



» 45 years doing Mining that

RESISTS,
TRANSFORMS,
INSPIRES



»» 2025
sustainability
report.

2025 Sustainability Report

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EDITORIAL
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Design:
Material diseño editorial
www.material.pe

Pictures:

- Poderosa Files

Printing:
Comunica2 S.A.C.
Calle Omicrón N.º 218,
Parque Internacional de
Industria y Comercio, Callao

May 2026
Edition: 150 copies



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(GRI 2-2) (GRI 2-3)

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he 2025 Annual Report has been prepared under the principles of good faith and transparency, in accordance with the legal provisions in force and pursuant to the Manual for the Presentation of Annual Reports of the Peruvian Securities Market Superintendence (SMV); therefore, any deficiency or omission is not voluntary.

According to CONASEV’s General Management Order N° 211-98-EF/94.11 and its modifications, we hereby represent that this document contains true and sufficient information regarding the business of Compañía Minera Poderosa S.A. during 2025. Notwithstanding the liability of the people who have prepared it, the undersigned are liable for its contents pursuant to the legal provisions in force Lima, 24 de mayo de 2026.

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» **Mining that endures**, transforms, and inspires. We are a vibrant, accessible, and socially responsible mining company. A company that overcomes challenges and stands by its commitments, that transforms realities and inspires its local community as a force for positive human impact through its work. Our way of mining brings together technique and sensitivity, efficiency and respect.

Our way of mining puts the people, the surroundings and the future in the center of every decision. It means working with honesty, respect and commitment, creating real opportunities and sustainable development. It is understanding that behind every process, there are lives, communities, and territories that deserve being taken care of. It means building a legacy today that will endure tomorrow.

» 45 years of sustainable development.

(GRI 2-22)

As in previous years, this letter centers on the key challenge confronting our company and the nation: the issue of illegal mining and the significant dangers it poses to security and progress.

At the end of 2025, Congress approved a new extension of the Comprehensive Mining Formalization Registry (REINFO). This prolongs the validity of a failed process that, contrary to its original objective, creates powerful perverse incentives that promote informality. It also serves to camouflage the actions of criminal groups that use this mechanism to operate with total impunity. Unfortunately, the extension does not include effective screening tools to distinguish operators with genuine potential for formalization from those who do not meet basic requirements. This ultimately further heightens the significant risks associated with the process.

Current regulations provide various grounds for exclusion from the REINFO, including operating in prohibited areas (such as protected natural areas) or overlapping with formal operations authorized by the Government; such grounds can be easily verified through desk research and used to screen the REINFO. However, companies like Poderosa in Pataz that have sought to use this mechanism to protect their rights have been left without adequate protection due to the authorities' unwillingness to act on them promptly.

In effect, Since 2018, we have requested the exclusion of REINFO-registered holders who operate without a contract in areas that are either within the scope of our current operations or have approved environmental management instruments. In other words, they operate in areas where we hold valid permits granted and approved by the Government. As of the end of fiscal year 2025, despite the existence of applicable regulations and case law, as well as supporting technical re-

ports, we had 348 exclusion requests awaiting a response from the General Directorate of Mining Formalization (DGFM). Some of these requests have been pending for five years. At the time this letter was written, 332 requests were still pending.

It is important to note that these informal activities result in financial losses for the company while also posing significant risks to the safety of our mining operations: this is particularly true because of the weakening effect they have on the bedrock. Furthermore, several of the attacks on the company have been traced back to mine shafts registered in the REINFO, highlighting the flaws in the

The expansion of the REINFO has created powerful perverse incentives that promote informality.

current system and emphasizes the need for stronger government oversight and control mechanisms.

Failing to settle exclusion proceedings promptly increases security concerns and enables the persistence of unlawful practices connected to mineral theft and related crimes; therefore, it is vital to move forward decisively and quickly with the effective review and screening of the registry—an action that, regrettably, has not yet been undertaken.

The Ministry of Energy and Mines has reported 248 active REINFO registrations in the Pataz District show no mining activity and have no verified operations. These registrations have not been removed from the Registry, despite not meeting the criteria. This disregards the scope of the law that the DGFM is responsible for enforcing.

We are convinced that formal, transparent, and sustainable mining is a fundamental pillar for Peru's progress.



As part of the formalization process, the Ministry of Energy and Mines (MINEM) was tasked with implementing the Integrated System for Small-Scale and Artisanal Mining (SIPMMA). This system is designed to ensure the traceability of minerals sold during the formalization process and strengthen information sharing among the entities involved. The system was to be launched by June 2025 at the latest. However, the system has not been implemented yet, and no significant progress has been reported, except for the creation of a 180-day Multi-Sector Working Group that ended in June 2025.

Unfortunately, the common thread underlying the described events is the Peruvian government's inadequate enforcement of the current regulatory framework. This situation is deeply concerning because it jeopardizes the country's ability to attract new investment and provide current investors with the necessary guarantees to move forward with projects that the country desperately needs. One example of this is the recent arbitral award by the International Centre for Settlement of Investment Disputes (ICSID) in the case of Lupaka Gold Corp. against the Republic of Peru. In this case, the court ruled unanimously that Peru breached its obligations under the

Free Trade Agreement with Canada by failing to provide full protection and security, fair and equitable treatment, and by illegally expropriating the investment that the company made in its Invicta gold project. This ruling results from the fact that the company lost the entire investment due to the government's inaction when the project faced community blockades of its access road to the mine, and its camps and offices were taken by force. This situation prevented access to the company's operations, resulting in a shutdown and the loss of the investment. Subsequently, illegal miners invaded the project.

This letter would be incomplete without mentioning some of the progress made over the past year; most notably, in coordination with the relevant authorities, we successfully brought three checkpoints into operation on national highways designated as Tax Routes in the district of Pataz (Calquiche, Shicun, and Pamparacra), which will allow for greater control over taxable chemical inputs entering the area and the ore that is taken out. As part of this effort, Poderosa has added three new checkpoints to the one they already had, called Cianuro 2, which is in the District of Cochorcos in the Sánchez Carrion province.

The government formally established the checkpoints together with key agencies responsible for control and oversight, including the National Superintendency of Customs and Tax Administration (SUNAT), Customs, the National Superintendency for the Control of Security Services, Weapons, Ammunition, and Explosives for Civil Use (SUCAMEC), the Specialized Prosecutor's Office for Environmental Matters (FEMA), the Common Crimes Prosecutor's Office, the Immigrations Department, the Superintendency of Ground Transportation of Passengers, Cargo, and Goods (SUTRA)N, the DGF, the La Libertad Regional Office for Energy, Mines and Hydrocarbons (GREMH), the Peruvian Army, and the Peruvian National Police (PNP), as stipulated in Ministerial Decree No. 006-2025. Unfortunately, at the beginning of 2026, because the budget for the institutions assigned to the checkpoints did not include the necessary funds, most of the staff members from those institutions failed to return to their positions. However, as of the date of this letter, we estimate that the inspection posts are now staffed at around 50% of the planned personnel.

Similarly, it is imperative to underscore the endeavors of the Unified Patrol Command of Pataz (CUPAZ), whose mission is to combat illicit mining. Regrettably, however, they too are constrained in their actions, owing to the presence of REINFO (Comprehensive Mining Formalization Registry) entities — which are erroneously classified as valid—in exclusion areas within our operations where minerals are being illegally extracted, even from our reserves, under the aegis of this registry. It is vital that the authorities remove those who misuse the Comprehensive Mining Registration System from the registry, restore the rule of law, and create the conditions necessary for

law enforcement agencies to fully carry out their duties.

Finally, in this regard, I cannot fail to mention the tragic death of Brigadier General Marco Antonio Marin Saldana, commander of the Unified Patrol Command of Pataz, who died in a helicopter crash last October. His commitment to peacebuilding and his steadfast efforts to uphold law and order are an example to us all, and we owe him our respect and gratitude.

In addition to the obvious risks posed by illegal mining mentioned in previous paragraphs, there is also a hidden risk associated with its growing political influence. This is most apparent in the growing narrative opposing the current mining concession system. In my view, voices from various political camps are irresponsibly claiming that the timeframes set by the current system before a mine can begin production are unreasonably long.

If we look at the evidence rather than the political narrative, we see that it is taking longer and longer to bring mine into operation. According to S&P Global, the average time between exploration and production is 28 years—nearly four times longer than two decades ago. Meanwhile, the Peruvian Institute of Economics (IPE) notes, that in Peru, this process takes even longer: projects take around 40 years to complete. For projects set to begin operations in the 2020s, this could extend up to 45 years, and in subsequent years — given the delays in the mining portfolio, regularly published by the MINEM — the average time could be at least 55 years.

The lengthy timelines required to develop mining ventures can be largely attributed to the growing number of permits and authorizations needed

We are convinced that it is possible to move towards a safer, more predictable, and more favorable environment for the sustainable development of the mining industry in our country.

OUR COUNTRY NEEDS TO RESTORE THE RULE OF LAW, AND ALL CITIZENS MUST BE COMMITTED TO WORKING TOGETHER TO ACHIEVE THIS GOAL.



248 active registrations in REINFO, that is, with reported production, located in Pataz district, do not register any mining activity nor do they have any verifiable.

¹ MINEM carries out exclusion procedures for registrations in the Pataz -REINFO that do not record mining activities - <https://www.gob.pe/institucion/minem/noticias/1332586-minem-realiza-procedimiento-de-exclusion-de-inscripciones-en-el-reinfo-en-pataz-que-no-registran-actividad-minera>

to operate mining projects in the country. The large number of agencies involved in the decision-making process, coupled with the growing number of administrative procedures, has resulted in waiting times of more than eleven years before the government provides the required answers. This situation has implications for companies of all sizes and projects at various stages of development. A review of the current framework is necessary to achieve more streamlined and predictable processes without compromising existing environmental and social standards.

The current mining concession system includes progressive penalties that increase the cost of the concession until production begins. This mechanism has proven effective in discouraging speculation. However, these deadlines and costs were established in a context of less regulatory complexity. Therefore, they should be reviewed and modified to reflect the current circumstances and increased administrative burden that projects now face. Now, though, the Energy and Mines Congressional Committee gave the green light on March 17 to a non-technical preliminary ruling that increases maintenance fees by 300% and penalties by 400%, while reducing the expiration period for mining rights due to lack of production from 30 to 15 years. These changes discourage formal investment, increase legal uncertainty, and encourage illegal mining.

This is further compounded by the ongoing high political instability,

particularly over the past decade, which further increases the uncertainty surrounding investments. The inconsistent enforcement of existing regulations undermines legal certainty, limiting investors' willingness to commit capital to long-term projects such as mining ventures.

Despite these challenges, we are convinced that a safer, more predictable, and more favorable environment for the sustainable development of the mining industry is possible. The private sector will continue to work closely with the authorities, communities, and other stakeholders in the system to combat illegal mining. This illicit activity has now become the country's largest, posing a significant threat to its security and institutional stability.

We reaffirm our commitment to operating with the highest standards of safety, sustainability, and regulatory compliance. We also reaffirm our commitment to strengthening the rule of law in the areas in which we operate. We firmly believe that coordination between the public and private sectors, together with the effective enforcement of existing regulations, will help restore the rule of law, protect legitimate investments, and promote economic and social development in mining regions and throughout the country. In this regard, we will continue with our mission despite the disinformation and defamatory campaigns intended to dissuade us. Our country needs to restore the rule of law, and all citizens must be committed to working together to achieve this goal.

I would like to express my deepest appreciation and gratitude to each and every one of our employees for the outstanding results we have achieved despite the many challenges we have faced. Their commitment to our country, our mining industry, and our company is remarkable. They always give their all when taking on a challenge, and they consistently perform well while maintaining high morale and creativity, the bedrock of resilience, which is so essential today.

In March of 2025, the Poderosa family suffered a great and tragic loss when we mourned the passing of our beloved director, Juan Antonio Asse-reto Duharte. Juanito served on our board for 24 years. Not only was Juanito a magnificent director, but he was also an unforgettable friend and a wonderful person. We will always remember him. It was a privilege to have him with us all this time. Thank you, Juanito

We will continue to work with responsibility and determination to safeguard the integrity of our team and promote the well-being of our neighboring communities, employees, and shareholders. We are convinced that formal, transparent, and sustainable mining is a fundamental pillar of Peru's progress. As miners, we reaffirm our ongoing commitment to the mining industry and to Peru.

Yours sincerely,
Evangelina Arias Vargas de Sologuren



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» About this report.

(GRI 2-1) (GRI 2-2) (GRI 2-3) (GRI 2-14)

Our 2025 Sustainability Report is addressed to all our stakeholders to inform you about the results of our economic, social, and environmental performance management. This document is a key tool to understand our impacts and build trust through a responsible, thorough and timely disclosure.

During the past sixteen years, we have published our reports following the Global Reporting Initiative (GRI) methodology, a practice we have already consolidated. In the 2025 Sustainability Report, we reaffirm this commitment. We have produced this report following the GRI Standards, including the Extractive Industries Transparency Initiative (EITI) guidelines. All the same, we have included the Sustainability Accounting Standards Board (SASB) approach for the Metals and Mining sector (version 2023-12), by enhancing the disclosure of financial information relevant to our stakeholders.

The scope of this report corresponds to Compañía Minera Poderosa S.A.'s operations for the period between January 1st and December 31st, 2025, and is strictly aligned with the information provided in our annual financial report for the same period.

This document is a key tool to understand our impacts and build trust through a responsible, thorough and timely disclosure.

The material topics included in this document reflect the most relevant economic, environmental and social impacts of our operations, as well as those that can substantially influence our stakeholders' perception and decisions. In this regard, the periodic evaluation of our materiality meets two functions: on the one hand, it helps us define and review our strategic sustainability goals, prioritizing actions to achieve them; and, on the other hand, it allows us to identify emerging topics and manage with due diligence the most significant topics from a long-term perspective.

During this year, there have been no mergers, purchases, modifications in the periods of reference, changes in the nature of the business or adjustments in the measurement methods. All the same, there have been no updates to the information presented in prior periods that require a review.

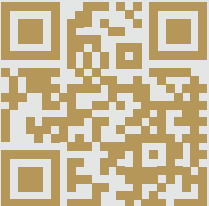
This report also includes an institutional description and a link to Asociación Pataz. It is important to note that Poderosa's financial statement does not include that of Asociación Pataz, for both organizations are managed independently, and they submit separate financial statements.

The Board of Directors is responsible for reviewing and approving the Annual Sustainability Report, for ensuring the validation of the material topics and the results of operations contained in this document. To produce this document, we collect information from all our processes, we organize it in a structured and coherent manner and submit it to the Board of Directors for its final approval.



THE ELECTRONIC VERSION OF THE 2025 SUSTAINABILITY REPORT CAN BE FOUND IN WWW.PODEROSA.COM.PE

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» Resilience and constant adaptation.

2025 domestic and international outlook

International Outlook

The United States' announcement of new tariffs to be imposed on its major trading partners has posed a challenge to the world. Despite this, the impact on global trade was moderate, and global economic growth was better than initially feared. According to the International Monetary Fund (IMF), advanced economies grew by an estimated 1.6% and emerging economies by an estimated 4.2% in October 2025, reflecting resilience in the face of greater uncertainty.

In that context, the global economy grew by 3.2% in 2025 (compared with 3.3% in 2024), according to the same IMF report, confirming a moderate slowdown and consistent with the recovery from the economic shocks experienced in previous years.

The IMF also predicted a global inflation rate of 4.2% for 2025, a decrease from the 5.8% projected for 2024, thereby reinforcing the disinflationary trend observed in various economies.

Meanwhile, the dollar weakened against various currencies, which helped ease the cost of imports in emerging economies. The Federal Reserve cut its benchmark rate three times in 2025 (in September, October, and December), a move that reinforced the trend toward monetary easing and the weakening of the dollar.

Additionally, the longest government shutdown in U.S. history (43 days, ending November 12, 2025) increased fiscal and operational uncertainty, impacted availability of official data, and decreased the value of the U.S. dollar. Against this backdrop, several central banks shifted their reserves toward gold, which bolstered demand for the asset.

In the foreign exchange market, the euro gained significant ground against the dollar throughout the year. Daily data for 2025 reflects a gain of around 13% annually (indicative change based on consolidated historical data).

Metals and Global Supply Chains
The metals market showed uneven performance. Geopolitical uncertainty, tariff threats, and export controls on critical minerals caused operational tension, especially for metals with concentrated supply chains. In October 2025, China unveiled a plan to impose restrictions on the export of rare earths and associated materials. This move was followed by a partial lifting of some of these restric-

tions in November 2025, as part of a conciliatory gesture towards the United States, highlighting the vulnerability of global supply chains.

Despite this, precious metals posted record gains. Gold rose above \$4,000/oz for the first time in the fourth quarter of the year and reached all-time highs above \$4,300/oz, with an annual average in the range of \$3,430–3,500/oz. Key drivers of this trend included expectations of Federal Reserve rate cuts, a weak U.S. dollar, geopolitical tensions, and net purchases by central banks (≈863t in 2025, still at historically high levels).

Silver also performed exceptionally well, with the annual price soaring by approximately 144% to close at around US\$72 per ounce. This surge was driven by tighter supply conditions, logistical adjustments, and increased demand linked to the energy transition.

Global equities
Amid changing conditions, stock markets posted mixed results. In Latin America, most stock markets saw positive results, bolstered by rising prices of commodities and precious metals. In Europe, IBEX 35 led the way, gaining

49.27% as of December 31, 2025. This marked its best performance since 1993, with the index closing at over 17,000 points. Meanwhile, the STOXX Europe 600 rose by about 15% over the course of the year, making it the third consecutive year of gains.

In the United States, the S&P 500 closed at +15.96% (price) and +17.88% (total return), while the Dow Jones Industrial Average closed at +12.97% (price) and +14.92% (total return), both as of December 31, 2025. Despite these double-digit gains, stock market performance lagged the rally in precious metals. Gold hit record highs, and silver posted an extraordinary annual surge. This explains the

partial shift of capital toward real assets in the final stretch of the year.

Outlook for 2026
Looking ahead to 2026, the IMF projects 3.1% global growth, with downside risks stemming from ongoing geopolitical tensions in Eastern Europe and the Middle East, fiscal vulnerabilities, and trade fragmentation. In this context, the factors supporting high metal prices, such as technological transitions, a weakening dollar, and official demand for gold, could persist. Meanwhile, emerging economies continue to show greater momentum due to increased availability of commodities and better growth prospects.



For the first time, gold rose above \$4,000/oz in the fourth quarter of the year and reached all-time highs above \$4,300/oz.



According to the IMF report, global economy grew by 3.2% in 2025 (compared with 3.3% in 2024).

The country kept inflation within the Central Reserve Bank's (BCR) target range, it maintained a trade surplus, and private investment grew at its fastest pace since 2012.

Domestic Outlook

Peru followed the global growth trend. According to projections by the Central Reserve Bank (BCR), the country's GDP, grew by 3.44% in 2025. This year, there were no major external or weather-related shocks that affected overall performance. On the political front, perhaps the most significant event took place in October 2025, when Congress voted to impeach the president on grounds of moral incapacity. Nevertheless, it did not significantly affect the year's macroeconomic results.

In terms of economic indicators, the country kept inflation within the Central Reserve Bank's (BCR) target range and maintained a trade surplus. Additionally, private investment grew at its fastest pace since 2012, driven by improved business confidence and a perception of greater stability.

Certain industries performed particularly well in the last fiscal year. The agriculture and livestock sector led the way with 5% growth, according to BCR projections, thanks to favorable weather conditions; the mining sector benefited from historically high prices (for copper, gold, and silver) and increased production; while the construction sector rebounded due to higher private investment.

On the foreign exchange front, rising prices for copper, gold, and silver—which reached historically high levels—led to an increased supply of dollars and contributed to the appreciation of the Peruvian sol, a trend supported by the weak dollar globally. The Peruvian currency reached a five-year high against the dollar. According to Bloomberg, the average exchange rate for 2025 was S/3.57 to the dollar.

The trade balance returned to a surplus in 2025, driven by high export

prices and lower costs for certain imports (oil and industrial inputs). The Central Reserve Bank of Peru BCRP forecasts a 9.7% trade surplus.

The National Institute of Statistics and Informatics (INEI) projects inflation for 2025 at 1.3%, within the BCRP's target range and below the 1.90% rate for 2024. The decline was mainly due to lower prices for water, fuel, electricity, and gas, while education, restaurants and hotels, and certain food items drove the increase.

The Lima Stock Exchange (BVL) closed with significant gains, with the

General Index and the Selective Index rising 50.08% and 46.37%, respectively (as reported by the BVL bulletin). The mining sector drove these gains, followed by banking and construction.

Once again, Peru was recognized in 2025 for its sound macroeconomic fundamentals, despite a challenging international environment. As an election year approaches, we anticipate heightened political uncertainty, which may result in a decline in domestic demand and private investment until a definitive five-year economic policy emerges.



According to projections by the Central Reserve Bank (BCR), the country's GDP grew by 3.44% in 2025.



» Risks and Impacts on our Business

2025 combined tailwinds (gold prices, official demand, a weaker dollar) with structural risks (tariffs, controls on critical minerals, security issues, political uncertainty).

As a company, our focus is on protecting margins through operational excellence, financial discipline, and

comprehensive risk management. This includes selective hedging, diversification, and supply contracts; safeguarding assets and ensuring workplace safety; proactively engaging with stakeholders; and operating in accordance with environmental, social, and governance standards.

In addition to the previously mentioned global and local factors, we have faced challenges that have tested our ability to adapt, our resilience, and our operational efficiency.

Our approach is to protect margins through operational excellence, financial discipline, and comprehensive risk management.

GLOBAL INSTABILITY AND MARKET CONDITIONS

2025 was marked by a slowdown in global growth, resilience in emerging economies, and a decline in global inflation. These factors eased some demand risks, but prices and capital flows remained volatile. Against this backdrop, the Federal Reserve cut its rate three times (in September, October, and December), weakening the dollar and reinforcing the shift toward precious metals as a hedging asset. For the gold mining industry, this situation had two effects. On the one hand, it improved gold prices but it also made costs and inventories more sensitive to fluctuations in exchange rates, labor costs, and logistics.

GOLD PRICES AND FINANCIAL CONDITIONS

Gold had an unprecedented year, reaching record highs of over \$4,300 per ounce. At Minera Poderosa, these prices improved our gross margins and profitability compared to 2024. However, increased intraday volatility requires discipline in hedging, inventory management, and aligning capital and operating expenses with stress scenarios.

SILVER AND INDUSTRIAL METALS ASSOCIATED WITH ENERGY TRANSITION

Silver prices rose by around 144% per year, driven by high demand and limited availability, particularly in the photovoltaic and electronics sectors. This increased the cost of input materials, services, and equipment with a high metal-mechanical component. These conditions underscore the need for multi-year contracts and sourcing diversification to mitigate price spikes and bottlenecks in indirect mine and plant supplies.

GEOPOLITICAL AND FISCAL RISKS IN THE UNITED STATES

The longest government shutdown in U.S. history created information gaps and short-term volatility, putting pressure on the U.S. dollar and markets. For our industry, these types of events influence how we set expectations (gold prices, financing costs) and plan shipments and payments.

TARIFFS, TRADE, AND SUPPLY CHAINS

The ongoing uncertainty surrounding the new U.S. tariff measures and their subsequent changes poses a continued disruption threat to critical inputs in terms of availability and delivery times. In addition, China announced export controls on critical minerals and rare earths in October, partially suspending these measures in November. While this eased tensions, it also highlighted the concentration and vulnerability of the refining and processing stages. These fluctuations require our company to strengthen its strategic procurement, hedging, and contingency plans for supplies, including reagents, steel, energy, and spare parts.

COUNTRY RISK, POLARIZATION, AND THE LOCAL REGULATORY LANDSCAPE

Internally, political uncertainty and debates over fiscal rules impact the cost of capital, business confidence, and processing times for permits, easements, and licenses. For Minera Poderosa, this requires constantly keeping all our permits updated strengthening stakeholder management, and providing our projects with timely technical, social, and environmental information aligned with international environmental, social, and governance standards.

SAFETY AND CRIME

The country's deteriorating public safety, marked by an increase in extortion, violence, and illegal mining (see Section 22), increases operational risks (related to personnel, the transport of supplies and concentrates, contractors, and camps). In response, we prioritize security protocols and interagency coordination, strengthen contractor management, improve logistics traceability, and take a preventive approach in urban areas and areas under our direct influence.

EXCHANGE RATES, COSTS, AND SUPPLIES

The dollar's overall weakness and the sol's relative strength, bolstered by high export prices, improved the local-currency debt position. However, this also increased local costs in U.S. dollar terms due to rising labor, energy, and service costs. Meanwhile, inflationary pressures on essential resources (energy, explosives, lime, and steel) and increased demand for equipment and spare parts have put a strain on capital expenditures and maintenance. To address these issues, we are enhancing operational efficiency, establishing framework agreements, implementing collaborative procurement, and promoting energy-saving initiatives



» Illegal Mining

At the end of 2025, the illegal and informal mining sector continued to pose the most significant risk to our operations, given its violent and persistent nature and links to organized crime. This problem endangers people's safety and the integrity of our infrastructure, as well as our operational continuity.

In recent years, there have been repeated attacks on our facilities and armed assaults against people working in our mining operations—incidents we have documented in previous institutional reports. We strongly condemn the murder of 40 people involved in our operations, including employees, security personnel, and contracted artisanal miners, as well as attacks that left 57 people injured. In addition, there have been attacks on critical infrastructure, including the toppling of 17 high- and medium-voltage transmission towers, three of which occurred in 2025. These attacks have directly impacted on operational continuity, personal safety, and the integrity of our assets.

A state of emergency was declared in 2025, and police and military forces were deployed. Yet, illegal miners continued to operate in 25 areas within our operations. These miners engaged in unauthorized entry and the trafficking of supplies, among other

illicit activities. We have also identified approximately 455 mine entrances that encroach on our operations. Many of these entrances belong to miners who are registered with REINFO but do not have a contract. We have requested that the Ministry of Energy and Mines remove these miners from the REINFO registry. Additionally, 52 artisanal processing plants with mills have been identified in our area of influence, highlighting the scale of the threat in Pataz.

Since 2018, Poderosa has requested the exclusion of 743 miners, registered at the REINFO, that encroach on the heart of our operations, of which only 228 have been addressed (as of March 2026), and 176 were automatically revoked because they were suspended pursuant to a resolution issued by the MINEM's Mining Formalization Department - RD 0001-2025-MINEM/DGFM. Due to the Ministry of Energy and Mines' lack of action, Poderosa filed a writ of amparo on May 9, 2025, regarding 220 unresolved exclusion petitions and a compliance action was also filed on June 24, 2025, for an additional 46 exclusions that still have not been addressed. We hope that the Judiciary will use these legal remedies to order MINEM to comply with the law and resolve the applications accordingly.

In 2025, we registered 17 complaints in connection with illegal mining activities carried out by miners with ties to criminal gangs in various mining areas. These activities negatively impacted Poderosa's operations. We handled these incidents in accordance with security protocols and the flow of socio-environmental alerts. We coordinated responses with the technical, legal, and security departments to mitigate risk and ensure operational continuity.

Illegal mining has become a scourge on our operations. Several factors have forced us to bear higher costs, including an increase in security personnel (rising from 171 in 2017 to over 1,200 by the end of 2025), construction of roadblocks (e.g., barriers) to protect mine areas, infrastructure losses, and increased fuel consumption for power generation due to sabotage of power lines and high-voltage transmission towers. These factors resulted in direct costs of USD 46 million associated with illegal activities in 2025 alone.

We also experienced indirect costs that are difficult to measure. These costs are related to informal mining and include inefficiencies in operations due to damage to mining infrastructure; increased energy consumption for ventilation; loss of high-grade ore zones due to en-

croachment; staff turnover; time spent by staff on various mitigation activities, among others. It is difficult to estimate the costs incurred for these reasons because some areas are inaccessible to us since they have been taken over by illegal miners.

It is not possible for us to estimate precisely the loss of ore due to the encroachment of informal miners in our operations. Despite news reporting the number of ore-filled trucks that leave Pataz, we cannot know the number of tons or the grade of the ore transported. In addition, we do not know exactly how much ore has been extracted in these areas which have been invaded and captured by illegal miners because we do not have access to them. We have written off reserves and resources equivalent to 54,348 ounces in 2025, bringing the total written off to date to more than 211,491 ounces. This figure is based on an estimate, and greater certainty will only be possible once access to these areas is restored.

We have formally reminded competent authorities of the need for continued intervention and timely access to our sites under occupation to run operations and recover our mineral resources, but this has not happened with the frequency and effectiveness needed to dismantle these criminal networks. At the same time, we continue to request that operators invading production concessions be removed from the REINFO registry. Illegally extracted ore continues to enter formal market channels, underscoring the need for the Government to strengthen its presence by overseeing processing plants and traders, ensuring ore traceability, conducting due diligence, and implementing

control mechanisms throughout the entire value chain.

Faced with this context, our 2025 strategy focused on five complementary areas: comprehensive security, systematic monitoring and reporting, strengthening due diligence throughout the supply chain, regulatory advocacy, and the creation of local economic opportunities to help reduce the pressure to engage in illegal activities.

Illegal mining poses constant threats to security, responsible investment, and the sustainability of the industry.

At Poderosa, our approach is based on prevention, interagency cooperation, traceability, and adherence to the legal framework. These are all essential conditions for formal, safe, and sustainable mining.

We firmly believe in public-private partnerships, which is why in 2025, Poderosa built three checkpoints using its own resources to increase the government's presence in the area. A police station and an additional checkpoint were previously built. We will continue to contribute and do our best to enable the government to fulfill its role and bring peace to the area.

At Poderosa, our approach is based on prevention, interagency cooperation, traceability, and defense of the legal framework: essential conditions for formal, safe, and sustainable mining.

» Asset security

(GRI 3-3) (Non-GRI Asset security)

In the light of illegal mining, asset security plays a strategic role in safeguarding our operations, ensuring the safety of our personnel, and promoting the sustainability of our business. Our approach is grounded in ethical conduct and an unwavering commitment to human rights. These principles provide clear guidelines for staff performance and ensure that we act in accordance with the rule of law and risk prevention.

Asset Security oversees this area under the direction of General Management and regularly reports to the Board of Directors. This is in line with Poderosa’s 2022–2026 Strategic Plan and its 2025 Annual Plan. These plans detail objectives, oversight mechanisms, and guidelines for action. Our

asset security system focuses on protecting personnel and safeguarding facilities and assets. Through monitoring and information analysis, it anticipates risks and strengthens coordination with the authorities, the Pataz Unified Patrol Command, and the company’s various departments. The system incorporates surveillance technology, ongoing staff training, and operational standards for contracted security firms.

In 2025, we made significant strides toward strengthening the organization’s preventive and response capabilities. This included using drones and other technological tools for surveillance in critical areas, increasing the mobility of specialized personnel, and enhancing the ongoing

training of security personnel in human rights awareness. Notably, no human rights violations were reported during this period. Additionally, we optimized protective equipment, standardized contractor procedures, and strengthened operational coordination with the Pataz Unified Patrol Command. These efforts contributed to a decrease in criminal activity in the Pataz district and throughout our facilities.

Looking ahead to the coming years, we will continue to prioritize prevention, technological innovation, and comprehensive operational safety. Our efforts will focus on enhancing preventive surveillance, strengthening specialized staff training, maintaining human rights training programs, optimizing protective equipment, consolidating operational standardization for contractors, and reinforcing the security of electrical systems and critical infrastructure. These efforts will ensure that all our operations are conducted safely, lawfully, and respectfully, thereby promoting the long-term sustainability of the company and the region.



We seek to ensure that our operations are conducted safely, lawfully, and with respect for people, contributing to the long-term sustainability of the company and the region.





n1

MINERA PODEROSA:

**ENSURING SAFETY AND PRODUCTIVITY
IS OUR RESPONSIBILITY**

1.1. About us.

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

We are Compañía Minera Poderosa S.A., a Peruvian private mining company engaged, since 1980, in mineral exploitation, extraction, processing, and trading, specializing in underground gold mining. We are considered a middle-size mining company, and we develop our operations in the Pataz District, La Libertad Province. We work in a challenging geographic environment, at altitudes between 1,250 and 3,800 m.a.s.l. and we are located approximately 320 km east of Trujillo.

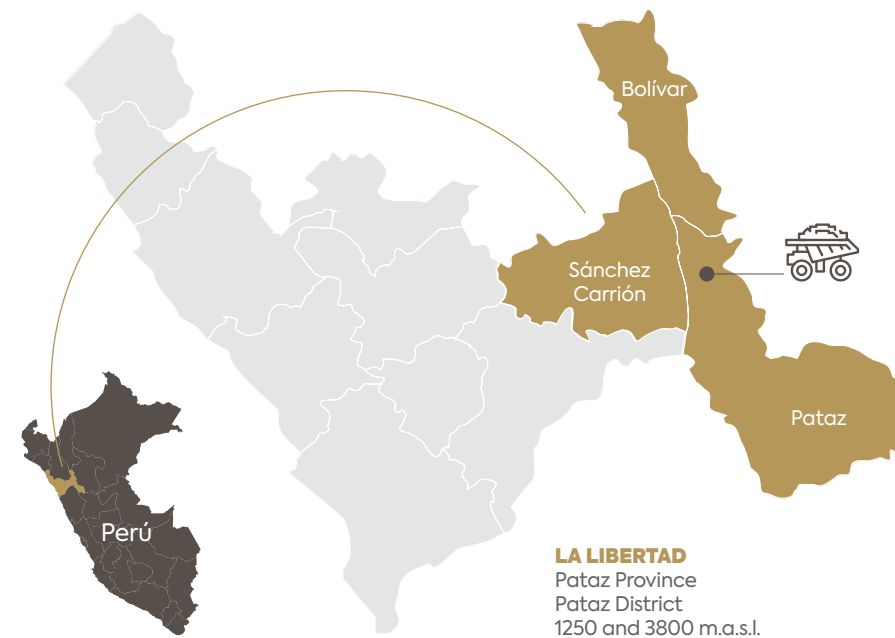
We have three production units: Marañón, Santa María, and Palca. All the same, our administrative offices are in Lima and Trujillo, strengthening our regional and domestic presence. Our headquarters are in Avenida La Floresta N° 497, office 501, Urb. Chacarilla del Estanque, San Borja, Lima, Peru. We do not have assets or affiliates abroad.

Our headcount is over 7,800, among payroll employees and contractors, who perform key roles throughout the mining value chain. Our governance model promotes responsible mining practices oriented to reduce environmental and social impacts related to our operations. This purpose is aligned to our mission to con-

tribute to the sustainable development of the region and the country.

During the reporting period, there have been no significant changes in our value chain, sector, or other commercial relationships with respect to the previous reporting period

GRAPH 1.
Location of our operations



1.2. Poderosa Culture.

Our culture is not just a set of standards or values; it is the vital force that drives our employees to innovate, collaborate, and meet common goals. By consolidating our culture as the axis that guides our decisions and behaviors, we guide the organization towards successful times and challenging scenarios. This way, we strengthen our response and resilience capacity to overcome any situation.

In 2025, we complemented this effort through the definition of a Leadership Model based on conduct for team management. All the same, enablers were implemented to push and support our culture, which is the essence that defines who we are and the way we act in our operations.

Our raison d'être is to ensure the generation of value, development and sustainability for all the stakeholders involved in our business, as well as responsibly managing our impact on the surrounding communities.

We seek to ensure value generation, development and sustainability for all the stakeholders involved in our business.



» Index.

VISION PURPOSE

TO BE THE
COMPANY YOU
CAN FEEL PROUD
OF WORKING
WITH

TO RESPONSIBLY TRANSFORM OUR MINERAL WEALTH
INTO DEVELOPMENT OPPORTUNITIES AND WELLBEING

OUR VALUES

SAFETY FIRST

We prioritize life always and everywhere. We are committed to the integral wellbeing of all the people with whom we interact.

RESPECT

We value the people and our surroundings, we take into consideration every idea, opinion and the work of others, with empathy, building trust at every level.

RESPONSIBILITY

We assume every action and decision with responsibility. We take special care for the safety and sustainability of our operations.

COLLABORATION

We work towards a common goal, adding value to our processes, showing willingness to work as a team and recognizing other people's success.

INTEGRITY

We always act correctly, with ethics and honesty.

1.3. Our organizational structure.

We have a clearly defined structure, that ensures effective governance, clear roles and transversal coordination between areas.

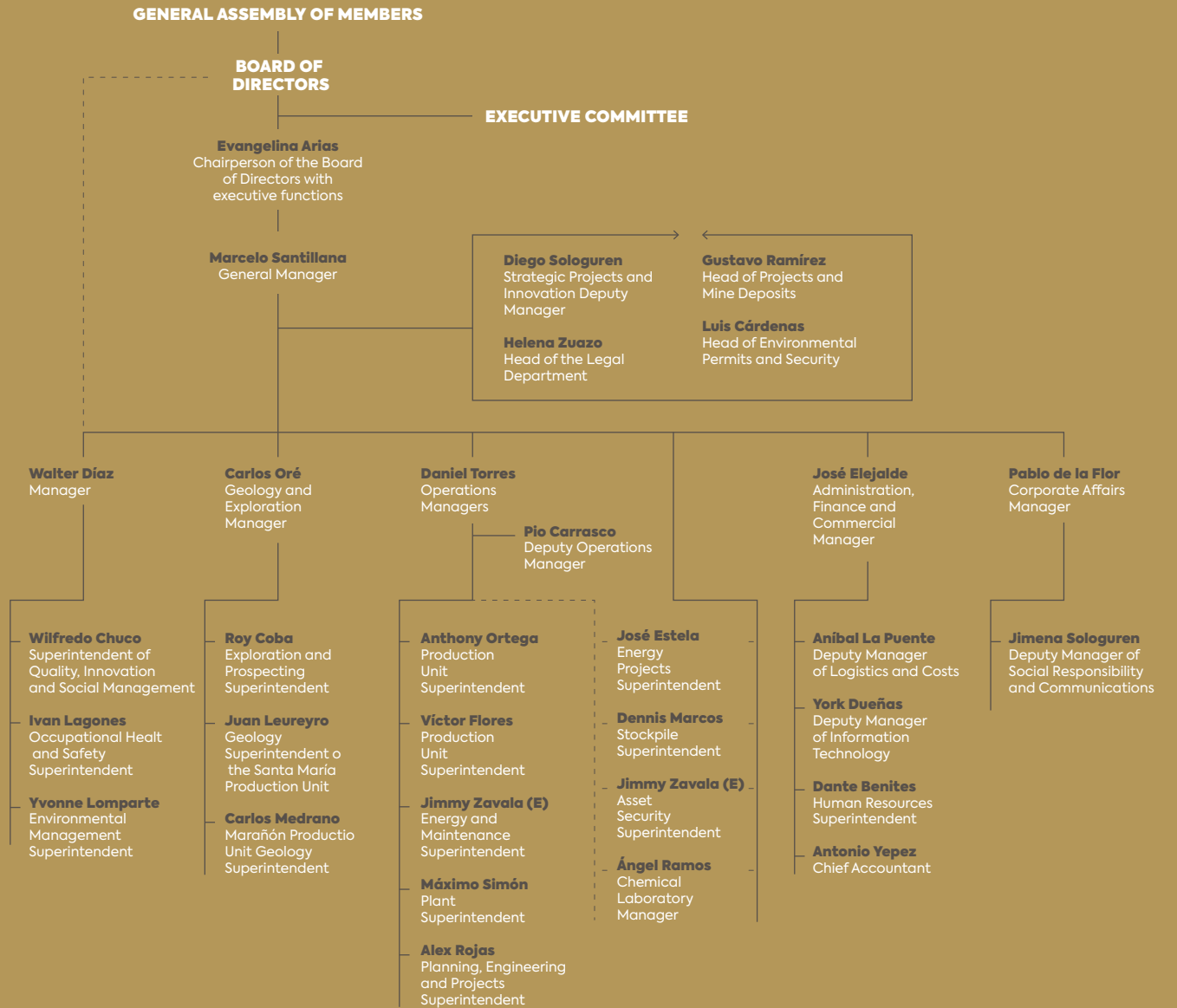
- **Shareholders General Assembly.** Highest ruling body of the company that defines guidelines and approves strategic decisions, and the members meet.
- **Board of Directors.** Chaired by Evangelina Arias, Chairperson of the Board of Directors with executive functions to align strategy, goals and supervision.
- **Executive Committee.** Led by the General Manager, responsible for the execution of the strategy and operational follow-up.
- **Officers and administrative team.** Managers, Deputy Managers, and Heads of Areas that manage the company.

Our specialized areas —Legal, Safety, Public Projects, Geology, Operations, Administration, Finance and Marketing, Integrated Management System, Corporate Affairs, Information Technology, Logistics and Costs, among others—ensure comprehensive operations that meet standards for compliance, safety, quality, and sustainability.

Main officers and their positions

- CEO: **Evangelina Arias Vargas de Sologuren**
- General Manager: : **Russell Marcelo Santillana Salas**
- General Manager: **Daniel Ricardo Torres Espinoza**
- Deputy Operations Manager: **Pio Wilfredo Carrasco Viza**
- Geology and Explorations Manager: **Carlos Oré Sánchez**
- Administration, Finance and Marketing Manager: **José Antonio Elejalde Noya**
- Integrated Management System Manager: **Walter Teodoro Martín Díaz Meyzan**
- Corporate Affairs Manager: **Pablo Alfredo de la Flor Belaunde**
- Social Responsibility and Communications Deputy Manager: **Jimena Patricia Sologuren Arias**
- Innovation and Strategic Projects Deputy Manager: **Diego Eduardo Sologuren Arias**
- Information Technology Deputy Manager: **York Steve Dueñas Boada**
- Logistics and Costs Deputy Management: **Anibal Ricardo La Puente Valdivia**
- Legal Deputy Manager: **Helena Zuazo Arnao**
- General Accountant: **Antonio Yépez Barrientos**

GRAPH 2.
Organizational Flowchart



1.4. Working together to develop Peru.

(GRI 2-28)

Building a prosperous country with opportunities and decent living conditions demands effective articulation between the public and private sectors. While the Government ensures institutional stability, security, and certainty, private investment drives economic value, employment and social well-being. Under this framework, permanent coordination between both actors is a must for sustainable and long-term development.

At a territorial level, we cooperate with the regional governments through agreements with the Health and Education management bureaus; we have signed a framework agreement with the provincial government, and we hold specific agreements to implement develop-

ment projects with the district municipalities either through Asociacion Pataz or our Community Relations Office. This scheme allows aligning priorities, facilitating technical management and ensuring traceability in each intervention.

In coordination with these subnational entities, we promote initiatives under the Public Works for Taxes (Oxl) initiative, to expand the population's access to quality public infrastructure and quality basic services. We prioritize solutions that improve life quality by improving water, sanitation and education systems, building local capacity to operate the latter. For further details about these interventions and alliances with local governments, refer to the Oxl section of this Report.

We have signed cooperation agreements with public universities for scholarships, enhanced infrastructure, and to drive applied research. We thereby contribute to strengthening human capital and academic development in the regions where we operate.

Finally, our sustainability statements, policies, principles, and management systems are aligned with international standards and initiatives, strengthening our commitment to continuous improvement and transparency. Along the same line, Asociacion Pataz complements these efforts with programs aligned with the Sustainable Development Goals, promoting comprehensive solutions that generate positive and lasting impacts on the territory.



Cooperation between the public and private sectors is key to promoting sustainable development and improving the quality of life in the region.



EXTRACTIVE INDUSTRIES TRANSPARENCY INITIATIVE

The EITI brings together representatives of the Government, companies engaged in the extractive industries, and various civil society groups to promote transparency and account-

ability focusing on revenue generated by the mining, oil, and gas industries, as well as revenue distribution by the Government.

In Poderosa we firmly believe that accountability and transparency are essential corporate governance pillars, as they strengthen development, trust, and social cohesion. In this line, we have voluntarily and actively participated in implementing the EITI in Peru, being a pioneer in the region. Since 2022 we are an international member organization. This way, we contribute to strengthening governance in strategic economic activities and align our management practices with global standards of integrity, transparency, and public oversight.





SOCIEDAD NACIONAL DE MINERÍA, PETRÓLEO Y ENERGÍA (NATIONAL MINING, PETROLEUM, AND ENERGY ASSOCIATION (SNMPE))

We are active members of the National Mining, Petroleum, and Energy Association, a trade association that brings together the industry's leading companies and promotes responsible investment, competitiveness, and sustainable use of natural resources, always in strict compliance with the current regulatory framework.

As members of this association, we have adopted its code of conduct and participate actively in the technical and management committees. We also chair the association's informal and illegal mining working group, providing technical analysis, policy recommendations, and coordination with government authorities to promote formalization, competitiveness, and sustainability in the sector.



COMEXPERÚ – SOCIEDAD DE COMERCIO EXTERIOR DEL PERÚ – PERUVIAN FOREIGN TRADE SOCIETY

Compañía Minera Poderosa is a member of the Peruvian Foreign Trade Society (ComexPeru). This private organization seeks to design and implement enhanced public policies based on principles, to contribute to the development of the country and

improve the quality of life of the population.

ComexPeru bases its activities on the promotion of foreign trade actions and private investment, as drivers of sustainable economic development. In line with these principles, member companies operate in a competitive and transparent environment, in compliance with policies and codes of conduct that strengthen integrity, transparency and standard compliance.

As part of this commitment, Poderosa adheres to the Code of Conduct and policies promoted by ComexPerú, including those related to occupational health and safety, compliance, and anti-corruption. This alignment is translated into management standards that prioritize due diligence, risk management and continuous improvement.



COMITÉ REGIONAL DE EMPRESA, ESTADO, ACADEMIA Y SOCIEDAD – REGIONAL COMMITTEE FOR BUSINESS, THE GOVERNMENT, ACADEMIA, AND SOCIETY (CREEAS) – LA LIBERTAD

The La Libertad Regional Committee for Business, the Government, Academia, and Society (CREEAS) is a public-private platform that brings together the public sector, companies, academia and civil society. Its purpose is to close development gaps through science, technology and innovation, promoting sustainable and competitive development in the region.

Since its inception with its participation in the 2010 Regional Competitiveness Council, CREEAS has consolidated a cooperation-based governance, based on respect, trust, ethics, integrity and shared vision. Its formalization in 2017 strengthened rules, processes and joint work mechanisms, which has provided greater predictability and traceability.

Compañía Minera Poderosa, in coordination with Asociación Pataz, plays an active and sustained role since its initial stages, it is part of the Consulting Committee and contributes to the design and implementation of strategic initiatives. Among them, we can highlight La Libertad Innova, 2018 to 2023, oriented to boost the regional innovation ecosystem, developing skills, promoting alliances and technological solutions applied to development.

All the same, we take part in La Libertad's Science, Technology, and Innovation Observatory Advisory Committee, where we provide information, skills and technical proposals to strengthen public and private decision-making and facilitate evidence-based planning.

Currently, the CREEAS is supported by the leadership and engagement of its members, especially the private sector, and has become the grounds for articulation to promote collaboration for solutions in the long term. In this sense, Poderosa, which has been acknowledged for its contribution to strengthening the regional innovation ecosystem, reaffirms that social and productive transformation is accelerated through multistakeholder cooperation, territorial approach and continuous improvement

We support impact initiatives

UNIVERSIDAD PERUANA DE CIENCIAS APLICADAS (UPC) – ACTORS OF CHANGE 2025

Through this university, a social responsibility program is being promoted to train leaders committed to sustainability and to strengthen initiatives that have a positive and lasting impact on their communities. Each year, the program invites young people who serve in leadership positions, or who are founders, or co-founders of ventures with significant social or environmental impact, and who have demonstrated operational sustainability for more than six months. Under this framework, Compañía Minera Poderosa, through Asociación Pataz, sustainably collaborates with this program. Today, it has benefited 140 students, more than 60% of them come from different provinces thanks to a network that covers more than 20 regions across the country, strengthening capacities, networks, and intervention models focused on measurable and sustainable results.

HUB NORTE (NORTH HUB) THE SOCIAL ENTREPRENEUR NETWORK

This is a platform that seeks to drive the social and environmental entrepreneurship ecosystem in northern Peru, fostered by Compañía Minera Poderosa, Asociación Pataz (through its Social Innovation Center), Kunan and La Libertad CREEAS. It is oriented to scale up solutions with a territorial and sustainability approach.

The network brings together 61 business ventures, (25% of which are led by women), and spans seven regions: La Libertad, Lambayeque, Piura, Tumbes, San Martín, Cajamarca and Amazonas. In this way, it builds capacity by coordinating mentoring programs and facilitating access to networks and funding.

The Hub Norte Award has become the highest recognition for social and environmental ventures in Peru's northeastern region. Between 2020 and 2025, S/135,000 were handed out in seed capital. To date, 408 applications have been received in total, 130 hours of legal counselling have been provided, and 15 outstanding ventures have received awards. The results reflect an intervention model focused on impact, inclusion and sustainability.

JESÚS ARIAS DÁVILA SCHOLARSHIPS - PROUNI

In honor of our founder, we award full scholarships, half scholarships, quarter scholarships, and language training to outstanding students from Universidad Nacional de Ingeniería (UNI) School of Geology, Mining, and Metallurgy. From 2013 to December 2025, 136 students have received scholarships, and have also completed their pre-professional internships at Poderosa.

MINING TEACHERS

We support this not-for-profit association that promotes responsible mining knowledge among high-school students. Every year, we team up with their events and encourage interest in mining sector-related careers.

WORLD EDUCATION SUPPORT ORGANIZATION (OMA)

This is a non-profit association that helps train honest and dedicated professionals in Peru. Between 2022 and 2025, we helped organize two events named "Rock Man" and "Rock Woman" covering transportation, accommodation, and travel expenses for young people attending these events.

WAAIME PERÚ

An association made up by women and related to the American Institute of Mining, Metallurgical, and Petroleum Engineers. Since 2022, we have sponsored 24 scholarships for low-income students who excel in careers related to the mining and energy sector, thus contributing to their higher education studies and professional development.

WOMEN IN MINING PERÚ (WIM PERÚ)

A non-profit association whose main objective is to highlight women's participation in the Peruvian mining sector, helping to foster their personal and professional growth and enabling greater participation in a range of mining areas across all levels.

PERU, I LOVE YOU

A not-for-profit civil association that connects efforts in a coordinated, supportive, and agile manner, bringing together people and organizations across all the country's regions. Since 2020, we support this initiative focused on coordinating solidarity and social efforts throughout Peru and have contributed to high positive impact activities in several regions.

SOLUCIONES EMPRESARIALES CONTRA LA POBREZA- BUSINESS SOLUTIONS TO COMBAT POVERTY (SEP)

It is a nonprofit civil association founded in 2011 within the National Society of Industries (SNI) to assist the government in managing public policies by leveraging the private sector's expertise in getting things done. Since the El Niño phenomenon in 2017, it has been involved in disaster response efforts on a large scale, which led to the idea leading a business front with a much more preventive approach. Since 2019, Poderosa has been part of this effort and work carried out SEP with a significant annual contribution.

UNITED NATIONS EDUCATIONAL, SCIENTIFIC AND CULTURAL ORGANIZATION (UNESCO)

In July 2020, the Peruvian government adopted the first National Culture Policy (PNC) through 2030, whose main objective is to ensure that citizens can exercise their cultural rights. This document, prepared with technical assistance from the United Nations Educational, Scientific and Cultural Organization (UNESCO), sets out six priority objectives, which are aligned with and contribute to the achievement of the United Nations Sustainable Development Goals (SDGs).

In this context, since 2022 Poderosa is an active partner of the Pact for Culture to 2030, an articulation platform led by the Ministry of Culture and the UNESCO office in Peru. The members of this Pact are private sector companies, international organizations, and civil society organi-

zations that make voluntary annual contributions until 2030.

ASSOCIATION TO AID BURNED CHILDREN (ANIQUEM)

Through our waste sorting program, we help fund the rehabilitation of children and adolescents who have survived burns by participating in the "Recycle to Help" Program.

Other affiliations

Throughout our history, we have established strategic alliances with several institutions that share our values and goals. We actively collaborate with them to drive economic development, strengthen social responsibility, and accelerate innovation.

These are some of the organizations with which we actively collaborate to promote economic development, social responsibility and innovation.

Below are some of the organizations with which we maintain ongoing partnerships, through cooperative initiatives that prioritize measurable results, multi-stakeholder coordination, and long-term sustainability.

- Canada – Peru Chamber of Commerce
- Institute for Mine Safety (ISEM)
- Australia Peru Chamber of Commerce Inc (APCCI)
- Lima Chamber of Commerce
- La Libertad Chamber of Commerce and Production
- Peruvian Mining Engineers Institute
- Perú Sostenible - Perú 2021 Una Nueva Visión
- Latin American Association of Corporate Secretaries (ASCLA)
- Works for Taxes Alliance (ALOXI)
- Mining Innovation Hub
- Peruvian Institute of Business Associations (IPAE)
- Peruvian Geological Association
- National Society of Construction and Infrastructure (SNCI)

We establish strategic alliances to promote development, innovation and sustainability with measurable results.

1.5. Operations results and markets served.

As of the end of 2025, net sales for the year added up to S/3.474 billion, representing a 32.4 % increase compared to S/2.624 billion in 2024. The cost of sales was S/2.104 billion, a 23% increase compared to this cost in 2024. We sold almost S/9,440 less than in 2024.

In Canada we refined our production in Asahi Refining, and in Switzerland in Argor Heraeus. Both refineries are LBMA certified, and produce bars with the London Good Delivery seal, the most appreciated quality stan-

dard in the precious metals market. The gold purity of the refined bars reaches 99.99%.

The average price of our exports was USD 3,467 per ounce of gold and USD 423 per ounce of silver. The gold price was 44.8 % higher than in 2024. All the same, 100 % of our production was exported to our customers Asahi in Canada and Argor-Heraeus in Switzerland.

Our commitment is not only limited to delivering products of the highest

quality, but also to fostering lasting relationships with our customers. We have maintained an ongoing dialog with them, providing proactive service and listening to their comments and suggestions. We are pleased to highlight that in the last few years we have not received any complaints from our customers regarding data breaches, products shipped, or the services provided.



1.6. Continuous improvement and innovation drive our development.

Since 1997, we have been strengthening the Continuous Improvement Circles (CIC) with significant results throughout time, we have implemented over 382 projects, and have saved an accrued amount of US\$ 72.7 million, with a direct impact on the development in the efficiency and safety of our operations. We believe teamwork applied with method, quality tools and operational discipline is the basis to build a participatory and empowered organization.

Continuous Improvement Circles (CIC) and Working Teams (WT) are groups made up voluntarily by employees from one area or similar areas, to improve their processes by using quality tools, statistical techniques, problem-solving methodologies, through creativity to find practical solutions. This way, we consolidate a quality and productivity culture that promotes work in collaboration, knowledge exchange, and continuous learning.

Quality Week — 26 th edition

For 26 years we have been organizing the most important internal event for our organization, the “Quality Week”, to recognize the most outstanding projects developed during the year. These projects go through a strict evaluation with defined criteria, and compete in two categories: Operational Services, and Strategic and Support Processes. The winner teams receive the “Gold Miner” and “Silver Miner” prizes.



Award-winning projects — 26 th edition



Category: Operation Processes

- Gold Miner. Alerta Sub-Zero Continuous Improvement Circle (Process: Projects, Engineering, and Infrastructure).
- Project: Preventing seismic events through the characterization and identification of seismic hazard zones in mining operations.
- Silver Miner. León del Sur Continuous Improvement Circle (Process: Mining).

Project: Increase production output by implementing the circling method and recovering fines during the mining process in Santa Maria unit.



Category: Strategic and Support Processes

- Gold Miner. La Cima del Éxito Continuous Improvement Circle (Process: Maintenance).
- Project: Reducing operating costs for battery-powered locomotives by transitioning from conventional technology to lithium-ion batteries in Marañón unit
- Silver Miner. Generación Continuous Improvement Circle (Process: Power).

Project: Minimize power restoration times by implementing automatic startup for power plants in Santa Maria Production Units.



External recognition of excellent practices

As part of our quality projection, the winner projects apply to the Recognition of Improvement Projects awarded by the Quality Management Committee of the National Society of Industries (SNI). In 2025, both CIC were awarded this recognition.

- Tecnología e Innovación CIC (Process: Mine Maintenance). **Proyecto: Reducing accidents through the use of remote controls on**

locomotives in the mining process in Santa Maria unit.

- Rica Solución CIC (Process: Processing). **Project: Optimization of the sedimentation and agitation process through mass flow control and measurement cycles in Santa Maria Plant.**

Our 5S methodology

Our Sort, Set in order, Shine, Sustain and Self-discipline (5S) methodology expresses our work philosophy. Its purpose consists in optimizing our processes, flows and workspaces to improve operational efficiency in all our acti-

vities. This way, we promote a continuous improvement culture that drives innovation and continuous learning. To strengthen 5S implementation, we have developed on-line training courses to empower our employees and guarantee their participation in process improvement. es.

As a consequence, the 5S program drives innovation, perfects operations and confirms our commitment to excellence and sustainability. Its scope is closely related to clarity, safety, environment, and productivity and has gone beyond Poderosa's contractors and the communities, promoting its implementation in schools in our area of influence, through courses and workshops.



5S Kaizen and Japan Ambassador Recognitions

5S KAIZEN RECOGNITION

For 12 years now we participate in the 5S Kaizen National Award annual contest organized by AOTS Peru – Japan, which acknowledges those organizations that have successfully implemented this philosophy. Our company has been a winner in every

edition, with the participation of the production units and administrative offices (Lima and Trujillo). In 2025, we obtained the following awards.

- Administrative units, Trujillo and Lima offices. **Gold Medal and Diamond Medal (third consecutive year).**
- Poderosa Mining Unit (Marañón and Santa Maria). **Gold Medal, for the seventh time.**
- Asociación Patatz (Trujillo Office and Chagualito Farm). **Silver Medal.**

JAPAN AMBASSADOR AWARD

Poderosa also received the Japan Ambassador Award (PN5SK 2025), maximum prize that rewards the implementation of the Kaizen model in Peru. This recognition promoted by AOTS Peru–Japan in its first version, rewards the company that shows outstanding commitment with its social environment, through the implementation of the 5S system. The assessment considers criteria such as the scope of the benefits, the sustainability of the actions, and its articulation with the 5S methodology, the evidence of the transformation achieved and the participation level of the staff. The award aims to recognize business initiatives that strengthen ties with the community and contribute to responsible, orderly, and sustainable development.



12 consecutive years or recognition with the 5S Kaizen National Award.



Through our Continuous Improvement Circles, the 5S Methodology and a 26-year sound Quality Week, we ensure operational discipline, applied innovation and measurable results. This way, we turn continuous improvement into a competitive advantage, coherent with our safety, productivity and sustainability culture.

Innovation

We face constant challenges such as resource depletion, the growing demand for both environmental and social sustainability, and the need to optimize our operational efficiency. In this dynamic and challenging context, we have designed an innovation strategy that is a key tool to guarantee our sustainability, profitability in the long run and leadership as a responsible mining company.

In the context described above, innovation is the engine that drives our

transformation. We are therefore committed to focusing our efforts and resources on initiatives that drive economic growth, and foster human and social development. This creates a virtuous cycle that reinforces our position as an innovative and socially responsible company. Our innovation process comprises three main stages.

Our organizational culture fosters experimentation, continuous learning and collaboration at all levels and areas. We therefore prioritize the creation of spaces that promo-

te new ideas, controlled risk-taking, and adaptation to change. With this holistic approach we integrate innovation as a transversal axis in our operations, and we strengthen our capacity to respond to the challenges of the industry.

This approach is aligned with our commitment to a sustainable future, with innovation being a strategic pillar that generates value for our employees, communities and the environment in which we operate.



1.7. Responsible commitments and policies



Challenge management

We systematically identify opportunities to transform processes and generate value in line with the organization's goals, contributing to the company's sustainable growth.



Solution Exploration

We research, develop, and validate agile and effective alternatives to overcome operational challenges, maximizing the creation of value and promoting sustainable development.



Adoption of solutions

We implement, scale up, and maintain validated solutions, ensuring their positive impact in growth and sustainability of our operations. We constantly assess the results obtained to guarantee their contribution to sustainable development.

We have designed an innovation strategy that is a key tool to guarantee our sustainability, profitability in the long run and leadership as a responsible mining company.

1.7. Responsible commitments and policies.

(GRI 2-23) (GRI 2-24)

We orient our strategies towards sustainability, following policies that promote responsible business conduct to prioritize growth and profitability through safe, ethical, and environmentally and socially responsible practices. This commitment is written in our Sustainability Statement, that seeks to generate sustainable economic impacts for our stakeholders and ensure sustainable economic results in time.

To fulfill this commitment, we base our operations on two complementary drivers: operational excellence and safety, both are supported by a sound ethical foundation. This way, we comply with the legal framework and respect our social and environmental responsibilities. All the same, we include innovation as a key element to constantly dynamizing and enhancing our processes and results.

The implementation and certification of ISO 37001 and ISO 37301 standards (Anti Bribery Management System and Compliance Management System) as well as the Money Laundry and Terrorism Financing Prevention System (AML/CTF), rein-

We orient our strtegy towrds sustainability, through ethical, safe and responsible management, tht ensures results over time.

force our compliance and integrity culture.

These are backed by our Compliance Policy and specific procedures that strengthen detection and prevention of suspicious transactions. Simultaneously, they raise the transparency and control standards throughout the value chain. All the same, we reaffirm our commitment to respecting dignity and human rights in line with the Universal Declaration of Human Rights, the Voluntary Principles on Security and Human Rights, the United Nations Guiding Principles on Business and Human Rights, and applicable domestic law. This framework guides our relations with our employees, contractors, communities and other

stakeholders, and guides the due diligence in Human Rights risks. All the members of our organization, including employees, contractors and representatives, are subject to our Code of Ethics and Conduct, as well as to Compliance, Occupational Health and Safety, Environment and Quality policies. These guidelines, approved by our maximum governing body, are informed at the beginning of each work relation and reinforced annually through training and performance assessment mechanisms, ensuring their uniform and effective application.

Finally, we are implementing and supervising this framework in all the areas of the Company. These activities are carried out under the direct

supervision of the Chairperson of the Board of Directors and the General Manager, who lead, demand compliance with, and align the strategic goals with our environmental, social and governance standards. This way, we guarantee consistent, and responsible results-based management.

The digital and updated versions of the documents, except for 9 Golden Rules, can be found via the following QR code

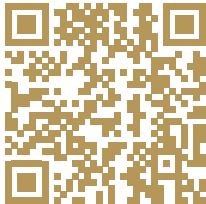


TABLE 1.

Policies and guidelines 2025

Name	Last update	Approved by
Sustainability Statement	July-2021	Chairperson of the Board of Directors and General Manager
Management Policy	January-2025	Chairperson of the Board of Directors and General Manager
Quality Policy	January-2025	Chairperson of the Board of Directors and General Manager
Environmental Policy	January-2025	Chairperson of the Board of Directors and General Manager
Occupational Health and Safety	January-2025	Chairperson of the Board of Directors and General Manager
Compliance Policy	June-2025	Chairperson of the Board of Directors and General Manager
Code of Ethics and Conduct	June-2025	Board of Directors and General Manager
Anti Money Laundering and Counter Terrorism Financing Manual	October-2024	Board of Directors
9 Golden Rules	January-2023	Joint Committee
Harrassment Policy	June-2023	Administration, Finances, and Marketing Manager

1.8. Permits and licenses.

We operate with permits, approvals and authorization that support every stage of our activities and allow us to operate in harmony with our surroundings, the Government, society, the environment and other stakeholders.

In this regard, we strictly comply with applicable regulations and the commitments we have made to ensure environmental protection, operational safety, and transparent engagement. This enabling framework legitimizes our operations and builds trust, while preventing contingencies and supporting business continuity through superior performance standards.

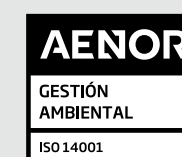
For further information, refer to Annex 9: [Additional information, Chapter 1, Permits and Licenses](#).

We operate with regulatory compliance and authorization that guarantess a safe and transparent operation in harmony with our surroundings.

1.9. Certifications that guarantee our processes.



Quality Management System



Environmental Management System



Occupational Health and Safety Management System



Anti-Bribery Management System



Compliance Management System

We align our processes with high-level international standards to ensure sustainable, safe, and ethical operations. As a result, we hold five ISO certifications, the most recent of which was obtained in May 2025.

- ISO 9001:2015 (Quality Management System).
- ISO 14001:2015 (Environmental Management System).

- ISO 45001:2018 (Occupational Health and Safety Management System).
- ISO 37001:2016, Anti-Bribery Certification issued by Empresarios por la Integridad (Anti-Bribery Management System).
- ISO 37301:2021 (Compliance Management System).

This framework allows for better operations control, increased management, traceability and integrity and helps us make faster decisions and for continuous improvement, consolidating consistent performance with the best international practices.

1.10. Awards and recognitions.

(GRI 2-28)

TABLE 2.
Recognitions 2025

Awarded by	Month/ Year	Name of the award or prize	Category	Reason
ANIQUEM Association for the Assistance of Burned Children	March 2025	Yanapay X edition. Its goal is to highlight the valuable contribution of people and companies committed to social and environmental responsibility.	Enhancing the value of recycling	Poderosa was recognized for its commitment with social and environmental commitment, that rewards the companies that generates value from waste, foster innovative initiatives throughout the recycling chain and are in line with a triple impact approach: social, environmental and economic, This achievement reinforces our commitment to circularity, the efficiency in the use of resources and shared value creation in our areas of influence.
KALLPA GENERACIÓN	April 2025	Green Certificate	Recognition	Corresponds to 2024 electrical consumption, which certifies that 100% of the energy purchased to the National Interconnected Electric System (SEIN) came from renewable sources.
International Renewable Energy Certificate (I-REC)	Junio 2025	I-REC Certificate represents 106 285,140000 MWh of electricity generated from renewable sources	Recognition	We received the I REC certificate corresponding to 2024, granted by Kallpa Generación, an international recognition that credits the renewable origin of the energy used and supports our commitment with sustainability, the carbon footprint reduction, and compliance with global standards. During this year, we supplied our operations with 109% renewable electricity from the SEIN, from the Cerro del Aguila Hydroelectric Power Station, in Huancavelica, operated by Kallpa Generation, supply backed by the I REC International Renewable Energy Certificate, that validates the traceability and the renewable character of the energy consumed.
International Renewable Energy Certificate (I-REC)	July 2025	Award for Technological Innovation in Mining Energy Efficiency 2025	Awards for Mining Excellence	In recognition of our technical leadership and the implementation of solutions that set a new standard for energy efficiency within the industry.

Awarded by	Month/ Year	Name of the award or prize	Category	Reason
ASOCIACIÓN DE BUENOS EMPLEADORES (ABE) AMCHAM PERU	July 2025	Buenos Empleadores.	Entrepreneur	We received from Asociación de Buenos Empleadores (Association of Good Employers - ABE), the certification that recognizes organizations that implement best practices in human resources management by fostering formal, ethical, inclusive work environments focused on talent development.
Minería Perú y América Latina	July 2025	Award for Technological Innovation in Mining Energy Efficiency	Technological innovation in mining	We received the award at the 6th International Mining Congress: Peru and Latin America 2025, held on July 2 and 3 in Lima. This recognition highlights our strategic use of technology to optimize energy consumption, reduce our environmental impact, and improve operational efficiency. This milestone reaffirms our leadership on the path toward modern, responsible, and forward-thinking mining, based on innovation, energy management, and continuous improvement.
Perú Sostenible	July 2025	Sustainable Business Certification (EGS) 2024	Distinctive	Recognition as a Company with Sustainable Management Practices (EGS), Merit Category, in the 14th edition of the EGS 2024 Program by Perú Sostenible, in partnership with the International Finance Corporation (IFC), a member of the World Bank Group. This is an award we received for meeting the standards required for responsible management that create shared value for our employees and our community. In its 14th edition, this seal, which is one of the main business sustainability references in the country, recognized 55 organizations that include ESG criteria in their business model with a long-term strategy and which assessment is in line with international frameworks such as GRI, SASB and the IFC Performance Standards. This way, we reaffirm our commitment to transparency, governance and continuous improvement.
Peruvian Institute of Mining Engineering	September 2025	Winner of the Mining Regulation and Economics Category	Mining regulation and economics	In PERUMIN's 37th edition, in the Technology, Innovation and Sustainability (TIS) Forum, we won the prize for the Best Mining Regulation Project, presented by Engineer José Núñez Medina, Deputy Superintendent of Energy Projects, with the paper "Reducing GHG emissions in Scopes 1 and 2 through energy transition projects in Poderosa". With this participation and recognition, we reaffirm our leadership in innovation, sustainability and social responsibility, and we consolidate our presence as a benchmark in mining in Peru and Latin America, with results-based management, value creation and continuous improvement.
Peruvian Institute of Mining Engineering	September 2025	Perumin Seal	Recognition	In PERUMIN's 37th edition we received the PERUMIN Seal for Gender Excellence, an award that highlights our commitment, leadership, and best practices aimed at closing gender gaps and building a more inclusive, diverse, and equitable mining sector, consolidating our progress towards management that integrates equal opportunities, talent development and shared responsibility at alla levels of the organization.

Awarded by	Month/ Year	Name of the award or prize	Category	Reason
National Industries Association (SNI)	October 2025	The Quality Management Committee recognizes best practices of excellence.	Production	We received the Excellence in Practice Award in the Strategic Services category, granted to the Mine Maintenance, Technology and Innovation CIC for the project “Reducing Accidents by Implementing Remote Controls on Battery-Powered Locomotives in Santa Maria Production Unit”, a solution that reduced risk exposure of our crews, increases operational safety, optimizes the efficiency of the underground mining operations and consolidates our applied innovation and continuous improvement approach.
National Industries Association (SNI)	October 2025	The Quality Management Committee recognizes best practices of excellence.	Production	We received the Excellence in Practice Award in the Production category, granted to the Rica Solución Santa Maria CIC for the project “Optimization of the sedimentation and agitation process in Santa Maria Plant”, an initiative that improved operational stability, process quality and recovery, reducing consumption and cycle times, and consolidated our efficiency, applied innovation and continuous improvement approach in the plant.
INDECI – Civil Defense	November 2025	Highlight the solidarity and commitment that made it possible to bring hope and support to more Peruvians in 2024 and 2025	Recognition	We were recognized for our valuable contribution to disaster response and the promotion of a culture of preparedness during 2024 and 2025, a milestone that reaffirms our commitment to risk management, protecting communities, and collaborating with public and private institutions to strengthen resilience and emergency response capabilities.
Council for Science, Technology, and Innovation – CONCYTEC	2024	INNOVATIVE COMPANY 2024 LAW N° 30309	Recognition	We have been recognized as an Innovative Company for 2024, in accordance with Law No. 30309
ProActivo	August 2025	Winning project: “Andean Regenerative Agriculture: Innovative Practices for Sustainable Production in La Libertad”	Large-scale mining	At the ProActive Awards 2025, we received the award that highlights our commitment to sustainability and the comprehensive development of the communities in our region.

Awarded by	Month/ Year	Name of the award or prize	Category	Reason
INDECOPI	2025	PATENT	Recognition	First patent: “Loading chute with a sealing system to optimize conveyor belt operation” Second patent: “Automated equipment for obtaining representative mineral samples” has been submitted for examination of patentability.
UNI Board of Trustees	December 2025	Contribución al Patronato de la UNI.	Recognition	We received a recognition for our valuable contribution to the UNI Board of Trustees. This support enables us to continue promoting opportunities that generate a real impact in the country.
AOTS (Association for Overseas Technical Cooperation and Sustainable Partnerships)	December 2025	National 5S Award (xii edition 2025) Marañón and Santa Maria production unit	Gold Medal	Recognized for maintaining and implementing the 5S process
AOTS (Association for Overseas Technical Cooperation and Sustainable Partnerships)	December 2025	National 5S Award (xii edition 2025) Lima - Trujillo administrative offices	Gold Medal	Recognized for maintaining and implementing the 5S process
AOTS (Association for Overseas Technical Cooperation and Sustainable Partnerships)	December 2025	National 5S Award (xii edition 2025) administrative offices Lima - Trujillo	Diamond	Recognized for having maintained and implemented the 5s process
AOTS (Association for Overseas Technical Cooperation and Sustainable Partnerships)	December 2025	National 5S Award (xii edition – 2025) Japan Ambassador Award	Japan Ambassador Award	Recognized with the Japan Ambassador Award





**STANDARDS, VALUES
AND PRINCIPLES:
OUR OPERATIONAL EXCELLENCE**

2.1. Decades producing development.

During more than four decades of nonstop activity, we have transformed our way of mining, to make it safer, more efficient and environmentally responsible, generating economic and social value for our country.

This commitment is reflected in our accrued results. As of the end of 2025, 12,170,468 tons of ore and 5,357,935 ounces of gold fines have been produced with an average grade of 15.02 grams. These achievements consolidate an operational model that prioritizes technical excellence, environmental discipline and the contribution to territorial development.

We will continue to raise the bar for industry, operating with rigor, protecting the environment, and creating opportunities for communities, ensuring high-performance, long-term mining operations.

2025 PRODUCTION

In the Marañón and Santa María I plants, 740,789 tons of ore were processed, obtaining 277,840 ounces of gold, with accrued gold recovery of 90.30%. Compliance with the program was 105.68% in processed ore and 106.28% in gold production.

During more than four decades of nonstop activity, we have transformed our way of mining, to make it safer, more efficient and environmentally responsible, generating economic and social value for our country.

» Index

2025 production and its variation vs 20244

Total ore processed:

740,789t (+6.18%)
VS. 697,701t

Marañón Plant:

349,902t (+11.48%)
VS. 313,862t

Santa María I Plant:

390,887t (+1.84%)
VS. 383,839t

Gold produced:

277,840oz (-5.46%)
VS. 293,873oz

Consolidated recovery:

90.30% (-0.18%²)
VS. 90.46%

Methodological note: Percentage changes were calculated as the relative change from the 2024 baseline; where the metric is already a percentage, we indicate the difference in percentage points (pp) in parentheses.

2 -0.16 pp

57

2025 SUSTAINABILITY REPORT

2.2. Growth strategy.

We drive the growth of our operations through a sustained and rigorous exploration strategy aimed at increasing resources and reserves and ensuring mine's long-term life-cycle. This approach prioritizes safety, environmental protection, the development of our employees, and a constructive relationship with the surrounding communities.

During 2025 we executed a program focused on the Marañon, Santa Maria and Palca Production Units, with the goal of obtaining 860,479 ounces in mineral resources and earn 281,400 ounces of gold. In the long run, we will continue to expand the known areas and identify new mineralized sectors that enable us to sustain the portfolio and ensure continuity of operations.



We promote the growth of our operations through a sustained and rigorous exploration strategy.

Management mechanisms

Production unit management is ruled by commitments and procedures aligned with international standards, that guarantee efficient, safe and sustainable operation. All the same, we have the Procedure to Obtain Mineral Resources (OMR), to define the sub processes and activities that allow identifying zones with potential, to model their geometry, and to estimate gold fines content. Simultaneously, we assess economic viability of the resources using technical criteria to decide their extraction in a responsible way.

This procedure is managed by the Geology and Explorations manager, the Geology Superintendent, the Explorations Superintendent and

the officers responsible for the ORM processes. This procedure has the support of the General Manager, the Operations Manager, and the Quality, Occupational Health and Safety, Mining and P&I Superintendents.

PROSPECTING

In 2025, we launched exploration campaigns on our own and on third-party concessions with the aim of consolidating our position in the Pataz Batholith gold belt. These activities included the use of geophysical methods and analysis of specialized information that allowed identifying areas with high geological potential and economic viability in different areas of the belt.

» Exploration and development

In parallel, we enhanced our exploration strategy in the Marañon, Santa Maria, Palca and Montañitas units. This strategy was carried out through drilling campaigns, underground works, and geological surveys to expand the structural knowledge, confirm mineralized continuity and enable new areas for assessments. The results obtained favor the vein portfolio and support operational continuity in the short and mid-term.

RESULTS AND SCOPE OF THE RESOURCES

As of the end of the year, we confirm the soundness of the resource portfolio: We reached 882,804 ounces of gold contained in 2,088,720 tons of ore, and the total deposit was estimated at 5,609,252 ounces of gold. These results support long term viability and validate disciplined execution, based on responsible techniques, governance and management of the territory.

WE MANAGE A RESPONSIBLE OPERATION

We operate with a sense of responsibility and strategic vision, combining the gradual implementation of technology and automation with disciplined asset management and a portfolio focused on continuous improvement. This integrated approach optimizes efficiency, strengthens operational capacity, and ensures sustainable operations over the long term, in strict compliance with regulations and with respect for the environment.

It is important to note that our responsible operational efficiency is essential to the resilience of our bu-

siness. Process optimization, under this logic, is central to our mission of responsibly transforming mineral resources into opportunities for development, in line with our vision, principles, corporate policies, and strategic plans.

At the core of our model are complementary policies and systems. This governance framework ensures operational consistency, traceable decisions, and a culture of continuous improvement in sustainability management.

- Integrated Management System
- Executive Management
- Quality Policy
- Management Policy
- Environmental Policy
- Occupational Health and Safety Policy
- Economic and Financial Management

To ensure ethical and legal operations, we carefully manage permits, licenses, and authorizations required by the regulating entities. We strictly comply with them during all the operations stages, including progressive and final closure processes.

In terms of production, we prioritize maintaining or increasing mining production levels, mindful of their impact on extraction methods and operating costs. We recognize uncontrollable variables—such as metal prices and ore availability—and maintain a reserve level equivalent to at least three years, since extending that timeframe is not efficient given the nature of our deposits. Consequently, ongoing exploration and the addition of new reserves are critical to responsibly evaluating future expansions and ensuring long-term operational continuity.

In summary, we integrate technology, governance, compliance, and environmental, social, and governance criteria to operate efficiently, transparently, and responsibly, strengthen the trust of our stakeholders, and build a sustainable, high-performance mining operation.



» Acknowledgments

In 2025 we received awards that reflect the technical progress, innovation applied and commitment with excellence in Geology.

In PERUMIN's 37th edition, we participated with a technical research paper to optimize gold exploration and extraction through the use of machine learning, and artificial intelligence, positioning the Company as a benchmark in the adoption of advanced technologies for geological exploration. This initiative was complemented with master conferences, where we shared the application of innovation tools that have been currently implemented in Poderosa.

All the same the Process to Obtain Mineral Resources (ORM, for its acronym in Spanish), drove excellence in its sub processes and equipment, obtaining the 5S Prize in the exploration sub process executed by MVM Contractor in the diamond drilling chambers. This recognition highlights the technical quality, operational discipline and consistency in the execution of our processes. As a whole, these achievements show our commitment with continuous improvement, technical training and integration of state-of-the art technological solutions, fundamental pillars to guarantee efficient, safe and sustainable exploration.

Our achievements in 2025

We consolidated progress in prospection and exploration that increased geological accuracy, optimized the ORM process and strengthened operational safety. This way, we accelerated the identification and prioritization of targets with technical and efficiency criteria.

- **Optimization of the ORM process.** We integrated advanced technologies for collecting geological data and mapping inside the mine. This allows us to achieve more accurate interpretations, better control of mineral resources, and higher safety standards in operations.
- **Agile brownfield exploration.** We have introduced portable short-range diamond drilling to improve geological certainty in high-potential areas, speed up the process, and optimize costs.

- **Greenfield exploration focused on knowledge.** We are making progress in our understanding of the gold-bearing Pataz province, including the characterization of sulfides to identify the source of mineralization and guide future decisions.
- **Alliances for regional research and development and exploration.** We are strengthening our collaboration with external organizations such as AMIRA—an independent organization that promotes innovation in the global mining industry—with the aim of advancing research, creating opportunities, and prioritizing initiatives in areas that have a significant impact on regional exploration.
- **Noninvasive methods and advanced analysis.** We conduct projects using drone-based magnetometry, induced polarization, and 3D reinterpretation of existing geophysical data to identify new targets in inaccessible areas and improve the prioritization of exploration targets.

Upcoming projects

As part of our continuous improvement projects in explorations and ORM process, we will focus our efforts on initiatives that strengthen ore control, geological accuracy and applied scientific research.

- **Implementation of smartags** in Ore Control subprocess to improve follow-up, traceability and ore control from its origin to its processing.
- **Use of deviation gauges** with telescope technology in the explorations sub process, to obtain real space location, accurate orientation of diamond drilling holes and a more exact structural mapping.
- **Promotion of advanced scientific** research to improve mineral target orientation, the genesis of the deposit and structural control, strengthening predictive capacity and strategic decision-making in exploration.



We consolidated progress in prospection and exploration that increased geological accuracy, optimized the ORM process and strengthened operational safety.

2.3. Mine.

Management Mechanisms

Marañón and Santa Maria production units management are governed by policies and commitments aligned with international standards that guarantee efficient, safe and sustainable operation.

Also, we have a Quality Assurance Chart (TAC) that guarantees the excellence of the mining cycle. This ensures strict compliance with performance indicators under high quality standards, with comprehensive scope for all the operation staff of Marañón Mining and the support of the General Management and the Superintendencies. To ensure its validity and continuous improvement, the Mining Area, together with the Integrated Management System (IMS) lead its annual review and approval, aligning our operations with sustainability goals and business efficiency.

