRI 207-1 GRI 207-2

Mineros has a Financial Vice-Presidency with extensive knowledge of tax matters, which understands and analyzes, depending on the jurisdiction, the current tax regulations and fully complies with the requirements for the preparation of the different taxes at the national, regional and local levels. In this way, the company complies with the guidelines of the tax authorities and its objective of tax and financial efficiency.







GRI 207-3

The Group complies with the taxes stipulated for companies in the sector. The contributions made to national, regional and local state entities in Colombia, Nicaragua and Chile correspond to tax payments, royalties and other contributions and constitute a direct support to the economic and social development of each country, to the progress and welfare of the communities and regions in which we carry out our mining operations.

GRI 207-4a GRI 2074c













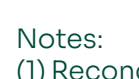
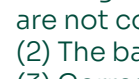

The following information covers the period from January 1, 2023 to December 31, 2023 for our tax jurisdictions of Colombia, Nicaragua, Chile, Canada and the Netherlands:

GRI 207-4b

	NAME OF RESIDENT ENTITIES	STATUS	MAIN ACTIVITY
	MINEROS S.A.	ACTIVE	HOLDING COMPANY
	MINEROS ALUVIAL S.A.S. BIC	ACTIVE	ALLUVIAL GOLD MINING
	NEGOCIOS AGROFORESTALES S.A.S.	ACTIVE	BIOLOGICAL ASSET MANAGEMENT
	COMPAÑÍA MINERA DE ATACO S.A.S.	ACTIVE	UNDERGROUND GOLD MINING
	HEMCO MINEROS NICARAGUA S.A.	ACTIVE	HOLDING COMPANY AND UNDERGROUND GOLD MINING COMPANY FOR OPERATIONS IN NICARAGUA
	VESUBIO MINING S.A	ACTIVE	UNDERGROUND GOLD MINING

GRI 207-4 2.3.4








Payment of other taxes

	PAYMENT OF OTHER TAXES Thousands USD
 Predial, bearing and seals	56
 Tax on gold, silver and platinum	5.956
 Royalties	2.971
 Industry and commerce	416
 Environmental fees	690
 Other - Financial transactions	763
 Other - VAT (Value Added Tax)	3.178
 Other - Consumption	5
 Others	400
 Predial and Bearing	2.044
 Royalties	1.668
 Others -VAT (Value Added Tax)	874
 Other - Customs	1.019
 Other - Carbon dioxide and fuel	1.241
 Others	400





Notes:
 (1) Reconciles to note 9 of the Consolidated Financial Statements. A difference of USD 1,643 is generated, corresponding to USD 1,154 for compliance in hedging operations, USD 405 for royalty payments from the Operator and USD 854 for administrative charges from Minas Argentinas. These items are not considered sales to third parties as required by the standard.
 (2) The balance of Property, Plant and Equipment and Inventories was taken into account.
 (3) Corresponds to income for the taxable year 2022 to be presented and paid in 2023.
 (4) Corresponds to the income tax provision accrued in 2023, reconciled to note 22.1.2 of the Financial Statements "Income Tax".

Mineros makes annual reports in accordance with the Extractive Sector Transparency Measures Act (ESTMA).

Access to the reports in this link:
<https://mineros.com.co/en/Investors/Financial-Reports>





	NAME OF RESIDENT ENTITIES	STATUS	MAIN ACTIVITY
	ROSITA MINING S.A	ACTIVE	UNDERGROUND GOLD MINING
	NEW CASTLE GOLD MINING S.A.	INACTIVE	INACTIVE
	ROCA LARGA MINING S.A	INACTIVE	INACTIVE
	DISTRIBUIDORA CARIBE NORTE, S.A.	INACTIVE	INACTIVE
	MINERALES MATUZALEN S.A.	ACTIVE	UNDERGROUND GOLD MINING
	MINEROS CHILE SPA	ACTIVE	HOLDING COMPANY
	MINEROS CHILE RENTISTAS DE CAPITALES LIMITADA	ACTIVE	HOLDING COMPANY
	MINEROS CANADA (INC)	ACTIVE	CORPORATE SERVICES
	MINEROS ARGENTINA HOLDINGS BV	ACTIVE	HOLDING COMPANY

GRI 207-4b

	THIRD PARTY SALES REVENUE -Thousands USD (1)	TANGIBLE ASSETS - Thousands USD (2)	PAID INCOME IN 2023 - Thousands USD (3)	TAX ON ACCUMULATED PROFIT - Thousands USD (4)
	188.715	127.440	24.673	25.963
	256.932	135.822	15.160	15.771
	USD 0	USD 0	USD 0	USD 216
	USD 0	USD 0	USD 0	USD 0

GRI 207-4 2.3.2

Tax withheld and paid on behalf of employees

	TAX WITHHELD AND PAID ON BEHALF OF EMPLOYEES Thousands USD
	1.448
	2.433
	0
	0

8.3. Employment generation

GRI 3-3b

The generation of quality direct and indirect employment promotes the economic development in the areas of influence of our mining operations.

The jobs generated by our activities foster local consumption, improves the quality of life for families and the transmission of good social and environmental practices in areas dedicated to mining.

GRI 2-7

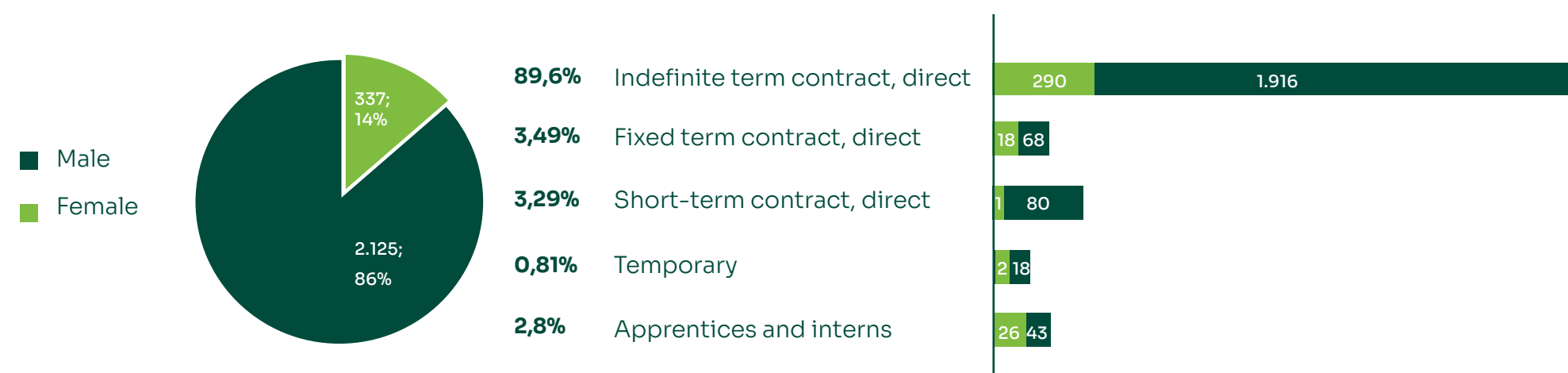
SASB EM-MM-000.B

Our employees

Personnel as of December 31, 2023



*Mineros S.A. (corporate) has its headquarters in Medellín. Hence, in Colombia work 1.053 people.



SASB EM-MM-000.B GRI 2-8

In addition, at the end of 2023 we had 1.902 contractors in all our facilities complying with national standards and policies established by the company.

8.4. Sourcing practices

8.4.1.

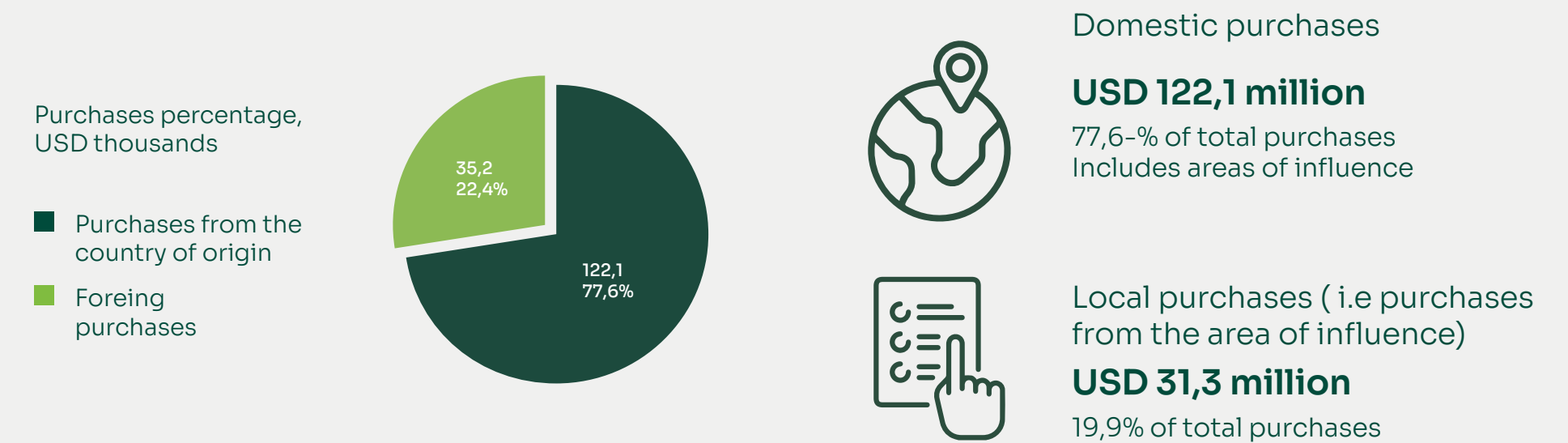
Local purchases

At Mineros, we give priority to the acquisition of domestic goods and services, especially from the regions where our mining operations are located.

GRI 204-1 GRI 3-3e

Proportion of spending on local suppliers

In 2023, we purchased a total of US \$157.3 million from our suppliers. Of these purchases, 77.6% came from the country where our operations are located, and we acquired a total of US \$31.3 million from suppliers in our areas of influence.



* See chapter 9.1. Mineros defines “local” as the area of influence of each operation.

GRI 3-3e

At Mineros Colombia, we have promoted purchases from suppliers of goods and services in our area of influence, including rural associations and Community Action Boards (*Juntas de Acción Comunal*). We hire national suppliers for general services such as security, food, cleaning and general services, with the guarantee of maintaining local labor.

In order to guarantee the timely delivery of materials, we have migrated to consignment inventory businesses or commercial agreements with direct representatives of maintenance, repair and operating materials, and therefore do not depend on imports. For original equipment manufacturing, we have direct negotiations to guarantee timely responses to requirements both in quotations and in the manufacture and dispatch of materials.

Nicaragua is a highly importing country; therefore, and due to the nature of the extraction process, Mineros Nicaragua is oriented towards imports of critical products. However, the company has formed alliances with suppliers in the region for the provision of labor, civil works and specialized services.

8.4.2. **Supply chain assessment**

GRI 3-3e GRI 403-7

Our business relationships are governed by compliance with the regulations of the countries where we operate and the policies and management mechanisms defined by the organization regarding sourcing. We include clauses in our contracts that require compliance with best practices in social management, environmental management, occupational health and safety and respect for human rights, aligned with our Sustainability, Human Rights and Contracting policies.

At the corporate level, Mineros has designed a system that allows the identification, monitoring and follow-up of the main obligations to be fulfilled by our third parties in the different Legal, Environmental and Occupational Health and Safety components, which contributes to the viability of operations and risk management related to the proper compliance with the requirements by our third parties and contractors as part of our due diligence.

The follow-up of the related obligations of third parties is a transversal process in Mineros' companies, involving several areas of the organization, as well as several stages of the relationship with the third party: from selection and onboarding, contracting, follow-ups during the contractual relationship, closing of the contract and evaluation of the supplier.

In each of the stages, activities have been established to monitor compliance with the main obligations of the third parties that work with our companies, with the purpose of promoting compliance in our supply chain with the applicable local norms and standards in the following topics:

- Prevention of money laundering and financing of terrorism, prevention of bribery and corruption,

- Labor practices: compliance with labor laws, decent working conditions, freedom of association and collective bargaining, equality in employment and work, and international standards that include the rejection of child labor and forced labor,
- Social responsibility, environment, occupational health and safety,
- Human Rights.

SASB EM-MM-210a.3.

The model has been designed on the basis of prevention and management of the potential risks arising from our economic activity and geographical scope. We take as a reference, inter alia, the Organisation for Economic Cooperation and Development (OECD) Due Diligence Guidance for responsible supply chains of minerals from conflict-affected and high-risk areas.

The process is oriented to comply with obligations of third parties, suppliers or contractors, and occurs progressively and gradually in Mineros companies, associated with the cycle of monitoring, evaluation and continuous improvement defined in internal policies.

In 2024, we will continue to roll out and implement the related obligation assessment system in all of our geographies.

GRI 3-3e

Supplier Environmental Assessment: Mineros Colombia

GRI 308-1

In 2023, 42 new suppliers participating in 8 bidding processes were evaluated. The evaluation of the Environmental Management System included the main criteria: leadership, planning, support, documented information, operation, performance evaluation, internal audit, management review and environmental permits.

The main requirements assessed include:

- Records of environmental inductions and re-inductions.
- Implementation of strategies for execution and monitoring of environmental programs: PUEAA and MIRS.
- Promotion strategies and environmental training for active personnel.

- Monitoring of environmental performance.
- Strategies for quantification of environmental risks and updated matrix of environmental legal obligations.
- Inspection form for order and cleanliness.
- Environmental Legal Requirements Matrix
- Matrix for identification of environmental aspects and impacts according to the activity and services provided.
- Procedure for reporting accidents and environmental incidents with defined responsibilities.
- Evidence of implementation of legal requirements in accordance with ISO 14001:2015.
- Environmental policy aligned with sustainable strategies (promoting responsible consumption, implementing the 3Rs and promoting environmental education).
- Roles and responsibilities of the Environmental Management System.
- Annual Work Plan of the Environmental Management System aligned with sustainability strategies (control of environmental aspects and impacts).
- Emergency preparedness and response plan.
- Suitable personnel with a professional profile for the development of the service.

GRI 308-2

Twenty-four (24) of the forty-two (42) suppliers participating in the purchasing processes complied with the requirement to provide their organization's Environmental Hazards and Aspects Matrix. This tool can be used to identify, evaluate and manage the environmental impacts that may arise from its activities.

The verification carried out allows determining that there are no significant negative environmental impacts. Additionally, the relevance of the controls established by the external parties for the management of the impacted parties was corroborated, the criteria evaluated include:

- Identify and evaluate: identification and assessment of environmental impacts associated with the company's operations.
- Prioritize: classification of environmental risks and aspects according to their

probability of occurrence and severity, which allows the company to prioritize those that require immediate attention.

- Make informed decisions: clear view of the most significant environmental risks and issues, which helps the company make informed decisions on how to manage them.
- Implement preventive measures: implementation of preventive and corrective measures to mitigate or eliminate hazards and minimize environmental impacts.
- Regulatory compliance: Compliance with applicable environmental regulations and standards.

GRI 3-3e

Supplier Social Assessment: Mineros Colombia

GRI 414-1

In 2023, 85% of Mineros Colombia's new suppliers were evaluated on criteria such as child labor, occupational health and safety, forced or compulsory labor, and employment generation.

GRI 414-2

Mineros Colombia conducts evaluations by the communities in the company's area of influence to measure the level of satisfaction with the service or goods provided by the supplier. In 2023, 682 suppliers were evaluated for social criteria, 79% of the operation's total suppliers.

Ambassadors of Progress

Ambassadors of Progress is a program created by Mineros Colombia in 2020 to implement fair trade practices and develop suppliers in the area of influence in nine business lines that will allow them to be more competitive and diversify their income. The company promotes different projects that cover both the production lines required by the supply chain, as well as projects that seek to reduce multidimensional poverty among suppliers in the company's area of influence.



8.5. **Artisanal and Small-scale Mining (ASM)**

GRI 3-3a

Promoting formalization in the territories where we operate strengthens the implementation of good environmental practices, the elimination of child labor, the operation of occupational health and safety standards, the creation of quality employment, and the establishment of spaces for dialogue and consensus. Legal mining is conducted in a coordinated and planned manner for the well-being of all stakeholders.

For this reason, at Mineros we participate jointly with governments in actions that contribute to extending the reach of responsible mining, through formalization models in Colombia and Nicaragua that are based on an understanding of local territorial dynamics.

8.5.1.

Formalization model of Mineros Colombia

GRI 3-3 d

Mineros Colombia has been working on a collaborative model that allows industrial and formalized mining to work together through contracts with third parties. This model in 2023 generated 764 jobs (191 direct, 573 indirect). Miners operating under the model, formerly illegal, now pay taxes and royalties and operate in compliance with the Company's environmental and labor standards.

The formalisation model is based on three pillars:



- **Opportunities for traditional mining:**
Coexistence, formalization, compliance
- **Fiscal and environmental responsibility:**
Environmental, labor, Human Rights, Shared Value
- **Binding participation:**
Value Connections, Sponsorships in the Area of Direct Influence with each Unit, Job Security



- Mercury-free operations.
- Local employment generation with all social benefits.
- Support to communities near the operation sites of formalized PSUs.

8.5.2.

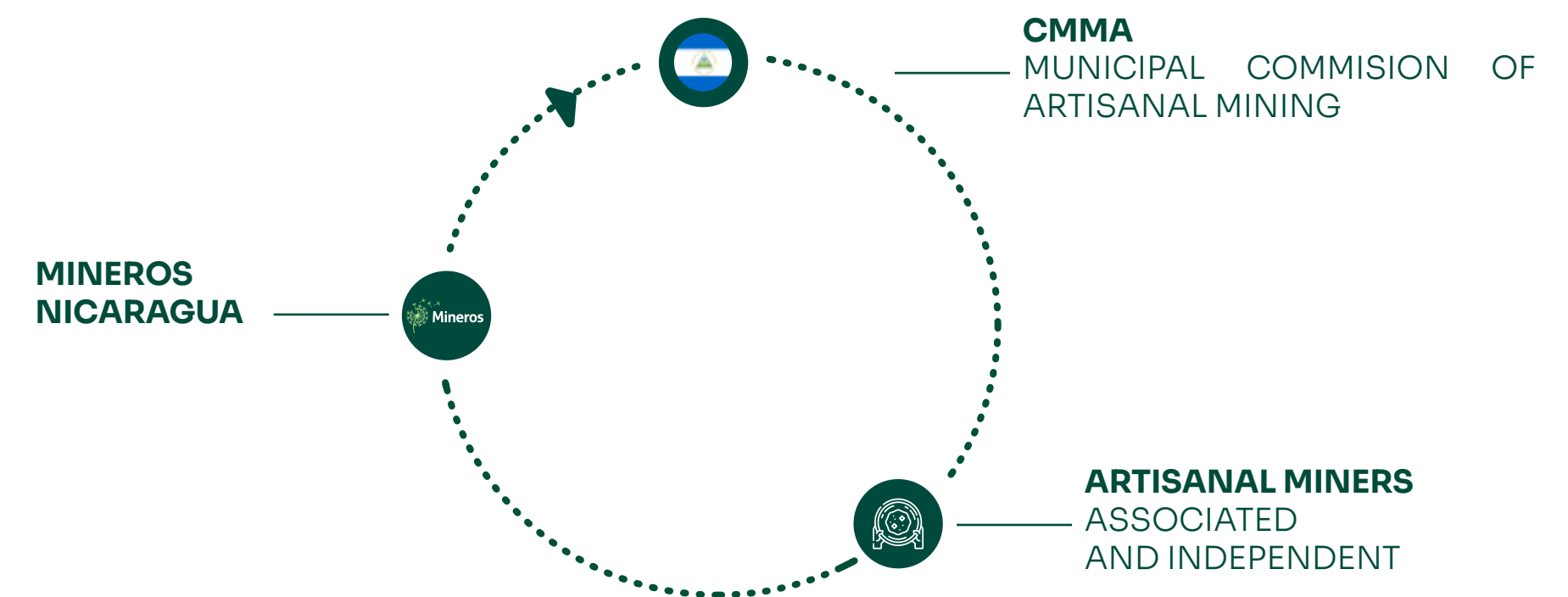
Bonanza Model for Artisanal Mining in Nicaragua

GRI 3-3d

The Bonanza Model for Artisanal Mining operates in the municipalities of influence within HEMCO's concession, and includes the purchase and industrial processing of ore. Through this model we promote the generation of shared value, reducing social conflict, allowing the sustainable growth of the operation and improving the living conditions of artisanal miners.

GRI 3-3f

The Model is based on the inclusion and participation of all actors in the mining chain, and is therefore strategic for the economic growth of the artisanal sector, the company and the community. The links in this chain are made up of the following:



The CMMA functions as a governing body through which the government ensures the supervision and coordination of the actors involved in artisanal mining. Artisanal miners form collectives, i.e. groups of three or four people who extract at specific points and must comply with the standards of the model. These collectives can be independent or associated in cooperatives.

Pillars of the model

01. LEGAL STABILITY AND REGULATION

Allows issues related to the updating and verification of data of active artisanal miners to be properly addressed.

02. OCCUPATIONAL SAFETY AND ENVIRONMENT

The model promotes mining with practices that guarantee the health and safety of artisanal miners, as well as care for the environment.

03. SUSTAINABLE RECOVERY AND PROCESSING

Guarantees environmentally responsible recovery and processing and offers better conditions for the collection and processing of minerals.

04. ECONOMIC AND SOCIAL STRENGTHENING

Allows the development of social programs and initiatives for the benefit of artisanal miners and the community where the model is developed.

The model currently comprises approximately 6,000 miners associated in 1,578 collectives (groups of 3 or 4 people). By the end of 2023, 3,533 miners in the model (58%) have life and accident insurance.



Artisanal mining safety model

Hemco Mineros Nicaragua's safety model aims to reduce accidents in artisanal mining to a minimum by protecting and guiding artisanal miners on safety and risk management issues.

Among the lines of work that have been implemented in the model are: inspection programs, training for miners on risk identification and generation of controls, awareness of access to life and accident insurance, and innovation with safer and more accessible methods for mineral extraction.

Some of the outstanding results of the model are: the creation of networks of artisanal miner inspectors, the increased participation of women and the implementation of safer winches. The model promotes teamwork as a central element in risk minimization.

Learn more about the safety model for artisanal mining in the link :

<https://www.youtube.com/watch?v=-SekGRfjuus>



Photo taken by: **Eddy Javier Ríos** / Hemco Mineros Nicaragua



Economic development

“Every color is a story. Stories of hands that work the land taking care and cultivating the brightness of its interior. Stories of minerals which, from their sources, bring well-being to the regions. Stories of families that found in well-done mining, a way of progress and development in harmony with nature.”

Photo and text: Beatriz Villa Valencia

Mineros S.A.

**HUELLA
POSITIVA** 
CONCURSO DE
FOTOGRAFÍA

S O C I A L M A N A G E M E N T

CHAPTER 9



9. SOCIAL MANAGEMENT

Material Matters: AM4 Generation of local economic alternatives, AM6 Social investment and development

Standards: GRI 3-3, GRI 413-1, GRI 413-2, SASB EM-MM-210b.1

Corporate Risks:
 RC1 - Opposition to mining activity
 RC2 - Legal, social, political and/or economic instability
 RC4 - Difficulties in obtaining and maintaining licenses and permits to operate
 RC5 - Damage to Mineros' reputation
 RC8 - Deterioration of public order in areas of influence
 RC14 - Non-compliance with legal requirements
 RC20 - Failures in the management of ESG criteria required by stakeholders



9.1.

Management approach

GRI 3-3a

Our Social License to Operate is granted by the communities in our areas of influence. Thanks to the trust we have built over the years, the communities enable the continuity of our operations and are a reference of the management and positive transformation that Mineros generates in the territories.

Our local communities

Our social management focuses on the communities in the area of influence, namely:

- Colombia: in the *Bajo Cauca Antioqueño* subregion, in the urban and rural areas of the municipalities of El Bagre, Zaragoza, Caucasia, Nechí and Anorí.
- Nicaragua: in the urban and rural communities of the city of Bonanza and the municipality of Rosita, Autonomous Region of the Caribbean Coast (RACCN).

GRI 3-3c

In order to strengthen our bonds of trust with local stakeholders, we are framed by the following policies and commitments, among others:

- Sustainability Policy
- Human Rights Policy
- Philanthropy Policy

Learn more about the policies that govern the development of our business at this link:

<https://mineros.com.co/en/the-company/corporate-governance>

GRI 3-3e

In addition, we have community engagement plans, social development programs and other mechanisms that guarantee the participation of communities in the performance of our activities, risk mitigation and the generation of positive impacts.

<p>Goals, objectives and indicators to assess progress</p>	<p>At the corporate level:</p> <ul style="list-style-type: none"> · Social investment · Social License to Operate Index · Attention to Petitions, Complaints and Grievances <p>At the local level:</p> <ul style="list-style-type: none"> · Operational progress · Progress on the Community Engagement Plan · Implementation of the social investment budget
---	---

GRI 3-3e

Milestones 2023:

- We allocated **US \$3.2 million** to our communities in the areas of influence.
- We attended **100%** of our Petitions, Complaints and Claims received through the local mechanisms.

Future challenges:

- Strengthen the integration and vision of social criteria in all areas and processes of the company.
- Strengthen the culture of Social Responsibility both within the organization and among all stakeholders.
- Leverage synergies between local and corporate (Ethics Line) Petitions, Complaints and Claims mechanisms.
- To increase the empowerment of women in the territory as agents of economic development and the culture of caring.
- Promote the generation of economic and professional alternatives for the youth of the communities.
- To act as an agent of truthful information on the social impact of formal and responsible mining in the territories.

GRI 203-1

Social investment

Our social investment is based on the commitments acquired in the Environmental Management Plans (PMA Colombia) and our support for the Urban Development and Management Plan (PODU Nicaragua).

In 2023, **\$3.2 million** was allocated to our local communities, distributed as follows:

Mineros Colombia	USD 1.831.624
Mineros Nicaragua	USD 1.329.637

9.2.

Community development programmes

GRI 413-1(iv) GRI 3-3d

Through community development programs, we seek to contribute to the development and well-being of the communities, increasing the installed capacity in the territory beyond mining. The programs we promote and support are related to:

- The generation of local economic alternatives;
- Improvement of urban and rural social infrastructure;
- The provision of quality education, the promotion of art, culture, sports and recreation;
- Community strengthening;
- Access to health services.