Compliance with these regulations and commitments enables us to responsibly meet the area goals, not only regarding production and progress, but also safety, regulatory compliance and operational sustainability. This way, we will strengthen our contribution to the Company's environmental, social and governance goals.

MARAÑÓN PRODUCTION UNIT

In 2025, Marañón unit reached an outstanding performance, with a total production of 79,731 tons, equal to 112.98% compliance of goals and a metallurgy recovery rate of 99.48%, confirming the effectiveness of our operational processes. Production was broken down into 39,490 tons, from pits, and 40,240 tons from progress works, ensuring the continuity of the exploitation fronts. All the same, exploration, development, and preparation reached 15,626 meters of vertical and horizontal progress, reinforcing the unit's operational sustainability.

This year, we promoted several operational levers, oriented to strengthen reserves, productivity and efficiency. Regarding geology, progress was made in the interception of the Choloque Vein, towards Briana-2 and reinforcement of Hilary Vein reserves. As regards operations, we implemented a tandem hauling system with two locomotives and G-140 vehicles, increasing transportation capacity and optimizing the mining cycleo.

All the same, we updated the mining standards and PETS, training 100% of the staff through theoretical and practical programs, while the creation of a multidisciplinary committee strengthened the technical

analysis and the opportunity for decision-making. The application of selective mining allowed improving quality control at the front, reducing ore dilution. On the other hand, the addition of industrial vacuums facilitated the recovery of fines that had not been recovered before.

Finally, through internal connectivity progress, such as Pamela Ramp and Luz Ramp project, there was an improvement in level integration and equipment mobility, which the optimization of the extraction system through chutes, hoppers and specialized grids allowed automation of material flow and reducing bottle necks.

Upcoming projects

- **Hydraulic filling and mechanized shotcrete³** to optimize support and efficiency in Hilary Vein.
- **10” compressed air main line** to guarantee continuous accuracy in critical .
- **Electrical modernization** through 10kV networks to improve supply quality and continuity.

SANTA MARIA PRODUCTION UNIT

In 2025, Santa Maria unit recorded a 460,822 to production, with 99.77%

goal compliance and a 90.05% recovery, reflecting operational stability and performance consistency. Production was broken down into 242,438 tons of exploitation and 218,384 tons of progress, ensuring operational continuity and flexibility. All the same 35,017 meters of exploration, development and preparation were executed, strengthening the sustainability of the mining portfolio.

This year, actions were promoted to optimize process efficiency and quality, including Access and connectivity improvement between the units, the application of selective mining methods to reduce dilution, strengthening of operational discipline and optimization of critical infrastructure. All the same, fines recovery campaigns and recovery of areas affected by illegal mining contributed to reinforcing reserves and safety conditions.

Upcoming projects

SANTA MARIA PRODUCTION UNIT

- Integration with Marañón Production Unit.
- Useful life extension.
- Priority geological development.
- Timely support: Implementation of a shotcrete plant to strengthen work safety.
- Continuous pneumatic power.

In 2025 we consolidate sound operational performance in our Production Units, with production and recovery levels that supported business continuity and the efficiency of mining processes.

TABLE 3.

Projections
2024 - 2027
(t)

Plant	2024	2025	2026	2027
Marañón Plant	26,821	70,573	71,767	71,725
Santa María I Plant	483,197	461,881	469,695	469,420

³ Shotcrete is a fundamental support technique in underground mining that involves spraying concrete at high pressure onto rock, tunnels, and ramps to prevent cave-ins and stabilize excavations.

2.4. Plant.

(SASB EM-MM-000.A)

We operate with metallurgic excellence and operational discipline, prioritizing continuous optimization and efficient resource use to maximize gold recovery. This approach, based on strict control of critical variables, the stability in processing rhythm, and the granulometric consistency kept consolidated recoveries and compliance above the treatment and production

plan, reinforcing the system's reliability and value generation.

In 2025, we processed 740,789 tons of ore in the Marañón and Santa María I Plants, for a total production of 277,840 ounces of gold. 349,902 tons of the treated total corresponded to Marañón Plant and 390,887 tons to Santa María I Plant.

As a result of operational efficiency and control in every stage, we achieved 90.30% consolidated gold recovery. In line with the production program, we achieved 105.68% compliance with processed ore and 100.46% with gold production. This performance confirms our commitment to metallurgy optimization, the efficiency in the use of resources and continuous improvement in plant management.

Smelter

We consolidated an efficient and controlled performance at the smelter, maintaining purity and recovery levels. Pollutants found in the dore bars were 0.33% lead (Pb) and 0.30% arsenic (As). The content in the precipitate was 2.95% Pb and 0.86% As.

All the same, during the smelting of the precipitate, 88.81% lead and 65% of arsenic were retained in the slag, reducing their presence in the final product and optimizing non-desired material handling. As a result, we achieved 99.71% recovery at the smelter, an indicator consistent with good control of operational variables, process consistency and our continuous improvement approach.

740,789t
TREATED TONNAGE EXCEEDED BY 5.68%⁴

90.30%
GOLD RECOVERY VERSUS 90.76%⁵
PROGRAMMED

277,840 OUNCES
GOLD PRODUCTION EXCEEDED
BY 0.46%⁶

⁴ Programmed: 701,000 tons

⁵ The programmed mill head grade, 13.52g/t was not attained. The realized grade was 12.92g/t.

⁶ Programmed: 276,569 ounces.

Our gold production at a consolidated level exceeded the goal by +0.46%⁷

+116.77%⁸

IN THE MARAÑÓN PLANT

78.99%⁹

IN THE SANTA MARIA PLANT

⁷ Production: 277,840 ounces vs. 276,569 ounces programmed.

⁸ Production: 183,541 ounces vs. 157,186 ounces programmed.

⁹ Production: 94,299 ounces vs. 119,384 ounces programmed.

PLANT OPERATIONAL PERFORMANCE

In 2025, operational performance of our beneficiation plants was characterized by a stable, efficient operation with high control of critical variables, which allowed supporting treatment continuity and meeting – and even exceeding – the production program goals.

In general terms, both plants maintained a consistent processing rhythm, with controlled performance in crushing, stable granulometry in grinding and metallurgic recovery above 98% in precipitation. All the same, downtime management showed an adequate balance between scheduled and non-scheduled maintenance, allowing preservation of operational availability and minimizing contingency impact, such as power outages, and operational failures. As a whole, these results show sound technical performance and disciplined operational conduction, backed by timely maintenance management, quality control of the ore fed, and the capacity of the staff to support sta-

ble conditions in the key stages of the process.

» Marañón Plant

We attained 104.14% compliance with the treatment program. We recorded 380.32 hours of accrued downtime: 192 due to ore accumulation, 123 due to scheduled mechanic maintenance, one due to scheduled electric maintenance, 32.17 due to power shutdowns, 28.4 due to non-scheduled maintenance, and 8.84 due to operational failures.

- **Crushing:** performance was 50.24t/h (-1.33% variation compared to 2024), with 93.3% of the product below 3/8".
- **Grinding:** 50.7% -200 m (primary), 77.8% -200 m (secondary) and 79.55% -200 m (general tailings).
- **Precipitation:** gold recovery was 99.17%.

» Santa Maria I Plant

We attained 107.09% compliance with the treatment program. We recorded 304 hours of accrued downtime: 182 due to scheduled maintenance,

45 hours due to non-scheduled maintenance, 56 hours due to power shutdowns, 4 due to electric repairs, and 2 due to operational failures.

- **Crushing:** performance was 58.37 t/h (-1.28% variation compared to 2024; 59.12 t/h to 58.37 t/h), with 96.9% of the product under 3/8" mesh.
- **Grinding:** 51.1% -200m (primary), 65.03% -200 m (secondary) and 67.26 - 200 m (general tailings).
- **Precipitation:** gold recovery was 98.46%.

Our achievements in 2025

We consolidated operational and metallurgical improvements that strengthened the system's reliability, increased efficiency and maintained the quality of the product in line with our standards.

- **Larger treated amount vs Program.** 5.68% increase in tonnage (+39,789 t), maintaining target granulometries.



In 2025, operational performance of our beneficiation plants was characterized by a stable, efficient operation with high control of critical variables.

- **Metallurgic control.** Results sustained with adequate ball levels, timely apex and vortex changes in cyclones and strict control of operational parameters.
- **Critical input efficiency.** Assessment and change of lime, zinc powder, antiscalants, and flocculants with better process performance.
- **Responsible water management.** No effluents; all the solutions are recirculated to the plant.
- **Ore knowledge.** Metallurgic assessment and characterization of the minerals processed to refine parameters and operational decisions.

Upcoming projects

Over the next few years, we will focus our initiatives to scale up capacities, improve automation and close efficiency gaps to support product recovery and quality.

- **Automation and monitoring.** Connect control instruments to a monitoring center to improve productivity and anticipation.
- **Circuit optimization.** Improve crushing, grinding, thickener and agitator operations in both plants.
- **R+D in leaching.** Continue research to identify areas of improvement in the leaching plants.
- **Refinery.** Optimize operations to obtain high purity gold and silver bars.

For further information, refer to annex 9: Additional Information, Chapter 2, Plant.

2.5. Maintenance, energy and transportation.

As to constantly optimize our processes, we reaffirm that innovation is a fundamental pillar for the sustainability of our operations. In this regard, we guarantee reliable and efficient power supply to the mine, plant, and camps ensuring both availability and optimal cost, always in strict compliance with the safety and environmental protection guidelines.

Our maintenance, power, and transportation areas implement specific and creative solutions to tackle day-to-day operational problems. In each one of these processes, we are firmly committed to environmental guidelines, and to the health and safety of our employees. To this end, we apply continuous improvement

principles and act ethically throughout our activities.

Below are the main goals reached in each one of these areas.

Maintenance

The purpose is to maximize asset availability of the company's assets, with the following performance levels.

- Mine equipment: $\geq 90\%$
- Electric Power Plants: $\geq 90\%$
- Compressors: $\geq 96\%$
- Plant equipment: $\geq 96\%$

The purpose is to seek adequate balance between maintenance

process costs and production goals, with a target cost of $\leq \text{US\$}22.97/\text{treated ton}$.

Power

We ensure optimal power supply to our company's facilities, according to the growth in production and under quality, availability and economic efficiency criteria. The goals include the following.

- Energy cost: $\leq \text{US\$}172.0/\text{MWh}$
- Specific consumption: $\leq 193.0 \text{ kWh/treated ton}$

Transportation

We maintain our company roads in good condition and provide efficient staff and cargo transportation services at a target cost of $\leq \text{US\$}8.46/\text{treated ton}$.



Innovation is a cornerstone of the sustainability of our operations.

Operational goals established for 2025

Operational goals established for 2025 showed a more conservative approach compared to 2024, mostly in the power and mechanic availability indicators, while there was an increase in maintenance cost.

As regards power, the goal of the consolidated cost increased from $\leq \text{US\$}145$ to $\leq \text{US\$}172$ (+18.6%). All the same, energy consumption per treated ton increased from $\leq 182.5 \text{ kWh/ton}$ to $\leq 193 \text{ kWh/ton}$ (+5.8%), reflecting lower efficiency expectations or more demanding operational conditions.

As for mechanic availability, most of the equipment maintained the 96% goal. However, the Processing Plant reduced its goal from 96% to 90%, which represented a relevant adjustment in one of the operation's critical assets. Compressor availability was maintained at 96%.

On the contrary, the maintenance cost per treated ton registered a more demanding goal, from $\leq \text{US\$}23.5/\text{ton}$ to $\leq \text{US\$}22.97/\text{ton}$ (-2.3%), reinforcing the focus in expenditure efficiency.

In general, the 2025 goals evidenced a prudent approach regarding the conditions foreseen: energy and reliability goals became more flexible, which the discipline in maintenance cost control per treated ton was strengthened.



TABLE 4.
2024 – 2025 Key performance indicators

Indicator	Measurement	2024		2025		Context
		Goal	Compliance	Goal	Compliance	
Consolidated energy cost	Total Energy Cost USD (hydraulic + thermal + SEIN) / total energy consumed (MWh)	≤ 145.0	158.2	≤172.0	140.3	Strategic indicator that measures the economic efficiency of the operation's total energy consumption. It enables monitoring of the optimization of energy use and control of the impact of operating costs on production costs.
Consumption of electric energy per treated metric ton	Total energy consumed (kWh) / treated tons (TMT)	≤ 182.5	187.5	≤193.0	197.0	Operational KPI that measures the energy efficiency of the production process in relation to the volume processed.
Mechanical availability of conventional equipment (shovels and locomotives)	[(Scheduled hours - downtime hours) / scheduled hours] * 100	≥ 90.0	89.6	≥ 90.0	85.6	Mechanical Availability Index, which measures equipment's ability to meet production schedules.
Mechanical availability of diamond drilling equipment	[(Scheduled hours - downtime hours) / scheduled hours] * 100	≥ 90.0	92.7	≥ 90.0	96.6	Mechanical Availability Index, which measures equipment's ability to meet production schedules.
Mechanical availability of processing plant equipment	[(Scheduled hours - downtime hours) / scheduled hours] * 100	≥ 96.0	95.3	≥ 90.0	96.1	Mechanical Availability Index, which measures equipment's ability to meet production schedules.
Mechanical availability of power generation equipment	[(Scheduled hours - downtime hours) / scheduled hours] * 100	≥ 90.0	95.5	≥ 90.0	95.1	Mechanical Availability Index, which measures equipment's ability to meet production schedules.
Mechanical availability of compressors	[(Scheduled hours - downtime hours) / scheduled hours] * 100	≥ 96.0	96.5	≥ 96.0	95.7	Mechanical Availability Index, which measures equipment's ability to meet production schedules.
General maintenance cost per treated metric ton	General maintenance cost (USD) / treated tons (TMT)	≤ 23.5	22.6	≤22.97	23.8	Financial and operational KPI that measures the efficiency of maintenance spending relative to production volume.

Our achievements in 2025

Throughout the year, we implemented initiatives that improved operational efficiency, enhanced security, and ensured the continuity of our operations. These results demonstrated our teams' ability to implement impactful improvements, optimize critical processes, and maintain consistent performance in a challenging operational environment.

Marañon Mine maintenance

- Switching from lead-acid batteries to lithium batteries in locomotives, improving safety, range, and energy efficiency.

tives, improving safety, range, and energy efficiency.

Santa Maria Mine maintenance

- Installation of a remote-controlled overhead crane in the workshop and temporary warehouse.
- Integration of the remote control into the Sitón S5-13 battery-powered locomotive.
- Implementation of the SCADA system for remote monitoring and control of main fans on each floor, optimizing ventilation, safety, and energy use.

ty for Santa Maria, Marañon and Chapcarrosas.

- Implementation of 5 FuseSaver equipment with remote control for safer maneuvers at the substations.
- Automation of the Patatz thermal plant, significantly reducing response times and increasing availability in Santa Maria Plant.

In 2025, the cost of energy per MWh fell (–18% vs goal), but there was an increase in the cost of Energy (+2.1% vs goal), Maintenance (+3.6%) and Transportation (+3.8%), per treated ton. Only one of the indicators was in the goal range.

TABLE 5.

Management Indicators 2024 - 2025

Year	Indicator	Process	Executed	Goal ≤	Variation
	Unit		Nº	Nº	%
2024	US\$/ treated ton	Maintenance	22.62	≤ 23.5	-3.74
	US\$/ MWh	Energy	158.24	≤ 145	+9.13
	US\$/ treated ton	Energy	187.5	≤ 182.5	+2.74
	US\$/ treated ton	Transportation	8.23	≤ 9.3	-11.51
2025	US\$/ treated ton	Maintenance	23.80	22.97	+3.61
	US\$/ MWh	Energy	140.3	172.0	-18.06
	US\$/ treated ton	Energy	197.03	193.00	+2.09
	US\$/ treated ton	Transportation	8.77	8.46	+3.79

TABLE 6.

**Programmed vs
executed costs
per process
2024 - 2025**

Year	Process	Programmed	Executed	Difference	Progress
		US\$	US\$	US\$	%
2024	Maintenance	12'322,286	13'167,041	844,755	6.90
	Energy	9'596,602	11'516,039	1'919,437	20.00
	Transportation	3'344,489	3'937,920	593,431	17.70
	Total	25'263,377	28'621,000	3'357,623	13.30
2025	Maintenance	16'635,352	17'732,506	-1'097,154	6.60
	Energy	22'795,414	20'315,997	2'479,417	-10.88
	Transportation	6'128,591	7'246,071	-1'117,480	18.23
	Total	45'559,357	45'294,574	264,783	-0.58

Execution passed from a 13.3%¹⁰ overrun in 2024 to a slight underutilization of 0.6%¹¹ in 2025. Energy adjustment (–US\$2.48 million) off set the overrun in maintenance and transportation (+US\$2.22 million combined), balancing the annual total.

**Upcoming
projects**

We project strategic actions to increase efficiency, consolidate operational safety and increase asset availability. These initiatives will define the next technological and operational advances and will guarantee a roadmap focused on pro-

ductivity, reliability and sustainability for the years to come:

MARAÑÓN MINE MAINTENANCE

- Conversion of a diesel low profile charger to electricity, helping to achieve cleaner and more efficient operation.
- Execution of tests for equipment integration into the wireless network. This project will be completed in 2026 and will enable better operational connectivity.

**SANTA MARIA MINE
MAINTENANCE**

- Implementation of a stop light system to order light and heavy-duty vehicles, improving internal road safety.

ENERGY

- Use of OXON additives to increase fuel consumption efficiency in Pataz thermal power station.
- Continue the expansion of the electric system in 10kV, consolidating a more stable and reliable supply for Santa Maria, Marañón and Chaparrosas.

For further information, refer to Annex 9: [Additional Information, Chapter 2, Maintenance, Energy and Transportation](#).



¹⁰ Total: Programmed US\$ 25.26 million vs Real US\$ 28.62M +US\$ 3.36 million. Per process: Power: +US\$ 1.92 million (≈ +20%), Transportation: +US\$ 0.59 million (≈ +17.7%), Maintenance: +US\$ 0.84 million (≈ +6.9%).

¹¹ Total: Programmed US\$ 45.56 million vs Real US\$ 45.29 million –US\$ 0.26 million (–0.58%). Per process: Energy: –US\$ 2.48 million (≈ –11% a –12%), Maintenance: +US\$ 1.10 million (≈ +6.6%), Transportation: +US\$ 1.12 million (≈ +15% a +18%).

2.6. Sustainable energy transition.

(GRI 3-3) (Energy Management) (GRI 302-1) (GRI 302-3) (GRI 302-4) (GRI 14.1.1) (GRI 14.1.2)(GRI 14.1.3) (GRI 14.1.4) (EM-MM-130a.1.)

We are fully committed to a sustainable energy transition process as a strategic axis to strengthen continuity, resilience and competitiveness of our operations. This way, we contribute to environmental protection, and climate change mitigation.

Due to the sustained growth in energy demand and the challenges of decarbonization, we have implemented a comprehensive energy management strategy aimed at ensuring a reliable, efficient, and progressively low-emission electricity supply for our current and future operations. This way, we reduce operational risks and exposure to energy market volatility.

Our strategy prioritizes the development of renewable energy generation, the continuous optimization of our electrical systems, and the gradual adoption of clean technologies. Some examples include hydroelectric self-generation, solar photovoltaic systems, and energy storage solutions, which enhance security, stability, and operational flexibility.

In addition, we are making progress in the gradual electrification of our

operations and internal transportation, thereby reducing direct emissions and improving energy efficiency. These actions are aligned with our commitment to meet zero carbon in scopes 1 and 2 by 2030, and carbon neutrality by 2050, positioning us as an operation prepared for future environmental and financial standards.

Management mechanisms

Our strategic goal regarding energy transition is to sustainably reduce our Greenhouse Gas (GHG) emissions and optimize operational costs structure through the development of clean energy projects and the inclusion of innovative technological solutions, in line with the corporate decarbonization goals.

This roadmap is fully aligned with our Sustainability Statement and is backed by the Sustainability Statement and Environmental Policy. These frameworks guide our decisions towards a more efficient, resilient and environmentally responsible operation.

In 2025, we continued to implement the guidelines established in the 2022-2026 Environmental Energy Plan, which strategic axis, Initiative N° 8, drives the transition towards clean energy. This consolidates energy transition as a strategic pillar to promote efficient energy use and progressive incorporation of renewable sources in our operations.

Our achievements in 2025

In 2025 we consolidated significant progress in our energy transition strategy towards diversification and decarbonization of our energy matrix and reinforcement for the company's operational sustainability.

ELECTRIC SYSTEM OPTIMIZATION

- We completed the reactive compensation studies in the mining unit at Chacparrosas.
- We started the basic engineering of the Hualanga Agrivoltaic Project, integrating renewable energy with productive soil use.

CONVENTIONAL RENEWABLE ENERGY

- **N1 Hydroelectric power station.** We completed the environmental file for the 12.8 MW derivation hydroelectric power project, with a to be submitted to the competent authority.

NON-CONVENTIONAL RENEWABLE ENERGY

- **7 MWp San Marcos Photovoltaic Solar Project.** We have reached a key milestone with the start of construction (12% progress as of the end of 2025) and the issuance of the purchase order for the main equipment.
- **Chagualito Photovoltaic Solar Project.** We modernized the electric system through the renovation of the electric power plant and the implementation of external solar lighting with batteries.
- **Photovoltaic Solar Project – Chagual airdrome expansion.** We expanded self-generation to 48k W installed power and 120kWh/storage per day with LFP batteries.
- **Santa Maria Solar Distributed Generation.** We commissioned the first phase, which has a capacity of 497 kW and 614 kWh of battery storage.
- **La Morena storage system (BESS 4MW / 8MWh).** Operating in peak shaving mode since October 2023, the project optimized costs and reduced thermoelectric generation, generating cumulative savings of US\$2.8 million in 2024-2025, equivalent to 51% of the investment recovered.

We are fully committed to a sustainable energy transition process as a strategic axis to strengthen continuity, resilience and competitiveness of our operations.

ELECTRIC TRANSMISSION INFRASTRUCTURE

• 60 kV Chacparrosas substation – Suyubamba substation line.

We completed the basic engineering project (8km), including an 18 MVA projected substation in Suyubamba, strengthening the reliability of the electric system.

ELECTROMOBILITY PLAN

- **4x4 electric pickup trucks.** During the first half of 2025, we added four 100% electric pickup trucks to our mining operations as part of the phased rollout of

our Electromobility Plan. These vehicles, which can seat five passengers, are equipped with two 18-kW electric motors and 77-kWh lithium iron phosphate (LFP) batteries, giving them a range of approximately 260 km on a full charge.

Its operation at altitudes ranging from 1,200 to 3,400 meters above sea level demonstrates the technical feasibility of electric mobility in demanding mining environments. This initiative helps reduce fossil fuel consumption, lower direct emissions, and optimize

operating costs, reinforcing our commitment to achieving carbon neutrality by 2050.

SEIN ELECTRIC SUPPLY MANAGEMENT

- **100 % renewable supply from SEIN.** For the second year in a row, we received the Green Certificates (I-REC) that confirm that 100 % of the electricity purchased from SEIN comes from renewable sources.

This milestone strengthens our decarbonization strategy for Scopes 1 and 2, improves the traceability

of our energy consumption, and reaffirms our commitment to responsible, transparent management that aligns with international sustainability standards.

Thanks to these initiatives, we are making concrete progress towards our sustainability goals, reducing our carbon footprint through efficient energy management, and the progressive addition of renewable sources.

These results reinforce our position as a leader in the mining sector's energy

transition, helping us build a more competitive and resilient operation, in line with the environmental standards of the future.

Upcoming projects

In 2026, we will focus our efforts on consolidating and scaling up our energy transition strategy by implementing structural projects that strengthen our energy security and reduce our emissions intensity.

We will make progress on completing the 7-MW solar photovoltaic project, as well as on implementing the second phase of the solar system with battery storage in Chagualito, increasing the share of renewable energy in our matrix, optimizing demand management.

In line with our Electromobility Plan, we will install two 150kW electric charger stations in Vijus and Santa Maria, creating the necessary infrastructure to accelerate the progressive inclusion of electric vehicles in our operations.



Key goals

We have completed the environmental certification file for the 12.8 MW N1 hydroelectric project, with progress at 90%, exceeding the established target of 70%.



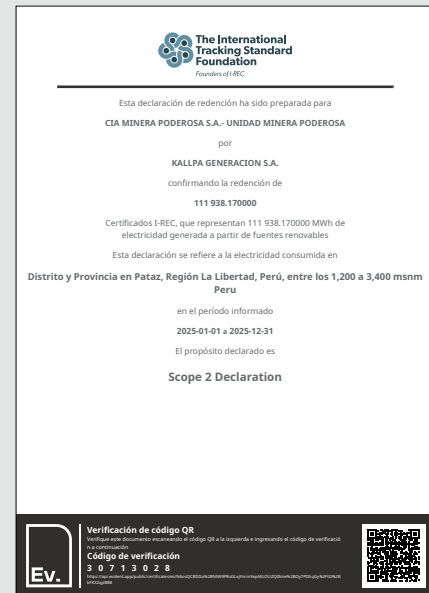
We completed the 497-kW distributed generation project in Santa Maria and commissioned it for commercial operation, fully meeting the established goal.



We completed the improvements of the Chagualito farm electric system and finished the first stage at 100%. This progress fully met the established goal and reflects a positive outcome in the modernization and strengthening of our infrastructure.



All the same, we will implement a distributed generation system in Hualanga camp to expand our renewable self-generation capacity and reinforce the efficiency, resilience and sustainability of our operations.



¹² The difference between energy purchased and energy consumed is due to losses from energy transmission.

Energy consumption

Over the past year, we have continued to reduce our consumption of non-renewable electricity while steadily increasing the share of renewable energy in our power generation mix, from 55% in 2022 to 77% in 2025.

We also increased our purchase of clean electricity from the National Interconnected Electric System (SEIN) by 5.32%, reaching 111,938.17 MWh in 2025 in Cajamarca Norte Sub station, compared to 106,285.14 MWh in 2024, as a result of the projects implemented in the Hidrandina network. Regarding our electricity consump-

tion in Cajabamba substation, we went from 93,407 MWh in 2024 to 103,153 MWh in 2025¹².

This reflects an improvement in energy management, in line with the company's operational needs.

These advances reflect a structural improvement in the composition of our energy mix and strengthen our decarbonization strategy.

For further information, refer to Annex 9: *Additional information, Chapter 2, Sustainable energy transition.*

266,248.88MWh
OF ENERGY CONSUMED

41.85%
OF THE ENERGY CONSUMED COMES FROM RENEWABLE SOURCES



2.7. Information Technology.

(GRI 3-3) (Cybersecurity and information protection) (GRI 418-1)

We promote reliable technology services and efficient solutions, with a constant focus on continuous improvement, risk management, and exceptional user experience. Our philosophy, oriented to collaborate in digital transformation, strategically integrates state-of-the-art technology that strengthens operation and enables new capacities for sustainable development.

It is important to note that our objectives regarding technology are focused on aligning the technological efforts with the corporate strategy. We therefore implement and maintain information systems that respond to operational and strategic needs; we guarantee a reliable and safe technological platform

that supports business growth. We also protect information assets to ensure business continuity, and we foster the adoption of advanced technologies to optimize processes and speed up digital transformation.

In 2025, the Technology Area took on a strategic role by leading the Digital Transformation Initiative and the Digital Transformation Roadmap, aligning our technological capabilities with business objectives and the company's sustainability principles. This initiative established technology as a key enabler for safe, efficient, and responsible underground gold mining operations, with continuous improvements driven by informed, data-driven decision-making that puts people first.

The roadmap execution was based on articulated and transversal work between the Technology Area and the rest of the organization. This approach allowed developing internal capacities, facilitating responsible adoption of change and promoting a culture of continuous collaboration and learning. In this model, Information Systems enabled solutions aligned to operational and strategic objectives. Information Security and Cybersecurity protected critical assets and ensured business continuity, while Infrastructure and Communications guaranteed reliable platforms, both on the surface and inside the mine. This integration allowed prioritizing initiatives, avoiding double work, and ensuring that our technological efforts to operational performance, sustainability and wellbeing in a balanced manner



Technology became a key enabler for safe, efficient, and responsible operations, with continuous improvements based on data.

Management mechanisms

INFORMATION SECURITY AND CYBERSECURITY POLICY

Adopted in 2025, its purpose is to define roles and responsibilities to ensure the confidentiality, integrity, availability, traceability, and authenticity of Compañía Minera Poderosa S.A.'s information assets, and to manage and mitigate both internal and external risks or threats against the security of this information.

Our key initiatives

In 2025, the Technology Area consolidated its role as strategic enabler for a safe, efficient and sustainable mining operation. From an integrated management approach, articulating Information systems, Information Security and Cybersecurity, and Digital Transformation, we strengthened operational continuity, protection of information services and adoption of advanced technologies oriented to sustainable business development.

Through this cross-functional approach, we helped optimize processes, improve the quality of information for decision-making, and ensure reliable platforms both above ground and underground. Below, we outline the context and achievements in each specialty over the past year through various initiatives.



Key objectives

We mitigate critical cyber incidents in less than 12 hours, minimizing the impact on the confidentiality, integrity, and availability of information.

100% compliance in 2025



We monitor IT/OT servers with Velocity and Cortex; enhancing early threat detection in IT/OT environments and improving the prevention and mitigation of cybersecurity risks.

100% compliance in 2025



Our achievements in 2025

a. Information Systems

We implemented digital solutions aligned with business objectives, ensuring reliable, integrated, and timely information for key processes and data-driven decision-making.

- We implemented SAP S/4HANA, consolidating financial, logistics, budgeting, and maintenance processes.
- We migrated non-SAP production services to the cloud to improve availability, scalability, and resilience.
- We started the implementation of SAP Ariba Contracts, to strengthen traceability, control and efficiency in contract management.

b. Infrastructure and communications

We guarantee reliable, resilient, and secure communications and technology platforms enabling business continuity.

- We upgraded the radio communications system to expand coverage and improve reliability through new towers and a trunked system.
- We upgraded our backup system (continuity and recovery), enhancing protection and resilience against cyberattacks.
- We deployed high-capacity satellite systems in remote areas, integrated into the corporate network in accordance with cybersecurity standards.

- We installed self-contained communications cabinets to improve the organization, monitoring, and efficiency of the network infrastructure.

c. Information Security and Cybersecurity

We protect information and technology assets through comprehensive risk management, ensuring business continuity and confidence in the use of information.

- We designed, approved, and disseminated the Information Security and Cybersecurity Policy, in line with best practices and the business context.
- We rolled out our annual cybersecurity awareness program through a mandatory course on the corporate training platform.
- We implemented Network Access Control (NSC) to guarantee that all the equipment connected met the security controls defined.
- We implemented data encryption (to protect data and prevent leaks), thereby strengthening the protection of critical assets.
- We activated industrial firewalls, reinforcing IT/OT networks segmentation at the main sites.
- During the reporting period, the Company has not identified any substantiated complaints related to breaches of customer privacy, nor any complaints filed by third parties or regulatory authorities, as a result of the monitoring and control mechanisms implemented.

d. Digital Transformation

We managed and executed the Di-

gital Transformation Roadmap, enabling new skills, promoting strategic use of technology and strengthening sustainable value creation.

- We conducted a Digital Maturity Assessment, which allowed us to establish a baseline and monitoring indicators.
- We conducted an in-person workshop on digital transformation to raise awareness, promote alignment, and foster co-creation.
- We launched the GPON network and in-mine WiFi access point project, aimed at improving operational connectivity.
- We enabled remote collaboration capabilities in Antena Paraíso Room.
- We launched the Safe Lamp and Vehicle Tracking project, which enabled us to cover 100% of the fleet in its first phase.
- We finished the bidding process and awarded the contract for the private LTE network, with implementation scheduled for 2026.
- We have begun digitizing processes in the Collection Area, with a mobile app and a web platform currently under development.

Upcoming projects

In the coming period, we will strengthen our cybersecurity posture, prioritizing business continuity, compliance, and the protection of sensitive data. We will focus our efforts on enhancing the resilience of critical infrastructure, extending our control framework to our value chain, and

strengthening mechanisms to prevent data breaches.

- **High availability of industrial firewalls.** We will configure high availability for the perimeter security equipment to ensure operational continuity and resilience in the event of failures at the mining facility (failover switching, failover testing, and continuous monitoring).

- **Implementation of the Information Security and Cybersecurity Policy across the value chain.** Special emphasis will be placed on contractors and suppliers to ensure awareness, adoption, and compliance through contractual provisions, mandatory training, and periodic audits.
- **Strengthening controls to prevent data breaches.** We will ex-

pand our capabilities in encryption, access control, monitoring, and alerting, using rules based on information classification and effectiveness testing to protect sensitive data and critical assets.

For further information, refer to Annex 9: [Additional information, Chapter 2, Information Technologies.](#)





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A VIRTUOUS CYCLE:

OUR IMPACT ON THE REGION AND
LOCAL COMMUNITIES

3.1. Direct and indirect area of influence.

(GRI 3-3) (Community Relations) (GRI 14.10.1)(GRI 14.11.1)(GRI 14.12.1)

Our area of influence is defined based on the potential effects related to the project, from there on, we structure the main measures of the Environmental Management Plan. These measures are designed to minimize, correct, mitigate, or compensate for the impacts generated by our operations.

The area of influence is organized in two complementary scopes.

- **Direct Area of Influence (AID):** includes those areas that receive direct and higher intensity, positive and negative impacts.
- **Indirect Area of Influence (IAI):** is the area where the impacts

transcend the physical space of the project and its infrastructure.

In La Libertad region, we carry out activities in the Santa María and Palca Production Units, located in the Pataz District, together with exploration projects in Montañitas, Taya-bamba and Pataz. These interven-



tions have a positive impact on the Pias, Andrés Rázuri de Suyubamba, and La Victoria farming communities, among others.

All the same, we are present in different parts of Peru with regional exploration projects that contribute to local development and strengthen our relations with the surrounding communities. These activities reflect our corporate responsibility and the importance of collaborating with the communities to ensure joint and sustainable progress.

We define our area of influence to manage and mitigate our operation’s impacts.

TABLE 7.
Direct area of influence in La Libertad region 2025

N.º	Production Unit / Project	Province	District	Village	Community
1	Santa María Production Unit	Pataz	Pataz	Pataz, Campamento, Pueblo Nuevo, Zarumilla, Vista Florida, Socorro	Leoncio Prado Farming Community
2	Palca Production Unit	Pataz	Pataz/Piás	Piás/Suyubamba	Andrés Rázuri de Suyubamba, and Pias Farming Community
3	Montañitas Exploration Project	Huaylillas	Huaylillas	Huaylillas	Estrella de Oro Farming Community
4	Montañitas Exploration Project	Ongón	Uctubamba	Uctubamba	-
5	Montañitas Exploration Project	Pataz	Tayabamba	Tayabamba	La Victoria Farming Community
6	Ariabamba Exploration Project	Pataz	Piás	Piás	Pias Farming Community
7	Las Defensas Exploration Project	Pataz	Pataz	Chuquitambo, Nimpana, Shicún	Sol Naciente Farming Community
8	Regional Exploration Project	-	-	-	-
9	Marañon Production Unit	Pataz	Pataz	Vijus	-
10	Los Altos Exploration Project	Sánchez Carrión	Cochorco	Aragostay-Pampatac	-

3.2. Our contribution to development.

(GRI 3-3) (Community Relations) (GRI 413-1) (GRI 14.10.1)(GRI 14.10.2)(SASB EM-MM-210b.1)

We operate on the belief that sustainable operations are only possible when there is a transparent, respectful, and ongoing relationship with the communities in our area of influence. Our goal is to build trust, prevent social risks, and create shared value through open dialogue and a responsible presence in the region.

Management mechanisms

Poderosa has a Sustainability Statement, which includes social responsibility and good neighbor guidelines.

SOCIAL RESPONSIBILITY GUIDELINES

We foster trusting relationships with the communities around us through ongoing dialogue, cultural respect, and the implementation of programs focused on local development and education, while promoting an organizational culture based on values, inclusion, and continuous improvement.

GOOD NEIGHBOR GUIDELINES

We are committed to being a good neighbor, fostering a relationship of respect, trust, and cooperation with the local communities and stakeholders in our area, based on transparent dialogue, harmonious co-existence, and shared sustainable development. The Company recognizes the importance of maintaining close and constructive relationships that contribute to social well-being.

We apply our Community Relations Protocol as a framework to guide a disciplined approach that minimizes impacts, strengthens cohabitation, and ensures the social legitimacy of our operations. This approach is based on a multi-stakeholder model, based on active listening, ongoing

dialogue, and the promotion of the ecosystem's sustainable development.

As a company, we build local capacity and support communities to lead their own development through empowerment initiatives. Also, through the CODECO, the JASS and other local organizations, we enter into interinstitutional alliances, increase partnership level, and contribute to close social gaps and improve quality of life.

As development facilitators, we align our actions with the Master Strategies (N° 04, 06 and 07) of Poderosa's Strategic Plan and with the Sustainable Development Goals, especially.



Key objectives

Strengthening relationships with communities through collaborative efforts with CODECOs, promoting their empowerment and the management of joint improvement and innovation projects aimed at sustainable development.

100% compliance in 2025



Promoting innovative processes to improve the comprehensive management of water and sanitation services, ensuring access, proper use, and water quality, and to foster a culture of payment that guarantees the sustainability of the service in our Direct Area of Influence.

100% compliance in 2025



Promoting community projects through competitive funding programs, prioritizing initiatives with high social impact that are eligible for co-financing and aligned with community development plans.

100% compliance in 2025



Our achievements in 2025

With a focus on impact and efficiency, 2025 ended with goals met in CODECO, water and sanitation, competitive funds, and innovation. The results achieved contribute to social value by building capacity, improving services, and promoting projects with high community impact. Further details of each achievement are provided on the following pages.

STRENGTHENING OUR WORK WITH CODECOS – (COMMUNITY DEVELOPMENT COMMITTEES)

- **We consolidated organizational empowerment:** 18 active CODECOs, 11 of them reached empowerment level IV, 5 CODECOs, reached level III, one CODECO reached empowerment level II and one CODECO reached level I, for self-management and self-development.
- **We expanded our presence in areas of interest,** We have established 13 CODECOs in Patáz district, 4 CODECOs in Pías district, and one CODECO in Macull village, Huayllillas district, where we implemented a new CODECO related to exploration projects, with empowerment level III.

- **We increased leadership maturity:** 11 CODECOs reached empowerment level IV.
- **We strengthened institutional articulation:** 14 CODECOs executed cooperation agreement (local, regional, or external).
- **We guaranteed legal sustainability:** 17 CODECOs became legal entities, and one CODECO is about to become a legal entity.
- **We enabled resources for projects:** 9 CODECOs certified as donations recipients.
- **We promoted joint improvement and innovation:** 3 CODECOs promoted improvement and innovation projects for community development.

WATER AND SANITATION COMPREHENSIVE MANAGEMENT

- **We improved infrastructure and operation:** 23 water intake and conduction systems for human consumption were rated “Good”, with joint monitoring with the JASS.
- **We strengthened service governance:** 21 villages met all JASS management criteria.
- **We optimized consumption control:** 20 villages implemented micro measurement.
- **We accelerated applied innovation:** 2 JASS applied improve-

- ments in chlorination and/or drinking water system management.
- **We guaranteed water quality:** 23 systems operated with chlorination.

COMMUNITY PROJECTS – CONTEST FOR FUNDS

- **We promoted high-impact social investment:** four CODECOs, 3 of which were located in Patáz district and one in the Pías district won the Contest for Funds, leveraging community development initiatives.

INNOVATION AND CONTINUOUS IMPROVEMENT IN COMMUNITIES

- **Digital education in Vijus:** we provided support to the Uayki project in Santo Tomás de Aquino school; with the participation of 98% of the teachers, significantly increasing student access to the platform.
- **Technological initiative management:** CODECO from Chagual designed a project to digitalize 100% of the classes (elementary, primary and secondary); although it did not win the Contests for Funds 2025, it will continue working to implement it.
- **Water quality monitoring in Zarumilla:** we monitored the reservoir system in real time (Flow, pH, temperature, residual chlorine), currently, under stable operation.
- **Innovation in rural sanitation:** we performed a diagnosis and technical assessment of the San Fernando and Pueblo Nuevo Residual Water Treatment Plants, enabling the pilot “BIOPTAR+: Biological Technology for residual water treatment optimization, in Pueblo Nuevo.

Upcoming projects

For the projects to come, we will prioritize social innovation and technological initiatives that strengthen health care, improve water management and guarantee rural sanitation solutions.

- **Telemedicine in Suyubamba.** We will continue to implement the telemedicine project in Suyubamba and will assess expanding it to other communities that lack access and require timely care.
- **Real time water monitoring.** We will continue the real time water flow and water quality parameter monitoring project for pH, temperature and residual chlorine, in the drinking water systems of the prioritized communities.
- **Innovation in rural sanitation – BIOPTAR+.** We will continue to implement diagnosis and technical assessment of the San Fernando and Pueblo Nuevo Residual Water Treatment Plants, to consolidate the innovation pilot in rural sanitation in Pueblo Nuevo community, BIOPTAR+, to optimize residual water treatment through biological technology.



2025 ended with all goals met and the creation of social value with a focus on impact and efficiency.

IMPACT



3.3. CODECO Empowerment.

(GRI 3-3) (Community Relations) (GRI 14.10.1)

The Community Development Committees (CODECOs) are a community-based local management and governance model, made up by representatives of a specific territory. Its main role is to supervise and control public expenditure execution and lead the design and management of the Community Development Plan so that the initiatives effectively respond to the needs of the population.

During 2025 we have moved ahead to consolidate this model in the Pataz and Pias districts through continuous training, technical counselling and institutional follow-up. As a result, the CODECOs have built their leadership and management skills,

by assuming a more active role in the identification, prioritization and execution of projects to develop their communities.

The projects they fostered directly contributed to reducing gaps in key sectors such as health, education, water and sanitation, and economic development. These initiatives led to tangible improvements in access to basic services and in the living conditions of families in the target areas.

Thanks to the organizational strengthening achieved in 2025, five CODECO reached or exceeded empowerment III, while 11 reached level IV. These results prove significant

progress in leadership, self-management and sustainability in community development management.

For further information, refer to Annex 9: [Additional information, Chapter 3, CODECO Empowerment.](#)

Formalization and agreements

The formalization of the Pataz and Piaz district CODECOs, and their establishment as legal entities, granted them the legal capacity to execute cooperation agreements with public or private institutions. This progress strengthened their participation in community development management and expanded their articulation mechanisms with several stakeholders in the region.

As of the end of 2025, we recorded 14 agreements signed and in force, which have allowed us to consolidate coordination for the design, funding and execution of development projects. Out of this total, eight were signed with Poderosa, four with Asociación Pataz, and two with the 415 Execution Unit, Pataz Health Network.

CODECOs strengthened their leadership and management, assuming an active role in community development.

The agreements signed with our institution include CODECO from Chuquitambo, Nimpana, Shicún, Chagual, Suyubamba, Vista Florida, Campamento and Pueblo Nuevo, and are oriented to strengthening community and social development initiatives in each community.

On the other hand, the agreements signed with Asociación Pataz allowed the execution of the Contests for Funds winner projects, fostering articulated and co-finance management of the initiatives prioritized in the Community Development Plans. Some of these agreements correspond to processes started on the previous year and completed in 2025.

Finally, the CODECO from Vijus and Zarumilla hold standing agreements with the 415 Execution Unit, Pataz Health Network, which facilitated funding for health care providers, while the Ministry of Health recognizes their positions.

Capacity building

In 2025 it was a priority to build the capacities of the community stakeholders in a sustained manner, through a comprehensive training, counselling and technical assistance process, oriented to community development management. This process included participation of 425 people, 118 of them CODECO directors, 77 community authorities and leaders, and 230 dwellers of Pataz and Pias districts.

425

**PEOPLE TRAINED:
118 DIRECTORS, 77 COMMUNITY
AUTHORITIES AND 230 DWELLERS.**

TABLE 8.

CODECO empowerment level

Empowerment level	2024	2025
CODECO in level IV	10	11
CODECO in level III	7	5
CODECO in level II	0	1
CODECO in level I	0	1

This training program provided the participants with the key tools and knowledge in participatory planning, leadership, project management, citizen participation and institutional articulation. This way, we improved their skills and abilities to assume a more active, informed and effective role, in community development management for the benefit of their own communities.

Project Contest

One of our main mechanisms to promote community development initiatives led by the CODECO is the project contest. An initiative financed by Poderosa and executed through our NGO Asociacion Pataz,

which is articulated with the Community Development Plans of each community.

This fund facilitates access to co-financing programs, provided that projects are presented to an evaluation panel, thereby strengthening self-management and community planning.

Through these instruments, we encourage the communities to design and execute projects in line with their priorities, to create sustainable improvements in their life quality.

14 CODECOs participated in the 2025 edition, and 4 of them won. Three in Pataz district, and one in Pias district. Their projects were oriented to health, education and water and sanitation. The selected projects received

S/130,000 per project as co-financing for their execution. Also, the CODECOs manage additional contributions from the local governments, the CODECO itself and from other stakeholders in the region.

The winner projects were.

- Construction of the Community Soup Kitchen Diner, in Suyubamba, Pataz district.
- Construction of the perimeter fence and renovation of the restrooms of school N.º 80854 in Chuquitambo community, Pataz district.
- Improvement and expansion of the Campamento community sewerage system, Pataz district.
- Construction and implementation of classrooms for Elementary and primary level in School N.º

80514 Cenolén community, Pias district.

These initiatives will be implemented in 2026 and reflect the growing capacity of the CODECOs to manage resources, carry out projects, and address the key needs of their communities. Although each project received S/130,000, the CODECOs manage counterparts between S/158,717.12 and S/251,157.08, which shows a better organizational capacity and greater commitment of the regional stakeholders.

Project execution during 2025 represents a significant step forward compared to 2024, both in terms of scope and level of investment, focusing on initiatives with a greater community impact.

In 2025, the projects listed below were carried out.

- Construction of a classroom and restrooms at Pueblo village school 80800, Pataz district.
- Construction of distribution and secondary network of El Vado and La Encañada, Vijus, Pataz district.
- Construction of the Sanitary Landfill at Nimpana, Pataz district.

Each project received S/130,000, with counterparts between S/158,717.12 and S/251,157.08, which shows a better organizational capacity and greater commitment of the regional stakeholders.

In 2025, there was a significant increase compared to 2024: the average investment per project

doubled, rising from S/65,000 to S/130,000, which made it possible to launch more complex initiatives with a greater impact on the community.

This growth also reflects improved management by the CODECOs, as evidenced by higher levels of counterpart funding and the development of more specialized projects.

For further information, refer to Annex 9: [Additional information, Chapter 3, CODECO Empowerment](#).



3.4. Water and sanitation community management.

(GRI 3-3) (Community Relations) (GRI 14.10.1)

Access to safe water is a fundamental right and a key enabler of human development, public health, and productivity in rural areas. In 2025, we strengthened the comprehensive management of water and sanitation services through training, monitoring, and technical assistance for Pataz, Pias and Huaylillas JASS, with an approach that prioritizes the sustainability of the systems, responsible water use and community co-responsibility, joining efforts with municipalities, Asociación Pataz and Compañía Minera Poderosa.

Our achievements in 2025

- **Building the JASS capacities.** 377 community members (121 JASS leaders, 86 community authorities

and leaders, 170 users) received training in AOM processes, disinfection and chlorination, management of the Waste Water Treatment Plant (WWTP), and health education.

- **Meetings and articulation.** Meetings between JASS and CODECO were held in Pataz and Pias to exchange experiences, share water treatment technologies, and strengthen water governance, consolidating cooperation networks and community leadership.
- **Participatory monitoring of the drinking water systems.** was carried out in 23 drinking water systems (infrastructure, flow and quality). Flow: 21 good, three regular.
- **Infrastructure.** all the operation systems had technical monitoring. Water quality and sanitary risks: 17

systems were safe for human consumption, 6 were not safe (presence of arsenic and microbiological organisms in Chuquitambo, Vijus, Antapita, Pataz, La Ciénega and Pamparacra). Monitoring plans were implemented, new sources were prioritized, and control measures were taken.

- **Chlorination in all the systems.** The 23 systems have chlorination in place; in the presence of metals, controlled dosage was applied to avoid undesired reactions.
- **Micro measurement and responsible use.** 20 out of the 23 systems have house gauges; Pataz does not have this system in place yet.
- **Safe drinking water coverage.** By the end of the year, 82% of the systems met standards for water, safe for human consumption, with improvements underway for the remainder.
- **Technological innovation.** The real-time monitoring pilot continued (flow, pH, temperature and residual chlorine) in Zarumilla, consolidating a replicable model.
- **Huaylillas (Macull).** We reorganized the JASS, strengthened AOM and improved the drinking water system, to “Good”.

Drinking water systems continuous monitoring

We implemented a technical and participatory monitoring program—for both rainy and dry seasons—that incorporates bacteriological, physical, and chemical parameters, as well as water volume/flow rate, infrastructure condition (water intake, conduction, reservoirs, distribution, and connections), and operational, disinfection, and maintenance practices. The methodology involved the CODECO, JASS board members, community authorities, municipal authorities, health care staff and teams from Asociación Pataz and Compañía Minera Poderosa, strengthening local skills and social surveillance service.

System sustainability

To assess JASS performance, we used a management matrix based on 4 dimensions: organization, service management, water quality and system sustainability, together with 12 technical management indica-

tors. This approach made it possible to identify gaps, prioritize interventions, and guide corrective actions in collaboration with the communities. By 2025, ongoing monitoring provided up-to-date information, fostered a culture of water conservation, and established safer, more efficient, and more sustainable systems.

TABLE 9.

Variables for the drinking water system evaluation 2025

Evaluation Variables	Evaluation Indicator
Organization	• JASS organization (Board of directors) • Municipal recognition (resolution of the mayor's office) • Water use rights (use license)
Administration	• Annual operation plan (POA) • Accountability • Residual chlorine level
Quality	• Cleaning and disinfection (POA) • Chlorination system • Management instruments (administrative records)
Sustainability	• Service continuity • Family quota (AOM) • Operator (OM)



In 2025, we strengthened water and sanitation comprehensive management with a shared community responsibility approach.



Infrastructure Evaluation

We carried out two drinking water system monitoring surveys (rainy and dry season), applying five criteria: intake, conduction line, reservoir, distribution network and house connections. At the end of the IV quarter of 2025, 23 JASS were rated “Good”.

Good: Chuquitambo, Shicún, Vijus, Chagual, Suyubamba, Vista Florida, San Fernando, Campamento, Pataz, Pueblo Nuevo, Los Alisos, Zarumilla, Socorro, Yalen, La Ciénega, La Colpa, Antapita, Pamparacra, Cenolén y Piás, Macull, Nimpana and Alacoto.

The most common issues reported were deteriorated pipeline sections, leaks in reservoirs, and problems with house connections. In response, we developed improvement plans and established a technical monitoring system to ensure operational sustainability.

Water Flow evaluation

Two participatory monitoring activities were carried out in the 23 Pataz and Piaz systems, to analyze the behavior of the water sources during the rainy and dry seasons and verify the coverage of the current and projected demand.

- **Rainy season:** all systems in “Good” condition (sufficient and continuous supply).
- **Dry season:** 19 “Good”, two “Regular” and two “Bad” due to temporary flow reductions. In these cases, scheduled water rationing, prioritization of water for human consumption, preventive maintenance, and assessments to strengthen water sources were implemented. By the end of the year, new measurements showed a gradual recovery and normalization of service.

TABLE 11.

Water flow conditions 2025

Water flow situation of the Pataz and Piaz drinking water systems in the iv quarter of 2025	N°	%
Good	19	82
Regular	2	9
Bad	2	9
Total	23	100

Quality assessment

In the second annual water quality monitoring (23 systems), 17 passed and 6 failed (Chuquitambo, Vijus, Antapita, Pataz, La Ciénega and Pamparacra) due to arsenic levels exceeding regulatory limits and microbiological contamination associated with failures in disinfection and operational management. We implemented adjustments to chlorination levels, provided health education, offered technical assistance for water collection and reservoirs, and coordinated with local authorities to identify new sources or complementary treatment methods to ensure a safe and sustainable water supply.

TABLE 12.

Water quality assessment 2025

Com-munity/ Water Systems	Bacteriologic analysis result at house connection	Physical analysis result	Chemical analysis result	Bacteriologic, physical and chemical quality
	Condition	Condition	Condition	Condition
Good	22	22	17	17
Regular	0	0	0	0
Bad	1	1	6	6
Total	23	23	23	23



TABLE 10.

Evaluation of the Pataz district communities drinking water infrastructure in 2025

Rating	Criteria				House connection rating	General evaluation of drinking water systems
	Intake	Conduction Line	Reservoir	Distribution Network		
Good	18	20	23	22	22	23
Regular	4	3	0	1	1	0
Bad	1	0	0	0	0	0
Total	23	23	23	23	23	23

3.5. Social and Environmental Commitments.

(GRI 3-3) (Community Relations) (GRI 14.10.1)

Fulfilling our social and environmental commitments is instrumental to build trust, guarantee the operation's social legitimacy, and consolidate responsible territorial management.

As in 2024, in 2025 we met 100 % of the social and environmental commitments programmed up to the IV quarter, as provided for in Supreme Decree N.º 040-2014-EM and the Environmental Impact Assessments (EIA) in force. This performance shows operational discipline, soundness of the management systems and a continuous improvement culture oriented to mitigate negative impacts and boost the positive ones in our direct areas of influence.

100% compliance with the 94 mandatory social and environmental

commitments is broken down under the following Environmental Management Instruments.

- Eight commitments under the Mine Closure Plan (Update).
- 30 commitments under the EIA Marañón to 800tmd.
- 16 commitments under the EIA Santa Maria to 1,000tmd.
- 14 commitments under the Semi-Detailed EIA –Montañitas Project.
- 26 commitments under the Semi-Detailed EIA – Palca Project.

This result not only demonstrates full regulatory compliance but also reinforces the predictability of our management in the eyes of authorities and communities. In practical terms,

this involves maintaining effective controls over environmental and social factors, ensuring timely prevention and mitigation measures, and properly managing closure plans at each stage, while aligning these commitments with corporate standards and regulatory requirements.

Furthermore, the traceability of the compliance cycle—from planning and execution to verification and closure of each commitment—enables better decision-making, helps anticipate risks, and allows for the prioritization of resources where the greatest impact is generated. Overall, this performance strengthens the trust we have built with our stakeholders and ensures the responsible continuity of our operations, in line with our ESG criteria.

For further information, refer to Annex 9: Additional information, Chapter 3, Social and Environmental Commitments.



In 2025 we met 100 % of the social and environmental commitments programmed.



3.6. Addressing social and environmental claims and complaints.

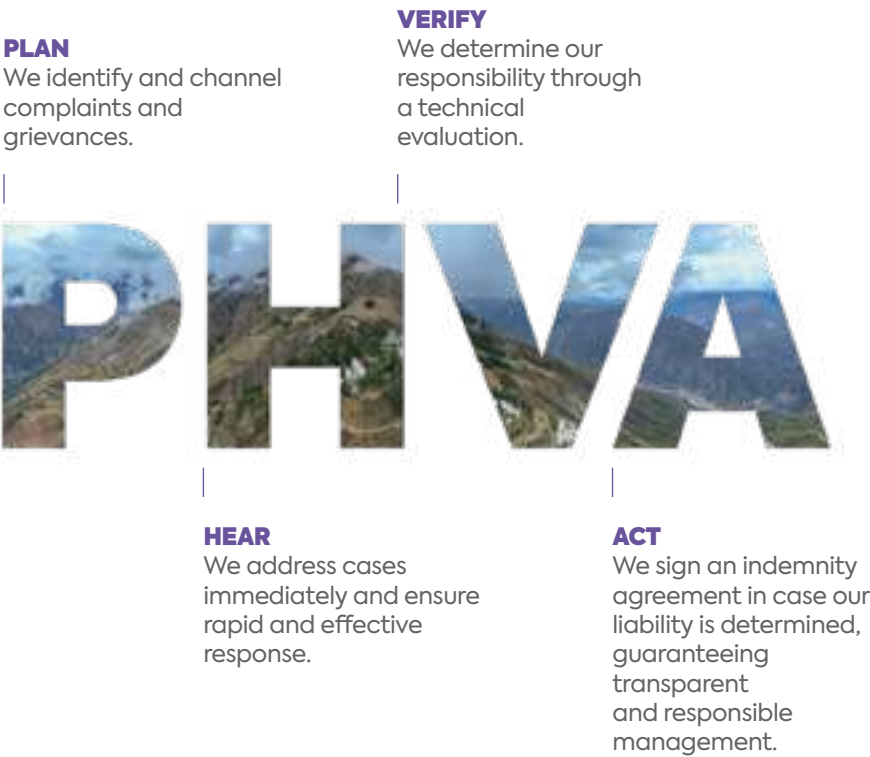
(GRI 3-3) (Community Relations) (GRI 14.10.1) (GRI 14.10.4)

We treat the resolution of socio-environmental claims and complaints as a cornerstone of our relationship with the local community. Our goal is to preserve and strengthen the trust of communities through timely, traceable, and effective service that compensates for, mitigates, or corrects harm when appropriate.

To this end, we have formal mechanisms and clear procedures in place to govern the reception, evaluation, response, and closure of each case submitted by individuals, organizations, or authorities within our area of influence.

We operate under the PHVA (plan-hear-verify-act) and we apply a specific procedure for handling complaints, social grievances, and compensation for damages.

This methodological framework enables us to take preventive action, address inquiries and complaints at an early stage, conduct technical verifications of the facts related to



the operation, and resolve accepted cases in a timely manner, incorporating measures for mitigation, compensation, correction, and non-recurrence. We also prioritize high-risk issues identified in our conflict matrix, as addressing them promptly helps prevent actual or potential conflicts, safeguards operational continuity, and strengthens our reputation as a responsible company that respects the ecosystem and the neighboring populations.

The immediate implementation of decisions, including the execution of actions on the ground, when necessary, is essential to ensuring a safe and predictable operating environment. This performance standard is based on formal channels for receiving and recording reports, technical and social assessments supported by verifiable evidence, documented decisions, transparent response communications, and follow-up procedures that confirm the effective resolution of each case and systematize lessons learned to prevent recurrence.

In 2025 we addressed 7 social and environmental complaints. 6 cases out of this total were mitigated and 1 was denied on technical and communication grounds. The main cause was related to road infrastructure to improve transit conditions in Patatz district. These results reflect the

We treat complaints and claims resolution as a key element to strengthen trust and ensure operational continuity.



COMPLAINTS OR CLAIMS OF THE COMMUNITY ARE RECEIVED THROUGH A LETTER AT THE RECEPTION DESK IN THE INFORMATION OFFICES OF EACH PRODUCTION UNIT.

In Marañon Production Unit, the office is in Barrio San Antonio s/n, Vijus; in Santa Maria Production Unit, in Santa Maria s/n, Pueblo Nuevo; and in Palca Production Unit, in the Andrés Rázuri, Suyubamba Farming Community. These formal channels ensure registration, traceability and timely response to each request.

priority given to early and preventive care, as well as the operational coordination between technical and social services to ensure timely and proportionate responses to the verified impact.

In summary, our complaints and claims management process encompasses a full compliance cycle: rigorous planning, responsible execution, independent verification, and follow-up actions that foster organizational learning. This methodical and

transparent approach underpins the social legitimacy of our operations, strengthens our dialogue with communities, and contributes to long-term sustainability in our areas of influence.

COMPENSATION AND PREVENTIVE MANAGEMENT OF SOCIAL CONFLICTS

According to the history of compensatory damages from 2012 to 2025, 64 cases were reported and promptly addressed, consolidating a track record of consistent dispute resolution in a responsible manner. In 2025, we handled seven cases, six of which were addressed and mitigated, whi-

le one was denied on technical and communication grounds.

Timely and effective implementation of these resolutions is essential to safeguarding the sustainability of our operations, preventing latent or overt conflicts, and ensuring a safe operating environment. This transparent and responsible approach allows us to proactively manage situations that could affect cohabitation or community perception, thereby strengthening trust and the social legitimacy of our activities.

In addition, we implemented a social conflict monitoring and prevention report in our direct areas of influence. This tool enables identifying critical early warnings, acting preventively and coordinating responses with technical and social areas, reducing reputational risks and strengthening community relations.

Taken together, these practices demonstrate our commitment to socially responsible management, based on prevention, transparency, and compliance—pillars that ensure

the continuity and sustainability of our operations in the region.

For further information, refer to Annex9 : [Additional information, Chapter 3, 3.6. Addressing social and environmental claims and complaints.](#)

TABLE 13.

Number of claims or complaints from local communities

Claims or complaints	2022	2023	2024	2025
Accepted	4	2	7	6
Denied	2	0	5	1
Total	6	2	12	7



3.7. Social conflict monitoring.

(GRI 3-3) (Community Relations) (GRI 14.10.1)

We believe that permanent dialog with our stakeholders is the most effective tool to control and monitor social conflicts. We have therefore implemented a monitoring and social conflict prevention report in our direct areas of influence, that works under a preventive logic: anticipation, prioritization, and resolving. The matrix integrates a social risk mapping process, a warning management system, and a response circuit

that allows prevention of overt conflicts and preserves the operation's sustainability.

Our methodological scheme follows a complete cycle: reception or warnings through formal channels; design of a report with verifiable evidence; analysis and classification according to severity and probability; report to the responsible areas; follow-up with milestones and

deadlines; resolution with corrective, preventive or compensatory measures; and verification of fulfillment of the agreements. At the same time, the risk map is continuously updated to identify potential risks, prioritize them based on impact, and direct resources to critical areas within the region.

It is important to note that no overt social conflicts arose between local communities and Poderosa's operations during the period, confirming the effectiveness of the preventive approach and active engagement in the field.

In summary, our social conflict monitoring combines active listening, risk analysis, disciplined warning management, and resolution with traceability. These factors reduce the likelihood of escalation, build trust with communities, and ensure a safe and predictable operating environment. This performance is consistent with our ESG standards and our commitment to always act with transparency, in accordance with the law, and with respect for the environment and people.

For further information, refer to Annex 9: Additional information, Chapter 3, Social Conflict Monitoring.

No overt social conflicts arose between local communities and Poderosa's operations during the period.



3.8. Purchase of Real and Surface rights.

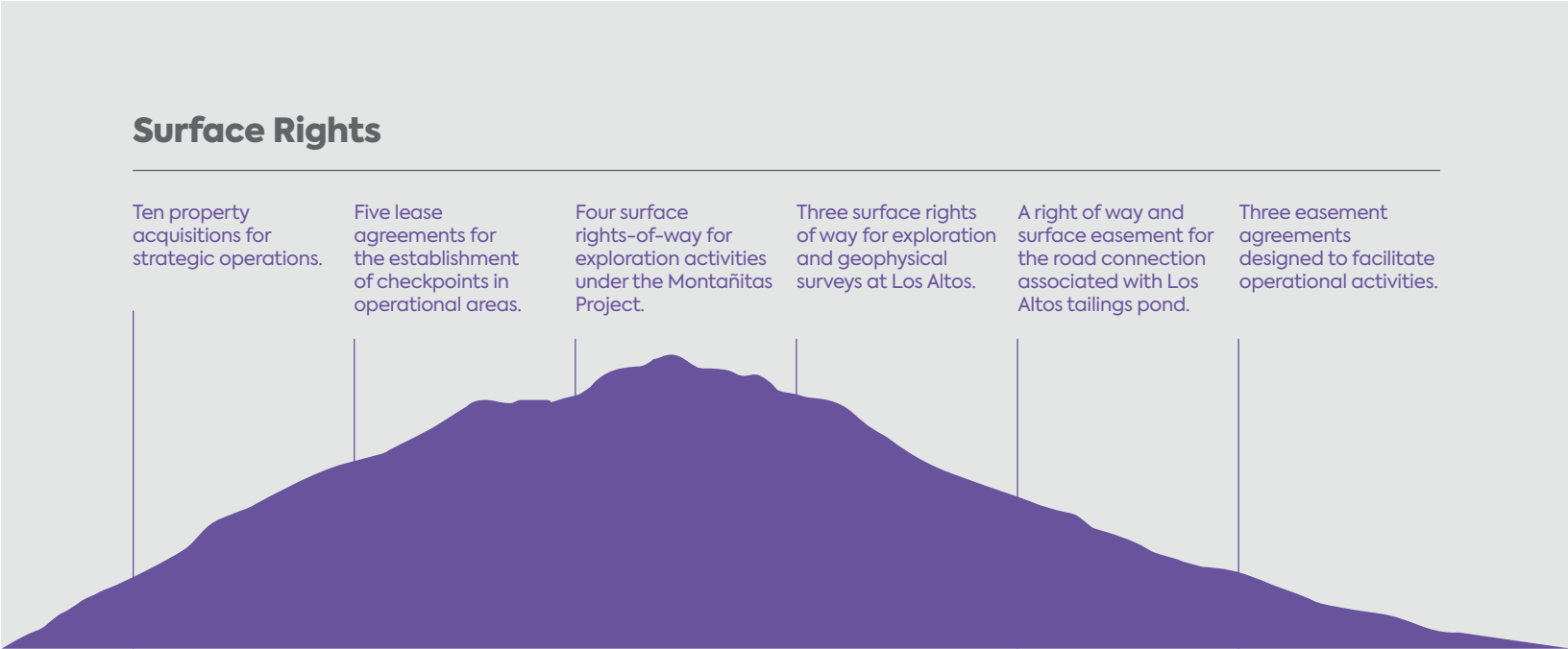
(GRI 3-3) (Community Relations) (GRI 14.10.1)

We manage the acquisition of surface rights as a key process for ensuring the continuity of our operations and exploration activities. This process includes the transfer of ownership and possession, in case of private land; and property easement in case of communal land. We always operate in a manner that is lawful,

transparent, and consistent with our social and environmental responsibilities. As of the fourth quarter of 2025, we achieved 79% of our 100% target, securing the 26 surface rights required for our operations and exploration projects. This result reflects active,

organized, and timely management, carried out in coordination with landowners, rural communities, and local authorities.

The 26 surface rights obtained cover a total of 1,227.5 hectares and are distributed as follows.

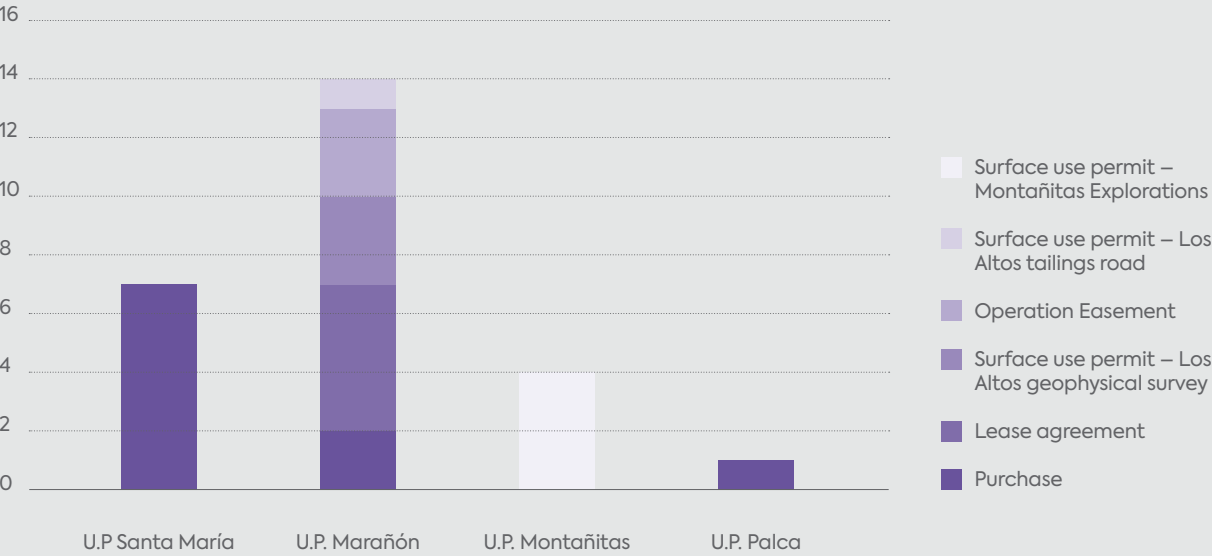


The results speak for themselves: our approach to land management is efficient, respects property rights, ensures the legal certainty of our operations, and allows us to move forward with exploration and production projects in an orderly and sustainable manner. In turn, this helps maintain a transparent and predictable relationship with communities and property owners, thereby strengthening our social legitimacy in the region.

For further information, refer to Annex 9: [Additional information, Chapter 3, Purchase of real and surface rights.](#)

26
SURFACE RIGHTS ACQUIRED COVER 1,227.5 HA

GRAPH 3.
Purchasing Plan Results IV quarter (closed)



3.9. Investment in Developing Community-Based Social Projects.

(GRI 3-3) (Community Relations) (GRI 203-1) (GRI 14.10.1)(GRI 14.9.3)

+ S/23.01 million¹³

TOTAL CONTRIBUTIONS BY ASOCIACION PATAZ AND PODEROSA

+ S/4.14 million¹⁴

IN MONETARY CONTRIBUTIONS BY PODEROSA

+ S/18.87 million¹⁵

IN-KIND CONTRIBUTIONS BY ASOCIACION PATAZ AND PODEROSA

Our investment is voluntary and is embedded in our social responsibility guidelines and ESG criteria. We carry out this investment through our non-governmental organization (NGO), Asociacion Patataz and Poderosa. We are committed to community empowerment, which allows communities to manage their own progress, as well as to strategic partnerships based on dialogue, partnership, and cooperation. Through these efforts, we promote modern, responsible mining that generates a positive, sustainable impact, improves quality of life, and strengthens trust in our operations.

In 2025, Poderosa further strengthened its commitment by investing a total of S/23,013,234 in the region. These investments focused on sustainable development and infrastructure, in line with the Sustainable Development Goals (SDGs) and the social priorities of our communities. Regarding the funds, the following observations can be made:

- S/9,637,516 were allocated for social, economic, and cultural initiatives implemented through our NGO, Asociacion Patataz.
- Under Poderosa's oversight, S/13' 375,718 were allocated to a social investment portfolio designed to fund projects for essential infrastructure, equitable and accessible education, preventive public health, nutrition, employment, the local economy, environmental management, culture, and capacity building. This portfolio confirms our vision of modern, responsible mining, which can positively impact communities, contribute to their well-being, and position itself as a reliable partner in local development in areas under the company's direct and indirect areas of influence.

The social investment of more than S/23.01 million was intended to close gaps, create sustainable opportunities, and convert resources into measurable social value. This investment was designed to have a tangible impact on the well-being of our communities in areas where we do business. The company allocated investment according to the following management priorities.

For further information please refer to Annex 9: [Additional Information, Chapter 3, Investment in Community Social Projects.](#)

GRAPH 4.
Social Investment Under the 2025 Management Plan



Notes:

- The amount corresponding to the "Public Works for Taxes" initiative reflects only investments made by Poderosa without financial return and does not represent the total amount spent on the project.
- In 2025, the company allocated 822,688.66 soles for consulting services to manage and supervise technical profiles and documentation, as well as to oversee projects under this program. This investment does not have a Certificate of Regional and Local Public Investment (CIPRL) and therefore does not generate economic returns for Poderosa.
- For Poderosa, the "essential infrastructure" action line aligns with the "infrastructure" definition set out in the GRI Standards. Infrastructure is defined as facilities built primarily to provide a public service or good rather than for commercial purposes, from which an organization does not seek direct economic benefits. The other action lines align with the "support services" definition established by the GRI Standards, which are services that provide public benefit through direct payment of operating expenses or by providing staff for the facility or service drawn from the organization's employees.

¹³ S/23'013,233.68
¹⁴ S/4'145,491.38
¹⁵ S/18'867,742.30

Christmas Volunteer Program

We launched a campaign called “A Smile for Christmas,” an initiative that reinforces our commitment to the communities within our direct and indirect areas of influence. The campaign aimed to share the Christmas spirit with local children by fostering social interaction, joy, and family bonding. We handed out 11,992 toys and provided the ingredients necessary to make hot chocolate. We also covered transportation costs, investing a total of 208,363 Peruvian soles.

The campaign took place in 77 locations—41 communities and 36 villages—in the districts of Patatz, Bolivar, Sánchez Carrion-Cochorco, Condormarca, Ongon, Huayllillas, and Sartimbamba, as well as in the rural communities of La Victoria-Tayabamba and San Felipe de Jesus-Bulibuyo, and in Pias.

The community and Poderosa’s volunteers worked together as a team, and this collaboration was essential to the event’s success. We received active support from the CODECO, rural communities, rural patrol groups, parent-teacher associations, community kitchens, and schools. Thanks to this support, we were able to organize hot chocolate activity, provide security, and access community facilities such as school

buildings, community centers, and sports fields.

Volunteers from Poderosa and the local communities organized Christmas shows, contests, and children’s activities. They also set up live nativity scenes. These events provided children with the opportunity to spend quality time with their families and receive gifts in a safe, festive setting.

We are delighted to promote the social fabric through campaigns like this one, which encourage the participation of parents, children, and local institutions, and emphasize values such as community identity and collaboration. “A Smile for Christmas” is now one of our most prominent ini-

tiatives because it transforms an act of solidarity into an opportunity for people to come together, celebrate, and build community.

Furthermore, for the third consecutive year, the administrative offices in Lima and Trujillo organized the “Jesus Arias Davila” volunteer program in memory of our founder. Poderosa hosted a day of fellowship and a Christmas gathering at the Casa de Gracia Home in the Laredo district of Trujillo. The goal was to share an afternoon of joy with the children and their families, strengthen bonds of closeness and support, and provide donations for the children’s daily needs and education to help enhance their learning, development, and well-being. In Lima, volunteers visited

the “Five Loaves and Two Fish” Parish Soup Kitchen at the Holy Trinity Chapel in the Rodrigo Franco settlement in Surco. During the event, the volunteers and children enjoyed dancing, playing games, and participating in activities together. The children received gifts, toys, sweets, and food supplies, creating moments of joy and togetherness. The 5S approach was implemented before, during, and after each event at both locations. This approach ensured that the venues were tidy, clean, and properly prepared.

This initiative demonstrates Poderosa’s commitment to the legacy of its founder, Jesus Arias Davila. Through charity, building strong relationships with the community, and promoting unity, respect, and service, he continues to make his mark.



+ S/208,400¹⁶
INVESTED

11,992
TOYS WERE HANDED OUT
77
BENEFITED
(41 COMMUNITIES AND 36 VILLAGES)

¹⁶ S/ 208,363.00.

3.10. Asociacion Pataz.

As part of our Corporate Social Responsibility Policy, Asociacion Pataz was founded on December 30, 2004, as a nonprofit organization. Asociacion Pataz focuses on sustainable development and improving the living conditions of neighboring communities. It accomplishes this in harmony with the environment and the region's cultural diversity. We began operations on August 21, 2006.

We have focused our efforts on the Pataz district, carrying out specific actions in the Pias, Chillia, Huaylillas, and Tayabamba communities (in

Pataz Province), and Sartimbamba, Cochorco, and Chugay communities (in Sánchez Carrion Province). We work in a broad and diverse environment, that includes communities at different stages of development. This requires tailored interventions and multi-stakeholder coordination.

INTERVENTION STRATEGY AND MODEL

Our strategy optimizes the use of both internal and external resources. It is implemented through innovative programs and projects that foster public-private partnerships and

community participation. We have defined five institutional objectives to guide our work.

1. We promote human development.
2. We drive economic development.
3. We support sustainable use of natural resources.
4. We foster public private partnerships.
5. We contribute to governance.

In collaboration with stakeholders in the Pataz district, we have validated seven sustainable development missions that define our priorities as follows: health and well-being; educational innovation and social mobility; economic development; nutrition and food safety; environmental and ecosystem conservation; communities, culture, and sustainability; and institutional capacity.

Innovation is a cross-cutting pillar. At the Social Innovation Center we bring together science, technology, innovation, and entrepreneurship to create scalable solutions that can have a significant positive impact on society.



Asociacion Pataz fosters sustainable development and improvement of the living conditions of neighboring communities.



List of achievements in 2025

We achieve tangible results in human and economic development, natural resources, public-private partnerships, and governance by promoting a territorial approach that integrates evidence, partnerships, and accountability to maximize impact and sustainability.

HUMAN DEVELOPMENT

- **Schools improve with the use of methodology.** We implemented the 5S methodology at the Chuquitambo and Suyubamba elementary schools. Suyubamba was awarded first place in the region at the Regional School Leaders Meeting for its success in implementing the methodology.
- **Improved child health.** We decreased the prevalence of anemia among children aged 35 months and under from 31.2% to 11.4% by December 2025. Additionally, chronic malnutrition rates among children under five decreased from 19.6% to 12.6% during this same period.

ECONOMIC DEVELOPMENT

- **Agricultural value chains.** In partnership with Danper Trujillo S.A.C., we planted 30 hectares of Hass avocados in the Chuquitambo district of Pataz. This project targets regional and international markets, boosts rural incomes, and adheres to sustainability principles.

NATURAL RESOURCES

- **National acknowledgement.** We took first place nationally in the “Guardians of Native Potatoes” contest at the 2025 Peru

Science Fair, a joint event organized by the International Potato Center (CIP) and the National Council for Science, Technology and Innovation (CONCYTEC). Our joint project with the La Victoria Agricultural Technical School (Chaquicocha – Tayabamba) and the Pataz Local Education Management Unit (UGEL) won us the award for our contribution to preserving the genetic heritage of native potatoes and promoting sustainable conservation practices.

PUBLIC-PRIVATE PARTNERSHIP

- **Award-winning Project.** “Andean Regenerative Agriculture: Innovative Practices for Sustainable Production in La Libertad” won the Large-Scale Mining category at the 2025 ProActivo Awards. This initiative is led by the International Potato Center (CIP) in collaboration with Asociacion Pataz and

the District Municipality of Chugay. The initiative co-funded by Compañía Minera Poderosa S.A. and the German development agency GIZ, aims to promote biodiversity, soil conservation, and increased income for farmers.

GOVERNANCE

- **Multi-Stakeholder Dialogue with Results.** We held the fifth edition of the Social Innovation Festival (FIS 2025), focusing on promoting the Abiseo River National Park (PNRAB). Additionally, we developed a roadmap to coordinate local, regional, and national actions that aim to increase financing opportunities for the western sector of the PNRAB and to drive development in the Pataz district.

TERRITORIAL APPROACH AND PUBLIC VALUE

We bring together missions, objectives, and projects into a cohesive portfolio that focuses on closing social, economic, and environmental gaps. Our model combines participatory planning with local stakeholders, joint financing, and partnerships to increase impact. It also uses evidence and innovation to improve effectiveness; and transparency and accountability to strengthen legitimacy. This approach enables us to align investments with local priorities, maximize impact, and ensure sustainable results.

For further information refer to: www.asociacionpataz.org.pe



3.11. Public works for taxes.

(GRI 3-3) (Non-GRI – Works for Taxes)

We established the Public Works for Taxes (Oxl) program as a strategic pillar of our sustainability efforts and a key mechanism for regional development. Law No. 29230 and its regulations provide the framework for our investment strategy, which prioritizes social infrastructure projects and focuses on ensuring technical rigor, operational safety, efficient implementation, transparency, and alignment with the region's needs.

FOCUS AND OBJECTIVES

To make the most of the mechanism, we've created a three-pronged approach.

- **Public-Private Partnerships.** We are strengthening our coordination with national, regional, and local governments to ensure priority projects steadily move forward under shared governance.

- **Closing critical gaps.** We focus our efforts on educational initiatives, sanitation, and developing road networks. These efforts are intricately linked to the SDGs, thereby enhancing the quality of life in our neighboring communities.
- **Shared Value and Environmental, Social, and Governance Standards.** We design and promote projects that explicitly incorporate environmental, social, and governance criteria. We also share lessons learned with public institutions and private companies to increase this mechanism's reach.

TRACKING METRICS

We monitor key indicators to ensure consistent performance.

- Positive public perception of implemented projects.
- Prioritization of the portfolio by sector.
- Social return on investment.
- Portfolio continuity across all stages (pre-investment, technical files, and implementation).
- The effect on the community.
- Number of workshops and outreach events focused on Public Works in Taxes (Oxl) capacity building.

Public works for taxes is a strategic axis to drive territorial development with efficiency and transparency.

Leadership and advocacy in 2025

In 2025, we played an active role in promoting and improving the Oxl mechanism. One highlight was organizing the First Works-for-Taxes Forum: "Engine for Development for La Libertad." This high-level event brought together key authorities, representatives, and officials from the Private Investment Promotion Agency (Proinversion), the Regional Government of La Libertad, and various municipalities. The forum provided an opportunity to share our experience accumulated over more than a decade, as well as to promote a common agenda focused on the agility, efficiency, and impact of projects.

We also participated in the First Workshop on Public Works for Taxes: "Regulatory Framework and Lessons Learned," which was organized by the Peruvian Association of Engineers of the La Libertad department. During the workshop, we examined the current regulatory framework and shared the most effective practices implemented in the region. These initiatives reinforced our role as a coordinating entity and helped us identify ways to improve the mechanism's sustainability, efficiency, and social impact.

Our achievements in 2025

The progress made reflects the maturity of our management model

and our commitment to essential regional infrastructure:

- **Road Connectivity - Lavasen Bridge LI 124 (Condormarca, Bolivar). In progress - Construction of work.** Unique code no. 2637287. With an investment of 34,611,274.37 Peruvian soles, the technical proposal was approved, the cornerstone was laid, and construction began. As of December, construction was 8.45% complete. This infrastructure project will enhance road safety and improve access to services, markets, and villages.
- **Sanitation - Drinking water and sewerage for six villages (Suyubamba, Pataz) In progress - Preparation of technical file.** After getting the necessary approvals and the Comptroller's Preliminary Report, we are starting a project that will cost 12,761,649.98 Peruvian soles. This project will benefit 825 people, and it is expected that this number will rise to 1,165 by 2045. This initiative will address critical gaps, reduce health risks, and significantly improve public health.
- **Education - Expansion of School No. 80800 (in Pueblo Nuevo, Pataz) in pre-investment .** La declaratoria de viaThe feasibility study secured an investment of S/9,451,232.85 to expand and modernize the secondary school's infrastructure. As a result, over 120 students will now benefit from safer conditions, better equipment, and a higher-quality education.
- **Education - School No. 82157 Rafael Larco Hoyle (in Chagualito, Cochorco) in pre-investment .** The Regional Government's acknowledgement of the institution's significance will

streamline the preliminary investment stage of a project estimated at 9,906,201.97 Peruvian soles. The project aims to enhance educational infrastructure at all three levels: pre-school, elementary, and secondary schools, and will benefit over 100 students.

- **Education - Improvement of School No. 80743 Santo Tomas de Aquino, (in Vijus, Pataz) In progress - Preparation of technical file.** We won the bid for a project commissioned by the La Libertad Regional Government, under unique code 2695211. The project is worth 32,291,309.50 Peruvian soles. The project ranges from preparing the technical documentation to fully executing the work. This project will improve learning conditions for over 553 elementary and secondary students, ensuring their right to a high-quality education in safe, dignified facilities.
- **Rural Sanitation - Strengthening the Sanitation Management Boards (JASS) in Taya-bamba.** We provided technical assistance and training to residents from the communities of Yurajpacha, Vaqueria de Los Andes, Alborada de Los Andes, Huari-chaca, and Huarimarca. We focus on strengthening operations and maintenance to ensure continuous service and optimize community-based water management.

Finally, we have established Public Works in Taxes (Oxl) as a driving force for regional transformation within our area of influence. Through prioritized projects, sound institutional oversight and conducting continuous performance reviews, we have created shared value, reinforced vital infrastructure and advanced toward modern, responsible mining with a lasting social impact.

3.12. Formalization of artisanal miners.

(GRI 3-3) (Mining Formalization) (S.01.0040)(GRI 14.13.1)

We work with formalized artisanal miners and with those in the process of formalization operating within our direct area of influence who adhere to traceability and compliance standards. We are committed to preventing and mitigating social and legal conflicts, protecting the environment, promoting local economic and social growth, and respecting human rights at every stage of the supply chain.

In this regard, we promote safe and responsible mining practices. We provide technical and operational support to ensure that activities are conducted in harmony with the environment and in compliance with

applicable regulations. Furthermore, we are completely transparent throughout the entire process, including analysis, processing and sale. This allows us to track the ore every step of the way and ensure that the trade is legal.

To that end, we assist miners registered in the Comprehensive Mining Formalization Registry (REINFO) in navigating the formalization process until they receive authorization to begin operating. Afterwards, we focus on promoting safe and environmentally responsible practices, building capacity, and providing transparent oversight of all stages, including collection, sampling,

analysis, valuation, and payment. This strategy enables miners to drive their own advancement and become dynamic agents of progress in their communities.

However, we also recognize that formalizing artisanal mining is a complex process influenced by regulatory, administrative, and social factors beyond the control of a private company. In this context, we act as facilitators, promoting responsible practices, encouraging regulatory compliance, and helping to mitigate environmental and social risks. We believe that a predictable and effective regulatory framework is essential to consolidating sustainable progress, strengthening local development, and promoting responsible mining to create shared value.

In short, our partnership model incorporates technical assistance, collaborative governance, transparent standards, and continuous improvement. Through this model, we aim to ensure that formalization goes beyond paperwork and creates genuine opportunities with positive, tangible impacts on individuals, the region, and the local economy, not just paperwork.



We promote the formalization of artisanal mining through technical assistance, traceability, and responsible practices, fostering sustainable development and shared value in the communities.

Key goals

We encourage the formalization of artisanal mining within our concession areas. We support miners with valid contracts throughout the process and give priority to those who comply with technical and legal requirements.

Ensure the legal and environmental compliance of miners in the process of formalization and those who are already formalized, by verifying that they have an IGAFOM (Environmental Management Tool for the Formalization of Small-Scale and Artisanal Mining Activities) plan in place, that their REINFO¹⁷ registration is active, and that they submit semi-annual production reports.

Mitigate legal and environmental hazards linked to unregulated mining by implementing measures such as contractual controls, document verification, and ongoing monitoring.



Strengthen the technical and administrative capabilities of formalized miners as well as those in the process of formalization. We also provide them with legal, environmental, and operational support.

Promote adequate occupational safety and health conditions by encouraging miners with exploration and mining contracts to comply with the minimum requirements and mandatory insurance provisions progressively.



¹⁷ The Comprehensive Mining Formalization Registry (REINFO) is a registry managed by Peru's Ministry of Energy and Mines (MINEM) that consolidates and legalizes small-scale and artisanal miners.

CAPACITY BUILDING

We promote formalization by providing continuous support to artisanal miners with active contracts and authorized due diligence through our multidisciplinary team. This ensures operational efficiency, regulatory compliance, and responsible business practices at every stage. Our specialized support, which includes legal, environmental, and operational assistance, accelerates decision-making, reduces risks, and standardizes processes. These efforts ensure ore traceability, operational continuity, and improved outcomes for communities and the environment. This approach transforms our support into an established capacity and a tangible driver of safe and sustainable development.

Main achievements in 2025

In 2025, we took significant steps to strengthen our relationship with and support for artisanal miners who hold exploration and mining contracts within our concessions. To achieve this, we promoted technical and legal compliance, environmental management, and ore traceability.

- **Technical and Legal Support.** Despite administrative delays and institutional changes (GORE¹⁸, MINEM¹⁹, and DGFM²⁰), we reinforced support for updating the

Environmental Management and Oversight Instrument for the Formalization of Small-Scale and Artisanal Mining Activities (IGA-FOM²¹) and the formalization of contracts. We obtained new authorizations for a group of miners to begin or resume operations. By the end of the year, we were working with 274 miners who had active contracts. Of these miners, 64 were formalized, and 210 were still in the process. Of these miners, 75 prepared their IGA-FOMs with our support, while 63 did so independently.

- **Regulatory Compliance and Risk Management.** We maintain regulatory compliance through internal controls, document validation, and continuous collaboration with governing bodies, such as (GORE, MINEM, DGFM, and SUNARP²²). This allows us to identify and address non-compliance issues. All 274 miners have due diligence certificates with a “compliant” rating. Our certification partner, Hodelpe, renews these certificates every two years and checks them annually.
- **Capacity Building.** We provided legal, environmental, and operational guidance, as well as occupational health and safety training, to improve understanding of regulatory obligations and streamline the formalization process. Throughout the year, we conducted 12 training sessions with a total of 782 participants.
- **Occupational Health and Safety.** There were improvements in compliance with minimum requirements and in the contracting

of compulsory insurance, such as Supplementary Insurance for High-Risk Work (SCTR), in Assigned Work contracts. However, some minor gaps remain that require ongoing follow-up.

- **Scale of the partnership.** We maintained a network of 274 contracted artisanal miners, 72 of whom operated under Supreme Decree No. 001-2020-MINEM. All miners underwent a due diligence process and were rated “eligible.” They also underwent periodic document reviews. In 2025, we conducted 253 additional checks as part of the due diligence process. Twenty-one miners were not assessed during this period because they had not yet completed one year since receiving their due diligence certificate.
- **Coordination with authorities and contract management.** We consolidated contract management and status by reviewing and signing documents with miners who met technical, legal, and safety criteria. We also followed up on documents filed with GORE, MINEM, DGFM, and SUNARP.

Upcoming projects

In the next phase, our focus will be on accelerating formalization, enhancing regulatory compliance, and standardizing document management. To streamline processes and ensure sustainable results, we will also provide preventive training and institutional coordination.

¹⁸ Regional Government.

¹⁹ Ministry of Energy and Mines

²⁰ General Directorate of Mining Formalization

²¹ IGA-FOM is a mandatory requirement in Peru for miners in the formalization process (REINFO) to manage their environmental impacts. It consists of preventive and corrective components and is crucial for legal compliance.

²² National Superintendency of Public Records

- **Enhanced Technical and Legal Support.** We will strengthen our support for artisanal miners who are in the process of formalization. This will help them adapt and update their IGA-FOMs, ensuring full compliance with legal requirements. The ultimate goal is to obtain the necessary authorization to begin or resume mining operations.
- **Internal Document Tracking and Control System.** We will implement a management platform

that consolidates information on contracts, amendments, registry entries, IGA-FOM, and other requirements, ensuring traceability, data integrity, and expiry alerts.

- **Training and Awareness-Raising with a Preventive Focus.** We will develop training programs for formalized miners and those in the process of formalization. The programs will emphasize occupational safety and health, environmental management, and regulatory compliance in order to

standardize procedures and reduce risks.

- **Articulation with competent authorities.** We will strengthen our collaboration with the agencies responsible for comprehensive mining formalization in order to promote improvements in administrative procedures, the timely exchange of information, and consistent evaluation criteria.





4.1. Environmental Management.

(G.03.0003) (G.03.0005) (SASB EM-MM-160a.1)

We are aware that all productive activities generate effects on the environment that need to be strictly managed to prevent negative impacts in our surroundings. Therefore, we develop our operations under a Comprehensive Environmental Management system, oriented to prevent, minimize, and control impacts, as well as to generate positive effects to strengthen environmental performance and contribute to sustainable development. This commitment is reflected in the implementation of controls in every stage of the operation cycle, complemented by permanent monitoring, inspection, and mitigation programs to protect the surroundings and comply with the environmental standards in force.

We also promote preventive measures, the adoption of innovative technologies, and the ongoing strengthening of an organizational culture based on sustainability. In this way, we foster responsible, efficient mining focused on creating long-term value. In line with this approach, we

promote the circular economy and other sustainable management tools, to protect natural resources and create environmental value within our area of influence.

Our forward-looking management

At Poderosa we carry out our operations in a responsible manner, with advanced technology, automated processes and innovation as instrumental axis to strengthen environmental control and promote sustainable energy transition.

We also adopt environmental trends, standards and indicators that strengthen our contribution to address climate change and consolidate our sustainability vision. We can highlight the implementation of clean technologies, circular economy promotion, development of inno-

vative processes for environmental enhancement, and the progressive reduction of our water and carbon footprints. All these measures allow us to move responsibly towards our corporate goal: Carbon neutrality by 2050.

Environmental quality monitoring

We strictly adhere to our Environmental Surveillance and Monitoring Plan, as outlined in the Environmental Impact Assessments, which serves as a key tool for verifying compliance with Environmental Quality Standards (EQS) and Maximum Permissible Limits (MPL).

To this end, we conduct monitoring in accordance with the approved control points, parameters, and frequencies, which allows us to assess environmental component performance and confirm the effectiveness of the management measures implemented. The results obtained back the continuous improvement of our processes and strengthen decision-making for pollution prevention and improvement of our environmental control.

In addition, we periodically assess the environmental performance of

our operational processes through the Environmental Performance Indicator, a tool used to comprehensively measure the compliance level of the programs related to significant environmental aspects, as well as the commitments and legal requirements established in the Environmental Impact Assessments and the environmental impact plans in force. The assessment is supported in objective evidence obtained through field inspections, internal audits, and document reviews guaranteeing systematic and transparent follow-up, in line with the applicable environmental standards.

As part of our efforts to strengthen our environmental culture and promote operational excellence, every June 5, in observance of World Environment Day, we recognize the processes that achieved the best environmental performance during the previous year. This practice encourages the entire organization's commitment to sustainability and reinforces our ongoing quest for continuous improvement.

Poderosa's Environmental Management Pillars

In Minera Poderosa we have a corporate Environmental Policy that establishes the principles and guidelines for comprehensive management of biodiversity, which reflects our commitment to prevention, mitigation and control of the environmental impacts related to our operations.

We implement this policy through our Environmental Management System (EMS), certified and aligned with the ISO 14001:2015 standards. This is a key tool to systematically identify the environmental aspects and impacts, to assess risks, define operational controls and continuously improve our environmental performance.

On the other hand, our EMS guarantees that our operations are conducted in accordance with sustainability principles, regulatory compliance, and the adoption of best environmental practices, with biodiversity conservation serving as a cross-cutting component of our operational management.

All the same, through our Sustainability Statement, we are committed to using natural resources efficiently, responsibly and sustainably, an environmental culture shared by all Poderosa employees. This way, we apply mandatory guidelines, procedures and internal standards that guide our operational actions with a long-term vision aimed at preserving natural assets. We also have the following pillars that reinforce our Environmental Management.

- ISO 14001:2015 standard
- Sustainability Statement
- Environmental Policy
- Internal Environmental Regulation (RIMA for its acronym in Spanish)
- Environmental Management Strategy
- Climate Action Roadmap
- Waste Minimization and Management Plan
- Closure plans for those components that have reached the end of their useful life
- Annual Environmental Management Program
- Environmental Impact Assessments (EIA) Environmental Management Plan.



All productive activities generate environmental effects that need to be strictly managed.

4.2. Actions to address climate change.

(GRI 3-3) (Climate Change and Emissions GEI) (GRI 305-1) (GRI 305-2) (GRI 305-3) (GRI 305-4) (GRI 305-5) (GRI 14.1.1)(GRI 14.1.5) (GRI 14.1.6)(GRI 14.1.7) (GRI 14.1.8)(GRI 14.1.9) (GRI 14.2.1) (GRI 14.3.1)(G.03.0013) (G.03.0012) (G.03.0014)(SASB EM-MM-110a.2)

We assume a proactive role in addressing climate change, in line with the Paris Agreement. In this sense, we carry out annual measurements of our GHG emissions and execute projects to decarbonize our value chain, strengthen our climate resilience and generate a positive impact on the planet and on the communities related to our operations.

Our Code of Ethics and Conduct and our Climate Action Approach drive the implementation of policies, strategies and mitigation measures in our processes, integrating the climate strategy as a central axis in our corporate decisions.

We are aware that extraction, mining, transportation, processing and smelting processes demand intensive energy use and generate Greenhouse Gas emissions that contribute to global warming. As a response, we operate efficiently and promote development of energy projects based on renewable sources, to reduce our operation costs and GHG emissions, generating environmental benefits,

We assume a proactive role in addressing climate change, in line with the Paris Agreement.

both inside and outside our operations.

We promote circular economy initiatives, energy saving technologies, and forestation and reforestation projects that increase our capacity to mitigate emissions and adapt to climate risks. We recognize that the path to sustainability implies significant transformations in our processes, and we therefore assume the responsibility of leading this change for the benefit of our socio-environmental surroundings and of future generations.

Management mechanisms

In Poderosa the guidelines of the Working Group for the implementation of actions to address climate change are based on our main corporate policies.

- Climate Action Approach
- Sustainability Statement
- Environmental Policy
- Code of Ethics and Conduct

The strategies to meet these goals, led by the Environmental Management and Energy Project areas, are aligned with our commitment to decarbonize our value chain.

In the mid and long term, the Board of Directors has established goals such as zero carbon under scopes 1 and 2 of our carbon footprint by 2030, and becoming carbon neutral by 2050, including scope 3. These goals express our transformation vision towards sustainable solutions and efficient processes, guided by innovation and operational excellence.

Key objectives

We measure our greenhouse gas (GHG) emissions to ensure compliance with the Maximum Permissible Limits (MPLs) established for operational emissions. During the period under review, the results were positive, as the recorded emissions remained within the limits required by current regulations.

We update our Rainfall Contingency Plan annually in order to promptly adapt our response measures to extreme weather events. We consistently review and update the Plan's content, the risk matrix, control measures, and implementation actions before the start of the rainy season (November–April). This preventive process ensures a timely response and has performed well during the year.



Our achievements in 2025

WORKING GROUP ON ACTIONS AGAINST CLIMATE CHANGE.

We have a working group that manages actions against climate change. In 2025 we significantly strengthened our internal skills regarding environmental and climate sustainability, consolidating an organizational culture oriented to knowledge and action.

For the first time, we implemented a regular training program in Environmental and Energy Sustainability, addressed to all our employees and contractors to inform them and raise awareness about our corporate goals to reduce GHG emissions, and promote shared responsibility to comply with them.

In addition, we developed a specialized workshop on Circular Economy, with a duration of approximately five months, designed for professionals from different areas. This training enabled us to build a core group of change agents capable of driving the integration of circular practices into our operational processes and decisions.

At the same time, we made progress on the development and implementation of Poderosa's Climate Action

Plan, which will start in 2026. This roadmap will comprehensively define our priorities, strategies and measures to address climate change and strengthen our mitigation and adaptation capacities.

Finally, we continue to promote energy transition projects, including the gradual increase in the number of electric vehicles at our mining facility. Through these actions, we reaffirm our commitment to decarbonization and to an increasingly efficient and sustainable operation.

CLIMATE ACTION APPROACH

We recognize the urgency of climate change and are committed to being an active part of the solution. Our approach aligns all our operations with the goals of the Paris Agreement, prioritizing emission mitigation and adaptation to climate impacts. Our goal is to reach net zero emissions in Scopes 1 and 2 by 2030 and achieve carbon neutrality throughout our value chain by 2050. These goals reflect our leadership vision towards a more sustainable future.

This Climate Action Approach was validated by our General Manager and shared through corporate training aimed at our internal stakeholders, strengthening a cross-organizational commitment.

As regards mitigation, we are transitioning towards renewable energy,

transportation decarbonization, implementation of circular economy initiatives and continuous execution of forestation projects, which we carry out annually since 1986. These actions contribute to reducing and compensating our emissions and protecting local biodiversity and the ecosystems that regenerate through these interventions. Specific progress is detailed in the environmental and energy sections in this chapter

From an adaptation perspective, we are strengthening our capacity to prevent and manage climate-related risks, incorporating resilient infrastructure into our operations, and promoting sustainable agricultural practices in neighboring communities. In doing so, we are helping to build a safer, better prepared, and more resilient environment in the face of extreme weather events.

Climate action approach adaptation plan

We seek to reduce our emissions to decarbonize our value chain and strengthen our capacities to face and adapt to the impacts of climate change. We believe in a sustainable and resilient future, supporting the communities and economies that depend on our industry.

Climate action approach

Our fronts

MITIGATION

Mitigate emissions throughout our value chain

- **Energy and transportation.** Emission reduction through the transition towards renewable energy and transportation decarbonization.
- **Forestation.** Carry out forestation and reforestation projects to compensate for carbon emissions and generate clean air.
- **Circular economy.** Promote efficient resource management centered in circularity. (GRI 14.2.1)

ADAPTATION

Strengthen capacities and reduce vulnerabilities to climate change in the company and the communities

- **Mining operations.** Improve the company's capacities to prevent and adapt to the threats derived from climate change.
- **Resilient region.** Improve the response capacities of the neighboring communities and the region against climate change through resilient infrastructure, health promotion, sustainable farming practices, forests and biodiversity.

Our goals

Achieve net-zero emissions under Scopes 1 and 2 by 2030

Achieve carbon neutrality (including Scope 3 emissions) by 2050



Our achievements in 2025

Throughout the year, we made progress on key initiatives to strengthen our environmental, climate, and operational management, achieving tangible improvements in efficiency, training, and decarbonization.

- **We carried out preventive and corrective** maintenance of the power plants and smelter chimneys, ensuring optimal operation and keeping emissions within the established MPL.
- **We expanded our electric vehicle fleet**, driving the transition toward more efficient operations with lower GHG emissions.
- **We carried out the first on-line** Environmental and Energy Training

ning for all our workers, strengthening our internal climate culture.

- **We carried out a Circular Economy**, workshop with CIRCULAR-TEC company, addressed to the professionals in our Processes, to train them in the application of this methodology and drive its implementation within the organization.

Upcoming projects

In 2026 we will start Poderosa’s Climate Action Plan, a strategic roadmap that will bring together the initiatives we have been developing and add new projects to strengthen our response to climate change. This Plan will be supported on international standards, domestic regulations,

and agreements in line with our corporate goals, and will guide our management towards sustained reduction of emissions, climate innovation and consolidation of an operation that is increasingly efficient, resilient, and aligned with our long-term sustainability vision.

Carbon footprint and emissions measurement

Aware of the critical role we play in addressing the climate crisis, we have improved our skills to accurately measure our GHG emissions, an essential tool for managing our environmental impacts and accelerating

the reduction of our environmental footprint. This rigorous measurement enables us to make informed decisions, prioritize strategic actions, and move forward with clarity toward our decarbonization goals.

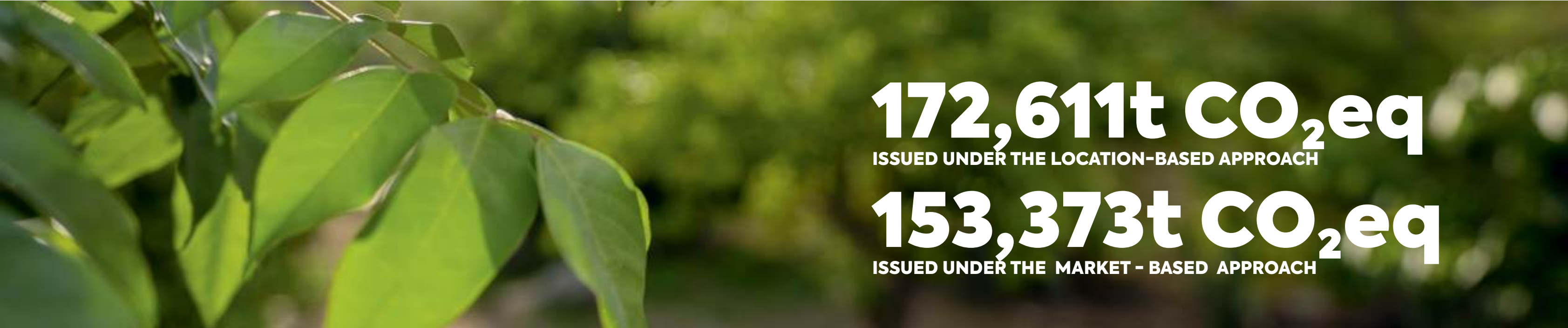
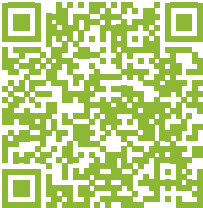
We work actively to measure our GHG emissions to identify those activities with a larger impact, and update, as applicable, the most effective reduction strategies. In this report, we present the GHG emissions measurement results, corresponding to January 1st to December 31st of 2021, 2022, 2023 and 2024. These measures are taken using the calculation methodology established by ISO 14064-1:2018 standard. Our organizational limits for the calculations include the mining unit in Pataz district and province, in La Libertad, as well as our

administrative offices in Trujillo and Lima.

In 2024 our total carbon footprint reached 172,611t CO₂eq under the location-based approach, and 153,373t CO₂eq under the market-based approach. Carbon footprint measurement for 2025 is being measured and will later be verified. Both results will be published on our website:

- **2025 Carbon Footprint**
- **Certificate “Greenhouse Gas Inventory Statement”**

For further information refer to Annex 9: Additional information, Chapter 4, Actions to address climate change.



Risks and opportunities in the face of climate change

In 2025 we consistently strengthened our efforts to manage and mitigate risks and capitalize on opportuni-

ties associated with climate change. Identification of risks and opportunities is carried out in a multidisciplinary manner within the Company's risk management. As a result, we inspect previously identified critical risks and update the controls of our Contingency Plan for Rainfall. Simultaneously, we are making progress on key initiatives: we are expanding the electric vehicle fleet at the mi-

ning site and obtaining energy from renewable sources. Through a structured and proactive approach, we manage the risks and opportunities in line with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. During this period, we continued the work started in 2024 by the Working Group on Climate Change where we identified 39 risks

and 21 opportunities with potential impacts on our operations and value chain. This process included the assessment and prioritization of risks according to their probability and severity, as well as the systematization of opportunities to improve our resilience and competitiveness.

The analysis included acute physical risks (such as landslides and

floods), chronic risks (such as water scarcity and temperature increase), and transitional risks related to political and regulatory, technological and market factors. All of them can affect the continuity of the operations, costs and reputation of the Company if managed incorrectly.

To address these challenges efficiently, we have moved towards the

optimization of resources, the shift towards renewable energies, and the incorporation of innovative solutions in our processes. These actions, integrated into our Climate Action Approach reinforce our sustainability in the mining sector and expand our capacity to access new markets and attract investments committed to responsible operations.

TABLE 14.
Climate risks identified

Type of risk	Main risks	Impact on the business
Physical (Acute)	Landslides, mudslides, flooding of the Marañon River	Stoppage of operations, infrastructure affected
Physical (Acute)	Migration due to climate events	Loss of local talent
Physical (Chronic)	Water scarcity, temperature increase, soil deterioration, etc.	Increased cost in obtaining resources, impact on health
Transition (Regulatory)	New environmental regulations and water permits	Increased operating costs, decreased production
Transition (Technological)	High costs of clean technologies and delays in their implementation	Increase in energy and transportation costs
Transition (Market)	Demand for 100% renewable sources, pressure from customers and investors	Loss of key contracts and customers

TABLE 15.
Climate opportunities identified

Type of Opportunity	Definition	Main opportunities
Resource efficiency	Process optimization and material, water and energy management	Savings from replacing dump trucks with electric locomotives
Energy sources	Shift to renewable energies	Reduced costs and emissions
Products and services	Innovation in sustainable and competitive products	Opening to new markets and investors



4.3. Emissions and air quality monitoring.

(GRI 3-3) (Climate Change and Emissions GEI) (GRI 305-7) (GRI 14.3.1)(GRI 14.3.2) (SASB EM-MM-120a.1) (S.01.0027)

We prioritize health protection and environmental preservation; therefore, we manage the emissions that may affect air quality, and guarantee that our operations meet the Permissible Exposure Limits (PEL) established by the regulations in force. As a consequence, we monitor, control and reduce emissions, ensuring they are kept below the regulatory standards and carrying out complementary actions such as green areas, forestation and road watering to minimize the impact on our surroundings.

Management mechanisms

Our Integrated Management System (IMS), Policy establishes clear guidelines to protect the environment and prevent impacts. Through our environmental management system, certified by ISO 1400:2015, we implement preventive and corrective actions to maintain the operations equipment in optimal conditions and support continuous improvement.

Specifically, we monitor emissions such as NOx, SO2, CO, particulate material, lead and arsenic in the smelter chimneys and in the electric power plants, according to the environmental plans established in the EIAs. These measurements are carried out by laboratories certified by INACAL, ensuring technical traceability of the results in compliance with Permissible Exposure Limits (PEL).

All the same, we have a Gas Emissions Management Plan which includes three pillars.

- Continuous monitoring and periodic verifications.
- Preventive maintenance of filters and generators.
- Systematic comparison of results with the Environmental Quality Standards (EQS) and our carbon footprint indicators (tCO₂eq), to align operational performance with our decarbonization goals.

Key goals



In 2025 we continuously supervised emissions generated in smelting process and in the power plants, to ensure compliance with PEL. As a result of these actions, we verified that the emissions measures were within the values established by the regulations in force.

In summary, we combine policies, operational controls, and independent verification to ensure strong environmental performance, in line with our internal requirements and applicable regulatory standards.

Our achievements in 2025

- **Smelter and resmelter chimney filtering systems.** We decided to carry out preventive maintenance to ensure emissions were kept within the PELs. In 2025 we carried out maintenance in the filtering systems and confirmed full compliance with the established limits.
- **Thermal power plant generators.** Our goal was to perform preventive maintenance to ensure compliance with the PEL for gaseous emissions. We fulfilled this commitment by performing scheduled maintenance and verifying that all emissions remained within the permitted limits.
- **Emissions monitoring and air quality.** We planned to conduct regular monitoring to ensure compliance with the PEL. Throughout the year, we conducted regular measurements in our area of influence and confirmed that all indicators of air emissions and air quality remained within regulatory limits.
- **Forestation.** We set out to implement reforestation projects to help improve air quality. In 2025 we started planting pines and

queñuals (*Polylepis racemosa*) in Suyubamba as part of a 100-hectare project in Poderosa land. As of the end of the year, we have planted 41,685 trees, and this work will continue in 2026. This project was carried out with a consultant company and the local community, to contribute to carbon capture and ecosystem restoration. To date, considering all the reforestation activities carried out between 1986 and 2025 in the district and province of Pataz, Poderosa has planted a total of 7,518,859 seedlings across 6,264.6 hectares.

- **Dust control due to vehicle transit.** Our goal was to continue implementing measures to reduce dust emissions. In 2025, we continued our road-watering program and tested new products to improve the efficiency of reducing

particulate matter generated by internal traffic.

- **Electromobility.** We planned to move forward with the gradual introduction of electric vehicles. By 2025, we will add more electric vehicles to the mine's operational fleet, reducing transportation-related emissions and accelerating our transition to a cleaner operation.
- **Regulatory compliance.** We met the PEL in all the power plants and smelter chimneys emissions monitoring in 2025.

Upcoming projects

We have planned to conduct tests on dust control on roads.

We comprehensively manage emissions to protect public health and ensure air quality.

Our gas emissions

PARTICIPATIVE MONITORING

Since 2018 we have promoted voluntary participative monitoring, an initiative that involves local authorities and population in our environmental surveillance controls, to transparently validate that the environmental aspects derived from our operations do not harm the environment.

Therefore, we present the results of water and air quality monitoring to the local authorities and to the people who decide to be a part of this process, building trust between the company and the community. This program is carried out in coordination between the Environmental Management and Community Relations areas, together with the communities in our area of influence.

The program includes air quality and water monitoring in points previously approved by an Environmental Management Instrument (EMI).

These monitoring activities are carried out twice a year, during the dry and the rainy season (EQS).

We start by training the participants, we explain to them the purpose or the monitoring, the methodology and the parameters assessed. We also share the results of previous years and answer any questions that may arise, ensuring a clear understanding of the process and its relevance for the verification of water and air quality in the area.

In 2025, we carried out participatory monitoring activities in Marañon and Santa Maria Production Units, as well as in Palca and Montañitas exploration projects. All the same, we participated in the monitoring activities organized by the Local Water Authority of Huamachuco, together with local authorities, focused on receiving bodies within our operations.

We combined community engagement, technical accuracy, and transparency to establish a monitoring system that supports air and water quality management and strengthens our social license to operate.



We promote participatory monitoring to transparently validate environmental quality together with the community.

Our results

SMELTER RESULTS

According to our Environmental Impact Assessments (EIA), we carry out annual emissions monitoring, as provided for in the applicable regulations. The main GHG monitored include nitrogen oxides (NOx), sulfur dioxide (SO₂) and carbon monoxide (CO), as well as other physical and chemical parameters such as particulate material, lead and arsenic.

This monitoring includes smelter chimneys as well as emissions from power plants. Measurements are taken by an external laboratory certified by the National Quality Institute (Instituto Nacional de Calidad INACAL), using the internationally recognized methodology EPA CTM 030, October 13, Rev 7, 1997, thus ensuring the reliability and accuracy of the results.

ELECTRIC POWER PLANTS RESULTS

The results of the electric power plants emissions monitoring were below the PEL. It is important to mention that these generators only operate to cover the excess demand of energy or when there are power outages in the National Interconnected Grid (SEIN). Currently, our operation is mostly supplied by the SEIN and it is complemented with the energy produced in our Jose Alberto Samaniego hydroelectric power plant. This allows a significant reduction in greenhouse gas emissions from electric power plants.

PARTICIPATION

4.4. Efficient water use.

(GRI 3-3) (Efficient water use) (GRI 303-1) (GRI 303-2) (GRI 303-5)
(GRI 14.7.1) (GRI 14.7.2) (GRI 14.7.3) (GRI 14.7.5) (GRI 14.7.6) (G.03.011) (S.01.0031)

Managing water responsibly and sustainably is essential to our environmental strategy and a key component to creating long-term value. We are aware of the context in which we operate, marked by growing water stress and the effects of climate change. We therefore recognize that water is a critical resource both for our operations and for the communities and ecosystems surrounding us. Our goal: responsible management oriented to efficiency, impact prevention and protection of natural water.

In line with the above, our approach focuses on identifying, assessing, and managing the water-related risks associated with our operations. To this end, we have comprehensive monitoring systems in place that allow us to continuously monitor the quality and quantity of the water used, as well as the effluents generated and the receiving bodies. This ongoing monitoring ensures strict compliance with the Maximum Permissible Limits (MPL) and Environmental Quality Standards (EQS) currently in effect. All effluents undergo physical-chemical treatments prior to discharge or reuse, ensuring environmental protection and local ecosystem preservation.

We also bring in innovative technologies and solutions that optimize our treatment processes, increase the reuse of treated water, and reduce freshwater withdrawal. These actions are articulated with water efficiency and continuous improvement programs that cover every stage of the production process. In this way, we strengthen our operational resilience in the face of water shortages.

In the interest of transparency and optimal environmental performance, we measure our water footprint in accordance with ISO 14046 and actively participate in the National Water Authority (ANA) Water Footprint

program. The results obtained are key inputs for decision-making, definition of reduction goals, and implementation of initiatives oriented to an increasingly efficient water use.

Furthermore, we promote an organizational culture based on responsible water use, through employee continuous training, environmental governance strengthening, and ongoing dialogue with our stakeholders. These actions reflect our commitment to responsible mining, aligned with the sustainability principles, risk management and contribution to the territory's sustainable development.

We manage water responsibly and sustainably, ensuring efficiency, risk control, and the protection of water systems.

Management mechanisms

We maintain our corporate commitment to responsible water use in line with our Sustainability Statement and the Integrated Management System (IMS) Policy. This governance framework drives our strategic and operational decisions, guaranteeing that water management is ruled by prevention, efficiency, regulatory compliance and continuous improvement.

These technologies strengthen the efficiency and reliability of our treat-

ment systems, increasing treated water quality control and reinforcing our capacity to prevent impacts. In addition, we carry our ongoing and systematic monitoring of the treated water quality, the effluents generated, and the receiving bodies, which enables us to identify any deviations in time, apply corrective measures, and guarantee preventive and efficient resource management.

We also have online flow monitors that allow confirming water intake volumes in real time to provide greater traceability and transparency to our water management. The operation of our treatment plants is

supervised by a centralized SCADA monitoring system, optimizing process performance, ensures operational continuity and reduces water management related risks.

Finally, we use specialized platforms and software that consolidate and standardize the information related to water quality and effluents, facilitating data analysis and informed decision-making. This comprehensive approach enables us to continuously improve our practices and reaffirms our commitment to responsible, efficient water management aligned with the principles of sustainable development.

Minimize

We prioritize prevention of losses and efficient water use in all our operations, especially in underground works, where we implement actions to avoid impacting water sources. These include the timely closing of drill holes, to reduce uncontrolled filtrations and improve water management in the work front. We also support a culture of responsible use through the identification, reporting and immediate correction of leaks in the camps, workshops, offices and other facilities, reducing losses, improving operational efficiency and reinforcing the sustainability of our activities.



Reuse

We encourage efficient water use through recirculation and reuse in our production processes, reducing intake from natural sources and avoiding spills. Our new projects are designed with a reuse approach, including technical solutions to maximize treated water use. In parallel, we are enhancing our current operations to increase the reuse of discharges, improving treatment systems and bringing in technologies that ensure the quality of reused water. This comprehensive approach strengthens a more efficient and resilient water management, aligned with circular economy and sustainability.

Commitment to operational excellence

We apply prevention and continuous improvement principles to ensure the efficient and responsible use of water resources, in line with the expectations of our stakeholders. Our water management is also based on strict compliance with high standards of quality and quantity, as well as with the current regulatory framework.

To optimize use of water in our operations, we prioritize recirculation of the effluents generated in the Ma-rañon and Santa Maria Production Units processing plants. All the same, we encourage reuse of the treated effluents from the domestic residual water treatment plants, which reduces demand for fresh water and contributes to water efficiency in our production process.

In addition, we use underground water outcrops in a controlled manner, in the cyanidation plant and for human consumption. This water is previously treated through ultra fil-

tration plants. These actions guarantee the quality of the water used; they protect our employees' health and minimize impacts on natural sources.

It is important to mention that we have water use licenses issued by the corresponding authority, within the context of transparent management and respect for the regulations. To improve the measurement, control and optimization of water consumption in all our operations, we continue to expand the installation of water flow meters at the camps, canteens, and production areas.

Key objectives

Manage water efficiently and responsibly across all our operations, prioritizing the reduction of freshwater consumption, the recirculation and reuse of water, and the continuous optimization of metering and advanced treatment systems. This has enabled us to achieve 100% water reuse and maintain high levels of water efficiency.



Continue participating in the ANA Water Footprint Program, in compliance with the reduction commitments established and promoting responsible water use both inside Poderosa as among our stakeholders. In the past year, we have had a positive performance aligned with our sustainability goals.



Our achievements in 2025

We have renewed the Blue Certificate issued by the National Water Authority (ANA), in recognition of the development and implementation of projects that promote efficient and responsible water use. The certification is valid for 24 months starting in June 2025 and demonstrates the implementation of specific measures to manage water resources.

Upcoming projects

In 2026 we will carry out the 2025 Water Footprint Measurement, and simultaneously, we will develop a project portfolio to sustainably and responsibly strengthen our water management.

These initiatives include the execution of water savings programs based on our water footprint, the

implementation of shared-value projects related to our water footprint, and the optimization of water reuse in the mining unit's operations.



Our water footprint

This type of measurement is a key tool in environmental management that allows assessing the impacts associated with water use throughout a company's processes.

In Poderosa we carry out this measurement according to ISO 14046 standard and the Water Footprint Network methodology, to guarantee a sound technical approach in line with international standards, that includes blue, green and grey components.

The results are reported to the National Water Authority (ANA) as part of the Water Footprint Program. From this analysis, we implement ac-

tions to optimize water use, including freshwater reduction and recirculation, and efficiency in operation processes. As part of this commitment, in 2026 we will carry out the calculation for the 2025 water footprint to continue with responsible and evidence-based management.

For further information please refer to Annex 9: [Additional information, Chapter 4, Efficient water use.](#)

Our interaction with water

Our water resource management is based on a comprehensive approach that ensures control over

both the quantity and quality of water. In this way, we ensure efficient and responsible use of water that is consistent with current regulations and the Company's corporate policies.

The information produced allows identifying and activating action plans with immediate preventive and corrective measures. Based on these results, every year water management goals and targets are established and complemented with hydrological and hydrobiological studies that update source inventories, assess availability and refilling of basins. It also supports planning for sustainable water management.

QUANTITY BASED MANAGEMENT

We measure daily flow rates and water consumption at strategic intake and consumption points, and these records are compiled and reported monthly to the National Water Authority. In addition, monthly measurements are taken at the main water sources in the basin and are reported on a quarterly basis to the competent authority.



QUALITY BASED MANAGEMENT

We assess water quality through a systematic monthly monitoring program of physical, chemical, and biological parameters in springs, effluents, and receiving bodies. Results are consolidated and reported on a quarterly basis, ensuring compliance with Environmental Quality Standards (ECA), Maximum Permissible Limits (MPLs) and the commitments established in the Environmental Management Instruments (EMIs).

Water in our mining operations

WATER CONSUMPTION

Our interaction with water begins with the collection of water from an authorized source, where we carry out civil engineering work (intake box). Water is transported to our operations via pipelines, it flows into the treatment plant and is distributed to camps, cafeterias, offices, and the processing plant.

This process is measured using the water consumption indicator. The measurement is taken when the water enters the treatment plant. Monitoring is carried out using water meters installed at each of the intake points that hold a water use permit. This equipment enables continuous

monitoring of water intake volumes, ensuring data traceability, compliance with the conditions set forth in current permits, and the availability of data for reporting and managing water performance in accordance with sustainability standards.

We keep our water consumption below the flow rate authorized by the ANA, which demonstrates the effectiveness of the measures implemented to optimize its use. This performance is the result of permanent control and planning oriented to impact prevention and continuous improvement.

In the case of the Alberto Samaniego hydroelectric power station, the water used for power generation returns to the original river course, El Tingo gorge, without significant impact on the system's water dynamics. We only retain 25 l/s, to supply Vijus mining camp, as authorized by the ANA.

We have licenses that support the responsible use of water in our facilities and operations. For the Paraiso camp and its green areas, we have a license for water use up to 315,360 m3/year. Our operations in Cedro have a water license for mining use for up to 37,843 m3/year, this water is extracted from inside the mine. These authorizations allow water traceability and compliance with the commitments assumed before the competent authority.

In addition, we have implemented advanced technologies for tailings management and the optimization of our residual water treatment plants, which allow us to significantly reduce freshwater demand, and to recover, recirculate, and reuse treated water in our processes.

760.13 ML
OF WATER DISCHARGED

WATER DISCHARGE AND IMPACT MANAGEMENT

We only discharge wastewater into surface water bodies with the proper authorizations, under strict environmental control and regulatory compliance. We have 4 discharges authorized by ANA; in this sense, the values reported in the water discharge indicators correspond exclusively to effluents generated by our mining works.

Underground water outcrops as a result of the mining processes, mainly during drilling activities, and comes from discontinued aquifers. The water discharged through our 4 authorized mineshafts to surface water bodies is treated before it is released

into the environment, and it meets the MPL.

These discharges come primarily from mine effluent and are governed by the commitments set forth in our Environmental Management Instruments (EMIs) and by authorizations issued by the competent authorities. We monitor and register water volumes of the authorized discharges according to the ANA permits. To this end, count meters have been installed in every mineshaft and authorized discharge point to systematically measure and control the volumes discharged, ensuring compliance with regulatory commitments and generation of reliable information for environmental management and sustainability reports.

- **Applicable standards and guidelines.** We adopt strict compliance with the MPL for mining activities, in a standardized manner in all our operations. When water is discharged to superficial water bodies, we consider the Environmental Quality Standards (EQS) for water, category 3 of Supreme Decree N.º004 2017 MINAM and we apply the most demanding criterion according to the physical characteristics, sensitivities, and uses downstream the receiving body.

Our internal guidelines are formalized in the Integrated Management System, the EMIs, operational procedures, monitoring protocols and environmental

management plants, where technical criteria, control methods and actions in case of deviation are described in detail.

- **Technical references and good practices.** To establish management limits and criteria, we consider current national regulations, industry guidelines and technical references, and the requirements set forth in the EMIs for each operation, with the aim of maintaining a preventive and sound management approach that is aligned with industry best practices.
- **Commitment to sustainability.** This comprehensive approach prevents negative impacts, preserves the quality of water ecosystems, and strengthens our environmental performance by

promoting efficient water use and fostering responsible management focused on sustainability and the creation of environmental and social value in the regions where we operate.

- **Treatment prior to discharge.** Before discharging our effluents, we apply a comprehensive physical-chemical treatment system inside the mine, designed to ensure compliance with current Maximum Permissible Limits (MPL) and to guarantee that the treated water meets the established quality standards.

The process starts with a controlled dose of ferric chloride, main reagent used to remove arsenic, which amount is adjusted according to the

flow treated and to the concentration of this pollutant in the effluent. Later, we add flocculant AR-2414, that allows the flocculants and suspended solids generated during the arsenic removal stage to agglomerate, promoting their sedimentation. This sequence of coagulation, flocculation and sedimentation facilitates adequate water clarification and guarantees that, before it is disposed of in the recipient body, the effluents treated meet the quality criteria established in the applicable environmental regulations.



4.5. Waste management and circular economy.

(GRI 3-3)(Tailings and waste) (GRI 306-1) (GRI 306-2) (GRI 306-3)(GRI 306-4) (GRI 306-5) (GRI 14.5.1) (GRI 14.5.2) (GRI 14.5.3) (GRI 14.5.4) (GRI 14.5.5) (GRI 14.5.6) (GRI 14.6.1) (GRI 14.6.2) (GRI 14.6.3) (GRI 14.15.2)(GRI 14.15.1) (EM MM 150a.7.) (SASB EM-MM-540a.1) (SASB EM-MM-540a.3) (G03.0010) (S.01.0028) (S.01.0036)

Our environmental performance, operational safety, and the sustainable continuity of our operations depend mostly on the responsible management of tailings and waste. As a company, we recognize that generation, handling and disposal of tailings and hazardous and non-hazardous waste, can generate significant impacts on the environment. Especially regarding soil and water quality, stability of the disposal facilities, efficient use of natural resources, and risks related to potential environmental contingencies.

Management mechanisms

We manage our tailings and waste strategically through impact prevention, risks management, compliance with domestic regulations in force, and continuous improvement. Although we don't have any formal affiliation with international organizations related to specific standards on tailings management, our opera-

tional and management guidelines are oriented to the adoption of good international practices of the industry, prioritizing safe and responsible environmental management, which is constantly improving.

To make this possible, we prioritize minimization and segregation at the source, reuse and sale of waste, according to the circular economy logic. This way, we ensure safe and responsible handling of the waste that cannot be reused.

As for tailings, we apply strict technical and engineering criteria, to guarantee their physical and chemical

stability, protect water resources and prevent environmental and operational risks associated with their storage and handling. This is the reason we comply with the operations manual approved related to tailings deposits design, with a continuous improvement approach, adopting the industry's best operational practices.

This approach is possible through operational controls, environmental and geotechnical monitoring, training programs for our staff, frequent inspections and registration systems. This way, we ensure traceability and transparency throughout the tailings and waste management process.



We manage tailings and waste responsibly to prevent risks and ensure operational sustainability.

Key objectives

Waste



We properly and safely manage all hazardous and non-hazardous waste generated by our operations, always in full compliance with applicable environmental regulations. We demonstrate this by managing waste exclusively through authorized operators and without any record of regulatory violations.

We continuously improve best practices in waste management among our own staff and contractors, providing training to 100% of key personnel. We also carry out awareness campaigns that have helped improve waste sorting and proper waste management in the field.

We strengthen our waste management practices through a circular economy approach, increasing recovery and recycling rates compared to the previous base year and reducing the volume sent to final disposal. This is possible thanks to the improvement of our minimization and sales programs.

Tailings



We guarantee the structural stability of our tailings deposits by keeping displacements and deformations within the safety thresholds established in the design and applicable regulations. This is evident in the monthly geotechnical monitoring, which confirms stable conditions and values below early warning levels.

We fully comply with all applicable legal requirements regarding tailings management. This is demonstrated by the OSINERGMIN audit, which was conducted without any observations or findings, confirming our full compliance with current regulations.

We ensure the operational continuity of the tailing ponds throughout the year, achieving 100% availability without any unscheduled shutdowns due to geotechnical, hydraulic, or capacity issues. We achieve these results through effective operational planning, preventive maintenance of critical infrastructure, and proactive risk management.

Our achievements in 2025

WASTE

In 2025 we consolidated our Solid Waste Management Plan, with emphasis on segregation at the source, traceability and safe management of hazardous and non-hazardous waste in our operations. We also moved ahead towards selling and recycling, reducing the volume of waste directed to final disposal, in line with our commitment to circular economy.

This progress was possible due to several initiatives, among them, the implementation of improvements in field segregation and in administrative areas; handling waste exclusively with authorized operators, ensuring transportation and final disposal in authorized facilities; the development of minimization, recycling and reuse programs; and strengthening

registration and traceability systems from generation to final disposal.

All the same, we carried out training courses, environmental awareness campaigns and internal audits, that helped to improve waste handling practices and drove continuous improvement in tailings and waste management. As a result, we fully complied with the applicable environmental regulation, increased waste sale and recycling, strengthened segregation on site, improved document control and reduced environmental risks related to inadequate waste management. We also managed to increase donation of recyclable waste to ANIQUEM NGO.

TAILINGS

By 2025, we will also have made significant progress in the safe and efficient management of our tailings. We must mention the upgrade and installation of geotechnical moni-

ring systems, including piezometers and inclinometers.

On the other hand, we obtained the operation authorization for the fifth and sixth stage of the Livia's Tailings Deposit, while we continued with the progressive closure of the second and third stage of this facility, in compliance with our environmental commitments. This progress has been complemented with the execution of multidisciplinary periodic inspections, oriented to verify adequate tailings handling, and compliance with technical and regulatory standards.

As a result of these actions, we improved the reliability of geotechnical data, ensured operational continuity, moved ahead with the Closure Plan, and proactively identified opportunities for improvement for the benefit of our tailings management and the sustainability of our operations.

Upcoming projects

WASTE

Among our priority projects for 2026, we would like to highlight the following:

- **We will update and strengthen our Solid Waste**, Management Plan by incorporating operational improvements and aligning them with circular economy.
- **We will implement an enhanced program to minimize and recover waste**, with more ambitious recycling and reuse targets.
- **We will improve the separation at the source**, with standardized signs and optimized collection points.
- **We will strengthen the traceability and waste** tracking system through digital tools or improved procedures.
- **We will expand the environmental training and awareness** program for our employees and contractors.
- **We will explore new agreements with licensed operators** to expand waste recovery options.
- **We will conduct regular internal audits** to verify compliance and identify opportunities for improvement in waste management.



In addition, we are considering the following actions as part of our mid-term plans (2027).

- **We will implement progressive targets for reducing the amount of waste** directed to final disposal.
- **We will assess additional circular economy initiatives** (internal reuse, recycling agreements, energy recovery, or other options depending on feasibility).

TAILINGS

Among our priority projects for 2026, we would like to highlight the following:

- **Implementation of telemetry** in the Livia and Hualanga tailings deposits
- **Piezometer maintenance**
- **Strengthening the tailings management plan**
- **Waterproofing of the second stage** of Hualanga tailings deposits expansion

In addition, we are considering the following actions as part of our mid-term plans (2027).

- **Waterproofing of the seventh stage** of the Livia tailings deposit expansion

Significant impacts related to our waste

We identify and manage the significant environmental impacts associated with the generation of hazardous and non-hazardous waste resulting from our mining operations and ancillary activities. These impacts are primarily related to the use of natural resources, the potential for soil and water contamination, and

emissions generated by waste transportation and disposal.

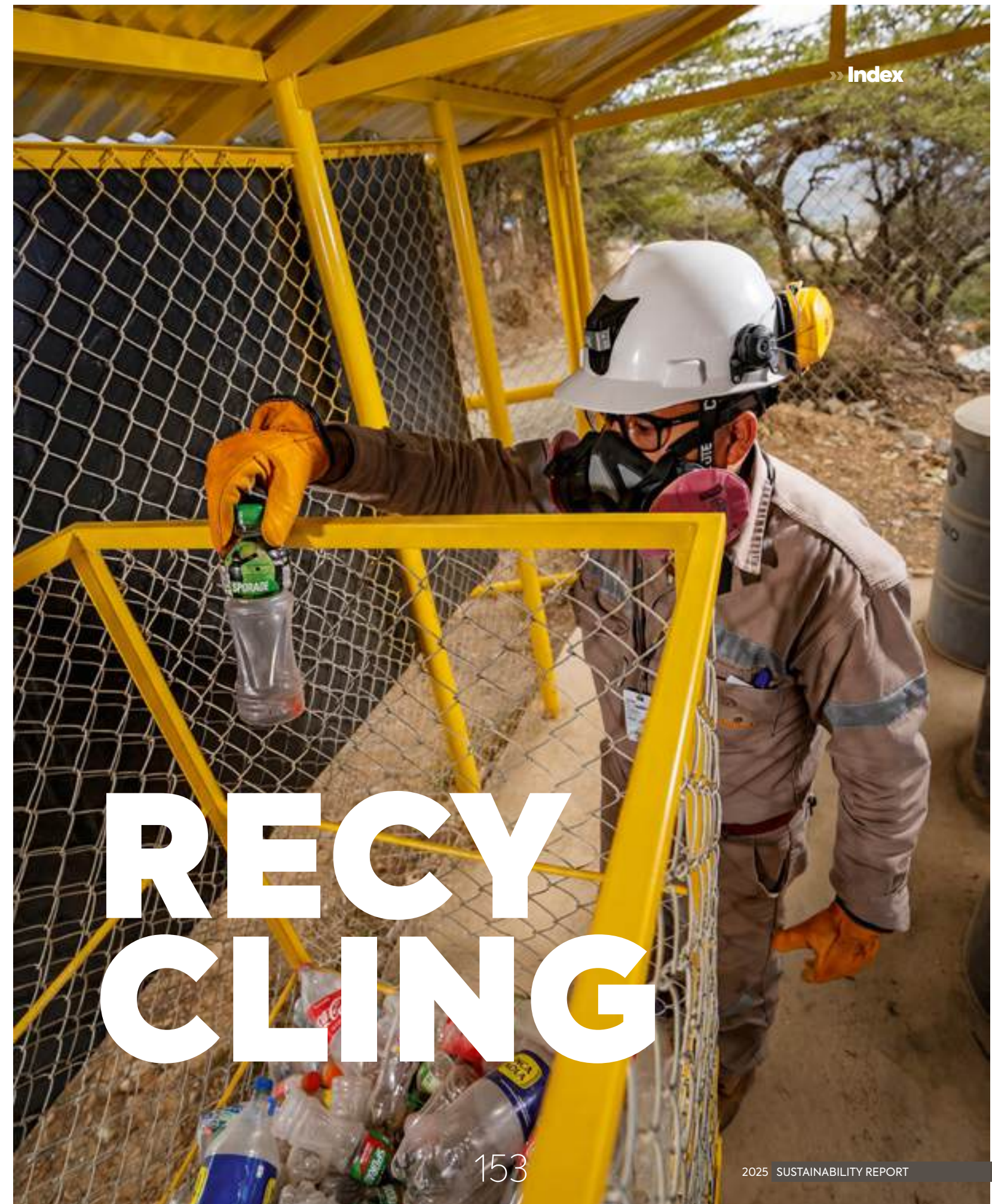
To prevent and mitigate these impacts, we implemented environmental control measures, strengthened source segregation practices, and adopted a comprehensive waste management approach based on waste hierarchy. In doing so, we prioritize prevention and minimization in our operational and administrative activities.

In addition, we have updated our waste management practices in accordance with the waste management hierarchy, prioritizing it in order of importance: reduction at the source, reuse, sale (recycling and recovery), and, as a last resort, final disposal at authorized facilities.

Management control is based on six components.

Six components of management control

- 
- 01.** Implementation and updating of the Solid Waste Management Plan.
 - 02.** Standardized procedures for the segregation, temporary storage, transport, and final disposal of waste.
 - 03.** Hiring of properly authorized waste management operators.
 - 04.** Ongoing environmental training and awareness programs employees and contractors.
 - 05.** Monitoring and tracking through environmental performance indicators and regular internal audits.
 - 06.** Response to emergencies caused by waste management.



RECYCLING

Waste in our mining operations

WASTE GENERATED

During the reporting period, we generated hazardous and non-hazardous waste as a result of our operational, maintenance, and administrative activities. This waste was identified, classified, quantified, and recorded in accordance with current national regulations.

We also maintained a record-keeping and traceability system that allowed us to permanently track the origin, type, quantity, and final destination of the waste generated. This promotes transparency, control, and proper monitoring of the entire environmental management process.

4,753.81t
OF WASTE GENERAT-
ED

WASTE DIVERTED FROM DISPOSAL

We prioritize the recovery and reuse of waste, avoiding final disposal whenever it is technically and environmentally feasible. Four key initiatives stand out among those we have implemented.

- **Implementation of recycling programs for plastics**, metals, paper, and cardboard.
- **Reusing materials and equipment** when possible.
- **Optimizing the use of inputs** to reduce waste generation in our operations.
- **Coordination with authorized** waste management operators for the sale of recyclable waste.

These initiatives enabled us to significantly reduce the amount of waste sent to landfills and consistently promote the principles of the circular economy within our operations.

1,393.98 t
TONS OF WASTE
DIVERTED FROM
DISPOSAL

WASTE DIRECTED TO DISPOSAL

Waste that could not be recycled or sold was managed safely and responsibly through final disposal at facilities duly authorized by the competent authority.

We also made sure that all waste destined for disposal complied with applicable legal requirements. This guarantees that it is transported by authorized companies and handled at secure landfills or specialized facilities, depending on whether it is classified as hazardous or non-hazardous waste.

We also maintained rigorous documentation and updated records of each stage of the final disposal process, which enabled us to ensure the traceability of the waste and compliance with our environmental commitments.

For further information refer to Annex 9: Additional information, Chapter 4, Waste management and circular economy.

3,390.89t
TONS OF WASTE
DIRECTED TO
DISPOSAL

TAILINGS AND WASTE ROCK DUMP MANAGEMENT FACILITIES

Our tailings and waste rock facilities safely store mining waste according to the approved detailed engineering files. These establish structural design, hydraulic control systems, geotechnical measuring instruments and operational protocols to guarantee physical and environmental stability of the facilities.

At the same time, we have construction and operation permits issued by the MINEM Mining General Bureau, and our facilities are periodically inspected by OSINERGMIN. This technical oversight allows verifying compliance with regulatory and operational conditions in force. (GRI 14.6.2) (GRI 14.6.3)

TAILINGS MANAGEMENT

Our tailings are managed using a comprehensive approach that covers the entire life cycle of the facilities. In this way, we coordinate the efforts of the Operations, Geotechnical, Environmental Management, and Safety areas, as well as other specialized teams.

In this sense, we operate with filtered tailings that keep a controlled moisture content to (< 20%). These are transported in enclosed trucks from the filtering plants to the deposits, following strict operational protocols that minimize any risks of material dispersion. The construction and operation of the storage facilities are carried out in accordance with the approved Operations, Maintenance, and Monitoring Manual, which enables us to ensure the physical stability and proper en-

vironmental performance of the facilities.

In 2025 we increased the Marañon Production unit processing capacity, producing up to 960 t/d of tailings, in line with the plant expansion authorization issued by MINEM. This growth was accompanied by the necessary upgrades to the operational infrastructure, thereby ensuring safe, efficient, and sustainable operations.

TAILINGS DISPOSAL METHODS

We use the dry stacking method as the primary disposal technology in our current operations. The tailings undergo mechanical filtration using filter presses, reducing the moisture content to <= 20% (filter cake). The semi-solid material is transported in enclosed trucks and disposed of in surface deposits through storage in compacted layers (0.30 m thick).



4.6. Respect for biodiversity.

(GRI 3-3) (Biodiversity) (GRI 101-1) (GRI 101-2) (GRI 101-3) (GRI 101-4) (GRI 14.4.1) (GRI 14.4.2) (GRI 14.4.3) (GRI 14.4.4) (S.01.0033) (S.01.0034)

We carry out our activities with a preventive and responsible approach to environmental protection to protect the natural surroundings and guarantee the conservation of biodiversity. To this end, we implement rigorous controls to identify, assess, and mitigate environmental risks in the areas where we operate, all while maintaining ecological harmony and ecosystem integrity.

We acknowledge that productive activities, particularly those involving infrastructure and land use, can put pressure on ecosystems, alter the natural landscape, and impact the habitats of various flora and fauna species. Recognizing our significant responsibility, we base our approach on the mitigation hierarchy. Within this framework, we prioritize avoiding and reducing impacts through management, restoration, or compensation measures as appropriate. Our goal is to prevent long-term net biodiversity loss.

It bears repeating that biodiversity has enormous ecological, social, and cultural value. Furthermore, bio-

diversity is closely linked to the well-being of local communities and the provision of essential ecosystem services. We must point out that our operations are located in the buffer zone of the Abiseo River National Park (PNRA), an area of high ecological importance. For this reason, we have established interagency cooperation agreements with the National Service of Protected Natural Areas (SERNANP) as we are committed to conservation, responsible land management, and protecting sensitive natural areas.

As part of our environmental management efforts, we regularly and systematically monitor the flora and fauna in the area. We perform mammalogical, ornithological, herpetological, and entomological assessments, as well as hydrobiological studies of surface water bodies. These activities are carried out at the strategic points specified in our Environmental Management Instruments (EMIs). They enable us to continuously assess biodiversity, identify changes in species composition, promptly detect potential impacts,

and determine appropriate control or improvement actions.

The information gathered through these programs is a valuable source for making decisions, improving operational practices, and strengthening conservation strategies. We are committed to environmental stewardship, focusing on protecting biodiversity, conserving ecosystems, and creating sustainable value for the benefit of our surroundings and for future generations.



Management mechanisms

As part of our Environmental Management System (EMS), we have put specific measures in place to protect the environment through our Environmental Management Plan and our Revegetation and Environmental Offset Plans. These plans are designed to prevent, minimize, and mitigate the impact on flora, fauna, and ecosystems resulting from land use, infrastructure development, and noise generation. These measures include gradually restoring impacted areas, recovering vegetation cover using native species, and enhancing ecological corridors. Together, these efforts promote the stability and resilience of local ecosystems.

The Abiseo River National Park (PNRA) is an exceptional area with unique biodiversity, varied ecosystems, and a rich cultural heritage. Home to iconic archaeological sites, such as Gran Pajaten and Los Pinchudos, the PNRA is a place of great significance. Protecting these natural and cultural assets is therefore central to our environmental management strategy. As outlined in the PNRA Master Plan, protecting endemic, threatened, or endangered species, including birds, native plants, and forest species with high ecological value, is a top priority.

Our Marañon and Santa Maria production units are located within the buffer zone of the PNRA at an al-

titude ranging from 1,200 to 2,900 meters above sea level. These units span a total area of 4,746 hectares. However, our direct operational footprint is limited to 2,500 hectares, which reduces pressure on the surrounding ecosystems. Thanks to the environmental management measures, operational controls, and monitoring programs set forth in our Environmental Management Instruments (EMIs), we guarantee that our activities will not cause significant environmental, cultural, or social impacts to this protected natural area.

Our Environmental Management Instruments (EMIs) allow us to protect biodiversity within our area of influence, adhere to existing environmental regulations, and honor our obligations to the relevant authorities. These instruments promote the conservation of the natural environment and ensure the long-term sustainability of our operations.

SPECIES UNDER CONSERVATION AND VULNERABILITY STATUS IN PATAZ DISTRICT

As part of our commitment to conserving biodiversity and in strict compliance with the Environmental Management Plan outlined in our Environmental Impact Assessments (EIAs), we conduct specialized field studies in the buffer zone of the Abiseo River National Park (PNRA).

The purpose of these assessments was to generate rigorous, systematic, and representative scientific

data to help properly identify, assess, and manage the ecosystems within our area of influence. The studies included a comprehensive analysis of biological components, such as flora, wildlife, and hydrobiology. Technical criteria such as species richness, composition, and abundance were considered. Notably, research conducted by Poderosa's NGO, Asociacion Pataz, and the National University of Trujillo (UNT) in the Vista Florida and Los Alisos areas, confirmed the presence of the Purple-backed Sunbeam. This species is endemic to Peru, is particularly beautiful and considered vulnerable. This is good news because the Purple-backed Sunbeam inhabits forests near our mining operations, many of which were planted by Poderosa years ago. This information also fosters awareness of the need to protect and conserve these forests which serve as the Purple-backed Sunbeam's habitat.

Additionally, we conducted a detailed characterization of terrestrial and aquatic ecosystems to gain insight into their structure, function, and conservation status. As part of this process, we identified species with special conservation status, including those classified as threatened, and potentially endemic. This allowed us to strengthen our conservation and responsible stewardship efforts. Our results show that our mining activities do not impact on the environment, culture, or society in the PNRA buffer area where Poderosa operates.

Our forestation project

As part of our commitment to environmental protection and sustainable land management, we continued the Forestation Project in 2025. The project aims to restore ecosystems and offset the environmental impacts associated with our operations. The project involves planting approximately 100 hectares of forest species, primarily pines and queñuals (*Polylepis racemosa*), over the course of three years, in Poderosa land, located in the Community of Suyubamba.

The initiative is carried out entirely with local labor and services. In doing

so, it creates jobs, helps develop technical skills within the community, and boosts the local economy. These efforts reinforce the project's social and environmental sustainability strategy.

We also continue to perform maintenance, replanting, and silviculture activities to care for the forests and fruit trees in the Hualanga and Vijus areas. These activities promote the progressive restoration of disturbed areas, improve vegetation coverage, and strengthen ecosystem services, such as water regulation, carbon sequestration, and improved air quality. These efforts benefit both the natural surroundings and neighboring communities.

It is important to note that our Forestation Program is a voluntary environ-

mental offset mechanism to balance our timber usage and reduce pressure on natural forests. The program also contributes to mitigation, soil stabilization, and landscape enhancement.

Each year, we allocate a dedicated budget for forestation, ecological restoration, and agro-industrial development activities. We implement these initiatives directly and through our non-governmental organization, Asociacion Pataz. This approach reinforces our commitment to social and environmental investment, delivering positive and measurable results.

In 2026, we will continue promoting and creating conservation and restoration initiatives that generate environmental, social, and economic value. These initiatives will promote

the region's sustainable development and help preserve ecosystems for future generations.

OUR IMPACT ON THE CARBON FOOTPRINT

Forestation is one of our key strategies for mitigating climate change because every tree we plant has a positive impact by releasing oxygen and capturing CO₂.

In 2025, we measured our carbon footprint for the years 2023 and 2024. This will enable us to accurately link our forestation initiatives as offsetting measures aimed at reducing our footprint and strengthening our environmental commitments. Our efforts include updating

our forest inventory to continuously improve our environmental practices.

At the same time, our forestation efforts have also had a positive socioeconomic impact. They have boosted the profitability of forestry production in the districts of Huaylillas, Buldibuyo, Ongon, and Tayabamba in the province of Pa-

taz where we work closely with local communities. In 2025, we planted 388.23 hectares of trees on community land and land owned by Poderosa. These initiatives reflect our dedication to the region's environmental and economic growth, underscoring the significance of reforestation for environmental preservation and the prosperity of local communities. We plan to reforest 100 hectares in the Palca area by 2026.



Reforestation Project, aimed at the restoration of ecosystems and offsetting environmental impacts.



Our Commitment to the Kunming-Montreal Global Biodiversity Framework, its 2050 Goals, and 2030 Global Targets.



OUR COMMITMENTS TO HALTING AND REVERSING BIODIVERSITY LOSS

In line with the Kunming-Montreal Global Biodiversity Framework, its 2050 Overarching Goals, and its 2030 Global Targets, we are committed to actively contributing to the halting and reversal of biodiversity loss.

Our commitment to the conservation, restoration, and sustainable use of biodiversity are reflected in our management practices, which applies a proactive planning approach that incorporates environmental criteria into our decision-making process. We engage in biological monitoring and implementation management and restoration programs. We optimize the use of resources such as water and soil, to minimize our environmental footprint and strengthen the resilience of the ecosystems in which we operate.

Furthermore, environmental governance is essential for ensuring regulatory compliance, providing continuous employee and contractor training, and incorporating biodiversity considerations into our management systems. We also recognize the important role of local communities and therefore promote opportunities for dialogue, awareness-raising, and participation.

OUR RATIONALE BASED ON THE 2050 GOALS AND 2030 TARGETS

Our policies are clearly based on the Global Biodiversity Framework guidelines. We are committed to making biodiversity a cross-cutting priority in our operations and to protecting ecosystem services within our areas of influence. This commitment reflects the long-term vision

of the 2050 Goal of the Global Biodiversity Framework: to preserve and restore nature's capital.

Furthermore, our actions align with the Framework's 2030 Targets, particularly in the following areas.

- Proactive planning to reduce environmental impacts.
- Efficient and responsible use of natural resources to reduce pressure on biodiversity.
- Conservation and restoration of ecosystems through biological monitoring, environmental stewardship, and restoration of degraded areas.
- Capacity building, governance, and regulatory compliance.

This confirms that our policies not only address regulatory obligations but also support global commitments to biodiversity.

SCOPE OF OUR COMMITMENT

Minera Poderosa's environmental policies and biodiversity conservation commitments apply to all of our operations and our entire value chain, including our suppliers and contractors.

We incorporate these principles into the planning, implementation, and oversight of our operations using environmental management instruments, internal protocols, and monitoring systems that ensure informed and responsible decision-making.

As regards suppliers and contractors, we ensure that they adhere to environmental regulations and to our company's standards. We formalize these requirements through contractual clauses, performance requirements, mandatory orientations,

and on-site supervision. Corrective actions are implemented when necessary, and continuous improvement is fostered. This strengthens a value chain aligned with sustainable practices and biodiversity conservation.

OUR GOALS AND TARGETS

Our objectives and goals in biodiversity conservation are based on the international scientific consensus on the subject. To this end, we adhere to the guidelines of the Convention on Biological Diversity (CBD) and the Kunming-Montreal Global Biodiversity Framework. We also apply technical criteria derived from biological

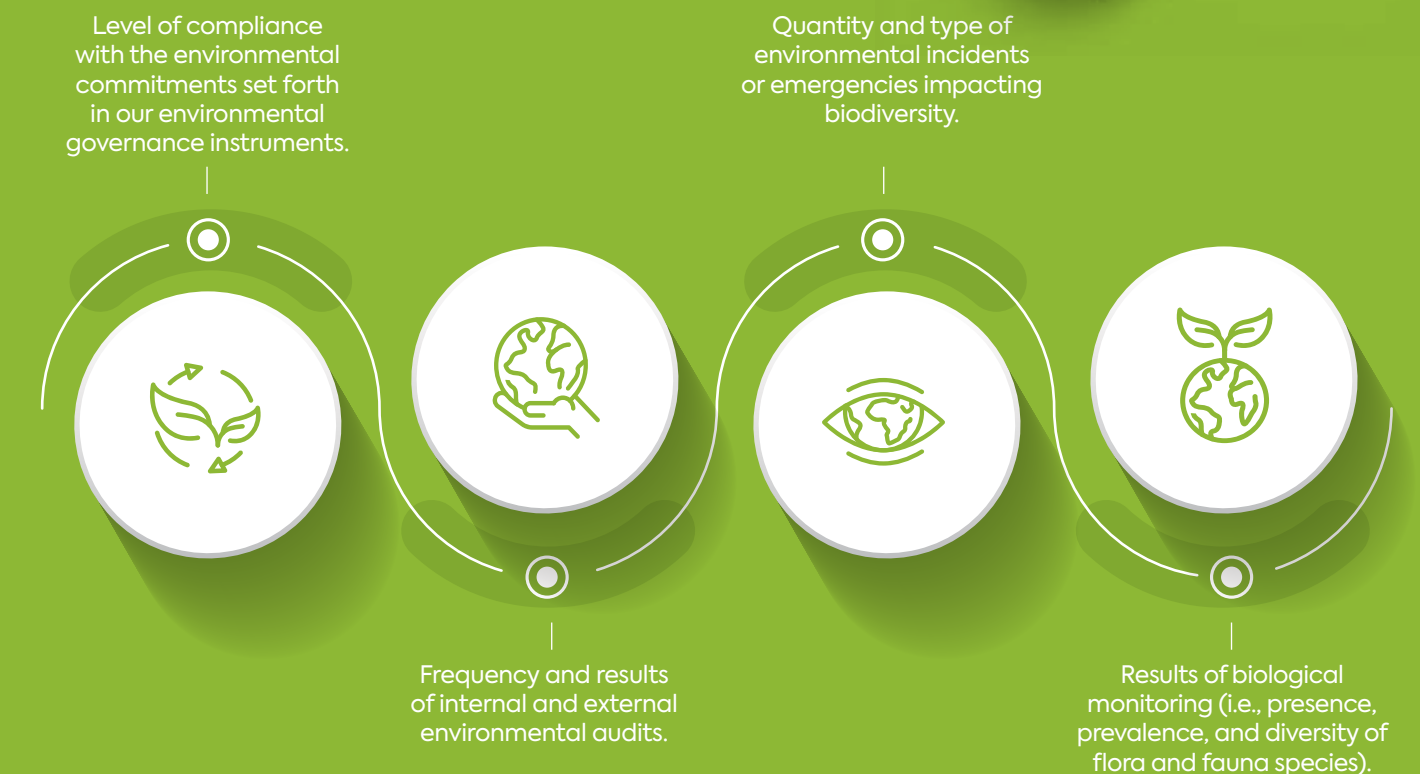
baseline studies, environmental impact assessments, and ecological monitoring. This evidence-based approach allows us to make technically rigorous management decisions.

We use four types of indicators to assess the success of our actions.

These indicators allow us to objectively evaluate our performance and adjust our strategies accordingly. They also enable us to contribute to the ongoing effort to halt and reverse biodiversity loss, which aligns with scientific consensus and our international commitments.



Progress assessment indicators



Protecting our precious natural resources

As part of a preventive and technical approach to biodiversity and ecosystem management, we implement various measures from the earliest stages of each project. Before beginning operations, we conduct baseline biological monitoring to characterize the biological diversity, ecosystems, and ecosystem services present in areas directly and indirectly affected by our operations. These studies identify the composition, prevalence, and distribution of flora and fauna species, as well as the ecological characteristics of the environment. This information is fundamental for environmental planning and decision-making.

MONITORING AND OPERATIONAL CONTROLS

During the operational phase, we conduct biannual biological monitoring programs at monitoring points established in our Environmental Management Instruments (EMIs) that are consistent with current re-

gulations. These programs include systematic assessments of flora and fauna (terrestrial and aquatic) through specialized fieldwork, sampling, georeferenced photographic records, and standardized methodologies. These methods allow us to objectively assess and quantify biodiversity and compare it with the reference values established in the environmental baseline.

Furthermore, we have established internal regulations and operating procedures that expressly prohibit the hunting, capture, disturbance, or harm of any wildlife species in the areas surrounding our operations. These provisions are part of our operational controls, and we consistently share them with our employees and contractors. To raise awareness, ensure compliance with these measures, and promote respect for biodiversity and the natural surroundings, we have also placed informative environmental signs in strategic, publicly accessible areas.

The company's environmental approach includes continuous assessment of natural resources and biodiversity. This allows the company to identify potential changes or impacts related to its activities early

on, evaluate their significance, and implement preventive or corrective measures as necessary. In 2025, the company confirmed that its operations had no significant impact on flora or fauna species. These findings underscore the effectiveness of the environmental management measures implemented.

DETERMINATION OF SIGNIFICANT IMPACTS

We have a process in place to identify, assess, and prioritize the sites, products, and services within our supply chain that have the most significant current and potential impact on biodiversity. This process is guided by our Environmental Management Instrument (EMI) and Biodiversity Management Plan.

- **Site Delimitation.** We identify all locations where we currently or will soon undertake operations, including mining units, access roads, storage facilities, ancillary infrastructure areas, and areas of both direct and indirect influence, whether the location is owned, leased, or managed. We evaluate each site's location, considering its proximity to sensitive ecosystems, protected natural areas, and buffer zones, as well as the presence of natural habitats, water bodies, and endangered species.
- **Biological Characterization and Baseline Assessment.** We characterize priority areas through baseline studies and regular monitoring of flora, fauna, and hydrobiology. This allows us to identify species richness, composition, and abundance, as well as the presence of endemic, threatened, or specially protected species. This information informs our

assessment of the actual and potential impacts resulting from our activities.

- **Supply Chain Assessment.** We evaluate products and services that could affect biodiversity, especially those related to civil engineering projects, earthmoving, explosive use, critical resource consumption, transportation, waste management, and environmental services. We consider factors such as reliance on natural resources, the types and magnitude of impacts, usage frequency, and our control or influence over suppliers.
- **Prioritization and Action Plan Matrix.** We use an environmental assessment matrix to prioritize impacts. The matrix incorporates variables such as magnitude, extent, duration, reversibility, and probability, as well as the sensitivity of the affected environment. This approach allows us to objectively identify the sites and links in the chain that pose the greatest risk to biodiversity. The matrix also guides the definition and implementation of prevention, mitigation, control, and monitoring measures. We base these measures on a sustainable and continuous improvement management approach.

BIODIVERSITY IMPACT MANAGEMENT

- Avoid.** We apply preventive planning through early identification of environmental issues and impacts; designation and marking of sensitive areas; restrictions on activities outside authorized areas, and scheduling of activities to minimize loss of vegetation cover and disturbance to wildlife. We complement these activities



Before we start any operational activity, we conduct baseline biological monitoring to fully characterize the biological diversity and the ecosystems.



with controls to prevent spills, emissions, and discharges and to ensure the proper disposal of waste and hazardous materials.

b. Minimize. When certain impacts cannot be avoided, we reduce their scale, scope, and duration through technical controls, adaptive management, and restoration measures.

- Develop component-specific Environmental Management Plans (EMPs) for soil, water, flora, and fauna.
- Erosion and sediment control, slope stabilization, drainage and runoff management.
- Optimize designs and operational footprints to reduce the impacted area.
- Environmental monitoring, as set forth in the approved Environmental Management Instruments (EMIs), to check effectiveness and apply corrective actions.

These efforts are supplemented by staff training, on-site environmental monitoring, and coordination with local stakeholders.

c. Restore and rehabilitate. We implement measures to restore and rehabilitate the area as part of our Phased Closure Plans and PMA. These measures focus on recovering the habitat, ensuring the land's physical stability, and restoring ecosystem services. From the start of operations, we take these actions to reduce environmental liabilities and speed up ecological recovery. We promote stakeholder engagement through various activities, including dialogue forums, technical visits, and awareness-raising initiatives.

d. Transformative actions. We implement measures aimed at

reducing factors that contribute to biodiversity loss. These measures include integrating biodiversity criteria into operational planning, reducing the size of areas affected by operations, optimizing water and resource use, controlling emissions and discharges, and improving operational controls and on-the-ground procedures. Additionally, we carry out conservation initiatives, including forestation programs, protection of sensitive areas, monitoring flora and fauna, and the safe handling of waste and hazardous materials.

e. Synergies Between Biodiversity and Climate Change. We manage our impacts on biodiversity and climate change in a comprehensive manner. We prioritize measures that offer mutual benefits and prevent trade-offs. Our environmental planning incorporates energy efficiency, clean technologies, optimized water use, and the measurement of water and carbon footprints, while simultaneously reducing pressure on ecosystems.

f. Maximize benefits, minimize and prevent impacts. We use a preventive, systematic approach that works on multiple fronts to prevent and minimize negative impacts while providing benefits to our stakeholders.

- The MEIAAS (Significant Environmental Aspects Identification Matrix) quickly identifies environmental issues and establishes specific preventive measures and controls.
- Environmental Management Plans (EMPs) based on identifying and assessing environmental issues and impacts outline measures to prevent,

control, and mitigate potential impacts on biodiversity.

- Monitoring programs for water, soil, air, flora, and fauna ensure technically sound, traceable, and verifiable management.
- Operational controls and management tools to guide the responsible implementation of critical activities and facilitate evidence-based adjustments.

ACCESS TO GENETIC RESOURCES AND ASSOCIATED TRADITIONAL KNOWLEDGE

We ensure compliance with national and international regulations regarding access to genetic resources and associated traditional knowledge. At the same time, we fully respect the collective rights of communities and the State.

Before beginning any exploration or operational activities, we conduct environmental and social assessments. These assessments help us identify biological resources, sensitive ecosystems, and potential links to traditional knowledge. We carry out this process in accordance with Law No. 28216, the Convention on Biological Diversity (CBD), and the Nagoya Protocol, to ensure the early identification of risks and regulatory compliance.

We formally obtain the necessary authorizations and permits for access to genetic resources and associated traditional knowledge from the relevant authorities, such as the Ministry of the Environment (MINAM) and the National Forestry and Wildlife Service (SERFOR). This process also allows us to obtain prior informed consent from indigenous or native communities involved.

To ensure compliance, we implement operational and contractual controls to guarantee that our activities, as well as those of our contractors, adhere to the current legal framework. These controls prevent any unauthorized extraction, use, or exploitation. Training and awareness programs for employees and third parties add on to this system. These programs are designed to foster respect for biodiversity and traditional knowledge.

Finally, we have incorporated these commitments into our environmental and sustainability management system. The system includes internal audits, monitoring, and reporting mechanisms that allow us to regularly verify our compliance with all applicable regulations and corporate obligations.

PROCESS FOR ENSURING FAIR AND EQUITABLE BENEFIT SHARING

When we identify a need for Access to resources, we secure the necessary permits and authorizations and obtain prior informed consent from the communities involved. We establish formal agreements that clearly define access terms and benefit-sharing mechanisms, which can take two forms.

- Cash benefits.
- Non-cash benefits such as capacity building, knowledge transfer, support for conservation initiatives, and local development programs.

We incorporate these commitments into our environmental and social management tools. We monitor these tools through contractual provisions, internal audits, and monitoring

mechanisms. These measures ensure equitable, transparent distribution of benefits in accordance with applicable regulations. Similarly, we engage in ongoing dialogue with communities and other stakeholders to foster relationships based on trust and cooperation

VOLUNTARY INITIATIVES

In addition to fulfilling our legal obligations, we have implemented several voluntary initiatives. These initiatives promote responsible access to, and fair and equitable sharing of the benefits arising from the use of genetic resources and associated traditional knowledge. These initiatives align with our principles of sustainability, corporate ethics, and respect for community rights.