In 2023, we made progress in the execution of **73 programs** in these categories in Colombia and Nicaragua.

9.2.1.

Generation of local economic alternatives

We promote the productive diversification of communities, understanding the finite nature of mining activity. Our projects consider the competitive advantages of the region, develop the productive capacities of entrepreneurs and promote the creation and expansion of local markets.

In Colombia, we helped families belonging to farming communities and ethnic groups with technical-commercial support and the delivery of inputs in the following areas:

	Projects	COP million
Agriculture	4	38,7
Beekeeping	1	4,4
Pig farming	1	150
Poultry	7	47,6
Fish farming	5	21,3
River Transportation	1	27,2
Total	19	289,3

In Nicaragua, entrepreneurship programs are developed under the framework of the *Bonanza Emprende* Model and the soap-making project. The latter is made up of twelve businesswomen, employees, housewives or artisanal miners, and focuses on the development of skills for the manufacture and marketing of their products.

Bonanza Emprende Model

The Bonanza Emprende model aims to ensure the economic future of cooperatives and independent artisanal miners through the development of economic diversification projects, consulting and training in skills such as accounting and financial data analysis, leadership, business plan development, among others. The model currently promotes entrepreneurship projects in activities such as cocoa, bakery and livestock.

Learn more about the *Bonanza Emprende* model at the following link:
<https://www.youtube.com/watch?v=PCAhQRqVubg>



9.2.2.

Social infrastructure

We contribute to the generation of well-being through the strengthening of community infrastructure, based on the identification of the main needs of the community and in coordination with local governments.

In Colombia, we contributed COP 796.4 million in 32 projects, including the following:

- The indigenous settlement house in Puerto Claver, in the municipality of El Bagre, benefiting 215 families;
- Improvement of the road in Vereda Jala Jala, municipality of Zaragoza, benefiting 100 families;
- Construction of water intake and water networks in Vereda San Pedro Medio in the municipality of Nechí, benefiting 45 families;
- The community hut of Vereda Puerto Astilla, municipality of Nechí, benefiting 200 families;
- Provision of basic sanitation units in Vereda la Esperanza in the municipality of Nechí, benefiting 12 families;
- The sports plaque in Vereda Guamo Cuachí, municipality of El Bagre, benefiting 40 families

In Nicaragua, we allocated USD 252.6 thousand to various community infrastructure projects, including the construction of 200 linear meters of paving and tiling of neighborhoods, and preliminary actions to improve the drinking water system in the municipality of Bonanza.

9.2.3.

Community strengthening

We contribute to the development of management and response capacities of communities to strengthen their governance and resilience.

In 2023 we allocated COP 54.9 million to community strengthening activities in Mineros Colombia's areas of influence, such as support for Community Action Boards, health posts and educational centers.

In Nicaragua, we allocated around USD 243 thousand to actions to assist institutions, authorities, Municipalities, Indigenous Working Groups, among others. In addition, we supported government institutions with USD 84.5 thousand to provide security and disaster relief.

9.2.4.

Education, arts, culture, sports and recreation

We promote the acquisition of skills of young people in the communities, so that they can contribute with their interests and talents to the economic and social development of the territories.


In Colombia, we made progress on the project to provide internet access to the Rural Educational Center in the Vereda Usurá, municipality of Anorí.

In Nicaragua, we support through multiple programs and projects the education, sports and culture of children and young people in the areas of influence, among which the following stand out:

- **Quality Education - INATEC:** we support the technical careers offered in the municipalities, with the facility of a boarding school that includes lodging, food and school supplies. Technical careers that are related to the economic development of the municipality and its potential.
- **The Bonanza Municipal Library:** we support the maintenance activities of the existing infrastructure and the improvement of the quality of the services provided, as well as the development of cultural, artistic and reading promotion activities.
- **Culture:** contribution in the construction of the municipal auditorium, and in the development of music programs, recitals and painting events.
- **Sports:** support for baseball teams (Mineros del Caribe, Pescadores del Caribe, Gigante Zelaya), the Atlantic Series and the rural league in Bonanza. We develop recreational programs for children and contribute to the rehabilitation of neighborhood courts.

Bonanza Municipal Library

The Bonanza Municipal Library is considered a local heritage site, open to the public to promote reading and culture. It is administered by the Bonanza mayor's office with financial support from Hemco Mineros Nicaragua, as part of the development and improvement agreement for the municipality included in the Urban Planning and Development Plan.



Learn more about the library at this link: <https://www.youtube.com/watch?v=BuGgQwKtRzc>

Donations

Mineros makes financial contributions to different causes that promote positive transformation in different communities in the region. In 2023 the company allocated **USD 1.1 million.**

9.3.

Participation plans and consultation mechanisms

GRI 413-1(v, vi) GRI 3-3d GRI 3-3f

Our actions are endorsed by our stakeholders through participation, relationship and consultation mechanisms.

In Colombia we have a relationship plan where we monitor the criticality, prioritization and periodicity of the relationship with the communities. The plan is based on a differential approach, since there are ethnic groups (Afro and indigenous councils) in the area of influence of the operation.

Mineros guarantees the access of communities and ethnic groups to the fundamental right of Prior Consultation guaranteed by Colombian law. The National Directorate for Prior Consultation determines whether consultation mechanisms are required when a project, work or activity arises. In 2023, no prior consultations were carried out as there were no modifications to the Environmental Management Plan.

In Nicaragua, we have four stakeholder consultation committees that meet at least once a month: Trade Unions, Municipal Artisanal Mining Commission, Joint Health and Safety Commission, and Epidemiological Surveillance Committee. In addition, Mineros Nicaragua is currently in the consultation process for its projects:

- **Rosita-Bonanza Power Line:** the project has the social endorsements of two Mayangna indigenous communities, one from the Tuahka territory and the other from the Matumbak territory.
- **Porvenir:** we initiated a community relations process, setting up sectoral workshops to carry out collaborative work among the different stakeholders.
- **Tailings dams:** We initiated a relationship process for the measurement of properties and purchase of land that would allow the expansion of the San José Tailings Dam.

Our operations in Colombia and Nicaragua communicate the results of environmental impact studies to the communities in the areas of influence.

9.4.

Formal complaint and grievance procedures

GRI 413-1(viii) GRI 3-3d GRI 3-3f GRI 2-25

In addition to the Ethics Line, the operations have locally positioned Petitions, Complaints and Claims (PQR, by its Spanish acronym) mechanisms, which have formal processes for their treatment and the potential enabling of remediation actions.

Attention to complaints and claims in 2023:

Attention to complaints and claims	Total	Colombia	Nicaragua
Complaints and claims closed	25	16	9
Pending complaints and claims	0	0	0
Total complaints and claims	25	16	9

In Colombia, PQR and requests sent in writing must be entered and filed through the Archive process, even if they are received by the social coordinators. If the PQR and requests are made by a different means, the community's complaints and claims registration form must be filled out and registered in the system generated for this purpose.

PQR and requests must be systematized, analyzed and answered by the related areas of the company, which counts on seven (7) calendar days to respond and, from the response, thirty (30) days to close the complaint or claim.

During the analysis and processing of the complaint or grievance, the investigating team should identify root causes or organizational factors, as well as define decisive actions, with responsible parties and dates, to prevent similar incidents from occurring in the future. For this purpose, the incident investigation procedure will be carried out, involving the relevant areas, according to the risk rating.

The effectiveness of the actions taken is verified according to the following criteria: recurrence, degree of impact and generation of new opportunities for improvement in the processes. In the case of impacts generated by direct contractors of the company on communities or third parties, the legal area is redirected to advance the processing of claims against contractors.

Likewise, Mineros Nicaragua has formats and mechanisms for the physical reception of PQR. After receiving a request or complaint, the situation is verified with the person who submitted the request, the corresponding investigation is carried out with the related processes, and agreements are reached and reported to the affected person or the community through its leaders.

Local PQR processes are built based on the specificities of the local reality and the particular ways of relating to the environment. In 2024 and in light of the update of our human rights due diligence processes, we will delve deeper into the ways in which local mechanisms and the ethical line can find synergies that favor investigation, escalation and potential remediation to community members.

9.5.

Social and environmental impact assessments

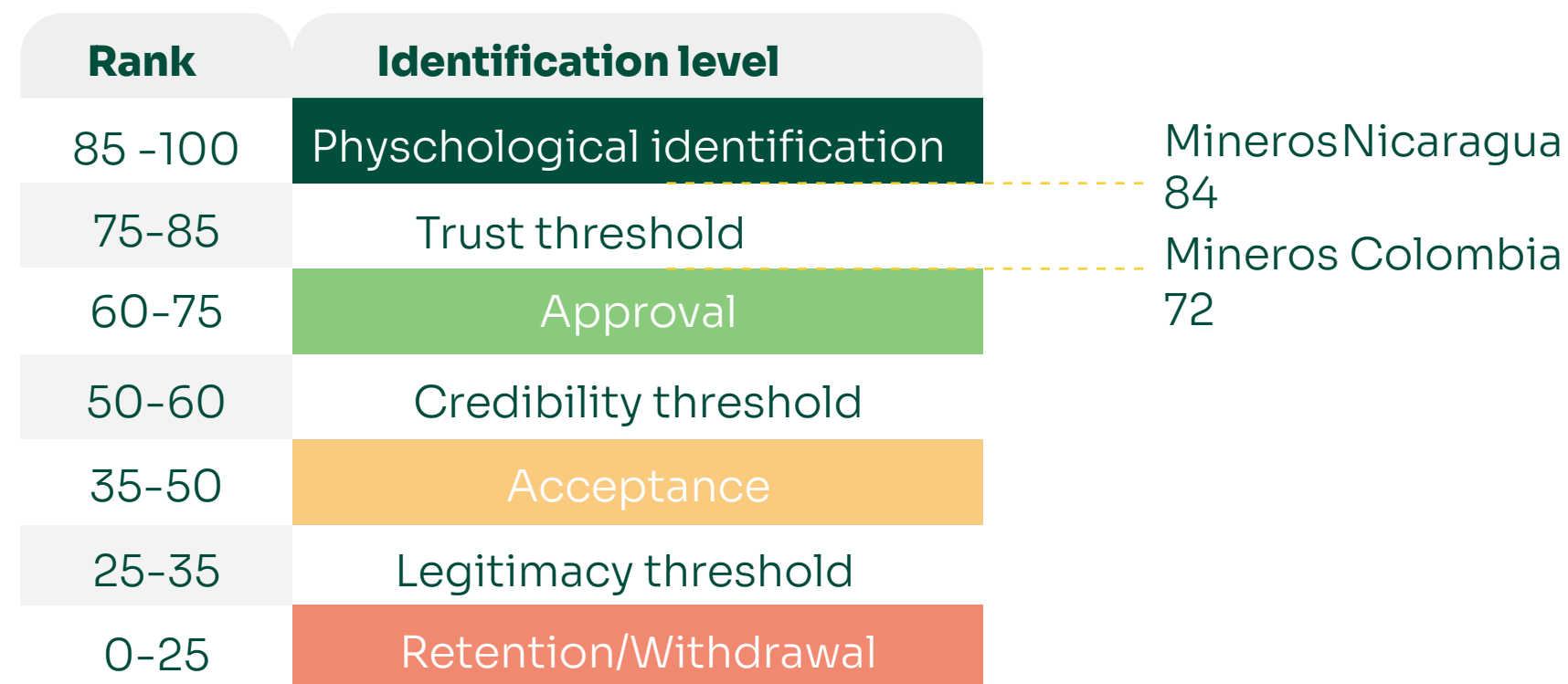
9.5.1.

Measuring the Social License to Operate

GRI 413-1(i, ii, iii) GRI 3-3d GRI 2-25

To monitor our social license, Mineros consults with its stakeholders at least every two years. We measure our social license to operate using the model proposed by Thomson and Boutilier, according to which license is defined as a community’s perception of the acceptability of a company and its local operations.

The company’s latest social license review process began in the first half of 2022 for Nicaragua and at the end of the year for Colombia and the results were socialized in 2023. The results showed that operations are above approval levels, and provided guidelines for action plans.



In addition to this measurement, periodic measurements are taken in the operations to guide the local relationship plans.

Based on the latest consultations, the local complaints and claims mechanisms were improved, establishing more detailed procedures and better documentation protocols.

9.5.2

Environmental and social risk analysis

GRI 3-3, b, GRI 413-2, SASB EM-MM-210b.1.

The following is a summary of the potential positive and negative impacts to local communities identified at our two mining operations:

Project	Potential impacts	Management actions
<p>Colombia Gold Mining Project in the Nechí River Basin, in the jurisdiction of the municipalities of El Bagre, Zaragoza, Caucasia, Anorí and Nechí.</p>	<ul style="list-style-type: none"> Changes in population dynamics. Generation and/or alteration of social conflicts. Temporary revitalization of the local economy. Increase or decrease in municipal revenues. Improved quality of life. Alteration in the provision of public services. Change in the productive activities of the primary sector. Changes in the social organization of the community. Increase or decrease in municipal revenues. Improved quality of life. Increase in morbidity. Alteration in the provision of public services. Increase in the generation of liquid, ordinary solid and hazardous waste. Increase in royalties. Increase in the supply of employment. Change in land use. Change in population dynamics. Relocation of basic wildlife and soil services. Alteration of mobility Modification of accessibility, mobility and local connectivity. 	<ul style="list-style-type: none"> Support to communities through inter-administrative management Interinstitutional articulation workshops Diagnosis with presidents and leaders of organizations. Strengthening trainings. Relations with ethnic groups Construction and updating of stakeholder database. Informative meetings with communities and stakeholders before and during the operation stage. Registration and attention to PQRS: Attend to petitions, complaints, requests and claims - PQRS - related to damages to public and private property during the construction and operation of the project and close them with the corresponding minutes. Monitoring and follow-up of possible impacts on third parties and infrastructure. Socio-economic baseline of the area to be addressed. Background review and development of basic designs. Formalization of implementation agreements. Implementation and follow-up of the agreed productive alternatives. Entrepreneurship training. Land policy. Maintenance of channels and dams Pre-emptive signalling installation. Actions to ensure mobility.

Project	Potential impacts	Management actions
Nicaragua: Rosita-Bonanza Power Line Project.	<ul style="list-style-type: none"> The impact depends on what is found at each site: weeds, crops, among others. Through a PQR, there was evidence of an affectation to a water consumption pipe of an indigenous community. 	<ul style="list-style-type: none"> Site verification. Posting of findings. Mitigation and remediation actions. In the case of the pipeline, Mineros coordinated with the Community authorities and repaired the pipeline, closing down the PQR located.

9.6.

Mineros Foundation

In the year 2023, the Mineros Foundation focused its work on the strategic plan and, based on the educational diagnosis of Bajo Cauca prepared jointly with ProAntioquia, focused its contribution on education and the promotion of competitiveness. The Mineros Foundation's Educational Plan proposes to support the National Government's strategies for 2025, improve school attendance indicators in the municipalities and villages under Mineros' influence, and reduce the learning gaps in the rural areas of Bajo Cauca Antioqueño.

Learn more about the educational diagnosis of Bajo Cauca in the following link: <https://mineros.com.co/en/sustainability/fundaci%C3%B3n-mineros>

Learn more about the education statistics of Bajo Cauca in the following link: <https://www.proantioquia.org.co/lea>

Results 2023:

- Investment year 2023: COP 2,291 million
- Leveraging of resources in cash and in kind through alliances: COP 6,426 million
- Alliances in progress: 13
- Beneficiaries and participants of the Foundation's programs: 16,525 people

The following alliances were developed in 2023:

- Active Rural School - ERA:** in partnership with 15 other institutions, the Government of Antioquia and operated by the Secretos para Contar Foundation, the program focuses on transforming rural education through the implementation of innovative teaching-learning methodologies applied to the rural context. In 2023, 100 educational centers were strengthened, benefiting 4,000 students and 100 teachers.
- Líderes de Oro Scholarships - Universidad de Antioquia:** 31 young undergraduate students of the Universidad de Antioquia from low-income families in the municipalities of El Bagre, Nechí, Zaragoza and the distant rural area of Caucaasia, were awarded with an economic incentive to cover expenses and improve their quality of life during the academic period, preventing student desertion.
- Digital Connectivity:** internet supply to 6 educational institutions Bijagual, Pital, La Esperanza, Sabalito, San Pedro Abajo, Puerto Gaitán.
- Government of Antioquia:** signing of a school infrastructure agreement N°4600016439 for COP1 billion, with the purpose of improving the physical, educational, pedagogical, environmental and community conditions of the Puerto Claver educational institutions in the municipality of El Bagre and Jorge Eliecer Gaitán Sede Bijagual in the municipality of Nechí.
- Knowledge Olympics:** we sponsored this educational proposal to stimulate the interest of students in different academic disciplines through tests of knowledge, application and ingenuity in which all educational institutions in the municipality of El Bagre participated.
- Agreement with IBERACADEMY:** support to children and young people of the Symphonic Band through workshops and educational activities, where they performed the Christmas concert, which was attended by close to 700 people in the municipality of El Bagre.

- **BATUTA Agreement:** musical training processes were developed through the strengthening of musical initiation, ensemble and choir; and the symphonic seedbed of fretted strings, as a social, artistic and cultural development strategy for children and young people of the municipality of El Bagre.

- **Corantioquia Eco-schools:** for the year 2023 in alliance with Corantioquia 6 new sites were included: Puerto Gaitán, San Pedro Medio, Sohaibado, Río Viejo, Sabalito and Pital; and the 5 sites that were in the process of previous periods are maintained: Educational Institutions (I. E) Caño la 3, I. E San Pedro Abajo, La Esperanza, Jorge Eliecer Gaitán sede Bijagual and Jorge Eliecer Gaitán sede Cargueros for a total of 11 Eco-schools, located in the area of influence of Mineros Colombia. The Eco-Schools seek to strengthen environmental processes in schools, benefiting 1,051 students, who help to increase resilience in the territories and form groups under the Guardians of Nature initiative.

In the economic component, we continue to implement productive programs in alliance with different national and international entities such as USAID (United States Agency for International Development), COMFAMA, IDB, in areas related to: Fish Farming, Beekeeping, Livestock, Gender Equity. These include Mujeres de oro, Avanzamos Bajo Cauca and Alianza Colombia Sostenible.

- **Avancemos Bajo Cauca Alliance:** the main objective of the Alliance is to contribute to the inclusive and sustainable rural economic growth of the Bajo Cauca region of Antioquia, through the development of agricultural value chains and the creation and strengthening of non-agricultural productive units. This is leveraged in a public-private intervention within the framework of the USAID Cooperation Strategy for Colombia where strategic allies of the territory are added: Interactuar, Comfama, Mineros and Mineros Foundation. The alliance culminated in 2023, with 100% compliance with the established work plan.

- **Alianza Mujeres de Oro - USAID and Jaime Arteaga & Asociados:** this program began in 2019, in alliance with USAID and the firm Jaime Arteaga & Asociados as operator, and aims to contribute to the empowerment of women in mining areas and advance gender equality in the municipalities of El Bagre, Zaragoza and Nechí, developing actions in the political, economic and cultural spheres. This alliance came to an end in 2023, with 100% compliance with the established work plan. As a result, eight women's associations have contracts for the production of plant material for Mineros Aluvial's reclamation and compensation obligations, and the adaptation of a commercial space in the municipality of El Bagre that will benefit 13 women entrepreneurs.

- **Alianza Colombia Sostenible- Fondo Colombia en Paz BID- ASOAGROLLANA:** this project seeks to technically and financially strengthen 206 fish farming families in the Bajo Cauca Antioqueño region with the Asoagrollana Association. The start-up of the fish farm in the municipality of El Bagre-Antioquia is the result of joint work between the Asoagrollana Association, the Mineros Foundation and the Colombia in Peace Fund, through the Sustainable Colombia Program.

- **Alianza Colombia sostenible - Fondo Colombia en Paz BID- ASAPIBAS:** in 2023, the project "Strengthening of the productive, environmental and commercial capacities of 87 small beekeepers in the Bajo Cauca Antioqueño subregion in the municipalities of El Bagre, Zaragoza, Nechí and Caucasia, members of Asapibas, continued to be executed. During this period, beekeeping supplies (complete hives, protection equipment, harvesting kits, wax sheets, stamping machines, sugar, promocalier), equipment, tools and supplies were delivered for the reforestation of 65 hectares with 45,500 seedlings of melliferous interest.

- **Casa Luker:** forestry harvesting of 732 trees in Bajo Cauca Antioqueño with the purpose of strengthening the cocoa production chain and contributing to improve the living conditions of producers and their communities for the construction of a lasting peace, seeking to increase the productivity of cocoa crops through activities such as rehabilitation, new planting and shade control of the cocoa crop.



Social management

“The images show the process of environmental education, an event involving children of workers of Mineros Nicaragua to teach them how mining and nature function, and how the work of their parents harmonizes with doing things right in the company’s operations.”

Photo and text: Melvin Miranda
Hemco Mineros Nicaragua



HUELLA POSITIVA 
CONCURSO DE FOTOGRAFÍA



ENVIRONMENTAL MANAGEMENT

CHAPTER 10



ENVIRONMENTAL MANAGEMENT

Material Issues:
AM7 Management of environmental impacts; AM8 Protection and efficient use of natural resources; AM9 Environmental risk management; AM10 Reclamation of areas affected by mining.

Corporate risks:
RC3- Failures in the acquisition and integration of new mining projects
RC4- Difficulties in obtaining and maintaining licenses and permits to operate.
RC5- Damage to Mineros Reputation
RC14- Non-compliance with legal requirements
RC20- Failures in the management of ESG criteria required by stakeholders

Standards: GRI 2-5, GRI 3-3, GRI 301-1, GRI 301-2, GRI 301-3, GRI 303-1, GRI 303-2, GRI 303-3, GRI 303-4, GRI 303-5, GRI 304-1, GRI 304-2, GRI 304-3, GRI 304-4, GRI 305-6, GRI 305-7, GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-4, GRI 306-5, SASB EM-MM-120a.1, SASB EM-MM-130a.1, SASB EM-MM-140a.1, SASB EM-MM-140a.2, SASB EM-MM-150a.1, SASB EM-MM-150a.2, SASB EM-MM-150a.3, SASB EM-MM-150a.4, SASB EM-MM-150a.5



10.1.

Management approach

GRI 3-3c

Our environmental policy is one of the elements that make up the corporate sustainability policy, and expresses the company’s commitment to integrate environmental considerations in all aspects throughout the operation, as well as to perform permanent analysis, evaluation and treatment of the associated risks and opportunities, and to establish and maintain a management system that can identify, monitor, control and improve the Company’s environmental protection performance.

Learn more about our corporate sustainability and environmental policies at the link:
<https://mineros.com.co/en/the-company/corporate-governance>

In compliance with this policy, each of our operations has environmental management systems certified under ISO 14001:2015 and instruments that enable and integrate them into all processes.

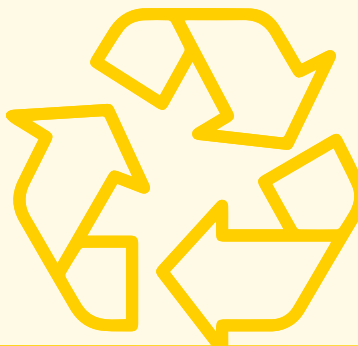
GRI 3-3e

The environmental component of our corporate sustainability strategy focuses on identifying, mitigating and monitoring the impact of our operations on water, biodiversity and air quality, as well as managing risks and taking advantage of opportunities through waste management and circular economy practices. We regularly monitor key metrics to build roadmaps that enable us to make progress on these fronts and thus preserve an environmentally sustainable operation.

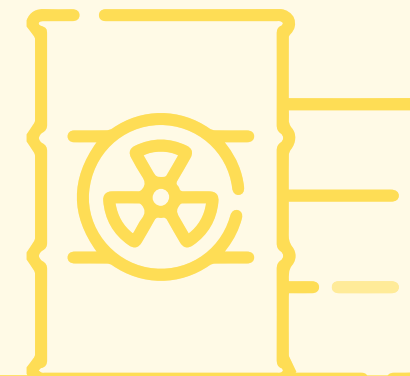
<p>Goals, objectives and indicators to assess progress</p>	<p>At the corporate level:</p> <ul style="list-style-type: none"> Significant environmental events Water withdrawal, discharge and consumption Impact on biodiversity <p>At the local level:</p> <ul style="list-style-type: none"> Environmental compliance
---	--

GRI 3-3e

Milestones 2023

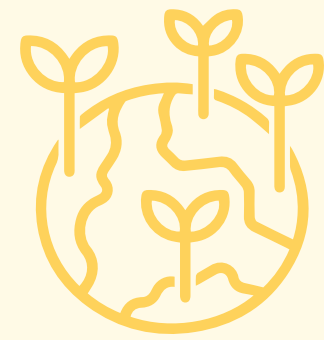


Mineros Colombia obtained the Zero Waste Management System certification thanks to the strategies implemented at the Circular Economy Center.



By 2023, we reused 76.6% of our hazardous and non-hazardous waste from our operations.

Future challenges



Advance in the development of corporate water and biodiversity strategies.

10.2.

Materials and waste

GRI 3-3d

Our mining operations require the use of a variety of materials from renewable and non-renewable natural resources. According to their category, we control and manage them with the required procedures and measures and design programs to reduce their consumption, guaranteeing maximum utilization.

In addition, we try to reuse as many materials as possible, which we reincorporate for different purposes within our facilities or as a contribution to our communities.

We responsibly manage the waste generated, which is treated according to its characteristics and the specific regulations of each country. We separate from the source, collect and dispose of them in our sanitary complexes or recover them with third parties according to their classification, seeking to reduce them or to reintegrate them as material or input in local communities or within our facilities.

We also carry out educational programs so that our employees and communities in the area of influence are aware of the proper management of recyclable waste and we generate local employment through the commercialization of recyclable waste.

Significant environmental events related to materials and waste

SASB EM-MM-150a.9

On May 13, 2023, at the HEMCO Plant of Mineros Nicaragua, during the operation of agitator O, a failure occurred in the coupling of the discharge pipe of the Warman 2 pump, causing a cyanide pulp spill of approximately 10m³, affecting the perimeter area of the tank, 100 linear meters on the road, and the drainage towards the Bonancita creek.

The contingency did not cause any damage to people or affect other areas within the company. The prompt activation of the contingency plan and the application of corrective actions were key elements in containing the emergency and minimizing its impact. This made it possible to contain the advance of the spill and avoid affecting the neighbors in the area and nearby water sources. The event was closed with a certificate of environmental compliance with corrective and preventive actions, issued by the environmental authority in October.



10.2.1.

Materials used

GRI 301-1

In 2023 our operations consumed a total of 14,667.7 tons of materials between raw materials, auxiliary materials and semi-finished products:

Total materials	2023 (tons)
Raw materials	2.654,45
Associated process materials	5.171,96
Semi-manufactured goods or parts	6.841,29
Total	14.667,7

10.2.1.1.

Raw materials

GRI 301-1

Iron is the most representative input among our raw materials consumed, accounting for 46% of total consumption:

Raw materials	2023 (tons)
Paper	6,39
Wood	237,68
Iron	1.225,58
Aluminum	16,8
Steel	1.168
Total	2.654,45

GRI 301-1

The categorization and procedures for its management depend on the characteristics of each process.

Raw materials	Colombia	Nicaragua
Paper	<ul style="list-style-type: none"> Administrative activities. 26% increase compared to 2022. 	<ul style="list-style-type: none"> Administrative activities. 53% increase compared to 2022.
Wood	<ul style="list-style-type: none"> Pontoon support work for grab dredges. No variation. 	<ul style="list-style-type: none"> 24% reduction in consumption.
Iron	<ul style="list-style-type: none"> Maintenance work on mining infrastructure. 20% reduction compared to 2022. 	<ul style="list-style-type: none"> Construction of new infrastructure on surface and indoors and upgrading of existing infrastructure. 22% reduction with respect to the previous year (not including civil works).

Materias primas	Colombia	Nicaragua
Aluminum	<ul style="list-style-type: none"> Maintenance work on mining infrastructure. 	<ul style="list-style-type: none"> Not applicable
Steel	<ul style="list-style-type: none"> Strands and materials used for prose visors and anchoring points for mining production units. 	<ul style="list-style-type: none"> 10% reduction for productivity and availability of the operation at the mills.

Promoting reduced wood consumption

Wood is an input traditionally used in the region for the construction of structures. Mineros Nicaragua seeks to generate new alternatives to reduce and replace wood in order to reduce pressure on the region's native forest resources and promote the use of recycled waste within the organization. In 2023, through follow-up and alliances with suppliers such as TABLECO S.A., agreements were made to replace its use with plastic wood. In addition, campaigns have been carried out to address issues focused on the sustainable use of wood, as well as tests with wood from commercial plantations (teak). This contributed to a 24% reduction in the operation's wood consumption.



10.2.1.2

Associated process materials

GRI 301-1

The characterization of auxiliary materials is determined by the nature of each process. The use of cyanide and explosives are specific to Mineros Nicaragua’s underground mining process.

Auxiliary materials	2023 (tons)
Cyanide	1.807,65
Drilling reagents	7,51
Lime	2.637,95
Explosives	718,85
Total	5.171,96



Auxiliary materials	Colombia	Nicaragua
Cyanide	<ul style="list-style-type: none"> Mineros Colombia’s operation does not consume cyanide. 	<ul style="list-style-type: none"> Cyanide consumption was reduced by 3% for operational reasons.
Drilling reagents	<ul style="list-style-type: none"> A-65 water soluble frother (tb x 209kg) is used in the gold beneficiation process. 	<ul style="list-style-type: none"> Poly Plus polymer; mainly used to avoid friction in drilling machines.
Lime	<ul style="list-style-type: none"> Used as a pH stabilizing agent for water purification processes and organic waste transformation. 33% reduction compared to 2022. 	<ul style="list-style-type: none"> It includes quicklime, hydrated lime and domestic lime. In 2023, there was a 31% increase over the previous year due to an increase in wastewater treatment.
Explosives	<ul style="list-style-type: none"> Mineros Colombia’s processes do not use explosives. 	<ul style="list-style-type: none"> The operation complies with the measures and protocols determined by law, as well as protocols for gas control and storage. In 2023, explosives consumption was reduced by 17%.

Reagent consumption management



The use of biodegradable inputs in exploration projects has reduced the contamination of soils and water bodies and, consequently, the treatment and disposal of waste. In 2023, reagent consumption was reduced by 19% compared to the previous year, due to good chemical risk management practices (storage conditions, training, use and handling).

10.2.1.3.

Semi-manufactured goods or parts

GRI 301-1

Diesel has the highest representation among semi-finished products.

Semi-finished products	2023
Gasoline	148,76
Diesel	6.511,22
Grease	69,25
Oxygen	85,31
Acetylene	2,47
LPG	24,28
Total	6.841,29

Among the initiatives to reduce consumption of semi-finished products in 2023 are the strengthening of preventive maintenance programs for machinery, changes and introduction of new equipment and a change to more efficient inputs.

Variations of semi-finished products with respect to 2022

Semi-finished products	Colombia	Nicaragua
Gasoline	9% increase	22% decrease
Diesel	4% reduction	13% increase
Grease	16% increase	2% increase
Oxygen	12% increase	4% decrease
Acetylene	26% increase	16% increase
LPG	3% decrease	13% increase

10.2.2.

Waste

GRI 306-3 SASBEM-MM-150a.4, SASB EM-MM -150a.7

In 2023, we generated 2,639 tons of waste, 14% of which corresponds to hazardous waste.

Total waste generated	Unit of measure	2023 (tons)
Hazardous waste	Kg	370.068,51
Non-hazardous waste	Kg	2.269.637,61
Total	Kg	2.639.706,12

10.2.2.1.

Waste management

GRI 306-2 SASB EM-MM-150a.10

At Mineros Colombia, waste management is carried out together with third parties. We carry out auditing processes, where we evaluate the management, storage, transportation and final disposal applied by the third party in accordance with environmental norms and regulations, under the following criteria: having the relevant licenses and authorizations to carry out hazardous waste management, having the capacity to correctly identify and classify hazardous waste in accordance with current regulations, ensuring that hazardous waste is stored safely and adequately in compliance with environmental regulations, ensuring that the transportation of hazardous waste is carried out in compliance with regulations for the transportation of hazardous substances, keeping a record of all activities related to hazardous waste management, providing adequate training to personnel to carry out their functions, having an emergency plan to deal with possible incidents or accidents during hazardous waste management, and complying with the established document management system.

At Mineros Nicaragua, the waste managed with third parties is classified as hazardous and recyclable waste. The company directly manages its domestic and organic waste.

Externals managing hazardous and recyclable waste are asked on an annual basis to copy the environmental permits or guarantees granted by the authorities to carry out the treatment and the final disposal of the permits.

The waste management process at Mineros Nicaragua begins with the assignment of codes for each process and contractors for waste management, which allows traceability of waste generation and compliance with the classification by categories. It is verified at the time of collection and when they are weighed and distributed to the different areas in the sanitary complex (landfill, composting, temporary storage of hazardous waste and recycling).

The Wastuna sanitary complex is managed and operated by a third party that

provides waste collection, transportation, registration, and management services at the collection center. The information generated is delivered to the company for further processing and analysis.

GRI 306-2

In the chapter on circular economy we will learn in depth about the circularity measures that are part of waste management.

10.2.2.2.

Non-hazardous waste for disposal

GRI 306-5

Mineros Colombia

Waste	Method of elimination	Weight (kg)	Percentage
Not usable	Landfill	141.794	90,78
Polyurethane	Landfill	14.400	9,22
Pipe waste	Landfill	0	0

Mineros Nicaragua

Name of waste	Method of elimination	Weight (kg)	Percentage
Domestic	Relleno sanitario	157.648	100

10.2.2.3.

Hazardous wastes destined for disposal

GRI 306-5

Mineros Colombia

Name of waste	Method of elimination	Weight (kg)	Percentage
Hydrocarbon contaminated solids	Incineration	29.658,2	74,36
Contaminated fats	Incineration	8.037	20,15
Fiberglass	Cell	0	0
Paint waste	Incineration	2.082	5,22
Hospital waste	Incineration	108,7	0,27

Mineros Nicaragua

Name of waste	Method of elimination	Weight (kg)	Percentage
Hazardous waste with hydrocarbons (soil, solids)	<ul style="list-style-type: none"> Soils, hydrocarbon-impregnated sands: Bioremediation Hydrocarbon-impregnated solids: incineration 	60.780,94	21,18
Hazardous waste with chemicals	Incineration	48.970,03	17,07

Name of waste	Method of elimination	Weight (kg)	Percentage
Hospital hazardous waste	Incineration	1.025,23	0,36
Liquid hazardous waste: Oily water and used oils.	Filtration and oxygenation; waste oils: energy recovery	75.910,28	26,45
Valluna	Tailings dam confinement	100.270,91	34,94

10.2.2.4.

Tailings management

SASB EM-MM-150a.3 SASB EM-MM-150a.2

Mineros Nicaragua has two active tailings storage facilities called San José Tailings Dam and Vesmisa II Tailings Dam, which receive tailings from the Hemco and Vesmisa beneficiation plants, respectively, and are located in the municipality of Bonanza, North Caribbean Coast Autonomous Region, Nicaragua. These facilities have their respective environmental permits issued by the National Natural Resources Secretariat (Secretaría de Recursos Naturales- SERENA) and are governed by the guidelines established in the company's Environmental Management Plan for tailings dams.

SASB EM-MM-150a.5 SASB EM-MM-150a.10

The San José tailings dam was designed to store 27.5 million metric tons of tailings over its useful life and is currently undergoing its second expansion according to its engineering, which considers successive growths with a downstream scheme, in accordance with the Canadian standard (CDA) and the environmental requirements of the Environmental Impact Assessment (EIA) in Nicaragua. The tailings dam has a geomembrane waterproofing system, a subdrainage system for subsurface water management and a system of perimeter canals for surface water and runoff management. In 2023, it stored 405,344 metric tons of tailings.

The second expansion will have a capacity of 2.71 million m³. The execution of this project during 2023 was USD 2,204,553 and a total investment of USD 30 million is projected. Our environmental management plans in all processes have a specific component for tailings dam management.

The Vesmisa tailings dam was built to store 46,800 cubic meters per year of tailings from the Vesmisa plant. A new tailings dam, Vesmisa III (1A), with a capacity of 159 million m³ is currently under construction to guarantee the continuity of the operation. This project was designed based on the Canadian standard (CDA) and in accordance with the environmental requirements of a new Environmental Impact Assessment (EIA) in Nicaragua.

The Vesmisa III tailings dam will have a geomembrane waterproofing system, a subdrainage system for managing subsurface water in a system of perimeter channels for managing surface water and runoff, as well as a water monitoring pool. The execution of this project during 2023 was 3,224,169 and a total investment of US \$4.3 million is projected.

During 2021 and 2022, Mineros Nicaragua contracted *Knighth Pisol*, an independent consulting firm, to update the closure plans for tailings storage liabilities. In addition, a specialized company will be hired to carry out complementary studies of physical stability and acid rock drainage to complete the closure plan.

Mineros Colombia does not have a tailings facility, as the tailings generated are progressively reclaimed during operations.

10.3.

Circular economy

GRI 306-1 GRI 3-3a Gri 2-25

We have centers in Colombia and Nicaragua for the proper management of materials and waste from our processes, which have become outstanding benchmarks in the circular economy for the locality and the sector.

To manage its waste, Mineros Colombia has transformed its sanitary complex through reuse and recycling strategies, allowing it to migrate to a Circular Economy Center (CEC), in line with efforts to maximize the use of solid waste. In 2023, the operation increased its average annual utilization by 19% over the previous year.

Mineros Nicaragua manages the potential impacts of its waste through source segregation, temporary storage, treatment and disposal practices. These practices also bring opportunities resulting from the valorization of recyclable waste, which are managed through collectors who obtain profits from the acquisition of these materials, boosting the local economy.

In addition, the Wastuna sanitary complex generates employment and technical skills through collection, reclassification and compaction activities for domestic waste, as it is the only sanitary landfill in the region.

As a result of this and other programs at our operations, **by 2023 we reused 76.6% of our** hazardous and non-hazardous waste from our operations.

GRI 306-4

Waste management	Unit of measure	2023
Disposed hazardous waste	%	10,79
Disposed non-hazardous waste	%	12,56
Waste diverted from disposal	%	2,10
Non-hazardous waste diverted from disposal	%	74,55

Our waste management and recovery centers

In Colombia, we are the first mining company to receive the Zero Waste Gold category certification, due to the implementation of best practices in the optimal management of solid waste at the Circular Economy Center, where strategies aimed at reuse and recycling are implemented to make better use of resources.

Hemco Mineros Nicaragua's Wastuna sanitary complex classifies, stores and provides adequate treatment of the industrial waste generated by the company. This site uses more than 60% of the waste generated and additionally handles composting, recycling, reuse and the shipment of hazardous waste to specialized centers.



Learn more about the Wastuna sanitary complex at the link!
<https://www.youtube.com/watch?v=cPo4bmgCOBY>

10.3.1.

Hazardous waste diverted from disposal

SASB EM-MM-150a.1, SASB EM-MM-150a.8 GRI 306-4

Mineros Colombia

Waste	Method of utilization	Weight (kg)	Percentage
Luminaires	Postconsumer	363	0,88
Cells and batteries	Postconsumer	10,5	0,025
RAEES	Postconsumer	1.453,7	3,51
Used oil	Reuse	39.567,5	95,59

Mineros Nicaragua

Waste	Method of utilization	Weight (kg)	Percentage
Luminaires, electronics, electrical, toners, screens and ballasts.	Recycling	1.830,52	100

10.3.2.

Non-hazardous waste diverted from disposal

GRI 306-4 SASB EM-MM-150a.1

Mineros Colombia

Waste	Method of utilization	Weight (kg)	Percentage
Organics	Composting	70.513	9,098
Septic sludge	Use	49.579	6,40
Usable	Recycling	88.276	11,39

Waste	Method of utilization	Weight (kg)	Percentage
Ferrous and non-ferrous waste	Recycling	511.802	66,039
Plush and RCD	Use of RCD (2,341 plush and 52,539 RCD)	54880	7,08

Mineros Nicaragua

Waste	Method of utilization	Weight (kg)	Percentage
Recyclable waste: paper, paperboard, aluminum, plastic and glass	Recycling	46.555,02	3,94
Organics	Composting	19.690	1,67
Waste for reuse – Ferrous Metals, Copper, Bronze, Batteries	Recycling	487.367,27	41,28
Rubber, Personal Protective Equipment and hose	Recycling	31.238,64	2,65
Wood dunnage, scrap wood shavings, HDPE, PVC, polyethylene, plastic and metal containers, zinc sheeting, mine rails and tires	Reuse	595.894,68	50,47

10.3.3.

Waste management initiatives

GRI 306-2

Mineros Colombia

Initiative	Type of waste managed	Reduced or managed quantity of waste (kg)
Utilization of chenille in CDR Waste used to generate fuel	Non-hazardous	2.341

Mineros Nicaragua

Initiative	Type of waste managed	Reduced or managed quantity of waste (kg)
Hazardous waste generation limits for processes and contractors: generated a reduction of 13,000 kg of hazardous solids with respect to 2022.	Dangerous	13.000
Sorting waste at source: increased waste reuse through recycling compared to 2022.	Non-hazardous	6000
Organics reduction campaign: employees were trained on food waste reduction.	Non-hazardous	2000

10.3.4.

Recycling and reuse

GRI 301-2 GRI 301-3

The following are the inputs and materials recycled and reused in our operations:

Mineros Colombia

Name of material	Amount of recycled and / or reused materials (tonnes)	Rate of recycled and / or reused materials	Remarks
Metallic bin	Reused 0,78	0,049	Upgrading of ecological sites for waste separation.
Organic fertilizer	Donated 0,9	0,056	Fertilization and establishment of ornamentation and home gardens.
Suction piping	Reused 11,1	0,69	Conditioning of drainage at runoff points for roads in communities in the area of influence of the mining project.

Mineros Nicaragua

Name of material	Amount of recycled and / or reused materials (tons)	Rate of recycled and / or reused materials	Remarks
Category 1: Cardboard, paper, glass and aluminum	Recycled 41,24	0,315599	Donated to Los Pipitos Foundation.
Category 2: Metals (bronze, iron, copper, mine rails, vehicle rims, zinc sheets, metal containers)	Recycled 547,69	4,191328	Commercialization and donation for reuse to stakeholders.

Name of material	Amount of recycled and / or reused materials (tons)	Rate of recycled and / or reused materials	Remarks
Category 3: Tires	Reused 9,91	0,075839	Donated to the community mainly for landfill.
Category 4: Plastic (HDPE, plastic containers)	Recycled 19,57	0,149764	Donated to the community and national recycling companies.
Category 5: Organic	Recycled 19,69	0,150682	Composting
Category 6: Rubber	Recycling 28	0,214277	Donated to recycling companies.
Category 7: Wood (poles and shavings)	Reused 503,22	3,85101	Wood of discarding, demolition of structures and wood from underground mining. Polines come from cyanide and lime packaging.
Category 8: Geomembrane	Recycled 2,34	0,017907	Donated to recycling companies and the community.

10.4.

Water management

The Company recognizes that water is a shared resource that must be managed in collaboration with its local communities and stakeholders. Due to factors such as climate vulnerability and the importance of water to communities and other stakeholders, water resources are a focus of our environmental management. Inadequate management of water resources can not only jeopardize the continuity of operations, but also affect people’s health and the biodiversity of the environment.

GRI 303-1 GRI 3-3a

Interaction with water as a shared resource:

Mineros Colombia’s operation extracts water from surface sources to make it potable and obtain water suitable for human consumption in accordance with the quality parameters required by applicable legislation in force. This can generate the following controlled impacts (positive and negative):

- Alteration in the supply and availability of surface water resources.
- Increased morbidity
- Improved quality of life.

To manage water responsibly, Mineros Colombia:

- Supplies water suitable for human consumption through adequate treatment and distribution in the projects where the alluvial operation and the Providencia hydroelectric power plant are located.
- Assigns trained and certified personnel to operate, record and control drinking water treatment parameters.
- Performs periodic preventive maintenance of catchment structures and water distribution networks of the projects, ensuring the sustainable use of water resources and minimizing losses of drinking water.
- Monitors the quality of water for human consumption in order to verify compliance with regulations and the proper functioning of treatment systems.

- Performs consumption control and optimization of pumping systems in order to control the captured flow.
- Conducts ongoing training programs to promote efficient water use and water savings, including external personnel and/or contractors.

Mineros Nicaragua needs water resources for the necessary operations that support the economic activity such as exploration, exploitation, gold ore processing, energy production, forestry-compensation and biodiversity recovery, and auxiliary activities such as maintenance, transportation, administration and social management.

For this purpose, the organization has seven surface water development sites and four groundwater development sites. These include one source of surface water dammed in two stages in series used for the production of hydroelectric power, five surface water sources between streams and rivers to supply auxiliary and operational activities, and four groundwater sources of runoff or infiltration water stored in reservoirs or pools in flooded galleries of the Pioneer subway mine and the Panama mine, duly authorized by the state environmental regulatory institutions. In addition, the operation has domestic and industrial wastewater treatment systems that ensure compliance with national discharge and other related standards.

To ensure compliance with environmental standards and associated commitments, the operation:

- Follows up on the use and disposal activities carried out by suppliers and internal production processes.
- Counts on consultants who support the monitoring and compliance with the different conditions of the resolutions issued by the authority and the annual report to the National Water Authority (ANA),
- Has aerobic and anaerobic domestic wastewater treatment plants.
- Performs semiannual water quality monitoring by external accredited laboratories.
- Uses flowmeters in discharges and sites.

Significant water-related environmental events:

SASB EM-MM-140a.2

During 2023, three (3) contingency events associated with exogenous factors (illegal extraction of mining deposits in areas adjacent to the operation) occurred in Colombia, which required notification to the National Environmental Licensing Authority (ANLA). The three cases have already been closed by the authority.

10.4.1.

Water withdrawal

GRI 303-3 SASB EM-MM-140a.1

Extraction of water by sources	2023 m ³	2023 ML
Aqueduct	-	-
Surface water	1.624.970,22	1.624,97
Groundwater	2.631.738	2.631,74
Seawater	-	-
Produced water	-	-
Total	4.256.708,22	4.256,71

Withdrawal of fresh water and others	2023 m ³	2023 ML
Freshwatert	4.256.708,22	4.256,71

Withdrawal of fresh water and others	2023 m ³	2023 ML
Other waters	-	-
Total	4.256.708,22	4.256,71

In Colombia, the main water extraction sources are El Bagre Camp (Quebrada Villa), Astilleros Camp (Nechí River) and Providencia Camp (Quebrada Sin Nombre).

The Mineros Nicaragua operation extracts water from seven surface sources that are used for the La Curva plant operation, for domestic use in the powerhouse of the hydroelectric plants, industrial use in hydroelectric plants, domestic consumption for the Wastuna sanitary complex, administrative infrastructure for the Artisanal Mining process and exploration processes.

It also extracts groundwater from four water troughs or tunnels that supply water for domestic and industrial use to the camp and other infrastructure for the organization’s personnel, as well as to the operation of the Panama and Pioneer underground mines, and the Vesmisa plant. Water is also extracted for domestic and industrial use and water is supplied to two neighborhoods in the city.

10.4.2.

Water discharges

GRI 303-4 GRI 303-2

Water discharges	2023 m ³	2023 ML
Surface water	816.391,22	816,39
Groundwater	2.416.954	2.416,95

Water discharges	2023 m³	2023 ML
Seawater	-	-
Third-party water	-	-
Total	3.233.345,2294	3.233,35

GRI 303-4: All discharge destinations correspond to fresh water.

Mineros Colombia monitors effluents generated at the operation and camps following the sampling procedures established by an external laboratory accredited by the *Instituto de Hidrología, Meteorología y Estudios Ambientales (IDEAM)*. All our effluents (ARnD - ARD) are efficiently managed through different treatment systems, which ensure compliance with the maximum permissible limits established by the applicable environmental regulations, Resolutions 0631 of 2015 and 0699 of 2021 of the Ministry of Environment and Sustainable Development.

Mineros Nicaragua complies with the biannual water quality monitoring required by law, which must be performed by external laboratories accredited by the National Accreditation Office (ONA). The process of sample collection and referral must be accompanied by representatives of the environmental authorities delegated by the state in each semiannual monitoring carried out. The criterion used for the determination of water quality is based on the maximum limits allowed by the relevant standards (Decree 21 of 2017).

10.4.3.

Consumption

GRI 303-5 SASB EM-MM-140a.1

Total water consumption	2023 m³	2023 ML
Total water consumption	1.023.362,99	1.023,36

Corporate water footprint

In 2023 we conducted our first corporate water footprint measurement under the ISO 14046:2014 standard, which will allow us to visualize and understand the water context at the corporate level, in order to identify and assess risks, and quantify impacts and opportunities on water such as scarcity, acidification, eutrophication, toxicity, among others.

With this exercise we will have sufficient input to establish our corporate water management strategy and actions that will allow us to set goals to reduce potential impacts on our value chain.



10.5.

Biodiversity

SASB EM-MM-160a.1.

At Mineros we are committed to protecting the biodiversity of the areas where we operate. We work in the development of strategies that generate sustainable conservation results, hand in hand with governments and communities.

We identify, evaluate and mitigate the impacts of our operations in environmental impact studies, in accordance with our operating processes and the environmental characterizations of the areas to be intervened, monitoring the effects generated by changes in land cover, modification of fauna populations and modification of terrestrial habitats. These effects may be reversible, recoverable in the medium term, mitigable or compensable.

Impact prevention, mitigation and compensation are carried out at the local level through the implementation of physical, biotic and socioeconomic management measures within the framework of management and control instruments, such as environmental management plans and environmental impact statements.

GRI 304-2 GRI 3-3a GRI 3-3d

Identified impacts on biodiversity:

Our operating model includes the rescue, removal, management, relocation and release of wildlife; the rehabilitation of disturbed areas; forest compensation; wildlife monitoring and environmental education for our employees, contractors and neighboring communities; and green alliances with artisanal miners, producers and indigenous communities.

Impacts identified	Management measures
<p>Colombia: Habitat fragmentation</p>	<ul style="list-style-type: none"> Wildlife rescue, removal, monitoring and relocation program. Fish restocking. Turtle conservation program. Planting of native and banned species. Wildlife relocation. Flora seed rescue program. Rescue and relocation of epiphytes.
<p>Nicaragua: Habitat transformation Species reduction</p>	<ul style="list-style-type: none"> Reforestation of degraded areas and water sources. Reforestation under the forest enrichment modality. Program for the rescue, management, removal, relocation and release of wildlife. Alliance with artisanal miners to contribute to forest recovery in the region.

10.5.1.

Protected areas and areas of great biodiversity value

GRI 304-1 SASB EM-MM-160a.3.

Colombia: Regional Integrated Management Districts (DRMI) Sapó and Hoyo Grande (12,227 ha)

Activity: relocation of wildlife and planting of trees

They are located in the municipality of Nechí, northeast of the department of Antioquia in the Bajo Cauca Antioqueño region between the Ayapel and San Lucas mountain ranges, on the lower basin of the Cauca and Nechí rivers at an altitude of 30 meters above sea level (masl).

The El Sapó Cenotage Complex is fed by 7 drainages, its main tributary being the El Sapó Creek. This complex is made up of:

- Four main bodies of water, Ciénaga Las Palmas, El Carmen, La Taponera and Cuatro Bocas, covering a total of 279.03 ha.;
- La Pomposa and La Cristalina marshes to the southeast of the microbasin;
- 179 smaller bodies of water associated with the El Sapó swamp complex and the depressions between the hills that are fed by the overflow of the Quebrada El Sapó, small streams that dissect the hills and surface runoff.

The area, shape, and amount of water in these bodies of water is variable depending on the time of year. Both swamp complexes are combined “stream plus swamp” systems, where the swamps are natural systems associated with the floodplain of the Nechí and Cauca rivers.

Colombia: Corrales and El Ocho Regional Integrated Management Districts (DRMI) (12,865 ha)

Activity: wildlife relocation, tree planting and compensation activities.

Located in the northeastern sector of Bajo Cauca Antioqueño, on the eastern bank of the Nechí River, before it flows into the Cauca River. It has an average altitude of 146 meters above sea level, with extensive wetland areas and plains subject to continuous flood pulses. These are areas with high levels of biodiversity, since they are geographically associated with one of the Pleistocene refuges, with high levels of speciation and endemism, as well as a great richness of species.