We also incorporate criteria for protecting biodiversity and traditional knowledge into our environmental and social planning processes, even when our activities are not directly related to the use of genetic resources. To this end, we conduct early assessments and apply internal guidelines and best operational practices designed to prevent impacts and promote ecosystem conservation.

Through this voluntary approach, we promote corporate responsibility and foster respectful, collaborative relationships with communities. This ensures the protection of biological and cultural heritage.

We guarantee that we will obtain prior informed consent and establish formal agreements that define the mechanisms for the distribution of benefits.

4.7. Mine closure plan.

(GRI 3-3)(Mine closure and restoration)(GRI 14.8.1)(GRI 14.8.5)(GRI 14.8.8) (GRI 14.8.9)

Since the start of our operations, we plan mine closure, for we recognize that mining has a limited life cycle. This proactive approach allows us to minimize risks and ensure the restoration of the environment. It also generates lasting benefits for local communities and ecosystems.

In line with the industry regulations and our Environmental Policy, we develop mine closure plans at feasibility level, to guarantee technical and responsible closure of the components at the end of their useful life. To support this process, we establish financial bonds that ensure both mine closure and post-closure maintenance.

In addition, we comply annually with the environmental guarantee, a mechanism that ensures the proper execution of closure activities in accordance with established standards. This approach requires technical and socio-environmental rigor, as well as a significant investment, which we undertake responsibly to ensure a sustainable and balanced coexistence between the company, society, and the environment.

Key goals

Carry out the activities outlined in the phased closure schedule of the Mine Closure Plan, implementing the closure of each component, reintegrating it into the natural environment, and ensuring compliance with the management measures established for its closure.

100% Compliance in 2025



Carry out control activities for closed components, including post-closure monitoring and maintenance to ensure their physical and chemical stability over time.

100% Compliance in 2025



When a component reaches the end of its useful life, we implement remediation, restoration, dismantling and revegetation activities, to restore the environment to similar original conditions or, in some cases, to give it an alternative sustainable use, when viable. These interventions are carried out in accordance with the plans included in the detailed engineering files approved by the Ministry of Energy and Mines General Bureau of Mining Environmental Affairs (DGAAM).

In 2025 we completed the phased closure of stages I and II of Livias Tailings Deposit, in compliance with the Fifth Modification of the Mine Closure Plan (PCM). Since its approval, under Director's Resolution N° 269-2024-MINEM-DGAAM, we have carried out environmental restoration and remediation actions of the components included in this phase.

In addition, we maintain a consistent focus on post-closure maintenance, which is essential for keeping closed-down facilities in optimal condition. This work includes environmen-

tal and safety monitoring, as well as the regular submission of reports to the competent authorities, ensuring transparency and compliance with our sustainability goals in mine closure management.

For further information refer to Annex 9: [Additional information, Chapter 4, Mine closure plan.](#)

Our achievements in 2025

In January, we started the closure activities of stages I and II of Livias Tailings Deposit, with an investment of US\$1,215,974. This project included the construction of a gabion wall on the sides of the tailings deposit, waterproofing of both stages with geomembrane, coverage with top soil, construction of derivation channels for non-contact water, revegetation with native species and the installation of an irrigation system.

These actions were carried out in accordance with the Mine Closure

Plan and applicable environmental regulations, ensuring the physical, geochemical, and hydrological stability of the affected area, as well as its proper reintegration into the ecosystem.

Upcoming projects

In order to move ahead with the planned execution of the Mine Closure plan, and in line with the commitments established in the fifth modification of the Plan, we plan to start two strategic components progressively:

- Closure of La Brava waste rock deposit.
- Closure of Glorita waste rock deposit.

These interventions will help strengthen physical and environmental stability of our operations and ensure a responsible transition towards future stages of the mining cycle.





5.1. Poderosa team.

(GRI 3-3) (Human capital management) (GRI 2-7) (GRI 2-8) (GRI 2-30) (GRI 405-1) (GRI 401-1) (GRI 401-2) (GRI 401-3) (GRI 404-1) (GRI 404-2) (GRI 404-3)(GRI 14.8.3)(GRI 14.17.1) (GRI 14.17.2) (GRI 14.17.3) (GRI 14.17.4) (GRI 14.17.5)(GRI 14.17.7) (GRI 14.17.8)(GRI 14.20.1)(GRI 14.20.3)(GRI 14.21.3) (GRI 14.21.4) (GRI 14.21.5) (SASB EM-MM-000.B) (G.04.0005) (G.04.0008) (G.04.0015) (G.04.0018)

Being the company people feel proud to work with. This is the vision that brings us together in Poderosa. Therefore, our purpose is clear and moving: to responsibly transform our mineral wealth into opportunities for development and well-being. All our strategic decisions are driven by this conviction, as a permanent source of inspiration and motivation for joint work. This goal is reflected in every interaction with employees, contractors, communities and suppliers.

It is because of this commitment to people and shared development that we at Poderosa are convinced that sustainability is built on the efficient and strategic management of human talent. We believe that one of our greatest assets is our team, which daily shows a sense of belonging and feels proud to be part of the organization. Therefore, over the past year, we have implemented several initiatives that seek to strengthen this bond, ensuring adequate headcount and reducing turnover. This way, we promote an environment where each individual feels appreciated, heard and a part of a big family.

Our culture is supported in values that guide the way we work and relate to one:

- We respect people and our environment.
- We always act with integrity.
- We prioritize safety as a non-negotiable value.
- We take responsibility for every decision.
- We actively collaborate to enhance collective results.
- These principles not only define who we are but also strengthen our organizational culture and enable us to achieve sustainable results over time.

In 2026, Human Resources will play a key role in achieving the organizational goals, contributing to Poderosa's sustainability through efficient talent management and continuous improvement of its strategic processes. In line with the growth of the operations, we will prioritize the growth of camp infrastructure and recreation areas, as well as standardization and improvement of meals, accommodation, and life quality of our people.

We will also promote the development of internal talent, placing special emphasis on identifying and developing key personnel, ensuring internal pay equity and external competitiveness, and strengthening the technical and soft skills necessary to achieve our business objectives.

We will continue to promote an organizational culture based on equity, inclusion, and diversity, fostering healthy, safe, and respectful work environments that strengthen a sense of belonging and commitment throughout the organization.

Finally, we will move forward with continuous improvement projects in Human Resources processes, aimed at systematizing, digitizing, and optimizing resources, ensuring more agile and efficient management that is aligned with the needs of both the business and our people.



Sustainability is built on the efficient and strategic management of human talent.



STRATEGIC APPROACH

Our strategic focus on people management is based on permanent commitment to responsible, ethical and sustainable human talent management, in line with our Statement of Responsibility and our Safety and Occupational Health and Safety Management Policies.

Within this framework, we recognize that employee development is a fundamental pillar for business sustainability and to achieve the organization's strategic objectives. Oversight of this key area falls to management and multidisciplinary committees, which ensure proper governance, monitoring, and decision-making aligned with corporate strategy.

Management mechanisms

The procedures, policies and standards that guide our actions seek to guarantee comprehensive management of human talent, promoting safe, healthy, inclusive and with respect for diversity. Under this framework, Poderosa actively promotes the inclusion of gender diversity, respect for ethnic origin, and the inclusion of people with disabilities and/or different abilities, strengthening an organizational culture based

on respect, integrity, safety, accountability, and collaboration.

To ensure the proper implementation of this approach, we have procedures and policies in place that guide our people management practices throughout the entire employee life-cycle.

- **Recruitment and Selection Procedure.** Permite garantizar la Incorporación de candidatos con perfiles competentes y con compromiso, para todas las posiciones, alineados con las necesidades de la compañía.
- **Training Procedure.** Through this procedure we continuously improve the technical and soft skills of our employees, ensuring their development and preparation to tackle the organization's current and future challenges.
- **Performance Assessment Procedure.** Performance management is a central axis of our model, that allows us to measure compliance with objectives, and the adoption of our values, identifying strengths and areas for improvement, and orienting individual and organizational development action.
- **Internal Promotions Procedure.** Encourages professional development and internal mobility, establishing

clear guidelines to assess performance, potential and gap reduction, promoting equity and promotions due to merit.

- **Salary Policy.** Guarantees internal equity and external competitiveness in the setting and readjustment of salary schemes, in strict compliance with current regulations, helping to attract and retain talent.
- **Sexual Harassment Policy.** Reinforces our commitment with prevention, addressing and punishing inadequate behavior, to promote a safe and healthy environment free of violence.

Also, as part of people-centered modern management, we systematically collect the opinion of our employees and other stakeholders through satisfaction surveys, listening opportunities, and an open-door policy. This information enables us to identify areas for improvement, to restate strategies and define timely corrective measures to ensure compliance with our organization's goals, always putting people at the heart of our work.

Goals in 2025

These were the key areas on which we based our human resources objectives.

- **Ensure Poderosa's sustainability** through efficient management of human capital and strategic human resources processes. This includes timely headcount at all levels, reducing general and key company employee turnover.
- **Disseminate and strengthen Poderosa's organizational cul-**

ture, as well as compliance with the guidelines established in the Diversity and Inclusion Policy.

- **Strengthen and increase** the favorable perception of Poderosa's organizational environment.
- **Ensure development opportunities** through effective talent management across the entire organization.
- **Improve and standardize** food and accommodation conditions, and social activities.
- **Guarantee fair compensation** to Poderosa's employees, according to the salary policy.

MAIN MANAGEMENT INDICATORS

For further information, refer to Annex 9: [Additional information, Chapter 5, Poderosa.](#)

Our achievements in 2025

In 2025, we made significant progress in improving our employees' working conditions and well-being, consolidating initiatives aimed at enhancing their experience and development within the organization.

We continue to develop and promote strategic projects that drive sustainable, high-impact changes, fostering a more stable and motivating work environment aligned with our organizational values:

- **Optimization of the access control platform and affiliation**

management, to ensure a more agile, accessible and efficient process. In this context, we are identifying and addressing opportunities for improvement that contribute to the company's effective performance and operational sustainability.

- **Strengthening Poderosa Culture** through the design of a Vehicle Brand, and training deployment design based on our values.
- **Meetings of the Workplace Climate Committees**, were held, noting the progress made by various departments in implementing the 2025 Work Plan.
- **Strengthening of the performance assessment system** through the digital platform with a 270° methodology, reaching over 96% of the employees. In



Promotion of safe, healthy, inclusive workspaces with respect for diversity.



2025, we worked on feedback training and goal deployment.

- **Strengthening the recognition system through** a través de la plataforma digital the Poderosa Club digital platform, which has become an integral space where the benefits granted by the company are centralized, and initiatives to recognize outstanding employee actions are reinforced. This tool continues to evolve under a continuous improvement approach, promoting commitment, recognition culture and the sense of belonging in the organization.

Upcoming projects

- **Implement a new comprehensive incorporation** model

that follows new employees from pre-boarding up to the first six months, guaranteeing cultural adaptation, role clarity, commitment and reduction of early turnover.

- **Strengthen the team's technical, regulatory** and behavioral capabilities through a structured annual training plan focused on safety, leadership, and productivity, ensuring that impact and return on investment are measured. In addition, we will implement a training system and enhance training in Occupational Health and Safety.
- **Develop career, succession, and internal** promotion plans that identify key talent, ensure continuity in critical positions, and foster horizontal and vertical growth within the organization.
- **Optimize the performance management system** by ensuring

ring that objectives are clearly defined, that feedback and calibration processes are applied, thereby aligning individual performance with the Company's operational and cultural results.

- **Consolidating cultural transformation,** strengthening leadership, values and organization coherence, promoting behavior aligned with safety, respect, integrity, responsibility and collaboration.
- **Digitize and optimize Human Development processes** through technological tools that improve traceability, efficiency and employee experience throughout their work cycle.
- **Implement hotel and cafeteria infrastructure,** projects to improve living conditions and quality.



» Team composition.

The information disclosed in this report corresponds to the data obtained by the Human Resources area, using the employee payroll as the main information source, and considering the headcount as of the end of the reporting year.

Our employees work for the company through their appointments in the mining unit and the Trujillo and Lima offices. All of them hold a labor relation under the framework of Legislative Decree 728.

It is important to note that every employee undergoes a formal evaluation process during the selection, hiring and renewal stages. These evaluations are a fundamental part of our commitment to efficiency, continuous improvement and quality in job performance.

The breakdown of our employees by age and gender reflects our commitment to diversity and inclusion at all levels of the organization. This data enables us to strengthen our commitment to equity and create a more representative and fair work environment.

WORKERS WHO ARE NOT DIRECT EMPLOYEES
Currently there are more than 7,017 workers who are not direct employees of the organization, but who are identified as workers of contrac-

tor companies, including companies specialized in mining, related activities, and microbusinesses.

For further information, refer to Annex 9: *Additional information, Chapter 5, Poderosa Team.*

New hires and turnover rates

Our team is our most valuable asset of the organization. Analyzing the hiring and turnover trends, and understanding the reasons behind departures, allows us to implement strategic actions to enhance talent retention. This understanding also facilitates the design of policies that drive professional growth, wellbeing and stability of our team, ensuring sustainable management aligned with institutional goals.

59
new employees
In total in 2025

14
new female employees

45
new male employees

We permanently monitor voluntary and non-voluntary turnover to strengthen talent retention strategies. To this end, a weekly committee analyzes the causes related to each case, proposes improvements and complements this process with information collected through exit surveys.

The results obtained are included in our management reports and are presented in the Policy Management Committee sessions to back strategic decision-making on staff management.

790
EMPLOYEES IN 2025

 **12.53%**
of our employees are women

 **87.47%**
of our employees are men

› Training.

Through training program that addresses all the training needs in the different stages, we have developed a comprehensive training plan that considers the specific objectives of each stage. These programs include:

- **Induction Program for new staff.** Provides information and general guidance about the company and the work area to all incoming personnel, primarily focused on safety and occupational health topics (Supreme Decree 024-2016-EM and amendments, Supreme Decree 023-2017-EM).
- **OHS Regulatory Training Program.** Reinforces knowledge and raises awareness on safety – related issues, as established in annex 06, Art. 75 of Supreme Decree N° 024-2016-EM and amendments, Supreme Decree N° 023-2017-EM and Supreme Decree N° 034-2023-EM.
- **Transversal Regulatory Training Program.** Aimed at rein-

forcing knowledge and raising awareness on issues related to IMS (5S, Golden Rules, Compliance, etc.).

- **Career Development Training Program** Designed for employees to acquire or strengthen knowledge about new tools that allow them to develop professionally within the organization (Excel, Power, BI, etc.).
- **Specific Technical Training Program.** Update of technical skills directly related to the activities and tasks of each worker at his/her workstation.
- **Soft Skills Training Program.** Aimed at strengthening personal and social skills, based on specific position requirements and strategic goals.

This comprehensive approach reflects our ongoing commitment to the professional development and growth of our team inside the Company.

For further information, please refer to Annex 9: [Additional information, Chapter 5, Poderosa Team.](#)

30,783

training hours
for employees

US\$ 962,757

invested in training and
development

2,552

people from related contractor
companies trained

2,424

people from mining contractor
companies trained

1,993

people from microbusinesses
trained



› Talent and succession.

We cannot discuss talent without mentioning performance, potential, and succession planning. The latter is a critical strategy to guarantee that the company's leadership and activities continue without disruption or causing problems in certain processes when an employee retires or moves up or laterally.

In 2025, we focused on refining the platform we use for talent and succession, defining the framework for potential assessment, which is linked to performance, as well as the critical roles (individuals) to be evaluated. We should also note the inclusion of psychometric tests in this structure, through the company's psychological and labor assessment platform. The rollout will begin in 2026.

- **Definition of Potential.** An employee's latent ability to take on responsibilities of greater complexity, seniority, or scope in the future. Unlike performance, which measures current capabilities, potential assesses what a person could achieve if given the right development opportunities and a supportive environment.
- **Definition of critical positions.** Critical positions like those that can affect operational continuity and therefore productivity, and are not easy to find replacements for, i.e., that generate criticality or are prone to cause a critical situation if they become vacant. The factors considered are focused on the contribution to strate-

gic processes, contribution to the economic result, autonomy, consequence of error, intrinsic complexity and external replacement restrictions.

EMPLOYEE RETIREMENT PROCESS

We have an incentive-based labor transition program. This program seeks to provide comprehensive support to employees and their families during this process.

In retirement processes, and always by mutual agreement, the company offers some employees the possibility to continue working, allowing them to remain part of the Poderosa family. This way, they continue to contribute with their valuable experience and knowledge. All the same, we provide continuous support to facilitate the necessary paperwork with the Pension Funds Management companies, National Pension Fund System (ONP) or other public or private institutions.

In 2025, we have continued to hold the corporate commemoration ceremony "Leaving Footprints", in honor of the retirement of our employees. During this event, the leaders of the different areas express their recognition to work carried out by the retiring employees. As part of this ceremony, retired workers receive an allegory as a token of gratitude by the company to its retiring employees. In 2025 four employees have been commemorated.

PROGRAMS IMPLEMENTED

Poderosa believes that employee aptitude training is important, therefore, it has rolled out the Career Development Program that facilitates employee technical training.

- **English,** a course offered at various levels, with 76 participants.
- **Excel,** A course offered at the beginner and intermediate levels, with 55 participants.
- **Power BI,** with 42 participants.

It should be noted that participation requires each employee to register for the course of their choice, following an assessment to place them at the appropriate level or after passing the proficiency exam.

SUPPORT PROGRAMS TO ENHANCE EMPLOYABILITY AND ASSIST WITH CAREER TRANSITION

The company offers retiring employees the opportunity to continue providing guidance on the process they previously led, provided they are available and the company requires their services. Currently, Poderosa has two former employees that provide counselling in the Chemical Laboratory and Permits and Licenses processes.

» **Performance assessment.**

Poderosa has a comprehensive, fair and transparent performance assessment system, oriented to measure the employees' skill levels and compliance of the goals established according to the corresponding job position, identifying strengths and improvement opportunities to enable proximity and interaction between the direct boss and the subordinate through feedback.

Systematized performance management allows the company to align the different training and qualification plans, update the different succession plans for the organization's

critical positions, detect the best talent and carry out the different Individual development plans according to the corresponding results.

The methodology of our Performance Assessment is progressively structured towards the 360° methodology. That is, until 2023 it was carried out in 90° and since 2024, in 270°. Its structure is distributed in four big pillars.

In preparation for the 2025 evaluation, a pillar considered crucial to the Organization was added: the achievement of objectives by area, which

is based on the objectives set forth in each year's Annual Report.

Therefore, in the 2024 performance evaluation cycle, which was completed in 2025, 96% of performance evaluations were conducted in accordance with this system, ensuring fair and objective management. For next year, the goal is to strengthen training in providing feedback, as well as training for leaders to improve how they structure objectives for the following period.

Performance assessment pillars



» **Recognition programs.**

We strive to recognize the talent, commitment and dedication of our people, key elements that underpin the pillars of our corporate culture.

RECOGNITION PROGRAM FOR COMPLETING YEARS OF SERVICE IN PODEROSA
Recognizing the effort and commitment of employees who have contributed to Poderosa's achievements over the years is of great value to us. This program rewards employees for every five years of service. This ceremony is attended by the area leaders who convey their gratitude for the hard work carried out to the members of their corresponding teams.

PERFORMANCE RECOGNITION PROGRAM - JESUS ARIAS AWARD
We value and celebrate our exceptional achievements through our Recognition program, the Jesus Arias Award. This program not only highlights our individual success, but also strengthens our connection with the vision, mission and fundamental principles of the company.

Our leaders and the Human Development team carry out detailed assessments to recognize outstanding

employees, for which they use criteria such as operational discipline, 5S philosophy, attendance to scheduled trainings, and the performance review average. We also assess adhesion to our corporate values.

There is also a peer nomination category. 23 employees nominated by the area leader received awards, and 2 employees that were nominated by peers received awards.

RECOGNITION AND BENEFITS PLATFORM: PODEROSA CLUB
We have implemented an innovative virtual platform where we use

“crucibles” as a currency of recognition. Employees can earn crucibles by taking part in initiatives that reinforce our culture, such as training, 5S programs, innovation, safe behavior, environmental initiatives and continuous improvement circles. All the same, the platform includes interactive games to earn more crucibles.

In this first stage, crucibles can be redeemed for training and discount coupons. Currently, the platform allows redeeming these crucible points for experiences or boxes, that include food, entertainment, and other.

We strive to recognize the talent, commitment and dedication of our people.

› Committed to the comprehensive well-being of our team.

Comprehensive well-being and integration activities

We prioritize the well-being and quality of life of our employees and their families. In line with our corporate policies, we develop programs and activities to promote comprehensive wellbeing, encourage and consolidate a culture of integration. Throughout the year, we foster different initiatives to commemorate significant dates and foster meeting spaces such as Mother's Day, Women's Day, Father's Day, Family Day, Labor Day, National Holidays, monthly birthday celebrations, Summer

Camp program, and Recognition for years of service.

In 2025, we are resuming the celebration for Miner's Day. A flagship date for Poderosa, where we pay homage to the sacrifice, commitment and contribution of our employees to the development of our company and our country, always feeling proud of our work and our corporate identity.

All the same, we dedicate some time to recreation and leisure such as sports championships. To this end we carried out maintenance and renews the sports fields in the 4 sites, and we purchased new gym equipment.

In 2025, as part of our work plan, we reinforce our commitment to the well-being of our employees' fa-

milies; therefore, with initiatives to strengthen family environment such as summer camps, Children's Day, Family Day, Christmas show for the family, and counseling programs with comprehensive follow-up for employees and their families.

These actions reflect our people-centered approach, and our commitment to generate healthy, inclusive and sustainable work environments.

Maternity

In 2025, we implemented new guidelines for expectant mothers, including new considerations for each stage of their pregnancy.

Once the vacations are over, the employee working in the mining unit will return under a 14x7 regime until the baby is one year old. In this period, we also guarantee that the mothers can extract and store breast milk in the nursing facilities, with one hour breastfeeding period, as provided by the law. They will also receive support with air transportation from Lima to Trujillo, and back.

We prioritize the well-being and quality of life of our employees and their families.

Maternity process stages

b. Maternity leave period: A follow-up program is carried out through house visits, and the employee has a 98-leave period, as provided by the law.



a. Pregnancy stage: Once pregnant mothers inform their condition to Human Resources, they are relocated to corporate offices until the seventh month. Later, they start working remotely until the start of their maternity leave.

Pregnant employees working in corporate offices will also continue to work in person until their seventh month, after which they will also work remotely until the start of their maternity leave.

c. After the leave: Poderosa provides 22 additional days as an extension of the leave, to guarantee caring and safety of the newborn and the mother. Also, at the end of the leave, we grant the vacation days that the employee has accrued but has not been able to use.

Employee follow-up

In 2025 our employees received counselling and follow-up on health and well-being related topics.

- **436 cases Heard** in the Trujillo Social Welfare offices, and 2,920 cases in the mining unit.
- **102 home and hospital visits.**
- **289 recorded medical leaves.**
- **S/859,069.79 were recovered** for sickness allowances, labor accidents, sequels to labor accidents and maternity leave. Most of the subsidies were due to common sickness.

Social benefits²³

- **Life insurance.** Vida Ley Life Insurance from the first day of work for all employees.
- **Health Insurance.** The company works with EPS Pacifico. Employees can opt for this benefit, which is paid in part by the company. This benefit includes an oncology insurance policy.
- **Complementary Labor and Risk Insurance.** Covers cases of death, disability, or incapacity due to work-related accidents. We have Pacifico Insurance company coverage.
- **Economic Benefits for Temporary or Permanent Disability.** These subsidies are assumed by Essalud. In case of permanent disability, the coverage is paid by the National Pension Fund or the Private Pension Fund.
- **Maternity Leave.** 98 calendar days.
- **Paternity Leave.** 10 calendar days.
- **Severe Health Condition Family Leave.** Seven calendar days to take care of a relative with severe health condition.
- **Paid leave for oncological examinations.** Two working days, consecutive or not, to pass their annual oncology preventive exams.
- **Más Vida Insurance policy.** Optional insurance that covers common or work-related accidents. The monthly fee is S/5.00.
- **Bereavement leave.** For death of the employee's relatives up to the second degree of consanguinity or first degree of consanguinity. 5 calendar days. When the death occurs in a different geographical location from where the employee's workplace is located, the leave of absence will be extended for the term of the distance between the two points.
- **Death benefit.** We provide financial assistance of S/ 5,700 in the event of death of a worker, death of spouse or children up to 23 years of age.

- **Extraordinary financial assistance to beneficiaries in the event of the death of an employee.** We provide an economic assignment of S/ 1,850 per month for 3 months or until the intestate succession is presented.
- **Education allowance.** We cover S/1,890. This applies to employees who are educating their children, and which age ranges between 3 and 22 years and 12 months old.
- **Extended maternity leave.** We grant 22 additional days to the 98 days provided by law.

Accommodation management

These are the actions carried out in 2025 to improve employee comfort in the different Units of the company.

VIJUS²⁴

- Purchase and installation of two modules, to increase capacity to 4 beds.

- Preventive and corrective maintenance of two washing and drying machines.
- Installation of four solar water heaters to replace electric showers.
- Construction of 5 handrails and implementation of 180 m of gutter gratings.
- Repair and cleaning of the rooftops of 15 camps.
- Construction of four retaining walls for prevention against rainfall.

PARAÍSO²⁵

- Purchase and installation of 1 module, increasing the capacity to 32 beds.
- Construction of three dressing rooms equipped according to the standards, for 120 employees.
- Installation of eight solar water heaters to replace electric showers.
- Construction of 9 preventive retaining walls for prevention against rainfall.
- Construction of 420 meters of walls at the camps next to the road.
- Repair and conditioning of 5 bungalows for the senior management staff and visitors.
- Repair and cleaning of the rooftops of 24 camps.
- Preventive and corrective maintenance of 32 washing and drying machines.
- Installation of 52 solar posts in the camp.
- Implementation of 52 m of gutter gratings at the camps.
- Installation of led lights in 20 camps, to optimize energy use.
- Implementation of 150 m de han-

- ging dryers for the mining contractor companies.
- Change of faucets in 23 camps, avoiding the waste of water resources.
- Installation of six metal staircases, to replace the wooden ones.

CEDRO²⁶

- Installation of 50 meters of clothesline dryers for mining contractor personnel.
- Preventive and corrective maintenance of 5 washing and drying machines.
- Repair and cleaning of the rooftops of 8 camps.
- Conditioning of a dressing room for miners.
- Construction of a transit warehouse for the Asset Security staff.
- Change of led lights in five camps.
- Elimination of electric showers. Currently, all the showers are connected to the water heaters.

SANTA MARÍA²⁷

- Construction of modular camps at Santa Maria, Hualanga and level 3100, to build 202 bedrooms with capacity for 368 beds.
- Installation of 10 solar heaters, to benefit 105 people at different levels.
- Construction of 4 dressing rooms, equipped according to the standards, to benefit 360 people from the mining area.
- Preventive and corrective maintenance of 74 solar water heaters.
- Implementation of 124 m of gutter gratings at the camps.
- Construction of one preventive retaining wall to avoid rainfall from reaching the camps.
- Purchase of 240 bunk beds and

- 480 mattresses to improve lodging conditions.
- Purchase 720 bed sheet sets to replace the old ones.
- Purchase of 530 curtains to progressively change them in all the camps.
- Improvement of the conditions of 5 igloos at Hualanga.
- Repair and cleaning of the rooftops of 36 camps, on all levels.
- Maintenance of the 56 air-conditioning units in Hualanga.
- Installation of 65 meters of handrails around the camps.
- Maintenance of 58 washing – drying machines.

Collective bargaining agreements

Poderosa's Sole Labor Union (SLU) was established on September 29, 2004. Union negotiations are held every year to obtain benefits for employees. The agreements have an impact on salaries, recreational activities, employee assistance, among other issues.

We must mention that working conditions and terms of employment are partially influenced by collective bargaining agreements. However, the company ensures that these conditions are managed under principles of fairness and transparency, in strict compliance with local labor regulations. In 2025 workers under the Labor Union represented 32.78 of the total payroll.



²³ Applies for officers, employees and full-time employees.

²⁴ Note: According to the 2025 work plan, we have complied fully, except for the two modules that will be delivered in March 2026. The delay is due to OCCC observations in the field.

²⁵ According to the 2025 work plan, we have complied fully, except for the construction of one dressing room that will be delivered in April 2026. The delay is due to OCCC observations in the field and the implementation of the dressing room.

²⁶ Note: In the case of Cedro, we complied with the entire list.

²⁷ Note: In the case of Santa Maria, we complied with the entire list.

5.2. Occupational health and safety management.

(GRI 3-3) (Occupational health and safety) (GRI 403-1) (GRI 403-2) (GRI 403-3) (GRI 403-4) (GRI 403-5) (GRI 403-6) (GRI 403-7) (GRI 403-8) (GRI 403-9) (GRI 403-10) (GRI 14.16.1) (GRI 14.16.2) (GRI 14.16.3) (GRI 14.16.4) (GRI 14.16.5) (GRI 14.16.6) (GRI 14.16.7) (GRI 14.16.8) (GRI 14.16.9) (GRI 14.16.10) (GRI 14.16.11) (G.04.0022) (G.04.0023) (G.04.0024) (SASB EM-MM-320a.1)

Mining activities demand strict management due to the inherent hazards in each process. These risks require strict operational control and a Zero Tolerance Policy. To this end, in Poderosa we carry out permanent monitoring of critical risk controls in each one of the operation's stages. In this way, we guarantee the protection of our employees, and prevent occupational diseases and serious accidents, both at the mine as on the surface.



In Poderosa we carry out permanente monitoring of critical risk controls in each one of the operation's stages.



Management mechanisms

We reaffirm our commitment to ensuring a safe and healthy environment through an Occupational Health and Safety Management System. This is made up of 20 strategic elements integrated into our Annual Program and supported by the ISO 9001, 14001, and 45001 standards.

This structure allows us to efficiently manage critical risks through specific controls designed to reduce high potential incidents.

Our management is based on innovation, regulatory compliance and continuous improvement. All the

same, we foster a preventive culture that involves the entire Organization and is strengthened through advanced technology and automated processes, under a safe and sustainable operation framework.

The Board of Directors periodically approves and reviews the Occupational Health and Safety Policy to ensure its currency, alignment with international standards and adaptation to operational needs.

Under this context, stakeholders have a decisive role in our management. Their participation allows us to identify risks, validate opportunities for improvement, and reinforce the decisions made as an organization. Through the Peer Committee, audits, hazard identification, and annual

plan reviews, we ensure pertinent actions addressing the most critical risks.

We also implement safety measures to mitigate identified risks and continuously monitor preventive actions. Managers in each area receive ongoing feedback to ensure the effectiveness of corrective actions. This support at all levels fosters continuous improvement and reinforces a shared safety culture.

Our comprehensive approach enables us to ensure safe and healthy working conditions by eliminating hazards whenever possible and rigorously managing risks to prevent injuries, illnesses, and incidents.



Occupational Health and Safety Policy

Orients work-related injuries, illnesses and incidents prevention through clear criteria to identify, assess and eliminate hazards and to control risks in our activities. Its scope includes employees, contractors, and visitors. We guarantee compliance through training, induction programs, periodic meetings and technological tools that facilitate knowledge transfer.





Health and safety governance bodies

Our governance structure guarantees solid and coherent health and safety at all levels of the organization. At a strategic level, the Board of Directors and Senior Management define policies and guidelines in line with the legal provisions in force, in-

cluding the Occupational Safety and Health Law and the Mining Occupational Safety and Health Regulations.

At operational level, the Occupational Health and Safety Area lead the execution of preventive programs, continuous training, and compliance with standards such as ISO 45001.

To strengthen this management, we have specialized bodies such as the Occupational Health and Safety Committee, responsible for super-

vising performance, identifying risks and coordinating corrective measures. All the same, Health and Safety Peer Committees, made up of representatives of the company and employees, play a key role in inspections, risk identification and preventive culture.

This integral structure reinforces our preventive approach, reduces risks and protects the health and safety of our employees and that of our neighboring communities.

9 Golden Rules for Life

Here are ten guidelines to help us ensure a safe, efficient, and risk-free work environment. These rules establish specific principles for preventing accidents, ensuring compliance with current regulations, and fostering a culture of individual and collective responsibility in every task.

Always

1. Say NO to unsafe work.
2. We do not work under the influence of alcohol, coca leaf or other drugs.
3. We are not permissive. We take immediate action in the event of risks.
4. We always comply with the regulations, PETS, and standards.

In teams

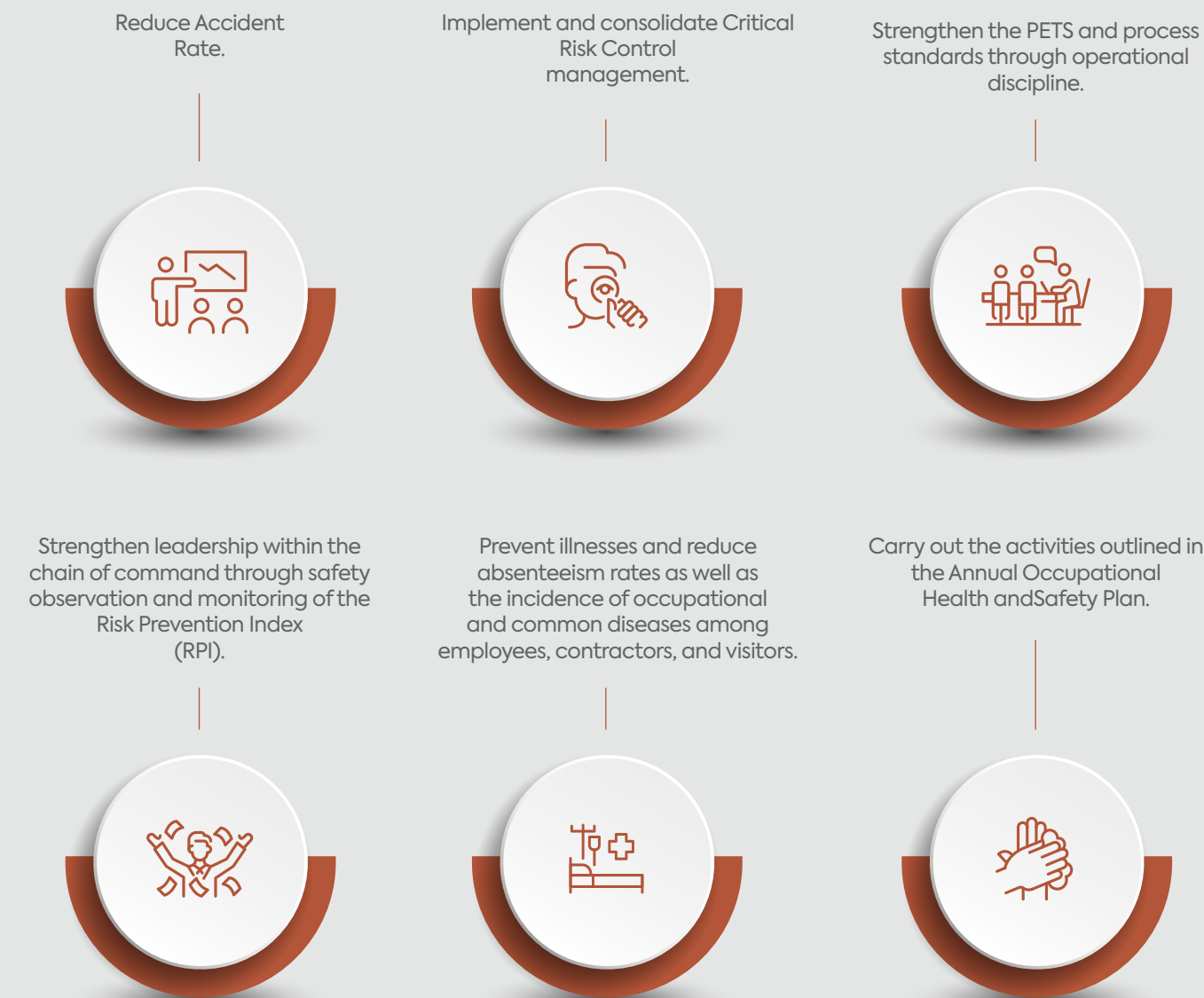
5. We never operate engine-run equipment and winches without authorization.
6. We do not get in contact with equipment, systems or places that are blocked or labelled as dangerous.
7. We respect speed limits, resting periods, traffic schedules, and restrictions during the rainy season.

In labor

8. We always ventilate, water, untie, and place the necessary support in the works.
9. We fasten the spillways and lift chimneys with grids.



Key objectives



Our achievements in 2025

This period marked a decisive step forward in our Safety Culture: we strengthened leadership, improved operational discipline, and established prevention as the cornerstone of our management approach, with results that are evident throughout the Organization.

- **We increased leadership in security.** We carried out the Leadership Program oriented to Safety Culture, developing the management line with workshops and field monitoring. The consistent use of Security Observation and monitoring of the RPI attained positive performance with respect to the 90% goal, driven by a greater accountability and preventive focus in the field.
- **Prevention oriented supervision.** We took a closer look at the Risk Prevention Index (RPI) and control discipline with inspections and audits focused on critical risks. Compliance remained above the 90% target, reinforcing operational consistency.
- **Critical risk management.** We maintained continuous follow-up to controls and strictly applied the Written Permits for High-Risk Jobs (PETAR). Review and update of the Safe Work Written Procedure (PETS) and standards, in coordination with the processes, performed positively regarding the 85% goal, and reduced the exposure to high potential events.

- **Early warning throughout the operation.** We execute monthly Safety Warnings, with total reach, reinforcing safe conduct, and informed decisions. Even so, the Accident Rate did not meet the zero goal due to accidents; we increased critical controls and field follow-up to correct this trend.
- **Emergency Response.** We ranked second in the National Competition of Mining Rescue (First Aid specialty), showing technical preparedness and competitive response times.
- **Wellbeing and connection with the environment.** We carried out a Dental Campaign in the mining unit with the participation of Poderosa and contractor employees, strengthening health and trust. Despite this, there was one case of occupational illness, which prevented the company from meeting its target of 15 days per 1,000 workers. That is why we are strengthening medical surveillance and health programs to improve this indicator.
- **Execution of the sanitary plan.** We completed the Occupational Hygiene monitoring and the medical campaigns scheduled, complying in ≥95% of the Annual Occupational Health and Safety Plan and ensuring exposure control, as well as timely health care.

We have strengthened leadership, critical controls, operational discipline, and health, while identifying gaps in accident rates and occupational health, which we have already addressed through corrective actions (IPR, PETAR, standard updates and medical surveillance).

Upcoming projects

In 2026, we will focus our efforts on reducing the frequency and severity of incidents, improving critical controls, and ensuring consistency in the field.

- **Reduce accident probability.** We will strengthen preventive management and tighten operational oversight in the field, with a focus on critical risks and real-time decision-making.
- **Reinforce operational discipline.** We will ensure strict compliance with PETS and standards, close gaps through on-site verification, and support continuous improvement.
- **Strengthen leadership within the chain of command.** We will implement applied psychology interventions to strengthen leadership, communication, and preventive influence skills.
- **Improve process performance.** We will strengthen preventive and reactive indicators, enhance data analytics, and implement faster and more effective responses to deviations.



» Health and Safety Management System .

As we mentioned earlier, our approach to occupational health and safety is based on the principles and guidelines of the international ISO 9001, 14001, and 45001 standards.

These guidelines form the basis of a robust Management System designed to meet quality standards and foster a proactive work environment where safety is a top priority. All the same, this system is based on 20 essential components, organized under our Annual Program, promoting the prevention culture.

It is instrumental that every member of the Organization identifies and reports any risk situation and exerts its right to reject any activities that represent a hazard for their integrity.

The participation of all employees is necessary to guarantee a safe working environment, in line with our efficiency objectives.

All the same, occupational safety does not make distinctions between areas, or levels inside the company, therefore this system is applied to all our employees. We also have an Occupational Health and Safety Committee, which plays a key role in supervising performance indicators and management of the most critical risks. This Committee is also responsible for protecting the effective implementation of the necessary corrective measures. Thus, through clear action plans and concrete strategies, we seek to guarantee the integrity of our employees, while we strengthen our capacity to tackle

and mitigate risks in every aspect of our daily operations.

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE (CSST)

The Occupational Health and Safety Committee is made up by a multidisciplinary team of company representatives, workers and safety experts. Its main responsibility is to identify occupational risks, develop preventive policies, investigate incidents, promote training programs, and evaluate the effectiveness of implemented actions. It meets every month to analyze safety indicators and follow up on incidents. Also, employees are actively involved in this process, proposing ideas for continuous improvement, participating in policy development and being a fundamental part in safety audits.

MAIN PROGRAMS AND INITIATIVES

- **Safety-oriented leadership.** Line management leadership is strengthened through development programs, such as specialized workshops, to ensure effective safety management at all levels of the organization. This fosters a culture of prevention and a commitment to safety.
- **Emergency preparedness and response.** We implement strate-

gic measures to ensure effective preparedness and a rapid response to emergencies, minimizing operational impacts and associated risks.

- **Occupational health, hygiene, and psychological well-being management.** We manage programs and continuous assessments to verify the established controls related to risk agents, besides carrying out interventions and providing follow-up to reinforce the line management and guarantee comprehensive employee wellbeing.
- **Occupational incidents and illnesses management.** We have clear procedures to investigate

and analyze incidents and occupational diseases, identifying their root causes, and establishing corrective and preventive measures.

- **Inspection of critical controls.** We perform periodic inspections to assess the implementation of critical controls in operational processes and the effectiveness of the prevention plans, to identify and apply continuous improvements.
- **Independent external audit.** As a company, we submit our processes to external audits that validate compliance with health, safety, and wellbeing standards, including the certification under international standards such as ISO 45001.

Throughout the year, and despite the occurrence of an unfortunate event, Poderosa ratified its zero-tolerance policy in the event of critical safety deviations, supported in strict management inspections and in clear accountability by the management, the line of command, and the staff responsible for each process. As a result of this sustained effort, we exceeded 4,000,000 hours worked with no accidents, reflecting operational discipline, risks control and continuous improvement in Occupational Health and Safety.

100%

COVERAGE FOR EMPLOYEES AND THIRD PARTIES THROUGH OUR OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM.



› Prevention culture.

We guarantee a safe and hazard-free working environment as an essential condition for business continuity and the well-being of our employees and contractors. To do so, we strengthened occupational health and safety management, using the Baseline IPERC, a tool to identify high potential risks and hazards, and enables the implementation of efficient critical controls to mitigate impacts and guarantee safe conditions.

We also promote field follow-up to the leaders and teams to ensure the correct application of the Continuous IPERC during the execution of their tasks. This approach consolidates comprehensive safety management and supports continuous improvement in accident prevention.

All the same, we audit our performance, with internal and external audits; the findings are informed in a structured manner and are implemented transversally, including in contractor companies, ensuring sound preventive management in line with international standards.

We have a specialized team that ensures the correct application of risk management tools: 5S, Base IPERC, Continuous IPERC, Safe Work Analysis, Written Permits for High Risks Tasks (PETAR), STOP, Critical Control Management, and Scheduled inspections. All of them are integrated into a single strategy to manage critical risks and increase the operational discipline level.

We guarantee a safe and hazard-free working environment as an essential condition for business continuity and the well-being of our employees and contractors.

Response to hazards or emergency situations



Hazard notifications

We have clear procedures in place to report hazardous conditions and conducts. Any person can immediately inform a supervisor about a risk detected. The supervisor in compliance with the regulations in force, assesses and corrects this hazard within the defined deadline.

The notification system is aligned with our policies and guarantees the right to reject unsafe tasks, without retaliation, according to our 9 Golden Rules for Life. This principle backs a preventive approach and reinforces shared responsibility in safety.



Hazard identification and reporting flow

Poderosa guarantees all employees the right to withdraw from any work situation that they consider may cause injuries, uneasiness, or diseases, without fear of retaliation, according to our internal policies and current regulatory framework, to ensure a safe and healthy work environment.

Under this framework, we define a hazard identification and notification flow that starts with the risks assessment by the employee, it continues with immediate communication to the supervisor or the person responsible for Safety in the area; it is formalized through an incident report in the reporting system, including a description of the risk, its location and possible consequences; and it is completed with the verification and corrective actions by the supervisor in coordination with the Safety Area before resuming the activities.



Accident investigation

To understand immediate and systemic causes, we apply structured methodologies such as Root Cause Analysis (RCA) and Incident Cause Analysis Methodology (ICAM). The investigations are carried out by a multidisciplinary team that assesses operational conditions, human factors and management components.

The management line is responsible for executing and verifying the corrective actions and for promoting preventive initiatives to avoid recurrence, reinforcing our commitment with continuous improvement.

Training and skills

In 2025 we updated the training programs to guarantee that the skills are in line with the new regulations and best practices. The plan was structured around different topics.

- **Advanced Occupational health and safety training** (focused on critical risks and fair culture).
- **Emergency response and handling** (drills and first aid).
- **Occupational hygiene** (exposure control and preventive measures).
- **Occupational medical surveillance** (continuous monitoring and aptitude for the position).
- **Internal Risk management** (decision-making based on data and performance).

This training meets the regulations and, above all, improves preventive culture, promoting safe conduct and permanent learning.

Awareness raising campaigns

As to reinforce our prevention culture and translate critical controls into safe behavior on a day-to-day basis, we deploy specific campaigns that combine short training sessions, clear messages and on-site presence for employees and contractors. These initiatives seek to anticipate risks, standardize good practices and improve operational discipline in all the Productive Units.

- **Rockfall.** Emphasis on causes, inspection before entering the

areas, standard compliance, and commitment of the employees and contractors in the day and night shifts.

- **Electrical hazards.** Under the motto “Always alert, always safe – I take care of my life and my health”, we reinforced critical controls, typical causes, and compliance standards with the participation of the staff.
- **Hand care.** Sessions were held on the main causes of injuries, good practices and use of protection, in Santa Maria and Marañon Production units for employees and contractors.

Finally, we achieved the expected result: greater awareness, adhesion to procedures and a sustained reduction of incidents through guided repetition, peer observation and management follow-up.

Measures implemented to eliminate and minimize other occupational risks

To guarantee safety and reduce exposure to risk in our operations, we

apply a comprehensive approach based on hierarchy control (elimination, substitution, engineering controls, administrative controls, and PPEs). In this framework we prioritized engineering and design over administrative controls and planning and monitoring over reaction. The following are the five main actions implemented:

1. **Extraction mechanization:** we automated critical process stages to reduce the presence of people in the areas of greater exposure.
2. **Strict exploitation planning:** we sequenced tasks using standard operating procedures, safety checkpoints, and pre-verification, optimizing efficiency and risk control.
3. **Improvements in support:** we reinforced bolting, mases and shotcrete, according to updated geo techniques ensuring the stability of underground work.
4. **Redesign of equipment and protection:** We included interlocks, protection, latches, and ergonomic improvements to enhance the safe operation of machinery.
5. **Real time micro-seismic monitoring:** we implemented sensors and alarms to detect events early and prevent structural or geomechanical failures.

This set of integrated solutions, that combine engineering measures and

management tools, allow mitigating high potential risks, strengthen operational discipline and sustainably raise our safety standards. All the same, these measures reduce employee exposure to risk conditions and consolidate preventive management, oriented to safer and more sustainable operations.

Occupational hazards with risk of serious injury

Hazard identification is carried out based on the Internal Incident Reporting System, used by the different processes to record health and safety events, when these occur. Every

incident is classified according to the type of event or Hazard and to the severity of the injury (minor, disabling, or fatal), which allows to identify trends and recurrence.

The information is consolidated and reviewed every month by the Occupational Health and Safety Committee, to prioritize the main hazards and define preventive or corrective actions, when applicable. In this context, the critical events with greater potential to cause serious injuries are concentrated in the following priority hazards, according to the annual statistics of the annual incident reporting system:

- **Rock fall** (geo mechanical risk in underground works).

- **People falling** (at a different or same level, both in the surface and underground).
- **Entrapment or impacts during drilling** (interaction between a person and the equipment and transit energy).
- **Entrapment or impacts by moving machinery** (moving equipment, maneuvers and operation zones).

Verifiable critical controls, conduct observation and field audits are focused on these hazards, with zero tolerance for deviations and immediate suspension of activities when a control is not fully in place.



We apply a comprehensive approach based on hierarchy control (elimination, substitution, engineering controls, administrative controls, and PPEs).

» Health and Safety Services.

Occupational health and hygiene services are our first shield: we identify, evaluate, and control risks that may affect the health and safety of employees. We operate with total coverage in all our operational units, as well as in our Trujillo and Lima offices, covering all the staff, from when they start working in the company until their retirement.

HOME HEALTH CARE SERVICES

We implemented comprehensive Occupational Health and Hygiene management oriented to identify and control the risks that may affect our employees' health and safety. These services are available in all our mining and administrative units, following up the employees throughout their labor cycle and reinforcing our commitment with prevention, wellbeing and the sustainability of our operations.

OCCUPATIONAL HEALTH

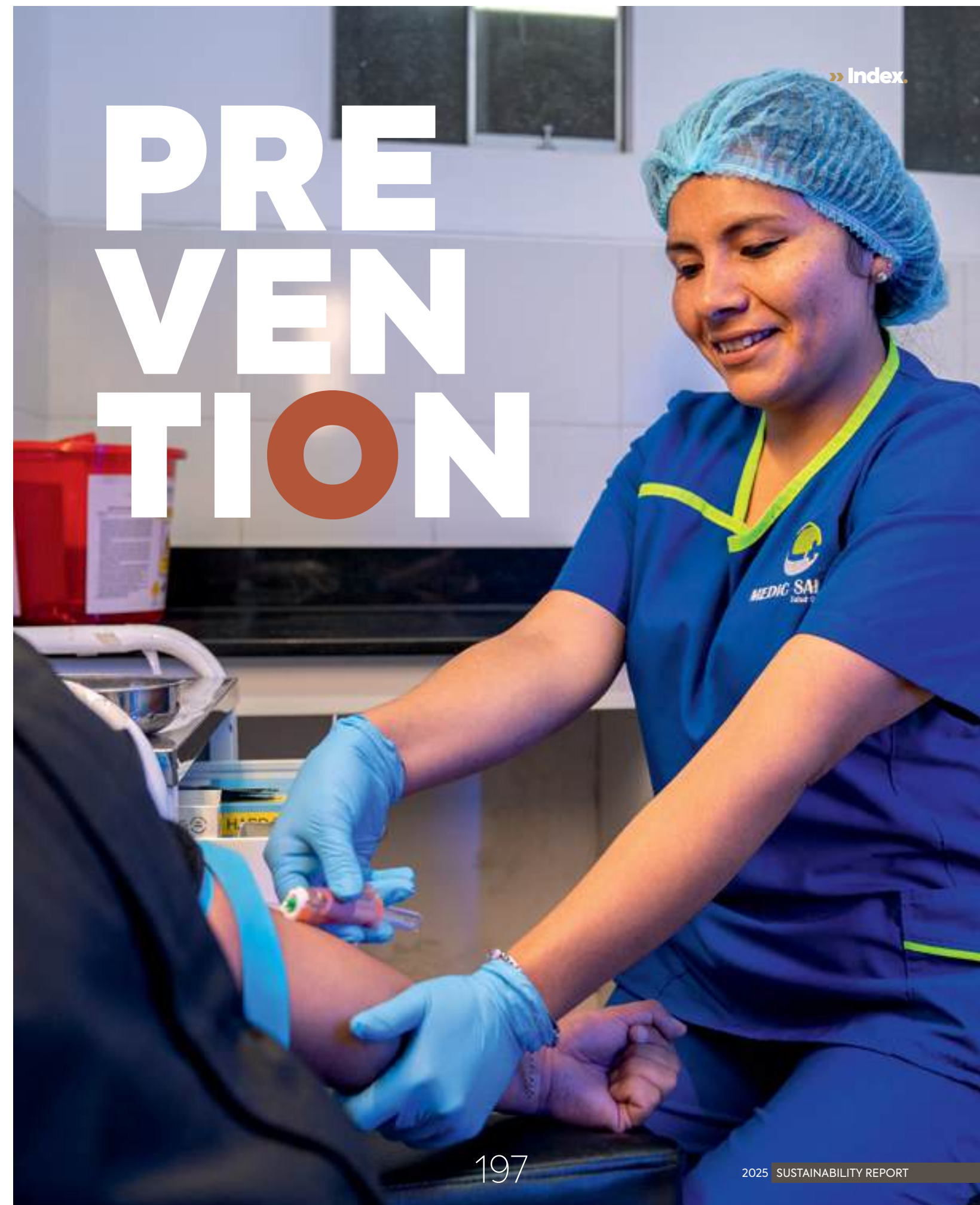
Our occupational health actions are focused on prevention and health surveillance of our employees through medical evaluations, continuous monitoring the health of employees exposed to risks and promoting wellness programs. We complement these efforts with awareness raising campaigns on occupational diseases, first aid and healthy lifestyles, strengthening a prevention and comprehensive care culture.

OCCUPATIONAL HYGIENE

We permanently monitor our performance through accident rate indicators calculated per every 1,000,000-man-hour worked, according to the current regulations. This monitoring allows us to identify trends, reinforce controls and promote an organizational culture oriented to prevention and people care.

HEALTH PROMOTION

- a. Mental health prevention training.** We carry out training programs for employees and third parties to prevent psychological and social risks related to depression, anxiety, and work stress. These initiatives foster early identification of warning signs and strengthen skills to manage emotional wellbeing, promoting healthy and resilient working environments.
- b. Programs to promote healthy eating.** We foster programs that promote balanced diets and healthy lifestyles through nutrition guidance, education and availability of healthy meal options. These initiatives strengthen self-care and holistic well-being.
- c. Medical services and occupational health.** We provide comprehensive medical services focused on timely care, ongoing health monitoring, and disease prevention. These services include primary care, regular checkups, preventive programs, and continuous follow-up, ensuring an efficient response to the health needs of employees and third parties. This approach reinforces a safe and health working environment, oriented towards holistic well-being.



» Communication processes.

We guarantee clear and timely communication at all times to strengthen preventive management and foster a collaborative environment oriented towards collective care.

MANAGEMENT MECHANISMS

Promoting ongoing communication is one of the pillars of our preventive culture. We hold regular informational meetings, led by line management and the safety team, where we share performance indicators, incident analyses, and regulatory updates. We supplement these efforts with physical and digital newsletters and bulletins that reinforce key messages about health, safety, and best operational practices.

We also conduct five-minute safety briefings at the start of each shift to raise awareness of the risks associated with daily tasks. This process is integrated with internal digital platforms that provide access to procedures, alerts, and reports of unsafe conditions. In addition, strategic signage in critical areas visually reinforces preventive controls and promotes a more risk-aware culture.

PARTICIPATION AND CONSULTATION PROCESSES AND THEIR BENEFITS

We promote the structured involvement of our employees in occupational health and safety management through formal dialogue mechanisms.

The Health and Safety Committees bring together company representatives and employees to identify risks, review working conditions, and propose improvements.

We also have confidential channels—such as surveys and suggestion boxes—that allow us to gather concerns and recommendations in a secure manner. This process is reinforced by participatory audits in which employees directly contribute to the evaluation of procedures and controls. Before implementing new

procedures or significant changes, we incorporate their input to ensure more effective operational decisions.

This integrated approach improves organizational trust, reinforces commitment to our safety policies, and brings diverse perspectives to help anticipate risks. Thanks to this active participation, we are moving toward a more comprehensive management approach that is aligned with the continuous improvement of working conditions.

We guarantee clear and timely communication at all times to strengthen our preventive management.

» Assessment and performance.

In 2025, we maintained a constant focus on accident prevention and the protection of health and safety across our operations. The most common incidents involved rockfalls, people falling, entrapments and impacts during drilling, and incidents involving moving machinery.

We assess our performance according to the current regulations through accident rate indicators calculated

per every 1,000,000-man-hour worked, both for our employees and contractors. These indicators allow us to identify trends, prioritize critical risks and adjust preventive controls with operational speed.

We reaffirm our commitment to continuous improvement: we are strengthening standards, enhancing operational discipline, and fostering a culture of prevention aimed

at creating an increasingly safe and sustainable work environment.

For further information, refer to Annex 9: [Additional information, Chapter 5, Occupational Health and Safety Management.I.](#)



5.3. Diversity, Equity and Inclusion.

(GRI 202-1) (GRI 405-1) (GRI 405-2) (GRI 406-1)(GRI 14.21.5)(GRI 14.21.6)(GRI 14.21.7)

We know that modern, safe, and competitive mining requires a diverse workforce, inclusive leadership, and work environments based on respect, integrity, and equal opportunity. In this regard, we reaffirm our commitment to Diversity, Equity, and Inclusion (DEI) as a strategic pillar of our organizational culture and our sustainable management practices.

Management mechanisms



DIVERSITY, EQUITY, AND INCLUSION (DEI) POLICY

Approved in July 2024, it applies to all staff, regardless of the site, regime or type of contract. It is aligned with ISO 26000, SDGs ODS 5 and 8 and GRI 405 Standard. Also, it is reviewed every two years to ensure currency and continuous improvement.



POLICY ON THE PREVENTION AND DISCIPLINARY ACTION FOR SEXUAL HARASSMENT

It establishes confidential reporting mechanisms and clear protocols for action and reinforces our commitment to zero tolerance for any form of discrimination.

Key goals

In 2025 we established a structured, measurable and sustainable DEI management system, fully integrated into the business and into the 2025 Strategic Plan. We work on eight priority fronts.

- 01

Strengthen the regulatory framework and enforcement. Consolidate the Equity, Diversity, and Inclusion Policy and the Sexual Harassment Prevention Policy.
- 02

Integrate equity into the business strategy. Include quantitative diversity goals in the 2025 DEI Strategic Plan.
- 03

Promote an inclusive and preventive organizational culture. Ensure continuous diffusion of DEI policies and programs to employees and contractors; and strengthen awareness-raising efforts and mechanisms to prevent discrimination and harassment.
- 04

Ensure inclusive operating conditions and infrastructure. Implement tailored infrastructure and procedures that guarantee safe and appropriate conditions for women in the workplace.
- 05

Promote inclusive recruitment and selection processes. Implement bias-free recruitment practices that use inclusive language, objective evaluation, and strategic partnerships to increase the participation of women and diverse groups.
- 06

Promote women leadership and equitable professional growth. Implement training and mentoring programs to strengthen women leadership.
- 07

Ensure the financial sustainability of the DEI strategy. Allocate an annual budget and establish a Gender Equity Plan with targets for 2025 and 2030.
- 08

Generate inclusive impact in communities and along the value chain. Promote women entrepreneurship in communities where we operate and their gradual integration into the mining value chain.

Our achievements in 2025

In 2025, we integrated DEI to the core of our business: we strengthened our regulatory framework and aligned our processes and culture with international standards. In doing so, we empowered our leadership to translate equity into measurable and sustainable results.

- **We strengthened our regulatory framework and compliance.** We consolidated our Equity, Diversity, and Inclusion Policy in alignment with ISO 26000, SDGs 5 and 8, and GRI 405, with a biannual review. We reinforced our Policy on the Prevention and Sanctioning of Sexual Harassment with clear protocols, confidential channels and zero tolerance.
- **We integrated equity into the business strategy.** We incorporated quantitative diversity goals into the 2025 DEI Strategic Plan, with executive monitoring. Directors and Managers participated in sector meetings, technical panels and mentoring programs, fostering inclusive leadership.
- **We consolidated governance and follow-up** We strengthened the Inclusion and Diversity Committee through regular monitoring of indicators, impact assessments, and effective policy enforcement in coordination with strategic areas.
- **We made our hiring process more inclusive.** We are improving our recruitment process by using inclusive language in job postings, eliminating irrelevant requirements, omitting gender identification from resumes in selected hiring processes, and partnering

with technical schools and universities, thereby increasing the participation of women and diverse candidates.

- **We developed female leadership.** We launched training programs in leadership, mine safety, negotiation, and team management. We also set up internal mentoring programs led by female executives, with tracking of their impact on promotions and retention.
- **We adapted our infrastructure and operations with an inclusive approach.** We implemented the modular women's camp (96 beds) with private bathrooms and dedicated changing rooms. We implemented specialized procedures for pregnant women and adapted technical criteria regarding weight limits, and we made progress on maternity and breastfeeding policies. We received the PERUMIN Seal for Equity and Inclusion.
- **We strengthened prevention efforts and our organizational culture.** We raised awareness about equality and the role of women in mining. We communicated DEI policies through the intranet, email newsletters, induction sessions, and operational briefings to our employees and contractors, increasing adherence and respect in our day-to-day operations.
- **We are making progress in the inclusion of people with disabilities.** We have set up a multidisciplinary team to support their integration, we implemented reasonable adjustments, certifications, and job modifications, and ensured compliance with regulations.
- **We guarantee equal pay and transparency.** We strengthened the HAY methodology for internal equity. Through our Payroll and

Compensation department, we ensure fair compensation regardless of gender or origin, and we enabled the Tu Recibo platform for transparency and understanding of benefits.

- **We ensure the financial sustainability of the strategy.** We allocate an annual budget for DEI initiatives and have developed a Gender Equity Plan with targets for 2025 and 2030, ensuring continuity and the measurement of results.
- **We expanded our impact to communities and the value chain.** We implemented entrepreneurship programs for women in nearby communities and enhanced their training to gradually integrate them into the mining value chain.
- **We maintained an environment free of discrimination.** In 2025 we did not record any case of discrimination due to race, gender, religion or political opinion, building trust and operational integrity.

Diversity

EMPLOYEE DIVERSITY: FEMALE REPRESENTATION

The presence of women in Poderosa, beyond being an indicator, is a lever of change. Today, we see that female participation varies according to hierarchy level, therefore, we breakdown the information by responsibility level to understand precisely where we are and where we are heading to.

With this data, we identify real progress, persisting gaps, and concrete opportunities to promote female talent in every stage of the career. This way, we align recruitment, de-

velopment and succession to ensure equitable progression and viability in decision-making roles. The benefit is for all Poderosa: we strengthen teams, accelerate innovation and build a more balanced, representative organization, prepared for the future.

EMPLOYEE DIVERSITY: INCLUSION OF PEOPLE WITH DISABILITIES

The diversity we strive for is measured by our actions. That is why we continuously monitor the participation of people with disabilities and remove barriers to their development. As of 2025, we have four employees with

disabilities who are properly registered. By 2026, we will work to increase this number through concrete actions: monitored integration, job adequation, and support from a multidisciplinary team.

Salary indicators

As a result of the salary restructuring in 2024 under the HAY methodology, in 2025 we have classification per grades and bands, we place every person with critical and comparable objectives, we reinfor-

ce equal opportunities, promoting diversity and inclusion at all levels. All the same, we periodically updated the compensations indicators to verify the salary position within the band and correct any deviations in time. With this base, we carried out a massive salary review and backed promotion decisions and lateral movements, ensuring internal consistency, equity and alignment with performance and the organizational structure.

As of 2025, the most significant pay gaps are observed in the salary categories of Superintendents/Deputy Managers/Corporate Heads, with a ratio of 1.11, and Heads of Areas / Specialists, with a ratio of 1.02. For the other salary categories, the recorded ratios are:

- Coordinator/Supervisor/Analyst: 0.98
- Administrative /Technical employee: 0.85
- Operator/Worker: 0.92

For further information, refer to Annex 9: [Additional information, Chapter 5. Diversity, equity and inclusionn.](#)

The diversity we strive for is measured by our actions. That is why we continuously monitor the participation of people with disabilities and remove barriers to their development.



ALWAYS HONEST:
CORPORATE GOVERNANCE, ETHICS,
COMPLIANCE, AND ECONOMIC DEVELOPMENT

6.1. Corporate governance.

(GRI 2-9) (GRI 2-10) (GRI 2-11) (GRI 2-12) (GRI 2-13) (GRI 2-15) (GRI 2-16) (GRI 2-17) (GRI 2-18) (GRI 2-19) (GRI 2-20) (GRI 405-1)(14.21.5)(G.01.0003) (G.01.0005) (G.01.0010) (G.01.0008)

Good corporate governance is an essential pillar of sustainability and long-term value creation. That is why, guided by a vision of responsibility and compliance, we continuously strengthen our governance practices: we prioritize transparency, efficient decision-making, and accountability at all levels of the organization.

Governance bodies

The General Shareholders' Meeting is our maximum governance

body. Its most important functions are the approval of social management, reviewing the annual results, the election of the Board of Directors, modification of the by-laws, and the adoption of corporate restructuring agreements, according to the current regulations and strategic needs of the company.

Based on its decisions, the Board of Directors oversees strategic direction and is responsible for appointing external auditors, a power delegated by the Shareholders' Meeting to ensure an appropriate separation of duties and institutional balance.

Composition and Tenure of the Board of Directors

Our Board of Directors is made up of 11 official members and 9 alternate members, appointed for a three-year period. Currently, the Board of Directors is made up by 8 male and 3 female official directors. In making these appointments, we apply criteria such as professional experience, track record, reputation, ethical integrity, business expertise, and independence of judgment, to ensure effective oversight.

In 2025, our Board of Directors held 12 sessions.

For further information, refer to Annex 9: [Additional information, Chapter 6, Corporate Governance](#).

Average tenure in 2025 was 20 years; in 2024, it was 19 years, the same figure recorded in 2023. This result reflects our commitment to stability, management continuity, and the accumulation of strategic knowledge about our operations.

12 BOARD OF DIRECTORS' MEETINGS

20 Directors,
 of whom 4 are independent directors with industry experience, 2 are executive directors, and 9 are non-executive directors.

20%
 of directors are women

95%
 of directors are over 50 years old

TABLE 16.
Composition of the Board of Directors in 2025, broken down by name, position, independence criteria, and year of appointment

Name	Position	Independence	Year of appointment
Evangelina Arias Vargas de Sologuren	Chairperson	Non-independent	1980
José Enrique Juan Picasso Salinas	Vice-president	Non-independent	2006
Victoria Isabel Arias Vargas	Official	Non-independent	1991
Ana Carolina Arias Vargas	Official	Non-independent	1997
Jorge Alfredo Guillermo Picasso Salinas	Official	Non-independent	2009
José Nicolás de Bernardis Cuglievan	Official	Non-independent	1998
Russell Marcelo Santillana Salas	Official	Non-independent	2024
Walter Eduardo Sologuren Jordan	Official	Non-independent	1987
Víctor Augusto Cayetano Ostolaza Fernández Prada	Official	Non-independent	1999
Adolfo Darío Arias Díaz	Official	Non-independent	2009
José Néstor Marún Sales	Official	Independent	2017
Juan Antonio ProYear Arias	Alternate	Non-independent	2009
Fernando A P Cantuarias Alfaro	Alternate	Non-independent	1980
Eduardo José Ferrero Costa	Alternate	Non-independent	2007
Ricardo Eleazar Revoredo Luna	Alternate	Non-independent	2007
Rafael Bernardo Luis Picasso Salinas	Alternate	Non-independent	2009
Carolina María Castro Quirós	Alternate	Non-independent	2012
Carlos Fernando Aranda Arce	Alternate	Independent	2017
Luis Carlos Marchese Montenegro	Alternate	Independent	2024
Christian Ditlet Eidson Aubry	Alternate	Independent	2024

To learn more about our directors' backgrounds, refer to Annex 9: [Directors professional background](#).

Functions of the Board of Directors in environmental, social and governance impact management

In line with our sustainability approach, the Board of Directors evaluates, monthly or at each meeting, the Organization's economic, environmental, and social performance, as well as its operational and financial aspects. At the same time, it oversees the tasks assigned to the committees. During these sessions, participating executives communicate decisions to employees and convey key management concerns to the Board of Directors. This work is coordinated with the support of the Executive Committee, which continuously reviews the company's performance.

In addition, the Board of Directors, in collaboration with management, develops, approves, and updates principles, values, strategies, policies, and objectives related to sustainable development and the management of environmental, social, and governance impacts. Its members actively participate in working groups such as the Strategy and Sustainability Committee, among others, and maintain a positive outlook on the identification and management of impacts in key areas such as energy transition, the circular economy, and regional development.

Every year, there is a review and evaluation of the sustainability reports to ensure that they align with the policies, principles, values, objectives, and goals of the Organization. Once approved by the Board of Directors, they are submitted to the Shareholders' Meeting for ratification.

Communication of critical concerns to the Board of Directors

If applicable, critical concerns may be communicated to the Board of Directors during its meetings through officers who act as intermediaries between Senior Management and the governing body. However, in 2025, no critical concerns were brought to the attention of the highest governing body.

Board of Directors Training in sustainable development



The Board of Directors evaluates, monthly or at each meeting, the Organization's economic, environmental, and social performance.

Upon joining the company, all directors receive comprehensive information about our business, purpose, values, Code of Ethics and Conduct, and their roles and responsibilities. They also receive training on legal, compliance, and sustainability matters, and visit the mine once a year to deepen their understanding of operations.

To enhance their capabilities, directors participate in forums for information and discussion on the environmental, social, and economic aspects of the business; for example, in the Strategy and Sustainability Committee and in meetings with Asociación Pataz (our nonprofit association), among others.

Independent directors and conflicts of interest

The qualification of independent Directors is performed pursuant to the criteria established by the Securities Market Superintendency. Their contribution is especially appreciated for they provide an unbiased and specialized view of our organization's activities based on their experience, honorability, and economic independence.

Likewise, our Code of Ethics establishes guidelines to ensure that the members of the Board of Directors are not subject to external influence and avoid conflicts of interest, always putting the Company's interests before their own. Although we do not have a formal policy on conflicts of interest, the Board of Directors puts in place mechanisms to avoid prevent and mitigate them, when they occur.

Leadership of the Board of Directors

The Chairperson of our Board of Directors, Mrs. Evangelina Arias Vargas de Sologuren has executive functions. She is the Executive Chair and leads Board of Directors and Senior Management regarding the definition of organizational strategies, goals, and

objectives. Her role is to guarantee the Company's sustainability, maximizing financial and production results, promoting stakeholder development, and generating positive social impacts.

Board of Directors performance evaluation

At present, we do not have a formal procedure to assess the performance of the Board of Directors²⁹, in overseeing the management of the organization's impacts on the environment, the economy, and people, or in general terms. Although the selection of directors is based on their skills and relevant experience for company management, the absence

of formal assessment mechanisms implies that no specific measures have been adopted in this regard.

Remuneration policies

Our compensation policy aligns the incentives of the Board of Directors and Senior Management with the achievement of organizational objectives and responsible management of economic, environmental, and social impacts.

The Board of Directors receive a percentage of the liquid profits before taxes, which guides their decision-making towards sustainable value creation and adequate strategy supervision, including the risks and impacts on the economy, the environment and people. Supervision by independent members of



²⁹ Since no assessments were conducted in 2025, we do not have information regarding the assessor's independence or the frequency of the assessment, nor were any measures adopted regarding the composition of the governing body or our organizational practices.

the Board of Directors or by an independent compensation committee is not applicable.

Senior management sets compensation policies for senior executives based on annual performance evaluations and external market competitiveness. To this end, we use transparent salary bands that are periodically reviewed against market standards, and we incorporate the views of our stakeholders, including shareholders, through the corporate governance bodies that review and approve the principles of the compensation scheme. In addition, we hire external independent consultants to review the compensation structure, ensuring technical and objective criteria, aligned with the best market practices.

This system integrates performance, market dynamics, and stakeholder engagement, and ensures decisions that prioritize sustainable perfor-

mance and the responsible management of our environmental, social, and governance impacts.

Operational Structure

The General Management oversees the implementation of policies approved by the Board of Directors and the Shareholders' Meeting and is responsible for leading the company's strategic management.

The different areas such as Administrative, Finance and Marketing; Operations, Integrated Management System, Geology and Explorations, and Corporate Affairs, manage their activities according to our annual plan, contributing to meeting our goals and strengthening our commitment with sustainability and good corporate governance.

Board of Directors Committees

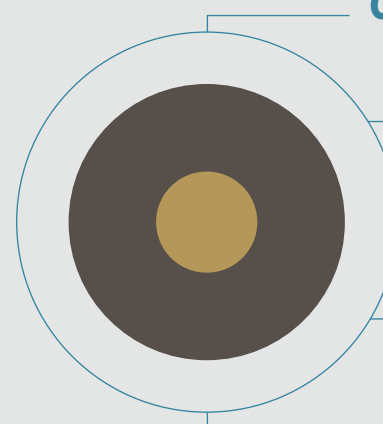
To guarantee efficient management, in line with our values, we have specialized committees.

For further information, refer to Annex 9: [Additional information, Chapter 6, Corporate governance](#).

Download Poderosa's 2025 Corporate Good Governance Report by scanning the QR code below.



Board of Directors Committees

- 
- 01. Executive Committee:** supervises overall performance and solves situations that require additional actions that exceed the General Management's functions. Frequency: weekly.
 - 02. Audit Committee:** guarantees corporate integrity and supervises risk identification and assessment. Frequency: every four months.
 - 03. Ethics and Good Corporate Governance Committee:** supervises compliance with guidelines and procedures that support our ethics culture. Frequency: every four months.
 - 04. Strategy and Sustainability Committee:** designs and reviews strategies that drive the company's economic, environmental and social performance, generating sustainable and positive impacts. Frequency: every four months.
 - 05. Hedging Committee:** analysis of the prices of the metals we produce and operates according to market needs. Frequency: as needed.



6.2. Corporate aspects.

Our purpose is to develop mining activities, in general, with an indefinite duration. This economic activity, according to the International Standard Industrial Classification (ISIC), established by the United Nations, corresponds to the extraction of other non-ferrous metallic minerals (section B, division 07, group 072, class 0729).

Our history began on May 5, 1980, with the establishment of the company before Dr. Gaston E. Barboza Bezada, Notary Public in and for Lima, through a notarial recorded instrument registered on page 395, volume 24 of the Registry of Mining Corporations of the Public Registry of Mines. Currently, the Company is registered under Electronic File N°01204769 of the National Superintendence of Public Registries (SUNARP) Lima Registry Office, Legal Entity Registry.

Capital and shareholder structure

The company's capital stock is registered before the Securities Market Public Record and the Lima Stock Exchange since January 27, 2005.

Together, our capital structure and ownership profile support our long-term stability, our access to capital markets, and our independence in decision-making.

As of the end of 2025, the company had a capital stock of S/ 1,000,000,000.00, fully subscribed, and paid. The capital stock is represented by 1,000,000,000 common shares at a nominal value of S/ 1.00 each, with voting rights.

Our shareholder base includes both domiciled and non-domiciled investors 51.20% of this stock corresponds to domestic shareholders (accounting for 512,042,000 shares) and 48.79% are held by non-do-

micated shareholders (representing 487,958,000shares). This ownership structure reflects a diversified and balanced shareholder base, which supports transparent management practices aligned with our good corporate governance principles.

We are not a part of any economic group, reinforcing our operational and strategic independence. Among our main shareholders, there are legal entities and individuals, both domiciled and non-domiciled.

The main shareholder is a non-domiciled legal entity. Shareholders 2 and 3 are domiciled individuals, shareholder 4 is a domiciled legal entity and shareholders 5, 6 and 7 are non-domiciled legal entities.

Together, our capital structure and ownership profile support long-term stability, access to capital markets, and independence in decision-making.

TABLE 17.
Main shareholders broken down by number of shares and percentage of ownership 2025

Name	Nationality	N° Shares	Ownership %
Talingo Corporation	British Virgin Islands	184'961,313	18.50
Victoria Isabel Arias Vargas	Peruvian	160'461,380	16.05
Luz Evangelina Arias Vargas de Sologuren	Peruvian	152'221,124	15.22
Ccori Apu S.A.C.	Peruvian	139'594,850	13.96
South America Mining Investment Corp	British Virgin Islands	104'635,041	10.46
Xelor Shipping Limited	British Virgin Islands	96'296,096	9.63
Zulema Invest Limited	British Virgin Islands	96'296,091	9.63

TABLE 18.
Tenure, shareholders and ownership 2025

Tenure (Unit)	Shares	Ownership %
Less than 1%	1071	2.30
Between 1% and 5%	1	4.25
Between 5% and 10%	2	19.26
More than 10%	5	74.19
Total	1079	100.00

Operations evolution

In 2025, the capital increase of S/ 200,000,000 from retained earnings, effective March 11, 2025, has enabled us to sustainably strengthen our financial structure by increasing our capital without affecting liquidity. All the same, this capitalization has improved our equity position, which supports our operations and future projects.

Dividend policy

On September 30, 2009, the company’s General Shareholders’ Meeting approved the following dividend policy: “The company shall distribute between 40% and 60% of the annual distributable profits, in cash”.

Stock Exchange quotation

In 2025, the shares were quoted as follows, in average.

TABLE 19.

Stock quotation in 2024 - 2025 (Variable Income)

Month	Unit	2025				
		Opening	Closing	Maximum	Minimum	Average Price
January	N°	8.10	8.00	8.30	7.95	8.02
February		8.00	7.90	8.30	7.90	8.08
March		7.85	8.30	8.94	7.75	8.12
April		8.55	9.60	9.65	8.15	8.95
May		9.60	7.90	9.99	7.85	8.86
June		8.00	7.70	8.00	7.50	7.64
July		7.60	7.70	7.80	7.56	7.64
August		7.78	8.36	8.50	7.70	7.85
September		8.30	8.80	8.89	8.06	8.41
October		8.80	9.56	9.70	8.80	9.28
November		9.55	9.39	9.55	8.40	8.92
December		9.00	9.68	9.80	9.00	9.41



6.3. Ethics and transparency.

(GRI 3-3) (Ethics, transparency and compliance) (GRI 2-26) (GRI 205-1) (GRI 205-2) (GRI 205-3) (GRI 14.22.1) (GRI 14.22.2) (GRI 14.22.3) (GRI 14.2.4) (G.01.0019) (G.01.0021)(G.01.0023) (G.01.00024) (G.01.00025) (SASB EM-MM-510a.1)

The sustainable development of our operations, as well as the creation of long-term value, motivates us to work tirelessly to build trust among our stakeholders. Not for nothing, for over 45 years we have built a sound reputation in Pataz, based on honesty and responsibility. Therefore, our commitment is to always keep and reaffirm the values and principles that have allowed us to hold friendly relations with our neighbors.

Our corporate culture, compliance with the law, and ethical conduct guide the actions of our employees, the Board of Directors, and everyone who represents us. Transparency is a fundamental pillar of our management, which is why we maintain clear communication with our stakehol-

ders. All the same, we show a strong commitment to integrity through a Compliance Management System that establishes guidelines and procedures to prevent, detect, and correct inappropriate behavior.

Our forward-looking approach

Achieving our strategic objectives builds trust and fosters an ethical culture focused on continuous improvement and comprehensive risk management. In this context, we protect our reputation and strengthen our governance through practices aligned with our ethical princi-

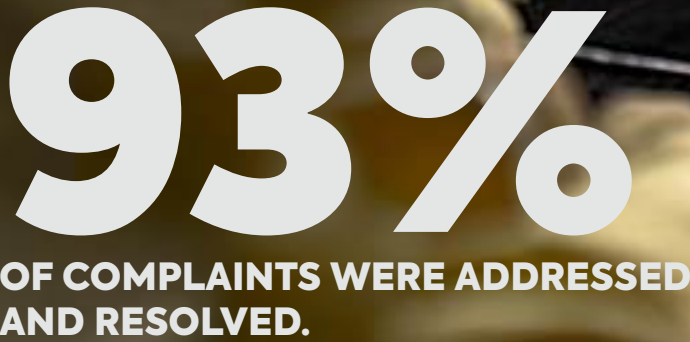
ples, ensuring management that is consistent with our values and international standards. We implement compliance programs, including the Annual Compliance Management System Program and the Annual Program for the Prevention of Money Laundering, Terrorist Financing, and the Proliferation of Weapons of Mass Destruction, thereby fostering an organizational culture based on integrity and transparency.

We also systematically manage our compliance obligations and risks by regularly updating the compliance risk matrices for each process, which ensures we have up-to-date information to make timely decisions. In addition, we periodically assess the management of high- and critical-level risks, ensuring that controls are properly implemented in accordance with the guidelines of ISO 31000:2018, thereby strengthening our comprehensive approach to risk management.

Transparency is a fundamental pillar of our management.

Our annual goals

In 2025, we achieved the following milestones in relation to our stated goals.



Statement supporting the extractive industries transparency initiative

Since 2011 we voluntarily and actively participate in the process to implement the EITI in Peru. This is because we are convinced that transparency and accountability, fixed components of the EITI standard, are fundamental and necessary for our activity to be beneficial for the country.

We support and encourage the public policies and initiatives promoted by the government to ensure transparency in the awarding of licenses and contracts, as part of the fight against corruption and our unwavering commitment to responsible practices and corporate integrity.

We work to continuously strengthen the company's compliance culture. In this line, in 2024 we were certified under ISO 37301:2021 – Compliance Management System. We continue to hold this certification even after undergoing the 2025 audit process conducted by Perú Certification. In addition, we reinforced our comprehensive risk management based on ISO 31000:2018 and we automated the risks matrices in a module inside our document platform.

Permanent communication is fundamental for our management, therefore we keep an open channel through the following e-mail address: cumplimiento@poderosa.com.pe and the telephone extension of the Risk and Compliance Area. This channel allows seeking advice and raising concerns about the application of internal policies and procedures.

In addition, we have an Ethics Channel that offers several means of contact, allowing our employees and stakeholders to report their complaints about any deviation related to ethical behavior and violation of Human Rights.