Nicaragua: Bosawás Biosphere Reserve (12,399 ha)

Activity: conservation and protection

It is located mostly in the northeastern part of the department of Jinotega and the smaller part in the northwestern part of the North Caribbean Coast Autonomous Region (RACCN) in northern Nicaragua. The Bosawás Biosphere Reserve is a territory of wild flora and fauna that constitutes the largest forest reserve in Central America and the third largest in the world, together with the Río Plátano Biosphere, and is one of the best examples of tropical rainforest and cloud forests in the region. It is the second largest rainforest in the western hemisphere, after Brazil's Amazon rainforest. The Buffer Zone is delimited by the administrative boundaries of the six adjacent municipalities (Bonanza, Siuna, Waspán, Waslala, Wiwilí de Jinotega, El Cuá and San José de Bocay), which share common borders with the Reserve's designated Core Zone.

10.5.2.

Protected and restored habitats

GRI 304-3

In 2023, we rehabilitated a total of **526 hectares** in our geographies, an area greater than the one intervened in during the year.

Rehabilitated areas	Unit of measure	Total 2023	Colombia	Nicaragua
Total area rehabilitated	Ha.	526,2	452	74,2
Total area of intervention	Ha.	184,34	150	34,34
Percentage of areas rehabilitated	%	285,45	301,3	216,07

Our restoration actions are endorsed by independent third parties.

In 2023 we planted a total of **214,000 trees**, distributed as follows:

- 85,000 trees in Bajo Cauca Antioquia, Municipality of El Bagre, community of Sabalito, Guachi and El Pital, Colombia.
- 29,000 trees in Corrales and El Ocho, and El sapo in the municipality of Nechí, Colombia.
- 100,000 trees in the Autonomous Region of the Northern Caribbean Coast, municipality of Bonanza, Nicaragua.

In Nicaragua, 16 forest species native to the area were planted, including closed species, such as: mahogany (*swietenia macrophylla*), cedro real (*cedrela odorata*), ceiba (*ceiba pentandra*) and cocobolo or granadillo (*dalbergia retusa*), the latter species being critically endangered according to the IUCN classification.

Green Alliance

Alianza Verde is a strategy developed by Hemco Mineros Nicaragua to contribute to the planting of native plants and reforestation of the area, through agreements with artisanal miners who own property. The owners lend their land for the planting of native forest species.

In 2019, the first alliance was created with fourteen artisanal miners, fifteen properties equivalent to 91.23 hectares in which 76,333 plants of six native forest species of the area were planted, plants that already have four years of care and maintenance.

In 2023, a new alliance was created with four artisanal miners, four properties equivalent to 31.13 hectares in which 29,770 plants of 12 forest species native to the area were planted, plants that entered their first year of maintenance.

These alliances are made in compliance with current regulations related to maintenance times and compensation rates. In addition, Hemco Mineros Nicaragua donates 10,000 plants to the governmental environmental institutions of the North Caribbean Coast Autonomous Region, which are used in reforestation activities carried out by these institutions.



Learn more about the Green Alliance at the following link:

<https://www.youtube.com/watch?v=X2iXWQFSNe8>



10.5.3.

Species of fauna and flora

GRI 304-4

The International Union for Conservation of Nature (IUCN) Red List of Threatened Species assigns a category to each species according to its risk of extinction.

- Critically endangered (CR)
- Near Threatened (NT)
- Least Concern (LC)
- Endangered (EN)
- Vulnerable (VU)

According to the list of species reported in the environmental impact studies of the projects, the following species are identified.

Colombia:

Scientific name	Common name	CR	EN	VU	NT	LC
<i>Chauna chavaria</i>	Chavarrí					
<i>Podocnemis lewyana</i>	River turtle					
<i>Trachemys scripta callirostris</i>	Hicotea					
<i>Rhinoclemmys melanosterna</i>	Wooden turtle					
<i>Saguinus leucopus</i>	Gray marmoset					
<i>Lontra longicaudis</i>	Otter					
<i>Aotus lemurinus</i>	Marteja					
<i>Pantera onca</i>	Jaguar					
<i>Bradypus variegatus</i>	Triggered sloth bear					
<i>Choloepus hoffmanni</i>	Two-toed sloth bear					
<i>Tamandua mexicana</i>	Honey bear					
<i>Coendou prehensilis</i>	Hedgehog					
<i>Alouatta seniculus</i>	Red howler monkey					
<i>Cebus albifront</i>	White-faced monkey					
<i>Sapindus saponaria</i> L	Jaboncillo					
<i>Abarema jupunba</i> (Willd.) Britton & Killip	Lightning					
<i>Andira inermis</i> (W. Wright) Kunth ex DC.	Bolombolo					

Scientific name	Common name	CR	EN	VU	NT	LC
Bellucia grossularioides (L.) Triana	Coronillo					
Casearia arguta Kunth	White rod					
Cedrela odorata L.	Cedro					
Ceiba pentandra (L.) Gaertn.	Ceiba					
Cespedesia spathulata (Ruiz & Pav.) Planch.	Pedro tomín					
Cordia gerascanthus L.	Solera					
Dipteryx oleifera Benth.	Choibá almond tree					
Clathrotropis brunnea Amshoff	Sapán					
Jacaranda copaia (Aubl.) D. Don	Chingalé					
Samanea saman (Jacq.) Merr.	Bell					
Handroanthus chrysanthus (Jacq.) S.O. Grose	Guayacán					
Swietenia macrophylla King	Mahogany					
Prioria copaifera Griseb	Cativo, turpentine					

Nicaragua:

Scientific name	Common name	CR	EN	VU	NT	LC
Swietenia macrophylla	Atlantic Mahogany					
Cedrela odorata	Royal Cedar					
Ceiba pentandra	Ceiba					

Nombre científico	Nombre común	CR	EN	VU	NT	LC
Dalbergia retusa	Cocobolo, Granadillo					
Bothrops asper	Yellow beard, velvet					
Phrynonax poecilonotus	Mica aviary					
Lampropeltis triangulum	False coral					
Bothriechis schlegelii	Eyelash snake					
Choloepus hoffmanni	Feather of two fingers					
Bradypus variegatus	Feather of three fingers					
Micrurus nigrocinctus	True Coral					
Progne chalybea	Barn Swallow					
Columba livia	Dove of castilla					
Piaya cayana	Squirrel Cuckoo					
Nyctidromus albicollis	Pocoyo, Tapa Camino					
Amazilia Rabirrufa	Amazilia Rabirrufa					
Buteo plagiatus	Gray Sparrowhawk					
Pseudastur albicollis	White Sparrowhawk					
Rupornis magnirostris	Hawk Sparrowhawk					
Ramphastos sulfuratus	Rainbow-billed Toucan					
Scratchy-headed nuthatch	Scratchy-headed nuthatch					

Scientific name	Common name	CR	EN	VU	NT	LC
Arremonops conirostris	Chaffinch Headed Finch					
Tamandua mexicana	Oso colmenero, perico, tamandúa norteño					
Alouatta palliata	Congolese monkey					
Isciurus richmond	Squirrel					
Ortalis cinereiceps	Gray-headed Chachalaca					
Urraca Parda	Brown Magpie					
Aramides cajaneus	Poponé hen					
Ramphocelus passerinii	Red-tailed Tanager					
Saltator maximus	Walled Jumper					

GRI 304-4

Our initiatives for the protection of fauna and flora species:

Colombia

- Rescue, removal and relocation of wildlife.
- Focal species monitoring.
- Fish restocking.
- Cleaning of water bodies and control of plant material overgrowth.
- Conservation program for river turtles and hicotea.
- Rescue of native and banned seeds and seedlings.
- Rescue, resting and relocation of epiphytes.
- Wildlife biodiversity plots.

Mineros Colombia: management and conservation programs

In Colombia, due to the degree of threat, their endemism and the impact we can have on the river turtle (*Podocnemys lewyana*) and the cativo (*Prioria copaifera*) species, we have developed two specific management and conservation programs for each of them.

One of these is the river turtle conservation program, through which we seek to increase the populations of this critically endangered (CR) species in the lower basin of the Nechí River, according to the International Union for Conservation of Nature (IUCN). Through the involvement of the communities in our area of influence, we collect and incubate the eggs for the subsequent release of baby turtles in strategic areas.

The other conservation program promotes the care of the endemic cativo forest species, which is endangered (EN) according to Colombian legislation.



Nicaragua

- Alliance with artisanal miners, producers and indigenous communities to establish forest replacement plantations of native species.
- Donation of native forest species to universities, environmental institutions, producers and artisanal miners.
- Biodiversity training for universities in the region and elementary schools in the municipality.
- Wildlife training for the different processes of HEMCO Mineros Nicaragua and the community in general.
- Reforestation of degraded areas in HEMCO properties with university students.
- Animal transit center where all injured and sick specimens are cared for and later released.

- Wildlife Rescue, Repelling, Management, Relocation and Release Program.
- Environmental Heroes Program.
- Alliance with the Ministry of Environment and Natural Resources (MARENA) and for the conservation and preservation of the region’s fauna.

**Mineros Nicaragua:
Environmental Heroes
Program**

Environmental Heroes is a program of Hemco Mineros Nicaragua designed to contribute to the preservation of wild flora and fauna in the buffer zone of the Bosawás Biosphere Reserve, through initiatives that encourage environmental awareness in the region. Through the program, employees, artisanal miners and residents of the municipality of Bonanza report animals at risk of being killed or euthanized and contribute to their safe transfer to a transit center for their care and subsequent release. The program has the technical support of MARENA and during 2023 enabled the rescue of individuals of more than 150 species.



Learn more about the Environmental Heroes program at the following link:

<https://www.youtube.com/watch?v=5ayecpVCJ7c>





Environmental management

“ Orejero is a tree species of the order Fabales with scientific name *Enterolobium cyclocarpum*. Sometimes used as an ornamental tree, it is found in Colombia and we are privileged to have it in our recovery and rehabilitation areas. ”

Photo and text: Jhan Carlo Martínez

Mineros Colombia



CLIMATE MANAGEMENT

CHAPTER 11



CLIMATE MANAGEMENT

Standards:
AM9- Environmental risk management

Corporate risks:

RC5 - Damage to Mineros' Reputation
RC17 - Failure to manage and respond to natural and climatic events
RC20 - Failures in the management of ESG criteria required by stakeholders

Standards: GRI 201-2, GRI 3-3, GRI 302-1, GRI 302-2, GRI 302-3, GRI 302-4, GRI 302-5, GRI 305-1, GRI 305-2, GRI 305-5, TCFD 2a,2b, 2c, 3b, 3c, 4a, 4b, 4c, SASB EM-MM-110a.1, SASB EM-MM-110a.2 SASB EM-MM-130a.1.



11.1. Management approach

Climate change is a reality that has both current and future consequences on processes, businesses, and people. Therefore, our management focuses on identifying, assessing and addressing climate risks and opportunities and on implementing a corporate strategy that allows us to adapt to potential risk events, manage opportunities and meet our commitments.

GRI 3-3e

Monitoring the effectiveness of management measures:

Processes used to monitor effectiveness	Climate strategy with mitigation and adaptation pillars.
---	--

TCFD 4a Goals, objectives and indicators for evaluating progress	<ul style="list-style-type: none"> Exposure to climate change risks. Greenhouse Gas Emissions (GHG) scopes 1 and 2. Share of energy from renewable sources. Progress with local climate change adaptation plans.
Effectiveness of the measures	<ul style="list-style-type: none"> The effective reduction of the carbon footprint towards the established corporate target. The mitigation of potential financial impacts derived from the materialization of risks, or the non-materialization of these.

GRI 3-3f

In 2023 we incorporated recommendations and standards that helped us to develop a long-term vision of climate change, recognizing it as a reality that requires our immediate management. In addition, following the materialization of events that occurred in previous years, we have increased organizational resilience through adaptation measures.

Milestones 2023:

- We structured roadmaps for the reduction of GHG emissions.
- We developed the corporate framework for adaptation to climate change and made progress in strengthening climate risk management measures in our operations.

Future challenges:

- Implement the carbon footprint reduction measures identified according to their actual feasibility, and their potential to achieve an ambitious reduction target.
- Continue to develop effective adaptation measures that reduce exposure of people, processes and businesses.

11.2.

Climate change risks and opportunities

GRI 3-3a, GRI 3-3b, GRI 201-2 TCFD 2a, 2b 3c

The identification, assessment and treatment of climate change risks is carried out following the SGIR guidelines described in the Integrated Risk Management chapter. The climate change risks identified are directly associated with corporate risks RC17 (Failure to manage and respond to natural and climatic events) and RC20 (Failure to manage ESG criteria required by stakeholders).

The company has identified the following physical and transition risks:

Climate risks	Impacts
Acute physical: Extreme rains	Colombia: potential water overflows affecting operations and assets in the area. Nicaragua: possible increase in operational controls associated with tailings management to prevent impacts to the environment and people, causing cost overruns.
Acute physical: Extreme winds (cyclone, hurricane, gale)	Colombia and Nicaragua: possible damage to infrastructure, business continuity interruptions, and accidents with damage to assets and labor.
Acute physical: Droughts	Colombia and Nicaragua: increase in electricity generation from diesel or energy purchases from the system, generating operational cost overruns. In Colombia, periods of drought may additionally affect the navigability of vessels and increase mortality rates in recovery areas.
Acute Physical: Wildfires	Nicaragua: damage to the company's infrastructure and equipment, and impact on people's safety. Colombia: potential damage to ecosystems, loss in environmental recovery and compensation processes and direct losses for Agroforestry Businesses (<i>Negocios Agroforestales</i>).
Transition - Political and legal: Litigation and sanctions	Mineros S.A.: the development of litigation and/or sanctions related to an alleged liability of the company or sector for climate change effects cause of payments by the company.

Climate risks	Impacts
Transition - Market: Shortage of availability of risk transfer mechanisms due to shrinking reinsurance markets or increased exposure to climate risks	Mineros S.A.: the contraction of the insurance markets or a greater exposure to weather risks would mean an increase in insurance premiums for physical events, causing cost overruns for the company.
Transition - Political and legal: Implementation of carbon pricing mechanisms in the countries where we operate.	Mineros S.A. the implementation of carbon pricing mechanisms (taxes, emissions trading systems) may result in significant cost overruns for the company.
Transition-Political and legal: Loss of share value due to negative reputational impact from potential gaps in climate management.	Mineros S.A.: in the event of a negative reputational impact due to breaches in the company's climate management, the share price could be negatively affected and a loss of market capitalization would be generated.

The following are the opportunities arising from climate change identified by the company:

Energy sources	<ul style="list-style-type: none"> Using low-emission energy sources and new technologies for own consumption and favouring decentralised generation. Participation in the carbon market.
-----------------------	---

Products and services	<ul style="list-style-type: none"> Change in consumer preferences that favor the current portfolio of products and services.
Market	<ul style="list-style-type: none"> Access to new markets.
Resource efficiency	<ul style="list-style-type: none"> Implementation of processes towards a circular economy. Waste utilization. Improved efficiency of facilities and production processes. Reduction of water use and consumption.
Resilience	<ul style="list-style-type: none"> Participation in renewable energy programmes and adoption of energy efficiency measures.

11.2.1

Climate scenarios:

TCFD 2a

For our climate management, we have defined the following time horizons:

- **2030:** time reference aligned with the horizon of our climate strategy.
- **2040:** intermediate benchmark for assessing the impacts of climate risks and opportunities.
- **2050:** time reference aligned with the Paris Agreement and the global commitment to zero net emissions.

TCFD 2c

In addition, we constructed our reference scenarios from a combination of those proposed by the International Energy Agency (IEA), the Intergovernmental Panel on Climate Change (IPCC) and the Network for Greening the Financial System (NGFS), with two scenarios in which the global temperature will not increase more than 2°C by 2100 with respect to pre-industrial times.

For the quantitative estimation of the short-, medium- and long-term impacts of the identified risks, we considered the physical, global market and business variables relevant to Mineros. Forecasts of the variability of physical climate events are derived from various climate models from the World Bank and Copernicus (CMIP6).

First, we estimated the current (2023) losses per year of the identified risks and then projected them according to the trajectories defined by the scenarios. The quantification of risks and opportunities consists of the analysis of their financial impact on the company's present and future cash flow (2030, 2040, 2050). As an illustrative assumption and to establish a baseline, we assume that there will be no significant changes in the business model after 2030.

While current impacts are those that we recognize as potential losses resulting from the materialization of an event, for the future we can attribute to climate change only the increases in these impacts that result from scenario-based projections. In the face of uncertainty, we also consider expected losses and maximum losses that we estimate through stochastic models.

Reference scenarios	Net Zero: SSP1- 1.9 ; NZE ; 1.5°C	Conservative Transition: SSP1- 2.6 ; APS ; 1.7°C	No Transition: SSP2- 4.5 ; STEPS ; 2.8°C
<ul style="list-style-type: none"> IPCC IEA NGFS 	<ul style="list-style-type: none"> SSP1 - 1.9 Sustainability NZE Net Zero emissions by 2050 Net Zero 2050 	<ul style="list-style-type: none"> SSP1 - 2.6 Middle of the road APS Announced pledges Below 2°C 	<ul style="list-style-type: none"> SSP2 - 4.5 Regional rivalry STEPS Stated Policies Determined contributions
Narrative of scenarios	<ul style="list-style-type: none"> Net zero emissions in 2050 through international cooperation and social involvement. Unparalleled investment in sustainable and high innovation technologies. Rapid reduction in the use of fossil fuel and high Co₂ prices. 	<ul style="list-style-type: none"> It is assumed that only economies that have the objective of achieving zero net emissions by 2050 will achieve this, through international cooperation and social involvement. The use of fossil fuels and their prices will gradually decrease, while Co₂ prices will rise. 	<ul style="list-style-type: none"> The economies do not achieve zero net emissions in 2050. There is no great momentum by the political actor and carbon emissions will decrease, but slowly. In order to achieve this reduction, the hydrocarbon sector will have to undergo regulatory changes.

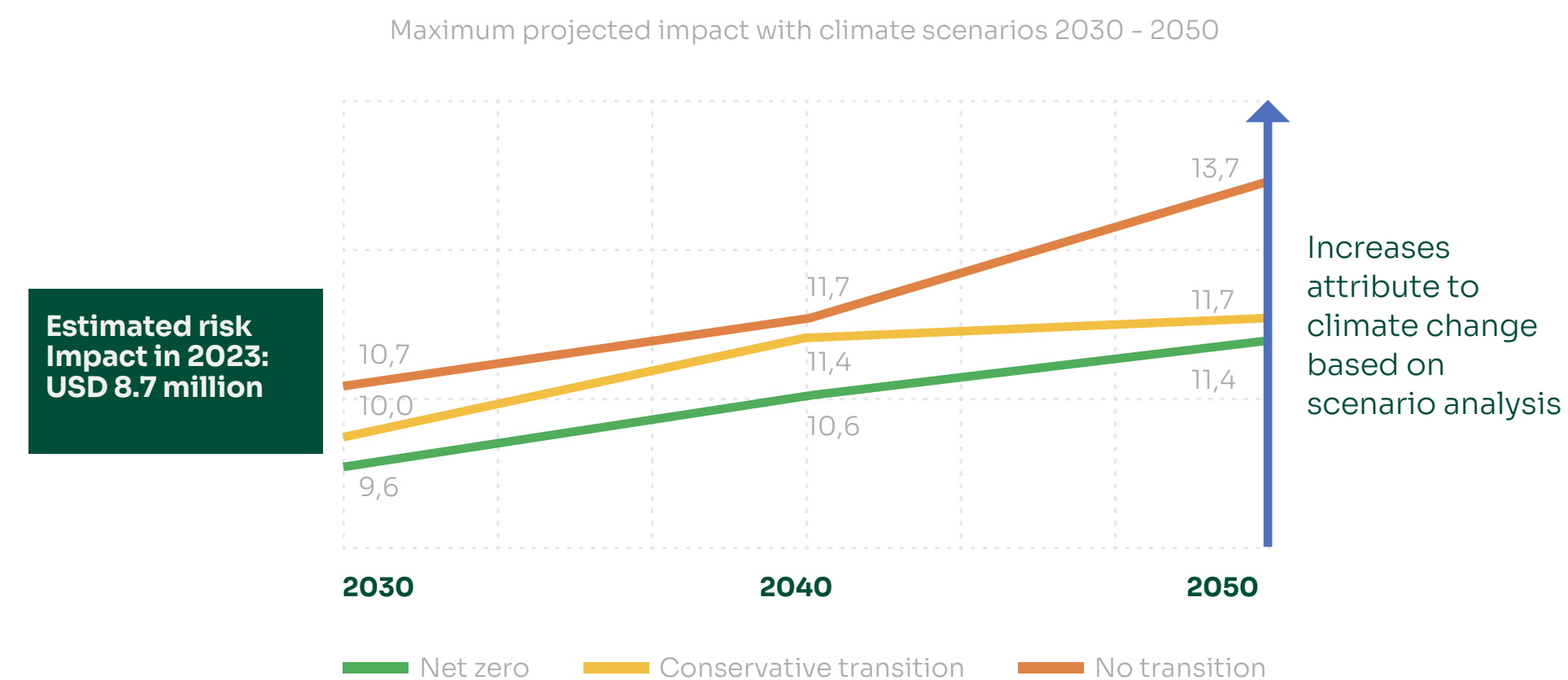
11.2.2

Financial impacts:

TCFD 2b, 4a
GRI 2021-2

The following are the financial impacts of risk events that exceed the financial materiality criteria defined by the company see chapter: Materiality Analysis

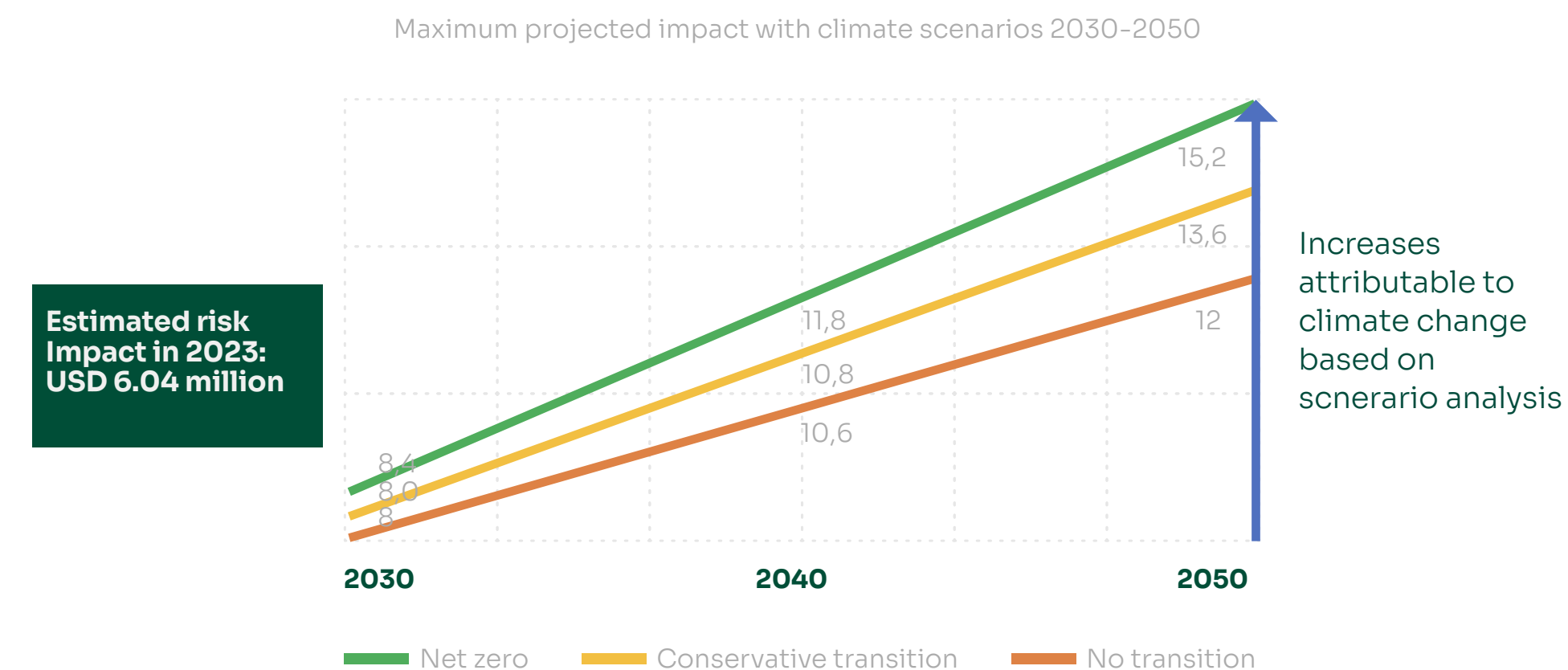
Physical risk: extreme rainfall



Estimates shown at present value. Correspond to impacts estimated at the 95th percentile

The impacts derive mainly from the costs of tailings treatment in Nicaragua and possible maintenance of dams in Colombia, which in total are estimated at around USD8.7million per year. Climate projections show that, if an effective global energy transition is not achieved, these costs could increase by up to an additional USD 2 million per year by 2030 and an additional USD 5 million by 2050.

Transitional risk: risk transfer mechanisms



Estimates shown at present value. Correspond to impacts estimated at the 95th percentile.

Impacts derive mainly from the costs of risk transfer measures that may be affected by climate change. The transition narratives tell us that, should the requirement to meet the global goals of the Paris Agreement be increased, the impacts on the insurance and reinsurance markets could mean cost overruns for the company of up to USD2 million per year in 2030 and up to USD 9.1 million per year in 2050.

TCFD 2c

These results allow to affirm that climate risks, especially those that could cause material financial impacts, may represent challenges to the company's financial planning in the short, medium and long term. However, risk assessment and scenario analysis have allowed us, among others:

- Increase the level of ambition of our emission reduction targets and consider energy efficiency and clean energy as fundamental elements of the roadmaps designed for these purposes,
- Strengthen climate risk mechanisms and prioritise implementation of adaptation measures,
- Strengthen corporate governance mechanisms for climate risk management,
- Increase rigor in the monitoring of metrics and performance indicators.

The following sections of the chapter will expand on this information by describing the components of our climate strategy.

11.3.

Climate strategy

TCFD 2c GRI 3-3c, GRI 3-3d GRI 201-2 GRI 305-5 SASB EM-MM-110a.2.