Our fight against corruption

Corruption is one of the main obstacles to our country's development. We assumed a firm committed to prevent it in all our operations, respecting human rights, the legal regulations in force and our voluntarily assumed commitments. We must note that in 2025 we did not have any confirmed events of corruption.

Our Compliance Policy establishes the absolute prohibition of any act of corruption, including bribery, collusion, and trading in influence, as well as any act that qualifies as money laundering or terrorism financing in any form, whether directly or indirectly. The Code of Ethics and Conduct define the guidelines that rule our employees and stakeholders' behavior.

We take a comprehensive approach based on three pillars: prevention, detection, and reporting.



In 2025 we did not have any confirmed events of corruption.

100%

OF OUR OPERATIONS WERE ASSESSED FOR CORRUPTION RISKS.

ISO 37301:2021 Compliance Management System

This system, implemented in 2023, strengthened the identification and handling of obligations and risks throughout the organization. In 2024 we received the ISO 37301:2021 certification, after an external audit by BASC Perú (Peru Certification), and in 2025 we successfully maintained it, reaffirming our commitment to ethical and systematic management.

ISO 37001-2016 Anti-bribery Management System and Anti-bribery Certification (EXI)

In 2019 we became the first Peruvian mining company to obtain the ISO 37001:2016- Anti-Bribery Management System international certificate granted by BASC Peru, under the

Peru Certification brand. In the same year, we received the Zero Anti-Bribery Certification, renamed Antibribery Certification (since 2022), backed by Empresarios por la Integridad. This certification is reviewed every two years and is in full force thanks to our ongoing efforts to prevent and fight against any form of corruption.

On the other hand, our Anti-bribery Management System has strengthened our culture of integrity, transparency, and compliance, through an integrated methodology that combines risk identification and assessment with the implementation of effective controls. This approach allows us to prevent and mitigate risks,

detect warning signs in situations and conducts that deviate from our ethical framework and to apply the necessary corrective measures in line with our Compliance Policy and our Code of Ethics and Conduct.

In 2025, after the audit performed to our Anti-bribery Management System, we successfully maintained this certification, which reflects our commitment to ethical and responsible management, in line with the most demanding international standards.

ETHICS AND GOOD CORPORATE GOVERNANCE COMMITTEE

Our Ethics and Good Corporate Governance Committee assumes an instrumental role in supervising our organization's ethical performance, ensuring that our decisions and practices are carried out with integrity, transparency and responsibility, in full coherence with our corporate values.

In 2025 the Committee held three sessions, where they assessed progress of the Anti-Money Laundering and Terrorist Financing (AML/TF) Prevention System, the Compliance Management System and the different ethical issues within the organization. In these sessions, the committee reviewed objectives and indicators, training carried out, the due diligence processes, risk management, the statistics of the Ethics Channel and corrective actions implemented, when applicable.

The consolidated results were submitted to the Board of Directors, strengthening ongoing oversight and contributing to the establishment of sound and effective corporate governance.

Training in ethics and anti- corruption

We provide ongoing training and information on ethics, anti-corruption, our Code of Ethics and Conduct, and on the use of the Ethics Channel and we also provide permanent counseling on ethical and legal conduct.

As part of our due diligence process, we provide our Code of Ethics and Conduct and our Compliance Policy to our suppliers and contractors both at the beginning of our business relation and every time we update these documents. In addition, we have included specific clauses regarding contracts and purchase orders to make sure that our commercial relations are honest and in line with our ethical standards.

Our ethics channel

To guarantee transparency, confidentiality, and traceability of the complaints received, our Ethics Channel is managed by an external company. This service operates 24 hours a day, throughout the year, and allows our employees and stakeholders to submit grievances and complaints from any device with an internet connection in a confidential manner, and anonymously, if requested. We are firm in our position of zero tolerance for any type of retaliation; therefore, we ensure strict control during the investigation process and we apply disciplinary measures in the event of any deviation from the established procedures.

Reports can be made through the following channels:

- Telephone: **0-800-71791**
- E-mail address: **denuncias@canaldeeticapoderosa.com**
- Ordinary Mail: **Av. Víctor Andrés Belaúnde 171, San Isidro – Lima**
- Website: **<https://www.canaldeeticapoderosa.com>**

When a complaint is confirmed, the appropriate sanctions are imposed in accordance with our Internal Work Regulations. Additionally, to ensure transparency and strengthen our ethical culture, we report on the status of the Ethics Channel to the Ethics and Good Corporate Governance Committee and to the Board of Directors on a quarterly basis. For questions or suggestions, users can write to the following e-mail address **cumplimiento@poderosa.com.pe**



6.4. Legal compliance.

(GRI 2-27)

Fines

In 2025, no inspections were carried out by OEFA. However, the challenge to the sanctions imposed by OEFA, derived from the Regular Supervision of the Mine Closure plan in March 2020, is still pending before the judiciary. This fine amounts to 59,078 Tax Units. It is important to mention that this fine was fully paid, and that at the end of this year there are no pending payment obligations.

Tax Contingency

On December 31st, 2025, the only pending tax contingency proceeding related to 2015 Income tax ended, with favorable results for the Company. The Tax Court revoked Intendency Order N.º 0150140015590 regarding the objection concerning minerals on-site not recognized as work-in-progress—the most significant issue—and its impact on the associated fine. All the same, it confirmed the objections regarding improper deductions, related to unrecorded depreciation of fixed assets and unclaimed profit sharing within the prescribed time limit, contingencies deemed minor.

Subsequently, pursuant to Determination Resolution No. 012-003-0108129, served on July 18, 2025, the Tax Administration recalculated the income tax in accordance with the Tax Court's ruling. This recalculated amount was paid by the Company.

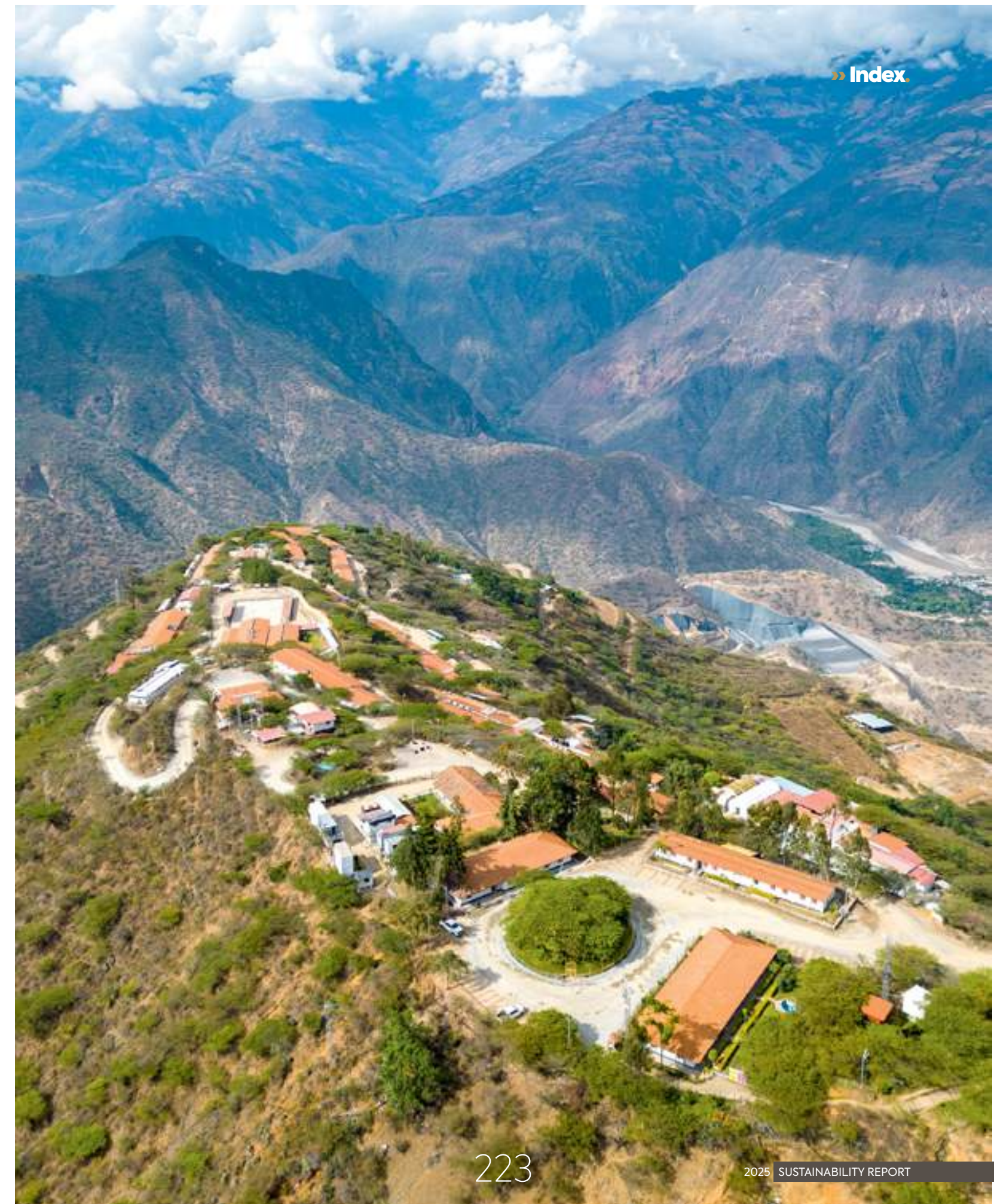
Legal contingencies

As of December 31st, 2025, several complaints were pending against the company, including payment of the following amounts:

- S/1,169 for invalidity of an administrative action;
- Obligation to pay S/6,201;
- S/4,527 in social benefits and damages resulting from breach of labor regulations in favor of former company and contractor workers.

The management and the internal legal advisors estimate that all the legal and administrative proceedings that Poderosa has in place as of the end of 2025 are routine proceedings, and their results will not have a significant impact on the operation's results and the financial standing of the Company.

In 2025 all inspections conducted OEFA concluded without any findings.



6.5. Economic performance.

(GRI 3-3) (Economic performance) (GRI 201-1) (GRI 201-2)(GRI 14.2.2)(GRI 14.9.1)(GRI 14.9.2)(GRI 14.23.1)(GRI 14.23.2)

We seek to attain social, environmental, and economic balance to maximize investment, and increase income. This way, we pay more taxes to the Government, so they can be used for public investment for the benefit of the communities. Under this logic, the impact of our economic performance translates into value generation for our stakeholders.

This sustained growth is only possible because we align our financial management with our values, Integrated Management System Policies, Occupational Health, Environmental Protection, Quality, and Ethics with our business philosophy. All the same, we have a dividend policy in place that allows a balance between

growth and profitability for our shareholders, reinforcing sustainable value creation in time.

Our activities and results

As of the end of 2025, net sales amounted to S/ 2.474 billion, a 32.4% increase compared to S/ 2.626 billion recorded in 2024. This result reflects higher production levels and a favorable pricing environment for precious metals. The cost of sales was S/ 2.104 billion, a 23% increase compared to S/1.708 billion, in the former year.

This year, we sold 9,440 ounces less than in 2024. The average price of our exports was US\$3,467 per ounce of gold and US\$42.3 per ounce of silver. The average gold price, on its part, recorded a 44.8% variation compared to the previous year. 100% of our production was exported to our customers Asahi in Canada and Argor-Heraeus in Switzerland.

The net profit for the year was S/720 million, representing 73% growth compared to S/415 million in 2024.

Regarding the analysis and discussion of the results of our operations and our economic and financial situation, these are reported to the Securities Market Superintendency in the Management comments attached to the financial statement in a quarterly basis.

In line with our commitment to transparency and sustainability, we keep sound reporting processes that guarantee accurate measurement of our results. In 2025, our internal processes and our financial statements were audited by Gaveglío Aparicio y Asociados Sociedad Civil de Responsabilidad Limitada, with favorable opi-

nions. During the reporting year, we have not identified any significant negative impacts on the people, the economy, or the environment.

Cost Evolution

In 2025, our production in ounces registered a -2.4% variation compared to 2024. In this context, the cash cost per ounce produced varied in +35.1%, from US\$1,350 per ounce to US\$ 1,824 per ounce. In turn, the total cost per ounce varied in +33.1%, from US\$1,743 per ounce to US\$2,321 per ounce.

These results reflect the combined effect of the grade dynamics, and metallurgic recovery, inflation of critical inputs (energy, explosives, lime, steel) and the management of operational efficiency in the mine and plant fronts. In addition, we have a cost increase due to illegal mining as mentioned in [paragraph 2.2](#).

In parallel, we keep a disciplined approach in the allocation of capital and cost control, prioritizing productivity initiatives, scheduled maintenance, and input consumption optimization to mitigate cost pressure and support business profitability.

CONTRIBUTION TO DEVELOPMENT
In line with our commitment to transparency and sustainability, in 2025 we contributed to the country's development through taxes and social contributions, investment in talent, local supplier and community programs. Our policy is to diligently meet our tax and regulatory obligations, strengthening the value chain and territorial development.

We keep a disciplined approach in the allocation of capital and cost control.



The net profit for the year was **S/720 million, representing 73% growth compared to S/415 million in 2024.**

TABLE 20.

Main financial indicators

Indicator	Unit	2022	2023	2024	2025
Ebitda	S/ million	999.61	712.89	991	1,380
Net sales		2,090.7	1,992.6	2,624	3,474
Gross margin	%	42	34	35	39
Operational margin		33	23	25	30
Profit before taxes	S/ million	628.58	459.4	635	1,044
Net profit		407.34	295.7	415	720

TABLE 21.
Direct economic value generated and distributed
(GRI 3-3) (GRI 201) (GRI 201-1) (GRI 201-2)

Indicator		Years	2022	2023	2024	2025
Direct Economic Value Generated (EVG)		Unit	2,112'356,128	2,006'212,965	2,631'701,987	3,511'206,122
Income	Net sales plus income from financial investments, indemnification, insurance, and asset sales	S/	2,112'356,128	2,006'212,965	2,631'701,987	3,511'206,122
Economic Value Distributed (EVD)			1,514,828,900	1,563,076,633	2,026,605,881	1,541,423,379
Supplier payments	Payment to suppliers, royalties, and payments for facilitation or gifts		1,095'091,314	1,205'406,950	1,651'538,764	1,541'423,379
Employee salaries and benefits	Total payments to employees and social contributions. Does not include future payment commitments.		155'583,599	147'957,520	153'982,248	156'787,509
Government payments	Gross taxes and fees		246'162,419	182'228,934	199'002,268	295'332,741
Investment in Communities	Voluntary contribution to and investment in the communities, including donations		17'991,568	27'483,229	22'082,601	24'158,139
Economic Value Retained (EVR)			597'527,227	597'527,227	443'136,331	605'096,106

Indebtedness

In 2024, short and medium-term bank financing operations were maintained to cover the company's investment needs. As of December 31st, 2025, the balance of financial

debt was USD 32.4 million (USD 41.4 million in 2023) with an average annual cost of EAR 6.25 % (6.28 % in 2023).

Hedging and leverage ratios were maintained as follows:

- Leverage ratio = 0.13 (total financial debt/EBITDA)
- Debt service hedging ratio = 18.3 (EBITDA/[Financial Expenditure + Long-term debt payments])

TABLE 23.

Indebtedness
2024- 2025

Bank	Unit	Balance as of 31.12.2024	Type	Balance as of31.12.2025	Type
Scotiabank	US\$ million	18	Working Capital	14	Working Capital
Santander		0.4	Financial leasing	0.14	Financial leasing
		0	Financial leasing	38	Working Capital
BBVA		14	2020 mid-term loan	6	Financial leasing

TABLE 22.

Validity
Periods and
Penalties

Indicator	Unit	2022	2023	2024	2025
Validity	US\$	350,940.08	360,527.31	374,941.84	395,899.24
Penalties	S/	3'238,778.80	3'359,928.18	10'937,531.30	11'353,763.78



Average gold price

In 2025, gold recorded its highest peak in more than four decades, and broke successive historical records: it surpassed for the first time US\$4,000 per ounce of gold in the fourth quarter and reached intraday peaks of over US\$ 4,300 per ounce of gold in October. Towards the end of the year the price reached a maximum record around US\$ 4,530.39 per ounces on December 26th, while the annual average was around US\$ 3,444 per ounce, in line with aggregated estimations close to US\$3,430 – US\$3,500 per ounce published by different market sources.

This performance responded to a confluence of factors: significant inflows into ETFs and strong institutional demand: Net purchases by central banks ended the year at around 863 tons, a historically high level, although below >1,000 tons in previous years. Also, the expectation of interest rate cuts by the Federal Reserve and

a weaker dollar reduced the opportunity cost of non-yielding assets, while geopolitical uncertainty sustained demand for safe-haven assets.

In the third quarter of 2025, the WGC reported 13 new LBMA highs, a quarterly increase of 16%, and an average of \$3,456.54 per ounce with investment as the main driver (ETF +222 t) and the jewelry market pressed by higher prices, confirming a structu-

rally higher price base for the industry.

Finally, it is already well-known that we had an unprecedented year for gold: record prices, investment acceleration, robust official purchases, and monetary shifts in the United States created a scenario that drove up prices and pushed the annual average to a historic high.

TABLE 24.

	Year	Unit	Average gold price
Average gold price per year	2022		1,802.46
	2023	XAU USD	1,943.56
	2024	BGN CURRENCY BGN	2,388.76
	2025		3,444.09

Notes:

- XAUUSD is the symbol (pair) that expresses the price of gold—measured in troy ounces (troy oz)—in U.S. dollars (USD). In other words, it indicates how many dollars a troy ounce of gold costs on the spot market. It is the most commonly used pair for trading gold in global financial markets (FX/OTC, futures, and CFDs) and is typically displayed as XAU/USD or XAUUSD depending on the platform.
- XAU represents gold as a “currency” in trading environments, while the US dollar serves as the quote currency; this does not replace LBMA reference prices or other valuation methodologies but serves as a real-time operational quote.

We had an unprecedented year for gold: record prices, investment acceleration, robust official purchases, and monetary shifts in the United States.

Audit report

Our financial statement corresponds exclusively to Compañía Minera Poderosa S.A. and does not include information on other institutions .

In 2025 there was a change in external auditors, for Price Waterhouse Coopers (PWC). We must mention that the General Accountant resigned on May 31st, of this year.

The firm responsible for the financial audit is Gaveglio Aparicio y Asociados Sociedad Civil de Responsabilidad Limitada, a member of the PricewaterhouseCoopers International Limited (PwCIL) global network. Every firm on the network is a separate and independent legal entity, which does not act on behalf of PwCIL or other member firms. The company is registered under File N.° 11028527 of the Lima and Callao Legal Entity Registry.

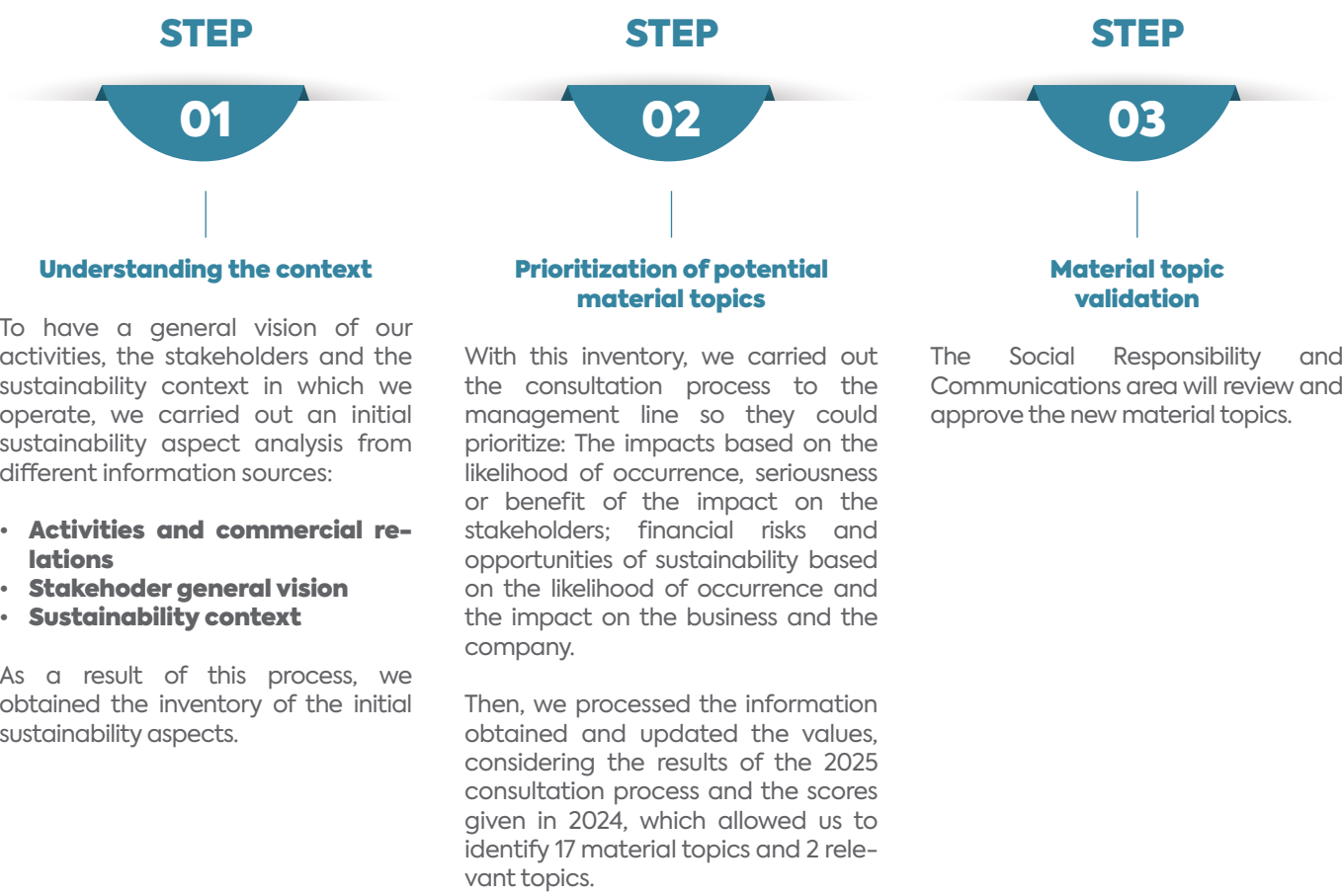
The report was signed by Mr. Pablo Félix Saravia Magne, Chartered Public Accountant, with Registry Number 24367, from Gaveglio Aparicio y Asociados Sociedad Civil de Responsabilidad Limitada.



6.6. Double materiality.

(GRI 3-1)

We based this report on the double materiality approach. In 2023 we carried out the first double materiality process, we assessed the most relevant topics in the industry at a global level and determined their significance for our business, from a financial perspective and considering the impact generated on our stakeholders, the environment, and human rights. Both variables allowed us to quantify the relevance of such sustainability topics, to prioritize them according to their potential financial impact (inside the company) and the impact on our stakeholders (outside the company).



GRAPH 5.
Double Materiality Matrix 2025 (GRI 3-2)

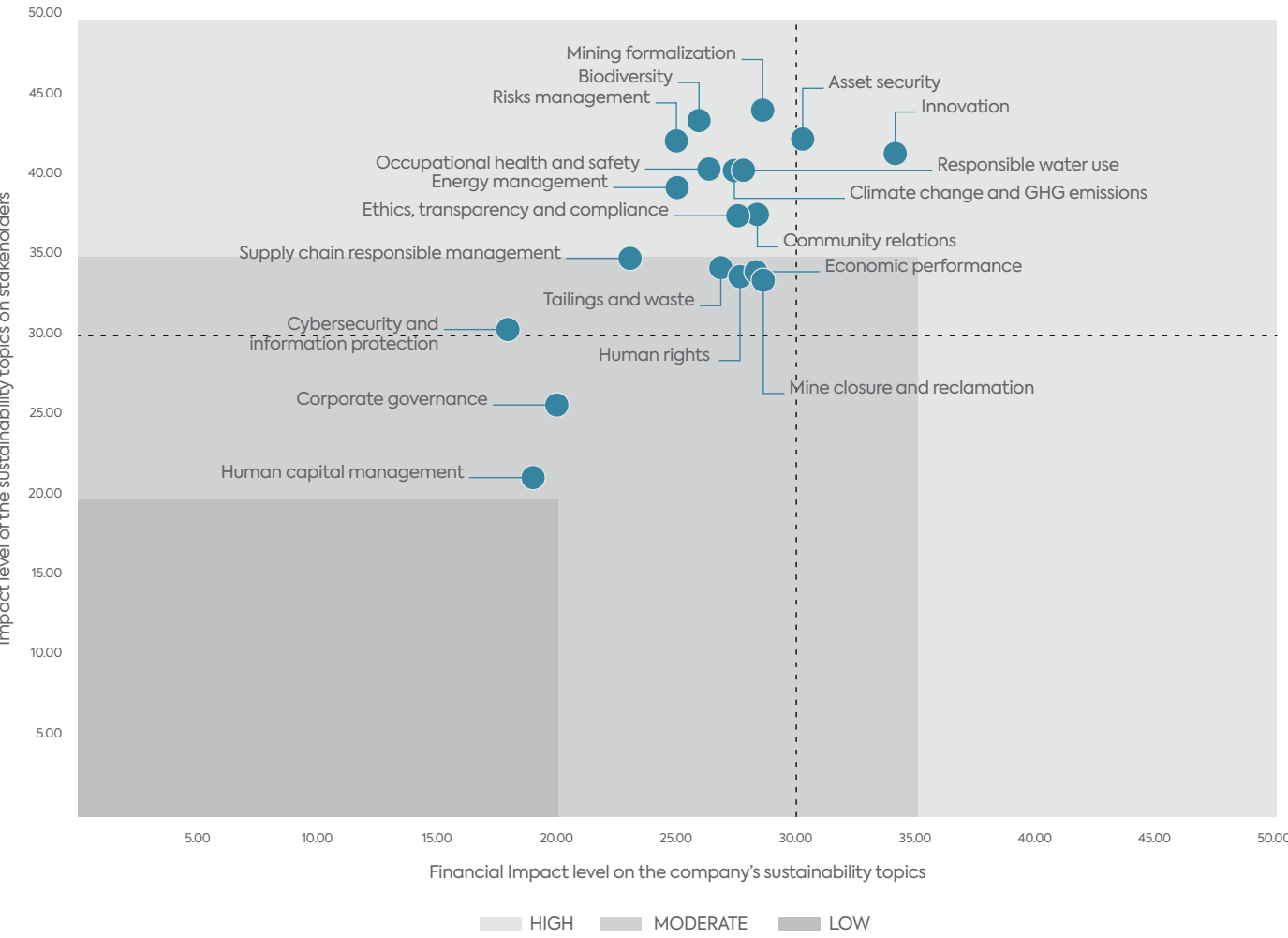


TABLE 25.
Material and relevant topics 2025
(GRI 3-2)

Material Topics			
N.º	Topic	Dimension	Definition
1	Climate change and Greenhouse Gas (GHG) Emissions	Environmental	Climate change and GHG emissions comprise impact and risk management related to Greenhouse Gas emissions and other pollutants generated by the operations and the value chain, as well as the identification of opportunities to move towards a low carbon operation. Includes measuring, reporting and reduction of emissions, assessing climate risks and strengthening the resilience of assets and territories where the operations take place.
2	Responsible water use	Environmental	Responsible water use includes comprehensive management of withdrawal, consumption, recirculation and discharge in the operations and value chain, with permanent monitoring of the water footprint. In includes protecting the quantity and quality of the water at the basins and the implementation of practices to optimize water performance and sustainability.
3	Biodiversity	Environmental	Biodiversity comprises mining operations and value chain impact management on the species and ecosystem throughout the life of the project, from exploration to closure and reclamation. In includes avoidance, mitigation, and restoration in the event of deforestation, degradation of habitats, pollution and effects on the communities, promoting conservation and recovery of biological diversity.
4	Mine closure and reclamation	Environmental	Mine closure and restoration include planning financial provision, execution and monitoring closure process, dismantling and reclamation of intervened land, from the operation to post-closure. It includes design and update of plans aligned with corporate standards and regulations, physical, chemical, hydrological and biological stability, recovery of soils and ecosystems and the definition of future land use. It also considers environmental, social and economic impacts management as well as related legal, operational, financial and reputational risks.
5	Energy management	Environmental	Energy management involves planning, use, and optimization of energy consumption in operations and across the value chain, with the aim of reducing energy intensity and dependence on fossil fuels. This includes implementing efficiency improvements and gradually incorporating renewable and clean energy sources to promote sustainability and competitiveness.
6	Tailings and waste	Environmental	Tailings and Waste comprise the comprehensive management of tailings, waste rock, and other hazardous and non-hazardous waste generated by mining operations. This includes the design, operation, monitoring, and safe decommissioning of the facilities, as well as the proper disposal of waste to ensure safety and sustainability.
7	Responsible supply chain management	Governance and Economy	Responsible supply chain management refers to the processes and controls through which a company selects, evaluates, and manages its suppliers to ensure operational continuity while preventing and mitigating social, environmental, and ethical risks throughout the value chain. It implies standardization and monitoring of regulatory compliance, human rights, labor practices, environmental management and governance, as well as the integration of sustainability criteria in purchases from and development of local suppliers.
8	Economic performance	Governance and Economy	Economic performance is a company's ability to generate sustainable value through its operations, as reflected in its production, revenue, profitability, and financial strength, which back investments and tax. It also includes the distribution of this value to the country and community through employment, responsible purchases, strengthening local suppliers, infrastructure development and transparent tax payments.
9	Risk management	Governance and Economy	Risk management is the set of governance frameworks, processes and structures that allow identifying, assessing, preventing, and mitigating strategic, operational and project risks, systematically applying international standards such as ISO 31000 to guarantee a coherent and effective approach.
10	Ethics, transparency and compliance	Governance and Economy	Ethics, transparency and compliance comprise the principles, policies and systems that ensure honest business behavior, and regulatory compliance in all operations and relations. It includes the Integrated Management System, compliance and anti-bribery programs, prevention of corruption, asset laundry, fraud, conflicts of interest and anti-competitive practices, as well as transparency in government payments and responsible relationships with the authorities.

Material Topics			
N.º	Topic	Dimension	Definition
11	Cybersecurity and information protection	Governance and Economy	Cybersecurity and information protection encompass the systems, processes, and capabilities designed to protect a company's digital assets, including systems, networks, devices and corporate and personal data, against non-authorized access, undue use, loss or alteration. It includes integrated cybersecurity management, data governance, and analytics in the framework of digital transformation, as well as compliance with the data protection regulations.
12	Innovation	Governance and Economy	Innovation consists of systematically developing and implementing technologies, processes and solutions that drive continuous improvement and optimize operations. It integrates participatory mechanisms such as improvement circles and teams that apply quality methodologies, statistical analysis, problem resolution techniques and creativity to generate effective solutions.
13	Health and occupational safety	Social	Occupational health and safety comprise the implementation and continuous improvement of management systems aligned with regulations and standards such as ISO 45001, to prevent accidents, incidents and occupational diseases, protecting the physical and mental health of employees, contractors and the supply chain staff. In includes risk identification and control, permanent training, active participation of employees, emergency management, wellbeing programs and assessment through performance indicators.
14	Human rights	Social	Human rights encompass the management and due diligence required to identify, prevent, mitigate, and remedy actual or potential impacts on people within operations and the value chain, including employees, suppliers, and communities. This includes non-discrimination, fair working conditions, freedom of association and collective bargaining, the elimination of child and forced labor, and respect for rights in conflict or high-risk situations, supported by policies and grievance mechanisms.
15	Community relations	Social	Community relations involve the ongoing and structured management of relationships with the surrounding communities, based on dialogue, participation, and respect for human rights. It includes mechanisms to address concerns and mitigate impacts, the design and implementation of social investment programs, local employment initiatives, and capacity-building efforts, as well as the prevention and mitigation of environmental and socioeconomic impacts.
16	Asset security	Social	Asset security comprises systems, resources and practices to protect mining assets such as facilities, operations, people and surroundings, through risk prevention and mitigation such as illegal mining and other threats to business continuity. It includes planning and management of staff under the principles of human rights and regulations in force, reducing incidents, material loss, social impacts as well as legal, operational, financial and reputational risks.
17	Mining formalization	Social	The formalization of mining encompasses the processes, relationships, and support mechanisms that enable mining companies to engage with artisanal miners in order to transition from informal or illegal operations to regulated and safe activities. This includes building relationships with local stakeholders, identifying and mitigating social, environmental, and human rights impacts, as well as capacity building, land allocation, and technical assistance.

Relevant topics			
N.º	Topic	Dimension	Definition
1	Corporate Governance	Governance and Economy	Corporate governance is the system through which the Board of Directors sets strategy, oversees management, and is accountable to ensure that decisions are responsible, transparent, and aligned with the interests of shareholders and stakeholders. This includes the composition and diversity of the board, the independence and experience of its members, as well as the quality of oversight and management of critical risks, including those related to ESG factors. Sound governance not only determines the social and environmental impact of the company, but also its capacity to identify risks and opportunities that influence its financial performance and sustainability in the long term.
2	Human capital management	Social	Human capital management comprises policies and practices oriented to attract, develop and retain skilled and diverse talent, through transparent and meritocratic processes, opportunities for technical training and leadership, and an inclusive environment, free of discrimination and with equitable professional growth conditions. It includes climate and commitment management, physical, mental and economic well-being, and balance between life and work.

6.7. Our stakeholders.

(GRI 2-29)

We strategically manage our relationships with the stakeholders who support our organization's growth. In this way, we can focus our efforts on creating shared value, aligning our business performance with the social and economic strengthening of the communities in which we operate.

The identification of our stakeholders allows us to systematically include their expectations and needs into our corporate strategy. Therefore, we hold relations based on ethics, transparency, and permanent communication. We have formal channels that ensure continuous information flow, such as periodic meetings and specialized reports, and we strengthen decision-making through a comprehensive analysis of our context, supported by mappings and perception studies.

All the same, we have mechanisms designed to provide timely and effective solutions to the requests we receive. Our claims and complaints mechanism includes actions plans focused on remediating the negative impacts related to our activities. We complement this effort with cons-

tant social conflict monitoring based on ongoing dialog and follow-up and prevention reports that enable us to anticipate risks and consolidate sustainable cohabitation with the communities.

- › Shareholders
- › Employees, workers and Officers
- › Suppliers
- › Community
- › Government
- › Artisanal Miners
- › Customers

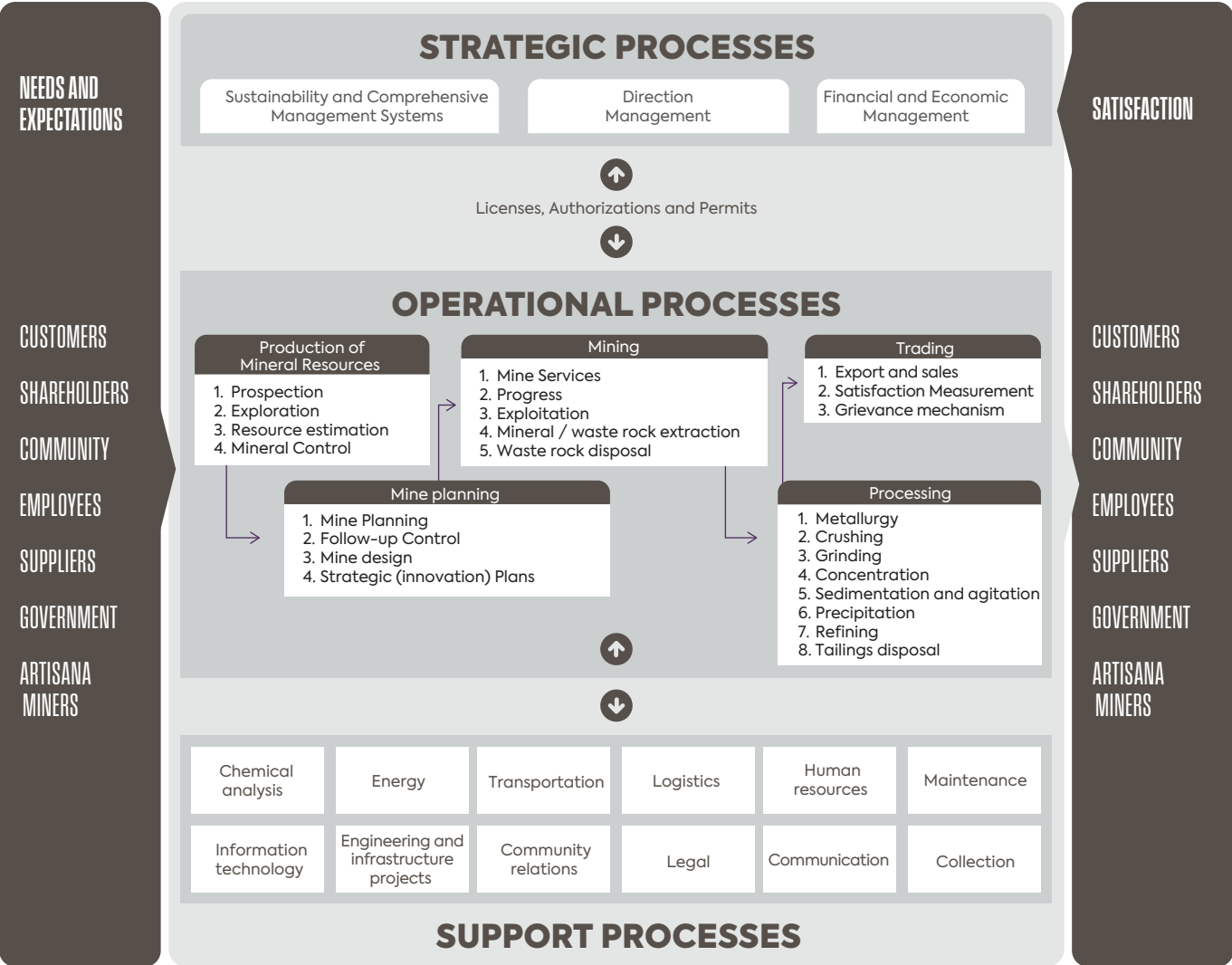
TABLE 26.

 Stakeholder

Media	Frequency	Topics of interest
SHAREHOLDERS. They are the owners of the Company's equity.		
They own the company's assets.	Annual	- Occupational health and safety approach, asset security and community relations. - Exploration, reserves forecast and operations development. - Anti-corruption practices.
EMPLOYEES, WORKMEN AND OFFICERS. Those who carry out daily tasks, from strategic management down to operations.		
Daily Intranet, Batolito Comunitario and special newsletters, e-mail, periodic meetings, bulletin boards (updated weekly), suggestion box, internal social network.	Permanent	- Improved quality of life within the company - Adequate working conditions and good organizational climate - Economic performance and sustainability. - Compliance with occupational health and safety standards. - Equal opportunities and transparent promotion processes. - Ethical and transparent practices in the company.
SUPPLIERS. They are the companies or organizations that provide a product or service to the Company.		
The companies or organizations that provide products or services to the company.	Permanent	- Timely payments - Good occupational health and safety practices - Growth possibilities and continuous development opportunities - Company innovation practices that can improve supply - Goods and services quality - Transparent and fair selection, assessment, and reassessment process.
COMMUNITY. The communities and authorities directly or indirectly related to the company's operations. Civil society organizations and local and regional governments are also included.		
Periodic meetings, perception studies, Batolito Comunitario and special newsletter, radio.	Permanent Quarterly: Batolito Annual: Special newsletter	- Community and population development and wellbeing. - Road Improvement, entrepreneurial and employment opportunities. - Increase in products yield and sales, - Water quality and quantity. The work with the JASS is appreciated.
GOVERNMENT. Group of national, regional, and local organizations directly or indirectly related to our activity.		
Through the channels established in the regulations that govern our economic activities.	As necessary	- Compliance with occupational health and safety standards. - Multistakeholder dialog and cooperation, - Institutional synergy generation to drive the community's sustainable development - Fight against corruption. - Innovation: transfer of technology and know-how.
ARTISANAL MINERS . Formal artisanal miners working within our direct area of influence and who deliver the ore they extract to be processed by Poderosa.		
E-mails, periodic meetings, technical visits, telephone.	Permanent	- Support regarding security aspects - Transparent and timely liquidation process. - Possibility to constantly grow and develop. - Regional development - Responsible use of water in the company's operations, prioritizing water availability for the community.
CUSTOMERS. The buyers of our final product. There is no customer classification or category.		
E-mail, periodic meetings, annual survey, telephone.	Permanent Biannual: Survey	- Interested in security matters in Patatz due to the attacks of criminals in the area. - Constant communication through news releases - Meetings on security measures adopted by the company.



7.1. Process map.



PROCESSES

7.2. Supplier management.

(GRI 2-6) (GRI 3-3)(Responsible supply chain management)(GRI 204-1) (GRI 308-1) (GRI 407-1) (GRI 408-1) (GRI 409-1)
(GRI 414-1) (GRI 14.9.5)(GRI 14.20.2) (GRI 14.18.2)(GRI 14.19.2)(GRI 14.19.3)(GRI 14.18.3) (GRI 14.17.9) (G.02.0007)

We consider that our suppliers are strategic partners in our operations. Therefore, we work to guarantee a supply chain aligned with the highest quality, safety and sustainability standards. To achieve this, we develop their performance through a strict selection and assessment process.

Our commitment with suppliers goes beyond a commercial relationship. Through various initiatives, we promote their capacity to develop innovative products, provide specialized services and improve productivity, making them more competitive. We also prioritize local job creation, fostering the participation of local contractors and companies, contributing to the economic development of the communities where we operate.

We manage our supply chain through two specialized areas with complementary functions and focus on operations continuity.

- **Contract Administration.** We draft, manage and follow-up services and works contracts with contractors throughout their lifecycle. This way, we ensure contract compliance, application of international standards, and consistent risk management. Their work guarantees transparency, traceability, quality, safety and regulatory compliance, and contributes to sustainability and value creation for the organization.
- **Logistics.** We manage suppliers of goods and services, from their qualifications, and assessment to

timely procurement. In this section, we refer to this group of companies as “suppliers of goods and services”.

Both areas align criteria and controls to guarantee timely procurement, and periodic supplier assessment, complying with the assessment and reassessment procedures defined according to the complexity of their activities.

Our management is based on the Quality Policy that expresses our commitment to a responsible and sustainable supply chain. This policy, which is available on our website, is complemented by our Code of Ethics and Conduct, which defines the guidelines for the expected behavior of suppliers and related third parties, promoting integrity, and transparent and loyal relationships.

All the same, we align our operations with international standards such as ISO 9001, ISO 14001, ISO 45001, ISO 37001 and ISO 37301, to strengthen quality, safety, efficacy and innovation. These standards support the implementation of procedures that guarantee transparency, traceability

ty and compliance with our interactions with suppliers and contractors.

Our main procedures include the following.

1. **Contract Development Procedure,** Defines guidelines and policies for the creation of contracts.
2. **Supplier Standardization Procedure,** Ensures compliance with the minimum standards established to participate in awarding processes.
3. **Unit Price Lists Update Procedure,** Ensures the registration and control of unit prices with traceability.
4. **Penalty Calculation and Application Procedure,** Establishes

guidelines to apply penalties in the event of contract breach.

5. **Supplier Evaluation,** Selection and Award Procedure: Guarantees clear, honest and transparent contracting processes.

As to minimize risks and strengthen long-term strategic alliances, we have a comprehensive process that includes standardization, due diligence and awarding of suppliers, as well as a review prior to the drafting of a contract. This approach is applied both to suppliers of goods and services and to contractor mining and related companies.

The standardization process evaluates financial, accounting, legal, go-

vernance, environmental and social criteria, including compliance, quality, safety and occupational health. This evaluation is carried out by specialized areas such as Legal, Human Resources and Social Responsibility, to guarantee a multidisciplinary analysis. Regarding Social Responsibility and Communications, we complement the review with remote interviews to allow a detailed and efficient review. All the information is registered in a standardization questionnaire that includes these key aspects.

Key objectives

Contract administration

Ensure that 100% of suppliers with a contract pass the approval and due diligence processes, obtaining a rating of regular, good, or outstanding.



Logistics

Standardize more than 80 % of critical suppliers, those whose goods or services directly impact the operation.



We consider that our suppliers are strategic partners in our operations.

Logistics Management

Purchase and management of automatic replenishment materials such as fuels, chemical products and explosives is vital for mining operations. Many of these products are hazardous, therefore, their purchase is subject to specific regulations. Transportation, storage and hand-

ling of these products is very risky because of their physical and chemical characteristics, with potential adverse effects on people's health, our facilities, our processes, and the environment.

To guarantee timely and safe procurement, we have a team of specialized buyers and warehouse keepers, responsible for domestic and international purchases. We also have a

Supply Chain Area, that manages reception and dispatch of materials to our mining units, with delivery points in Lima and in Trujillo.

The transportation of these materials is carried out by specialized companies that comply with the legal regulations in force on the route Lima-Trujillo-Mine.

In our mines, we have a sound infrastructure to support this logistic process. In our facilities we have two central warehouses, storage units, gas stations, timber storage facilities, ammunitions deposits and specialized warehouses for heavy and bulky materials. This operational capacity guarantees safe, efficient, and reliable handling of the materials that support the continuity of our operations.

- We issued an updated version of the Supplier Assessment and Re-assessment Procedure, including sounder standards to determine eligibility of a candidate to be part of the supplier pool. This update strengthened quality and consistency of our assessment criteria, aligning them with best practices and fostering a more reliable supplier base.

plan will allow greater efficiency in planning, as well as coherent compliance with the responsible management criteria for the purchase of goods and services.

- **Automation of automatic replenishment purchases for fixed assets / direct charge.** We will move forward with the automation of purchase processes for automatic replenishment materials, fixed assets and direct charges. This project will enhance operational efficiency and traceability, reduce time and ensure more agile and reliable procurement flow.
- **Supply contracts update.** We will update expired contracts or those that require addendums, to keep contracts up to date, reinforce ESG criteria and ensure commercial conditions aligned to the current operations demand.
- **Resumption of Specialized Monitoring Services.** We will resume the supervision services provided by specialized personnel to inspect repair or manufacturing work that has already been completed. This project will strengthen quality control, technical compliance, and operational safety in the receipt of critical goods and services.

Initiatives

- **Supplier work review.** In 2025 we increased the number of companies assessed through the Work Review Platform, increasing coverage and traceability of our suppliers' work follow-up. This ensured greater compliance with their contract obligations and reduced risks associated with violation of labor practices.
- **Management and implementation of the Tender Platform.** We started the procedures to implement the Tender Platform, to digitize and centralize tenders and supplier invitation and assessment. This initiative improved transparency, traceability, and control of the works and services selection and awarding processes, building the foundation for a standardized model for digital tenders.
- **Supplier Assessment and Re-assessment Procedure Update.**

Upcoming projects

We are advancing a portfolio of strategic projects aimed at strengthening the transparency, efficiency, and sustainability of our supply chain, as well as operational continuity and the quality of the services we contract.

- **Tender platform improvements.** We will continue to implement improvements in the Tender Platform with special emphasis on updating assessment criteria, to optimize transparency and objectivity in supplier selection and contract award. These improvements will strengthen control and standardization of our tender processes.
- **Tender Plan design and execution.** We will execute the Tender Plan developed to timely schedule the necessary projects and requirements for the operation. This

GRAPH 6.
Supply Chain Structure



» Our suppliers .

We interact constantly with our suppliers, who play a key role in the continuity and success of our value chain. Given the complexity of the goods and services we require, we prefer using digital media and e-mail as our main communication channels. This accelerates operational coordination and guarantees timely answers. The purpose of this bond is to build strategic relationships that strengthen efficient, responsible supply, in line with the needs of the operation.

In 2025 we had 280 works and services suppliers³⁰ with contracts, who managed 861 active contracts³¹ including main contracts, addendums, specific conditions, and agreements. . All the same, we registered 721 goods and services suppliers, and 8,247 service orders.

For further information, refer to Annex 9: [Additional information, Chapter 7, Supplier management](#).

721

**GOODS AND SERVICES SUPPLIERS,
AND 8,247 SERVICE ORDERS.**

Local purchases

We define local suppliers as those individuals or legal entities established in the district of Pataz and in other areas of La Libertad region, where we carry out our operations. In 2025 we allocated part of our budget to local suppliers. We paid 14.16% of the annual total (S/ 290,244,397.00) to 85 local services and works suppliers, and 4.50% of the total (S/ 87,753,132.00) to 54 local goods and services suppliers. These results reflect our commitment to the region's economic development and to a sustainable value chain in our areas of influence.

In 2025, the Contract Administration area strengthened operations risk and impact management through the optimization of tools and control processes. Under this framework we highlight the use of the Platform for Labor Reviews, which allowed systematic verification of the work

obligations of critical contractor companies, including mining, related, transportation, and civil works companies, helping to mitigate work contingencies.

All the same, we completed the development of the Performance Assessment Platform, which integrated information related to productivity, safety, work reviews, 5S, financial risk, staff turnover, and fines. This tool facilitated timing reporting and strengthened decision making on the comprehensive performance of contractor companies.

In addition, we took part in monthly follow-up meetings to Santa Maria and Marañon Production Units contractor companies, where we reviewed transversal aspects of the contracts and we monitored the commitments and improvements agreed upon.

Finally, we increased the number of companies assessed in the monthly labor reviews to 129, complying 100% with the annual plan, which shows the strength of the operational controls and the consolidation of responsible and transparent contract relations.

Supplier assessment and standardization

We encourage the optimization of our suppliers' standards as regards sustainability, quality, safety, and environment throughout the value chain to minimize risks and develop long-term strategic alliances. This commitment is achieved through our supplier standardization process.

In the Logistics area, suppliers undergo a due diligence process by signing an Adhesion letter. We also standardize our critical suppliers together with Bureau Veritas, through assessments on their legal, shareholders/beneficiaries, financial, antibribery and crimes, constraining lists, media, and governance scopes. These assessments are complemented by virtual audits to critical suppliers.

This process verifies environmental practices through environmental policies, or, in the absence of such policy, we request a letter of intent. All the same, we include social responsibility criteria that demand specific policies or formal commitments to develop them, promoting continuous improvement in our supply chain.

We also promoted the purchase of sustainable products such as solar water heaters and lithium-ion batteries and we continue to develop solutions that balance sustainability and operational efficiency, despite

challenges such as the cost of eco-friendly packaging and reverse logistics.

RESULTS OF THE 2025 STANDARDIZATION

According to the results, 37.25% (32 out of 51) critical goods and services suppliers are undergoing assessment. All the same, 100% of the services and works suppliers (91/91) have a standardization certificate and were qualified as APT in the due diligence process. This progress strengthens our supply chain under quality, ethics and compliance standards.

Supplier audits

Our Logistics area carries out documentary assessments; it does not perform in-person audits. This standardization process led by Bureau Veritas complements this control through document review and on-line interviews.

The Contract Administration Area audits contractor companies according to a structured annual plan.

- **Unannounced Audits.** They verify compliance of contractual commitments in terms of safety, quality, environment and accommodation conditions. During 2025 no unannounced audits were carried out due to the complex social and safety situation generated by illegal mining in the Pataz area.

- **Labor audits.** They verify legal compliance with the labor obligations of the contractors, with emphasis on timely payment and correct benefits management. During 2025 we assessed 129 contractor companies, meeting 100% of the annual plan. These reviews are fundamental to ensure adequate working conditions and mitigation of contract and social risks.

SUPPLIERS WITH ESG RISKS

Suppliers of goods and services undergo a standardization process that includes environmental and social responsibility questionnaires; however, this process is not a formal ESG risk mapping for it does not use a structured methodology to assess environmental, social and governance risks.

Nevertheless, in 2025, documentary controls and contract audits did not identify any suppliers of goods and services with significant ESG risks that could affect the organization or its reputation.

Finally, we did not find any cases related to forced or child labor, or freedom of association or collective bargaining violations. We have a Code of Ethics and Conduct, and our contracts include provisions for strict compliance with labor regulations.

For further information, refer to Annex 9: [Additional information, Chapter 7, Supplier management](#).

³⁰ Mining, related and transportation companies, among other.
³¹ Includes main contracts, addendums, specific conditions, and agreements

› Supplier development.

We acknowledge the key role of our suppliers in building a sustainable and resilient supply chain. Therefore, in 2018 we launched the Supplier Development Program (SDP) to enhance our supplier entrepreneurial management skills, promote competitiveness, and integrate the Pataz district innovation and entrepreneurship ecosystem into our value chain.

SDP BACKGROUND

Based on the needs identified in the contractors and related companies in Pataz district and province, we have held three consecutive SDP editions, expanding coverage and methodological sophistication: 2018–2020: PDP I, 2021–2023: PDP II, y 2024–2025: PDP III.

This program has allowed vertical articulation of the chain (supplier – customer), improve internal management of the participants, and consolidate a comprehensive vision of the processes, establishing long-term relations and consistent performance.

APPROACH AND CONTENTS

The SDP strategy combines training, technical follow-up and maturity assessment, focused on design and execution of key plans:

- Strategic Plan
- Annual Operating Plan
- Marketing and Sales Plan
- Human Resources Management Plan
- Social Responsibility Plan

This way, suppliers integrate strategic direction, operational excellence, talent development and social management under a continuous improvement framework.

IMPACT ON THE REGION

The SDP results reflect our commitment to innovation, formalization, and productivity. By fostering local employment and connecting local contractors and companies, we contribute to the economic development of nearby communities, strengthening the social license, establishing a sustainable business model that prioritizes social well-being and value creation.

Finally, the SDP not only raises business standards, but it also generates lasting relationships and multiplies capacities throughout the value chain. This way, we reaffirm our commitment to Pataz's development, and we consolidate our suppliers as strategic partners of shared progress.

We acknowledge the key role of our suppliers in building a sustainable and resilient supply chain.



» Index.

NINEBOX behavior

5 out of 7 are in elite level

ISO Certifications

Initial: 0 out of 7 with ISO certification
Current: 3 out of 7 in process to obtain ISO certification

Continuous improvement projects

Initial: No participation
Current: 4 out of 7 participate with CIC

Strategic Plan

Initial: 0 out of 7 have a strategic plan
Current: 2 out of 7 have a strategic plan

7.3. Human rights.

(GRI 3-3) (Human Rights) (GRI 2-25)(GRI 406-1) (GRI 407-1) (GRI 408-1) (GRI 409-1) (GRI 410-1)(GRI 14.14.1) (GRI 14.14.2) (GRI 14.21.7) (GRI 14.20.2) (GRI 14.18.1)(GRI 14.18.2) (GRI 14.19.1) (GRI 14.19.2)(GRI 14.21.1) (G.04.0012) (SASB EM-MM-210a.3) (SASB EM-MM-310a.1)

Our management consistently promotes and unwaveringly respects human rights throughout our value chain. We are aligned with the Universal Declaration of Human Rights, the Guiding Principles on Business, and Human Rights of the United Nations, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work and its Fundamental Conventions, the Voluntary Principles on Security and Human Rights, and the National Action Plan on Business and Human Rights (2021-2025), and we comply with domestic laws and regulations. This framework is translated into business decisions based on ethical principles, the promotion of decent working conditions, equal opportunities, and support of community development initiatives in the areas we operate in, strengthening our sustainability, profitability and corporate reputation.

As to ensure a timely and proportional response in the event of any violation, we structure our due diligence in five pillars; institutional commitment, risks management, training and diffusion, grievance mechanisms, and supervision and reporting. In 2025, although we were going through a complex situation, we did not receive any report of human rights violations related to our private security activities.

Management mechanisms

We have corporate policies in place that establish the expected behavior regarding human rights for employees and stakeholders. Our Code of Ethics and Conduct is our main guiding document on this regard,

and reaffirms our commitment to non-discrimination, rejection of child and forced labor, respect for freedom of association, and compliance with environmental regulations. Its scope includes our employees, directors, officers, customers, suppliers, and contractors regardless of their hierarchic level or labor regime.

All the same, this Code is virtually distributed to the employees through the TuRecibo platform, with proof of acceptance via a digital affidavit; in the case of suppliers, it is delivered during the due diligence process and is formalized through an adhesion letter.

Risk management

Our corporate risk management methodology integrates human rights considerations across all areas of our business, enabling us to identify, assess, and mitigate potential impacts both in our operations and throughout our supply chain. This approach involves suppliers, business partners, and other key stakeholders, ensuring a comprehensive and consistent assessment.

Every year we update our risk matrices for all the processes, and in 2025 we assessed 100% of our operations, with special focus on critical areas such as Human Resources, Contract Administration, Community Relations and Property and Asset Security. No significant risks related to child labor, forced labor, or hazardous work were identified, nor were any situations found that would jeopardize freedom of association or collective bargaining, either in our operations or in our supply chain.

As part of our due diligence process, 100 % of our suppliers signed a letter of adhesion to the Code of Ethics, which includes express commitments to freedom of association and collective bargaining, reinforcing their commitment to fair labor practices, in line with our principles.

Our achievements in 2025

We are part of the National Society of Mining, Petroleum, and Energy Human Rights and Diversity and Inclusion Committees, contributing to the strengthening of the sector in these areas.

As a next step, we will launch a pilot program with partner companies to develop their own ethical frameworks, starting with the drafting of their codes of ethics and conduct, and incorporating guidelines that enable verification of contractual compliance, including a human rights clause.



Our management consistently promotes and unwaveringly respects human rights throughout our value chain.



» Training and culture.

As part of our Compliance Management System, we strengthened our human rights culture through general training sessions, achieving a 98% participation rate among our employees: 775 completed a one-hour course in 2025. In this framework, our Asset Security Area, which operates under specific action guidelines and receives permanent training on its processes, together with periodic training on human rights, reinforced its capacities through a three-hour specialized workshop for its members, who

shared the contents with their team to ensure 100% of the security staff was trained.

All the same, Asset Security led the continuous training in safety and human rights. It provided psychological support to those working in the first line against illegal mining and supervised the compliance of Poderosa's guidelines by private security contractor companies, including respect for human rights in their actions, and verification of mandatory training in this topic.

For further information, please refer to Annex 9: [Additional information, Chapter 7, Human rights](#).

Grievance and complaint system

We have an Ethics Channel that receives reports related to possible human rights violations and operates under procedures that guarantee confidentiality, defined deadlines

and transparent communication of results. In addition, our Community Relations area has in-person and permanent dialog channels through field visits and a contact office, where they also respond to queries and complaints, if applicable.

These mechanisms include review and continuous improvement processes, performance monitoring, and the implementation of corrective measures, when necessary, with an emphasis on identifying and addressing negative impacts resulting

from our operations or to which we may have contributed. In 2025, no complaints related to human rights were reported.

Supervision and reporting

We prepare statistical reports on risks and controls which are presented at Management Review and Policy Management meetings, where we evaluate the performance of our policies and management system.

In addition, we report quarterly to the Ethics Committee on the results of our comprehensive risk management, including risks related to human rights; these reports are submitted to the Board of Directors to support the oversight and governance of the system.

At the same time, we inform our stakeholders about the progress made, reaffirming our permanent commitment to human rights promotion and respect.



7.4. Our customers.

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

We work to build sound and trusting relations with our customers, ensuring meeting their needs and appreciating their feedback. We are backed by a consistent performance. Over the past years we have not received any complaints regarding data breach, products shipped or service quality. According to the International Standard Industrial Classification (ISIC), our business activity corresponds to the extraction of metalliferous minerals (section B, division 07, group 072, class 0729).

POSITIONING IN THE MINING INDUSTRY

It is important to note that our operations are based on a specific business model, with a gold price determined by the market and centered on serving two international clients with whom we have established, long-term relationships. Because of this business structure, the company does not face direct competition

regarding the placement of its products, as this is contractually committed and intended exclusively for those customers.

MANAGEMENT MECHANISMS

To ensure the highest standards and traceability in our operations, we follow the guidelines established by the organization and the Customer Satisfaction Measurement procedure to guarantee the quality of our refined gold and silver bars, fulfill our contractual obligations, and provide efficient responses to inquiries and complaints.

KEY OBJECTIVES

We are customer-oriented and focused on operational management. We seek to achieve 100% customer satisfaction, and 0 % complaints, consolidating trustful relations, with excellent and timely service. In the long run, we expect to maintain these standards as part of our commitment

to continuous improvement and sustainability.

COMMERCIAL PARTNERS

We hold relations based on trust and commitment with strategic partners such as Asahi Refining (Canada) and Argos Heraeus (Switzerland). We adapt our communication to the needs of each customer through different channels such as e-mail, Bloomberg chat and telephone calls, ensuring opportunity and traceability.

CUSTOMER MANAGEMENT: PHVA, SATISFACTION AND COMPLAINTS

Our grievances and complaint mechanism follows the PHVE methodology (Plan, Hear, Verify and Executing), ensuring timely response, accurate technical evaluations and clear agreements if necessary. We carry out annual satisfaction surveys; the latest result (December 2025) was satisfactory. In 2025 we did not receive any complaints from our clients Asahi Refining and Argor-Heraeus.

OUR ACHIEVEMENTS IN 2025

In 2025, we achieved 100% customer satisfaction, according to our surveys, and recorded zero complaints. These milestones underscore our operational discipline and consistent service, even amid security challenges in Pataz.



We work to build sound and trusting relations with our customers.





**CREATION OF
SUSTAINABLE VALUE:
OUR FINANCIAL MANAGEMENT**

8.1. Separate financial statements.

As of December 31st				As of December 31st			
	Note	2025	2024		Note	2025	2024
		S/000	S/000			S/000	S/000
ASSETS				LIABILITIES AND ASSETS			
Current assets				Current liabilities			
Cash and cash equivalent	6	424,335	147,809	Accounts payable – commercial	15	303,688	221,961
Accounts receivable – commercial	7	34,281	19,293	Other accounts payable	16	117,990	89,452
Other accounts receivable	8	83,432	98,899	Income tax liabilities	26	62,029	–
Income tax asset	26	–	5,415	Other financial liabilities	17	199,052	100,100
Stock	9	102,859	97,619	Liabilities due to leasing	13	1,418	1,903
Expenditures paid in advance	10	11,476	6,531	Employee benefits	18	91,718	51,276
Total current assets		656,383	375,566	Provisions	19	2,472	2,470
				Current portion of the provision for environmental remediation	20	1,836	3,392
Non-current assets				Total current liabilities		780,203	470,554
Other accounts receivable	8	5,755	5,755				
Investments in subsidiaries or associates	11	25,460	25,460				
Expenditures paid in advance	10	19,095	19,095	Non- current liabilities			
Property, plant and equipment	12	1,305,460	1,106,796	Other accounts payable	16	174	209
Assets per right of use	13	13,544	17,749	Other financial liabilities	17	–	22,620
Intangible assets	14	1,163,147	992,370	Liabilities due to leasing	13	5,194	7,441
Total non-current assets		2,532,461	2,167,225	Provision for environmental remediation	20	129,368	62,684
				Liabilities for deferred taxes	21	66,926	95,761
				Total non-current liabilities		201,662	188,715
				Total liabilities		981,865	659,269
				Equity			
				Capital Issued	22	1,000,000	800,000
				Other capital reserves	23	200,000	160,000
				Accrued results	24	1,006,979	923,522
				Total equity		2,206,979	1,883,522
TOTAL EQUITY		3,188,844	2,542,791	TOTAL LIABILITIES AND EQUITY		3,188,844	2,542,791

8.2. Separate Income Statements.

For the year ending on December 31st		
Note	2025	2024
	S/000	S/000
Income from ordinary activities	27	3,474,265
Cost of sales	28	(2,104,355)
Gross profit		1,369,910
		916,411
Operating Income (expenses):		
Selling expenses	29	(107,225)
Administrative expenses	30	(257,099)
Other income (expense)	34	29,686
Other expenses	34	(1,012)
Income from operating activities		1,034,260
		651,853
Financial income	32	7,256
Finance costs	32	(28,098)
Net finance costs		(20,842)
Income before taxes		1,013,418
Income tax expense	26	(293,511)
Net profit and total comprehensive profit		719,907
		415,128
Basic earnings per common share (in soles)	33	0.720
		0.519



View the full report on financial management via this QR code.



» Directors' Professional Background.

EVANGELINA ARIAS VARGAS DE SOLOGUREN

Chairperson of the Board of Directors of Compañía Minera Poderosa S.A.

She graduated as an Architect from Universidad Nacional de Ingeniería (UNI). Currently she is also Executive Chair of the Board of Directors of Asociación Pataz, Director of Compañía Minera San Ignacio de Morococha (SIMSA), Director and Member of Sociedad Nacional de Minería, Petróleo y Energía (Peruvian National Mining, Oil and Energy Association– SNMPE) Consulting Committee, deputy Vice President and member of the Board of Directors of Patronato de la UNI (ProUNI), member of Consejo Empresario Asesor de la Fundación Internacional para La Libertad (Advisory Business Council of the International Foundation for La Libertad (FIL), Member of Mining Management Engineering Career Advisory Board at Universidad Peruana de Ciencias Aplicadas (UPC), Member of the PAD – CARD Mining Consulting Committee Universidad de Piura Management School, Member of Comité Regional de Empresa, Estado, Academia y Sociedad Civil Organizada (CREEAS) Consulting Committee, founding Member of Empresarios por la Integridad (ExI), honorary member of the Peruvian

Engineers Association (SIP), honorary member of Women in Mining Peru (WIM), member of Women Corporate Directors (WCD), member of the Consulting Committee and honorary member of the Asociación de Mujeres Empresarias del Perú (Peruvian Businesswomen Association – AMEP), member of the International Women’s Forum (IWF), among other.

She was a Director of the Peruvian Mining Engineer Institute (IIMP), (2018 – 2020), Chairperson of the Inter American Mining Society (Sociedad Interamericana de Minería – SIM) (2014-2016), President of the SNMPE (2013-2015), Director of Peruvian National Confederation of Private Business Institutions – CONFIEP (2013-2015, and 2015-2017), member of Consejo Empresarial de América Latina – CEAL (2013-2017), among others.

In June 2025 se was announced by Forbes magazine among the 50 most Powerful Women in Peru, CONFIEP, acknowledged her in the Large Company Category in the International Woman’s Day (March 2021); Women in Mining UK, included her in the WIM100, a list of 100 inspiring women in global mining (2020); Consejo Empresarial Alianza por Iberoamerica (CEAPI) awarded her the Woman, Company, and Lea-

dership in Ibero America, (2019); Asociación de Mujeres Empresarias del Perú (AMEP) awarded her the Prize “Inspiring Women: Drivers of Change 2019”; El Comercio newspaper and EY recognized her as Entrepreneurial Leader for Change in 2016 (LEC); she was awarded the Doctor Honoris Causa title by UNI (2014), and the School of Architecture of this university granted her the Habich Torch (2013); the Chamber of Commerce and Production of La Libertad, recognized her as Businesswoman of the Year (2013), among others.

Mrs. Evangelina Arias Vargas de Sologuren is a shareholder with representative stock in the company.

JOSÉ ENRIQUE JUAN PICASSO SALINAS

Official director since November 2006

and Vice Chairperson of the Board of Directors and Member of the Executive Committee since April 2009.

Businessman with an outstanding track record in various sectors. Currently, he is the Chairman of the Board of Directors of Reactivos Nacionales S.A., Vice-president of the Board of Directors of Compañía Minera Poderosa S.A. and Member of the Executive Committee, Vice-pre-

sident of the Board of Directors of Cosco Shipping Ports Chancay. He is also a Director of Volcán Compañía Minera S.A.A., Compañía Minera Chungar S.A.C., Bodegas Vista Alegre S.A., Cementos Polpaico S.A. – Chile, Inversiones Portuarias Chancay S.A.A. (IPCH) and a Director of the the Peruvian National Mining, Oil and Energy Association – (SNMPE). He is also an Alternate Director at Compañía Minera San Ignacio de Morococha S.A. (SIMSA) and a member of the Chile-Peru Business Council (CEChP). Previously, he held positions such as Vice-President of the Board of Directors of Embotelladora Latinoamericana S.A.A. (Coca-Cola) and was a director for several companies, such as Compañía Minera Atacocha S.A.A., Castrovirreyna Compañía Minera S.A., EXSA S.A., Compañía Molinera del Perú S.A., Compañía de Seguros La Fénix S.A., Lima Stock Exchange, and Acción Comunitaria – ACP. (January 2025).

VICTORIA ISABEL ARIAS VARGAS DE PICASSO

Official director since 2009.

She was also an Official Director between 1991 and 1995, and Alternate Director between 2004 and 2009.

She holds a licentiate degree in Business Administration by Universidad de Lima, and an MBA by the European Institute of Business Administration (Insead), Fontainebleau, France. She has been Commercial Manager and Director of Industrias Alimentarias S.A (Indalsa) and Deputy General Manager of Compañía Minera San Ignacio de Morococha S.A., General Manager of Servicios Pachachaca S.A. and Cleighdan Trading Inc., and Director of Sociedad Minera Gran Bretaña, and Asinde. Member of the

Peruvian National Mining, Oil and Energy Association and Expomina 2018 Steering Committees. She was a member of the Canada Peru Chamber of Commerce Board of Directors. Currently she is an official Director of Compañía Minera Poderosa S.A., Chairperson of the Board of Directors of Compañía Minera San Ignacio de Morococha S.A.A., Official Director of Compañía Minera Galaxia Dorada de Pataz S.A., Director of Compañía Minera San Valentín S.A., Director of the Club de la Banca y Comercio and Honorary Member of Women CEO Peru. Member of the OMA, Amautas Mineros, Agromin, Expomina Peru, Premios ProActivo, Consulting Councils. Vice-President of the Cedro Board of Directors and member of Women Corporate Directors (WCD). Mrs. Victoria Isabel Arias Vargas is a shareholder with representative stock in the company.

ANA CAROLINA ARIAS VARGAS DE PICASSO

Official director since March 2004

She was also an Official Director from 1997 to April 2001.

She graduated as an economist from Universidad de Lima, and holds a Master’s degree on Shipping, Trade and Finance by The City University of London; she pursued the Directors Program “PAD” at Universidad de Piura. Between 1982 and 1999 she was an advisor to the trade management area of Compañía Minera San Ignacio de Morococha S.A.A. In 2001 she became director of the Peruvian National Mining, Oil and Energy Association. From 2001 to 2006 she was vice-chair of the Board of Directors of Compañía Minera San Ignacio de Morococha S.A.A.

JORGE ALFREDO GUILLERMO PICASSO SALINAS

Official director since 2009.

He is a lawyer by the Universidad Católica school of law, and a businessman. He is currently a director of several companies such as Inversiones en Turismo S.A. and Chair of Vivir Seguro S.A. He has been the President of the Peruvian Bank Association and of the Peruvian National Confederation of Private Business Institutions (CONFIEP).

JOSÉ NICOLÁS DE BERNARDIS CUGLIEVAN

Official director since March 1998

He was Chief Executive Officer of Poderosa from 2005 to 2007. Industrial Engineer graduated from Universidad Nacional de Ingeniería with a master’s degree by ESAN and MBA by Texas University and completed the Harvard Management Development Program (MDP). He has been a director of several companies, with broad experience in executive and managerial positions in important companies, such as Cervecería Backus & Johnston, Compañía Nacional de Cerveza S.A., Quimpac S.A., Volcán Compañía Minera S.A.A., Compañía Minera Atacocha S.A.A., Compañía Minera San Ignacio de Morococha S.A.A.

RUSSELL MARCELO SANTILLANA SALAS

General Manager of Compañía Minera Poderosa S.A.

He graduated in 1973 as a mining engineer from Universidad Nacional de Ingeniería (UNI). He has 53 years of working experience in different mining companies. He has worked

for 40 years with Compañía Minera Poderosa, which he joined as Operations Deputy Manager. In 1986 he was promoted to Operations Manager and in December 2001 he was appointed General Manager. He has pursued post graduate courses at ESAN and Universidad de Lima. He was a part time professor at Universidad Nacional de Ingeniería; and has been a speaker in several specialized mining congresses.

He was a member of the Peruvian Association of Engineers, Mining Chapter Governing Board. He is currently a director of the Instituto de Seguridad Minera (Mining Safety and Security Institute – ISEM). He is also a member of the Peruvian National Mining, Oil and Energy Association Governing Board and member of Mining Sector Committee. In 2018, KPMG and ESAN recognized him as the Most Profitable CEO in Peru in the Mining Sector. In 2019 he was recognized by Semana Economica as the most profitable CEO in Peru and the most profitable CEO in the mining industry, for second consecutive year.

In 2021 he was appointed as member of the Mining Technology and Innovation Congress, Consulting Committee promoted by the Society for Innovation in Mining Perú S.A.C. All the same, in 2021 and 2022, he participated as a mentor in the XII and XIII Mentoring Program of the Peruvian Mining Engineer Institute –IIMP. In March 2024 he was appointed Director of Compañía Minera Poderosa and, in July 2024, he was appointed Director of Compañía Minera San Ignacio de Morococha S.A.A. (SIMSA). He is a member of the Peruvian Association of Engineers, Mining Chapter Governing Board for the period 2025 – 2027.

WALTER EDUARDO SOLOGUREN JORDAN
Official director since 2009

He was also an Official Director between 1987 and 1996 and an Alternate Director from 2004 to 2008. He studied geology at Universidad Nacional de Ingeniería and holds a master’s degree in business administration by ESAN.

He has worked as a geologist consultant, and, as such, in 1977, he visited the province of Pataz to explore prospects for the Arias family, among other activities. In 1978, when he was Exploration Manager of Agessa, he took part in the construction of the Poderosa Project. In 1984, he assumed the position of Operations Manager of Poderosa and in 1987, he became General Manager. During his office, he was responsible for the growth from 120 to 650 tons per day; of the project for the second plant of 200 MTD and for two issuances of corporate bonds. He has also been General Manager of other companies of the Arias family as well as of Barrick Misquichilca S.A., where he oversaw the design and commissioning of the Pierina mine and became Manager of Corporate Affairs.

Later, he was appointed Executive Director of Compañía Aurífera Real Aventura S.A.C. His work within this industry includes chairing the Peruvian National Association of Mining, Oil and Energy (SNMPE) and has been President and founder of the Gold Committee and the Environmental Affairs Committee. He has been a professor at Universidad Nacional de Ingeniería and Pontificia Universidad Católica del Perú. In 2000, he was elected Businessman of the Millennium by Universidad Nacional de Ingeniería. Currently, he is a director of Corporación Minera Cco-rriorcco S.A.C. He is also a member of the External Consultative Committee at the School of Engineering, Mining Section at Pontificia Universidad Católica del Perú. He is a member of the Consulting Committee at the SNMPE and a permanent guest of the Executive Committee.

Mr. Walter Sologuren is married to Executive Chairperson Evangelina Arias Vargas de Sologuren.

VÍCTOR AUGUSTO CAYETANO OSTOLAZA FERNÁNDEZ PRADA
Official Director since 2000.

He was also Alternate Director between 1999 and 2000. He studied at Universidad de Lima School of Law and Political Science, where he graduated as a Lawyer. He works as a consultant in Estudio Rosello Law Firm in the corporate and financial legal area of the Law Firm. He has broad experience in tax regulation and corporate structure, including tax, corporate, commercial, civil areas as well as contract drafting. He specializes in company restructuring. He is a director in several companies such as Compañía Minera San Ignacio de Morococha S.A.A. He is the legal advisor to the company.

ADOLFO DARÍO ARIAS DÍAZ
Official director since December 2015

He was also an alternate director from 1999 to 2015.

He is currently an Official Director for Compañía Aurífera Galaxia Dorada de Pataz S.A, and General Manager of Cultivos Orgánicos S.A.C. He holds a bachelor’s degree of science in Electrical Engineering and a Master of Administrative Science degree by Fairleigh Dickinson University (U.S.A.).

JOSÉ NÉSTOR MARÚN SALES
Official director since 2017

He is a mining engineer, graduated from Universidad Nacional de San Juan, Argentina, with more than 40 years of experience in copper and gold mining operations. He has pursued specialization courses in international business at the London Business School Global Business

Consortium. He worked as Operations Manager at Ernest Henry Mine, in Australia, from 2001 to 2004, he was also operations manager at Minera Alumbrera in Argentina from 2005 to 2006. He was General Manager at Xstrata Tintaya, Executive Vice President of Operations for South America at Xstrata Copper, for Peru, Chile and Argentina, and he was responsible for the operations at Tintaya, Antapaccay, Las Bambas, in Peru; Minera Alumbrera, in Argentina, and Lomas Bayas, in Chile, between 2007 and 2013 and was also a member of the Antamina partners advisory committee. He was Executive General Manager of Operations for Argentina and Chile at Glencore (2013-2015).

From 2015 until June 2018, he was General Manager and CEO of Komatsu Mitsui Maquinarias de Peru S.A., and later, member of the Board of Directors until the end of 2023. Since 2019 he is an official director of San Ignacio de Morococha S.A.A, Peru; and member of the Board of Directors of Saxum Engineering, Argentina. Since 2023 he is a director at Ascot Gold Ltd., Canada. Mr. Marun is an independent Director.

JUAN ANTONIO PROYEAR ARIAS
Alternate director since 2009.

He was also an Official Director between 2001 and 2003, and an Alternate Director from 2004 to 2007.

Mr. ProYear studied Mining Engineering at Universidad Nacional de Ingeniería; Economic Geology at Stanford University, California, USA; and completed the Senior Management Program at Universidad de Piura. He was Director of Cerro Grande Mining Corporation, a company with mining operations in Chile. He was vice-president of Compañía Minera El Indio and Compañía Minera San Jose, both in Chile, as well

as of Compañía Minera San Ignacio de Morococha S.A.A. He was General Manager of Sociedad Minera El Brocal S.A.A.; International Officer at the Interamerican Development Bank; Chief Engineer of Corporación Interamericana de Inversiones, both based in Washington, D.C., U.S.A. He worked as a geologist with Cerro de Pasco Corporation, was an International Officer for Rio Doce Geologia e Mineração, subsidiary of Companhia Vale do Rio Doce, in Brazil, and St. Joe Minerals Corporation, in New York, USA. He was Chair of the Peruvian Geology Association, Director and Chair of the Peruvian Mining Producers Committee; Founder Director of the Mining Security Institute; Director of the Peruvian Mining Engineer Institute, among other. Mr. Juan ProYear is an independent Alternate Director.

FERNANDO CANTUARIAS ALFARO
Alternate director since 2009

He was also an official director between 1980 and 1995, and an Alternate Director from 2004 to 2007.

He was a founding partner and is senior partner of the Cantuarias, Garrido Lecca y Mulanovich Abogados SCRL law firm, which later merged with the Rossello Abogados Law Firm. He is currently a consulting partner of this law firm. He studied at Pontificia Universidad Católica del Perú and graduated as a lawyer at Universidad Nacional Mayor de San Marcos. He has worked mainly in the private sector as an expert in commercial law, in contract and tax aspects of the mining and industrial sectors, as well as in bids and public tenders. He has an outstanding international activity, working as an advisor to domestic and foreign clients on contractual aspects and is an advisor to government entities on bids and tenders. On several occasions he has been invited to be an

arbitrator on some of the most important arbitration courts in Lima. In the public sector, between 2006 and 2007 he was the chief of the advisory board to the Minister of Housing and Construction and in 2008 he worked as the chief of the advisory board to the Ministry of Public Health. Between 2011 and 2014 he worked as deputy chief and chief advisor to the Ministry of Foreign Trade and Tourism. Currently, Mr. Cantuarias works as legal advisor for Estudio Rosello Law Firm.

EDUARDO JOSÉ FERRERO COSTA
Alternate director for Compañía Minera Poderosa since 2007

He is a lawyer and doctor in law by Pontificia Universidad Católica del Perú. He is the chair of the Peruvian chapter of the Paris International Chamber of Commerce, and member of the Hague Permanent Arbitration Court. He has been senior partner at Estudio Echeopar, engaged in international affairs, international arbitration, and corporate matters and he is part of the board of directors of several companies and non-government institutions. He has been Minister of Foreign Affairs of Peru and ambassador of Peru to the United States of America and the Organization of American States (AOS). He was responsible for the negotiations of Peru with Ecuador about territorial delimitation before the International Court of Justice and represented Peru in the proceedings against Chile on the maritime delimitation before the International Court of Justice. He has also been Peru’s representative at the United Nations Conference on the Law of the Sea and in the negotiations of the Free Trade Agreement with the United States. He has served three terms as an expert on the United Nations Committee against Racial Discrimination (CERD). He has been General Director of Legal Counsel of

the Ministry of Industry, Commerce and Integration, legal advisor and member of the Advisory Committee of the Ministry of Foreign Affairs, member of the Advisory Committee of the Foreign Affairs Committee of the Congress of the Republic and President of the International Court of Arbitration of AMCHAM PERU, among other positions. In the academic field, he has been a senior lecturer at Pontifica Universidad Católica del Perú School of Law, Dean of the School of Law at Universidad del Pacífico and Executive President of the Centro Peruano de Estudios Internacionales (CEPEI). He has published and /or edited 20 books and several academic papers in Peru and abroad on Industrial Law, International Law, Law of the Sea, arbitration and foreign policy.

**RICARDO ELEAZAR
REVOREDO LUNA**
Alternate director

He is a business consultant and holds a licentiate degree in Business Administration by Universidad Nacional Federico Villarreal (UNFV) in Lima, Peru, with post graduate studies at the Brazilian Institute of Capital Markets (IBMEC), RJ Brazil and specialization studies in finance at ESAN, Lima. He is currently Vice Chairman of the Board of Directors at the Lima Stock Exchange, Vice President of the Board of Directors of Cavalli ICLV., director of Proyectos Médicos S.A., Alternate Director of Compañía Minera San Ignacio de Morococha S.A.A. He was a director of Volcan Compañía Minera S.A.A. and Compañía Minera Chungar S.A.C. until September 2023 and is a member of the Universidad San Ignacio de Loyola (USIL) Corporate Management and Finance advisory council.

**RAFAEL BERNARDO LUIS
PICASSO SALINAS**
Alternate director since April 2009

He graduated as a Lawyer from Pontificia Universidad Católica del Perú in 1986 and received his title in 1987. Chair of the board of directors of Inversiones en Turismo S.A., director of Reactivos Nacionales S.A. (RENASA), director of Granja Azul S.A., chair of the board of directors of AFP Habitat, director of Secrex Compañía de Seguros de Crédito y Garantía (CESCE), Vice president of the Board of Directors of Industria Peruana del Acero S.A. – IPASA and Vice president of the Board of Directors of Distribuidora Vega S.A.

**CAROLINA MARÍA CASTRO
QUIRÓS**
Alternate director since 2012

She studied at Universidad de Lima School of Law and Political Sciences where she graduated as a lawyer. She holds a Master's degree in Business Law by Aden University

and a specialization in Legal Tech and Innovation from The George Washington University School of Business. She is a partner at Estudio Rosello Law Firm in the Corporate and Finance Law area. She is an alternate director of Compañía Minera San Ignacio de Morococha S.A.A. She has broad experience in business and financial structure, including corporate, trade and civil law areas.

**CARLOS FERNANDO
ARANDA ARCE**
Alternate director since 2017

He holds a master's degree in Biologic Sciences, and graduated from Universidad de Puerto Rico, Recinto de Río Piedras. He was the Technical Services Manager at Southern Peru Copper Corporation, Peru branch until July 2022. Official Director of Asociación Pataz since 2022. Official director of Compañía Minera San Ignacio de Morococha S.A.A. (SIMSAA) since 2023. He was a member of the Extractive Industries Transparency Initiative (EITI) International Board of Directors and official mining company representative before the EITI Peru Permanent Multisector National Committee.

He was chairman and director of the Instituto de Estudios Energético Mineros (IDEM). SNMPE advisor of the Peruvian Delegation before the International Maritime Organization (IMO). He is a member of the Consejo de Cooperación con la Dirección Ejecutiva de Turismo de la Policía Nacional del Perú (Cooperation Council with the National Police Tourism Executive Board). He was director of the SNMPE between 1998 and 2001. Between 1995 and 2016 he chaired the SNMPE Environment Issues Committee. In 2008 he was invited to be part of the working team that drafted the Law to create the

Ministry of the Environment and was later member of the Advisory Board of this Ministry until 2012. He was a member of the Board of Directors of Fondo de Promoción de las Áreas Naturales Protegidas del Perú (Peruvian Natural Protected Areas Trust –PROFONANPE) between 2009 and 2013 representing CONFIEP. Between 2009 and 2011, he was Chair of the AmCham Sustainable Development Committee. Mr. Aranda is an independent director.

**LUIS CARLOS MARCHESE
MONTENEGRO**
Alternate Director since April 2024

Mr. Luis Marchese has over 30 years of experience in the mining sector. He has worked during most of his career at Anglo American, where he held various positions, including General Manager of the Quellaveco and Michiquillay Projects and Country Manager Peru. Mr. Marchese's operational experience includes service at Anglo American's Manto Verde and Mantos Blancos copper mines in Chile, as well as Hudbay Mining & Smelting in Canada. Most recently, he was CEO and Director of Canadian mining company Sierra Metals. He currently works as an independent practitioner and teaches at PUCP and Universidad del Pacífico.

He previously held the positions of Director of Compañía Minera San Ignacio de Morococha S.A.A., and Alternate Director of Compañía Minera Poderosa S.A. He has served as President of the Mining, Petroleum and Energy Society of Peru (SNMPE) and Director of CONFIEP, among other positions in mining related associations.

Mr. Marchese is a mining engineer by Pontificia Universidad Católica in Perú and holds a master's degree

in Mineral Economics by Pennsylvania Government University. He has completed an Advanced Management Program at GIBS – University of Pretoria and an Advanced Social Management Program taught jointly by the University of Cambridge and the University of Queensland. Mr. Marchese is an independent director.

CHRISTIAN DITLER EIDSON AUBRY
Alternate Director

Economist. He holds a bachelor's degree from Universidad Católica del Perú, with postgraduate studies in economics, MA by Manchester University, England, and Programa de Alta Dirección (PAD) by Universidad de Piura. He is a consultant for management, finance, and investment companies.

He is currently Alternate Director of Compañía Minera Poderosa S.A. and Director of Agrícola Cayalti S.A.A.

Previously, he worked at the Central Reserve Bank of Peru, Department of Economic Studies, in monetary policy and international trade. Then at Banco Wiese, as Finance Manager; and at Sogewiese Leasing S.A., founder and member of the Executive Committee. Subsequently at Banco Popular del Perú, as Finance and Investment Manager and at the Lima Stock Exchange, as director and Chairman of the Board of Directors. After that, we worked at Richard O. Custer S.A., as Chief Financial Officer and General Manager. He has been a director of EXSA S.A.

After that he has worked as a freelance professional in refinancing and financial restructuring of several companies, such as Cia. Minera Atacocha S.A., Pesquera Austral, among others. Mr. Eidson is an Independent Director.



» Officers' Professional Background.

RUSSELL MARCELO SANTILLANA SALAS

General Manager of Compañía Minera Poderosa S. A.

He graduated in 1973 as a mining engineer from Universidad Nacional de Ingeniería (UNI). He has 53 years of working experience in different mining companies. He has worked for 40 years with Compañía Minera Poderosa, which he joined as Operations Deputy Manager. In 1986 he was promoted to Operations Manager and in December 2001 he was appointed General Manager. He has pursued post graduate courses at ESAN and Universidad de Lima. He was a part time professor at Universidad Nacional de Ingeniería; and has been a speaker in several specialized mining congresses. He was a member of the Peruvian Association of Engineers, Mining Chapter Governing Board. He is currently a director of the Instituto de Seguridad Minera (Mining Safety and Security Institute - ISEM). He is also a member of the Peruvian National Mining, Oil and Energy Association Governing Board and member of Mining Sector Committee. In 2018, KPMG and ESAN recognized him as the Most Profitable CEO in Peru in the Mining Sector.

In 2019 he was recognized by Semana Económica as the most profitable CEO in Peru and the most profitable CEO in the mining industry, for second consecutive year. In 2021 he was appointed as member of the Mining Technology and Innovation Congress, Consulting Committee promoted by the Society for Innovation in Mining Perú S.A.C. All the same, in 2021 and 2022, he participated as a mentor in the "XII and XIII Mentoring Program of the Peruvian Mining Engineer Institute -IIMP". In March 2024 he was appointed Director of Compañía Minera Poderosa and, in July 2024, he was appointed Director of Compañía Minera San Ignacio de Morococha S.A.A. (SIMSA). He is a member of the Peruvian Association of Engineers, Mining Chapter Governing Board for the period 2025 – 2027

DANIEL TORRES ESPINOZA Operations Manager

Mining engineer graduated from Universidad Nacional de Ingeniería, ranking first in his class. He then pursued a Quick MBA at Gerens. He has taken part in several specialization programs at Universidad del Pacífico, Yale University (SEL), Wharton-

Pennsylvania University (CBS), Booth School of Business - Chicago University (LASEP), IE University Business School Madrid - Spain (LITE), Kellogg School of Management-Northwestern University (CMP) and AOTS (Japan).

Cuenta con 35 Years de experiencia He has 35 years of experience in underground, gold, tin, and polymetallic mining. Between 2014 and 2017 he worked as Operations Manager for Minsur S.A. Unit San Rafael (Breca Grupo Empresarial Mining Division). Between 2011 and 2014 he was Operations Manager at Andaychagua, San Cristobal and Operations Manager for Unit Yauli (interim) from Volcan Compañía Minera S.A.A. Before that, from 2004 to 2011, he worked as Mining Superintendent and Planning Superintendent for Compañía Minera Huaron owned by Pan American Silver Peru S.A.C. Before 2000, he was Mine Project and Planning Head at Empresa Minera Yauliyacu (now, Quenuales) property of Glencore, and in Empresa Minera del Centro del Perú S.A.- Centromin Peru as Area Chief, Section Chief, and Guard Chief. It must be mentioned that engineer Torres started his career as Mine Planning Assistant in



Compañía Minera Poderosa. He has also been guest speaker at the XX Peruvian Mining Engineers Convention held in Arequipa

CARLOS ORÉ SÁNCHEZ
Geology and Explorations Manager

He holds this position since January 2025. Graduated as Geological Engineer from Universidad Mayor de San Marcos en 1993. He joined Poderosa in 1995. He received a scholarship from Compañía Minera Poderosa to pursue graduate studies at the University of Quebec at Chicoutimi in Canada, where he earned a Master of Science in Earth Sciences (UQAC) and a PHD in Mineral Resources (UQAC). He has completed specialized courses in, among other subjects, Project Management (BSG), Evaluation and Appraisal of Mining Projects (GERENS), in Innovation (AOTS-Japan), in Lean Six Sigma (Tecnológico de Monterrey). He takes part in and contributes to scientific research on hydrothermal processes and to technical work related to operational processes.

WALTER DÍAZ MEYZAN
Integrated Management System Manager

He holds this position since 2018, and he is responsible for the Occupational Health and Safety, Environment, Quality and Innovation, Community Relations and Risks and Compliance areas. He graduated as an industrial engineer in 1993 from Universidad de Lima. He pursued postgraduate studies and holds an MBA by Universidad del Pacífico and an Executive Master's degree in Comprehensive Quality Management, Environment and Labor Risk Management by Escuela de Negocios de Madrid (EOI). He

is certified as Lean Six Sigma Black Belt. Expert in anti-bribery management systems at LMS CERT Latam. Ex participant of AOTS (Japan), in 2018, 2019, and 2025, with specialization in sustainability, energy savings, 5S and innovation. He has taken part in different management specialization programs in University of Chicago Booth School of Business (2023), Colorado School of Mines (2023), Kellogg School of Management Northwestern University (2025).

Between 2003 and 2010 he worked for Glencore, where he worked as Mineral Trading, in AYSSA, Deputy Operations Manager, in Perubar, and was Quality, Safety and Environmental Manager at Los Quenuales. Between 2010 and 2017 he was Quality Management Manager (Safety and Environment) at Corporación Aceros Arequipa. He is currently director of AOTS Peru since 2020 for the periods 2020/2022, 2022/2024 and 2024/2026.

JOSÉ ANTONIO ELEJALDE NOYA
Administration, Finances and Marketing Manager

Economist graduated from Universidad de Lima. He holds an MBA from Incae Business School and Universidad Adolfo Ibáñez. He has participated in several specialization programs at ESAN, Chicago University, INCAE Business School, Harvard Radcliffe Institute, Kellogg School of Management, PAD-Universidad de Piura Management School, London School of Economics, Cambridge Judge Business School and AOTS (Japan).

He holds a Comprehensive Ontological Coach certificate, and he is also a member of the John Maxwell

Team. Since July 2003, he works as Management, Finance and Marketing Manager at Compañía Minera Poderosa and was General Manager at Compañía Aurífera Suyubamba S.A., related to Poderosa until August 2011. He worked as Sales and Marketing Manager for Volvo Finance Peru S.A., a company of the Volvo Group which he worked with for 11 years.

PABLO ALFREDO DE LA FLOR BELAUNDE
Corporate Affairs Manager

Since 2023 until January this year, he was Corporate Affairs Manager of Compañía Minera Poderosa S.A. He has been an executive director at Peruvian National Association of Mining, Oil and Energy (SNMPE), vice president of Corporate Affairs at Banco de Crédito and vice-president of Corporate and Environmental Affairs at Compañía Minera Antamina. In the public sector, he was worked as executive director of the Autoridad para la Reconstrucción (Authority for Reconstruction), vice-minister of Foreign Trade, Chief of the Peru – USA FTA Negotiation Team, and vice-minister of Integration and Tourism. He has also worked as a Program Officer for the Ford Foundation and as an International Economist for the First National Bank of Chicago, having served as a consultant to various multilateral organizations. He has been president of The Annual Conference for Executives (CADE Ejecutivo), CADE for Education and PERUMIN business meeting. He has published 4 books, as well as several academic and journalist articles. He holds master's degrees in public administration from Harvard University and International Relations from Yale University. He completed doctoral studies at the University of Chicago.

He has received several institutional awards and academic scholarships.

HELENA ZUAZO ARNAO
Legal Deputy Manager

She is an attorney by Universidad de Lima since 2005, with more than 18 years of experience as a corporate attorney in the mining industry, specializing in underground gold mining for the past 10 years. She is the Legal Deputy Manager at Compañía Minera Poderosa S.A., where she leads the legal area and provides strategic counseling to the General Management and Board of Directors in contexts of legal, regulatory, operational and reputational complexity.

She holds an Executive MBA by Universidad Adolfo Ibáñez (Chile), a Master's degree in Mining Law, Environment and Social Responsibility by Universidad Peruana de Ciencias Aplicadas (UPC) and is an attorney by Universidad de Lima. All the same,

she has completed her professional training with international executive programs in leadership, innovation, sustainability and strategic management, including INCAE Business School, IE Business School and the AOTS – Japan Corporate Innovation, and Sustainability.

During her career, she has led multidisciplinary legal teams, and has been part of ethical, compliance and corporate governance committees, in permanent coordination with government authorities and institutions at different levels, contributing to comprehensive legal risk management, strengthening the company's compliance and sustainability standards.

ANTONIO YÉPEZ BARRIENTOS
General Accountant

Certified Public Accountant, graduate of Universidad Nacional Mayor de San Marcos, with 20 years of

experience in the mining sector. He completed postgraduate studies at the Universidad de Chile and Universidad de Piura, earning a certificate in International Financial Reporting Standards (IFRS), and also studied at the ESAN Graduate School of Business, where he earned a certificate in Strategic Cost Management. He is currently pursuing a graduate degree (MBA) at ESAN Graduate School of Business. From 1997 to 2005, he worked as a financial auditor at BDO.

In addition, between 2007 and 2016, he worked at subsidiaries of the Glencore Group as a Financial and Cost Accountant for Empresa Minera Los Quenuales S.A., Perubar S.A., and Glencore Perú. Later, between 2017 and 2025 he worked as Cost and Fixed Asset Accountant at Compañía de Minas Buenaventura S.A.A. Since 2025 he is General Accountant at Compañía Minera Poderosa S.A.



» Additional Information.

Chapter 1
Management Indexes

TABLE 27.
2023 – 2025 Management Indexes

Criteria				Indicator	Executed 2023 - Accrued	Executed 2024 - Accrued	Executed 2025 - Accrued
Security				Frequency	1.37	1.11	0.79
				Severity	584.75	1,596.74	420.48
				Accidents	0.80	1.77	0.33
				Near misses	1,149	991	829
Geology	Progress	Progress DDH (m)		52,841	60,389	68,086	
	Resources	Resource Tons (MT)		1'680,856	1'854,985	2'088,720	
		Resource Ounces (oz)		802,027	826,510	882,804	
		Resource Grade (g/t)		14.84	13.86	13.15	
	Reserves	Reserve tons (MT)		1'533,746	1'709,127	1'845,782	
		Reserve Ounces (oz)		758,345	786,029	804,910	
		Reserves Grade (g/t)		15.38	14.30	13.56	
Mine				Mineral sent to plant (Mine+LA) (MT)	557,803	621,306	658,619
				H + V Operation progress (m)	46,277	59,646	58,246
				Positioning works (m)	10,782	13,298	14,276
				Development works (m)	11,245	13,271	13,318
				Mine works (m)	24,250	33,078	30,652
				Raise boring Progress (m)	-	464	295
				Raise climber Progress (m)	1,613	2,173	1,608
				Tmb/Tar_Total	3.24	3.12	3.09
				TMT/Tar_Total	1.20	1.04	1.18
				Prepared Mineral - (accessibility 0 - 3 months)	4.89	4.53	3.53
				Plant	Marañón	Resource Production	Mine
Estimated mill head grade (gr/TM)	12.08	12.36	11.62				
Recovery (%)	98.19	98.47	99.44				
Production (oz)	44,263	49,366	58,460				

Criteria				Indicator	Executed 2023 - Accrued	Executed 2024 - Accrued	Executed 2025 - Accrued		
Plant	Marañón	Resource Production	Designated task	Treated (MT)	80,936	98,589	119,098		
				Estimated mill head grade (gr/MT)	26.87	27.26	23.86		
				Recovery (%)	90.11	89.41	88.38		
				Production (oz)	64,021	76,808	81,816		
		Potential Production	Free exploration	Treated (MT)	91,616	88,441	73,240		
				Estimated mill head grade (gr/ MT)	18.81	21.21	21.49		
				Recovery (%)	88.33	88.53	87.74		
				Production (oz)	48,851	53,895	43,265		
		Consolidated Marañón	Treated (MT)	288,607	313,862	349,902			
			Estimated mill head grade (gr/ MT)	18.36	19.53	17.86			
			Recovery (%)	91.67	91.45	91.46			
			Production (oz)	157,135	180,068	183,551			
	Santa María	Resource Production	Mine	Treated (MT)	348,689	383,839	387,101		
				Estimated mill head grade (gr/ MT)	11.06	10.38	8.34		
				Recovery (%)	90.30	88.94	88.14		
				Production (oz)	111,881	113,805	91,581		
				Designated task	Treated (MT)	435	-	3,258	
					Estimated mill head grade (gr/MT)	28.53	-	24.34	
			Recovery (%)		90.70	-	87.17		
			Production (oz)		363	-	2,315		
			Potential Production		Free exploration	Treated (MT)	-	-	528
						Estimated mill head grade (gr/MT)	-	-	25.87
				Recovery (%)		-	-	88.45	
				Production (oz)		-	-	403	
		Consolidated Santa María		Treated (MT)		349,124	383,839	390,887	
				Estimated mill head grade (gr/MT)		11.08	10.38	8.50	
			Recovery (%)	90.30	88.94	88.12			
			Production (oz)	112,244	113,805	94,299			
			Collection (CL)	Treated (MT)	91,616	88,441	73,768		
				Estimated mill head grade (gr/MT)	18.81	21.21	21.52		
		Recovery (%)		88.33	88.53	87.75			
		Production (oz)		48,851	53,895	43,668			
		Consolidated		Treated (MT)	637,731	697,701	740,789		
				Estimated mill head grade (gr/MT)	14.38	14.50	12.92		
				Recovery (%)	91.09	90.46	90.30		
				Production (oz)	269,379	293,873	277,840		

Criteria	Indicator	Executed 2023 – Accrued	Executed 2024 – Accrued	Executed 2025 – Accrued
Maintenance	Total energy (MW-h)	109,130	129,455	144,719
	Hydraulic Energy Cost (\$/kW-h)	0.06	0.07	0.04
	Thermal Energy Cost (\$/kW-h)	0.39	0.34	0.31
	SIN Cost (\$/kW-h)	0.07	0.07	0.07
	PALCA Energy (kW-h)	-	-	-
	Trackless Mechanic Availability	80.86	83.36	83.87
	Conventional Mechanic Availability	90.38	88.23	88.18
	kW-h / Gross Metric Ton	71.74	66.89	76.49
Human Resources	kW-h / TMT	171.12	185.55	195.36
	Total Staff	6,931	7,930	7,773
	Employees Lima and Trujillo	88	100	96
	Operating Staff	689	693	693
	Mining Contractors	2,013	2,455	2,412
	Related companies	1,091	1,070	1,126
	Asset security	1,172	1,283	1,275
	OOC	230	530	737
Sales and costs	SME/Micro and SME	1,648	1,799	1,434
	Sales Au and Ag (USD)	530'458,905	698'699,892	977'888,858
	Sales Au (oz.)	269,437	289,001	279,561
	Average Au sale price (USD/oz.)	1,952.7	2,394.7	3,466.9
	Production Cost (USD/Mt)	371.2	443.8	533.3
	Production Cost (USD/oz.)	919.3	1,126.8	1,519.2
	Effective Cost (USD/oz.)	1,116.9	1,349.9	1,823.9
	Total Cost (USD/oz.)	1,459.4	1,743.0	2,320.7
Investment	Cubing Cost USD/cubed oz	225.7	239.9	282.3
	US\$/ kW-h Consolidated	0.14	0.16	0.14
Finances	Investment (US\$/Oz)	701.6	802.9	919.4
	Normal investment (US\$)	126'076,677	166'577,882	184'015,238
	Growth investment (US\$)	27'038,111	24'224,541	29'143,463
	EBITDA (USD) NIC 21 (2021)	191'998,616	262'811,258	409'888,726
	Coverage Index (EBITDA/interests)	191'998,616	262'811,258	409'888,726
	Debt service Hedging Ratio	-	-	-
	Leverage Index (total financial debt / EBITDA (last 12 months)	14.83	18.30	32.42
	Additional banking financing USD	0.22	0.13	0.14
Finances	Guarantee hedge_ guarantees/main balance	-	-	-
	Coverage: Guarantees = Guarantees / Balance	-	-	-

Note: Diluted Resources and Reserves, using the Actual Dilution Equation

Licenses and Permits

MARAÑÓN PRODUCTION UNIT

a. Beneficiation concession

- Marañón Beneficiation Concession on 6 ha. Marañón Plant.
- Authorization for the expansion of the Marañón Beneficiation concession to 269.09 ha and operation of the Livias filtered tailings deposit.

b. Marañón beneficiation plant

- Authorization for the operation of the Marañón beneficiation plant with a capacity of 700 MTD.
- Authorization for the construction and operation of the expansion of treatment capacity to 960 MTD in Marañón plant.
- Authorization for construction of chemical refinery for implementation of technological improvement in the recovery process.
- Communication about the replacement of sifters in the crushing process in Marañón plant
- Communication about equipment replacement due to technological enhancement of the collection belts and special ore transfer system
- Communication about equipment replacement due to technological enhancement of the Smelting Process, including replacement of smelting furnaces
- Communication about equipment replacement due to technological enhancement of the milling process, including replacement of the primary and secondary mills.
- Communication about equipment replacement due to technological enhancement of the primary crusher.
- Communication about equipment replacement due to tech-

nological enhancement of the smelter, replacement of the refusion furnace.

c. Tailing Ponds

- Operation authorization for the tailings pond N°6 up to level 1,270 m.a.s.l.
- Construction and operation authorization for the expansion of Asnapampa tailings pond from level 1200 to 1204 m.a.s.l.
- Operation authorization for the Livias ravine filtered tailings pond- Stages V to 1,550 m.a.s.l. and stage VI to 1,565 m.a.s.l.
- Physical stabilization and protection from water and wind erosion of the tailing ponds 1 to 6 - flood control wall.

d. Waste rock deposits

- Construction and operation authorization for Estrella 2 and Estrella 3 waste rock deposits.
- Construction and operation authorization for Revolcadero waste rock deposits.
- Revolcadero waste rock deposit Stage 1 up to 1,522 m.a.s.l.

e. Water use

- 10 l/s water use license from the Chorro Blanco and El Oso gorge for the Marañón Plant, camp sites and Vijus village.
- 400 l/s water use license from the El Tingo gorge, to generate energy for mining and metallurgic purposes.
- Surface water use license from Lavasen river for mining purposes.

f. Residual water reuse and discharge

- Authorization to discharge treated industrial residual water from Estrella mineshaft, level 1467.

- Authorization to reuse domestic residual water treated at Paraiso camp.
- Authorization to reuse of the Paraiso II domestic residual water treatment plant effluents.
- Authorization to reuse the Vijus domestic residual water treatment plant effluents for irrigation
- Sanitary Authorization for a septic tank and soil infiltration – septic tank Papagayo.

g. Power generation

- Authorization for 6.92 MW electric power generation at Antonio Samaniego Alcantara thermal power station.
- Authorization for 1.76 MW hydroelectric power generation at El Tingo.

h. Power transmission

- Final concession for the 60 kv Cajabamba - Morena power transmission line.

i. Direct LPG and liquid fuel Consumer

- Registration of Poderosa Mining Unit as a consumer of liquid fuels
- Operation authorization for the bulk LPG facility for direct consumer at:
 - Paraiso I camp.
 - Vijus camp.
 - Paraiso II camp.I

j. Explosives

- Authorization for purchase and use of explosives and related materials 2025 U.E.A. La Poderosa-Trujillo
- Operation authorization for underground powder magazine for ANFO and explosives in Piñuto.

- Operation authorization for underground powder magazine for accessories, ANFO and explosives in Karola.

k. Explorations

- Los Altos Mining Exploration Project Lower Complexity Environmental Data Sheet (FTAmc).

l. Environmental Management Instruments

- Environmental Adjustment and Management Program (PAMA) execution for the Marañón Production Unit.
- EIA for Asnapampa tailings deposits project.
- Environmental Impact Assessment (EIA) for the 60kV transmission line between Santa Mónica (Cajabamba) Substation and Morena (Pataz) substation.
- First Supporting Technical Report (ITS) approval for the disposal of filtered tailings at Asnapampa.
- EIA for the Expansion of the Mining Operations and Beneficiation Plant to 800 MTD
- ITS for the approval of the Expansion of the Asnapampa Tailings Dam to 1204 m.a.s.l.
- Second ITS for installation of drying ponds at tailings pond N° 6, Vijus Domestic Residual Water Treatment Plant and other components
- Environmental Impact Statement for a 25 kV Transmission Line from Leonidas Pachecho Cano Substation (Morena) to A. Samaniego A. Thermal Station
- Marañón Production Unit Soil EQS
- Fifth update of the Poderosa Mining Unit Mine Closure Plan
- 3rd ITS Poderosa Mining Unit-change of use of Revolcadero tailings to deposit waste rock and other materials.
- 4th ITS Poderosa Mining Unit for the expansion of the Marañón Beneficiation plant to 960

MTD-change of use of Revolcadero tailings to deposit waste rock and other materials.

SANTA MARIA PRODUCTION UNIT

a. Santa Maria I Beneficiation Concession

- Approval of the concession title for the expansion of the Santa Maria I benefit concession to 21.60 ha.
- Expansion of the Santa Maria I benefit concession to 399.39 ha and operation authorization for Hualanga – Stage I tailings deposit.

b. Santa Maria I Beneficiation Plant

- Authorization for the construction and authorization of the Santa Maria I beneficiation plant to 1000 MTD, stages 1 and 2.
- Installation of additional equipment in the crushing, grinding and liquid separation circuits at Santa Maria Plant.
- Communication of Press Filter installation in the tailings filtering circuit at Santa Maria Plant.
- Communication of replacement of the secondary crusher due to obsolescence and efficiency

c. Tailings ponds

- Authorization for the operation of the Santa Maria I tailings pond expansion to 2,464.5 m.a.s.l.
- Authorization for the construction, operation and disposal of filtered tailings in Santa Maria tailings pond N.º 2 up to 2415 m.a.s.l.
- Approval of the construction and operation of filtered tailings pond in Hualanga to a maximum level of 1490 m.a.s.l.

d. Waste rock deposits

- Authorization for construction and operation of waste rock de-

posits Chunturco 1, up to level 2060 m.a.s.l. and Chunturco 2, up to level 1,725 m.a.s.l.

- Authorization for construction of Santa Maria II – El Hueco waste rock deposit, including additional areas.

e. Water use

- Administrative Authorization for water use from Frances gorge for domestic purposes.
- Superficial water use permit from Marleny Spring for mining purposes.
- Water use license from Virginia for mining purposes.
- Water use license from Santa Maria gorge for mining purposes.
- Water use license from Puquiopata gorge for mining purposes.
- Authorization for the reuse of effluents from Consuelo Mine.

f. Residual water reuse and discharge

- Authorization for Industrial residual treated water disposal, Consuelo, Atahualpa, and Santa Maria mines.
- Authorization for Industrial residual treated water disposal at level 2120.
- Authorization for reuse of domestic residual treated water for irrigation from the Santa Maria I Residual Water Treatment Plant.
- Authorization for reuse of domestic residual treated water from the Santa Maria MBBR.
- Sanitary Authorization for a septic tank and infiltration in the fields at camps: Level 2410, Level 2520 and Level 2670.
- Authorization to reuse the Hualanga compact Residual Water Treatment Plant effluents.

g. Direct LPG and liquid fuel Consumer

- Operation authorization for the bulk LPG facility for direct con-

sumer. Cedro and Santa Maria Camps.

h. Explosives

- Authorization for the purchase and use of explosives and related materials for 2024 at La Libertad Administrative Economic Unit (UEA).
- Authorization for the operation of underground powder magazine level 2450 Consuelo for accessories, ANFO and explosives.
- Authorization for the operation of underground powder magazine level 2360 for accessories, ANFO and explosives.
- Authorization for the operation of underground powder magazine level 2410 for accessories, ANFO and explosives.

i. Environmental Instruments

- First EIA Modification for mining activities and expansion of the Santa Maria I beneficiation plant to 1000 MTD.
- Detailed Technical Report of the Santa Maria 2410, 2520, 2670 Camps.
- First ITS for Santa Maria mining unit, for new components and disposal of filtered tailings.
- Second ITS for Santa Maria mining unit for the installation of new components in the Santa Maria beneficiation plant.

- Third ITS for Santa Maria production unit for the disposal of waste rock in Hualanga tailings deposit.

j. Power Generation

- Authorization for 4.38 MW electric power generation at the Santa Maria Thermal power station.

PALCA PRODUCTION UNIT

- Palca Explorations Project Semi detailed Environmental Impact Assessment.
- Water use license for non-agricultural use from Carrizal gorge for non-mining activities in Suyubamba (10 l/s).
- Water use license from Carrizal gorge and Laguna Negra for Palca project mining purposes.
- Authorization to start Palca exploration project activities.
- Palca Explorations project CIRA.
- First modification of the Palca Explorations Project Semi-Detailed Environmental Impact Assessment.
- Authorization to start Palca Project mining exploration activities – Suyubamba.

MONTAÑITAS PRODUCTION UNIT

- Modification of the Palca explorations project Semi-Detailed En-

- Environmental Impact Assessment.
- Authorization to start Montañitas project exploration activities.
- Automatic approval Certificate – Start of explorations
- Start of exploration operations – stage II (platforms 1-7 and 15-17).
- Start of exploration operations stage III I (6 additional platforms and 24-month schedule extension).
- Authorization for operation of the Tayabamba- Cruz Grande surface powder magazine for explosives and accessories.

CHAGUAL PRIVATE AIRDROME

- Don Lucho Chagual private airdrome operation authorization.



Chapter 2
Plant

TABLE 28.

	Indicators	Unit	2024	2025
Main Plant Indicators 2024-2025	Treated tonnage		697,70 (This represented 106.19% compliance with the 657,000 tons programmed.)	740,789 (This represented 105.68% compliance with the 701,000 tons programmed)
	Gold recovery	g/t	We complied with 90,46 %. We met the mill head grade which was 14.33g/t and the amount realized was 14.50 g/t.	We obtained 90,30% of gold recovery, from 90.76% scheduled. We did not meet the expected mill head grade, which was 13.52g/t, and the grade realized was 12.92g/t.
	Gold Production	oz	293,873oz (Compliance was 106.28% from a total programmed of 276,502 ounces.)	277,840oz (Compliance was 100.46% from a total programmed of 276,569 ounces)
	Specific consumption of main inputs (kg/t)	kg/t	Sodium Cyanide 1,01, Lime 1,2 and Steel balls 1.62.	Sodium Cyanide 1.07, Lime 1.16 and Steel balls 1.54
	Accumulated plant downtime hours	hours	Marañón Plant: 270.77 Santa Maria Plant: 410.8	Marañón Plant: 380.32 Santa Maria Plant: 304

TABLE 29.

	Indicators	Unit	2024	2025
Main Smelter indicators 2024-2025	Pollutants in the dore bars		0.32 Pb y 0.27 As	0.33 Pb y 0.3 As
	Pollutants in the precipitate		2.87 Pb y 1.13 As	2.95 Pb y 0.86 As
	Pollutant treatment	%	Lead recovery during smelting of the precipitate was 93.43 and arsenic recovery from the slag was 85.73.	Lead recovery during smelting of the precipitate was 88,81 and arsenic recovery from the slag was 65.
	Recovery at the smelter		99.74	99.71

TABLE 30.

	Plant	Production	Programmed	Compliance with the programmed production
Production vs programmed per unit	Unit	oz		%
	Marañón Plant	183,541.0	157,186	116.76
	Santa Maria I Plant	94,299.0	119,384	78.99
	Consolidated	277,840.0	276,569	100.46

Maintenance, power and transportation

TABLE 31.

	Year	Process	Programmed	Executed	Difference	Progress
Annual total Programmed vs executed costs per process 2024 - 2025			US\$			%
	2024	Maintenance	12'322,286	13'167,041	844,755	6.9
		Energy	9'596,602	11'516,039	1'919,437	20
		Transportation	3'344,489	3'937,920	593,431	17.7
		Total	25'263,377	28'621,000	3'357,623	13.3
	2025	Maintenance	16'635,352	17'732,506	-1'097,154	6.19
		Energy	22'795,414	20'315,997	2'479,417	-12.2
		Transportation	6'128,591	7'246,071	-1'117,480	15.42
		Total	45'559,357	45'294,574	264,783	-0.58

TABLE 32.

	Month	Unit	2024		2025	
Monthly total. Programmed vs executed costs 2024 - 2025			Programmed	Executed	Programmed	Executed
	Jan		3'443,623	2'983,615	3'673,756	3'456,462
	Feb		3'380,652	3'120,864	3'578,621	3'456,462
	Mar		3'416,971	3'225,482	3'735,532	3'456,462
	Apr		3'264,123	3'023,917	3'606,335	4'194,523
	May		3'345,694	3'491,388	3'813,843	4'194,523
	Jun	US\$	3'288,186	3'494,242	3'637,350	4'194,523
	Jul		3'364,309	3'490,052	4'059,659	4'194,523
	Aug		3'380,539	3'521,799	4'041,349	2'861,326
	Sep		3'338,267	3'472,437	4'007,476	2'861,326
	Oct		3'422,235	3'490,586	3'782,669	4'141,474
	Nov		3'378,440	3'623,283	3'783,234	4'141,474
	Dec		3'452,994	3'671,528	3'839,533	4'141,474

TABLE 33.

Mechanic availability of conventional equipment 2016 - 2025

Year	Unit	Locomotives	Shovels	Goal
2016	%	85.23	82.45	85.00
2017		87.51	85.56	85.00
2018		87.50	85.50	85.00
2019		85.40	87.40	90.00
2020		91.06	94.85	90.00
2021		90.84	91.88	90.00
2022		91.24	91.15	90.00
2023		93.80	94.50	90.00
2024		89.60	89.00	90.00
2025		86.00	82.00	90.00

Sustainable Energy Transition

TABLE 34.

Total power consumption
(EMMM130a.1.-1)

Indicator	Unit	2022	2023	2024	2025
Total power consumed	GJ	654,577.60	727,387.60	899,285.08	958,328.57

METHOD FOR COLLECTING ENERGY DATA (GRI 302-1.f)

Electric power consumption data collection is done through standardized electronic gauges, as per the COES, Ministry of Energy and Mines, and OSINERGMIN requirements. All the same, data is integrated into Poderosa’s control system, both for the power generated in its hydroelectric power station and thermal stations, and the power purchased from SEIN, allowing comprehensive and reliable measurement of electric power consumption.

Diesel consumption is recorded through internal controls implemented at authorized service stations, which have dispatch systems that allow to accurately quantify the number of gallons supplied to each vehicle and /or equipment.

TABLE 35.

Energy consumption
(GRI 302-1)

Indicator	Unit	2022	2023	2024	2025
a. Total non-renewable energy (GRI 302-1 a) (G.03.0009)	MWh	127,534.23	108,088.07	151,095.84	154,834.64
Non-renewable fuel purchased and consumed		90,658.25	108,088.07	151,095.84	154,834.64
Diesel for thermal electric		7,545.47	15,166.02	30,749.92	33,538.67
Diesel for vehicles		83,112.78	92,922.05	120,345.92	121,295.97
Non-renewable electricity purchased		36,875.98	0	0	0
Vapor, heating, cooling and other types of energy (non-renewable) purchased (GRI 302-1 c)		0	0	0	0
b. Renewable energy consumption (GRI 302-1 b) (GRI 302-1 d) (G.03.0009)		54,292.88	93,964.04	98,705.57	111,414.24
Renewable fuels		0	0	0	0
Hydroelectric and photovoltaic renewable power 3 (power source: water, solar)		54,292.88	93,964.04	98,705.57	111,414.24
c. Total energy sold (GRI 302-1 e)		0	0	0	0
d. Total electric energy consumed by the company (a+b-c)	%	181,827.11	202,052.11	249,801.41	266,248.88
e. Total electric energy consumption costs⁴ (in soles)		84’608,691.27	95’862,814.45	129’593,796.30	106’541,794.50
Electric energy r from the grid (EM-MM-130a.1.-2)		20.28	0	0	0
Renewable energy (EM-MM-130a.1.-3)		29.86	46.5	39.51	41.85

Notes:

- Conversion factors. 1 MWh = 3.6 GJ, 0.04026 MWh = 1 gallon of diesel = 40.7 kWh thermal (International Energy Agency (IEA).
- Additional information used to determine the figures reported by Diesel Thermoelectric: The information comes from Poderosa’s SCADA system which is connected to the control boards of each thermoelectric plant.
- Additional information used to determine the reported diesel consumption figures for vehicles: Fuel consumption data is collected at the mining unit’s fueling stations using a digital token that is recorded in the logistics and accounting system.
- Details of the information reported under the category “Renewable hydroelectric and photovoltaic energy”: We purchase energy generated through a hydroelectric power plant owned by Kallpa, from the Cerro del Aquila plant. We have our own hydroelectric power plant “El Tingo” and a small photovoltaic facility in Santa Maria.
- For currency conversions, the exchange rate from the last business day of the year was used.

TABLE 36.

Energy intensity
(GRI 302-3) (GRI 14.1.4)

Indicator	Unit	2025
Total electric energy consumed by the company (numerator)	MWh	266,248.88
Number of employees (denominator)	Nº	790
Power intensity in the organization	MWh/employee	337.02

Information technologies

TABLE 37.

	Types of complaints	Unit	2024	2025
Substantiated complaints regarding violations of customer privacy (GRI 418-1)	Complaints received from third parties and verified	N°	0	0
	Complaints from regulatory authorities		0	0
	Total		0	0

TABLE 38.

	Types of complaints	Unit	2024	2025
Identified cases of data breaches, theft, or loss of customer data (GRI 418-1)	Identified cases of data breaches, theft, or loss of customer data	N°	0	0



Chapter 3
CODECO Empowerment

TABLE 39.

CODECO empowerment level

N°	Annex	Unit	Empowered CODECOss	
			2024	2025
1	Vijus	N°	41	42
2	Zarumilla		46	28
3	Socorro		47	48
4	Campamento		45	47
5	Suyubamba		42	43
6	Chuquitambo		43	43
7	Nimpana		43	43
8	Pueblo Nuevo		43	43
9	San Fernando		42	42
10	Chagual	N°	42	43
11	Vista Florida		43	42
12	Shicún		40	41
13	Alacoto		38	42
14	Pamparacra		39	40
15	Los Alisos		36	14
16	Cruz Colorada		34	36
17	Cenolen		0	30
18	Macull		0	37

FORMALIZATION AND AGREEMENTS

TABLE 40.
Cooperation Agreements

N°	CODECO/ Communities	2024				2025			
		Cooperation Framework Agreement between Pataz District Municipality, Asociacion Pataz and Codeco	Specific Cooperation Agreement between Poderosa and CODECO	Agreement between Asociación Pataz and CODECO, for the Execution of the Contest for Funds Projects	Cooperation Agreement between -CODECO and Execution Unit 415 - Pataz	Cooperation Framework Agreement between Pataz District Municipality, Asociacion Pataz and CODECO	Specific Cooperation Agreement between Poderosa and CODECO	Agreement between Asociación Pataz and CODECO, for the Execution of the Contest for Funds Projects	Cooperation Agreement between -CODECO and Execution Unit 415 - Pataz
1	Chuquitambo	28/02/2024	27/03/2023			28/02/2024	07/09/2025		
2	Nimpana		09/06/2024	06/03/2024			09/06/2024	06/03/2024	
3	Shicún						11/09/2025		
4	Vijus			06/03/2024	20/01/2023				20/01/2023
5	Chagual		16/10/2024				16/10/2024		
6	Suyubamba		19/09/2023	02/01/2023			19/09/2023		
7	Vista Florida		16/10/2023	02/01/2022			16/10/2023		
8	San Fernando								
9	Campamento		26/06/2023				26/06/2023		
10	Pueblo Nuevo		12/11/2024	06/03/2024			12/11/2024	06/03/2025	
11	Los Alisos								
12	Zarumilla				20/10/2022				20/10/2022
13	Socorro							06/03/2025	
14	Alacoto							06/03/2025	
15	Pamparacra				20/10/2022				
16	Cruz Colorada								



CAPACITY BUILDING

TABLE 41.
CODECO training: authorities and population

N°	CODECO / Annex	Unit	2024				2025			
			CODECO leaders	Authorities and leaders	Dwellers	Total	CODECO leaders	Authorities and leaders	Dwellers	Total
1	Chuquitambo	N°	9	9	29	47	7	4	2	13
2	Nimpana		9	9	2	20	9	14	50	73
3	Shicún		6	7	10	23	9	8	59	76
4	Vijus		11	10	0	21	8	10	1	19
5	Chagual		6	5	4	15	4	1	0	5
6	Suyubamba		8	6	0	14	8	0	0	8
7	Vista Florida		8	8	4	20	4	4	0	8
8	San Fernando		6	3	2	11	5	5	0	10
9	Campamento		9	11	3	23	9	6	0	15
10	Pueblo Nuevo		7	6	71	84	5	5	0	10
11	Los Alisos		3	0	3	6	1	1	0	2
12	Zarumilla		7	2	2	11	3	0	0	3
13	Socorro		7	5	1	13	9	8	98	115
14	Alacoto		10	4	0	14	9	1	2	12
15	Pamparacra		7	6	27	40	9	5	11	25
16	Cenolén		7	6	27	40	6	1	0	7
17	Cruz Colorada		9	1	0	10	7	1	2	10
18	Macull		0	0	0	0	6	3	5	14
Total			129	98	185	412	118	77	230	425



PROJECT CONTEST

TABLE 42.
2024 – 2025 Project contest winners

N°	CODECO/ Annex	2024			2025		
		Winner Projects	Asociacion Pataz	Counterpart	Winner Projects	Asociacion Pataz	Counterpart
1	Pueblo Nuevo	Improvement of drinking water and sanitation system in Pueblo Nuevo, Pataz district, La Libertad	65,000.00	50,408.18	Construction of the community diner for the Soup Kitchen at Suyubamba village, Pataz district, La Libertad Region	130,000.00	121,184.13
2	Socorro	Construction of drinking water collection and conduction line in Socorro	65,000.00	24,358.54	Construction of the perimeter fence that includes improving restrooms in school N° 80854 Jorge Chávez Dartnell, secondary level, in Chuquitambo, Pataz district, La Libertad Region	130,000.00	28,717.12
3	Shicún	Construction of the pre-school cafeteria in Shicun	65,000.00	155,107.40	Improvement and expansion of the sewerage system in Campamento village, Pataz district, La Libertad Region.	130,000.00	121,157.08

TABLE 43.
Pias district project contest winners 2024 – 2025

CODECO/ Annex	2024			CODECO/ Annexs	2025		
	Winner Projects	Asociacion Pataz	Counterpart		Winner Projects	Asociacion Pataz	Counterpart
S/		S/					
Alacoto	Construction of the community diner for soup kitchen, in Alacoto	65,000.00	80,235.73	Cenolen	Construction and implementation of classrooms for elementary and pre-school levels, including restrooms at School N° 80514 in Cenolén village, Pias district	130,000.00	106,519.10

Water and sanitation community management

SUSTAINABILITY OF THE SYSTEM

TABLE 44.

Variables for the drinking water system assessment 2025

Evaluation Variables	Evaluation Indicator
Organization	JASS organization (Board of directors)
	Municipal recognition (resolution of the mayor's office)
	Water use rights (use license)
Administration	Annual operation plan (POA)
	Accountability
	Residual chlorine level
	Cleaning and disinfection (POA)
Quality	Chlorination system
	Management instruments (administrative records)
	Service continuity
Sustainability	Family quota (AOM)
	Operator (OM)



INFRASTRUCTURE ASSESSMENT

TABLE 45.

Assessment of the Pataz district communities drinking water infrastructure in 2025

N°	Water system /Community	Rating				House connections rating	Drinking water systems general rating
		Intake	Conduction line	Reservoir	Distribution network		
1	Chuquitambo	B	G	G	G	G	G
2	Nimpana	G	G	G	G	G	G
3	Shicún	G	G	G	G	G	G
4	Vijus	G	G	G	G	G	G
5	Chagual	G	G	G	G	G	G
6	Suyubamba	G	G	G	G	G	G
7	Antapita	G	G	G	G	G	G
8	Vista Florida	R	G	G	G	G	G
9	Colpa	G	G	G	G	G	G
10	San Fernando	G	G	G	G	G	G
11	Pataz	G	G	G	G	G	G
12	Campamento	G	G	G	G	G	G
13	Ciénaga	R	G	G	G	G	G
14	Pueblo Nuevo	G	G	G	G	G	G
15	Los Alisos	G	G	G	G	G	G
16	Yalen	G	G	G	G	G	G
17	Zarumilla	R	G	G	G	G	G
18	Socorro	R	G	G	G	G	G
19	Alacoto	G	G	G	G	G	G
20	Pamparacra	G	G	G	G	G	G
21	Cenolén	G	R	G	G	G	G
22	Piás	G	R	G	R	G	G
23	Macull	G	R	G	G	R	G
Good		18	20	23	22	22	23
Regular		4	3	0	1	1	0
Bad		1	0	0	0	0	0
Total		23	23	23	23	23	23

WATER FLOW EVALUATION

TABLE 46.
2025 Water flow evaluation

Water Flow Situation of the Pataz and Pías Drinking Water Systems in the IV Quarter of 2025		
PATAZ	Chuquitambo	G
	Nimpana	B
	Shicún	G
	Vijus	G
	Chagual	G
	Suyubamba	G
	Antapita	B
	Vista Florida	G
	La Colpa	G
	San Fernando	G
	Pataz	B
	Campamento	G
	La Ciénaga	G
	Pueblo Nuevo	R
	Los Alisos	G
	Yalen	G
	Zarumilla	B
	Socorro	G
PIÁS	Alacoto	G
	Pamparacra	G
	Cenolén	G
	Piás	G
HUAYLILLAS	Macull	B

TABLE 47.
Water flow condition in 2025

Drinking water systems flow condition	N°	%
Good	19	82
Regular	2	9
Bad	2	9
Total	23	100



QUALITY ASSESSMENT

TABLE 48.
2025 Water quality assessment

N°	Community/Water systems	Bacteriologic analysis result at house connection	Physical analysis result	Chemical analysis result	Bacteriologic and physical and chemical quality
		Condition	Condition	Condition	Condition
1	Chuquitambo	B	B	B	B
2	Nimpana	G	G	G	G
3	Shicún	G	G	G	G
4	Vijus	G	G	B	B
5	Chagual	G	G	G	G
6	Suyubamba Locro Falso	G	G	G	G
7	Vista Florida	G	G	G	G
8	San Fernando	G	G	G	G
9	Campamento	G	G	G	G
10	Pataz	G	G	B	B
11	Pueblo Nuevo	G	G	G	G
12	Los Alisos	G	G	G	G
13	Zarumilla	G	G	G	G
14	Socorro	G	G	G	G
15	Yalen	G	G	G	G
16	La Ciénaga	G	G	B	B
17	La Colpa	G	G	G	G
18	Antapita	G	G	B	B
19	Alacoto - Piás	G	G	G	G
20	Pamparacra - Piás	G	G	B	B
21	Piás	G	G	G	G
22	Cenolén - Piás	G	G	G	G
23	Macull	G	G	G	G
Good		22	22	17	17
Regular		0	0	0	0
Bad		1	1	6	6
Total		23	23	23	23

Social and environmental commitments

TABLE 49.
Social and environmental commitments

Social and environmental commitments	Unit	2024		2025	
		Proposed	Met	Proposed	Met
Mine closure plan update	N°	8	8	8	8
EIA Marañon 800 TMD ³²		30	30	30	30
EIA Santa Maria 1000 MTD		16	16	16	16
SD EIA project. ³³ Montañitas		14	14	14	14
SD EIA project. ³⁴ Palca		26	26	26	26
Total		94	94	94	94



Handling of social and environmental grievances and complaints

TABLE 50.
Total number of complaints or grievances in 2025

Cases identified	Comments about the reason for the complaint or grievance	Status of the complaint or grievance
AgriCulturel claim	As a result of the construction of the access road to the communication tower of Poderosa in Aragostay village, Cochorco district. The damage to crops was mitigated in favor of Mr. Ricardo Escobedo Acosta through a financial settlement in the amount of S/2,000 for the cleaning and impact on plantations. The compensation agreement was signed on January 15, 2025.	Claim addressed and closed.
Road infrastructure claim	Claim by the authorities of Campamento village, Pataz district. According to a letter dated July 9, 2025, they report that the road widening work in the El Alto area, carried out by the contractor Bulding Company Arola SAC, caused a slope failure. Poderosa In a letter dated July 8, 2025, states that the landslide was caused by geological faults; to facilitate transit, Poderosa enabled an alternate road, until the end of the slope failure cleaning works by the contractor Bulding Company Arola SAC. The amount invested for these improvements was S/713,000.	Claim addressed and closed.
AgriCulturel claim	During the Calquiche road rehabilitation process, performed by Poderosa, material damages due to rock failure on the farming land of Mr. Renan Ruiz Acosta. Poderosa paid damages for S/5,600.	Claim addressed and closed.
Road infrastructure claim	During the Calquiche road maintenance, the irrigation pipeline of Mr. Estanislao Ruiz Acosta was damaged. On May 6, 2025, Poderosa replaced the damaged materials; water pipeline and connections, for a total amount of S/6,694.90	Claim addressed and closed.
AgriCulturel claim	Because of the maintenance works of the road from Valdivia to Shicun, Mr. Máximo Castillo Conteras, claimed damages on the irrigation pipelined in the area called Cebada Pampa, located in Shicun village. Poderosa, pursuant to the settlement agreement dated June 8, 2025, agrees to compensate for the damage caused by replacing the irrigation pipe: Four 1-inch rolls of HDP pipeline, and two 2-inch HDP pipeline, for a total amount of S/2,731. 20.	Claim addressed and closed.
AgriCulturel claim	On June 20, 2025, Mr. Alcides Laiza Calderón, filed a complaint regarding damage to crops caused by the construction of a road from Chuquitambo to the La Pradera area, which was built for the Lavasen project. On July 26,2025 Poderosa signed a settlement agreement for damages for S/8,600, to compensate for the damage caused.	Claim addressed and closed.

³² In mining, this stands for TMD (Metric Tons per Day); in English, it is TPD (Tonnes Per Day)
³³ Semi-Detailed Environmental Impact Study (Sd - EIA)
³⁴ Semi-Detailed Environmental Impact Study (Sd EIA)

Social Conflict Monitoring

TABLE 51.
2016 – 2025 Social Conflict Report

Type of Conflict	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Total
Property dispute	0	0	0	1	0	0	0	0	0	0	1
High traffic impact	0	0	1	1	0	0	0	0	0	0	2
Property invasion	0	0	0	2	0	0	0	0	0	0	2
Delay in fulfilling an agreement	0	0	0	0	0	0	0	0	0	0	0
Roadblock by criminal gangs	0	0	0	0	0	0	0	1	0	0	1
Conflicts with communities	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	1	4	0	0	0	1	0	0	6

Purchase of Real and Surface rights

TABLE 52.
Land Acquisition

2024			2025		
Status	Closed	Total	Status	Closed	Total
Purchase	3	3	Purchase	10	10
Easement	0	0	Easement	1	1
Operation easement	2	2	Operation easement	3	3
Rental contract	3	3	Rental contract	5	5
Total	8	8	Total	19	19

2024			2025		
Condition	Status	Total	Condition	Status	Total
Production / Exploration	Closed	0	Production / Exploration	Closed	
Montañitas	0	0	Surface use permit -Explorations Monta- ñitas – Los Altos	5	5
Los Altos	0	0	Surface use permit / Los Altos Geophysical Surveys	2	2
Total	0	0	Total	7	7

2024			2025		
Status	Closed	Total Hectares	Status	Closed	Total Hectares
Purchase	3	115.62	Purchase	10	1,199.05
Easement	0	0.00	Operation Surface use permit	1	25.37
Operation easement	2	0.64	Operation easement	3	2.81
Rental contract	3	1.03	Rental contract	5	0.298
Total	8	117.29	Total	19	1,227.5

Social investment in the communities

TABLE 53.

	Criteria	Unit	2024	2025
Social contributions in cash and in-kind 2024–2025 (GRI 203–1) (G.04.0027)	Total cash contribution	S/	1'348,700.00	4'145,491.38
	Total in-kind contribu- tion		15'977,244.00	18'867,742.30
	Total		17'325,944.00	23'013,233.68

Note: The contributions made by Poderosa do not qualify as pro bono work nor do they constitute commercial arrangements, as they are direct invest-
ments made by the company, which are managed either directly by Poderosa or through the Asociación Pataz.

TABLE 54.

Investment in sustainable development 2024–2025 (GRI 203–1)

Management item	2024	2025	%
Unit	S/		
Development and Strengthening	3'496,573.00	4'331,982.29	18.82
Local Economy	3'335,154.00	2'948,695.76	12.81
Education	2'802,133.00	3'681,983.54	16.00
Local Employment	332,712.00	40,179.20	0.17
Environmental Management	2'883,619.00	1'889,780.99	8.21
Basic Infrastructure	2'500,888.00	8'044,240.64	34.95
Nutrition	128,876.00	431,296.00	1.87
Promotion of Culture	668,018.00	485,543.00	2.11
Health	1'177,973.00	1'159,532.26	5.04
Total	17'325,944.00	23'013,233.68	100

Notes:

- The total S/ 23,013,233.68 reported amount breaks down as follows:
 - Executed by Asociación Pataz: : S/ 9'637,516, ddestined for social, economic, and Culturel initiatives.
 - Executed directly by Poderosa: S/ 8'044,241, destined exclusively for essential infrastructure; S/ 5'331,477.04, ddestined for social, economic, Culturel capacity building, environmental manage-
ment, and nutrition initiatives.
- The amount corresponding to the item “Works for Taxes” reflects exclusively those investments made by Poderosa with no economic return, and not the total amount of the project executed.
- In 2025, the company allocated S/ 822,688.66 to consulting services for the management and oversight of technical profiles and files, as well as the monitoring of projects carried out under this model. This investment does not have CIPRL certification and, therefore, does not generate a financial return for Poderosa.
- For Poderosa, The “essential infrastructure” action line aligns with the definition of “infrastructure” established by the GRI Standards (faci-
lities built primarily to provide a public service or good, rather than for commercial purposes, and from which an organization does not seek to derive direct economic benefits), while the other action lines are aligned with the definition “support services” established by the GRI Standards (Services that provide a public benefit, either through direct payment of operating expenses or by providing staff for the facility or service from the organization's own employees.

TABLE 55.
Progress by action line 2025 (GRI 203-1)

Action line	Projects per action line	Closed in 2025	Under execution in 2025	Observation
Unit	N°	N°	N°	
Development and strengthening	57	57	0	40% progress in the micro-metering system project in the district of Pias.
Local Economy	7	7	0	
Education	54	54	0	30% progress in the construction of the community hall in Alacoto community, Pias district.
Local Employment	2	2	0	
Environmental Management	31	30	1	
Basic Infrastructure	57	56	1	
Nutrition	5	5	0	
Promotion of Culture	25	25	0	
Health	44	44	0	
Total	282	280	2	

Notes:

- The total S/ 23,013,233.68 reported amount, breaks down as follows, with respect to 282 projects::
 - 6 Executed by Asociación Pataz: S/ 9,637,516, destined for social, economic, and Cultural initiatives.
 - 276 Executed directly by Poderosa: S/ 8'044,241, destined exclusively for essential infrastructure. S/ 5'331,477.04, destined for social, economic, Cultural capacity building, environmental management, and nutrition initiatives.
- The amount corresponding to the item “Works for Taxes” reflects exclusively those investments made by Poderosa with no economic return, and not the total amount of the project executed.



TABLE 56.
Funding for local development projects—Social assistance programs based on district-level action plans 2025 (GRI 203-1)

N°	Action line	Project Name	Social Project Description	Total (\$/)
1	Infrastructure	Rural Road Rehabilitation and Maintenance Project	Pueblo Nuevo - Los Alisos Road Improvement Project, Pataz district	1,975
2	Infrastructure	Rural Road Rehabilitation and Maintenance Project	Donation of 180 gallons of fuel for the authorities of Huanapampa community, Tayabamba district	3,654
3	Infrastructure	Community Hall Construction Project	5x1x1 Gabions for Cochorco community hall, Cochorco district	5,300
4	Infrastructure	Construction of a roof for the Vijus Health Center	Construction of a roof and water tank for the Vijus Health Center, Pataz district	14,000
5	Infrastructure	Rural Road Rehabilitation and Maintenance Project	Donation of 4000 gallons of fuel to Buldibuyo district Municipality, for Pachacrahuay- Tayabamba dust road	85,200
6	Infrastructure	House infrastructure improvement	Donation of a prefabricated house to a resident of Calquiche, Pataz district	15,930
7	Infrastructure	River defense project	Machinery for Tingo River dredging and channel maintenance for 300 hours, Vijus, Pataz district	87,910
8	Infrastructure	Rural Road Rehabilitation and Maintenance Project	3000 gallons of fuel for Huaylillas district Municipality, for road cleaning and improvement	63,900
9	Infrastructure	Enhancement of farming Infrastructure	Twelve 12” pipes for the Chuquitambo irrigation system, Pataz district	7,199
10	Infrastructure	Enhancement of Chagual police station infrastructure	Repair and maintenance of the Vijus National Police Rural Center, Pataz district	1,544
11	Infrastructure	Enhancement of Vijus drinking water system	Machinery to improve the Vijus drinking water system, Pataz district	3,520
12	Infrastructure	Infrastructure Rehabilitation Project	Additional work in the Pataz Library Park, Pataz district	2,477,979
13	Infrastructure	Infrastructure Rehabilitation Project	Supervision of complementary works on the Pataz Library Park, Pataz district	125,316
14	Infrastructure	Rural connection habilitation project	Cable for Llaupuy village, La Victoria de Sartimbamba Farming Community	19,975
15	Infrastructure	Channel enhancement	Maintenance and cleaning service for the Chuman canal, Vijus. Pataz district	15,467
16	Infrastructure	Parish house construction	Construction of the parish house in Chillia, Chillia district. Agreement between AP and Huamachuco Prelature	420,686
17	Infrastructure	Electric Lighting Relocation Project	Electric Pole Relocation Service for a dweller in Calquiche- Vista Florida community, Pataz district	14,606

N°	Action line	Project Name	Social Project Description	Total (\$/)
18	Infrastructure	Road Rehabilitation Project	Bridge repair in El Porvenir community, Ongón district	5,000
19	Infrastructure	Rural Road Rehabilitation and Maintenance Project	Construction and renovation work on the deviation to Calquiche, Pataz district. Equipment: excavator and truck	130,114
20	Infrastructure	Rural Road Rehabilitation and Maintenance Project	Construction of community diner, Alacoto community, Pias district	70,517
21	Infrastructure	Infrastructure Rehabilitation Project	Installation of drainage systems and repair of ditches at Sebastian Ramis de Huamanmarca Pastoral Center, Cochorco district	8,960
22	Infrastructure	Infrastructure Rehabilitation Project	Renovation of Chagual police station, Pataz district	167,914
23	Infrastructure	Infrastructure Maintenance	Paint for the Vijus San Martín de Porres chapel, Vijus, Pataz district	2,525
24	Infrastructure	Infrastructure Maintenance	4 rolls of fencing mesh in Vijus, Pataz district	4,199
25	Infrastructure	Infrastructure construction project	Work to relocate two bathrooms in el Vado, Vijus, Pataz district	48,855
26	Infrastructure	Infrastructure Maintenance	25 cement bags for a wall in Aragostay, Cochorco district	1,000
27	Infrastructure	Rural Road Rehabilitation and Maintenance Project	Construction of a retaining wall to widen the road embankment in Aragostay, Cochorco district	43,000
28	Infrastructure	Rural Road Rehabilitation and Maintenance Project	Transportation services for 80 hours in Aragostay, Cochorco district	21,372
29	Infrastructure	Works for taxes Project	Additional supervision of supplementary work on the Pataz Library Park, Pataz district	17,049
30	Infrastructure	Infrastructure Maintenance	Vijus Health Center solar panel repair, Pataz district	12,681
31	Infrastructure	Infrastructure Maintenance	Corrective maintenance of the Vijus Health Center solar panels, Pataz district	22,142
32	Infrastructure	Infrastructure Maintenance	Wood, cement and boards for Lavasen – Huasipampa bridge	1,385
33	Infrastructure	Rural Road Rehabilitation and Maintenance Project	Motor grader equipment	500
34	Infrastructure	Rural Road Rehabilitation and Maintenance Project	Motor grader equipment for road maintenance – Cedro	1,200
35	Infrastructure	Rural Road Rehabilitation and Maintenance Project	3000 gallons of fuel – Maintenance of the dust road. Condormarca District Municipality	37,260
36	Infrastructure	Equipment Maintenance	Chagual police station truck maintenance, Pataz district	4,707
37	Infrastructure	Rural Road Rehabilitation and Maintenance Project	250 gallons of fuel – road maintenance – Cochorco District Municipality	3,921
38	Infrastructure	Rural Road Rehabilitation and Maintenance Project	Fuel for cleaning and dredging Tingo river, Vijus. Pataz district	13,435

N°	Action line	Project Name	Social Project Description	Total (\$/)
39	Infrastructure	Rural Road Rehabilitation and Maintenance Project	2500 gallons of fuel, Bambamarca District – Bolivar Province.	31,050
40	Infrastructure	Rural Road Rehabilitation and Maintenance Project	First delivery of fuel for public road maintenance – Cochorco District Municipality.	3,105
41	Infrastructure	Rural Road Rehabilitation and Maintenance Project	Second delivery of fuel for public road maintenance – Cochorco District Municipality.	3,105
42	Infrastructure	Rural Road Rehabilitation and Maintenance Project	Third delivery of fuel for public road maintenance – Cochorco District Municipality.	3,105
43	Infrastructure	Rural Road Rehabilitation and Maintenance Project	Machinery for site preparation Mrs. Zenaida Torres, Chagual- Pataz district	1,300
44	Infrastructure	Rural Road Rehabilitation and Maintenance Project	2000 gallons of fuel for public road maintenance, Bolívar District Municipality.	24,840
45	Infrastructure	Infrastructure Maintenance	3000 gallons of fuel – Maintenance of the dust road. Condormarca District Municipality	37,260
46	Infrastructure	Infrastructure Maintenance	Request for Petroleum to clear a dust Road in La Victoria Farming Community – Sartimbamba	248
47	Infrastructure	Rural Road Rehabilitation and Maintenance Project	Aggregate material for Mr. Jesús Guillermo Monzón, Shicun community, Pataz district	15,000
48	Infrastructure	River defense project	Motor grader for a sports field. Vijus community, Pataz district	1,416
49	Infrastructure	Infrastructure Maintenance	Support provided with two dump trucks carrying soil and gravel due to water seepage. Mrs Crisanta Lopez – Vijus community dweller, Pataz district	1,070
50	Infrastructure	Infrastructure Construction	14,893 gallons of fuel to the Sartimbamba district Municipality for dust road maintenance	184,972
51	Infrastructure	Infrastructure Maintenance	Fuel for River Defense – Vijus CODECO, Vijus community, Pataz district	18,630
52	Infrastructure	Rural Road Rehabilitation and Maintenance Project	Front loader for moving rocks in the hot springs area – Vijus community dweller, Pataz district	2,803
53	Infrastructure	Infrastructure Construction Project	Construction of Casa Saberes Productivos – Cas. Inea	20,000
54	Infrastructure	Maintenance and rehabilitation project	5 cylinders to clean the water treatment plant, Pueblo Nuevo community, Pataz district	100
55	Infrastructure	Dust road construction	Construction of a local road suitable for vehicle traffic in Pampatac community, to Vijus, Cochorco District Municipality	40,000
56	Infrastructure	Works for taxes consulting project	Project Funding for social consulting projects through the “Work for Taxes” program	822,689
57	Infrastructure	Rural Road Rehabilitation and Maintenance Project	Construction of a dirt road, Suyubamba – Pilanco Grande road construction project	2,851,651
58	Culture	Infrastructure rehabilitation project	Conservation and Maintenance of the Main Altarpiece of Santo Domingo Church in Trujillo	29,319
59	Culture	Infrastructure rehabilitation project	Restoration of the Altarpiece of Our Lady of the Rosary in the Santo Domingo Church, in Trujillo	57,331

N°	Action line	Project Name	Social Project Description	Total (\$/)
60	Culture	Voluntary contribution	II Stage of the Sebastian Ramis Pastoral Center, Huamanmarca. Cochorco District	100,000
61	Culture	Voluntary contribution	Supervision of the Construction of the Huamanmarca Pastoral Center, Cochorco District	20,000
62	Culture	Voluntary contribution	Donation of 20 soccer and volleyballs to the UNT Leaders Association Huamachuco	539
63	Culture	Voluntary contribution	Supplies for Mother's Day gift baskets in School 80663, Santa Cruz village, Carabamba district	3,040
64	Culture	Voluntary contribution	Hoses for watering the sports fields in Shicun, Pataz district	5,336
65	Culture	Voluntary contribution	Collaboration for Chagual community festival, Pataz district	2,500
66	Culture	Voluntary contribution	Donation of a coffin for a family in Vista Florida, Pataz district	1,416
67	Culture	Voluntary contribution	Collaboration for Aricapampa community festival, district Cochorco	3,000
68	Culture	Voluntary contribution	Collaboration for the Señor Amito de los Auxilios Patron Saint Festival, in Chuquitambo, Pataz district	2,500
69	Culture	Voluntary contribution	Collaboration for the Aragostay community Patron Saint Festival, Sartimbamba district	4,000
70	Culture	Voluntary contribution	Collaboration for the Patron Saint Festival in Chugurbamba School 8731 in La Victoria Farming Community, Sartimbamba district	2,400
71	Culture	Voluntary contribution	Collaboration for the Chugurbamba Patron Saint Festival, Sartimbamba district	2,400
72	Culture	Voluntary contribution	Christmas campaign in Pataz district communities, Tayabamba and surrounding areas.	208,363
73	Culture	Voluntary contribution	Request for a Festival Committee - Suyubamba	8,000
74	Culture	Voluntary contribution	Request for Funding for Recreational Activities in Chugay district	5,000
75	Culture	Voluntary contribution	Request for Donations of Mugs for Mother's Day	3,000
76	Culture	Voluntary contribution	Request for collaboration for Mother's Day	3,000
77	Culture	Voluntary contribution	Collaboration for the San Gaspar del Búfalo Patron Saint Festival	3,000
78	Culture	Voluntary contribution	Application for Economic Assistance -- Patron Saint Festival	5,000
79	Culture	Voluntary contribution	Patron Saint Festival in Honor of Nuestra Señora de las Mercedes	5,000
80	Culture	Infrastructure construction	Patron Saint Festival in Honor of Señor de los Milagros - Pamparacra	3,500
81	Culture	Voluntary contribution	Machinery for leveling soccer fields	900
82	Culture	Voluntary contribution	Patron Saint Festival in Honor of Immaculate Conception Virgin	7,000
83	Development and Capacity Building	Apoyo construcción Infraestructure	Construction of a multipurpose facility for Public Safety in Ahijadero village, Pataz district	54,090

N°	Action line	Project Name	Social Project Description	Total (\$/)
84	Development and Capacity Building	Voluntary contribution	Installation of evacuation signage in Vijus, Pataz district	2,758
85	Development and Capacity Building	Voluntary contribution	Purchase of printer ink for the Vijus Police Station, Pataz district	856
86	Development and Capacity Building	Voluntary contribution	Preventive maintenance for the Vijus National Police pickup, Pataz district	1,392
87	Development and Capacity Building	Voluntary contribution	Participation of 10 Mining Teachers from La Libertad in CADE Universitario	20,740
88	Development and Capacity Building	Voluntary contribution	Support for the "Protagonists of Change" Contest (PDC) organized by UPC	11,800
89	Development and Capacity Building	Voluntary contribution	Canopy installation for the 3rd Purple Corn Festival in Cajamarca city	5,000
90	Development and Capacity Building	Voluntary contribution	One projector, 200 chairs, 5 rolls of 2-inch and 3-inch hoses, and accessories for Sartimbamba district	6,695
91	Development and Capacity Building	Voluntary contribution	Office suppliers for the Chagualitto National Police Station, Cochorco district	794
92	Development and Capacity Building	Voluntary contribution	Flashlights and radios for Vista Florida Farmer patrols, Pataz district	1,912
93	Development and Capacity Building	Voluntary contribution	Spare part for an ambulance battery, Vijus Health Center, Pataz district	480
94	Development and Capacity Building	Voluntary contribution	Chagual health center Ambulance Maintenance, Pataz district	230
95	Development and Capacity Building	Voluntary contribution	Rotoplast water tank for a dweller in Shicun, Pataz district	876
96	Development and Capacity Building	Voluntary contribution	Transportation cost of wooden modules from Trujillo to Calquiche, Pataz district	3,000
97	Development and Capacity Building	Voluntary contribution	Sponsorship of the Provincial Municipality of Trujillo Photography Contest	7,500
98	Development and Capacity Building	Voluntary contribution	Materials for La Victoria Farming Community Farmer patrols, Sartimbamba district	4,375
99	Development and Capacity Building	Voluntary contribution	Donation of A5 perfect-bound booklets for UNT: XXXI CONEIMERA 2025	3,500

N°	Action line	Project Name	Social Project Description	Total (\$/)
100	Development and Capacity Building	Voluntary contribution	Donation of a commercial stove, a propane tank, and a 50-liter pot to Cochorco district Subprefecture	840
101	Development and Capacity Building	Voluntary contribution	XXVIII CODECOs Meeting and VIII JASS Meeting, in Pataz and Pias districts	34,647
102	Development and Capacity Building	Voluntary contribution	Development of a project proposal for work on the Virgen de la Natividad de Quiches church, Ancash region	24,072
103	Development and Capacity Building	Voluntary contribution	Profile I JASS Capacity-Building Workshop, Huaylillas district	4,956
104	Development and Capacity Building	Voluntary contribution	Purchase and installation of a door for the multipurpose hall, Ahijadero village, Chugay district	1,000
105	Development and Capacity Building	Voluntary contribution	Profile II: Training Workshop and Implementation of the UAYKI Program in Vijus School, Pataz district	4,036
106	Development and Capacity Building	Voluntary contribution	Prizes for the 2025 Agricultural Fair in Chillia district	3,000
107	Development and Capacity Building	Voluntary contribution	Profile: Pataz and Pias district CODECOs and JASS Internship in Cajamarca	97,449
108	Development and Capacity Building	Voluntary contribution	Implementation of the 12 farming patrol stations, Ongón district	26,240
109	Development and Capacity Building	Voluntary contribution	Tables and desks for Florencia de Mora School, plus shipping costs	32,000
110	Development and Capacity Building	Voluntary contribution	13 tables and 52 chairs for soup kitchens in La Victoria Farming Community, Sartimbamba district	1,729
111	Development and Capacity Building	Voluntary contribution	Book sponsorship “Mancha brava - Defensoras de la Naturaleza”	7,080
112	Development and Capacity Building	Voluntary contribution	Donation of a laptop and a multifunction printer to the National Central Committee of the Farmer Patrols of Peru (CUNANRC)	3,250
113	Development and Capacity Building	Voluntary contribution	Facilitation of CODECOs meetings in Pataz and Pias districts	33,695
114	Development and Capacity Building	Voluntary contribution	Purchase of local products for tasting at an event with employees, Pataz district	8,065
115	Development and Capacity Building	Voluntary contribution	Participation in Trujillo Agrofest, Gold sponsor	17,700

N°	Action line	Project Name	Social Project Description	Total (\$/)
116	Development and Capacity Building	Voluntary contribution	Participation in a promotional event in Lima and purchase of local products for display	14,396
117	Development and Capacity Building	Voluntary contribution	Awards in Expo Agua Educativa 2025 – SUNASS, in Vijus, Pataz district	2,366
118	Development and Capacity Building	Voluntary contribution	One fuel container for Farmer patrols, Ongón district	1,089
119	Development and Capacity Building	Voluntary contribution	200 gallons of oil for the National Central Committee of the Farmer Patrols pick-up truck, Tayabamba district	3,960
120	Development and Capacity Building	Voluntary contribution	20 mattresses donated to Santo Tomás de Aquino school to accommodate visiting delegations, Vijus, Pataz district	1,058
121	Development and Capacity Building	Voluntary contribution	Support for outreach and training in mining and education	6,650
122	Development and Capacity Building	Voluntary contribution	Support for UNT students to participate in the All Japan Micromouse Contest 2025 (Robotics)	13,440
123	Development and Capacity Building	Voluntary contribution	Moving truck, Estrella – Huamachuco	1,000
124	Development and Capacity Building	Voluntary contribution	500 bottles of water for the meeting held on April 6	408
125	Development and Capacity Building	Voluntary contribution	Property tax payment – Construction permit for a property in Cruz de Pamparacra	940
126	Development and Capacity Building	Voluntary contribution	Air tickets for Socorro authority / May 29, 2025 Working group	377
127	Development and Capacity Building	Voluntary contribution	Request for fuel for schoolteachers’ transportation	300
128	Development and Capacity Building	Voluntary contribution	Request for transportation services, Shicun – Pataz – Shicun patrol	150
129	Development and Capacity Building	Voluntary contribution	Request for fuel for N° 80854school teachers transportation	1,000
130	Development and Capacity Building	Voluntary contribution	Vijus – Water and Sanitation project- Transportation for Local Water Authority Huamachuco	2,500
131	Development and Capacity Building	Voluntary contribution	Two fuel cylinders for transport to Trujillo	250

N°	Action line	Project Name	Social Project Description	Total (\$/)
132	Development and Capacity Building	Voluntary contribution	Property tax payment of “El Porvenir” property.	15,500
133	Development and Capacity Building	Voluntary contribution	Third Assembly CdG Abiseo River National Park – SERNANP	5,000
134	Development and Capacity Building	Voluntary contribution	Taurija district patrol vehicle repair	5,000
135	Development and Capacity Building	Voluntary contribution	Air tickets / Intervention Carhuacoto sector	1,131
136	Development and Capacity Building	Voluntary contribution	Sustainable Development Program (CODECO – JASS)	2,152,666
137	Development and Capacity Building	Voluntary contribution	PNRA awareness raising campaign	34,260
138	Development and Capacity Building	Voluntary contribution	Social Institutions – Sponsorship	114,600
139	Local Economy	Voluntary contribution	Fuel for river defense – Vijus CODECO, Vijus community, Pataz district	6,994
140	Local Economy	Voluntary contribution	Donation of 120 kg of certified purple corn seed for Cancate farmers, Santiago de Chuco	1,800
141	Local Economy	Voluntary contribution	Organic Yacon Cultivation and Planting Project in Pataz district.	32,480
142	Local Economy	Voluntary contribution	Installation of a Stand of the Shoe Fair in Trujillo	3,000
143	Local Economy	Voluntary contribution	Project: Group-Based ICT-Driven Digital Agricultural Extension Support Systems: Rural Peru Evidence.	185,949
144	Local Economy	Voluntary contribution	Project (I4AG) Promoting Innovation in Agriculture: Potato Production Using No-Till Farming with Straw Mulch.	32,505
145	Education	Voluntary contribution	Scholarship for a psychology student at UCV, Trujillo	24,313
146	Education	Voluntary contribution	Support for Pataz UGEL in the dismantling, transport, and installation of three prefabricated modules from Parcoy to Tayabamba	36,500
147	Education	Voluntary contribution	Donation of folders for keeping medical records, Vijus health center, Pataz district (5S project)	3,068
148	Education	Voluntary contribution	Scholarship for Human Medicine, 1st term 2025, FVR student, Vijus community, Pataz district	3,000
149	Education	Voluntary contribution	Scholarship for Human Medicine, 2nd term 2025, FVR student, Vijus community, Pataz district	3,000
150	Education	Voluntary contribution	Computer equipment for School IE 80806, Vaquería de los Andes community, La Victoria Farming Community, district Tayabamba	4,400
151	Education	Voluntary contribution	Laptop and projector for Allauca community authorities, La Victoria Farming community, Tayabamba district	3,480

N°	Action line	Project Name	Social Project Description	Total (\$/)
152	Education	Voluntary contribution	School furniture for Pre-school in Nimpana community, Pataz district	14,400
153	Education	Voluntary contribution	Agreement to support the education of the family of the Loyer Cueva	41,000
154	Education	Voluntary contribution	Agreement to support the education of the family of the late Ri-chard Cueva	35,500
155	Education	Voluntary contribution	Scholarship for JMV Suyubamba law student in UPAO, Pataz district	5,275
156	Education	Voluntary contribution	Scholarship for RSC Suyubamba Mining Engineer student in UPN, Pataz district	4,209
157	Education	Voluntary contribution	Scholarship for AMCH Suyubamba Mining Engineer student in UPN, Pataz district	5,275
158	Education	Voluntary contribution	Helper teacher for secondary students in Chuquitambo, Pataz district	1,800
159	Education	Voluntary contribution	Scholarship for an Industrial Engineering student, VTerm, Pataz district.	3,500
160	Education	Voluntary contribution	Agreement with Ongón district Municipality to hire 2 teachers for school IE 80453	50,000
161	Education	Voluntary contribution	School transportation from Pueblo Nuevo to Pataz, Pataz district	187,000
162	Education	Voluntary contribution	School furniture for Pre-school in Pataz district	7,575
163	Education	Voluntary contribution	Cleaning services for preschool in Vijus, Pataz district	1,077
164	Education	Voluntary contribution	Transportation of furniture from Lima to Nimpana School, Pataz district	5,500
165	Education	Voluntary contribution	Prizes for the anniversary of School 82157 in Chagual, Pataz district	2,000
166	Education	Voluntary contribution	Tuition fees for a VI Term Industrial Engineering from Chuquitambo, for 5 months	3,375
167	Education	Voluntary contribution	Transportation for students from Vijus to Trujillo to Sub-14 event, regional stage, Pataz district	4,940
168	Education	Voluntary contribution	10 Scholarships for Seminarists in Trujillo. Agreement between AP and Trujillo Metropolitan Archbishopric	55,000
169	Education	Voluntary contribution	Transfer of materials for Ugel Pataz from Trujillo to Tayabamba	25,500
170	Education	Voluntary contribution	Laptops for Ramón Castilla School in Alto Trujillo, La Libertad Region	51,600
171	Education	Voluntary contribution	School equipment for School 80499 in El Porvenir community, district Ongón	5,141
172	Education	Voluntary contribution	Scholarship – II Term 2025 for student FVR from Vijus, Pataz district	3,000
173	Education	Voluntary contribution	Printer for Elementary school N° 80117, Santa Clara community, Condormarca district	625

N°	Action line	Project Name	Social Project Description	Total (\$/)
174	Education	Voluntary contribution	Scholarship II Term 2025 for student DRLT, from Pueblo Nuevo community, Pataz district	7,070
175	Education	Voluntary contribution	Scholarship II Term 2025 for student LCRM, from Pueblo Nuevo community, Pataz district	9,550
176	Education	Voluntary contribution	Transportation for students from Huaylillas to Trujillo for a Reading comprehension contest	1,640
177	Education	Voluntary contribution	Consultant services for preschool INDI measurement in La Libertad Region	21,830
178	Education	Voluntary contribution	Support for the School Library in Chuquitambo School, RS 5S, Pataz district	6,314
179	Education	Voluntary contribution	UPN Mining Engineering Scholarship II term 2025 for student AD-MCH from Suyubamba	5,275
180	Education	Voluntary contribution	UPN Mining Engineering Scholarship II term 2025 for student RJSC from Suyubamba. Pataz district	4,209
181	Education	Voluntary contribution	Helper teacher for Chuquitambo school, from September to December 2025, Pataz district	8,496
182	Education	Voluntary contribution	Contribution for the anniversary of School N° 80170 in Aragostay, Cochorco district	3,000
183	Education	Voluntary contribution	Contribution for end of year activities in school 80746 in Chagual, Pataz district	3,000
184	Education	Voluntary contribution	20 mattresses donated to Santo Tomás de Aquino school for its anniversary, Vijus	1,114
185	Education	Voluntary contribution	Support for UTEC bioengineering students in the preparation of their research theses	900
186	Education	Voluntary contribution	Sponsorship for a La Libertad COAR former student to attend the Latin-American Leadership Camp (LALA), in Sao Paulo, Brasil	3,128
187	Education	Voluntary contribution	II Training workshop to the implementation of the Uayki program in Vijus School Vijus, Pataz district	3,814
188	Education	Voluntary contribution	Fuel for transportation of Nimpana students, monthly	36,000
189	Education	Voluntary contribution	Wall construction at a preschool in Vijus community, Pataz district	13,118
190	Education	Voluntary contribution	School supplies for 5 children	400
191	Education	Voluntary contribution	Fuel for transportation of students from La Collona – Vista Florida – Alto Blanco	500
192	Education	Voluntary contribution	Transportation assistance for students attending a sporting event in Llacubamba	420
193	Education	Voluntary contribution	S300 sandwiches for National Holidays celebration in Shicun school	1,593
194	Education	Voluntary contribution	Assistance with travel arrangements for Vijus officials for the meeting with the Regional Government, school project.	1,534
195	Education	Voluntary contribution	Shovel for Santo Tomas de Aquino school	1,188
196	Education	Voluntary contribution	Donation of used mattresses from Marañon Production unit to school 80743	1,114



N°	Action line	Project Name	Social Project Description	Total (\$/)
197	Education	Voluntary contribution	Economic contribution of 3,000 soles for the sixth-grade graduating class Santo Tomas de Aquino school	2,500
198	Local employment	Voluntary contribution	First Entrepreneurship Festival in Vijus, Pataz district	28,520
199	Local employment	Voluntary contribution	Channels Maintenance, Vijus Community, Pataz district	11,659
200	Environmental Management	Voluntary contribution	Construction materials for oxidation pond in Las Pircas village, Pataz district	4,897
201	Environmental Management	Voluntary contribution	5 rolls of HDPE 1-inch hose for School N° 82194 in Shicun, Pataz district	1,050
202	Environmental Management	Voluntary contribution	Assistance with the reinstallation of the drinking water supply system in school N° 80743, Vijus, Pataz district	5,007
203	Environmental Management	Voluntary contribution	Improvement of the drinking water system distribution network in Vijus, Pataz district	22,760
204	Environmental Management	Voluntary contribution	Trash cans and lights for Chagual health center, Pataz district	788
205	Environmental Management	Voluntary contribution	Vijus Police station and Clinic septic tank cleaning, Pataz district	9,131
206	Environmental Management	Voluntary contribution	6 rolls of HDPE 1-inch and 2-inch hoses to repair irrigation pipelines in Sichun community, Pataz district	2,371
207	Environmental Management	Voluntary contribution	Dengue Spraying Campaign in Vijus, Tropezón, Barrio Chino and Shicún; Pataz district	9,200
208	Environmental Management	Voluntary contribution	Containers for collection of plastic bottles in Chuquitambo school, Pataz district	1,000
209	Environmental Management	Voluntary contribution	Containers for collection of plastic bottles in Suyubamba school, Pataz district	1,000
210	Environmental Management	Voluntary contribution	Contribution for the JASS Best Management Practices Contest – 2025, Pataz district	8,000
211	Environmental Management	Voluntary contribution	Improvement and conduction of the drinking water system to Suyubamba community, Pataz district	126,806
212	Environmental Management	Voluntary contribution	Improving water collection at the monitoring station in Pamparcra, Pias district	2,500
213	Environmental Management	Voluntary contribution	Maintenance and cleaning of the Chuman canal, in Vijus, Pataz district	15,467
214	Environmental Management	Voluntary contribution	Implementation of house micro measurement in Pias, Pias district	58,000
215	Environmental Management	Voluntary contribution	Community cleaning in San Antonio de Vijus neighborhood, Pataz district	296
216	Environmental Management	Voluntary contribution	170 meters of HDPE 4-inch pipes to El Alizar School, Huaylillas district	3,220
217	Environmental Management	Voluntary contribution	Compliance with the agreement with Vijus authorities de Vijus 27-02-25	2,452
218	Environmental Management	Voluntary contribution	Water tanker for road watering in Calemar village	2,366

N°	Action line	Project Name	Social Project Description	Total (\$/)
219	Environmental Management	Voluntary contribution	Water tanker for road watering in Vijus village, Pataz district	2,535
220	Environmental Management	Voluntary contribution	Dump truck and shovel for solid waste collection in Vijus village, Pataz district	1,300
221	Environmental Management	Voluntary contribution	Water tanker for LI 125 road watering, La Libertad Regional Government, Pataz district	27,497
222	Environmental Management	Voluntary contribution	Transportation for SERNANP research staff	4,900
223	Environmental Management	Voluntary contribution	Water tanker for road watering in Corrales, Trapiche and Tayapampa	23,930
224	Environmental Management	Voluntary contribution	Water tanker for road watering in Molino Viejo, Sitabambita, Huamanmarca, Aricapampa, Cochorco, Corrales and Chagualito	23,930
225	Environmental Management	Voluntary contribution	Irrigation of the road stretch between Corrales and Tayapampa	47,860
226	Environmental Management	Voluntary contribution	Water tanker for road watering in Corrales, Trapiche and Tayapampa	23,930
227	Environmental Management	Voluntary contribution	Water tanker for road watering in Vijus- Pataz district	1,352
228	Environmental Management	Voluntary contribution	Support for a truckload of concrete for trash container bases, Ronda Ciénega, Pataz	638
229	Environmental Management	Voluntary contribution	Fuel for River defense works. Delivery of 500 gallons. CODECO Chagual community	6,210
230	Nutrition	Voluntary contribution	Building materials for a community kitchen in San Pedro community, La Victoria Farming community, district Tayabamba	1,050
231	Nutrition	Voluntary contribution	Groceries for the Chagual soup kitchen, Pataz district	1,200
232	Nutrition	Voluntary contribution	Groceries for the Evangelic Congregation in Chugay district	3,000
233	Nutrition	Voluntary contribution	Purchase of 10 grocery baskets from a female entrepreneur in Vijus, Pataz district	2,360
234	Health	Voluntary contribution	Lodging and meals for Vijus health center staff, Pataz district	36,000
235	Health	Voluntary contribution	Electrical and Plumbing Maintenance Services in the Obstetrics Unit at the Vijus Health Center, Pataz district (5s project)	1,121
236	Health	Voluntary contribution	Lodging and meals for para CMI PATAZ medical staff, Pataz district	14,400
237	Health	Voluntary contribution	Donation of an ergonomic chair, a treatment table, and a printer to the Vijus Health Center, Pataz district	920
238	Health	Voluntary contribution	Purchase and installation of solar panels for the Nimpana Health Center, Pataz District	13,308
239	Health	Voluntary contribution	Lodging and meals for Vijus health center staff, Pataz district. July to December, 2025	36,000
240	Health	Voluntary contribution	Financial assistance for healthcare for a Chagual resident, RRM, Pataz district	2,500

N°	Action line	Project Name	Social Project Description	Total (\$/)
241	Health	Voluntary contribution	Support for a farmer from Suyubamba for medical treatment, GD, Pataz district	10,900
242	Health	Voluntary contribution	Implementation of a school first-aid kit for Sichun community school, Pataz district	685
243	Health	Voluntary contribution	Materials for the breastfeeding contest in Nimpana, Pataz district	240
244	Health	Voluntary contribution	Materials and equipment of Chagual Health Center, Pataz district	5,625
245	Health	Voluntary contribution	Chagual health center ambulance maintenance, Pataz district	905
246	Health	Voluntary contribution	Equipment and materials for Succhamarca health center, Cochorco district	17,460
247	Health	Voluntary contribution	Monthly meals for the nurse at Chuquitambo clinic, Pataz district	1,620
248	Health	Voluntary contribution	Medical equipment for Succhamarca health center, Cochorco district	17,460
249	Health	Voluntary contribution	Electrical installations due to failure of solar panels in Vijus health center, Pataz district	1,204
250	Health	Voluntary contribution	Implementation of the 2025 telemedicine project in Suyubamba community, Pataz district	252,000
251	Health	Voluntary contribution	Donation of a coffin for Mrs. Narcisa Gamez Lopez.	1,770
252	Health	Voluntary contribution	Financial assistance for healthcare for Mrs. Pilar Uribe	2,500
253	Health	Voluntary contribution	Flight support for the transport of an injured person Mr. Alipio Quintos Layza	1,282
254	Health	Voluntary contribution	Donation of a coffin for Mr. Felipe Carranza Castañeda	1,000
255	Health	Voluntary contribution	Fumigation of School 82194 Shicun	1,888
256	Health	Voluntary contribution	Financial assistance for healthcare for Mr. Juan Acevedo (dweller at aeródromo outskirts)	4,000
257	Health	Voluntary contribution	Donation of a coffin	1,888
258	Health	Voluntary contribution	Nurse salary 2025 - San Felipe health center, Sartimbamba district	15,000
259	Health	Voluntary contribution	Financial assistance for healthcare for Mr. Juan Torres, Vijus community, Pataz	2,500
260	Health	Voluntary contribution	Humanitarian Charter Flight for Mr. Sabino Cruz from Chagual to Trujillo	3,020
261	Health	Voluntary contribution	Transportation of oxygen bottles to Tayabamba, Pataz microne-work	2,000
262	Health	Voluntary contribution	Humanitarian Charter Flight for Mrs. Dina Contreras	3,020
263	Health	Voluntary contribution	Donation of two coffins for Vijus dwellers	3,776
264	Health	Voluntary contribution	Financial assistance for healthcare for Mrs. Sabina Lezma, Vijus community, Pataz	3,000

N°	Action line	Project Name	Social Project Description	Total (\$/)
265	Health	Voluntary contribution	Request for a flight due to a medical emergency – Suyubamba dweller	3,020
266	Health	Voluntary contribution	Transportation of oxygen bottles to Tayabamba, Pataz microne-work	2,500
267	Health	Voluntary contribution	Financial assistance for healthcare for Sr. Guillermo Monzón	2,000
268	Health	Voluntary contribution	Donation of a coffin for Mr. Leandro Alvarado Anticona	1,888
269	Health	Voluntary contribution	Transportation of a dweller from Vijus to Trujillo	2,000
270	Health	Voluntary contribution	Financial assistance for healthcare of a Vijus dweller, Pataz	1,544
271	Health	Voluntary contribution	Financial assistance for healthcare for Mr. Adelino López Cueva	80,000
272	Health	Voluntary contribution	Transfer of a resident from Nimpana health clinic to Trujillo Regional Hospital, Vijus	4,000
273	Health	Voluntary contribution	Request for a flight due to a medical emergency - Erick Ariel De la Cruz	3,020
274	Health	Voluntary contribution	Community Dental Campaign – Transfer of medical staff	1,500
275	Health	Voluntary contribution	Community Dental Campaign – Transfer of medical staff	1,000
276	Health	Voluntary contribution	Community Dental Campaign – Transfer of medical staff	1,000
Total				\$/ 13,375,718

- Notes:
- The total amount reported is S/13,375,718 and is broken down for the 276 projects directly executed by Poderosa: S/ 8'044,241, intended exclusively for critical infrastructure. S/ 5'331,477.04, destined to social, economic, capacity building, environmental management, culture and nutritional initiatives.
 - The amount corresponding to the “Works for Taxes” action line only show the investments made by Poderosa with no economic return, not the total amount of the project executed.