Our climate strategy is part of the “Climate Management” axis of the corporate sustainability strategy and encompasses the mitigation and adaptation components.

11.3.1

Mitigation

TCFD 2c GRI 3-3c, GRI 3-3d GRI 201-2 GRI 305-5 SASB EM-MM-110a.2.

We are committed to contributing to global climate change mitigation goals by reducing our GHG emissions. During the years 2022 and 2023 we built our roadmaps to achieve this purpose, following the steps:

1 Scope definition	We developed plans for Scope 1 and 2 emission reductions for all our operations by 2030 .
2 Definition of the level of ambition	SASB EM-MM-110a.2. As an ambition we set out to achieve a science-based reduction target with a zero-net trajectory.
3 Calculation of the baseline	We defined 2021 as the baseline and included all our operations (*).
4 Establishment of goals and objectives	We defined a goal based on climate science and identified projects that could achieve this ambition.
5 Definition of journey forms	We designed the management mechanisms to make the projects viable and execute them to begin the implementation in 2024.

*: the baseline calculation and definition of goals included Minas Argentinas S.A. (MASA) within the scope. In view of MASA's recent exit from the scope, recalculation of the target and baseline should be considered. However, this does not represent delays in the continuity of the road maps already designed.

GRI 305-1 GRI 305-2 SASB EM-MM-110a.1. TCFD 4b TCFD 4a

Carbon footprint 2023

Scope 1 (t CO ₂ eq)	2023
Fuels	26.762,22
Refrigerant gases	382,3
Other sources (including dredging)	37.007
Total	64.151,52

Scope 2 (t CO ₂ eq)	2023
Non-renewable energy	8.963
Renewable energy	276
Total	9.239

Total scope 1 and scope 2: 73.390,52 t CO₂ eq.

GRI 2-4


In 2023 the company converted its carbon footprint to the GHG protocol guidelines (previously measured under ISO 14061-1). This, plus the exit of Minas Argentinas S.A. from the scope, represents most of the difference compared to the 102 thousand t CO₂ eq reported in the previous period.

11.3.1.1.

Lines of action for the reduction of our GHG footprint


GRI 305-5 SASB EM-MM-110a.2. TCFD 2c

Technological transformation: includes all actions within our reach to reduce direct and indirect GHG emissions derived from our business, other than those from dredging and other associated activities. These actions in turn are grouped into the following categories:

- 


Fixed combustion

Actions or initiatives that enable energy efficiency or the reduction of fossil fuel consumption, applied to on-site production processes. It includes, inter alia, the replacement of electricity generation from diesel by energy from renewable sources and the incorporation of more efficient equipment.

- 


Mobile combustion

Actions or initiatives enabling energy efficiency or a reduction of fossil fuel consumption, applied to vehicles and transport. It includes, inter alia, optimization of transport routes and fleet renewal with cleaner and / or more efficient vehicles.

- 


Refrigerants

Actions or initiatives allowing the renewal of refrigeration equipment and / or the use of cleaner refrigerants.

- 

Acquired electricity

Actions or initiatives enabling energy efficiency or the increase of electricity purchased from renewable sources into the system. It includes, inter alia, the acquisition of renewable energy certificates, actions to increase efficiency in electricity consumption and changes in lighting systems.

- 

Operational efficiency

Actions or initiatives that allow processes in general to be carried out more efficiently, consuming fewer resources. It includes other programs for the replacement of machinery, initiatives to reduce areas susceptible to dredging or removal of vegetation cover, among others.

Nature-based solutions: this includes all actions within our reach to remove direct GHG emissions from dredging processes and other activities associated with deforestation.



The company is currently exploring different solutions that, through the sustainable use of soil, can remove emissions from dredging and deforestation, complying with international accounting standards, definition of objectives and net zero trajectory.

11.3.1.2.

Energy management

66% of the energy consumed in 2023 by our operations came from renewable sources.

GRI 302-1 GRI 302-2 SASB EM-MM-130a.1. TCFD 4a

Energy consumption 2023:

Energy consumption of non-renewable sources (kWh)		MJ
Gasoline	258.855,6	931.880,16
Diesel and/or ACPM	18.398.652	66.235.147,2
Propane gas	138.683,4	499.260,24
Others	28.484.997,17	102.545.989,8
Total	47.281.188,17	170.212.277,4

Energy consumption from renewable sources (kWh)		MJ
Hydroelectric	114.434.317	411.963.541,2
Others*	2.362.132	8.503.675,2
Total	116.796.449	420.467.216,4

(*): corresponds to the purchase of energy with REC certificates in Mineros Colombia.

Energy consumption by othersources and / or activities (kWh)		MJ
Electricity consumption	12.359.839	44.495.420,4



Energy efficiency and renewable energy initiatives in 2023

In Colombia, 99% of the energy consumed comes from renewable sources, either through self-generation or purchases from the system backed by Renewable Energy Certificates (RECs).

GRI 302-4

The following were the electricity consumption reduction initiatives implemented by Hemco Mineros Nicaragua in 2023:

Name of the initiative	Reduced quantity (kWh)	Basic year of calculation
Energy savings in stockpile yards: Replacement of 1500W Metalarc luminaires with 600W LED technology luminaires.	151.466	2023
Reducing electrical losses: Repowering of the section of the Siempre Viva - Plantel Hemco's electrical substation power line.	998.640	2022
Redirection of energy purchases: Purchase of electric power for the Panama mine circuit.	4.751.860	2022
Increase in height of water withdrawal of generators: Increased water intake height of generators #2 and #3 of the Siempre Viva hydroelectric power plant.	2.597.000	2022

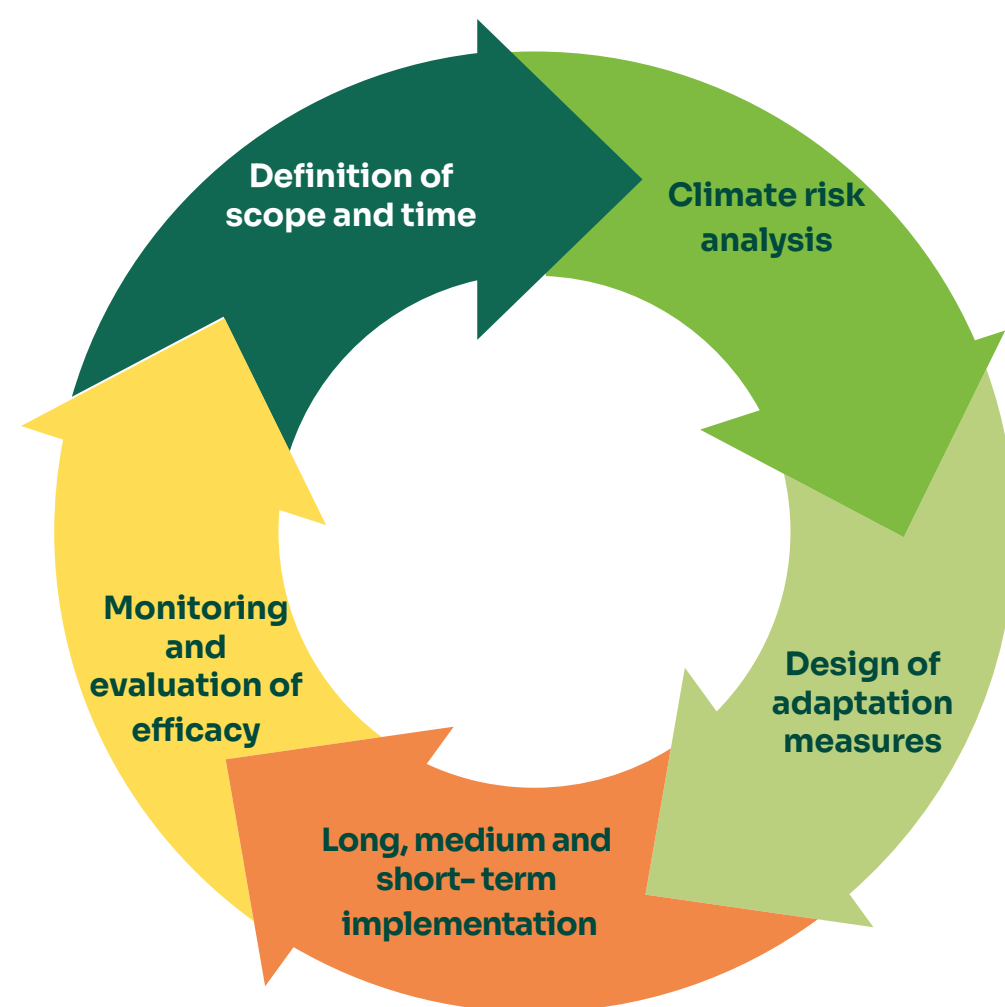
11.3.2.

Adaptation

TCFD 3b, 3c, 4a

Mineros has mechanisms in place to manage the physical and transition risks that may affect its objectives, and to adapt to the challenges that climate change generates in its business model. For transition risks, the company has corporate governance and integrated risk management systems, as well as strategies that allow for the minimization of impacts from and to the environment. For physical risks, the company is reinforcing the existing emergency and natural risk response mechanisms with climate change adaptation plans.

The design of adaptation plans is specific to each context (facility), and follows a PHVA (plan, do, check, act) cycle that starts with the identification, analysis and evaluation of the physical risks affecting the operation.



Based on the physical risk analysis, adaptation measures are identified and prioritized to suit the reality of each process and each facility. The prioritized measures will be established according to risk ratings and will seek the resilience of the businesses in the short, medium and long term. Prioritised measures may include, inter alia:

- **Infrastructure:** engineering work to increase the physical resilience of the facilities.
- **Processes:** improvements, modifications or changes in the structure of processes or in particular procedures.
- **Projects:** solutions that integrate infrastructure and processes to address climate risks.
- **Nature-based solutions:** leverage natural capital and ecosystem services to increase the climate resilience of the operation.

Other measures such as institutional or additional risk transfer options may be considered when optimal solutions are beyond the management capacity of the process, project or activity.

The monitoring and control of the implementation of adaptation plans follows the guidelines of Mineros S.A.'s Integrated Risk Management System.

TCFD 4a

Main climate risk management and adaptation measures implemented in 2023:

Mineros Colombia:

- Weather monitoring system, with warning and reaction protocols.
- Climate change risk analysis of the Nechí River.
- Evaluation of the resilience of machinery procedures and systems.

Mineros Nicaragua:

- New detoxification system.

Risk transfer:

Within the risk treatment options, we prioritize the transfer to the insurance or reinsurance market of those insurable risks, seeking the protection of people, assets and business interruption, with policies that provide coverage for life, personal accident, property damage and business interruption, contracted under the best terms that the market allows, to avoid deviations from our objectives in the event of the materialization of any risk





Climate management

“In the dynamism of their hive, the bees of El Bagre devote themselves to the vital work of pollination, a dance of life that takes place in the intricate chambers of the honeycomb. This image captures the essence of teamwork and the importance of each individual in the health of the planet

Bees, in their constant movement, are not only honey producers; they are engineers of nature's balance, facilitators of floral diversity and defenders against climate change. By preserving these species and their habitats, Mineros S.A. reflects its commitment to environmentally conscious practices that honor the interconnectedness of all life forms. This sea of bees in their natural habitat is a vibrant reminder of how responsible environmental management and mining can coexist, ensuring the prosperity of nature and the community.



Photo and text: **Paola Andrea Castañeda**
Mineros S.A.



OUR PEOPLE

CHAPTER 12



OUR PEOPLE

Material Matters:
AM11 Occupational Health and Safety, AM12 Respect for Human Rights

Corporate risks:

RC5 - Damage to Miners' reputation
RC7 - Inadequate human capital management
RC12 - Inadequate management for workers' health and safety
RC14 - Non-compliance with legal requirements
RC20 - Failures in the management of ESG criteria required by stakeholders

Standards: GRI 2-8, GRI 2-23, GRI 3-3, GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10, 404-1, 404-2, 404-3, 405-1, 408-1, 409-1, 410-1, 411-1, 412-1, 412-2, 412-3 SASB EM-MM-210a.3, SASB EM-MM-310a.1, SASB EM-MM-320a.1



12.1.

Management approach

The people who every day build and participate in Mineros' purpose are the organization's most important asset. The protection and respect for their rights and the generation of wellbeing is the fundamental pillar of our relationship, thus guaranteeing the exercise of a mining industry that generates social value.

GRI 2-23 GRI 3-3c

Our corporate framework allows us to develop management mechanisms that enable us to protect and respect the human rights of employees, contractors, artisanal and formalized miners, communities, indigenous peoples, among others:

- Human Rights Policy
- Sustainability Policy
- Talent Management Policy
- Diversity, Equity and Inclusion Policy
- Hiring Policy
- Code of Ethics
- Corporate Policy on Combating Bribery and Corruption
- Policy for the Prevention of Money Laundering and Financing of Terrorism
- Corporate Personal Data Protection Policy
- Risk Management Policy

Learn more about the policies that govern the development of our business at this link:
<https://mineros.com.co/en/the-company/corporate-governance>

GRI 3-3f

In addition, we have the following consultation and feedback mechanisms for stakeholders to know their perceptions regarding the management of issues that may impact their rights:

- Ethical line
- Petitions, Complaints and Grievances Procedures
- Consultations with stakeholders
- Prior consultation processes
- Work environment surveys Working Environment Pulse

12.2. Human Rights

The corporate Human Rights policy expresses our commitment and establishes the mechanisms that integrate them in its management, that is:

- Incorporation of due diligence processes,
- Provision of effective complaint mechanisms;
- The company's performance in relation to specific situations in its context.

Learn about our Human Rights Policy at:
<https://mineros.com.co/en/the-company/corporate-governance>

12.2.1.

Human Rights Due Diligence

SASB EM-MM-210a.3

Our due diligence process follows the provisions of the Guiding Principles on Business and Human Rights (Principles 17 to 21) and the guidelines given by our Human Rights Policy, following the following cycle:

Communication, transparency and accountability

- Review of management



Monitoring of responses' efficacy

- Measuring results
- Internal audit
- Management of information

Human rights risks and impacts assessments

- Identify risks and opportunities
- Settings goals

Integration in management systems

- Define roles and responsibilities
- Document
- Establish operational control

12.2.1.1. **Human Rights Risks and Impacts**

GRI 3-3a, b SASB EM-MM-210a.3 GRI 2-23 y eI GRI 414-2

The first human rights risk identification exercise for Mineros was conducted in 2018 based on a mapping of the main impacts that have been associated with the mining sector in our geographies. On the one hand, risks inherent to some of the mining industry's operating processes, and on the other hand, risks associated with socio-political conditions.

SUPPLY

Artisanal and small scale - mining

- Life, personal integrity and health
- Decent work
- Quality of life and education
- Freedom of association
- Due process

Contractors

- Life, personal integrity and health
- Decent work
- Environment

OPERATION

Employees

- Life, personal integrity and health
- Decent work
- Freedom of association
- Due process

Communities and peoples of origin

- Life, personal integrity and health
- Private property
- Health and healthy environment
- Quality of life and education
- Due process
- Anticorruption



GRI 412-1

Risks are grouped into human rights categories and, according to their classification and evaluation, have been monitored based on stakeholder consultations and engagement mechanisms in all geographies. In addition, resulting recommendations have been implemented in the operations' management systems and integrated into corporate governance mechanisms. A company-wide human rights risk update will be conducted in 2024 to broaden the scope to all stakeholders and to review and strengthen implementation, monitoring and accountability mechanisms.

12.2.2. Indicator management and monitoring systems

GRI 3-3d SASB EM-MM-210a.3 541, 58

Integration of risk treatment and impact mitigation measures are carried out throughout the value chain. For sourcing, the model for monitoring the related obligations of third parties provides the required guidelines for selecting, contracting and monitoring suppliers in accordance with practices that ensure respect, protection and remediation of actual or potential impacts on the human rights of people related to their operations (see chapter Sourcing Practices).

GRI 3-3d

Additionally, the Artisanal and Small-scale Mining (ASM) formalization models strengthen human rights practices from and for local miners, focusing on the environmental and occupational health and safety dimensions (see chapter ASM).

GRI 3-3d

In direct operations, through our environmental, social, occupational health and safety and talent management programs, we incorporate mechanisms to protect and respect the human rights of our workers, communities and indigenous peoples.

GRI 412-2

In 2023 we designed and launched the “Human Rights in Mining” course and made other training tools available to our employees. As a result, 401 employees received human rights training, 16.3% of our workforce. We must continue to expand the coverage and depth of training programs to strengthen knowledge, awareness and leadership.

GRI 3-3d

Through the Ethics Line and local procedures for Petitions, Complaints and Claims (PQR), the company offers complaint mechanisms with the necessary accessibility and guarantees to provide adequate resolution to potential cases of human rights violations.

12.2.3. Physical security

GRI 3-3d SASB EM-MM-210a.3

We comply with the security policies established by the State and its legitimately constituted institutions, respecting citizens’ rights as well as the Voluntary Principles on Security and Human Rights. We recognize the public forces as the legitimate guarantors of public order, we maintain good relations with society and the government, and we reach agreement on potential conflicts through legal means of dialogue to safeguard the integrity of people and the Organization’s assets.

SASB EM-MM-210a.3 GRI 3-3e GRI 410-1

As a management measure we train private security personnel in human rights policies or procedures. In 2023, we trained 152 private security contractors, 73% of this target population.

12.2.4. Child labor

Mineros rejects any form of child labor and monitors the areas, segments and activities in which this risk may directly or indirectly materialize.

GRI 408-1

To minimize risk, all our operations in Colombia and Nicaragua have established a clause in their contracts that prohibits both the operation and its suppliers from using child labor.

In Nicaragua, the risk of child labor has been detected in the artisanal mining areas surrounding the operations. Hemco Mineros Nicaragua does not permit artisanal miners who are members of the Bonanza model to employ or promote the employment of children, and includes a commitment to the eradication of child labor within the general policies of the mineral sale and purchase contracts. Failure to comply with this commitment is sanctioned by the suspension of the contract. To strengthen the culture of respect for children’s rights, Mineros Nicaragua is

implementing a local communication strategy aimed at artisanal miners. Through radio programs and campaigns, we promote the region’s commitment to abolish child and youth labor in artisanal mining.

Juan Mina: the radio program for the artisanal miner

Juan Mina is an artisanal miner in Bonanza, a village surrounded by nature in the Northern Caribbean Coast Autonomous Region of Nicaragua. Through his adventures, he promotes good practices in the exercise of his work.

The communication strategy aimed at artisanal miners allows an effective message to be conveyed to this stakeholder group about the importance of responsible mining practices through common language and knowledge of the environment.



Read Juan Mina's message about child labor in this link
<https://www.youtube.com/watch?v=kCfXgiv1VoU&list=PLGzK-NubMmlCDXvxcnq2y45Rqc8qZuZ8Ow&index=3>

12.2.5. **Indigenous Peoples’ Rights**

SASB EM-MM-210a.3

Mineros applies the principles of ILO Convention 169 on Indigenous and Tribal Peoples’ Rights in any area where our operations may potentially affect their rights. The company guarantees the right to free, prior and informed consultation or consent, establishing mechanisms for dialogue and reaching agreements that protect the integrity of indigenous peoples and the right to ownership and possession of their territories. We contribute to preserving the culture, customs and heritage of the native peoples in the areas where we operate.

GRI 411-1

In 2023, there were no reported cases of violations of the rights of indigenous peoples in our operations and projects.

GRI 3-3d GRI 413-1(vi)

Mineros Colombia

Eight ethnic communities belonging to indigenous groups have been identified in the area of influence of Mineros Colombia’s operation: Resguardo Puerto Claver, Resguardo Sohaibadó, Cabildo Mayor El Bagre, Cabildo Brojolá, Cabildo Los Almendros, Cabildo Jala Jala, Cabildo Charcón and Cabildo Buenos Aires.

Mineros Colombia’s operations have supported these communities in the construction of their life plans, documents that constitute the contribution of indigenous peoples to the construction of Colombian society, based on cultural diversity and pluralism and where they express their vision of the present and future, based on their knowledge systems and cultural principles.

In Colombia, ethnic groups are protected by the prior consultation mechanisms established by law and as such, the company guarantees this right. Prior Consultation is a fundamental right of ethnic groups that seeks to protect their cultural, social and economic integrity and guarantee the right to participation in accordance with the Colombian Political Constitution. Whenever a project, work or activity arises that the company wishes or needs to develop, it consults the National Directorate for Prior Consultation so that the latter may determine, under its authority, whether the prior consultation is appropriate.

For the company, ethnic groups are part of the social management plan, and receive special attention to identify, prevent and address the social risks that projects may generate in their ancestral territories.

GRI 413-1(vi) GRI 3-3d

Mineros Nicaragua

There are three Mayangna Indigenous territories in the Mineros Nicaragua concessions: Matumbak, Tuahka and Sauni As.

At Mineros Nicaragua, consultations in indigenous territories follow the processes defined under the Declaration of Rights of Indigenous Peoples and Consultations with Mestizo Peoples:

- The Declaration on the Rights of Indigenous Peoples requires States to consult and collaborate in good faith with the indigenous peoples concerned through their own representative institutions to obtain their free, prior and informed consent before adopting and implementing legislative or administrative measures that may affect them.
- Consultations with Mestizo Peoples are developed through defined meetings with community leaders, social agreements and validation mechanisms between authorities and communities regarding the project to be developed to obtain the required permits on private properties.

12.2.6.

Freedom of association and collective bargaining

GRI 407-1

At Mineros we respect our employees’ right to freedom of association, maintaining an open dialogue in a climate of trust and respect.

GRI 3-3d

New collective bargaining agreements were signed in our operations in 2023:

- In March, Hemco Mineros Nicaragua S.A. signed a new Collective Bargaining Agreement effective for two years beginning March 21.
- In June the new Collective Bargaining Agreement of Mineros Aluvial S.A.S. BIC was signed for two years, effective from May 1.

GRI 2-30 SASB EM-MM-310a.1.

Currently 1,461 employees are covered by collective bargaining agreements, 59.3% of the total.

GRI 402-1

Notice periods and provisions for consultation and negotiation are specified in collective agreements.

12.3. Occupational Health and Safety

Mineros reaffirms its commitment to provide and maintain a safe and healthy work environment in which all people working in our facilities behave in a responsible and safe manner. Thus, the Company is committed to achieving high Occupational Health and Safety (OHS) standards by implementing all policies, procedures and standards and continuously improving management systems, setting targets and monitoring performance. Our material operations are ISO 45001 certified (Occupational Health and Safety Management System).

Work-related injuries

GRI 3-3e, GRI 403-9g SASB EM-MM-320a.1.

The following are our consolidated injury rates for employees and contractors (*) of our significant operations according to the International Council of Mining and Metals (ICMM) guidelines:

		2023
Mineros Colombia	LTIFR	0,66
	TRIFR	2,64
Mineros Nicaragua	LTIFR	0,34
	TRIFR	1,31
Consolidated	LTIFR	0,49
	TRIFR	1,94

GRI 403-9f

(*) The indicators in this chapter include employees and contractors. They do not include artisanal miners in Nicaragua.

- **Lost Time Injury Frequency Rate (LTIFR):** refers to the number of lost time injuries that occurred during the reference period.
- **Total Recordable Incident Frequency Rate (TRIFR):** Includes fatalities, lost time injuries, restricted duty injuries and injury with medical treatment. **First aid is excluded.**

Detailed information for Mineros' employees and contractors in 2023 is presented below:

Accidents at work	Unit of measure	Employees	Contractors
Deaths due to occupational accidents	#	0	0
Accidents at work with major consequences	#	0	2
Invalidity due to industrial accident	#	72	34
Lost-time work-related injuries	#	7	9
Medical Treatments	#	54	25
Restricted Tasks	#	11	0
First Aid	#	71	41
Hours worked	Hours	6.767.542	4.187.523
Frequency of death rate (FFR)	Index	0	0
High Consequence Industrial Accident Injury Frequency Rate (HSIFR)	Index	0	0,095522

Accidents at work	Unit of measure	Employees	Contractors
Total Recordable Injury Frequency Rate (TRIFR)	Index	2,127804	1,623872
Lost Time Injury Frequency Rate (LTIFR)	Index	0,531951	0,429848

GRI 403-9e: *rates calculated for every 200,000 hours worked.

GRI 403-9a, 9b GRI 3-3a, 3b

Major workplace injuries depend on general industry conditions and are specific to each operation's processes:

Mineros Colombia		Mineros Nicaragua	
Employees	Contractors	Employees	Contractors
<ul style="list-style-type: none"> Contusion Bruising Trauma Attrition Traumatic hematoma, edema and ecchymosis Hits Cutting wounds Dislocation, sprains, strains. 	<ul style="list-style-type: none"> Contusion Bruising Trauma Traumatic hematoma, edema and ecchymosis Hits Cutting wounds Low back pain Burns Osseum fractures or cracks 	<ul style="list-style-type: none"> Burns Grade I sprains Finger fractures Irritation by contact with chemicals Cutting wounds 	<ul style="list-style-type: none"> Contusions Foreign body conjunctivitis Cuts and lacerations Irritation by contact with chemicals

Occupational Illnesses

Occupational diseases	Unit of measure	Employees	Contractors
Losses due to occupational disease	#	0	0
Recordable occupational diseases	#	4	0

GRI 403-10 GRI 3-3a, 3b

The following are the main types of occupational diseases among employees at each operation:

Mineros Colombia	Mineros Nicaragua
<ul style="list-style-type: none"> ▪ Sensorineural hearing loss ▪ Rotator cuff syndrome ▪ Epicondylitis 	<ul style="list-style-type: none"> ▪ Diseases of the osteomyoarticular system ▪ Hearing diseases

To date, no occupational illnesses have been recorded or reported for our contractors.

Objectives and targets of SST

- As a company we work to achieve an operation with zero accidents and zero illnesses, for which we set goals by operation that prioritize the processes with the highest risk rating, and corporate goals that consider the results of peer companies in the extractive sector. We will continue to design mechanisms so that our goals reflect a trajectory that approaches and eventually reaches our aspirational zero.
- In 2023 we created spaces for the socialization of best practices between the Colombian and Nicaraguan operations and the outgoing Minas Argentinas S.A. operation, who shared their knowledge with us and helped us in the evaluation of common gaps and the implementation of action plans.
- Based on our results and experiences, we will establish corporate OHS standards and strengthen governance mechanisms to improve our performance, which will continue to motivate us to fulfill our commitment to ensure that we all work in safe and healthy conditions.