TABLE 57.
Funding for local development projects at the district level 2025
(GRI 203-1)

N°	Action line	Project Name	Social Project Description	Total (\$/)
1	Health	Health and Nutrition Project	Working together for Pataz District's health: Strengthening of local stakeholders for ongoing and articulated development of health promotion activities to reduce chronic malnutrition and anemia in children under 3 years of age, in the Pataz District communities, La Libertad Region.	597,068.0
2	Education	Project on Access to Education and Educational Quality	Promoting access to schooling and quality education through the involvement of the educational community	885,467
3	Education	La Libertad integration project	Facilitate ADEI La Libertad School integration project Facilitar el project	153,509
4	Education	Religious education project	Promotion of religious education with the Huamachucho Prelature	79,788
5	Education	Educational entrepreneurship Program	Entrepreneurship Education Program for Secondary School Students in Pataz district	344,300
6	Education	Project to fund teaching positions in schools	We help to cover the demand for teachers in Pataz and Huaylillas Districts, Agreement with La Libertad Regional Government	840,884
7	Education	Project to promote self-development among school students	I take care of myself so I can make my life plan a reality	445,388
8	Education	Quality education project	Reading comprehension and mathematic skills diagnosis in Pataz district	203,889
9	Local Economy	Enhancement of Production Capabilities Project	Improvement of production capacity, in agricultural activities in Pataz, Piás, Cochorco, Sartimbamba and Chillia districts	795,035
10	Local Economy	Agricultural pest prevention project	Fruit fly control and fruit development in Marañon River valleys	388,525
11	Local Economy	Agricultural technology development project	Promotion of agricultural development with technified irrigation system in Chuquitambo, Pataz district and province, La Libertad Region	337,125
12	Local Economy	Agricultural development project	Promotion of farming, animal husbandry, forestry, and fruit development in Huaylillas District, Pataz province, La Libertad region.	794,050
13	Local Economy	Project to Strengthen the Promotion of the Production Chain	Strengthening the agricultural supply chain in villages in Pataz and Sánchez Carrión provinces, Connected Agribusinesses	371,232
14	Environmental Management	Ecosystem conservation project	Ecosystem improvement in Pampa Huaguil, Chugay District, Sánchez Carrion Province, La Libertad Region	482,888
15	Environmental Management	Ecosystem conservation project	Improvement of the ecosystem in La Victoria farming community, Tayabamba District, Pataz Province, La Libertad Region.	593,228
16	Environmental Management	Natural resource conservation project	Use and preservation of natural resources in the River Abiseo National Park Buffer Area. Agreement between - AP - SERNANP-PNRA.	64,000

N°	Action line	Project Name	Social Project Description	Total (\$/)
17	Environmental Management	Ecosystem conservation project	Living ecosystem: conservation of forest species, reintroduction of the Purple-backed sunbeam, and sustainable solid waste management in some villages in Pataz, Pias and Cochorco.	214,757
18	Environmental Management	Water Quality and Infrastructure Monitoring Plan	Water Quality Monitoring Plan in the Pataz, Pias and Huaylillas districts JASS.	94,512
19	Nutrition	Project to Promote Food Consumption	Continuous improvement of the post-harvest process and promotion of superfoods consumption in some communities in Pataz and Sánchez Carrión provinces, La Libertad Region	423,686
20	Sustainable Development	Sustainable Development Program – Contest for Funding	CODECO capacity building - XIV contest for funding community development projects in Pataz district	571,000
21	Sustainable Development	Social Innovation Promotion	Capacity building plan: Towards social innovators: human talent, towards social innovators	426,059
22	Sustainable Development	Social Innovation Promotion	Social innovation center management	531,126
Total				S/ 9'637,516

Note: The total amount reported is S/ 9,637,516 and is broken down into 6 projects executed by Asociación Pataz in 2025, destined to social, economic and cultural initiatives.

TABLE 58.
Christmas Volunteers 2025

Community	Unit	2025
Pataz	N°	18
Bolívar		1
Cochorco		3
Sartimbamba		1
Condormarca		1
Ongon		12
La Victoria - Tayabamba farming community		28
Huaylillas		8
San Felipe de Jesus - Buldibuyo farming community		1
Piás		4
Total		77



Public works for taxes

TABLE 59.
Project List – Public works for taxes

Project status	N°	Project name	Cui	Project name	Year	Type of project	Public entity	Date of initial agreement	Project amount form	Initial agreement amount	Final agreement amount	Power BI Final amount	Phase	Phase Sign	Importance	Beneficiaries	Benef. x Inhab.	Type of beneficiaries	Community	District	Province	Observation and project status
Closed and liquidated	1	Construction of irrigation infras- tructure in chuquitam- bo-carriza- les, pataz district and province- la libertad region	2227840	Chuquitam- bo-Carriza- les Irrigation	2016	Farming	La Libertad Regional Government		2'516,641.00	2'468,821.00	3'960,240.49	3'960,240.49	4	Liquidation approved	Guaranteed water availability for farming activities, increasing rural productivity and strengthening local economy in Chuquitambo and Carrizales	80 families	240	Dwellers/far- mers	Chuquitam- bo	Pataz	Pataz	- The project has been received and liquidated by La Libertad Regional Government. To date, there is not CIPRL pending recovery. - 3addendums to the Agreement were signed.
Closed and liquidated	2	Construction and imple- mentationof the national police technical academy - trujillo	2109715	National Police Technical Academy	2017	Defense and national security	La Libertad Regional Government		34'864,566.00		41'611,214.04	9'154,467.09	4	Liquidation approved	Helped to streng- then police training at regional level, improving institu- tional capacities and citizen safety, through specialized education facilities infrastructure	360 students. Every 2 years	2160	La Libertad citizens (sa- fety/internal order)	Trujillo	Trujillo	Trujillo	
Closed and liquidated	3	Technified irrigation system construc- tion in sol naciente farming community, chuquitam- bo, village, pataz dis- trict - pataz - la libertad	2139086	Chuquitam- bo technical irrigation	2018	Farming	La Libertad Regional Government		2'691,182.00	5'945,097.62	5'945,097.62	5'945,097.62	4	Liquidation approved	Optimized water use through technified irrigation systems, promoting more efficient, sustainable and resilient farming in Sol Naciente far- ming community.	120 families	360	Dwellers/far- mers	Chuquitam- bo	Pataz	Pataz	The project has been received and liquidated by La Libertad Regional Government. To date, there is no CIPRL pending recovery.
Closed and liquidated	4	Creation of the library park in pataz dis- trict, pataz province la libertad region	2347650	Pataz park library	2019	Education	Pataz district mu- nicipality		3,996,548.13	4,826,162.75	4,936,703.96	4,936,703.96	4	Liquidation approved	Created a public cultural and edu- cational space that fosters Access to knowledge, social integration and community deve- lopment in Pataz province capita	2000 inhabi- tants	2000	General popu- lation	Pataz	Pataz	Pataz	The project has been received and liquidated by the Pataz district municipality. To date there is not CIPRL pending recovery. Due to the sanitary emergency and lack of Budget cap 119,052.27 were donated to the mu- nicipality to close the project

Project status	N°	Project name	Cui	Project name	Year	Type of project	Public entity	Date of initial agreement	Project amount form	Initial agreement amount	Final agreement amount		Power BI Final amount	Phase	Phase Sign	Importance	Beneficiaries	Benef. x Inhab.	Type of beneficiaries	Community	District	Province	Observation and project status
Closed and liquidated	5	Electric energy service creation through 22.9 Kv primary network, and secondary network for Alacoto, Pamparacra and Pucuchuyo, Villages, Pataz district, Pataz province, La Libertad region	2342535	Pias Electrification (Alacoto–Pamparacra–Pucuchuyo)	2020	Energy	Pias District Municipality		914,047.80	951,021.59	1,352,585.46		1,352,585.46	4	Liquidation approved	Creation of electric service in villages that did not have any energy, improving living conditions, Access to basic services and opportunities for social and productive development.	150 Vivie.	450	Rural houses	Alacoto / Pamparacra / Pucuchuyo	Pias	Pataz	The project has been received and liquidated by the Pataz district municipality. To date there is not CIPRL pending recovery.
Closed and liquidated	6	Improvement and expansion of the drinking water and sanitation systems in Yurajpaccha, Vaquería de los Andes, Alborada de los Andes, Huarichaca and Huarimarca Villages, Tayabamba district, Pataz province, La Libertad region	2509819	Water and sanitation in Tayabamba	2022	Sanitation	Pias District Municipality		15'749,032.57	15'998,388.05	19'487,702.57		19'487,702.57	4	Liquidation approved	Guaranteed drinking water and sanitation services in five villages, reducing sanitary risks and strengthening public health and wellbeing of the rural population	2800 Hab.	2800	Rural houses	Yurajpaccha / Vaquería de los Andes / Alborada de los Andes / Huarichaca / Huarimarca	Tayabamba	Pataz	The project has been received and liquidated by the Pataz district municipality – Tayabamba. To date there is not CIPRL pending recovery.
Under execuion	7	Bridge construction on li-124 department road, Condormarca district, Bolívar province, La Libertad region	2637287	Lavasen bridge - li-124 Condormarca	2025	Transportation	La Libertad regional government	13/12/2024	25'028,393.40	24'537,640.59	34'611,274.37		34'611,274.37	4	Execution	Strengthen economic integration between provinces, reducing logistic costs and facilitating access to markets, health and education	12000 inhabitants	12000	Transportation between provinces	Road LI-124 – Lavasén sector	Nimpana	Pataz	The project is working on the Technical File, the investment to be recovered will be processed in the first CIPRL. It is estimated that this investment will be requested on the last quarter of 2025. Expenditure as of to date corresponds to the design of the Technical file and public supervision.

Project status	N°	Project name	Cui	Project name	Year	Type of project	Public entity	Date of initial agreement	Project amount form	Initial agreement amount	Final agreement amount		Power BI Final amount	Phase	Phase Sign	Importance	Beneficiaries	Benef. x Inhab.	Type of beneficiaries	Community	District	Province	Observation and project status
To be executed soon	8	Expansion of secondary education service in school 80800 in Pueblo Nuevo Village, Pataz district, Pataz province, La Libertad region	2676654	Secondary School	2027	Education	Pataz district municipality	To be defined	9'451,232.85				9'451,232.85	0	Public Investment Project (PIP)	Poderosa's commitment to improving the living conditions of its neighbor communities, guaranteeing access to basic and essential services and strengthening the relationship between the company and the community	120 students	120	Education community	Pueblo Nuevo	Pataz	Pataz	In viability process by the entity. Currently we cannot estimate investment recovery time. The expenditure corresponds to the design of the PIP (4 deliverables) Invoicing of the last payment for a total amount of S/ 81 thousand soles is pending
To be executed soon	9	Improvement and expansion of the drinking water system and sewerage services or other forms of sanitary disposal of feces in Suyubamba village and in Pampa verde, Pilanco Grande, Maraybamba, mil pesos and cortaderas, Pataz district, Pataz province, de La Libertad region	2689214	80800 Pueblo Nuevo -	2026	Sanitation	Pataz district municipality	To be defined	12'761,649.98				12'761,649.98	2	Comptroller's office report	Poderosa's commitment to improving the living conditions of its neighbor communities, guaranteeing access to basic and essential services and strengthening the relationship between the company and the community	250 houses	825	Rural Houses	Suyubamba / Pampa Verde / Pilanco Grande / Maraybamba / Mil Pesos / Cortaderas	Pataz	Pataz	In process of sending the documents to the Comptroller's office, the recovery of the studies will occur in the first CIPRL, possibly during the first quarter of 2026. The expenditure corresponds to the design of the PIP
To be executed soon	10	Improvement of the elementary and secondary education service in school 80743 Santo Tomas de Aquino	2695211	Water and Sanitation Suyubamba	2026	Education	La libertad regional government	To be defined	32'291,309.50				32'291,309.50	3	Selection Process	Flagship school for the zone and represents active presence of Poderosa in its area of influence, reaffirming its commitment to education and sustainable development	553 students	553	Education community	Vijus	Pataz	Pataz	

Project status	N°	Project name	Cui	Project name	Year	Type of project	Public entity	Date of initial agreement	Project amount form	Initial agreement amount	Final agreement amount			Power BI Final amount	Phase	Phase Sign	Importance	Beneficiaries	Benef. x Inhab.	Type of beneficiaries	Community	District	Province	Observation and project status
To be executed soon	10	in Vijus, Patataz district, Patataz province and La Libertad region																						
To be executed soon	11	Improvement of the pre-school, elementary, and secondary education service in school n° 82157, Rafael Larco Hoyle, Chagualito Village, Cochorco district, Sánchez Carrión province, La Libertad		I.E. 82157 Chagualito -pre-school, elementary and secondary	2026	Education	La Libertad regional government	To be defined	9'906,201.97					9'906,201.97	0	Public Investment Project (PIP) design	Strengthen the relation between Poderosa and Cochorco District Municipality, facilitating the necessary institutional articulation for the access of the future project "Los Altos" together with the execution of the new access road.	100 students	100	Education community	Chagualito	Cochorco	Sánchez Carrión	
To be executed soon	12	Improvement of education service in school n°80170 Fermin Chavez polo in pre-school, elementary and secondary levels in Aragostay Village, Cochorco district, Sánchez Carrión province, La Libertad		I.E. 80170 Aragostay - elementary and secondary	2027	Education	Chugay district municipality	To be defined	13'829,765.21					13'829,765.21	0	Viability report	Direct commitment assumed by Poderosa with Aragostay community, consolidating institutional relations and social trust in the company management	211 students	211	Education community	Aragostay	Cochorco	Sánchez Carrión	
To be executed soon	13	Improvement of elementary education service in school. N°81694 Corrales Village, Cochorco district - Sánchez Carrión - La Libertad		I.E. 81694 Corrales - elementary	2027	Education	La Libertad regional government	To be defined	10'000,000.00					10'000,000.00	0		Project Idea	Strengthen the relation between Poderosa and Cochorco District Municipality, facilitating the necessary institutional articulation for the access of the future project "Los Altos" together with the execution of the new access road	86 students	86	Education community	Cochorco	Sánchez Carrión	

Project status	N°	Project name	Cui	Project name	Year	Type of project	Public entity	Date of initial agreement	Project amount form	Initial agreement amount	Final agreement amount		Power BI Final amount	Phase	Phase Sign	Importance	Beneficiaries	Benef. x Inhab.	Type of beneficiaries	Community	District	Province	Observation and project status
To be executed soon	14	Improve- ment of the elementary and secon- dary educa- tion service in school 80225 San Alfonso Village, Sar- timbamba district, Sán- chez Carrion province, La Libertad region	2646316	I.E. 80225 San alfonso - elemen- tary and secondary	2027	Education	Sartimbam- ba district municipality	To be defi- ned	9'202,755.46				9'202,755.46	3	Calling		360 students	360	Education community	San alfonso	Sartim- bamba	Sánchez carrión	The entity is about to launch the selection process. The recovery of studies will occur in the first CIPRL, possibly during the first quarter of 2026. The expenditure corresponds to the design of the PIP
To be executed soon	15	Improve- ment and expansion of the drinking water and sanitary sewer system in Patacito and Pataz in Pataz dis- trict, Pataz province, La Libertad region	2549182	Water and sanitation patacito	2025	Sanitation	Pataz district mu- nicipality	No	10'271,554.94				10'271,554.94	2		Comptroller's office report		2000 houses	2000	Urban houses	Pataz	Pataz	The costs will not be recovered because the entity decided not to proceed due to the age of the study and its scope, which was limited by population growth and other factors. The expenditure corresponds to the design of the PIP
To be executed soon	16	Improve- ment of the elementary education service in school n° 80179 Victor Raul Haya de la Torre de mushit Village, Chu- gay district, Sánchez Carrion province, La Libertad region	2660989	Mushit elementary school 80179 y	2025	Education	Chugay district mu- nicipality	No	6'024,267.31				6'024,267.31	3	Selection process		142 students	142	Education community	Mushit	Chugay	Sánchez carrión	The project will not be carried out by CMP, as another financial institution was selected during the bidding process. The expenditure corresponds to the design of the Prein-vestment Study (PIP) and will not be recovered.

Project status	N°	Project name	Cui	Project name	Year	Type of project	Public entity	Date of initial agreement	Project amount form	Initial agreement amount	Final agreement amount			Power BI Final amount	Phase	Phase Sign	Importance	Beneficiaries	Benef. x Inhab.	Type of beneficiaries	Community	District	Province	Observation and project status
To be executed soon	17	Electrical system installation – elementary line and secondary distribution system in Pampatac and Huangale, Cochorco district, Sánchez Carrión province, La Libertad region		Electrificación Pampatac and Huangalé	2026	Energy	La Libertad regional government	No	851,110.13					851,110.13	0	Viability report	Strategic project that strengthens the relation between Poderosa and Pampatac community, guaranteeing favorable social conditions for the development of Los Altos mining project and its related components (tailings deposit and LT6050 transmission line	81 students	405	Rural houses	Pampatac y Huangalé	Sartimbamba	Sánchez Carrión	



Chapter 4

Environmental Management

TABLE 60.	Year	Unit	Confirmed Environmental Claims
Confirmed environmental complaints (G.03.0005)	2022	N°	1
	2023		0
	2024		0
	2025		0
	Complaints solved (from the total received)	N°	1
	Total amount of penalties or fines resulting from complaints that have been resolved in court	S/	0

TABLE 61.
Environmental Innovation Projects (G.03.0003)

	2025
Project name	Reducing paper consumption in Lima and Trujillo offices through smart printers
Starting year	2025
Ending year	Currently in progress, with completion expected in the fourth quarter of 2026
Areas where the project promotes efficiency	Paper consumption in the Lima office in 2025 was 6,879 units; considering that the difference compared to 2024 is 452,709 units. consumption in the Trujillo office in 2025 was 22,838; considering that the difference compared to 2024 is 24 units.
Percentage reduction in the specified area	Paper consumption was reduced by approximately 1.5% in the Lima and Trujillo offices during 2025, compared to the 2024 baseline.
Results achieved	- Implementation of smart printers with user authentication and secure print release. - Digitization of administrative processes and internal reports - Staff training in responsible printing practices - Reduction in paper consumption and a decrease in solid waste generated
Goals and results	Goal: Reduce paper consumption by at least 30% by 2026. Status: In progress. By the end of 2025, a 35% reduction had been achieved, exceeding the average target set for the first year.
Operating cost savings	Reducing paper and toner consumption resulted in estimated savings of 20–25% on printing and supply costs, as well as improvements in operational efficiency and reduced administrative time through digitization
The project involves managed print services and technology providers, as well as raising awareness among internal staff as a key stakeholder group for the project's implementation and sustainability	

Actions to address climate change

TABLE 62.	Base Year	2024
Additional information about Minera Poderosa's climate action approach (G.03.0012)	Target year for achieving zero emissions	2050
	Percentage reduction target by scope	
	For Scopes 1 and 2	2030
	For Scope 3	2050
	Methodology used	Since this is an ongoing process, we cannot yet confirm which methodology will be used. This is currently being developed in 2026.
	Activities to achieve emission reduction targets	We already have activities planned for Scope 1 and 2. Scope 3 is currently in progress.
Neutralize residual emissions and/or further mitigate emissions outside the value chain: Invest in technology projects for carbon removal and reforestation		

TABLE 63.	Category	2021	2022	2023	2024
Total GHG Emissions (tCO2eq) 2021-2024 (GRI 305-1) (GRI 305-2) (GRI 305-3)	GHG Emissions (tCO ₂ eq)				
	Category 1 – Direct Emissions (GRI 305-1-a) (SASB EM-MM-110a.1) (G.03.0006)	16,611.22	10,820.5	18,501.44	30,511.00
	Category 2 – Indirect emissions from energy (GRI 305-2-a) (G.03.0007)	14,110.52	15,634.61	15.92 (*)	14,639.35
	Other categories – Other indirect emissions (GRI 305-3-a) (G.03.0008)	10,957.84 (**)	64,252.32	59,859.31	127,394.1

(*) The significant reduction in indirect emissions is due to the purchase of energy from renewable sources, as verified by the I-REC certificate.
(**) It is important to note that the low level of Scope 3 emissions in 2021 was due to atypical operations caused by the COVID-19 pandemic.
Note: Based on the audit conducted in March 2025, the figures will be updated and included in next year's report.

TABLE 64.
Emissions inventory in 2024 (GRI 305-1) (GRI 305-2) (GRI 305-3)

Sources of GHG emissions		Total	Carbon dioxide (CO ₂)	Methane (CH ₄)	Nitrous oxide (N ₂ O)	Hydrofluorocarbons (HFC)	Percentage contribution to total	
		toneladas CO ₂ e/Year			Tons CO ₂ e/Year		%	
Carbon footprint – based on location:				172.611			Approach based on	
Carbon footprint – based on market:				153.373			Location	Market
1	Category 1: Direct GHG emissions and removals	30,577.88	25,750.19	4,647.15	72.46	44.86		
1.1	Fuel consumption in own or controlled stationary equipment							
	Fossil fuel sources	24,808.13	24,727.46	29.31	51.36		14.37	16.17
	Biogenic sources	2.57		0.89	1.68		0.00	0.00
1.2	Fuel consumption in own or controlled vehicles							
	Fossil fuel sources	509.09	501.31	0.79	6.99		0.29	0.33
	Biogenic sources	0.05		0.02	0.03		0.00	0.00
1.3	Use of coolants	44.86				44.86	0.03	0.03
1.4	Welding	1.14	1.14				0.00	0.00
1.5	Use of fire extinguishers	0.54	0.54				0.00	0.00
1.6	Use of explosives	405.45	405.45				0.23	0.26
1.7	Compost	18.78		11.98	6.80		0.01	0.01
1.8	Domestic Residual Water Treatment (PTAR)	91.52		91.52			0.05	0.06
1.9	Use of oils and grease	114.29	114.29				0.07	0.07
1.10	Fertilizers	5.59	0.00		5.59		0.00	0.00
1.11	SF6	63.22					0.04	0.04
1.12	Sanitary landfill	4,512.65		4,512.65			2.61	2.94
Information Emissions								
Direct CO ₂ emissions from biomass		763.53	763.53					
Indirect GHG emissions – emissions related to electricity under the location approach								
2a	Category 2: Indirect GHG emissions caused by imported energy – under the lo- cation approach	14,639.35						
	Imported electric power consumption	14,639.35	14,588.30	24.47	26.58		8.48	
3	Category 3: Indirect GHG emissions from transportation	21,070.64						
3.1	Emissions from fuel generation	8,108.18					4.70	5.29

Sources of GHG emissions		Total	Carbon dioxide (CO ₂)	Methane (CH ₄)	Nitrous oxide (N ₂ O)	Hydrofluorocarbons (HFC)	Percentage contribution to total	
		Tons CO ₂ e/Year		Tons CO ₂ e/Year			%	
3.2	Emissions from transportation/distribution of fuels	931.50					0.54	0.61
3.3	Transportation of materials from tier 1 supplier to the organization	10,369.01					6.01	6.76
3.4	Transport of products to the commercial customer	179.49					0.10	0.12
3.5	Air transportation of personnel	791.35					0.46	0.52
3.6	Land transportation of personnel							
	Fossil sources	616.67	607.24	0.96	8.47		0.36	0.40
	Biogenic sources	0.06		0.02	0.04		0.00	0.00
3.7	Transportation home – work	74.37	73.94	0.08	0.35		0.04	0.05
4	Category 4: Indirect GHG emissions from products used by the organization.	106,323.46						
4.1	Emissions associated with consumed products	73,015.96					42.30	47.61
4.2	Emissions associated with purchased services							
	Fossil sources	26,089.97	25,691.93	40.48	357.56		15.11	17.01
	Biogenic sources	2.67		0.92	1.75		0.00	0.00
4.3	Emissions allocated to transmission and distribution losses of imported electricity.	1,856.85	1,850.38	3.10	3.37		1.08	1.21
4.4a	Emissions associated with the production of energy sources	5,358.02					3.10	
Information Emissions								
Direct CO ₂ emissions from biomass		795.56	795.56					
Contractual instruments for GHG attributes								
Total electric power consumption imported from SEIN (kWh)				96,565.928	kWh			
Purchase of Renewable Energy Certificates (kWh)				96,389.952	kWh			
Direct emissions from certified renewable energy sources (t CO ₂ e)		0.00						
Emissions related to electricity under the market approach								
2b	Category 2: Indirect GHG emissions caused by imported energy – market-based approach	26.68	26.58	0.04	0.05			0.02
4.4b	Emissions associated with the production of energy sources	732.70						0.48
Additional Information								
In-house generation of electricity from renewable energies				5,298.883	kWh			

TABLE 65.

	Category	Unit	Marañon PU	Santa Maria PU
Total GHG emissions 2024 (GRI 14.1.5) (GRI 14.1.6)	Category 1 – Direct Emissions	tCO ₂ eq	6,818.44	23,753.76
	Category 2 – Indirect energy emissions		6,429.58	8,183.1

TABLE 66.

	Emission intensity ratio	2024
Intensity of GHG emissions (GRI 305-4) (GRI 14.1.8)	Absolute emissions figure	172,611.33
	Types of GHG emissions included in the calculation	Scopes 1, 2 and 3
	Denominator value	697,701
	Specific parameter	Metric ton treated
	Gases included in the calculation	CO2, CH4, N2O, HFC, SF6
	Emissions intensity	0.24

TABLE 67.

		Unit	2024
Intensity of GHG emissions per mining site (GRI 305-4) (GRI 14.1.8)	Marañon Production Unit	Denominator value	313,862
		Absolute emissions figure	29,611.44
		Emission intensity	0.094
	Santa Maria Production Unit	Denominator value	383,839
		Absolute emissions figure	58,524.27
		Emission intensity	0.152

TABLE 68.

GHG emissions reduction (GRI 305-5) (GRI 14.1.9)

Reduction Initiative	Reduction rate in GHG emissions as a direct result of mitigation initiatives	Base year or base-line, including the rationale for the selection	The scopes in which emissions reductions occurred		
			Direct emissions (Scope 1)	Indirect emissions associated with energy (Scope 2)	Other indirect emissions (Scope 3)
I-REC Certificate	14,639.35	2024		X	

Note: The following gases are included: CO2, CH4, N2O, HFC, SF6. The work was carried out in accordance with the standards ISO 14067 and protocols GEI. In 2026, we will implement the Climate Action Plan, which will detail Poderosa's emissions reduction strategies, aligned with the company's net-zero emissions commitment.



Emissions and air quality monitoring

TABLE 69.
Smelter emissions in Marañon Production Unit 2024–2025 (GRI 305–7)

		2024						2025					
Quarter	Chimney	Other gases			GEI			Other gases			GEI		
		Particulate Matter	Lead	Arsenic	Sulphur Dioxide	Carbon Monoxide	Nitrogen oxides	Particulate Matter	Lead	Arsenic	Sulphur Dioxide	Carbon Monoxide	Nitrogen oxides
		(mg/m³)	(mg/m³)	(t/d)	(mg/m³)	(mg/m³)	(mg/m³)	(mg/m³)	(mg/m³)	(mg/m³)	(mg/m³)	(t/d)	(mg/m³)
Q1	Smelter	197.23	0.1514	0.1348	< 3.5	381.11	< 2.67	117.7	0.5015	0.1782	< 3.5	2713	10,326.6
	Resmelter	157.29	1075	0.7452	< 3.5	< 1.25	< 2.67	67.94	0.3907	0.066	< 3.5	1715	14,755.2
Q2	Smelter	183	0.1155	0.05745	< 3.5	2,861.67	2,753.34	18.35	< 0.0001	< 0.00003	< 3.5	117	6,227.4
	Resmelter	147	0.1248	0.06128	< 3.5	< 1.25	2126.25	< 0.035	< 0.0001	< 0.00003	< 3.5	117	1628.6
Q3	Smelter	60.29	0.0238	0.01456	< 3.5	2381	2620	51.2	0,0073	0.948	< 3.5	48.75	2,594.75
	Resmelter	60.94	0.0209	0.01344	< 3.5	3182	2270	5,465	< 0.001	0.00083	< 3.5	< 1.25	< 2.67
Q4	Smelter	104.8	0.0759	0.03244	< 3.5	124.41	22118	< 4.5	0.009	0.003	5.2	15,581.5	28,965.5
		80.25	0.1032	0.03531	< 3.5	< 1.25	< 2.67	< 4.5	0.01	0.004	5.2	629.9	43,666.4
PEL at any time (mg/m³)		100	25	25	20	NE	NE	100	25	25	20	NE	NE



TABLE 70.
Electric power generator emissions in Marañón Production Unit (GRI 305-7)

Quarter	Chimney	2024			2025		
		Other gases		GHG	Other gases		GHG
		Carbon Monoxide (MG/M³)	Sulphur Dioxide (MG/M³)	Nitrogen oxide (MG/M³)	Carbon Monoxide (MG/M³)	Sulphur Dioxide (MG/M³)	Nitrogen oxide (MG/M³)
Q1	CAT 3412 N° 3 Electric Power Generator	Maintenance			29.59	4.9	293.38
	CAT 3516 Electric Power Generator	75.9	45.87	1,863.78	23.25	24.74	367.82
	EMD 1 Electric Power Generator	74.3	< 0.25	895.88	Maintenance	Maintenance	Maintenance
	EMD 2 Electric Power Generator	23.65	< 0.25	764.05	32.24	0.53	601.48
	White Superior Electric Power Generator	123.67	< 0.25	910.73	Maintenance	Maintenance	Maintenance
	C-27 Electric Power Generator	Maintenance			26.46	15.96	366.42
	C-27 N° 2 Electric Power Generator	96.24	< 0.25	363.14	33.67	4.61	277.87
Q2	CAT 3412 N° 3 Electric Power Generator	Maintenance			33.85	3.68	220.21
	CAT 3516 Electric Power Generator	39.95	< 0.25	626.06	34.2	1.43	356.41
	EMD 1 Electric Power Generator	113.03	< 0.25	570.56	Maintenance	Maintenance	Maintenance
	EMD 2 Electric Power Generator	33.9	9.9	1,500.37	20.24	1.02	303.01
	White Superior Electric Power Generator	Maintenance			76.71	5.41	419.9
	C-27 Electric Power Generator	Maintenance			10.29	2.64	234.98
	C-27 N° 2 Electric Power Generator	131.48	< 0.25	648.2	41.47	< 0.25	199.48

Quarter	Chimney	2024			2025		
		Other gases		GHG	Other gases		GHG
		Carbon Monoxide (MG/M³)	Sulphur Dioxide (MG/M³)	Nitrogen oxide (MG/M³)	Carbon Monoxide (MG/M³)	Sulphur Dioxide (MG/M³)	Nitrogen oxide (MG/M³)
Q3	CAT 3412 N° 3 Electric Power Generator	70	13.13	611.7	33.85	3.68	220.21
	CAT 3516 Electric Power Generator	64.9	61.1	1,123.52	34.2	1.43	356.41
	EMD N° 1 Electric Power Generator	106.59	33.61	955.38	Maintenance	Maintenance	Maintenance
	EMD N° 2 Electric Power Generator	29.35	25.46	1,133.71	20.24	1.02	303.01
	White Superior Electric Power Generator	156.58	7.06	645.61	76.71	5.41	419.9
	C-27 Electric Power Generator	Maintenance			10.29	2.64	234.98
	C-27 N° 2 Electric Power Generator	103.41	8.33	499.61	41.47	< 0.25	199.48
Q4	CAT 3412 N° 3 Electric Power Generator	27.06	< 0.25	538.12	40.97	24.99	237.22
	CAT 3516 Electric Power Generator	31.37	< 0.25	531.4	11.51	1.86	186.4
	EMD N° 1 Electric Power Generator	72.1	< 0.25	511.01	13.69	11.21	204.41
	EMD N° 2 Electric Power Generator	Maintenance			12.31	12.8	248.43
	White Superior Electric Power Generator	64.08	< 0.25	517.41	31.49	6.48	153.83
	C-27 Electric Power Generator	37.62	< 0.25	520.2	21.11	3.83	256.4
	C-27 N° 2 Electric Power Generator	98.4	< 0.25	662.21	Maintenance	Maintenance	Maintenance
PEL at any time (mg/m3)		4.300	700	3.000	4.300	700	3.000

TABLE 71.
Electric power generator emissions in Santa Maria Production Unit (GRI 305-7)

		2024			2025		
Quarter	Chimney	Other gases		GHG	Other gases		GHG
		Carbon Monoxide (MG/M³)	Sulphur Dioxide (MG/M³)	Nitrogen oxide (MG/M³)	Carbon Monoxide (MG/M³)	Sulphur Dioxide (MG/M³)	Nitrogen oxide (MG/M³)
Q2	GE- C27-02	56.76	< 3.5	1,189.86	30.86	< 0.25	412.39
	GE-C27-03	54.77	< 3.5	1,009.73	36.88	< 0.26	347.14
Q4	GE-C27-02	38.47	< 0.25	848.31	Maintenance	Maintenance	Maintenance
		50.38	< 0.25	998.38	63.89	33.38	947.29
PEL at any time (mg/m³)		4.30	700	3	4.30	700	3.0

TABLE 72.
Pollutant emissions: mercury (Hg) and Volatile organic compounds (VOD) in Marañon Production Unit smelter (SASB EM-MM-120a.1)

Quarter	Chimney	2025
		Mercury
		(mg/m³)
1T	Smelter	0.0000118
	Resmelter	0.000014
2T	Smelter	< 0.0000033
	Resmelter	< 0.0000033
3T	Smelter	< 0.0000033
	Resmelter	< 0.0000033
4T	Smelter	< 0.05
	Resmelter	< 0.05
PEL at any time (mg/m³)		NE

Note: COV are not calculated.

CALCULATION METHOD

Particulate Matter

- USEPA Method 5: Determination of Particulate Matter Emissions from Stationary Source (40 CFR Part 60 USEPA). Based on the principle of isokinetic sampling, which consists of capturing the aspiration gases at the same speed as the ones inside the chimney. The particulate matter is determined gravimetrically after the unmixed water has been extracted.
- Estimation of emissions load AP-42 Methodology. Stationary Point and Area Sources Factor Emissions Compilation - USEPA (1985). This method allows estimating the pollutant emission loads (expressed in kg/h), according to the type and volume of fuel used, as well as the operating period of the source.

Sulphur Dioxide (SO2)

- US EPA Method 6: Determination of sulfur dioxide emissions from stationary sources. Described in the 40 Code of Federal Regulations, Part 60. This measurement is performed together with the isokinetic measurement. Sulfuric acid vapor is separated (including sulfur trioxide) from sulfur dioxide. Both fractions are measured separately by the barium-thorin titration method designed specifically for high concentrations of SO2.

Metallic Elements (Lead and Arsenic)

Lead and arsenic analysis are made in particle sampling filters, according to method CFR Title 40, Appendix A-8 to Part 60, Method 29 (2014). This method allows metal emissions from stationary sources. .

Gases and complementary parameters

Gas measurements are performed based on the principle of electrochemical cells according to CTM-030 (USEPA) guideline. This is done using TESTO equipment, internationally recognized for its accuracy.

Gas exit velocity: US EPA Method 1: Defines localization of sampling points and velocity speed from stationary sources. US EPA Method 2: Determines the velocity and volumetric flow of gases in these sources.

TABLE 73.

List of pollutants (S.01.0027)

Pollutant		Unit	2025
Nitrogen Oxides	NO	Metric tons of pollutant	0.00011653
	NO ₂		We do not calculate this parameter
Sulfur Oxides	SO ₂		0.000000184
	SO ₃		We do not calculate this parameter
Fine Particulate Matter	PM10		0.00000087
Lead	Pb		0.000000009
Mercury	Hg		0.00000000000002

Efficient water use

DATA COLLECTION METHODOLOGY

Water measurement and data collection are performed using a mechanical flow meter, which measures the volume of water flowing through a pipe by rotating an internal turbine driven by the flow. This movement is transmitted through a gear system to a mechanical meter that records the total volume of water in cubic meters, enabling the monitoring and tracking of water consumption or discharge.

The data collected from the effluents is calculated based on daily measurements taken using the flow meter

located at the outlet of the treatment system for the four effluents. (GRI 303-4e) (GRI 303-5d)

DISCHARGE TREATMENT

We have a comprehensive wastewater treatment system designed to ensure compliance with current Maximum Allowable Limits (MAL). In this system, we use ferric chloride as the primary reagent for removing arsenic from the water; its dosage is carefully adjusted based on the flow rate and the measured arsenic concentration. In 2025, there have been no violations of the LMPs at the four authorized discharge points.

We then added the flocculant AR-2414, which causes the flocs and suspended solids generated during the arsenic removal process to agglomerate and settle. This treatment ensures proper clarification of the water prior to discharge. (GRI 303-4di,ii y iii)

WATER FOOTPRINT

Our 2025 water footprint will be calculated in 2026.

WATER CONSUMPTION

TABLE 76.

	Indicator	Unit	Areas without water stress		
			2023	2024	2025
Water consumption (GRI 303-5) (G.03.011)	Total water consumption (surface) (GRI 303-5a)	Mega liters (ML)	757.07	768.38	760.13
				Meta 2025	760.13

Note:

- The reported information covers the mining operation's facilities. It does not include the Trujillo and Lima administrative offices.
- In Minera Poderosa, we do not use water from areas experiencing water stress, as we are located in an area with a water stress index of 0.103. (Information available in our Compañía Minera Poderosa Water Footprint Report, Source: Google Earth - 2020). (GRI 303-5b)

TABLE74.

	Indicator	Unit	2021	2022	2023	2024
Water footprint measurement	Total water footprint: direct and indirect		6,371.9	6,534	7,252	6,355.9
	Blue footprint	Mega liters (ML)/Year	723.1	592.6	729.5	523.4
	Green footprint		4,379.8	4122.4	5,334.6	4,896.9
	Grey footprint		1,269	1,819	1,187.9	935.6

TABLE75.

	Indicator	Unit	2021	2022	2023	2024
Total water footprint variation 2021-2024	Grey footprint		1,269	1,819	1,187.9	935.6
	Evaporation from road watering		66.8	84.5	27	10.8
	Evaporation from water surface	Mega liters (ML)/Year	559	415.5	609.9	370.1
	Green water footprint		4,379.8	4,122.4	5,334.6	4,896.9
	Evaporation from garden transpiration		97.3	92.6	92.6	71.5



TABLE 77.
Water consumption authorized by the National Water Authority versus actual consumption

Zona	2023				2024				2025			
	ANA authorized consumption	Real consumption	Difference authorized vs actual consumption	Consumed as per authorized	Real consumption	Difference authorized vs actual consumption	Consumed as per authorized	Water source	Real consumption	Difference authorized vs actual consumption	Consumed as per authorized	Water source
	Unit	(M³/Year)	(M³)	%	(M³/Year)	(M³/Year)	%		(M³/Year)	(M³/Year)	%	
Vijus	788,400	405,829.40	382,570.60	51.48	432,996.75	355,403.20	54.92	Surface water	437,380.99	351.019	55.48	Surface water
Paraíso	315,360	157,605.46	157,754.54	49.98	145,650.68	169,709.30	46.18	Surface water	127,051.20	188.309	40.29	Surface water
Cedro	37,843	26,296	11,547	69.49	22	16	57.37	Surface water	14,799.14	23,151	38.82	Surface water
Santa María	161,149	23,072.26	138,076.74	14.32	22,733.01	138,416.00	14.10	Surface water	23,682.24	140.467	14.43	Surface water
	68,433	59,122.66	9,310.34	86.39	62,329.06	6,103.94	91.08	Surface water	66,752.64	1.68	97.54	Surface water
	100,915	64,831.96	36,083.04	64.25	62,042.84	38,872.16	61.48	Surface water	67,037.76	33.877	66.43	Surface water
	946,080	20,312.64	925,767.36	2.15	20,916.86	925,163.10	2.21	Surface water	23,423.04	922.657	2.48	Surface water
	Total	757,071			768,381				760,127.01			



WATER DISCHARGE

TABLE 78.
Water discharge (S.01.0031) (GRI 303–4)

Categories	Unit	Zones with no water stress		
		2023	2024	2025
Surface water	Mega liters (ML)	5,473.07	5,261.08	6,436.96
Fresch water (total dissolved solids ≤ 1000 mg/l)		5,473.07	5,261.08	6,436.96
Other waters (total dissolved solids > 1000 mg/l) (GRI 303–4.a)		0.000	0.000	0.000
Underground water (GRI 303–4.b)		0.000	0.000	0.000
Fresh water (total dissolved solids ≤ 1000 mg/l) (GRI 303–4.c)		0.000	0.000	0.000
Other water (total dissolved solids > 1000 mg/l) – Effluents		0.000	0.000	0.000
Sea water		0.000	0.000	0.000
Water from third parties		0.000	0.000	0.000
Total water discharge (Surface water + groundwater + seawater + water from third parties)		5,473.07	5,261.08	6,436.96

Note: TABLE 78:

- The information does not cover the Trujillo and Lima administrative offices. The figures reported in the Surface Water category result from mining operations and originate from discontinuous aquifers. The discharged water is treated before being released through our discharge outlets. Each outlet is equipped with a treatment system that uses flocculation, sedimentation, and coagulation methods to ensure compliance with the LMP standards.
- In Minera Poderosa, we do not use water from areas experiencing water stress, nor discharge water there, as we are located in an area with a water stress index of 0.103. (Information available in our Compañía Minera Poderosa Water Footprint Report, Source: Google Earth – 2020).

TABLE 79.
Water discharge per mine site (GRI 14.7.5)

Mining site	Unit	Zones with no water stress			Surface water body receiving the discharge
		2023	2024	2025	
Mineshaft level 2120	Mega liters (ML)	1,330.70	1,567.22	2,241.82	Frances Ravine
Mineshaft level 2450		1,219.85	1,082.13	1,105.79	Hualanga Ravine
Mineshaft level 2670		186.07	100.86	111.25	
Estrella Mineshaft		2,736.45	2,510.87	2,978.10	Tingo Ravine
Total		5,473.07	5,261.08	6,436.96	

Waste management and circular economy

DATA COLLECTION METHODOLOGY (GRI 306-3b)(GRI 306-4e)(GRI 306-5e)

All values reported in the following waste tables are recorded and extracted from the SIPE platform.

TABLE 80.

Waste generated in metric tons (GRI 306-3)

Years	2022	2023	2024	2025
Unit	Metric tons (t)			
Total waste generated (SMV11a)	7,582.77	8,686.22	5,741.92	4,753.81
a. Percentage of hazardous waste generated (%)	4	5	11	9.34
b. Percentage of non-hazardous waste generated (%)	96	95	89	90.66
i. Total hazardous waste (EM MM 150a.7.) (SMV11a)	279.4	461.9	644.43	858.67
Residual oil				480.74
Industrial batteries				27.81
Biologically contaminated materials				1.69
Sludge				246.77
Wipes and rags contaminated with hydrocarbons, cyanide-contaminated waste, etc.				101.66
ii. Total non-hazardous waste (SMV11a)	7,303.37	8,224.32	5,097.49	3,895.14
Biomass (organic)	1,717.27	2,247.41	1,485.62	1,298.61
General	1,213.53	1,006.34	665.22	1,508.61
Industrial	13,125.00	13,215.00	8,735.61	233.55
Metallic				375.20
Recyclable (paper and carboard, plastic, glass)				479.17

TABLE 81.

Waste diverted from disposal (GRI 306-4)

Year	2021	2022	2023	2024	2025
					On site
Indicator	Metric tons (t)				
Total waste diverted from disposal (GRI 306-4 a) (GRI 306-4 d) (G03.0010a)	990.65	1,440.48	1,239.91	1,586.69	1,393.98
Total hazardous waste diverted from disposal (GRI 306-4 b)	129.26	130.96	127.73	153.31	508.55
Waste prepared for reuse (wood) (GRI 306-4 b.i)	0	0	0	0	0
Recycling (GRI 306-4 b.ii) (EMMM150a.8.) (G.03.0010a)	0	0	0	0	0
Other recovery operations (GRI 306-4 b.iii)	129.26	130.96	127.73	153.31	508.55
Oil sale					480.74
Battery sales	129.26	130.96	127.73	153.31	27.81
Waste rock (14.5.5)	0	0	0	0	0
Tailings (14.5.5)	0	0	0	0	0
Total non-hazardous waste diverted from disposal (GRI 306-4 c)	861.39	1,309.52	1,112.18	1,433.38	885.43
Waste prepared for reuse (compost) (GRI 306-4 c.i)	57	76	86.5	87	31.06
Waste prepared for reuse (GRI 306-4 c.ii) (G.03.0010a)	804.39	1,233.52 0	1,025.68	1,346.48	479.17
Other recovery operations (GRI 306-4 c.iii)					375.20
Metallic					375.20

Notes:

- The information on waste diverted from disposal is reported under the GRI category “within the organization”, considering that weighing of waste is done inside Poderosa’s facilities, and is recorded in our data base according to the records delivered by the operator companies. However, the activities carried out for diversion of waste are the responsibility of the operator companies and are performed outside Poderosa. Poderosa’s responsibility on waste ends with the delivery of the waste to the operator company in line with the current regulations.
- The information reported under the category “Other recovery operations” has been restated for the years 2021, 2022, 2023 and 2024 for hazardous waste. In the past, this information was reported under the

“Recycled” category. Since 2025, the information will be reported and broken down into “Other recovery operations. The weight of the waste destined for sale is counted through records delivered by the waste management companies, and weighing of the waste will be done within Poderosa’s facilities.

- In 2025, we have recovered a total of 508.55 t (+355.24 tons compared to 2024) as a result of production growth in our operations.
- In 2025, 885.43 tons of non-hazardous waste have been diverted from disposal (~547.95 tons compared to 2024) due to the incorporation of circular economy principles and the prohibition of certain types of waste such as water boxes and the use of drinking bottles and glasses to reduce waste.

- The information reported under “other recovery operations” has been restated for the years 2021, 2022, 2023 and 2024 for non-hazardous waste. In the past, this information was reported jointly and included the “Recycling” category plus “Other recovery operations”. Since 2025, the information will be reported and broken down into Recycling and Other recovery operations .
- The metallic category has been added in 2025.

TABLE 82.

Compost generation

Type of waste	Unit	2021	2022	2023	2024	2025
Compostables	kg	57,303	76,233	86,503	105,256	31,061
Compost obtained		2,689	6,020	7,585	10,120	7,275

TABLE 83.

Waste directed to disposal in metric tons (S.01.0028) (GRI 306–5)

Year	2021	2022	2023	2024	2025
					on site
Unit	Metric tons (t)				
Total waste directed to disposal (GRI 306–5 a)	2,339.59	4,518.43	3,944.65	2,732.95	3,090.89
Total hazardous waste directed to disposal (GRI 306–5 b)	950.06	1314.88	235.9	344.95	350.12
i.a Incineration with energy recovery (GRI 306–5 b.i)	0	0	0	0	0
i.b Incineration without energy recovery (GRI 306–5 b.ii)	0	0	0	0	0
i.c Transfer to landfill (GRI 306–5 b.iii) (G03.0010c)	0	0	0	0	0
i.d Other disposal operations: Safety landfill (GRI 306–5 b.iv) (G03.0010d)	950.06	1,314.88	235.9	344.95	350.12
ii. Total non-hazardous waste directed to disposal (GRI 306–5 c)	1,389.53	3,203.55	3,708.75	2,388.00	3,040.77
ii.a Incineration with energy recovery (GRI 306–5 c)	0	0	0	0	0
ii.b Incineration without energy recovery (GRI 306–5 c)	0	0	0	0	0
ii.c Transfer to landfill (GRI 306–5 c) (G03.0010c)	0	0	0	0	0
ii.d Other disposal operations (general, industrial, and organic waste disposed of in a landfill) (GRI 306–5 c) (G03.0010b)	1,389.53	3,203.55	3,708.75	2,388	3,040.77

Notes TABLE 83:

- The information on Waste directed to disposal is reported only under the GRI category “within the organization” in 2025, considering that weighing of waste is done inside Poderosa’s facilities, and is recorded in our data base according to the records delivered by the operator companies. However, the activities carried out for diversion of waste are the responsibility of the operator companies and are performed outside Poderosa. Poderosa’s responsibility for waste ends with the delivery of the waste to the operator company in line with the current regulations.
- The figure of 350.12 tons represents the total amount of hazardous waste, consisting mainly of rags, oil-soaked wipes, contaminated absorbent materials, rags, filters, and other hazardous waste generated during operational activities.
- In 2025, we have disposed of 3,040.77 tons of non-hazardous waste in landfills (+652.77 tons compared to 2024) due to construction activities (camps) and greater generation of general and industrial waste.
- Poderosa is a non-municipal generator.

TABLE 84.

Companies responsible for waste disposal

Companies responsible for final disposal	Poderosa	Gestión de Servicios Ambientales S.A.C., Ambiental S.A.	Gestión de Servicios Ambientales SAC, Innova Ambiental S.A.	Gestión de Servicios Ambientales S.A.C., Corporación MedioAmbiental AMPCO	Multiservicios Famise
Classification	Non-hazardous	Hazardous	Hazardous	Hazardous	Hazardous
Treatment method	Final disposal in a sanitary landfill	Final disposal in security landfills	Security landfill	Recycled and sold	Recycling, Recovery, and Sale
	General/Domestic (t/Year)	Industrial hazardous (t/Year)	Hospital waste (t/Year)	Residual oil (GL/YEAR)	Metallic waste (t/Year)
Total 2025	3,009.71	376.24	1.69	123.73	502,740
Total 2024	3,978.60	306.66	1.9	22,248	603.15
Total 2023	3,708.70	219.7	2.1	33,319	438.41
Total 2022	3,199.36	343.5	3.7	26,214	683.89
Total 2021	1,389.51	294.5	4.1	20,076	536.53
Total 2020	1,077.38	47.73	0.8	17,505	439.36

TAILINGS

TABLE 85.
Inventory of Tailings Storage Facilities
(SASB EM-MM-540a.1) (GRI Sectorial 14.6.3)

N°	Facilities	Location	Status of the property / ownership	Operational status	Construction method (Downstream/Upstream/Central line)	Maximum permitted storage capacity	Current amount of tailings in storage	Date of the most recent independent technical inspection	Key findings
						m³	m³	N°	
1	Livias Tailings deposit	E 207,543 m N 9°145,794 m	Compañía Poderosa property Operated by Compañía Minera Poderosa	Operational	The overall layout of the filtered tailings deposit consists of seven (07) benches; the first six with a slope ratio of 2.7:1, each with a bench height of 20 m and intermediate berms 10 m wide (between benches). This topography is typical and extends from an elevation of 1,485 meters above sea level to an elevation of 1,605 meters above sea level. The final bank consists of a slope with a 2.7:1 aspect ratio, a 10-meter berm, and a bank height of 10 meters, ending in a semi-horizontal platform at an elevation of 1,415 meters above sea level. The layout of the auxiliary deposit consists of three (03) benches; the first two ones with slopes of 2.2:1 ratio, with bench heights of 25 m each, and an intermediate berm of 7 m wide (between benches), this geometry is typical and extends from an altitude of 1,590 m.a.s.l. to 1,615 m.a.s.l. The final bench consists of a 2.2:1 slope, land a 7m berm, 5 m high, ending in a semi-horizontal platform at an elevation of 1,620 m.a.s.l. The semi-horizontal surfaces formed during the shaping of the compacted filtered tailings will have a minimum slope of -2% at all times, sloping toward the designed drainage and sub-drainage structures.	4'176,792	1'421,204	mar-24	Stable Deposit
2	Asnapampa Tailings deposit	E 207,066 m N 9°146,554 m	Compañía Poderosa property Operated by Compañía Minera Poderosa	In Maintenance	Construction of a tailings dam in stages, with progressive raising of the dam while maintaining its central axis, up to an elevation of 1,192 meters; followed by raising the dam with filtered tailings up to an elevation of 1,204 meters above sea level.	856,000	847,000	mar-24	Stable Deposit
3	Marañon Field 6 Tailings deposit	– E 206,416 m N 9°145,999 m	Compañía Poderosa property Operated by Compañía Minera Poderosa	Operational	There is an 11-meter-high embankment dam with a slope ratio of 0.5H:1.0V that contains old filtered tailings. Three excavations—designated as Fields 6A, 6B, and 6C—have been carried out to create storage basins for the temporary storage of tailings slurry, with a total storage capacity of 68,780 m³.	68,780	52,070	mar-24	Stable Deposit

N°	Facilities	Location	Status of the property / ownership	Operational status	Construction method (Downstream/Upstream/Central line)	Maximum permitted storage capacity	Current amount of tailings in storage	Date of the most recent independent technical inspection	Key findings
						m³	m³	N°	
4	Marañon – Ponds 1, 2, 4 and 5 Tailings deposit	E 206,315 m N 9°146,308 m	Compañía Minera Poderosa property Operated by Compañía Minera Poderosa	In Maintenance	Construction of a filtered tailings dam in stages from an elevation of 1,174 meters above sea level to an elevation of 1,276 meters above sea level, distributed across four (4) tailings ponds: Ponds 1, 2, 4, and 5.	1'061,387	1'061,387	mar-24	Stable Deposit
5	Marañon – Pond 3 Tailings deposit	E 206,164 m N 9°146,411 m	Compañía Minera Poderosa property Operated by Compañía Minera Poderosa	Closed	Construction of a filtered tailings dam in stages from an elevation of 1,174 meters above sea level to an elevation of 1,276 meters	56,926	56,926	mar-24	Stable Deposit
6	Hualanga Tailings deposit	E 208,210 m N 9°141,522 m	Compañía Minera Poderosa property Operated by Compañía Minera Poderosa	Operational	The overall layout of the filtered tailings deposit consists of six (6) benches with a slope ratio of 2.7:1, each with a bench height of 20 m and intermediate berms 10 m wide (between benches), this geometry is typical and extends from an elevation of 1,343 meters above sea level to an elevation of 1,490 meters above sea level, and ends in a semi-horizontal platform. The semi-horizontal surfaces formed during the shaping of the compacted filtered tailings will have a minimum slope of -2% at all times, sloping toward the designed drainage and sub-drainage structures. (Refer to the operations manual). To improve the stability and load-bearing capacity of the slopes and shoulders, a 1-meter-thick soil cover will be installed. This fill will be constructed at the same time as the filtered tailings and will be placed and compacted in horizontal layers of 0.30 m until it reaches 95% of the maximum dry density obtained in the modified Proctor compaction test. It should be noted that the foundation for the service entrance will rest on this surface.	4'026,219	1'432,018	mar-24	Stable Deposit
7	Santa Maria 1 Tailings deposit	E 214,306 m N 9°139,897 m	Compañía Minera Poderosa property Operada por Cía. Minera Poderosa	In Maintenance	Construction of a filtered tailings dam in stages, followed by a series of progressively rising terraces reinforced with gabions on the slope face, consisting of 4 terraces up to an elevation of 2,464.39 meters above sea level.	359,519	359,519	mar-24	Stable Deposit
8	Santa Maria 2 Tailings deposit	E 214,193 m N 9°140,060 m	Compañía Minera Poderosa property Operada por Cía. Minera Poderosa	Operational	The general design criterion for the tailings pond is to excavate to an elevation of 2,385 meters above sea level to form a basin, and above this level, to construct earthen embankments to a height of 20 meters using locally available materials, and then to increase the containment height with a 7.0-meter-high reinforced soil wall, resulting in a total height of 27.0 meters.	453,000	350,988	mar-24	Stable Deposit

- Notes:
- We have a comprehensive Emergency Response Plan that includes contingency management in all the deposits.
 - Not applicable: Classification of consequences.
 - Mitigation measures are implemented in the event of possible risks in all the facilities detailed in the table

TABLE 86.
Additional information about the tailings facilities (GRI Sectorial 14.6.3)

N°	Name	Description (including the construction method)	Status	Maximum permitted storage capacity	Total weight of stored tailings	Date of the last independent technical inspection	Key findings from the latest independent technical review	Date of the next review
					m3	N°		N°
Tailings facility1	Livias Tailings deposit	The overall geometry of the filtered tailings deposit consists of seven (07) benches; the first six with a slope ratio of 2.7:1, each with a bench height of 20 m and intermediate berms 10 m wide (between benches), This topography is typical and extends from an elevation of 1,485 meters above sea level to an elevation of 1,605 meters above sea level. The final bank consists of a slope with a 2.7:1 aspect ratio, a 10-meter berm, and a bank height of 10 meters, ending in a semi-horizontal platform at an elevation of 1,415 meters above sea level. The layout of the auxiliary deposit consists of three (03) benches; the first two ones with slopes of 2.2:1 ratio, with bench heights of 25 m each, and an intermediate berm of 7 m wide (between benches), this geometry is typical and extends from an altitude of 1,590 m.a.s.l. to 1,615 m.a.s.l. The final bench consists of a 2.2:1 slope, land a 7m berm, 5 m high, ending in a semi-horizontal platform at an elevation of 1,620 m.a.s.l.	Active	4'176,792	1'421,204	Mar-24	Stable Deposit	Mar-26
Tailings facility2	Asnapampa Tailings deposit	Construction of a filtered tailings dam in stages, followed by a series of progressive terraces, keeping the central axis of the dam, up to an elevation of 1192 meters, growing the deposit with filtered tailings up to 1204 m.a.s.l.	Inactive	856,000	847,000	Mar-24	Stable Deposit	Mar-26
Tailings facility3	Marañon Tailings deposit – Pond 6	There is an 11-meter-high embankment dam with a slope ratio of 0.5H:1.0V that contains old filtered tailings. Three excavations—designated as Fields 6A, 6B, and 6C—have been carried out to create storage basins for the temporary storage of tailings slurry, with a total storage capacity of 68,780 m3.	Active	68,780	52,070	Mar-24	Stable Deposit	Mar-26
Tailings facility4	Marañon Tailings deposit – Ponds 1, 2, 4 and 5	Construction of a filtered tailings dam in stages from an elevation of 1,174 meters above sea level to an elevation of 1,276 meters above sea level, distributed across four (4) tailings ponds, ponds 1,2,4 and 5.	Inactive	1'061,387	1'061,387	Mar-24	Stable Deposit	Mar-26
Tailings facility5	Marañon Tailings deposit – Pond 3	Construction of a filtered tailings dam in stages from an elevation of 1174 m.a.s.l. to 1276 m.a.s.l.	Closed	56,926	56,926	Mar-24	Stable Deposit	Mar-26
Tailings facility6	Hualanga Tailings deposit	The overall layout of the filtered tailings deposit consists of six (6) benches with a slope ratio of 2.7:1, each with a bench height of 20 m and intermediate berms 10 m wide (between benches), this geometry is typical and extends from an elevation of 1,343 meters above sea level to an elevation of 1,490 meters above sea level, and ends in a semi-horizontal platform. The semi-horizontal surfaces formed during the shaping of the compacted filtered tailings will have a minimum slope of -2% at all times, sloping toward the designed drainage and sub-drainage structures. (Refer to the operations manual). To improve the stability and load-bearing capacity of the slopes and shoulders, a 1-meter-thick soil cover will be installed. This fill will be constructed at the same time as the filtered tailings and will be placed and compacted in horizontal layers of 0.30 m until it reaches 95% of the maximum dry density obtained in the modified Proctor compaction test. It should be noted that the foundation for the service entrance will rest on this surface.	Active	4'026,219	1'432,018	Mar-24	Stable Deposit	Mar-26
Tailings facility7	Santa Maria 1 Tailings deposit	Construction of a filtered tailings dam in stages, built on progressive raises reinforced with gabions on the slope face, consisting of 4 benches up to an elevation of 2,464.39 meters above sea level.	Inactive	359,519	359,519	Mar-24	Stable Deposit	Mar-26
Tailings facility8	Santa Maria 2 Tailings deposit	The general design criterion for the tailings pond is to excavate to an elevation of 2,385 meters above sea level to form a basin, and above this level, to construct earthen embankments to a height of 20 meters using locally available materials, and then to increase the containment height with a 7.0-meter-high reinforced soil wall, resulting in a total height of 27.0 meters.	Active	453,000	350,988	Mar-24	Stable Deposit	Mar-26

Note: Requirements: “Consequence Classification criteria” (GISTM Requirement 4.1), “Risk Assessment Frequency”, “Summary of findings from the latest risk assessment and implementation of mitigation measures”. Do not apply

TABLE 87.
Tailings management details (S.01.0036)

Tailings management procedure (including construction and operation)	Our tailings management approach includes all the phases of the lifecycle of the facilities: A) Planning and Design. Development of detail engineering, Environmental Impact Assessment, hydrologic and geotechnical modelling, filtration systems design, water management plan and environmental monitoring plan. B) Construction. Execution according to the technical file approved, with detailed planning, independent third-party expert supervision, strict management of risks and safety, systematic quality control and complete as-built documents. C) Operation. Implementation of Operation, Maintenance and Surveillance Manuals, specific for each deposit, monthly geotechnical monitoring by specialists, trend analysis, multidisciplinary inspections and compliance with the current domestic regulations. D) Maintenance. Preventive and corrective Maintenance of crowning channels, waterproofing systems, containment infrastructure, mechanical equipment, and geotechnical instrumentation, with full documentation and traceability of all work performed. E) Closure and Post-Closure. Carrying out phased and final closure activities in accordance with the engineering documents approved in the Mine Closure Plan, with implementation in accordance with agreed-upon schedules and a long-term post-closure monitoring program to verify physical, chemical, and hydrological stability.
Emergency and contingency plans in the event of failures or instability in tailings infrastructure	We have Emergency Preparedness and Response Plans (PPRE) for the tailings deposits, designed and updated annually according to Supreme Decree N°024-2016-EM. The plans are based on the dam break technical analysis and flood maps that identify potentially affected areas and population. These include: early warning and detection system, evacuation protocols, response coordination involving trained teams and emergency resources. We carry out at least 2 annual drills with the participation of workers, assessing response times, effectiveness of the communication, and we identify opportunities for continuous improvement.
Frequency of periodic stability risk assessments for tailings facilities	Periodic stability risk assessments of tailings facilities are conducted at the following intervals: Monthly. Geotechnical monitoring (instruments and visual inspections) with operational risk assessment. Twice a year. Physical stability analysis using limit equilibrium methods and updating of geotechnical models. Twice a year. Independent review of the effectiveness analysis of tailings management. Annual. Component oversight by OSINERGMIN. Every six months. Internal technical compliance audits. Extraordinary. Special assessments following significant seismic events or upon detection of anomalous behavior.
Integrating the assessment of tailings system risks into the business's environmental risk management	We fully integrate the risk assessment of the tailings system into the business's environmental and corporate risk management, recognizing that tailings facilities are critical operations whose performance can significantly impact the organization's operational, environmental, social, and financial sustainability.
International standards with which the tailings management system is aligned	Although we do not have a formal affiliation with international organizations involved in specific tailings management standards, the design and management of our tailings facilities are carried out in accordance with technical criteria aligned with international best practices in the sector. In particular, the tailings designs incorporate dam engineering and safety principles consistent with the guidelines promoted by the Canadian Dam Association (CDA).

APPROACH FOR EMERGENCY PREPAREDNESS AND RESPONSE PLANS (PPRE) FOR THE TAILINGS DEPOSITS FACILITIES

(SASB EM-MM-540a.3)

We have developed Emergency Preparedness and Response Plans (PPRE) through a strictly technical and participatory approach that is based on specialized dam break analysis carried out by independent consultant companies, which include hydraulic modelling of multiple scenarios (sudden rupture, overpressure, piping, seismic liquefaction), flood maps with hazard identification, and potentially affected infrastructure downstream.

The development process involves multidisciplinary teams composed of in-house specialists (geotechnical, operations, safety, environmental, and community relations), external consultants, and relevant authorities (Civil Defense, municipalities, National Police, health), which undergo structured phases such as diagnosis, design, technical validation, inter institutional coordination, and formal approval by the General Manager, guaranteeing that the procedures are technically sound, operationally viable and culturally appropriate.

The resulting PPREs include essential components such as early warning system with clearly defined activation thresholds (Green-Yellow- Orange-Red) based on geotechnical instruments, organizational response structure with specific

roles (Crisis Committees, evacuation brigades, first aid, and communication), detailed evacuation protocols with signaled routes and safe, geo-referenced meeting points, inventory of resources and through periodic drills (minimum, 2 per year) that allow identifying gaps and implement continuous improvement. This comprehensive approach, aligned with Supreme Decree D.S. N°024-2016-EM, acknowledges that the PPRE are the last line of defense in a multi-layer risk management system, always prioritizing the human life protection as central goal and guaranteeing that, in the unlikely scenario of an emergency, response will be fast, coordinated and effective.

PLANS, PROCEDURES, AND POLICIES FOR MINERA PODEROSA ACTIVE AND INACTIVE TAILINGS STORAGE FACILITIES FOR ALL THE LIFECYCLE STAGES, INCLUDING CLOSURE AND POST-CLOSURE

We manage our active and inactive tailings facilities through a comprehensive system of plans, procedures, and policies that cover all phases of the life cycle. During the planning and design phase, we develop detailed engineering documents that include stability analyses (static, pseudo-static, and dynamic), geochemical characterization of tailings, hydrological modeling, and the design of filtration, waterproofing, and drainage systems, as well as environmental impact studies (EIA), obtaining the corresponding

authorizations by the General Mining Bureau (DGM-MINEM) and SENACE.

The construction phase is carried out in accordance with approved technical specifications, with independent supervision, rigorous quality control (tests for density, permeability, and granulometry), installation of geotechnical instrumentation (piezometers, inclinometers, and topographic monuments), and comprehensive as-built documentation. During the operation phase, every deposit has its specific Operation Manual (OM) that establishes procedures for controlled filtered tailings layering, construction of progressive embankments, water balance management, monthly geotechnical monitoring by specialists, weekly visual inspections, annual physical stability assessments, internal audits every six months, and reports to OSINERGMIN, in compliance with Supreme Decree N°024-2016-EM.

For inactive facilities and the closure and post-closure phases, we implement detailed closure engineering plans approved in the Mine Closure Plan, which define geomorphological restoration, the design of capping systems, revegetation with native species, and the construction of permanent drainage systems. The phased closure is carried out in advance in areas that reach their final configuration during the operation (second and third stage of Livia tailings deposit), reducing the environmental liability and distributing

investments in time, achieving rehabilitation with revegetation.

Final closure includes dismantling of non-required operation infrastructure, long-term slope stabilization and construction of final control systems, while the post-closure includes visual inspections, reduced geotechnical monitoring, surface and underground water quality monitoring, chemical stability monitoring, evaluation of vegetation cover, and corrective maintenance, when necessary, with annual reporting to MINEM, until we obtain the final closure certification, and release of bonds, guaranteeing physical, chemical and water stability in the long-term and permanent protection of human health and of the environment.

At Minera Poderosa we have implemented an Emergency Preparedness and Response Plan (PPRE) for

the tailings deposits, which is integrated into its safety management system and aligned to domestic regulations (contingency plans and civil defense). This approach includes: (i) clear definition of roles and responsibilities for employees and critical contractors; (ii) operation protocols for potential failure scenarios with pre-defined resources and evacuation routes; (iii) inter-institutional coordination with local and regional authorities (COER/INDECI) for joint activation of alert and support; and (iv) trainings and periodic drills with the participation of our own staff and contractors.

We maintain a multi-channel communication system to provide timely information on risks and the status of tailings facilities. This system includes: (i) internal channels for employees and contractors; (ii) formal channels with public sector agencies; and (iii) emergency alert

mechanisms. Key information (operation condition, risk levels, preventive measures and response actions) is informed in a clear, verifiable and traceable manner, with specific protocols for immediate notice in the event of incidents.

Evacuation tests and drills of Minera Poderosa's emergency response plan to minimize the consequences of a possible failure are carried out twice a year.

TABLE 88.

Significant spills 2025
(GRI 306-3) (GRI 14.15.12)

Unit		Location	Material spilled	Impacts
N°	Volume			
1	0.22	Santa María	Relave	Soil pollution
2	44.81	Santa María	Hydrocarbons	Soil pollution
Total	45.03			



Respect for Biodiversity

TABLE 89.
Forestation activities in 2025 by Location

	Year		2021		2022		2023		2024		2025		Type of tree	Beneficiary
	Indicator		Trees planted	Surface reforested or forested	Trees planted	Surface reforested or forested	Trees planted	Surface reforested or forested	Trees planted	Surface reforested or forested	Trees planted	Surface reforested or forested		
	Unit		N°	ha	N°	ha	N°	ha	N°	ha	N°	ha		
Location/ Executed by	CHUGAY Executed by AP		165,000	150	165,000	150							Pino	Coopandina
			6,400	8	6,400	8	5,000	6	5,820	7.27	5,620.00	7.03	Quinual	Coopandina
							171,679	143.25	157,784	143.43	157,498.00	143.18	Pinus radiata	Coopandina
	TAYABAMBA Executed by AP		127,600	116	240,000	218			173,120	173.73			Pino	CC La Victoria
			30,000	38	16,825	21							Quinual	CC La Victoria
							135,500	131.14			134,745.00	138.85	Pinus Radiata	CC La Victoria
	MACANIA Executed by AP												Eucalipto	Asociación Macania
	PATAZ Executed by AP				830	1							Quina	Los Alisos Community po- pulation
					833	1	100	0.16					Quina	Vista Florida, San Fernando Community population
									1,650	1.5	3,850.00	3.5	Aliso	CC Leoncio Prado Vista Florida
									850	0.8			Aliso	Piás
									3,303	3	3,560.00	3.2	Quina	CC Leoncio Prado Vista Florida
									9,623	8.7	19,272.00	17.52	Pinus patula	CC Leoncio Prado Vista Florida
									4,150	4			Pinus patula	Suyubamba
	SUYUBAMBA- ANTAPITA Executed by Pode- rosa		14,100	9									Eucalipto urograndis	Poderosa
			6,350	4									Cedro de altura	Poderosa
			1,400	1							26.928	22,000	Pinus Radiata	Poderosa
			100	0									Carica papaya	Poderosa
											14.757	28,000	Queñual	Poderosa
	PIÁS Executed by AP				555	1	200	0.32					Quina	Alacoto, Piás, Pampamar- ca Community Population

TABLE 89 (Cont.)
Forestation activities in 2025 by Location

	Year	2021		2022		2023		2024		2025		Type of tree	Beneficiary
	Indicator	Trees planted	Surface reforested or forested	Trees planted	Surface reforested or forested	Trees planted	Surface reforested or forested	Trees planted	Surface reforested or forested	Trees planted	Surface reforested or forested		
	Unit	N°	ha	N°	ha	N°	ha	N°	ha	N°	ha		
Location/ Executed by	SANTA CLARA / CON-DORMARCA Executed by AP	24,000		18								Eucalipto	Asociación Macania
	HUALANGA Executed by Poderosa					557	0.5					Ficus	Poderosa
						100	0.16					Ciruelo	Poderosa
								50	0.045			Papaya	Poderosa
	PIÑUTO Executed by AP					12,000	8.8					Eucalipto	Asociación Macania
	SANTA CATALINA Executed by AP					10,000	7.4					Eucalipto	Asociación Macania
	VIJUS Executed by Poderosa							625	0.3355			Frutales	Poderosa
	CHUQUITAMBO Executed by Poderosa									22,000.00	20	Eucalipto	Asociación Macania
	Total	350,950	325	454,443	417	335,136	298	356,975	342.8	388.23	383.28		

Note: All activities have been financed by Poderosa.