12.3.1.

Occupational Health and Safety Management System

GRI 3-3d, GRI 403-1 GRI 403-7

The company's operations have an Occupational Health and Safety Management System (OHSMS) certified in accordance with the ISO 45001 standard, which is based on the Plan, Do, Check, Act (PDCA) cycle, framed in the legislation of the countries in which we operate and in the international standard ISO 45001. In Colombia, the SGSST is also covered by Decree 1072 of 2015.

GRI 3-3c

The prevention approach is framed in the corporate Sustainability policy in the OSH pillar, through which Mineros is committed to providing and maintaining a safe and healthy work environment in which all employees and contractors behave responsibly.

The SGSST demonstrate our commitment to prevent and control accidents or incidents, aiming at the identification and effective management of occupational hazards and risks, through the empowerment, dissemination and implementation of strategies, practices and standards that ensure working conditions, prevent injuries and avoid illnesses of people, ensuring and maintaining safe operating conditions.

12.3.1.1

Coverage of the Occupational Health and Safety System:

GRI 403-1 GRI 403-8

Our ESMS covers our own personnel, contractors, suppliers and visitors at the organization's facilities.

	Employees		Contractors	
	Number	Percentage	Number	Percentage
Covered by the system	2462	100	1902	100
Covered by the system, subject to internal audit	2462	100	1902	100
Covered by the system, subject to internal audit or certification by a third party	2462	100	1902	100

GRI 2-8

The following are the most common types of work performed by our contractors, which are determined by specific characteristics of the operation and its processes:

Mineros Colombia	Mineros Nicaragua
<ul style="list-style-type: none"> ▪ Civil Works. ▪ Private Security. ▪ Formalization Dredges. ▪ Food Services. ▪ Works with Metalmechanics. ▪ Environmental services (pruning, recovery, planting, wildlife rescue, forestry) ▪ River Transportation. 	<ul style="list-style-type: none"> ▪ Work to assemble hot structures and work. ▪ Machinery maintenance. ▪ Cleaning services, dining room, pruning and general maintenance of the complex. ▪ Transportation of company personnel, materials and other logistics work. ▪ Maintenance of electrical systems and installations. ▪ Waste collection, treatment and disposal. ▪ Specific technical work for different areas. ▪ Collection of ore for feasibility samples. ▪ Maintenance to the water pipe system. ▪ Comprehensive protection services.

GRI 409-f GRI 410d GRI 403-9f

The Bonanza Model covers around 6,000 artisanal miners (see pages 58 and 59) who are not yet part of the scope of the metrics presented in the report. Mineros Nicaragua, through the Municipal Artisanal Mining Commission (CMMA), the governing body of the model, is strengthening the mechanisms of systematization, accounting and monitoring of accident statistics for this interest group, as well as the processes of cultural adoption and change management, so that the figures achieve the level of maturity necessary to be integrated into consolidated statistics. In 2023, the collaboration of two safety supervisors working with the Municipal Commission for Artisanal Mining (CMMA) was integrated into the model, who make daily visits for training programs. One of the outstanding results of the model is the establishment of a network of safety inspectors at 14 artisanal mining sites and the development of engineering controls, such as the use of gas meters and the design and implementation of safe winches (more information in the Economic Development chapter, ASM).

12.3.1.2.

Hazard identification, risk assessment and incident investigation

GRI 403-2a

Our operations in Colombia and Nicaragua have hazard identification, risk assessment and evaluation matrices, which are used to determine controls according to their hierarchy. In the company's operations, the hazard identification and risk assessment processes are carried out under the guidelines of the GTC45 (Colombian Technical Guide) and the monitoring of compliance with controls and action plans is done through the AMATIA platform.

In Colombia, Mineros includes contractors in its matrix, without replacing the legal responsibility of each contractor to identify and assess their hazards, and provides advice and follow-up audits to contractors' hazard matrices, strengthening their management systems. Through the implementation of inspection routes at the work fronts, each contractor prepares its action plans to prevent the occurrence of an undesired event.

In Mineros Nicaragua's processes, mechanisms for participation and consultation with workers are integrated, field identification of hazards and evaluation of controls are carried out together with the leaders of the processes, and special attention is given to critical risks. Contractors are required to complete a Safe Work Analysis (SBA), a format by which they describe the tasks to be performed, the hazards identified and the controls to be implemented, and any other format or support regarding hazards and risks associated with the task is requested. Mineros Nicaragua conducts safety audits by contract managers and the OSH area.

GRI 403-2a

The hazards that can contribute to generating injuries or illnesses identified in each operation are as follows:

Mineros Colombia		Mineros Nicaragua	
Employees	Contractors	Empleados	Contratistas
<ul style="list-style-type: none"> ▪ Mechanics ▪ Biomechanics ▪ Physics (noise exposure) ▪ Locatives ▪ Technological (natural phenomena) ▪ Electrical (Contact with hazardous energies) 	<ul style="list-style-type: none"> ▪ Mechanics ▪ Electric ▪ Locatives ▪ Environmental ▪ Ergonomic 	<ul style="list-style-type: none"> ▪ Chemical (relocation, handling of chemicals, exposure to gases and vapours, particulate matter) ▪ Physical (exposure to noise) ▪ Biomechanicals (manual handling of cargo) ▪ Mechanics ▪ Locative (blows, falls) ▪ Traffic accidents 	<ul style="list-style-type: none"> ▪ Chemicals ▪ Use and handling of tools and equipment ▪ Working conditions ▪ Unsafe acts

GRI 403-9d, GRI 3-3d

Our ESMS encompasses procedures, standards, Personal Protective Equipment (PPE), education and training activities and drills for our employees and contractors.

**“At Hemco, people’s safety comes first”:
safety culture at Mineros Nicaragua**

Mineros Nicaragua strengthens the safety culture of its employees and third parties working in the facilities through the commitment: “at Hemco, people’s safety comes first”. The company carries out different actions that allow deepening the awareness of employees and integrating it into the performance of their tasks through outstanding practices such as:

- Cross inspections by company leaders.
- Inspections by the Joint Commissions for Occupational Health and Safety at Work (CMHST).

- OSH accompaniment in high-risk activities (work at heights, confined spaces).
- Inductions, risk awareness workshops and safety talks.
- Field follow-up in underground mine in both operating shifts.
- Safety programs: *Cultura Vida*, road safety, chemical risk, electrical safety, safe load lifting, safety at heights.
- Hygienic-industrial and particulate material studies.
- Control and measurement of gases in subway mines.
- Geomechanical monitoring in subway mines.
- Security approaches.
- Safety stops.



For contractors, Mineros Nicaragua conducts training and/or talks on chemical handling, inspections of conditions and tools, and safety approaches.

**“Add Prevention, Subtract Risk”:
safety culture at Mineros Colombia**

The SUPER (*Suma Prevención, Resta Riesgo*) program is aimed at containing risks to reduce the accident rate by intervening in unsafe situations, unsafe behavior and positively reinforcing safe behavior, creating a culture of prevention. This is achieved thanks to the support of a group of motivated, trained and committed leaders, process owners and safety managers, with the ability to guide and support Mineros Aluvial S.A.S. employees. The accompaniment is strengthened in two ways, starting with the “Top - Bottom” Leadership Support and the “Bottom - Top” Operation Empowerment.



GRI 403-2c

To report hazards or situations that may cause injury, illness or disease, employees and contractors have multiple channels such as: verbal communication with OHS leaders on site or in specific spaces (daily meetings, safety stops, worker forums or committees), via telephone, email, WhatsApp, reports of unsafe conditions, safety boardings, among others. Workers and contractors can suspend their activities and withdraw from the source of the hazard. OSH areas conduct a safety assessment and determine the necessary measures to ensure that conditions are safe again and work can resume.

12.3.2. **Incident investigation**

GRI 403-2d

Mineros Colombia and its contractors have internal procedures based on Resolution 1401 of 2007 of the Ministry of Health and Social Protection, which provides guidelines for the investigation of occupational accidents and incidents. Mineros audits the investigations and participates in the most complex ones. In addition, there are spaces with management and contract administrators where accidents are reported, and the causes and action plans are socialized.

GRI 403-2d

Mineros Nicaragua conducts its employee incident investigation procedures under the ICAM methodology. Through these, immediate actions are executed, the investigation is planned, data and evidence are collected and organized, analysis is performed, preventive and corrective actions are determined and a report of findings and the corresponding accident report is made through the AMATIA platform.

Each contractor must investigate accidents using the methodology they have implemented. However, in the case of potentially fatal or lost time events, the investigation is conducted under Hemco's leadership using the ICAM methodology.

12.3.3.

Committees and processes for participation and consultation

GRI 403-4b

Mineros Colombia and its contractors comply with Resolution 2013 of 1986 of the Ministry of Labor, which regulates the organization and operation of the Medicine, Hygiene and Industrial Safety Committees. The function of the committees is (Art. 13):

- Propose to management the adoption of measures and the development of activities to ensure and maintain health in workplaces and work environments.
- Propose and participate in occupational health training activities aimed at workers, superiors and managers of the company or work establishments.
- Collaborate with officials of governmental occupational health entities

Mineros Colombia holds monthly internal committees and working groups with contractors to review prevention strategies, and to train personnel who lead OHS issues and legal representatives. When there are procedural deviations, the committee is immediately cited to deal with the issues.

At Mineros Nicaragua, the Joint Commission on Occupational Health and Safety (CMHST) operates through a structure consisting of a president, a secretary and its regular and alternate members. The committees evaluate and determine the occupational risks at the work center, analyze the proposals for measures necessary to prevent occupational risks, and monitor and control the prevention-related provisions.

GRI 403-4a GRI 3-3f

Mineros' operations have the following processes and mechanisms for participation and consultation:

OHS training courses for employees

Mineros Colombia		Mineros Nicaragua	
Employees	Contractors	Employees	Contractors
<ul style="list-style-type: none"> Workers' Forum PET (small work teams) LUP (Single Point Injury) Primary groups Management review Improvement Committees COPASST (occupational health and safety committee) COCOLA (labor coexistence committee) 	<ul style="list-style-type: none"> Evaluations are performed and standardized in the contractors' procedure 	<ul style="list-style-type: none"> Participation and Consultation Form CMHST Meetings Evaluation of personal protective equipment Interview for risk assessment by a third party 	<ul style="list-style-type: none"> Annual ISO Knowledge Fair Analysis of safe work together with contractors Annual security introduction

12.4.
Training

GRI 403-5

Training and education processes are carried out by the talent management areas of each operation. For this purpose, OHS builds a matrix as input for training needs in accordance with legal requirements and characterization of occupational accidents during the year for subsequent implementation.

Mineros Colombia	Mineros Nicaragua
<ul style="list-style-type: none"> Induction and re-induction of personnel. 50-hour course for personnel who have responsibilities with the OHSMS (occupational health and safety management system)*. Roles and responsibilities in the OHS system. Emergency plan. Biological risk management. Dive team training in in-water recovery of parts. Aquatic rescue. Road safety. Contractor management. River safety. Safety with yellow machinery. Open pit mining*. PPE management. Risk and hazard management. Work at height*. Work in confined space*. Hot work. Working with dangerous energies*. Load lifting. Chemicals*. Active breaks. Applied ergonomics. Healthy lifestyles. Respiratory protection. 	<ul style="list-style-type: none"> Safety inductions with general measures for working in the company. Work at heights - authorized personnel. Work at heights - competent personnel. Blocking and labeling. Confined spaces - competent personnel. Confined spaces - authorized personnel Electrical safety. Hot work. Load lifting. Smith System defensive driving training and certification. Training and certification in calibration and maintenance of gas meters.

* Resolution 4927 of 2016.

GRI 403-5

In general, each contractor has its training plan and Mineros reviews and follows up on compliance through different monthly reports where attendance lists are validated. In addition, the company involves all our contractors in different training and campaigns, among others.

Mineros Colombia	Mineros Nicaragua
<ul style="list-style-type: none"> ▪ Induction and re-induction in Occupational Safety and Health. ▪ Accident prevention - operational control. ▪ Reporting of safe and unsafe behaviors. ▪ Use of Personal Protective Equipment ▪ High-risk tasks (heights, confined spaces, hazardous energies, hot work, load lifting). ▪ Management of chemicals ▪ Epidemiological surveillance programme. ▪ Occupational Health and Safety Campaigns 	<ul style="list-style-type: none"> ▪ Safety inductions with general measures for working in the company. ▪ Safety talks that are received in conjunction with the processes. ▪ Safety inductions for contractors entering the mine. ▪ High risk tasks (heights, confined spaces, hot work, hot electrical work, load lifting, trenches and excavations). ▪ Law 618 (General Law on Occupational Health and Safety). ▪ Defensive driving

12.3.5.

Promotion of health

GRI 403-6

In accordance with the OHS legislation in force in Colombia, all our employees and contractors must be affiliated to the general labor risk system. Mineros performs monthly follow-ups, and additionally has health professionals at the different work stations for timely attention in case it is required.

Additionally, for employees, Mineros Colombia provides benefits for both union and non-union personnel for an optimal provision of health services.

Mineros Nicaragua has a medical clinic that offers services to workers and their beneficiaries, which provides general consultation services and specialties such as gynecology, orthopedics, internal medicine, otolaryngology, surgery, pediatrics, pediatric surgery, gastroenterology, and urology. The clinic has a 24/7 emergency care service and can provide medical services to contractors in the event of an emergency due to illness or accident in the workplace. For the provision of other health services, contractors must report to their provisional clinic of the Nicaraguan Social Security Institute (INSS).

GRI 403-3

Occupational health services contribute to the identification and elimination of hazards and risks to our employees through the following actions:

Mineros Colombia	Mineros Nicaragua
<ul style="list-style-type: none"> ▪ Epidemiological surveillance programmes. ▪ Continuous updating of the hazard identification and risk assessment matrix in conjunction with the process leaders. ▪ Lifestyle and healthy environment campaigns. ▪ Job inspections and evaluations. ▪ Training. ▪ Health conferences. ▪ Safety inspections. 	<ul style="list-style-type: none"> ▪ Continuous updating of the hazard identification and risk assessment matrix in conjunction with the process leaders. ▪ Implementation of action plans to minimize the risks of the hazards identified in the work areas. ▪ Immediate intervention where there is an imminent risk of major or fatal accidents. ▪ Safety inspections.

The contractors under their own context make occupational medical evaluations of entry, control and retirement, in order to identify the health conditions of their collaborators and thus follow up on them.

GRI 403-6

On a voluntary basis, Mineros offers voluntary health promotion programs for its employees, among which the following stand out:

Mineros Colombia	Mineros Nicaragua
<ul style="list-style-type: none"> ▪ Vaccination days. ▪ Encouragement of recreational activities. ▪ Promotion of recreational and wellness activities. ▪ Volunteers. ▪ Health brigades in the population of the areas of influence. ▪ Health Campaigns. ▪ Prostatic antigens. ▪ Biomarkers in Blood and Urine. 	<ul style="list-style-type: none"> ▪ Prostate cancer, breast cancer and cervical cancer prevention campaigns. ▪ Healthy Lifestyle Program. ▪ Public health programmes including vaccination days. ▪ Vector-borne disease prevention programs for endemic diseases (malaria, dengue).



Health and safety at work

“Welders are professionals who work with heavy tools and metals at different temperatures, so it is vital that they use the proper safety gear to avoid welding-related injuries and illnesses.

The photo also shows how the company cares about the safety of its employees, and how the workers are very committed to their own safety. ”

Photo and text: Jean Carlos Wiesner
Mineros Colombia

Mineros Colombia involves its contractors when conducting prevention and health promotion campaigns.

12.4.
Our talent

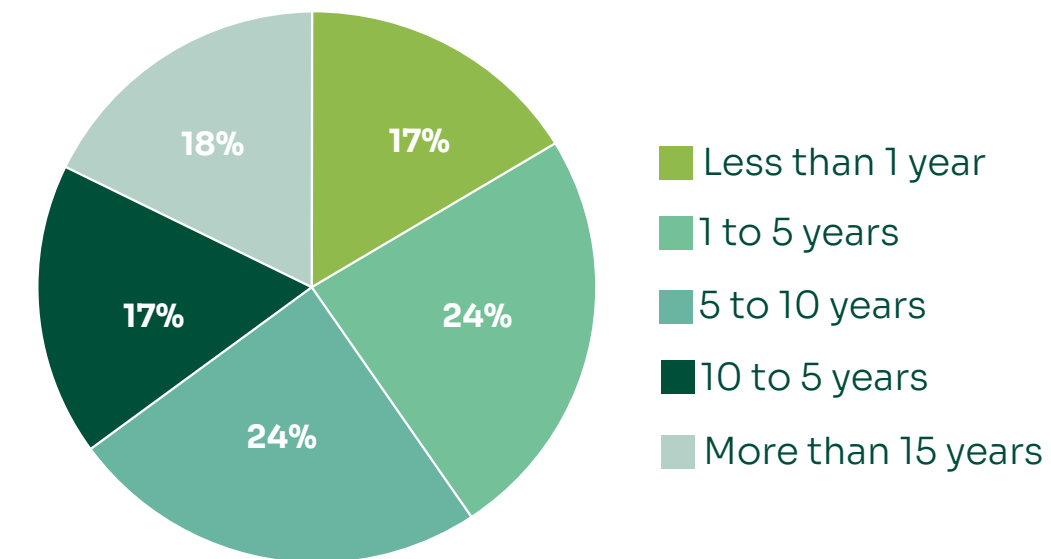
We are convinced that people are the heart of Mineros. Our commitment is to generate well-being and opportunities for personal and professional development and growth, contributing to the sustainability of the business and the construction of better countries.

Our talent-based value proposition focuses on these priorities:

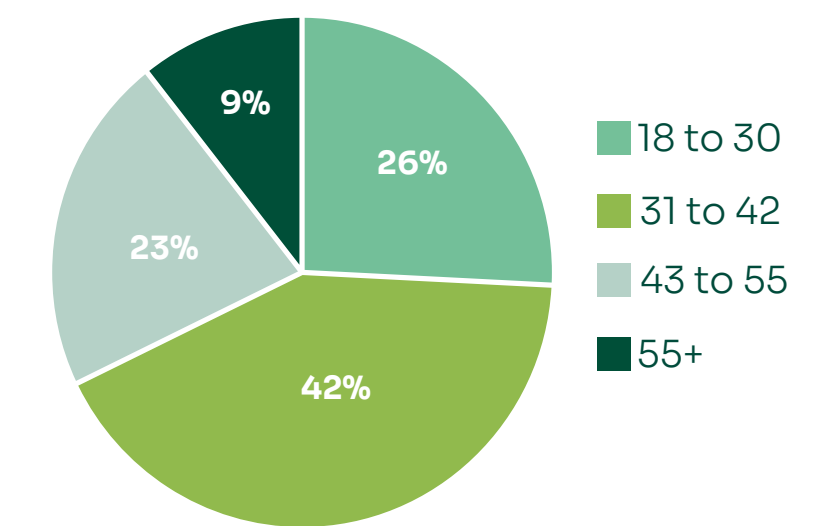
- The culture, which defines who we are and is based on our purpose “For the Wellbeing of All” and our corporate values of honesty, respect, responsibility, humility and solidarity. Our priority is to ensure that our culture is reflected in the employee experience every day,
- Leadership development as an organizational capability, an enabler of our culture, business performance and meritocracy, and
- The talent management model focused on integral well-being and happiness, continuous learning, performance improvement and the development of our employees’ potential, all of which contribute to a better work environment and better business results.

Mineros is enriched by the diversity of talents that work in the organization, which belong to various age and seniority ranges, strengthening the contribution of the different generations that converge in the company.

Employees by seniority (years):



Employees by age:



12.4.1.
Attraction and retention

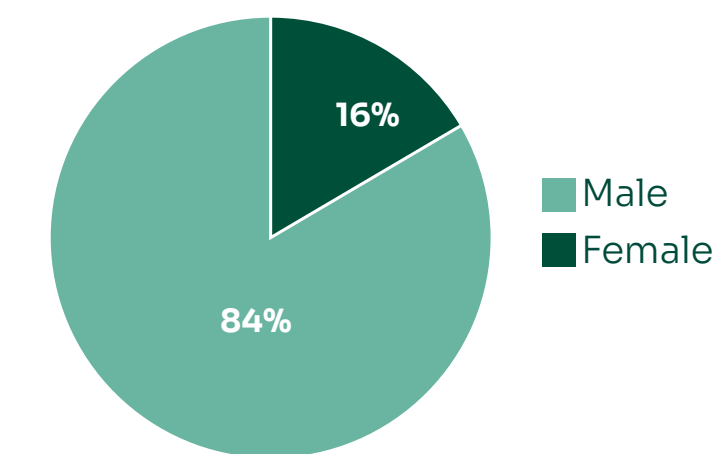
GRI 401-1a

In 2023, **425 new employees were hired at Mineros, representing 17.3%** of our workforce. These new hires mainly allow us to generate employment opportunities for people in the areas of influence of our operations and at the same time leverage our objectives of continuous improvement and exceptional performance.



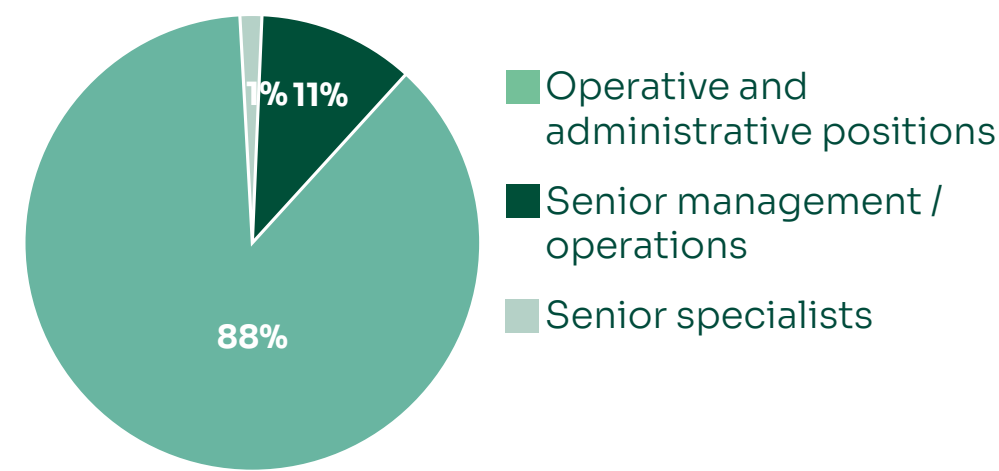
425
New hires

Gender

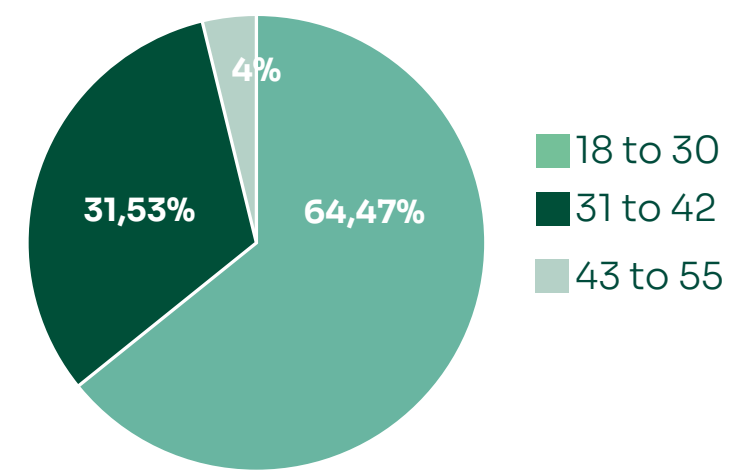


New hires

Job category



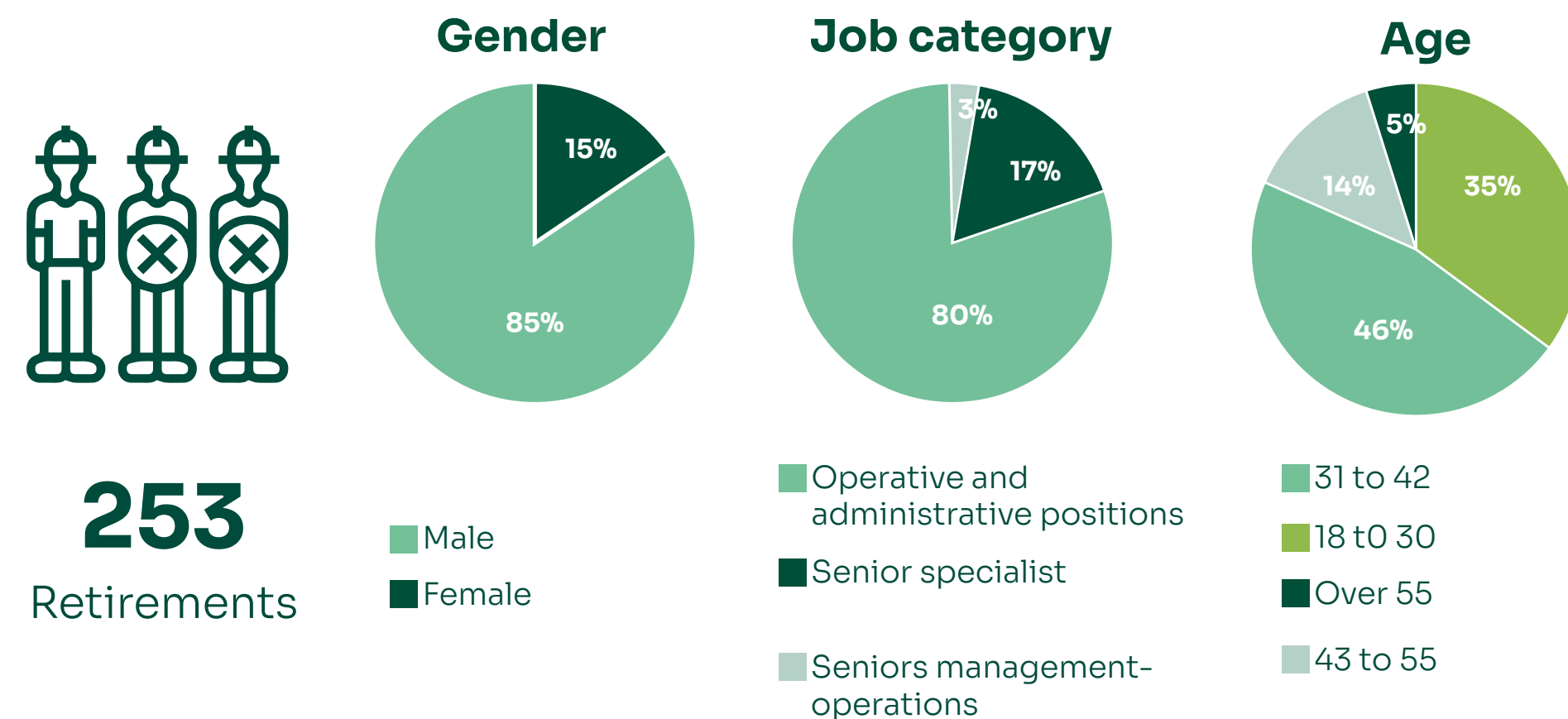
Age



GRI 401-1b

In terms of talent turnover, in 2023 there were 253 employee retirements at Mineros, representing 10.28% of our workforce. This is a healthy turnover, maintaining a balance between terminations generated by the employee's will and those generated by the company's decision and in line with our priority of retaining our talent and generating growth opportunities.

Distribution of withdrawals



Work Environment:

During the course of the year we managed our work environment through action plans aimed at improving the main aspects that affect the work environment: leadership, integral wellbeing and training and development; and we measured its progress through the Work Environment Pulse 2023, in which we had an improvement of 3 points compared to the previous year's result, with the best performing variables being leadership, communication and pride in working for the company.



12.4.2.

Compensation and benefits

As established in the Corporate Talent and Compensation Policies, at Mineros we compensate in conditions of internal equity and competitiveness with the market.

Our total compensation philosophy (fixed and variable compensation) is based on meritocracy and the valuation of organizational and individual performance, The company grants extra-legal benefits, for which all employees of the organization are eligible, with the purpose of contributing to the promotion of education, life, health and welfare of employees and their families. These benefits are reviewed and adjusted based on prevailing market practices.

GRI 401-2

Mineros guarantees the exercise of disability coverage and maternity and paternity leave as established by law in Colombia and Nicaragua.

In Colombia, coverage for disability or invalidity is granted for events covered by Health Care Providers (EPS), Labor Risk Administrators (ARL) and pension funds when a person suffers a disability due to a common illness or work accident, or if due to any of these conditions they have a loss of capacity of more than 50%. It is essential that the employee presents the medical certificate duly endorsed by the

EPS and that the medical certificate complies with the legal deadlines. In the case of corporate personnel, the company covers the percentage that the EPS ceases to pay for the days of incapacity recorded.

In Nicaragua, the law establishes that by right the employee receives 60% of the salary when they are disabled, but when the disability is due to an accident at work and maternity leave, the company assumes the remaining 40%. Disability due to common illness is administered in accordance with the regime in which the employee is enrolled. For employees enrolled in the IVM-RP regime (Disability, Old Age and Death - Professional Risks), the company assumes 60% of the salary and if they are in the integral regime, the INSS assumes 60% of the salary.

GRI 401-3

In addition, the governments in the countries in which we operate have legislation regarding maternity leave. In Colombia, maternity leave is a health system benefit to which the mother is entitled, during the first months of life of a newborn or adopted child. Its function consists in the recovery of the mother after childbirth so that she can attend to her child with all the necessary care. The purpose of paternity leave is to allow the father to be present to provide companionship to the mother and care, attention, support and physical and emotional security to the newborn or adopted child.

In Nicaragua, maternity leave is equivalent to 84 calendar days, and in the case of paternity leave it is five consecutive days, only if the employee is legally married. For employees enrolled in the IVM-RP Regime, the company provides 45 units of formula milk distributed in 6-month periods. In addition, as an extra-legal benefit, the company provides a maternity basket equivalent to USD 82 for female employees only.

GRI 401-3

Parental leave:

Parental leave	Mineros S.A			Mineros Colombia			Mineros Nicaragua		
	Total	Women	Men	Total	Women	Men	Total	Women	Men
Working parties entitled to parental leave	81	49	32	972	111	861	1385	172	1213
Collaborators who used parental leave	2	2	0	40	1	39	9	9	N/A
Employees returning to work after parental leave ended	2	2	0	40	1	39	13	13	N/A
Employees who must return to work after parental leave is over	2	2	0	40	1	39	13	13	N/A
Return to work fee	100	100	100	N/A	100	100	100	100	100
Employees who returned to work after the end of parental leave and were still employed 12 months later	4	3	1	27	3	24	7	7	N/A

Parental leave	Mineros S.A			Mineros Colombia			Mineros Nicaragua		
	Total	Women	Men	Total	Women	Men	Total	Women	Men
Employees returning to work after parental leave ended during the previous reporting period	5	4	1	32	3	29	9	9	N/A
Retention rate	80	75	100	84,37	100	82,76		78	N/A

*: Information not available for the reporting period.

GRI 401-2

In Nicaragua, the provision of a basic food basket and medical care are legal rights. Mineros Nicaragua has its own on-site clinic where care is provided to workers and their families. Interns must go to the local hospital.

GRI 201-3

In Colombia and Nicaragua, the organization’s general resources meet the obligations of the pension plan, in which members or their beneficiaries obtain an old-age, disability or survivors’ pension, or an indemnity, as previously defined. The law in Colombia establishes that the employee contributes 4% of their salary, and the employer contributes 12%. In Nicaragua, for employees enrolled in the IVM-RP Regime, the labor contribution is 5% of their salary and the employer’s contribution is 21.5%. In the case of employees enrolled in the Integral regime, the percentage contributed by the employee is 7% and the employer 22.5%.

Pension plan and contributions 2023	Mineros Colombia	Mineros S.A	Mineros Nicaragua
Estimated value of pension scheme (USD) liabilities	2.620.778,95	473.333,65	2.424.484,07

GRI 401-2

In addition to what is required by law, the following benefits are offered to our employees in all our operations: life insurance, educational benefits and loans. Each operation has the eligible population and the characteristics of these benefits, according to specific local conditions. In addition, each operation defines additional benefits according to the needs and aspirations of its employees.

12.4.3.

Knowledge management

GRI 404-1

In 2023 our employees received a total of 46,499 hours of training, an average of **18.9** hours per employee. Women spent an average of **90.3** hours and men **7.6** hours per person.

Training and education by job category

	Average (hours/person)
Senior Corporate Management	20
Senior Management Operations	12,59
Leaders/Senior Specialists	10,91
Administrative/ Operational Positions	6,43

GRI 404-2a

Knowledge management focuses on providing comprehensive learning opportunities to our employees to enable them to adequately perform their positions and contribute to the company’s strategy. Mineros S.A. defines the general training curriculum for all companies and the operations develop training curricula adjusted to the needs of their population:

Mineros S.A. (Corporate)

At Mineros S.A. we have a virtual knowledge management platform called Kilate, which includes the company's induction program, technical knowledge of the business, our code of ethics and corporate values, mandatory compliance courses and development of organizational competencies. The target audience of our virtual and classroom training offer is all employees of Mineros S.A. and its operations.

In 2023 we train our leaders through our Corporate Leadership Development Program focused on self-knowledge, awareness and leadership skills development. We obtained a coverage of 85% of our total population of leaders in the program.

85% of our employees participated in the Integral Wellness and Happiness Corporate Program, focused on helping participants discover their life purpose and the importance of each individual, train their awareness to be present moment, generate psychologically safe environments to foster innovation, train appreciative and positive communication, strengthen resilience and adaptability, and understand the body-mind dynamic. In addition, we conduct all mandatory training programs in the compliance area.

Mineros Colombia

The programs designed to address gap closure according to the needs of all categories of the company's employees, from senior management to operational positions. We have a leadership development program, an Occupational Health and Safety (OHS) reinduction program, an environmental education program and programs in line with training needs.

The training plan contemplates that 90% of the training and education at Mineros Colombia must strengthen the technical competencies of our employees, which translates into a better qualified workforce oriented towards organizational results.

Mineros Nicaragua

- Leadership development program aimed at improving leadership skills in employees with supervisory functions (management).
- Training program to improve aspects of the Great Place to Work (GPTW) survey, the program was aimed at strengthening the dimension of pride, awareness and teamwork.
- Program aimed at security guards on human rights, with the objective of creating a culture of zero discrimination and violation of human rights.
- Programs to strengthen technical skills, aimed at achieving indicators of the different processes, providing employees with knowledge and/or skills to perform more technical and higher-quality work.

12.4.4.

Transitional assistance programmes

GRI 404-2b

Mineros S.A. offers a labor transition program, for cases of dismissal of an employee by the company or employees who are going to retire. This program is designed to transform the individual perspective, moving from a complex experience to one based on an opportunity perspective, the connection with oneself and gratitude for what is gone and what is coming. The program offers the employee assessment by a coach, feedback on potential, and tools to manage their transition moment and make a personal marketing plan.

Mineros Colombia has a Golden Generation program that allows personnel who are in the last 3 years from obtaining their old-age pension to receive training on topics such as: time management, change management, employability, pension counseling, among others, in order to help the transition in an appropriate manner.

Likewise, for senior management positions, we offer labor transition programs with external suppliers, which allow us to have adequate processes for contract termination.

12.4.5.

Performance management

GRI 404-3

In 2023 250 employees, **10.15%** of our employees received a periodic performance evaluation. Our performance management model is focused on measuring and evaluating employee progress throughout the year, based on individual objectives set at the beginning of the year. The objectives are composed 50% by the WHAT, i.e., the individual goals and the HOW, i.e., the way the objectives are reached, which is the fulfillment of the organizational competencies. Our target population is the President, Vice Presidents, Managers and Directors. Our total compensation philosophy is based on meritocracy, which means that compensation is differentiated based on employee performance.

	Employees evaluated	Percentage of employees evaluated (on total per gender)
Women	87	25,82
Men	163	7,67

	Employees evaluated	Percentage of employees evaluated (on total per category)
Senior Corporate Management	5	100
Senior Management Operations	34	77,272727
Leaders/Senior Specialists	144	48,322148
Administrative/ Operational Positions	67	3,167849

Talent Development:

GRI 404-3

During the year 143 employees, 5.81% of our workforce, had professional development opportunities, manifested in vertical growth or horizontal transfers, in line with our priority of generating development and growth opportunities for our internal talent and forming future short and medium-term successor chains with internal talent.

	Professionally developed employees	Percentage of employees with professional development (on total per gender)
Women	52	15,43
Men	91	4,28
Total	143	5,81

	Percentage of employees with professional development (on total per category)
Senior Management- Operations	18,18
Senior Specialists	3,36
Administrative and operative positions	3,12

Talent development:

Internal Talent Growth: 67% of all vacancies in 2023 have been filled with our internal talent, showing our commitment to train, develop and provide growth opportunities to internal talent.

In 2023, the Annual Corporate Talent Review was conducted in which the critical positions of the company were identified, 1.12% of our total population was also identified as key talent and 100% of the succession plans were designed identifying successors in the short and medium term up to the fourth level of the organization, including positions of President, Vice Presidents, Manager and Directors, and their self-development plans were designed to be executed.



12.4.6.

Diversity, Equity and Inclusion

In 2023 Mineros published its corporate Diversity, Equity and Inclusion (DEI) policy and strategy, as well as the protocol for the prevention and management of sexual harassment in the workplace, whose purpose is to build an inclusive work environment where all people feel they can be themselves and belong, driving the growth of the organization. The eligible population was all the company’s employees.



During the year, we educated all our employees on the corporate policy and protocol for the prevention and management of sexual and workplace harassment. In addition, we launched “Tú Perteneces” (You Belong), the corporate program that materializes Mineros’ vision for DEI and will comply with the policy and strategy objectives defined by the organization.

GRI 405-1b

Employees by employee category:



GRI 2-7

Participation of women in the workforce:

	Colombia		Nicaragua		Corporate		Total	
	Women	Men	Women	Men	Women	Men	Women	Men
Direct, indefinite term	86	729	158	1.155	46	32	290	1.916
Direct, fixed term	5	28	12	40	1	0	18	68
Direct, per hour or task	1	80	0	0	0	0	1	80
Total direct employees	92	837	170	1.195	47	32	309	2.064
Temporary	0	0	2	18	0	0	2	18
Apprentices and trainees	19	24	5	19	2	0	26	43
Total employees	111	861	177	1.232	49	32	337	2.125

GRI 405-1b

At Mineros we strive to maintain the diversity of our talent, generating positive impacts on the communities and ethnic groups in our areas of influence. In Nicaragua, we favor communications in Mayangna and Miskito languages and have 8% of our employees from these groups

Group	Number of employess	Percentege
Mestizo	1.273	91.91%
Miskito	89	6.43%
Mayangna	23	1.66%
grand total	1385	100.00%



12.5. **Comprehensive programmes: Nueva Esperanza Clinic**

At Hemco Mineros Nicaragua we provide medical services to our employees and their beneficiaries (spouse and children up to 15 years old), who total approximately 6,500 people.

Our health management is divided into two axes of work: Occupational Health and Healthcare.

- **Occupational health** promotes the prevention and control of risks in the workplace, through the implementation of practices and controls based on the understanding of our operation. It includes the programs: Visual conservation, Thermal stress, Noise, Respiratory protection, Lead exposure protection, and Osteomyoarticular.
- **Healthcare** provides comprehensive and quality medical care, and includes: Attention to medical emergencies, Outpatient Consultation, Medical Transfers and Physiotherapy.

These health services are offered at our Nueva Esperanza Clinic, which has:



- 5 medical offices,
- 3 observation rooms,
- Pharmacy,



- Emergency area,
- Physiotherapy room and
- Ambulance

In 2023, the Nueva Esperanza Clinic received approximately 21,404 medical consultations or 60 treatments per day. Likewise, it achieved a reduction in the indicators of occupational illnesses and absenteeism.



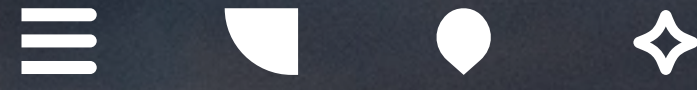


Human rights

“Mr. Jorge Moreno, always ready to collaborate and give us good advice, is undoubtedly a very important asset of this company who, at his advanced age, shows us his smile and good will. ”

Photo and text: Wendy Vanessa Peinado
Mineros Colombia





CONTEXT INDEX

CHAPTER 12



CONTENT INDEX

13.1.

Content Index: GRI

Declaration of use	Mineros S.A. has prepared the report using the GRI Standards as a reference for the period from January 1 to December 31, 2023.
GRI 1 used	GRI 1: Fundamentals 2021
Applicable GRI Sector Standards	Not applicable: GRI 14: Mining Sector 2024 will come into effect for reporting in 2026.

General contents					
GRI	Indicator	Verified	Omission	Chapter	Page
2-1	Organizational details			Who are we?	13
	Comment: Location of corporate headquarters: Medellín Carrera 43 A # 14-109 Nova Tempo Building Phone +57,604 2665757				

General contents					
GRI	Indicator	Verified	Omission	Chapter	Page
2-2	Entities included in the Sustainability Report			Content Index	130
	Consolidation			About this report	13
Comment: Sustainability Report: Mineros Aluvial S.A.S. BIC, Hemco Mineros Nicaragua S.A., Mineros S.A. Financial statements: https://mineros.com.co/en/investors/financial-reports					
2-3	Memory period, frequency and contact point			About this report	11
	Comment: The Financial Statements cover the period from January 1 to December 31, 2023. Publication date of the 2023 Sustainability Report: March 2024. In April 2024, the Report was published again after the completion of the external verification.				

General contents					
GRI	Indicator	Verified	Omission	Chapter	Page
2-4	Updating of information: general			About this report	11
	Information update: GHG emissions			Content Index	101
	Comment: In 2023, the company converted its carbon footprint to the GHG protocol guidelines (previously measured under ISO 14061-1). This, plus the exit of Minas Argentinas S.A. from the scope, represents a significant reduction compared to the 102 thousand t CO2 eq reported for 2022.				
2-5	External verification practice			Content Index	131
	External verification report			External verification	N/A
	Comment: The external verification process for the Sustainability Report was defined and established for the first time in 2023. Management, represented by the Legal and Sustainability Vice-Presidency, submits to the Audit and Risk Committee the proposals and recommendations to the proponents, and the Committee has the final decision to approve the verifier. The external verification was carried out on the Spanish version of this report. The external verification letter is available at: https://mineros.com.co/es/sostenibilidad-asg/enfoque-corporativo				
2-6	Activities, value chain and other business relationships			Who are we?	15
	Number of operations			Content Index	131
	Total production and sales			Economic development	52
	Significant changes			About this report	11
	Comment: For the purposes of this report, our three material operations are defined as: Mineros Colombia, Mineros Nicaragua and Mineros S.A. Mineros does not sell products or services that are prohibited.				

General contents					
GRI	Indicator	Verified	Omission	Chapter	Page
2-7	Employees	x		Economic development	55
				Our people	128
	Comment: Figures represent the staffing as of December 31, 2023. Includes apprentices and trainees. The differences with respect to prior periods' reports are mainly due to the exclusion of Minas Argentinas S.A. from the scope. There were no significant fluctuations in the Colombian and Nicaraguan operations.				
2-8	Workers other than employees			Who are we?	55
				Our people	154
2-9	Governance structure and composition			Corporate governance	22
2-10	Criteria for the selection of board members			Corporate governance	23
2-11	Chairman of the Board as an executive officer of the organization and his role			Content Index	131
				Comment: The Chairman of the Board of Directors is not a senior executive of the organization.	
2-12	Role of the Board of Directors in the selection of objectives, values and strategies			Corporate governance	27
	Corporate governance and stakeholders			Our strategy	47
2-13	Delegation of authority in economic, environmental and social matters			Corporate governance	28

General contents					
GRI	Indicator	Verified	Omission	Chapter	Page
2-14	Responsibilities for sustainability reporting			Corporate governance	27
2-15	Conflicts of interest			Corporate governance	25
	Comment: Although cases of affiliation to different boards and cross-participation are reported, it is not considered by law or internal policy as a conflict of interest.				
2-16	Procedure for communication of critical concerns			Content Index	132
	Comment: All ethics line reports are presented at the Ethics Committee meetings. Quarterly management and reporting reports are submitted to the Audit and Risk Committee, which is comprised of three members of the Board of Directors. The Audit Committee presents information on the topics discussed at its meeting to the Board of Directors. Likewise, within the procedure for dealing with communications from the ethics hotline, an escalation has been established to manage potential conflicts of interest with committee members and management. If any of the above is reported, the details of such escalation are defined in the communications management procedure. Under this scaling criteria, no critical concerns were raised in 2023.				
2-17	Board training on economic, environmental and social issues			Corporate governance	24
2-18	Board Member Evaluation			Corporate governance	25
	Comment: Negative results of the evaluation may result, inter alia, in a change in the composition of the Board. However, this situation has not been presented to date.				

General contents					
GRI	Indicator	Verified	Omission	Chapter	Page
2-19	Compensation policies			Corporate governance	25
	Comment: There are no procurement policies or incentive payments in the organization. The members of the Board of Directors are freely appointed and removed by the General Shareholders' Meeting and there is no termination indemnity policy. The members of the Board of Directors, in addition to their fees, are paid travel allowances to attend the Board of Directors' meetings. There are no retirement benefit policies for members of the Board of Directors since they are not employees but external and independent advisors who are paid fees and not salaries.				
2-20	Voting of stakeholders on remuneration policies and proposals			Corporate governance	25
2-21	Total annual compensation ratio		x		N/A
	Omission: Confidentiality restrictions: by company policy, information related to employee compensation is considered confidential.				
2-22	Senior management responsible for submitting sustainability declarations			Corporate governance	27
	Declaration on the importance of sustainable development and sustainability strategy			Our strategy	44

General contents					
GRI	Indicator	Verified	Omission	Chapter	Page
2-23	Commitments and policies			Ethics and transparency	39
				Our people	107
	Communication and training			Ethics and transparency	39
2-24	Incorporation of commitments and policies			Ethics and transparency	39
				Our strategy	27
2-25	Processes to remediate negative impacts	x		Ethics and transparency	41
				Social management	67
				Social management	68
	Comment: During the reporting period, the Company did not cause or contribute significantly to the generation of negative impacts to third parties and therefore did not acquire remediation commitments.				
2-26	Counseling mechanisms and ethical concerns			Ethics and transparency	41

General contents					
GRI	Indicator	Verified	Omission	Chapter	Page
2-27	Compliance with legislation and regulations			Environmental management	133
	Comment: No environmental, sanctions were imposed on the company during 2023. In April 2023, a sanction was settled against the company Negocios Agroforestales S.A.S by the UGPP – Unidad de Gestión de Pensiones y Parafiscales- for the official settlement of inconsistencies generated in March 2018.				
2-28	Membership in associations			About Mineros	17
2-29	Approach to stakeholder engagement			Our strategy	46
2-30	Collective bargaining agreements			Our people	111

General contents					
GRI	Indicator	Verified	Omission	Chapter	Page
3-1	Process for determining the material issues			Our strategy	47
3-2	List of material items			Our strategy	47
3-3	Management of material issues: general			Integrated Risk Management	31
				Our strategy	44

General contents					
GRI	Indicator	Verified	Omission	Chapter	Page
3-3	Management of material issues: Employment generation (AM1)			Economic Development	51, 55
	Management of material issues: Development of artisanal mining (AM2)			Economic Development	51, 58
	Management of material issues: Local procurement and sourcing (AM3)			Economic Development	51, 55
	Management of material issues: Generation of local economic alternatives (AM4)			Social Management	62, 64
	Management of material issues: Ethics and Transparency (AM5)			Ethics and Transparency	37
	Management of Material Issues: Investment and Social Development (AM6)			Social Management	62,63
	Management of material issues: Management of environmental impacts (AM7)			Environmental management	74, 93
	Management of material issues: Protection and efficient use of natural resources (AM8)			Environmental management	74, 93
	Management of material issues: Environmental risk management (AM9)			Climate management	74, 93

General contents					
GRI	Indicator	Verified	Omission	Chapter	Page
3-3	Management of material issues: Reclamation of areas intervened by mining (AM10)			Environmental management	73,88
	Management of material issues: Occupational Health and Safety (AM11)			Our people	111 - 118
	Management of material issues: Respect for Human Rights (AM12)			Our people	107 - 111

Specific contents					
GRI	Indicator	Verified	Omission	Chapter	Page
Economic performance					
201-1	Direct economic value generated and distributed			Economic Development	52
201-2	Financial implications and other risks and opportunities of climate change			Climate management	96
201-3	Obligations of the defined benefit plan and other retirement plans			Our people	123

Specific contents					
GRI	Indicator	Verified	Omission	Chapter	Page
Economic performance					
201-4	Financial technical assistance received from the government			Contex Index	135
	Comment: 0.01% of the shares of Mineros S.A. are owned by public entities.				
Market presence					
202-1	Ratios between standard initial category wage per gender and local minimum wage		x		N/A
	Omission: Confidentiality restrictions: by company policy, information related to employee compensation is considered confidential.				
202-2	Proportion of senior executives recruited from the local community		x		N/A
Indirect economic impacts					
203-1	Supported infrastructure and services investments			Social management	63
203-2	Significant indirect economic impacts			Content Index	135
	Comment: Currently the company has not defined methodologies for valuing indirect impacts. What was reported in this item for previous periods has become part of the "Taxation" disclosures.				

Specific contents					
GRI	Indicator	Verified	Omission	Chapter	Page
Sourcing practices					
204-1	Proportion of spending on local suppliers	x		Economic Development	55
Anticorruption					
205-1	Transactions assessed against risks related to corruption			Ethics and Transparency	41
205-2	Communication and training on anti-corruption policies and procedures			Ethics and Transparency	39
205-3	Confirmed corruption incidents and actions taken			Content Index	135
	Comment: There were no confirmed incidents of corruption in 2023.				
Unfair competition					
206-1	Legal actions relating to unfair competition			Content Index	135
	Comment: There are no legal actions pending or completed during the period covered by the report regarding unfair competition or infringements of the applicable legislation on mono- and anti-competitive practices.				

Specific contents					
GRI	Indicator	Verified	Omission	Chapter	Page
Taxation					
207-1	Taxation			Economic Development	53
207-2	Fiscal governance, control and risk management			Economic Development	53
207-3	Participation of stakeholders in tax matters			Economic Development	53
207-4	Country-by-country reporting			Economic Development	53
	Comment: GRI 207,207-4b x: the differences correspond mainly to untaxed income and non-deductible costs and expenses in income tax returns, for example: (i) equity method; (ii) difference between accounting and tax methods for depreciation of fixed assets and amortization of intangible assets; (iii) valuations of derivative transactions and other financial instruments; (iv) unrealized exchange differences; (v) dividends that do not constitute income or occasional gain; (vi) use of tax shields.				
Materials					
301-1	Materials used by weight or volume			Environmental Management	74
301-2	Recycled inputs used			Environmental Management	83

Specific contents					
GRI	Indicator	Verified	Omission	Chapter	Page
301-3	Recovered packaging products and materials			Environmental Management	83
Energy					
302-1	Energy consumption within the organization	x		Climate management	102
302-2	Power consumption outside the organization		x		N/A
	Omission: Information not available or incomplete: To fully calculate upstream energy consumption, it is necessary to obtain primary data on the inputs used in extraction and transport by artisanal miners in Nicaragua, whose model covers more than 1,500 collectives.				
302-3	Energy intensity			Content Index	136
	Comment: In 2023, the energy intensity of production was 802.5 KWh/oz, calculated as the ratio between energy consumption within the organization (GRI 302-1) and total production in Colombia and Nicaragua (219,708 oz).				
302-4	Reducing energy consumption			Climate management	102
302-5	Reduction of energy requirements of products and services			Content Index	136
	Comment: No actions were reported in 2023 to reduce the energy requirements of products and services.				

Specific contents					
GRI	Indicator	Verified	Omission	Chapter	Page
Water and effluents					
303-1	Interaction with water as a shared resource			Environmental Management	84
303-2	Management of impacts related to water discharge			Environmental Management	85
303-3	Water extraction	x		Environmental Management	85
303-4	Water discharge	x		Environmental Management	85
303-5	Water consumption			Environmental Management	86
Biodiversity					
304-1	Operational sites located within or adjacent to protected areas or areas of high biodiversity value.			Environmental Management	87
304-2	Significant impacts on biodiversity			Environmental Management	87
304-3	Protected or restored habitats			Environmental Management	88
304-4	Species appearing on the IUCN Red List and national conservation lists			Environmental Management	89

Specific contents					
GRI	Indicador	Verificado	Omisión	Capítulo	Página
Emisiones					
	Direct GHG emissions (Scope 1)	x		Climate management	101
305-1	<p>Comments: includes CO₂, CH₄, N₂O, HCFC- base year 2021 (39.552 t CO₂ eq.). Nicaragua: CO₂, CH₄, N₂O, CFC, HCFC, HFC- base year 2020 (26.776 t CO₂ eq.). The base years were chosen according to the representativeness of the organization's current reporting limits, as well as the availability and quality of the information. Sources of the emission factors: Mining-Energy Planning Unit (UPME), document Emission Factors for Colombian Fuels FECOC. Biogenic emissions: 0 t CO₂eq. Consolidation approach: operational control.</p>				
	Energy-related indirect GHG emissions (Scope 2)	x		Climate management	101
305-2	<p>Comments: Gases included: CO₂ (Colombia and Nicaragua). Base years: 2021 Colombia (143 t CO₂ eq.), 2020 Nicaragua (2.770 t CO₂ eq.). The base years were chosen according to the representativeness of the organization's current reporting limits, as well as the availability and quality of the information. Sources of emission factors: National Dispatch Center, (XM, Colombia); Nicaraguan Energy Institute (INA, Nicaragua). Consolidation approach: operational control. Location-based emissions: 9.239 t CO₂ eq. Market-based emissions: 14,45 t CO₂ eq.</p>				
	Other indirect GHG emissions (scope 3)		x		N/A
305-3	<p>Omission: Information not available or incomplete: for the complete calculation of Scope 3 emissions, it is necessary to obtain primary data on the inputs used in extraction and transport by artisanal miners in Nicaragua, whose model covers more than 1,500 collectives.</p>				

Specific contents					
GRI	Indicator	Verified	Omission	Chapter	Page
305-4	GHG emissions intensity		x		N/A
	Omission: Information not available or incomplete: to fully calculate the total emissions intensity, it is necessary to obtain primary data on the inputs used in extraction and transport by artisanal miners in Nicaragua, whose model covers more than 1,500 collectives.				
305-5	Reduction of GHG emissions			Climate management	101
305-6	Emissions of ozone depleting substances (ODS)		x		N/A
	Omission: Information not available or incomplete: In Colombia and Nicaragua we use refrigerant gases containing HCFCs such as R22. Its consumption is mainly associated with the use of air conditioners installed in offices, mining operations and camps.				
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other emissions		x		N/A
	<p>Omission: Information not available or incomplete: Mineros Colombia conducts atmospheric emissions studies, the most recent of which was conducted on December 12, 2022 in the smelting furnace system chimney. The results of the discharge concentrations are:</p> <ul style="list-style-type: none"> Particulate matter (PM10) 4.24 µg/m³ - The particulate matter (PM) parameter is 98.3% below the emission standard. Nitrogen dioxide (NOx) 67.9 mg/m³ - Nitrogen oxides (NOX) is 87.65% below the emission standard. Sulfur dioxide (SOx) 4.51 mg/ m³ - Sulfur dioxide (SO2) is 99.18% below the emission standard. Metals (Pb, Cu, Cd and Hg) are below the regulatory limits established for each. <p>According to these results, the degree of significance of the pollutant contribution is classified as 'Very Low', which determines the frequency of sampling with a periodicity of every three years.</p>				

Specific contents					
GRI	Indicator	Verified	Omission	Chapter	Page
Waste					
306-1	Waste generation and related significant impacts			Environmental management	80
306-2	Management of significant waste-related impacts			Environmental management	82
306-3	Waste generated			Environmental management	77
306-4	Wastes not intended for disposal			Environmental management	81
306-5	Wastes destined for disposal			Environmental management	78
Environmental compliance					
307-1	Non-compliance with environmental legislation and standards			Content Index	138
	Comment: During 2023, the company did not receive any environmental sanctions.				
Environmental assessment of suppliers					
308-1	New suppliers that have passed selection filters according to environmental criteria			Economic Development	55
308-2	Negative environmental impacts on the supply chain and measures taken			Economic Development	56

Specific contents					
GRI	Indicator	Verified	Omission	Chapter	Page
Employment					
401-1	Employment of new employees and staff turnover			Our people	120
401-2	Benefits for full-time employees			Our people	121
401-3	Parental leave			Our people	122
Worker-company relations					
402-1	Minimum alert periods for operational changes			Our people	111
Occupational Health and Safety					
403-1	Occupational health and safety management system			Our people	113
403-2	Hazard identification, risk assessment and incident investigation			Our people	114
403-3	Occupational health services			Our people	118
403-4	OSH participation, consultation, and communication			Our people	116
403-5	Training of workers in occupational health and safety			Our people	117

Specific contents					
GRI	Indicator	Verified	Omission	Chapter	Page
403-6	Promotion of the health of workers			Our people	118
403-7	Prevention and mitigation of occupational health and safety impacts			Our people	113
403-8	Occupational health and safety management system coverage			Our people	113
403-9	Work-related injuries	x		Our people	112
403-10	Industrial diseases and causes			Our people	113
Training and education					
404-1	Average annual training hours per employee			Our people	123
404-2	Programs to develop employee skills and help with transition			Our people	124
404-3	Percentage of employees who receive periodic evaluations			Our people	125
Diversity and equal opportunities					
405-1	Diversity of governing bodies and employees		x	Our people	126
				Corporate governance	23

Specific contents					
GRI	Indicator	Verified	Omission	Chapter	Page
405-2	Ratio between basic salary and pay of women and men		x		
	Omission: Confidentiality restrictions: by company policy, information related to employee compensation is considered confidential.				
Freedom of association and collective bargaining					
407-1	Transactions and suppliers where the right to freedom of association could be at risk			Our people	111
Child labor					
408-1	Operations and suppliers with significant risk of child labor cases			Our people	109
Forced or compulsory labor					
409-1	Transactions and suppliers with a significant risk of enforced or compulsory labor			Content Index	N/A
	Comment: To date, there is no evidence of a high risk of forced labor in operations or suppliers.				
Security practices					
410-1	Security personnel trained in human rights policies or procedures			Our people	109

Specific contents					
GRI	Indicator	Verified	Omission	Chapter	Page
Rights of indigenous peoples					
411-1	Cases of violations of the rights of indigenous peoples			Our people	109
Evaluación en Derechos Humanos					
412-1	Operations subject to human rights impact assessments or reviews			Our people	108
412-2	Employee training on human rights policies or procedures			Our people	109
412-3	Agreements and contracts with clauses or subject to human rights assessment		x		N/A
Local communities					
413-1	Operations with local community engagement programs, impact assessments and development	x		Social Management	63- 68
	Comment: In accordance with the GRI 2-6 definition of significant operations, two out of three operations (66.7%) have implemented programs for local community engagement, impact assessments and development. The corporate headquarters does not have these programs and evaluations as it is located in the city of Medellín, outside the area of influence of the mining operations of Mineros Colombia and Mineros Nicaragua. Omission- Information not available or incomplete: the operations in Colombia and Nicaragua carry out environmental impact assessments and communicate their results to the communities in the area of influence (GRI 413-1 sections i and ii). To make disclosures associated with the details of these activities during the reporting period, it is necessary to obtain the information from the minutes and forms that record the activities and their feedback. This information will be disclosed in more detail in the next reporting period.				
413-2	Operations with significant negative impacts on local communities			Social Management	68

Specific contents					
GRI	Indicator	Verified	Omission	Chapter	Page
Social assessment of suppliers					
414-1	New suppliers that have passed selection filters according to social criteria			Economic Development	57
414-2	Negative social impacts on the supply chain			Economic Development	57
				Our people	108
Public policy					
415-1	Contribution to political parties and / or representatives			Content Index	141
	Comment: In 2023 the Colombian operations (Mineros Colombia, Mineros S.A.) allocated a total of USD 81,692.39 to political parties and/or representatives. Mineros Nicaragua does not make contributions.				
Customer health and safety					
416-1	Assessment of the health and safety impacts of product and service categories		x		N/A
416-2	Cases of non-compliance with health and safety impacts of products and services		x		N/A
	Omission: Not applicable: Because of its physical and chemical properties, gold is considered to have a minimal impact on the health and safety of customers.				

Specific contents					
GRI	Indicator	Verified	Omission	Chapter	Page
Marketing y etiquetado					
417-1	Requirements for information and labeling of products and services		x		N/A
417-2	Cases of non-compliance related to information and labelling		x		N/A
417-3	Non-compliance cases related to marketing communications		x		N/A
	Omission: Not applicable: the business model does not include marketing activities.				
Customer privacy					
418-1	Substantiated complaints regarding breaches of customer privacy			Índice de contenidos	141
	Comment: There were no substantiated complaints regarding breaches of customer privacy in the reporting period.				

Specific contents					
GRI	Indicator	Verified	Omission	Chapter	Page
Socioeconomic compliance					
419-1	Non-compliance with laws and regulations in the social and economic fields			Content Index	142
	Comment: In April 2023, a sanction was settled against the company <i>Negocios Agroforestales S.A.S</i> by the UGPP – <i>Unidad de Gestión de Pensiones y Parafiscales</i> - for the official settlement of inconsistencies generated in March 2018.				

13.2.

Content Index: TCFD

Working group recommendations on climate-related financial statements				
TCFD	Indicator	Omission	Chapter	Page
1a	Describe the board's control over climate-related risks and opportunities.		Corporate governance	28
1b	Describe the role of management in assessing and managing climate-related risks and opportunities.		Corporate governance	28,31
2a	Describe the climate-related risks and opportunities identified by the organization in the short, medium and long term.		Climate management	96
2b	Describe the impact of climate-related risks and opportunities on the organization's business, strategy and financial planning.		Climate management	96,99

Working group recommendations on climate-related financial statements				
TCFD	Indicator	Omission	Chapter	Page
2c	Describe the resilience of the organization's strategy, taking into account different climate-related scenarios, such as a scenario with 2°C or less.		Climate management	100
3a	Describe the organization's processes for identifying and assessing climate-related risks.		Integrated Risk Management	30
3b	Describe the organization's processes for managing climate-related risks.		Integrated Risk Management	30
3c	Describe how the processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.		Integrated Risk Management	31
			Our strategy	96
			Climate management	103
4a	Disclose the metrics used by the organization to assess climate-related risks and opportunities in accordance with its strategy and risk management process.		Climate management	101, 103
4b	Disclose Scope 1, Scope 2 and, if applicable, Scope 3 greenhouse gas (GHG) emissions and related risks.		Climate management	101
4c	Describe the objectives used by the organization to manage risks and opportunities related to climate and performance against objectives. Comment: Mineros has an internal emissions reduction target for Scopes 1 and 2, set in absolute terms (t CO ₂ eq reduced), taking 2021 as the base year and with a time horizon of 2030. We have the mechanisms to reach the target defined by our climate strategy and an estimated reduction potential for each one. However, with the recent exit of Minas Argentinas S.A. as part of the scope, there is a need to recalculate the target and base year of the strategy. This, however, is not a reason for not implementing the roadmaps of the climate strategy that are already established and detailed in the chapter under discussion.	x		N/A

13.3.

Content Index: SASB

SASB Metals and Mining				
SASB	Indicator	Omission	Chapter	Page
Activity parameters				
EM-MM-000.A	Production of (1) metallic ores and (2) finished metal products		Economic development	52
EM-MM-000.B	Total number of employees, percentage of contractors		Economic development	55
GHG emissions				
EM-MM-110a.1	Scope 1 global gross emissions, percentage covered by emission limitation regulations		Climate management	101
	Comment: There are currently no emission limitation regulations applicable to the countries in which we operate.			
EM-MM-110a.2	Analysis of the long-term and short-term strategy or plan to manage Scope 1 emissions, emission reduction targets and analysis of the results in relation to these targets.		Climate management	100
	Comment: Mineros has an internal emissions reduction target for Scopes 1 and 2, set in absolute terms (t CO2 eq reduced), taking 2021 as the base year and with a time horizon of 2030. We have the mechanisms to reach the target defined by our climate strategy and an estimated reduction potential for each one. However, with the recent exit of Minas Argentinas S.A. as part of the scope, there is a need to recalculate the target and base year of the strategy. This, however, is not a reason for not implementing the roadmaps of the climate strategy that are already established and detailed in the chapter under discussion.			

SASB Metals and Mining				
SASB	Indicator	Omission	Chapter	Page
Air quality				
EM-MM-120a.1	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb) and (7) volatile organic compounds (VOC).	x		N/A
	Information not available or incomplete: Mineros Colombia conducts atmospheric emissions studies, the most recent of which was conducted on December 12, 2022 in the smelting furnace system chimney. The results of the discharge concentrations are: <ul style="list-style-type: none"> Particulate Matter (PM10) 4.24 µg/m³ - The particulate matter (PM) parameter is 98.3% below the emission standard. Nitrogen dioxide (NOx) 67.9 mg/m³ - Nitrogen oxides (NOX) is 87.65% below the emission standard. Sulfur dioxide (SOx) 4.51 mg/ m³ - Sulfur dioxide (SO2) is 99.18% below the emission standard. Metals (Pb, Cu, Cd and Hg) are below the regulatory limits established for each. According to these results, the degree of significance of the pollutant contribution is classified as 'Very Low', which determines the frequency of sampling with a periodicity of every three years.			
Energy management				
EM-MM-130a.1	(1) Total energy consumed, (2) percentage of grid electricity, (3) percentage of renewables.		Climate management	102

SASB Metals and Mining				
SASB	Indicator	Omission	Chapter	Page
Water management				
EM-MM-140a.1	(1) Total freshwater withdrawn, (2) total freshwater consumed, percentage of each in regions with high or extremely high initial water stress.		Environmental management	85
EM-MM-140a.2	Number of non-compliance incidents related to water quality permits, standards and regulations		Environmental management	85
Waste and hazardous materials management				
EM-MM-150a.1	Total weight of waste, recycled percentage		Environmental management	81
EM-MM-150a.2	Total weight of mineral processing residues, percentage recycled		Environmental management	79
EM-MM-150a.3	Number of tailings impoundments		Environmental management	79
EM-MM-150a.4	Total weight of non-mineral waste generated		Environmental management	77
EM-MM-150a.5	Total weight of tailings produced		Environmental management	79
EM-MM-150a.6	Total weight of generated residual rock	x		N/A
EM-MM-150a.7	Total weight of hazardous waste generated		Environmental management	77
EM-MM-150a.8	Total weight of recycled hazardous waste		Environmental management	81
EM-MM-150a.9	Number of significant incidents related to the management of hazardous materials and waste		Environmental management	74

SASB Metals and Mining				
SASB	Indicator	Omission	Chapter	Page
EM-MM-150a.10	Description of hazardous waste and material management policies and practices for active and inactive operations		Environmental management	78, 79
Effects on biodiversity				
EM-MM-160a.1	Description of environmental management policies and practices for active installations		Environmental management	86
EM-MM-160a.2	Percentage of mines where acid drainage: (1) is predictable, (2) is actively mitigated and (3) is being treated or corrected	x		N/A
Omission: Information not available or incomplete: information is being collected for future reporting periods.				
EM-MM-160a.3	Percentage of (1) proven and (2) probable reserves at or near sites with protected conservation status or endangered species habitats		Environmental management	87
Security, Human Rights and Rights of Indigenous Peoples				
EM-MM-210a.1	Percentage of (1) proven and (2) probable reserves in or near conflict areas		Content Index	144
Comment: Information on proved and probable reserves is contained in the Technical Reports for National Instrument NI 43-101, available on SEDAR+, the web-based information access and archiving system that supports Canadian securities regulation (CSA).				

SASB Metals and Mining				
SASB	Indicator	Omission	Chapter	Page
EM-MM-210a.1	<ul style="list-style-type: none"> Colombia Operation Nicaragua Operation <p>Based on the latest information available on the Uppsala Conflict Data Program website, as of December 31, 2023:</p> <ul style="list-style-type: none"> Colombia reports a total of 214 conflict-related deaths in 2022. Of these, 10 are reported in the Department of Antioquia, located in the northwestern part of the country, and one in the municipality of El Bagre, located in our area of influence. Mineros S.A. constantly monitors the risks derived from the public order situation and proceeds in accordance with its Human Rights policy. The regions with the highest concentration of conflict-related fatalities in the country are Arauca, in the northeast of the country, and Cauca, in the southwest, which are approximately 450 km and 600 km away from our areas of influence, respectively, and where 63% of the fatalities reported during the year are contained. Nicaragua reports zero conflict-related deaths in 2022. 			
	EM-MM-210a.2	Percentage of (1) proven and (2) probable reserves in or near indigenous territories		Our people
			Content Index	144
EM-MM-210a.3	Analysis of participatory processes and due diligence practices with respect to human rights, indigenous rights and operations in conflict zones.		Our people	108
			Economic development	55
	<p>Comment: Information on proved and probable reserves is contained in the Technical Reports for National Instrument NI 43-101, available on SEDAR+, the web-based information access and archiving system that supports Canadian securities regulation (CSA).</p> <ul style="list-style-type: none"> Colombia Operation Nicaragua Operation <p>Information on the indigenous communities in our areas of influence can be found in the chapter “Our people” section “Human rights” (12.2.5).</p>			

SASB Metals and Mining				
SASB	Indicator	Omission	Chapter	Page
Community relations				
EM-MM-210b.1	Analysis of the process of managing risks and opportunities related to community rights and interests.		Social management	107-111
EM-MM-210b.2	Number and duration of non-technical delays		Integrated Risk Management	34
Labor relations				
EM-MM-310a.1	Percentage of active workforce covered by collective bargaining agreements, broken down by U.S. and foreign employees.		Our people	111
EM-MM-310a.2	Number and duration of strikes and lock-outs		Content Index	144
		<p>Comment: In 2023, there were no work-related strikes in our operations.</p>		
Workforce health and safety				
EM-MM-320a.1	(1) MSHA all-incident rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety and emergency response training for (a) full-time employees and (b) contract employees.		Occupational Health and Safety	111

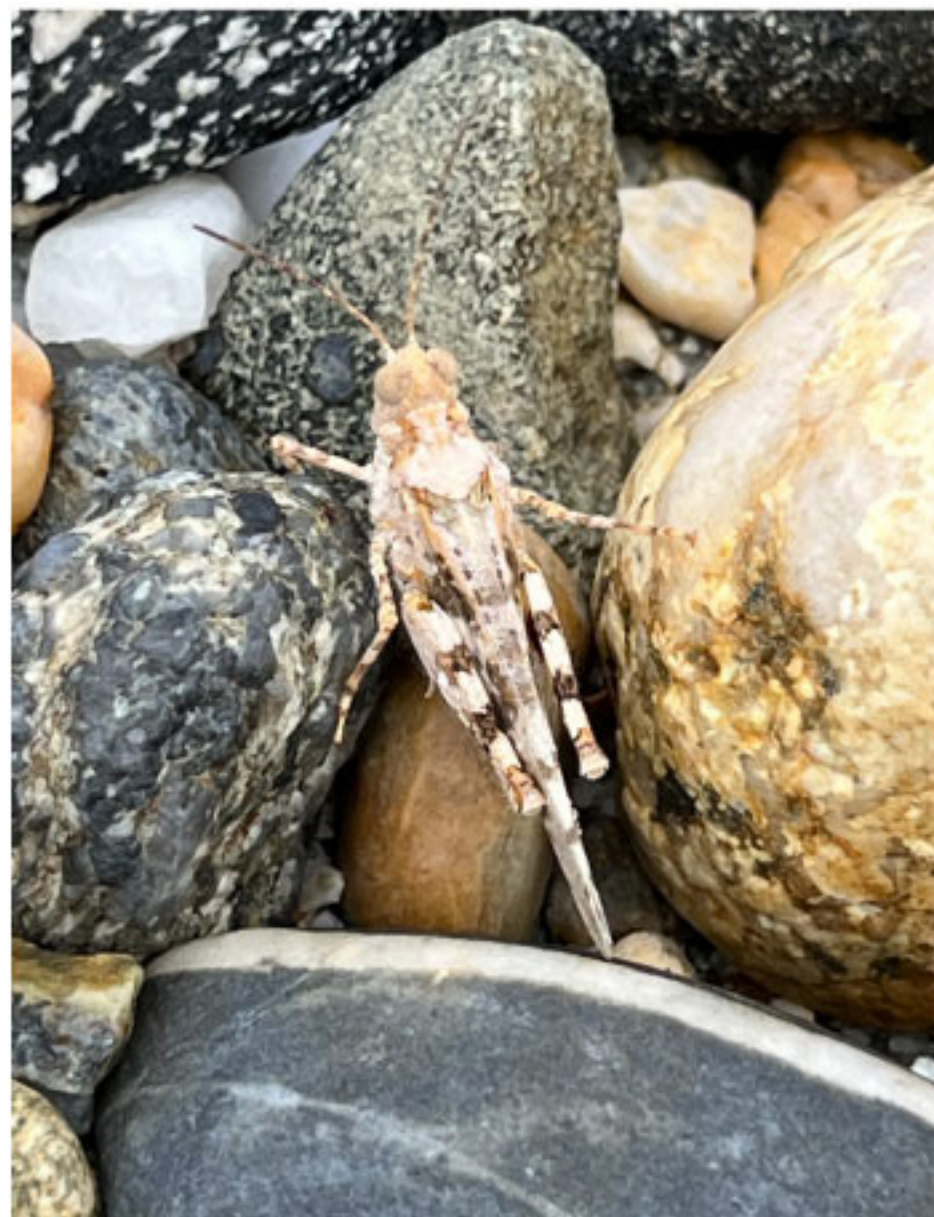
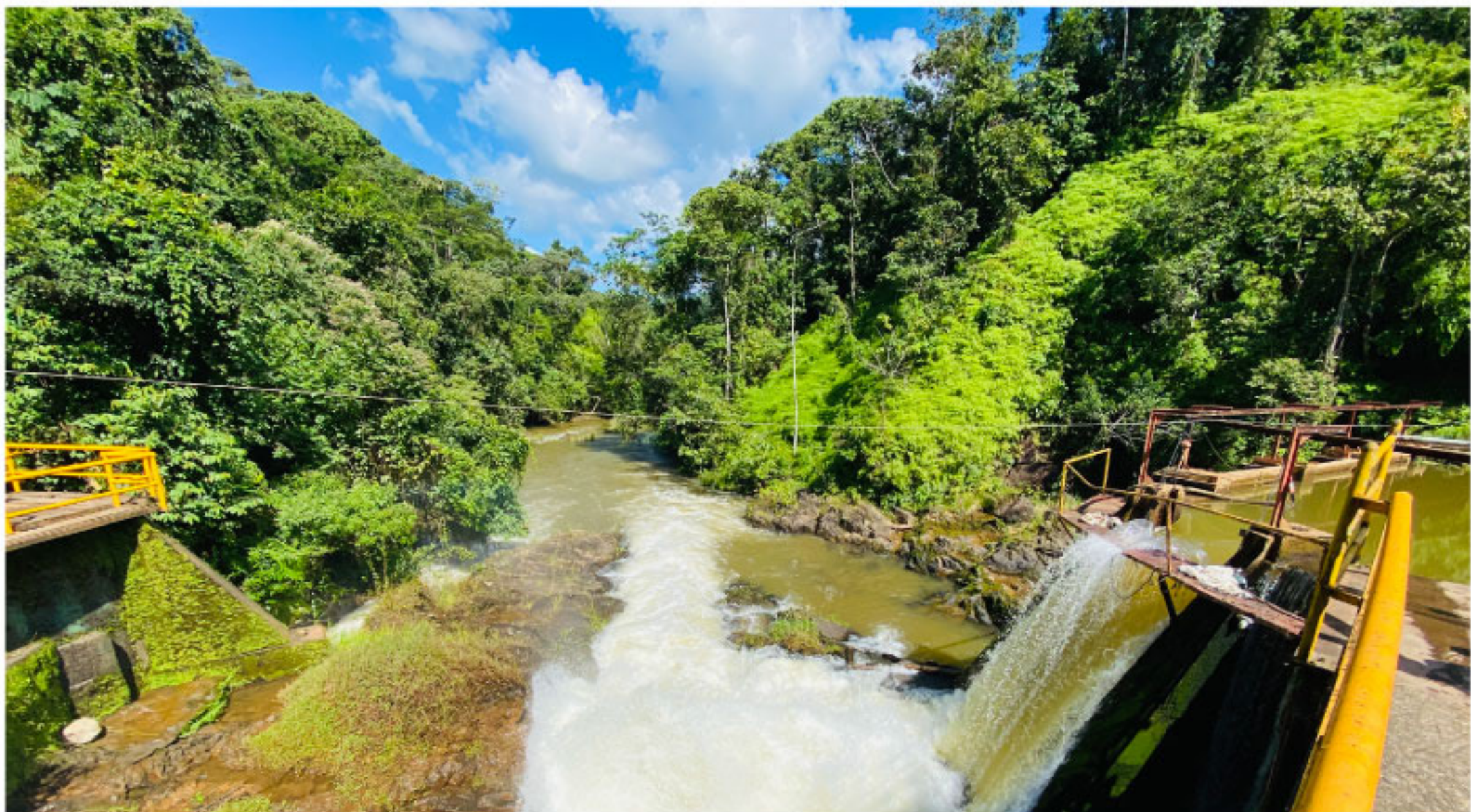
SASB Metals and Mining				
SASB	Indicator	Omission	Chapter	Page
Business ethics and transparency				
EM-MM-510a.1	Description of the management system for the prevention of corruption and bribery throughout the value chain.		Ethics and transparency	40
EM-MM-510a.2	Production in countries ranked in the bottom 20 of Transparency International's Corruption Perceptions Index		Content Index	146
			Economic development	52
Comment: Nicaragua ranked 17th in Transparency International's 2023 Corruption Perceptions Index. For production figures refer to the chapter: Economic Development. Nicaragua Production: 125,951 Ounces.				

13.4.

Own indicators

Indicadores propios		
Indicator	Chapter	Page
Artisanal miners insured	Economic Development	58
Employment (direct and indirect) generated by the formalization programmes	Economic Development	58







For the well-being
of everyone



www.mineros.com.co