TABLE 90.
Types of extinction risks for flora and fauna 2025

Criteria	Flora		Fauna	
	Species	Total N°	Species	Total N°
In critical danger	- Matucana huagalensis - Tetramerium denudatum	2	—	—
Endangered	—	—	<i>Heperto fauna</i> <i>Phyllodactylus thompsoni</i>	1
Vulnerable	Cupressus macrocarpa	1	—	—
Almost threatened	- Truprechtia aperta - Eriotheca discolor	2	Birds: - Patagioenas oenops - Synallaxis hypochondriaca	2
Minor concern	- Armatocereus rauhii - Browningia pilleifera - Espostoa mirabilis - Ephedra americana - Leucaena trichodes - Parkinsonia praecox - Tara spinosa - Vachellia macracantha - Monnina salicifolia - Vallesia glabra - Dalechampia scandens - Sporobolus indicus - Dodonaea viscosa - Llagunoa nitida - Ipomoea cairica - Solanum albidum	16	Birds: - Buteo albigula - Geranoaetus melanoleucus - Geranoaetus polyosoma - Herperto fauna - Mastigodryas heathii - Ameiva concolor - Microlophus stolzmanni Mas- to fauna - Aegialomys xanthaeolus - Phyllotis andium	8

Mine closure plan

TABLE 91.	Approval Year	Description of the mine closure plan	Approval Resolution
Mine closure resolutions passed by year of approval	2010	Mine Closure Plan	RD N.° 119-2010-MEM-AAM
	2011	1st Modification to Mine Closure Plan	RD N.° 121-2011-MEM-AAM
	2013	Mine Closure Plan update	RD N.° 298-2013-MEM-AAM
	2016	2nd Modification to Mine Closure Plan	RD N.° 065-2016-MEM-DGAAM
	2017	3rd Modification to Mine Closure Plan	RD N.° 093-2017-MEM-DGAAM
	2018	4th Modification to Mine Closure Plan	RD N.° 102-2018-MEM-DGAAM
	2022	2nd update to the Mine Closure Plan.	RD N.° 222-2022-MINEM-DGAAM
	2024	5th Modification to Mine Closure Plan	RD N.° 269-2024-MINEM - DGAAM
	2025	The fifth amendment to the mine closure plan has been approved	RD N.° 269-2024-MINEM - DGAAM

TABLE 92.

Investment break-down in environmental management 2025

Investment items	Unit	Amount in-vested in 2025	Description
Environmental Tra-ining	USD	109	Incorporation of training on environmental sustainability topics.
Environmental Supervision and Counseling		1'125,000	Environmental studies such as EIA and other required studies that require constant upda-ting during operations.
Waste and Effluent Management		2'492,493.32	Compliance with the environmental mana-gement strategy and coverage of additio-nal control areas.
Environmental Ma-nagement Plans		1'503,363	Compliance with environmental action and control plans.
Environmental Con-tingencies		699,343	Mandatory environmental payments and other fees for permits and other unexpected events.
Total		5'929,199.32	



Chapter 5

Poderosa Team

MAIN MANAGEMENT INDICATORS

TABLE 93.
Main human management indicators

Year		2024		2025		
		Indicators	Unit	Goal	Result	Goal
	Total closed processes / Total open processes	%	100	95	100	93
	Average response days for closed processes	N° días	< 40	18	<=32	18
	Total promotions / Total vacancies generated with option for promotion	%	>= 50	61	>= 50	76
	Total staff resignations / Total number of Poderosa employees		<= 6	2.7	<= 5	4.55
	Total terminations due to resignation of key staff / Total number of key staff		>= 72	81.4	>= 80	87
	Improving and standardizing living conditions		>= 72	79	>= 80	88
	Improving and standardizing meals		100	100	100	96
	Staff with performance assessment		100	100	100	100
	Compliance with the employee due diligence process		>= 70	80	80	No measure- ment taken

Notes:

- The indicator “Total promotions / Total vacancies generated with option for promotion” responds to the following job categories: Officer, Employee, Professional, Worker, and to the following the job levels: Executive Level, Managerial Level, Head of Area Level, Professional Level, Operational Level. .
- The indicator “Compliance with the employee due diligence process” responds to the following job categories: Officer, Employee, Professional, Worker, and to the following the job levels: Executive Level, Managerial Level, Head of Area Level, Professional Level, Operational Level.



TEAM COMPOSITION

TABLE 94.
Employee breakdown by gender and work category 2025 (G.04.0008b) (GRI 405-1)

Level	Job category	Female		Male		Total	
		%	N°	%	N°	%	
Executive Level	Officers	1	0.13%	0	0.00%	1	0.13%
Managerial Level	Officers	2	0.25%	10	1.27%	12	1.52%
Head of Area Level	Officers	1	0.13%	15	1.90%	16	2.03%
	Professional	5	0.63%	114	14.43%	119	15.06%
Professional Level	Employees	36	4.56%	117	14.81%	153	19.37%
	Professional	51	6.46%	137	17.34%	188	23.80%
Operational Level	Worker	3	0.38%	298	37.72%	301	38.10%
Total		99	12.53	691	87.47	790	100

Notes:

- Total number of men and women = 790.
- The data presented does not include interns.
- The data presented corresponds to the following job categories: Officer, Employee, Professional, Worker .
- The data presented corresponds to the following job levels: Executive Level, Managerial Level, Head of Area Level, Professional Level, Operational Level.

TABLE 95.
Total number of employees by type of contract, gender and location 2025 (GRI 2-7)

Type of contract	Gender				Location					
	Women		Men		La Libertad		Lima		Other	
	W	%	M	%	N°	%	N°	%	N°	%
Permanent employees	74	9.37	619	78.35	365	46.20	187	23.67	141	17.85
Temporary employees	25	3.16	72	9.11	26	3.29	45	5.70	26	3.29
Employees with non-guaranteed hours	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Full time employees	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Part time employees	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	99	12.53	691	87.47	391	49.49	232	29.37	167	21.14

Notes:

- Total number of men and women = 790.
- The data presented does not include interns
- The data presented corresponds to the following job categories: Officer, Employee, Professional, Worker.
- The data presented corresponds to the following job categories: Executive Level, Managerial Level, Head of Area Level, Professional Level, Operational Level

TABLE 96.
Total number of employees by age, gender and location (GRI 2-7) (GRI 405-1) (G.04.0008-b)

Age group	Gender				Location					
	Women		Men		La Libertad		Lima		Other	
	N°	%	N°	%	N°	%	N°	%	N°	%
Under 30 years	17	2.15	35	4.43	21	2.66	19	2.41	12	1.52
Between 30 and 50 years	64	8.10	401	50.76	205	25.95	146	18.48	114	14.43
Over 50 years	18	2.28	255	32.28	165	20.89	67	8.48	41	5.19
Total	99	12.53	691	87.47	391	49.49	232	29.37	167	21.14

Notes:

- Total number of men and women = 790.
- The data presented does not include interns.
- The data presented corresponds to the following job categories: Officer, Employee, Professional, Worker.
- The data presented corresponds to the following job categories: Executive Level, Managerial Level, Head of Area Level, Professional Level, Operational Level.

TABLE 97.
Total employees by job category, gender and location (GRI 405-1)

Level	Job category	Gender						Location			
		Women		Men		La Libertad		Lima		Other	
		%	N°	%	N°	%	N°	%	N°	%	
Executive Level	Officers	1	0.13%	0	0.00%	0	0.00%	1	0.13%	0	0.00%
Managerial Level	Officers	2	0.25%	10	1.27%	1	0.13%	11	1.39%	0	0.00%
Head of Area Level	Officers	1	0.13%	15	1.90%	2	0.25%	11	1.39%	3	0.38%
	Professional	5	0.63%	114	14.43%	32	4.05%	63	7.97%	24	3.04%
Professional Level	Employees	36	4.56%	117	14.81%	217	27.47%	21	2.66%	63	7.97%
	Professional	51	6.46%	137	17.34%	77	9.75%	43	5.44%	33	4.18%
Operational Level	Obrero	3	0.38%	298	37.72%	62	7.85%	82	10.38%	44	5.57%
Total		99	12.53	691	87.47	391	49.49	232	29.37	167	21.14

Notes:

- Total number of men and women = 790.
- The data presented does not include interns.
- The data presented corresponds to the following job categories: Officer, Employee, Professional, Worker.
- The data presented corresponds to the following job categories: Executive Level, Managerial Level, Head of Area Level, Professional Level, Operational Level.

WORKERS WHO ARE NOT DIRECT EMPLOYEES

Poderosa acknowledges contractors as employees who, despite not being included in the company payroll, are comprised in the scope of the different management systems such as Human Management, Health and Safety, among other. In this regard, throughout this document the terms “workers who are not direct employees” and “contractors” may be used indistinctly to refer to the same group of people.

Role of contractor companies in Poderosa

Contractor companies are fundamental for the continuity and efficiency of our operations, for they provide technical, operational, administrative and service support un-

der safety, ethical and sustainability standards aligned with Minera Poderosa.

Their participation includes provision of operational and support services such as comprehensive maintenance, industrial cleaning, accommodation and meals at the camps, as well as other complementary services necessary for the continuity of the operations. All the same, they carry out specialized tasks such as drilling, exploration, topography, civil works, and engineering services performed by qualified staff and under quality safety and environmental management controls.

Contractors must also ensure compliance with labor and documentary obligations including payrolls, con-

tribution to pension funds, severance pay, tax payment, and insurance which are subject to supervision and audit by Poderosa. Contracting is carried out through transparent internal tender process, with technical, economic, and ESG performance assessment criteria.

Through this model, we ensure alignment with our safety, ethics, and environmental management standards, strengthening a responsible, traceable value chain oriented to sustainable results.

TABLE 98.

Workers who are not direct employees (contractors) (GRI 2-8)

Note: This work is controlled by Poderosa.

	Unit	2024	2025
Workers who are not employees (contractors)	N°	7,216	7,017



TABLE 99.
Workers who are not the most usual employees (contractors), by type, gender and job category 2025 (GRI 2-8)

Type of contractor	Gender	Job category		Total contractors	Contract Relation with Poderosa	Type of work performed
		Workers	Employees			
	Unit	N°	N°	N°		
Specialized mining companies	F	9	56	65	Personnel assigned to a mining unit, under outsourcing modality	Mining contractors carry out mining exploitation activities
	M	2,029	330	2,359		
	Total	2,038	386	2,424		
Specialized related companies	F	99	73	172	Personnel assigned to a mining unit, under labor intermediation modality	Related contractors provide complementary services to the organization
	M	2,029	351	2,380		
	Total	2,128	424	2,552		
Microbusinesses and other	F	32	133	165	SMEs that work in the mining unit under labor intermediation modality.	Micro business contractors provide complementary services to the organization
	M	1,401	475	1,876		
	Total	1,433	608	2,041		
General total		5,599	1,418	7,017		

NEW HIRES AND TURNOVER RATES (GRI 401-1) (GRI 14.17.3)

TABLE 100.
Total number of employees that joined Poderosa in 2025 by age, gender, and location. (New hire rates) (GRI 401-1)

	Gender						Location					
	Women			Men			La Libertad		Lima		Others	
	Unit	N°	%	N°	%		N°	%	N°	%	N°	%
Age group	Under 30 years	6	10.17	12	20.34		9	15.25	6	10.17	3	5.08
	Between 30 and 50 years	6	10.17	30	50.85		6	10.17	20	33.90	10	16.95
	Over 50 years	2	3.39	3	5.08		0	0	5	8.47	0	0
	Total	14	23.73	45	76.27		15	25.42	31	52.54	13	22.03
	General Total	59 new employees										

- Notes:
- The recruitment rate is the total number of new hires divided by the total number of hires, broken down by age group, gender, and location.
 - The data presented corresponds to the following job categories: Officer, Employee, Professional, Worker .
 - The data presented corresponds to the following job categories: Executive Level, Managerial Level, Head of Area Level, Professional Level, Operational Level.
 - For Poderosa, the term “location” refers to the employee’s place of residence, regardless of the geographic location of their workplace.

TABLE 101.
Total number and staff turnover rate, by age group, gender and location (GRI 401-1)

Location	2024					2025		
	Gender	Grupo etario	Total terminations	Total employees	Turnover rate	Total terminations	Total employees	Turnover rate
		Unit	N°	N°	%	N°	N°	%
La Libertad	F	Under 30 years	2	7	28.57	2	8	25.00
		Between 30 and 50 years	1	28	3.57	5	25	20.00
		Over 50 years	0	7	0.00	0	7	0.00
	M	Under 30 years	3	12	25.00	0	13	0.00
		Between 30 and 50 years	5	166	3.01	7	180	3.89
		Over 50 years	3	176	1.70	6	158	3.80
Lima	F	Under 30 years	1	5	20.00	2	6	33.33
		Between 30 and 50 years	3	34	8.82	9	32	28.13
		Over 50 years	0	11	0.00	1	11	9.09
	M	Under 30 years	0	10	0.00	1	13	7.69
		Between 30 and 50 years	7	105	6.67	10	114	8.77
		Over 50 years	5	61	8.20	6	56	10.71
Other	F	Under 30 years	1	5	20.00	0	3	0.00
		Between 30 and 50 years	0	7	0.00	3	7	42.86
		Over 50 years	0	0	0.00	0	0	0.00
	M	Under 30 years	0	10	0.00	0	9	0.00
		Between 30 and 50 years	13	104	12.50	14	107	13.08
		Over 50 years	3	44	6.82	2	41	4.88
Total			47	792	5.93	68	5.93	8.61

- Notes:
- The turnover rate is the total number of employees who have left divided by the total number of active employees, broken down by location, gender, and age (turnover percentage).
 - The data presented does not include interns.
 - The data presented corresponds to the following job categories: Officer, Employee, Professional, Worker .
 - The data presented corresponds to the following job categories: Executive Level, Managerial Level, Head of Area Level, Professional Level, Operational Level.
 - For Poderosa, the term “location” refers to the employee’s place of residence, regardless of the geographic location of their workplace.

TABLE102.

Voluntary and non-voluntary turnover rate 2023–2025 (G.04.0005)

Year	Unit	Voluntary rate	Non-voluntary rate
2023	%	2.70	7.82
2024		2.67	6.10
2025		4.43	4.18

- Notes:
- The data presented does not include interns.
 - The data presented corresponds to the following job categories: Officer, Employee, Professional, Worker .
 - The data presented corresponds to the following job categories: Executive Level, Managerial Level, Head of Area Level, Professional Level, Operational Level.
 - Total number of full-time employees in 2025: 790.
 - Number of voluntary and involuntary departures in 2025: 35 and 33.87
 - Calculation Method: :
 - Voluntary turnover rate: (Number of voluntary departures during the period ÷ Total number of full-time employees during the period) × 100.
 - Involuntary turnover rate: (Number of involuntary departures during the period ÷ Total number of full-time employees during the period) × 100.

TRAINING (GRI 404-1) (GRI 4.17.7) (GRI 4.21.4)

TABLE 103.

Training indicators

Indicadores	Unit	2023	2024	2025
Total number of employees who received training	N°	959	792	790
Employees who received training	%	97	99	100
Managers who received training	%	3	98	100
Total hours of training provided	N° hours	28,337	35,632	30,783
Average hours of training and development per full-time employee (man hours)	Man/hours	29.55	44.99	32.00
Total training hours on occupational health and safety risks, health and environment	N°	17,634	10,513	9,289
Number of online courses available		9	8	10
Number of internal training courses		115	80	50
Number of external training courses		117	205	492

- Notes: With regard to the data presented in 2025, it should be noted that:
- The data presented does not include interns.
 - The data presented corresponds to the following job categories: Officer, Employee, Professional, Worker.
 - The data presented corresponds to the following job categories: Executive Level, Managerial Level, Head of Area Level, Professional Level, Operational Level.
 - Indicator Total number of employees who received training considers that all PODEROSA employees received at least one training course.
 - Indicator Managers who received training considers that all managers (Area Heads, Superintendents, and Managers) received different types of training.
 - Indicator Total hours of training provided considers the total man-hours corresponding to: Induction for new hires, transversal regulations, specific techniques, career development, Annex 6 and soft skills programs.
 - Indicator Average hours of training and development per full-time employee considers an average of 16 hours of transversal training program, and 16 hours of training in the Annex 6 course.
 - Indicator Total training hours on occupational health and safety risks, health and environment considers compliance with the training requirements in Annex 6 for company employees.
 - Indicator Number of online courses available consider the courses that were launched via the e-learning platform.
 - Indicator Number of internal training courses consider the number of sessions conducted for a group of employees in accordance with established procedures—whether delivered virtually or in person.
 - Indicator Number of external training courses consider training programs with external organizations.

TABLE 104.

Training hours by gender (GRI 404-1)

	Year	2023		2024		2025	
	Unit	N° hours	%	N° hours	%	N° hours	%
Gender	Male	23,739	91.00	28,724	81.00	25,550	83
	Female	4,598	9.00	6,908	19.00	5,233	17
	Total	28,337.00	100.00	35,632.00	100.00	30,783.00	100

- Notes: With regard to the data presented in 2025, it should be noted that:
- The data presented does not include interns.
 - The data presented corresponds to the following job categories: Officer, Employee, Professional, Worker.
 - The data presented corresponds to the following job categories: Executive Level, Managerial Level, Head of Area Level, Professional Level, Operational Level.

TABLE 105.

Training hours by age group (GRI 404-1)

Age group	Year	2023		2024		2025	
	Unit	Total	Average training hours per employee	Total	Average training hours per employee	Total	Average training hours per employee
Under 30 years	N° hours	3,650	21	3,690	57	4,309	24
Between 30 and 50 years		16,243	33	24,330	51	15,700	32
Over 50 years		8,444	30	7,612	30	10,774	32

- Notes: With regard to the data presented in 2025, it should be noted that:
- The under 30 category included 118 workers out of 855
 - The between 30 and 50 age group included 440 workers out of 855
 - The over 50 category included 297 workers out of 855The data presented does not include interns
 - The data presented corresponds to the following job categories: Officer, Employee, Professional, Worker
 - The data presented corresponds to the following job categories: Executive Level, Managerial Level, Head of Area Level, Professional Level, Operational Level.



TABLE 106.
Total training hours by job category (GRI 404-1)

Job category	Year	2023		2024		2025	
	Unit	Total	Average training hours per employee	Total	Average training hours per employee	Total	Average training hours per employee
Employee	hours	2,974	18	5,601	35	5541	32
Officer		2,553	88	920	33	924	32
Workman		6,598	21	5,068	17	10775	32
Intern		2,559	19	22	6	2463	24
Professional		13,653	43	24,021	79	11080	32
Total		28,337	189	35,632	170	30,783	152

Notes: With regard to the data presented in 2025, it should be noted that:

- The employee category considered 153 employees out of 855
- The officer category considered 29 employees out of 855
- The workman category considered 301 employees out of 855
- The Intern category considered 65 employees out of 855
- The professional category considered 307 employees out of 855
- The data presented corresponds to the following job categories: Officer, Employee, Professional, Worker
- The data presented corresponds to the following job categories: Executive Level, Managerial Level, Head of Area Level, Professional Level, Operational Level.

TABLE 107.
Training hours by location (GRI 404-1)

Location	Year	2023		2024		2025	
	Unit	Total	Average training hours per employee	Total	Average training hours per employee	Total	Average training hours per employee
Lima	N° hours	4,013	50	7,640	99	3,079	32
La Libertad		24,324	28	27,992	39	27,704	32

Notes:

- The data is based on a total of 790 employees, excluding interns.
- The data presented corresponds to the following job categories: Officer, Employee, Professional, Worker
- The data presented corresponds to the following job categories: Executive Level, Managerial Level, Head of Area Level, Professional Level, Operational Level
- For Poderosa, the term “location” corresponds to the employee’s hometown, independent from the geographic locaton of its workplace

TABLE 108.
Training hours by program and gender

Program	Year		2023		2024		2025		
	Unit	Gender	Total	Average training hours per employee	Total	Average training hours per employee	Total	Average training hours per employee	
Induction Program for new staff	N° hours	F	1,660	40.4	3,761	36	328	8	
		M	7,400	44	11,459	21	1,392	8	
F		877	7.9	865	8	1,393	20		
M		7,786	11.9	3,369	5	7,896	20		
F		18	1.3	0	0	875	2		
M		1,194	5	9	0	4,959	2		
F		604	54.9	1,547	15	589	20		
M		1,039	31.5	2,984	4	1,623	20		
F		448	8.4	176	2	1,415	30		
M		1,224	10.6	784	1	8,022	30		
F		991	8.8	1,927	19	343	4		
M		5,096	7.2	8,751	13	1,948	4		
Total by gender		F	4,598	30.1	8,276	25	4,943	14	
		M	23,739	29.9	27,356	30	25,840	14	
Total			28,337	29.9	35,632	28	30,783	14	

Notes:

- The data is based on a total of 790 employees, excluding interns.
- The data presented corresponds to the following job categories: Officer, Employee, Professional, Worker
- The data presented corresponds to the following job categories: Executive Level, Managerial Level, Head of Area Level, Professional Level, Operational Level

TABLE 109.
Training hours by continuous and functional training program

Continous and func- tional training program	Year	2023		2024		2025	
	Unit	Total	Average training hours per employee	Total	Average train- ing hours per employee	Total	Average training hours per employee
Diploma	N° hours	395	26	450	52	2,867	82
Specialization		1,016	48	975	22	5,650	20
Refresh course		8,931	43	9,200	30	3,140	32
Master's degree		361	60	2,500	260	900	450
Total		10,703	44	13,125	91	12,557	146

Notes: With regard to the data presented in 2025, it should be noted that:

- The data is based on a total of 790 employees, excluding interns.
- The data presented corresponds to the following job categories: Officer, Employee, Professional, Worker.
- The data presented corresponds to the following job categories: Executive Level, Managerial Level, Head of Area Level, Professional Level, Operational Level.
- The Diploma category, considers a diploma course, as such.
- The Specialization category includes other types of specializations, such as courses, certifications, programs, and workshops.
- The continuing education category includes other types of events such as seminars, congresses, conferences, conventions, and tours.
- The master's degree category considers total hours during the year.

TABLE 110.	Investment in training and development	Unit	2023	2024	2025
Expenditure in training	Total invested	US\$	1'383,344	857,753	962,757
	Average amount invested per employee		1,442.49	1,083.02	1,203.00

Notes: Regarding the data presented in 2025, it should be noted that:

- The amount considered corresponds only to training expenses, and not any related expenditure.
- The data is based on a total of 790 employees, excluding interns.
- The data presented corresponds to the following job categories: Officer, Employee, Professional, Worker.
- The data presented corresponds to the following job categories: Executive Level, Managerial Level, Head of Area Level, Professional Level, Operational Level.



TABLE 111.
Training hours by continuous and functional training program for non-employees (contractors)

Type of company	2023			2024			2025		
	N° hours	N° people trained	HHC	N° hours	N° people trained	HHC	N° hours	N° people trained	HHC
Related Contrac- tors	58,082	3,289	18	66,994	3,315	20	40,832	2,552	16
Mining Contrac- tors	39,374	2,790	14	38,995	2,789	14	38,784	2,424	16
Micro businesses	42,383	2,534	17	47,152	2,434	19	31,888	1,993	16

Note: With regard to the data presented in 2025, the total number of contractors was 6,969 contractors.

TABLE 112.	Job Category	Training per person	Total investment
	Unit	S/.	S/.
Employee training by job category 2025 (G.04.0018)	Managerial Level	1,242	207,000
	Head of Area level	2,866	300,344
	Professional level	7,703	454,646

Note: In the case of total training hours, the sum of training hours by category is being considered.

TERMINATION OF EMPLOYEES

Programs implemented

TABLE 113.
Programs implemented in 2025 (GRI 404-2)

Program name	Category	Type of main assistance	Duration (N° hours/sessions)	Target Population / eligibility criteria	Employees benefited	Results
English	Online course	Certification	27	Employees /Line mana- gement staff	76	92
Excel	Online course	Certification	21	Employees /Line mana- gement staff	55	100
Power BI	Online course	Certification	21	Employees /Line mana- gement staff	42	100

Notes:

- The data is based on a total of 790 employees, excluding interns.
- The data presented corresponds to the following job categories: Officer, Employee, Professional, Worker.
- The data presented corresponds to the following job categories: Executive Level, Managerial Level, Head of Area Level, Professional Level, Operational Level.

Support programs to enhance employability and assist with career transition

TABLE 114.

Program to Promote Employability and Support Career Transition by 2025
(GRI 404-2)

Category	Type of mai assistance	Duration	Target Population / elegi- bility criteria	Employees benefited	Results
		(N° hours/sessions)			
Employability	Counselling	6	Retired staff	790	100
Employability	Counselling	6	Retired staff	790	100

- Notes:
- The data is based on a total of 790 employees, excluding interns.
 - The data presented corresponds to the following job categories: Officer, Employee, Professional, Worker.
 - The data presented corresponds to the following job categories: Executive Level, Managerial Level, Head of Area Level, Professional Level, Operational Level.

PERFORMANCE ASSESSMENT

TABLE 115.

TABLE 115.	Employees by gender		Unit	2024
Employees who received a performance review in 2024 (GRI 404-3)	F	%	12.33	
	M		87.67	
	Total			100

- Notes:
- The 2025 fiscal year will be assessed in 2026, and the results will be available between May and June of that year.
 - The data presented corresponds to the following job categories: Officer, Employee, Professional, Worker.
 - The data presented corresponds to the following job categories: Executive Level, Managerial Level, Head of Area Level, Professional Level, Operational Level.

TABLE 116.

Performance assessment by positions in 2024 (GRI 404-3)

Job category	Total employees	Headcount as of the performance assessment	Total
Unit	N°	N°	%
Employee	408	389	0.95
Officer	43	34	0.79
Worker	303	302	1.00
Professional	2	2	1.00
Total	754	725	0.96

Note: The 2025 fiscal year will be evaluated in 2026, and the results will be available between May and June of that year.

Collective bargaining agreement

TABLE 117.

Freedom of association and collective agreement of the total headcount
(GRI 2-30) (G.04.0015)

Year	Total number of employees under “workman” category	Staff that are part of the Union	Percentage of staff under collective bargaining agreement	Percentage of staff that is not under collective bargaining agreement	Staff under collective bargaining agreement
Unit	N°	N°	%	%	
2022	315	253	80.32	19.68	
2023	306	245	80.07	19.93	
2024	303	245	80.86	19.14	
2025	301	260	86.38	13.62	100%

- Notes:
- The data presented corresponds to the “workman” job category.
 - The data presented corresponds to Operational Level job category.
 - All workers who are covered by the collective bargaining agreement are being considered.
 - It is worth noting that 100% of blue-collar workers receive the benefits provided under the collective bargaining agreement.

Occupational health and safety management

TABLE 118.

Coverage of the Occupational Health and Safety Management System 2023–
2025 (GRI 403-1)

Coverage of the Occupational Health and Safety System	Unit	2022	2023	2024	2025
Employees	N°	784	779	792	790
	%	100	100	100	100
Employees that are not direct employees (contractors)	N°	4,010	5,032	6,999	7,017
		100	100	100	100

Awareness raising campaigns

TABLE 119.

Type and total training hours in occupational health and safety
2022–2025 (GRI 403-5)

Type of training	Unit	2022	2023	2024	2025
Occupational risks	N° de horas	96,939	82,446	85,227	183,060
OHS management tools		24,538	54,081	18,407	18,929
First Aid		629	763	6,154	7,496
Total		122,106	137,290	109,788	209,485

ASSESSMENT AND PERFORMANCE

TABLE 120.

Employee fatal accidents and injuries (GRI 403-9)

Indicadores	Unit	2022	2023	2024	2025
Number of deaths resulting from an occupational accident injury (or fatal accident)	N°	1	1	0	0
Number of occupational injuries with major consequences (excluding fatalities) (or disabling accident)		1	1	3	1
Number of recordable injuries per occupational accident (or minor accident)		1	2	2	0
Hours worked	N° hours	1'373,789	1'408,701	1'367,688	1'312,356
Indicadores Poderosa					
Accident rate	Rate	6.39	3.02	0.2	0.02
Number of recordable injuries per occupational accident (fatal, disabling and minor)	N°	3	4	5	1

Notes:

- With respect to indicators a) Rate of fatalities due to occupational injuries, b) Rate of occupational injuries with major consequences (excluding fatalities) and c) rate of recordable occupational injuries; instead, Poderosa reports these indicators of frequency, severity and accident rate as required by the regulations applicable to the mining industry regarding safety (403-9-a.i)
- For “occupational injuries with major consequences” Poderosa considers the definition established by the Occupational Health and Safety Regulations for the mining industry, which considers a “disabling accidents: “an incident in which the injury, as determined by medical evaluation and diagnosis, results in time off work lasting more than one day”.
- Formula based on accident rate: frequency index × severity index between 1000. ((IFx IS)/1000)
- We assess our performance in accordance with industry standards using accident rates per 1,000,000 man-hours worked, both for our employees as for contractors. These indicators allow reading trends, prioritizing critical risks and adjusting preventive controls with operational speed.
- We restated the indicator “recordable injuries per occupational accident” for the years 2022, 2023 and 2024, adjusting the numbers as follows: 2022: from 3 to 1; 2023: from 4 to 2; and 2024: from 5 to 2.
- We restated the indicator “Hours worked” for 2024, adjusting the numbers as follows: 2024: from 1,367,687 to 1,367,688.
- Below are the most common injuries by type of incident, based on the annual summary from the incident reporting system and in accordance with the provisions of the Occupational Safety and Health Regulations for the Mining Industry:
 - Fatal accidents: No recurring accidents have been reported in the past two years.
 - Disabling accident: the only accident recorded in 2025 was caused by (type:) “collisions with or impacts from objects while handling materials.”
 - Minor accident: No recurring accidents have been reported in the past year.

TABLE 121.

Non-employee fatal accidents and injuries

(GRI 403-9)

Non-employee indicators	Unit	2022	2023	2024	2025
Number of deaths resulting from an occupational accident injury (or fatal accident)	N°	2	0	4	1
Number of occupational injuries with major consequences (excluding fatalities) (or disabling accident)		16	13	10	11
Number of recordable injuries per occupational accident (or minor accident)		27	13	23	27
Hours worked	Hours	7'884,832	9'525,850	13'966,688	15'209,406
Poderosa Indicators					
Accident rate	Rate	4.49	0.06	1.75	0.36
Number of recordable injuries per occupational accident (fatal, disabling and minor)	N°	45	26	37	39

Notes:

- With respect to indicators a) Rate of fatalities due to occupational injuries, b) Rate of occupational injuries with major consequences (excluding fatalities) and c) rate of recordable occupational injuries; instead, Poderosa reports these indicators of frequency, severity and accident rate as required by the regulations applicable to the mining industry regarding safety (403-9-b.i)
- For “occupational injuries with major consequences” Poderosa considers the definition established by the Occupational Health and Safety Regulations for the mining industry, which considers a “disabling accidents: “an incident in which the injury, as determined by medical evaluation and diagnosis, results in time off work lasting more than one day”.
- Formula based on accident rate: frequency index × severity index between 1000. ((IFx IS)/1000)
- We assess our performance in accordance with industry standards using accident rates per 1,000,000 man-hours worked, both for our employees as for contractors. These indicators allow reading trends, prioritizing critical risks and adjusting preventive controls with operational speed.
- We restated the indicator “recordable non-employee injuries per occupational accident” for the years 2022, 2023 and 2024, adjusting the numbers as follows: 2022: from 45 to 27; 2023: from 26 to 13; and 2024: from 37 to 23.
- Below are the most common injuries by type of incident, based on the annual summary from the incident reporting system and in accordance with the provisions of the Occupational Safety and Health Regulations for the Mining Industry:
 - Fatal accidents: the only accident recorded in 2025 was caused by (type:) “collisions with or impacts from objects while handling materials.”
 - Disabling accident: according to the accidents registered as recurrent in 2025, we had “people falling”, “rockfall”, “entrapment or impact during drilling”, “entrapment or impact by moving machinery”.
 - Minor accident: “collisions with or impacts from objects while handling materials”; rockfall”, “other” (impacts with/ cut by/ contact with/objects / materials”.

TABLE 122.

	Type	Unit	2022	2023	2024	2025
Fatal accidents by type of employee 2022-2025 (G.04.0022)	Employees	N°	1	1	0	0
	Non-employees (contractors)		2	0	4	1

TABLE 123.

Lost Time Injury Frequency Rate (LTIFR) by type of employee 2022-2025
(G.04.0023)

Indicator	Type of employee	Unit	2022	2023	2024	2025
Lost Time Injury Frequency Rate (LTIFR) – Employees	Employees	Tasa	1.5	0.7	2.2	0.8
	Non-employees (contractors)	Tasa	2.3	1.5	1	0.8

Note: The lost-time injury frequency rate (LTIFR) considers only injuries that result in lost time = (Total number of lost-time injuries × 1,000,000 ÷ Total number of man-hours worked).

TABLE 124.

Lost Time Injury Frequency Rate (LTIFR) for employees and non-employees (contractors) (G.04.0024)

Type of employee	Indicators	Unit	2022	2023	2024	2025
Empolyees	Injury incidents	N°	2	2	3	1
	Hours worked	N° hours	1'379,171	1'408,703	1'367,687	1'312,356
	Lost Time Injury Frequency Rate (LTIFR)	Tasa	1.46	1.42	2.19	0.76
Non-employees (contractors)	Injury incidents	N°	18	13	14	12
	Hours worked	N° hours	7'856,521	9'525,850	13'966,688	15'209,406
		Tasa	2.29	1.36	1.00	0.79

Note: The overall rate of reportable injuries includes all reportable injuries = (Total number of reportable injuries × 1,000,000 ÷ Total number of man-hours worked).

Diversity, Equity and Inclusion

DIVERSITY

Employee diversity: female representation

TABLE 125.

	Level	Job category	Total women in 2025	
			%	
Number of women per job category 2025	Executive level	Officers	1	1.01
	Managerial level	Officers	2	2.02
		Officers	1	1.01
	Head of area Level	Professional	5	5.05
	Professional Level	Employees	36	36.36
		Professional	51	51.52
	Operational Level	Workmen	3	3.03
Total			99	100

Notes:

- The data presented corresponds to the following job categories: Officer, Employee, Professional, Worker.
- The data presented corresponds to the following job categories: Executive Level, Managerial Level, Head of Area Level, Professional Level, Operational Level.

EMPLOYEE DIVERSITY: INCLUSION OF PEOPLE WITH DISABILITIES

TABLE 126.

	Year	Total employees	Employees with disabilities	
	Unit	N°	N°	%
Employees with disabilities (GRI 405-1)	2022	780	20	2.56
	2023	777	4	0.51
	2024	792	1	0.13
	2025	790	4	0.51

Notes:

- The data presented corresponds to the following job categories: Officer, Employee, Professional, Worker
- The data presented corresponds to the following job levels: Executive Level, Managerial Level, Head of Area Level, Professional Level, Operational Level

SALARY INDICATORS

TABLE 127.

	Year	Unit	Ratio of the highest-paid employee's total annual compensation to the average total annual compensation of all employees, excluding the highest-paid employee
Total annual compensation ratio 2024– 2025 (GRI 2-21)	2024	%	8.75
	2025		9.27

- Notes:
- Ratio: The ratio indicates how many times the total annual compensation of the highest-paid employee exceeds the annual average of the rest of the employees, excluding that employee from the calculation.
 - Scope of payments included: The calculations include all payments received by the employee during the year, including fixed and variable compensation, bonuses, severance pay (CTS), profit-sharing, incentives, and other items recorded on the payroll.
 - Treatment of the “Chief Executive Officer” position: The position of Chief Executive Officer is included in this table because it is part of Poderosa’s payroll. However, it is not included in other indicators of compensation and internal equity, since it does not have a pay grade within the pay band structure, which prevents it from being compared with other positions.
 - Comparison group: For the data presented, the CEO is considered the highest-paid individual, and the comparison group includes all personnel who worked at Poderosa during 2025, not just the 789 headcount in the payroll. This calculation includes all payments received (monthly payment, bonuses, severance pay (CTS), profit-sharing, incentives, among other).
 - The data presented corresponds to the following job categories: Officer, Employee, Professional, Worker
 - The data presented corresponds to the following job levels: Executive Level, Managerial Level, Head of Area Level, Professional Level, Operational Level.

TABLE 128.

	Year	Unit	increase in compensation for the highest-paid employee	Increase in the average total annual compensation for all employees, excluding the highest-paid individual	Ratio
Ratio of the increase in compensation for the highest-paid employee 2024– 2025 (GRI 2-21)	2024	%	6.05	5.84	1.04
	2025		5.2	6.30	0.77

- Notes:
- Each employee’s compensation in December 2024 was compared to that in December 2025, and the percentage increase was calculated.
 - Treatment of the “Chief Executive Officer” position: The position of Chief Executive Officer is included in this table because it is part of Poderosa’s payroll. However, it is not included in other indicators of compensation and internal equity, since it does not have a pay grade within the pay band structure, which prevents it from being compared with other positions classified per level and pay band.
 - Comparison group: For the data presented, the CEO is considered the highest-paid individual, and the comparison group includes all personnel who worked at Poderosa during 2025, not just the 789 headcount in the payroll.
 - The data presented corresponds to the following job categories: Officer, Employee, Professional, Worker
 - The data presented corresponds to the following job levels: Executive Level, Managerial Level, Head of Area Level, Professional Level, Operational Level

TABLE 129.

Ratios of starting wages to the local minimum wage by job/wage category, broken down by gender (GRI 202-1)

Job category	Wage Category	Gender	Unit	Ratios of starting salaries to the local minimum wage
Executive Level	Senior Management	H	%	44.25
		M		44.25
Managerial Level	Management	H		27.26
		M		27.26
	Superintendence/ Deputy m Management / Corporate Head	H		15.58
		M		15.58
Head of Area Level	Heads /Specialists	H		6.73
		M		6.73
Professional Level	Coordinator/Supervisor/Analyst	H		4.11
		M		4.11
	Administrator/Technician	H		2.48
		M		2.48
Operational Level	Operator/Workman	H		2.03
				2.03

- Notes:
- The ratio is calculated as: starting salary / minimum wage
 - According to the HAY methodology, we have salary grades ranging from 8 to 23, which are grouped into the following categories: For the starting salary, we are considering the minimum pay for the pay grades corresponding to that level. The legal minimum wage is uniform nationwide and does not vary by location or gender. For this reason, we use the Minimum Living Wage as a benchmark (RMV) set for the entire country, without the need to apply different minimum thresholds.
 - Treatment of the “Chief Executive Officer” position: The position of Chief Executive Officer is included in this table because it is part of Poderosa’s payroll. However, it is not included in other indicators of compensation and internal equity, since it does not have a pay grade within the pay band structure, which prevents it from being compared with other positions classified by pay grade and pay band.
 - The data presented does not include interns or the Chief Executive Officer.
 - The “Executive Management” pay grade includes only the General Manager.

**LIST OF STARTING WAGES
AND MINIMUM WAGES BY PAY
GRADE FOR WORKERS WHO
ARE NOT DIRECT EMPLOYEES
(CONTRACTORS).**

We have formal mechanisms in place to ensure that external workers involved in our operations—even if they are not direct employees—receive compensation that meets, at least, the Minimum Wage and, in practice, exceeds it.

Poderosa does not determine directly remunerations of contractor workers. However, to ensure la-

bor obligations by said companies, monthly labor audits are carried out by the Contract Administration Area. These reviews verify timely payment of salaries, benefits, and social benefits. To date, no wages below the minimum wage have been identified among third-party workers.

In addition, the Planning Area establishes a reference rate for mining contractors, which is included in the contracting and supervision processes. This reference rate defies salaries above the minimum wage, promoting competitive and adequate labor conditions for the external sta-

ff that provide services in the company's operation .

**PAY GAPS PER JOB AND WAGE
CATEGORY**

In 2025 we have determined that as for all information regarding salaries, it is calculated using the Poderosa Pay Band as a reference. This is composed of two inputs: internal equity and market competitiveness.



TABLE 130.

Ratio of minimum wage to total wages for women and men by job/wage category (GRI 405-2)

Job category	Category salarial	Gender	Ratio per average base	Salary gap		Ratio per monthly average wage
				By work category (G.04.0009)	By work category	
				%	%	
Executive Level	Senior Management	H	1.00	59.58	43.02	0.00
		M				
Managerial Level	Management	H	1.00		27.99	0.00
		M		3.93		
	Superintendence/ Deputy m Management / Corporate Head	H	1.00		-0.59	0.96
		M				
Head of Area Level	Heads /Specialists	H	1.00	0.48	-0.35	1.05
		M				
Professional Level	Coordinator/Supervisor/ Analyst	H	1.00		0.08	1.02
		M		0.66		
	Administrator/Technician	H	1.00		0.49	1.20
		M				
Operational Level	Operator/Workman	H	1.00	0.01	-	1.00

Notes:

- Average base salary: This is the average of the mid-point pay for the pay grades that make up the category requested. In category 1 and 2 there is only male staff.
- The "Wage Gap" is calculated as: average pay for women – average pay for men
- The "Wage gap" is calculated as follows: average pay for men – average pay for women / (the sum of the average pay for all categories × 100)
- The "Wage ratio" is calculated as: average pay of W / M
- Treatment of the "Chief Executive Officer" position: The position of Chief Executive Officer is included in this table because it is part of Poderosa's payroll. However, it is not included in other indicators of compensation and internal equity, since it does not have a pay grade within the pay band structure, which prevents it from being compared with other positions classified by pay grade and pay band.
- The data presented corresponds to the following job categories: Officer, Employee, Professional, Worker
- The data presented corresponds to the following job categories: Executive Level, Managerial Level, Head of Area Level, Professional Level, Operational Level
- The data presented does not include interns or the Chief Executive Officer.
- The "Executive Management" pay grade includes only the General Manager.
- As of 2024, we have a pay gap of 1.20 between administrative / technical staff, 1.05 between Area Heads / Specialists, these being the most significant ones. For the Coordinator/Supervisor/Analyst, Operator/Worker, and Superintendent/Deputy Manager/Corporate Manager pay categories, it is 1.02, 1.00 and 0.96 respectively

TABLE 131.
Ratio of minimum wage and wages for women and men by job/wage category (GRI 405-2)

Job category	Wage category	Gender	Ratio per average base	Salary gap		Ratio per monthlhy average wage
				By work category (G.04.0009)	By work category	
				%		
Executive Level	Senior Management	H	1.00	59.96	43.71	0.00
		M				
Managerial Level	Management	H	1.00	2.25	27.18	0.00
		M				
	Superintendence/ Deputy Managemement / Corporate Head	H	1.00		-1.61	1.11
		M				
Head of Area Level	Heads /Specialists	H	1.00	-0.17	-0.12	1.02
		M				
Professional Level	Coordinator/Supervisor/Analyst	H	1.00	0.55	0.08	0.98
		M				
	Administrative employee/Technician	H	1.00		0.42	0.85
		M				
Operational Level	Operator/Worker	H	1.00	0.22	0.16	0.92
		M				

Notes:

- Average base salary: This is the average of the mid-point pay for the pay grades that make up the category requested. In category 1 and 2 there is only male staff.
- The “Wage Gap” is calculated as: average pay for women – average pay for men
- The “Wage gap” is calculated as follows: average pay for men – average pay for women / (the sum of the average pay for all categories × 100)
- The “Wage ratio” is calculated as: average pay of W / M
- Treatment of the “Chief Executive Officer” position: The position of Chief Executive Officer is included in this table because it is part of Poderosa’s payroll. However, it is not included in other indicators of compensation and internal equity, since it does not have a pay grade within the pay band structure, which prevents it from being compared with other positions classified by pay grade and pay band.
- The data presented does not include interns or the Chief Executive Officer.
- The data presented corresponds to the following job categories: Officer, Employee, Professional, Worker
- The data presented corresponds to the following job categories: Executive Level, Managerial Level, Head of Area Level, Professional Level, Operational Level
- The “Executive Management” pay grade includes only the General Manager.
- As of 2025, We have a pay gap of 1.11 between Superintendent/Deputy Manager/Corporate Manager, and 1.02 between Area Heads / Specialists, these being the most significant ones. For the Coordinator/Supervisor/Analyst, administrative / technical staff, and Operator/Worker pay categories, the gap is 0.98, 0.85 and 0.92 respectively.

Chapter 6 Corporate Governance

COMPOSITION

TABLE 132.	Type	Unit	2023	2024	2025
Board of Directors Composition (G.01.0005a) (GRI 405-1)	Independent Directors	N°	2	4	4
	Executive Directors		1	2	2
	Other non-executive directors		10	9	9
	Total Directors		18	21	20

TABLE 133.	Type	Unit	2023	2024	2025
Independent Directors with experience in the industry (G.01.0005b)	Independent Directors	N°	2	4	4

TABLE 134.	Gender	Unit	Under 30 years	Between 30 and 50 years	Over 50 years	Total
Board of Directors Composition by gender and age group 2025 (G.01.0005a) (GRI 405-1)	Male	N°	0	0	16	16
	Female		0	1	3	4
	Total		0	1	19	20

TABLE 135.	Gender	Unit	Under 30 years	Between 30 and 50 years	Over 50 years	Total
Officers Composition by gender and age group 2025 (GRI 405-1)	Male	N°	0	10	15	25
	Female		0	3	1	4
	Total		0	13	16	29

REMUNERATION POLICIES

TABLE 136.
Remuneration Policies 2025 (GRI 2-19)

Criteria	Yes	No	Comment
I. Fixed and variable remuneration	X		The members of the Board of Directors receive 6% of the net annual profits, before taxes, according to the company by-laws. The senior management receive a fixed remuneration according to the remuneration policies of senior executives and a variable remuneration according to their performance assessment.
II. Sign-up bonuses or recruitment incentive payments		X	
III. Termination Payments (if termination payments are made)		X	
• Notice periods for highest governance body members and senior executives are different from those for other employees.			Not applicable
• Termination payments for highest governance body members and senior executives are different from those for other employees.			Not applicable
• Departing highest governance body members and senior executives receive payments other than those related to the notice period.			Not applicable
• Any mitigation clauses are included in the termination arrangements.			Not applicable
IV. Clawbacks	X	S/C	
V. Retirement Benefits	X	S/C	

The Company’s compensation policy aligns the incentives of the Board of Directors and senior executives with the achievement of organizational goals and the responsible management of economic, environmental, and social impacts.

Senior executives. Their remuneration is linked to the annual performance review, which considers the achievement of strategic and operational goals related to efficiency, responsible resource management,

safety, and social and environmental performance. Based on this review, they may receive pay raises.

Board of Directors. Their remuneration corresponds to a percentage of net income before taxes, which aligns their decision-making with the creation of sustainable value and the proper oversight of corporate strategy, including the management of risks and impacts on the economy, the environment, and people.

This incentive system encourages both levels of corporate governance to make decisions focused on sustainable performance and the responsible management of the company’s impacts.

BOARD OF DIRECTORS COMMITTEE

TABLE 137.
Composition of the 2024 – 2025 Executive Committee (GRI 2-9) (G.01.0008a,c,d)

2024			2025		
Members		Guest officers	Members		Guests
Official	Alternate		Official Members	Alternate	
Evangelina Arias*	Juan Assereto	Marcelo Santillana (S)	Evangelina Arias*	Jorge Picasso	Marcelo Santillana (S)
José Picasso	Jorge Picasso	José Elejalde	José Picasso	Walter Sologuren	Daniel Torres
Víctor Ostolaza	Walter Sologuren	Helena Zuazo	Víctor Ostolaza	–	José Elejalde
José de Bernardis	–	Pablo de la Flor	José de Bernardis	–	Pablo de la Flor
–	–	–	–	–	Helena Zuazo
–	–	–	–	–	Jimena Sologuren
–	–	–	–	–	Diego Sologuren
4 official members, 3 alternate members and 4 guests			4 official members, 2 Members Alternate and 7 Guests		

- Notes:
- (*) Chairperson of the Board of Directors with executive functions.
 - (**) Independent Director.
 - (***) Non-executive Director: Víctor Ostolaza, Isabel Arias, Eduardo Ferrero, Jorge Picasso.
 - (S) Secretary.

TABLE 138.
Composition of the 2024 – 2025 Audit Committee (GRI 2-9) (G.01.0008a,c,d)

2024			2025		
Members		Guest officers	Members		Guest officers
Official	Alternate		Official	Alternate	
Evangelina Arias*	Juan Assereto	Marcelo Santillana	Evangelina Arias*	Jorge Picasso	Marcelo Santillana
Víctor Ostolaza	Jorge Picasso	José Elejalde (S)	Víctor Ostolaza	–	José Elejalde (S)
José Picasso	–	Jimena Sologuren	José Picasso	–	Jimena Sologuren
José de Bernardis	–	Diego Sologuren	José de Bernardis	–	Diego Sologuren
4 official members, 2 alternate members and 4 guests			4 4 official members, 1 alternate member and 4 guests		

- Notes:
- (*) Chairperson of the Board of Directors with executive functions.
 - (**) Independent Director .
 - (***) Non-executive Director: Víctor Ostolaza, Isabel Arias, Eduardo Ferrero, Jorge Picasso.
 - (S) Secretary.

TABLE 139.
Composition of the 2024 – 2025 Ethics and Good Corporate Governance Committee 5 (GRI 2-9) (G.01.0008a,c,d)

2024			2025		
Members		Guest officers	Members		Guest officers
Official	Alternate		Official	Alternate	
Evangelina Arias*	Carolina Castro	Marcelo Santillana	Evangelina Arias*	Carolina Castro	Marcelo Santillana
Víctor Ostolaza***	Juan Assereto	José Elejalde	Víctor Ostolaza***	Ricardo Revoredo	José Elejalde
Isabel Arias***	Ricardo Revoredo	Diego Sologuren	Isabel Arias***	-	Diego Sologuren
Eduardo Ferrero***	-	Jimena Sologuren	Eduardo Ferrero***	-	Jimena Sologuren
Jorge Picasso***	-	Walter Díaz (S)	Jorge Picasso***	-	Walter Díaz (S)
-	-	Helena Zuazo	-	-	Helena Zuazo
-	-	Pablo de la Flor	-	-	Pablo de la Flor
5 official members, 3 alternate members and 7 guests			4 official members, 2 alternate members and 7 guests		

- Notes:
- (*) Chairperson of the Board of Directors with executive functions
 - (**) Independent Director .
 - (***) Non-executive Director: Víctor Ostolaza, Isabel Arias, Eduardo Ferrero, Jorge Picasso.
 - (S) Secretary.
 - 1 executive director, 6 non-executive directors. 6 female members, and 4 male members, excluding guest officers. (G.01.0019).

TABLE 140.
Composition of the 2024 – 2025 Strategy and Sustainability Committee (GRI 2-9) (G.01.0008a,c,d)

2024			2025		
Members		Guest officers	Members		Guest officers
Official	Alternate		Official	Alternate	
Evangelina Arias*	Víctor Ostolaza	Marcelo Santillana	Evangelina Arias*	Víctor Ostolaza	Marcelo Santillana
Walter Sologuren	Juan ProYear	José Elejalde	Walter Sologuren	Juan ProYear	José Elejalde
José Marún**	Jorge Picasso	Diego Sologuren (S)	José Marún**	Jorge Picasso	Diego Sologuren (S)
José Picasso	-	Jimena Sologuren	José Picasso***	-	Jimena Sologuren
José de Bernardis	-	Daniel Torres	José de Bernardis	-	Daniel Torres
-	-	Pablo de la Flor	-	-	Pablo de la Flor
5 official members, 3 alternate members and 6 guests			5 official members, 3 alternate members, and 6 guests		

- Notes:
- (*) Chairperson of the Board of Directors with executive functions.
 - (**) Independent Director .
 - (***) Non-executive Director: Víctor Ostolaza, Isabel Arias, Eduardo Ferrero, Jorge Picasso.
 - (S) Secretary.
 - 8 members: 5 official members and 3 alternate members.
 - 8 members of the Board of Directors (1 member is a member of the Board of Directors with executive functions (G.01.0010).

Ethics and transparency

TABLE 141.
Complaints received through the Ethics Channel in 2025 (GRI 205-3) (G.01.0021d) (G.01.0024A, B)

Type of complaint	Unit	Total complaints	Closed*	Accepted	Denied	Under investigation
Gifts received or improper benefits	N°	1	1	0	1	0
Other illegal activities/improper conduct		7	7	0	7	0
Non-compliance with policies and procedures		9	8	3	5	1
Use or misuse of company resources		2	2	1	1	0
Workplace issues		1	1	1	0	0
Alteration or manipulation of information		2	2	2	0	0
Workplace harassment/bullying		20	20	7	13	0
Sexual harassment or bullying		3	2	2	0	1
Conflict of interest		1	0	0	0	1
Abuse of authority		9	9	5	4	0
Theft		3	2	2	0	1
Total		58	54	23	31	4

Note: We define the “Closed” category as those complaints that have been resolved.

TABLE 142.

Training on the Code of Ethics and anti-corruption procedures for employees

(GRI 205-2) (G.01.0023A)

Indicator	Unit	2024	2025
Employees who have received training in anti-corruption and the Code of Ethics	N°	780	775
	%	96.50	98.1

TABLE 143.

Training on the Code of Ethics and anti-corruption procedures for member of the governance body

(GRI 205-2)

Indicator	Unit	2024	2025
Members of the governing body who have received training in anti-corruption and the Code of Ethics	N°	19	20
	%	90.50	100

TABLE 144.

Communication about the Code of Ethics and the anticorruption policies and procedures to members of the governance body, employees and business partners (GRI 205-2)

Indicator	Unit	2024	2025
Members of the governing body who have been informed about the Code of Ethics, and the anti-corruption policies and procedures	N°	21	20
	%	100	100
Employees who have been informed about the Code of Ethics, and the anticorruption policies and procedures	N°	792	790
		100	100
Business partners who have been informed about the Code of Ethics, and the anticorruption policies and procedures (G.01.0023c)	N°	1,301	1,181
	%	100	100

TABLE 145.

Ethics training (G.01.0023)

Indicator	Tipo	Unit	2024	2025
Signed acknowledgment of receipt of the Code of Ethics	New employees (G.01.0023b)	N°	42	58
		%	100	100
	New workers who are not employees (contractors) (G.01.0023d)	N°	11	1
		%	100	100



Double Materiality

TABLE 146.

Material and Relevant topics in 2025

Related topic	Type of IRO	Description	Response from Poderosa
Corporate Governance	Risk	Increased management costs and a loss of corporate credibility due to a Board of Directors with a high degree of tenure and no formal evaluation, resulting from a lack of mechanisms for renewal and oversight.	
Corporate Governance	Opportunity	Competitive differentiation and a strong reputation through integrated reporting and governance aligned with global standards, driven by growing demand for corporate transparency.	
Corporate Governance	Positive impact	Alignment of corporate decisions with social and environmental sustainability goals through the integration of ESG factors into corporate governance.	
Innovation	Opportunity	Increased operating margins and business resilience by prioritizing projects with high potential for cost savings and productivity improvements.	
Innovation	Opportunity	Developing solutions for safety, the environment, and efficiency by establishing Quality Week as a platform for scaling innovative projects across the organization.	
Innovation	Risk	Reduced competitiveness and lower return on investment due to delays in digitalization caused by failure to integrate emerging technologies into critical processes.	
Innovation	Positive impact	Employee empowerment and engagement through their voluntary participation in innovation initiatives and recognition programs such as Quality Week.	
Cybersecurity and information protection	Risk	Financial losses and increased recovery costs resulting from cyberattacks that compromise IT/OT systems and critical networks, driven by heavy reliance on digital technology in mining operations.	
Cybersecurity and information protection	Opportunity	Improved efficiency and quality in decision-making through the integration of secure analytics with reliable systems, enabling the digitization of critical processes without compromising data confidentiality and integrity.	
Cybersecurity and information protection	Positive impact	Reduced exposure of employees and third parties to misuse of corporate information through the automation of vulnerability analysis and the operation of a technology platform designed to protect information assets.	
Economic performance	Risk	Loss of investors and reduced access to financing due to a drop in the price of gold or an increase in the cost per ounce, driven by market volatility and pressure on operating costs.	
Economic performance	Opportunity	Greater appeal to investors and access to capital thanks to strong financial results (high EBITDA and low debt), driven by operational efficiency and cost control.	
Economic performance	Positive impact	A greater contribution to national development through transparent tax compliance and increased tax revenues for the government.	
Responsible supply chain management	Opportunity	Strengthening our reputation and social license by increasing purchases from local suppliers and building business capacity in Pataz and the surrounding region, driven by integration and sustainability programs.	

Associated Topic	IRO Type	Description	Poderosa's response
Responsible supply chain management	Risk	Increased costs, provisions, and reputational damage resulting from suppliers' and contractors' breach of labor, environmental, or safety regulations, caused by deficiencies in evaluation and standardization processes.	
Responsible supply chain management	Positive impact	Creating decent jobs in local communities by contracting suppliers that meet labor and social standards.	
Responsible supply chain management	Positive impact	Greater resilience of the value chain through diversification and strengthening of suppliers in accordance with ethical and governance standards.	
Energy management	Risk	Increased operating costs and pressure on margins due to reliance on fossil fuels in critical processes amid sustained price increases.	
Energy management	Opportunity	Structural reduction in energy costs and improvement in operating margins through the consolidation of hydroelectric and solar projects and storage systems that replace diesel consumption.	
Energy management	Negative impact	Limited availability of water and energy resources for local communities due to the intensive use of energy in mining operations that lack energy-efficient practices.	
Energy management	Positive impact	Greater worker safety and well-being through the modernization of equipment and energy systems that reduce operational failures and risks.	
Tailings and waste	Opportunity	Optimizing permits and relationships with authorities by demonstrating responsible management of tailings ponds and waste rock deposits, supported by reliable reclamation efforts and technological advancements.	
Tailings and waste	Risk	Regulatory penalties and reputational damage resulting from noncompliance with environmental regulations regarding the proper disposal and safe closure of tailings and waste rock facilities.	
Tailings and waste	Positive impact	Improved health and well-being in nearby communities through the implementation of comprehensive management programs that ensure safe waste management.	
Tailings and waste	Negative impact	Degradation of local ecosystems due to the accumulation and abandonment of mining waste without adequate closure and rehabilitation plans.	
Property safety	Opportunity	Losses and costs associated with replacing assets incurred while expanding intelligence, counterintelligence, and recovery operations in areas seized in coordination with law enforcement agencies.	
Property safety	Risk	Reputational, economic, and safety damage to staff due to strikes, roadblocks, attacks, or smear campaigns by criminal groups linked to illegal mining.	
Property safety	Negative impact	Loss of shareholder confidence in the company due to the perception that it lacks the capacity to protect the environment from illegal activities.	

Associated Topic	IRO Type	Description	Poderosa's response
Property safety	Positive impact	Protection of physical and emotional well-being of employees through the implementation of a comprehensive security system that includes intelligence, physical and electronic security measures, human rights training, and psychological support.	
Mining formalization	Risk	Increased operating and environmental costs resulting from the company being held liable for the remediation of damage caused by informal artisanal miners within its area of influence, due to social and regulatory pressure.	
Mining formalization	Risk	Loss of access to capital and responsible investors due to the company's association with allegations of human rights violations in artisanal mining operations that lack due diligence certification.	
Mining formalization	Opportunity	Strengthening of social license and community trust through the reduction of environmental and social impacts in areas of influence, resulting from the transition of artisanal miners to operations formalized under current regulations.	
Mining formalization	Negative impact	Environmental impact in areas of influence where artisanal miners work due to the lack of environmental management instruments and adequate controls in informal activities.	
Mining formalization	Negative impact	Social conflicts between artisanal miners, communities, and authorities over the coexistence of illegal mining and the lack of inclusive mechanisms for transitioning to the formal sector.	
Mining formalization	Negative impact	Risks to the lives and health of artisanal miners and their communities persist due to the limited support provided for the formalization processes promoted by the company.	
Mining formalization	Positive impact	Safer working conditions and respect for the human rights of artisanal miners who supply the company, through the signing of exploration and mining contracts and the implementation of due diligence processes.	
Climate change and GHG emissions	Opportunity	Competitive positioning and differentiation in the mining sector through carbon-neutral certifications and reports aligned with global standards (GRI, ESRS, SBTi).	
Climate change and GHG emissions	Opportunity	Improving the operating margin and reducing GHG emissions through the energy transition, increasing the use of renewable electricity, and gradually replacing diesel equipment with more efficient technologies.	
Climate change and GHG emissions	Risk	Financial losses and damage to critical infrastructure caused by extreme weather events such as mudslides, landslides, and floods that affect operational continuity.	
Climate change and GHG emissions	Positive impact	Improving the energy resilience of operations and communities through in-house hydroelectric power generation and increased use of renewable energy.	
Climate change and GHG emissions	Positive impact	Conservation of ecosystems and increased carbon capture for forestation and reforestation projects applied as carbon footprint compensation measures.	
Responsible water use	Opportunity	Access to sustainable financing and competitive positioning through water management certifications and international standards.	

Associated Topic	IRO Type	Description	Poderosa's response
Responsible water use	Risk	Increase in water intake and treatment costs due to Flow reduction and deterioration in the quality of water resources, associated to climate changes and pressure on the basins.	
Responsible water use	Risk	Operational disruptions and higher costs due to restrictions on water use permits resulting from regulatory changes and increased oversight in water-stressed areas.	
Responsible water use	Positive impact	Improved access to and the quality of water for surrounding communities by strengthening the drinking water infrastructure and collaborating with the JASS.	
Responsible water use	Positive impact	Reduction in freshwater consumption from local sources through recirculation in mining processes.	
Biodiversity	Opportunity	Development of new business models and strategic partnerships through carbon compensation projects and biodiversity conservation credits.	
Biodiversity	Opportunity	Local employment generation and economic diversification in communities through the expansion of forestation and habitat restoration programs linked to biodiversity conservation.	
Biodiversity	Risk	Loss of expansion opportunities and permit restrictions due to lack of integration of biodiversity criteria in planning new projects.	
Biodiversity	Negative impact	Reduction of the native species population in the areas of influence due to habitat degradation caused by mining activities and the expansion of illegal mining activities,	
Biodiversity	Positive impact	Protection of ecosystems and natural resources for local communities through cooperation agreements with SERNANP in the Abiseo River Natural Park buffer area (PNRA)	
Mine closure and reclamation	Opportunity	Strengthening relationships with communities and authorities through visible ecosystem restoration and the identification of sustainable land uses after closure.	
Mine closure and reclamation	Opportunity	Reduction of liabilities and future remediation costs through the integration of phased closure and reclamation of impacted areas, thanks to continuous updating of the Closure Plan.	
Mine closure and reclamation	Risk	Legal penalties and reputational damage result from noncompliance with environmental regulations during the closure and reclamation process.	
Mine closure and reclamation	Positive impact	Improving environmental quality and reducing health risks to neighboring communities through the implementation of phased closures that include remediation, restoration, decommissioning, and revegetation in accordance with approved closure plans.	
Mine closure and reclamation	Positive impact	Soil restoration and regeneration of local ecosystems through the implementation of rehabilitation and revegetation programs in disturbed areas.	
Mine closure and reclamation	Positive impact	Availability of land for future sustainable uses and community benefits resulting from the planning and implementation of closure projects in accordance with environmental regulations and corporate standards.	

Associated Topic	IRO Type	Description	Poderosa's response
Human rights	Risk	Reputational damage resulting from incidents of excessive use of force or human rights violations committed by security forces in contexts of illegal mining.	
Human rights	Opportunity	Operational continuity and cost reduction through strengthening the human rights risk matrix, expanding training, and exercising effective control over suppliers.	
Human rights	Risk	Increased regulatory scrutiny and pressure from investors due to shortcomings in the implementation of human rights policies throughout the value chain.	
Human rights	Positive impact	Building responsible relationships with suppliers and communities by enforcing human rights standards throughout the value chain.	
Human rights	Negative impact	Impact on the dignity and well-being of employees and suppliers due to acts of discrimination in operations or the value chain.	
Occupational Health and Safety	Opportunity	Reducing exposure to physical risks through automation and remote control of critical equipment, thereby improving operational continuity and efficiency.	
Occupational Health and Safety	Opportunity	Strengthening a culture of prevention and holistic well-being through programs that increase talent retention, reduce absenteeism, and boost productivity.	
Occupational Health and Safety	Risk	Regulatory sanctions and legal contingencies resulting from noncompliance with occupational health and safety regulations, resulting from gaps in the implementation of PETS and IPERC plans.	
Occupational Health and Safety	Negative impact	Increased psychosocial vulnerability among employees due to the lack of wellness programs and monitoring of risks that affect mental health in the workplace.	
Occupational Health and Safety	Positive impact	Protection of employee and supplier life, health and economic stability through the implementation of an occupational health and safety management system, in line with ISO 45001, covering 100% of the staff.	
Community Relations	Risk	Increasing costs and lower profitability due to social pressure and greater demand for community spending, reinforced by the perception of the company as the main supplier of local services.	
Community Relations	Opportunity	Greater operational predictability and access to sustainable financing by fostering dialogue, accountability, and community participation, and incorporating the results into strategic decisions.	
Community Relations	Risk	Operational disruptions caused by labor disputes, such as blockades, occupations, or acts of violence resulting from the failure to comply with community agreements.	
Community Relations	Positive impact	Strengthening social cohesion and community trust in the company through structured management of dialogue and local participation.	
Community Relations	Positive impact	Job creation and economic opportunities for residents in the area of influence through the implementation of hiring programs and the development of local suppliers.	

Associated Topic	IRO Type	Description	Poderosa's response
Risk management	Risk	Operational disruptions and project delays in the face of events with significant economic and reputational impacts, due to the lack of robust contingency plans.	
Risk management	Opportunity	Access to green financing and lower cost of capital thanks to the integration of ESG criteria into the risk management system, driven by global demand for responsible investments.	
Risk management	Positive impact	Greater protection for people and the environment through the implementation of a corporate risk management system based on ISO 31000:2018 that identifies, assesses, and addresses strategic and operational risks.	
Ethics, transparency and compliance	Opportunity	Mitigation of reputational risks and improved governance by adopting analytical tools for the early detection of conflicts of interest and improper practices in critical processes.	
Ethics, transparency and compliance	Risk	Financial losses and reputational damage resulting from cases of corruption, bribery, or money laundering in dealings with government officials and suppliers, caused by gaps in the compliance system.	
Ethics, transparency and compliance	Opportunity	Improving the ESG profile and gaining access to sustainable financing through certification in international compliance and anti-bribery standards, thereby reducing the perception of risk in global markets.	
Ethics, transparency and compliance	Positive impact	Improved traceability and regulatory compliance in operations through the integration of the ISO 37001-certified anti-bribery management system.	
Human capital management	Risk	Difficulty in attracting and retaining specialized talent due to competition in the mining market and a shortage of technical professionals.	
Human capital management	Risk	Fines by SUNAFIL and reputational damage resulting from non-compliance with social and labor standards, fair pay, and inclusion practices in an increasingly demanding regulatory environment.	
Human capital management	Opportunity	Strong corporate reputation and access to sustainable funding as a result of inclusive, transparent and equitable recruiting, assessment practices and labor conditions, recognized by regulators and investors.	
Human capital management	Positive impact	Attraction and retention of diverse and qualified talent through transparent, merit-based, and inclusive recruitment and selection processes.	

Chapter 7 Supplier management

TABLE 147.	Category	Unit	2022	2023	2024	2025
Suppliers of goods, services and construction 2022- 2025 (GRI 2-6)	Goods and services	N°	817	760	739	741
	Services and works		219	237	279	280
	Total		1,036	997	1,018	1,001

TABLE 148.

Suppliers of goods, services and construction breakdown (GRI 2-6)

Type	Unit	Service and construction contractors under awarded contracts		Service and construction contractors under purchase orders by functional area
		2025		2025
Environmental Management	N°	38	26	330
Cleaning, cafeterias		25	34	82
Maintenance		60	60	660
Mining		201	250	82
Metalworking		14	10	82
Civil engineering		102	51	165
Security and surveillance		22	11	247
IT		63	61	165
Transportation		162	190	82
Other		126	168	6,350
Total			813	861

TABLE 149.
Suppliers of goods, services and construction breakdown by criticality, amount paid and origin 2022–2025 (GRI 2–6)

Indicator	Type	Unit	Services and construction				Goods and services			
			2023	2024	2025	2022	2023	2024	2025	
Number of suppliers	General	N°	219	237	279	280	817	760	739	741
	Critical		50	67	61	91	-	-	-	51
Amount paid	General	US\$	164,212,814	200,199,172	248,217,190	290,244,397.00	-	-	-	87'753,131.59
	Critical		92,520,540	103,289,708	136,588,151	157,060,638.00	-	-	-	34'908,195.75
Origin	Local	N°	66	71	87	85	71	54	11	15
	Regional		37	40	45	45	9	16	64	50
	Lima		110	119	135	134	708	661	638	655
	International		6	7	12	16	29	29	26	21

TABLE 150.
Suppliers of goods, services and construction breakdown by origin 2023–2025 (G.02.0007a)

Years	Unit	Services and construction			Goods and services		
		International	Domestic	Local	International	Domestic	Local
2023	%	3.00	67.00	30.00	4.00	87.00	9.00
2024		4.00	65.00	31.00	4.00	95.00	1.00
2025		6.00	64.00	30.00	8.29	90.71	1.00

TABLE 151.
Payments to suppliers of goods, services and construction 2022– 2025 (GRI 2–6) (GRI 204–1)

Indicators		Unit 2022	Services and construction				Goods and services			
			2022	2023	2024	2025	2022	2023	2024	2025
Amount paid	To all suppliers	US\$	164'212,814	200'199,172	248'217,190	290'244,397.00	-	-	-	87'753,132
	Local suppliers only		21'452,921	26'618,462	34'184,310	41'089,229	-	-	-	263,259
Suppliers in the area where the operation is located		N°	66	71	87	85	71	54	11	15
Procurement budget for key operating locations, used for local suppliers		%	13.06	13.30	13.77	14.16	4.00	4.50	4.50	4.50

TABLE 152.
Suppliers by Micro and SME index – SUNAT 2025

Unit	Micro enter-prises	Small enterprise	Midsized enterrrprise	Midsized enterrrprise	Total
Suppliers by Micro and SME index – SUNAT (according to Poderosa invoicing)	N°	93	59	3	155

Note: The reported data pertains solely to services and construction projects provided by the Contract Management Area.



SUPPLIER ASSESSMENT AND STANDARDIZATION

TABLE 153.
Due diligence and standardization of suppliers of goods, services, and works
2022-2025

Indicator	Unit	Goods and services						Services and construction					
		2024			2025			2024			2025		
		Annual total	Total attained	Goal	An-nual total	Total attained	Goal	An-nual total	Total attained	Goal	An-nual total	Total attained	Goal
Assessed in the due diligence process (Adhesion Letter)	N°	739	734	>80	741	741	>80	279	279	>80	280	280	>=100
	%	100	99	>80	100	100	>80	100	100	100	100	100	100
critical suppliers stan-dardized	N°	186	82	>80	51	32	>80	61	61	>=100	91	91	>=100
		100	44	>80	100	63	>80	100	100	100	100	100	100

SUPPLIER AUDITS

TABLE 154.
Audits to suppliers of goods, services, and construction 2022-2025
(GRI 308-1) (GRI 414-1)

Indicator	Unit	Goods and services			Services and construction		
		2024	2025	Meta	2024	2025	Meta
Audited suppliers	N°	-	51	-	14	-	-
	%	44	80	>80	93	-	-
New suppliers audited	Total new suppliers	N°	-	41	-	-	-
	Environmental	N°	-	41	-	-	-
		%	-	80	>80	-	-
	Social	N°	-	41	-	-	-
		%	-	80	>80	-	-
	Legal	N°	-	41	-	-	-
		%	-	80	>80	-	-
	Accountancy /Econo-mic	N°	-	41	-	-	-
			-	80	>80	-	-

Human Rights

TRAINING AND CULTURE

TABLE 155.	Indicator	Unit	2023	2024	2025
Human Rights training	Ratio	Hours/employees	1.015	1.014	1

TABLE 156. Human Rights training by job category 2025 (G.04.0014)	Job category	Headcount at the time of training	Total trained employees	Compliance
	Unit	N°		%
	Executive Level	0	0	0
	Management Level	7	7	100
	Head of Area Level	117	117	100
	Professional Level	651	651	100

Notes:

- Poderosa does not train suppliers directlys.
- Total in 2025: 775 employees.

TABLE 157.	Indicator	Unit	2024	2025
Security practices (GRI 410-1)	Security personnel who have received training on specific human rights policies or procedures and their application to security	%	100	100

Our customers

TABLE 158.	Indicator	Unit	2023	2024	2025
Customer satisfaction (G.02.0001)	Satisfied customers	N°	2	2	2
	Total customers interviewed or served		2	2	2
	Customer satisfaction	%	100	100	100

Note: Our products are refined gold and silver, which are not marked. We hold the London Good Delivery refining seal. Accordingly, we have received no complaints or claims regarding marking. (G.02.0002).

GRI content index.

Declaration of use	PODEROSA SAC. has disclosed the information stated in this GRI content index for the period from January 1, 2025, to December 31, 2025.
GRI 1 used	GRI 1: 2021 Foundations
Applicable GRI sector-specific standards	GRI 14: Mining Sector 2024



GRI Standard	Content	Page	Omission		Reference Number: Industry Standard	SDG
			Requirement omitted	Reason		
GRI 2: General Contents 2021	2-1: Organizational details	14, 28, 252				
	2-2: Entities included in the organization's sustainability reporting	3, 14				
	2-3: Reporting period, frequency and contact point	3, 14				
	2-4: Restatements of information	Throughout this document, we have restated data from the previous period. These will be easily located for the reader in the table notes and/or footnotes, where applicable.				
	2-5: External assurance	452 The Sustainability Report has undergone limited independent assurance; you can find the auditor's letter in that section.				
	2-6: Activities, value chain and other business relationships	28, 240, 252, 397, 398,399				
	2-7: Employees	170, 363, 364				8 (8.5), 10 (10.3)
	2-8: Workers who are not employees	170, 365, 366				8 (8.5)
	2-9: Governance structure and composition	206, 387, 388				5 (5.5), 16 (16.7)
	2-10: Nomination and selection of the highest governance body	206				5 (5.5), 16 (16.7)
	2-11: Chair of the highest governance body	206				16 (16.6)

GRI Standard	Content	Page	Omission		Reference Number: Industry Standard	SDG
			Requirement omitted	Reason	Explanation	
GRI 2: General Contents 2021	2-12: Role of the highest governance body in overseeing the management of impacts	206				16 (16.7)
	2-13: Delegation of responsibility for managing impacts	206				
	2-14: Role of the highest governance body in sustainability reporting	14				
	2-15: Conflicts of interest	206				16 (16.6)
	2-16: Communication of critical concerns	206				
	2-17: Collective knowledge of the highest governance body	206				
	2-18: Evaluation of the performance of the highest governance	206				
	2-19: Remuneration policies	206, 386				
	2-20: Process to determine remuneration	206				
	2-21: Annual total compensation ratio	380	2-21	Confidentiality Restrictions	This section has been partially omitted due to the confidential nature of the information involved for our organization.	
	2-22: Statement on sustainable development strategy	6				

GRI Standard	Content	Page	Omission		Reference Number: Industry Standard	SDG
			Requirement omitted	Reason	Explanation	
GRI 2: General Contents 2021	2-23: Policy commitments	46				16 (16.3)
	2-24: Embedding policy commitments	46				
	2-25: Processes to remediate negative impacts	248				
	2-26: Mechanisms for seeking advice and raising concerns.	216				16 (16.3)
	2-27: Compliance with laws and regulations	222				
	2-28: Membership associations	34, 50				
	2-29: Approach to stakeholder engagement	234				
	2-30: Collective bargaining agreements	170, 375,				8 (8.8)
Material topics						
GRI 3: Material topics 2021	3-1: Process to determine material topics	230				
	3-2: List of material topics	231-232				
Asset Security						
GRI 3: Material topics 2021	3-3: Material topics management	24				
Mining Formalization						
GRI 3: Material topics 2021	3-3: Material topics management	120				

GRI Standard	Content	Page	Omission			Reference Number: Industry Standard	SDG
			Requirement omitted	Reason	Explanation		
Additional sectoral content							
GRI 14: Mining Sector 2024 – Topic 14.13 Artisanal and small-scale mining	Mining sites where ASM exists within the mine itself or nearby		14.13.2	Information not available or incomplete	Information not available	14.13.2	
	Report the total number and nature of incidents involving ASM and actions taken to address them.		14.13.3	Information not available or incomplete	Information not available	14.13.3	
Cybersecurity and information protection							
GRI 3: Material topics 2021	3–3: Material to–pics management	80					
GRI 418: Customer privacy 2016	418–1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	80, 280					16 (16.3, 16.7)
Public works for taxes							
GRI 3: Material topics 2021	3–3: Material to–pics management	118					
Climate change and GHG emissions							
GRI 3: Material topics 2021	3–3: Material to–pics management	128, 136				14.1.1 14.2.1 14.3.1	
GRI 305: Emissions 2016	305–1 Direct GHG Emissions (Scope 1)	128, 325, 326				14.1.5	3 (3.9), 12 (12.4), 13(13.1), 14(14.3), 15(15.2)
	305–2 Energy in–direct GHG emis–sions (Scope 2)	128, 325, 326				14.1.6	3 (3.9), 12 (12.4), 13(13.1), 14(14.3), 15(15.2)
	305–3 Other indi–rect GHG emis–sions (Scope 3)	128, 325, 326				14.1.7	3 (3.9), 12 (12.4), 13(13.1), 14(14.3), 15(15.2)
	305–4: Intensity of GHG emissions	128, 330				14.1.8	13 (13.1), 14 (14.3), 15 (15.2)

GRI Standard	Content	Page	Omission		Reference Number: Industry Standard	SDG
			Requirement omitted	Reason	Explanation	
GRI 305: Emissions 2016	305–5: GHG Emission Reduction	128, 330				14.1.9 13 (13.1), 14(14.3), 15 (15.2)
	305–7: Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	136, 332, 334, 336				14.3.2 3 (3.9), 12 (12.4), 14 (14.3), 15 (15.2)
Responsible supply chain management						
GRI 3: Material topics 2021	3–3: Material topics management	240				
GRI 204: Procurement practices	204–1: Proportion of spending on local suppliers	240, 399				14.9.5 8 (8.3)
GRI 308: Supplier Environmental Assessment 2016	308–1: New suppliers that were screened using environmental criteria	240, 400				
GRI 414: Supplier Social Assessment 2016	414–1: New suppliers that were screened using social criteria	240, 400				14.17.9 14.18.3 14.19.3 5 (5.2), 8 (8.8), 16 (16.1)
Community relations						
GRI 3: Material topics 2021	3–3: Material topics management	86, 88,92, 96, 100, 102, 106, 108, 110				14.10.1 14.10.4 14.11.1
GRI 203: Indirect Economic Impacts	203–1: Infrastructure investments and services supported	110, 293, 294, 295, 310				14.9.3 5 (5.4), 9 (9.1, 9.4), 1 (11.2)
GRI 413: Local Communities	413–1: Operations with local community engagement, impact assessments, and development programs	88				14.10.2
Additional Sector Disclosures						
GRI 14: Mining Sector 2024 – Topic 14.9 Economic impacts	Significant indirect economic impacts		14.9.4	Information not available or incomplete	Information not available	14.9.4

GRI Standard	Content	Page	Omission		Reference Number: Industry Standard	SDG
			Requirement omitted	Reason	Explanation	
GRI 14: Mining Sector 2024 – Topic 14.9 Economic impacts	Percentage of workers hired from the local community at the mine-site level, broken down by gender, and the organization's definition used for 'local community.'		14.9.5	Information not available or incomplete	Information not available	14.9.5
GRI 14: Mining Sector 2024 – Topic 14.10 Local communities	Operations with local community engagement, impact assessments, and development programs		14.10.3	Information not available or incomplete	Information not available	14.10.3
GRI 14: Mining Sector 2024 – Topic 14.12 Land and resource rights	List the mine sites where involuntary resettlement is planned, ongoing, or has taken place.		14.12.2	Information not available or incomplete	Information not available	14.12.2
	Locations of operations where conflicts or violations of land and resource rights (including customary, collective, and informal tenure rights) occurred		14.12.3	Information not available or incomplete	Information not available	14.12.3
GRI 14: Mining Sector 2024 – Topic 14.25 Conflict-affected and high-risk areas	Material Topics Management		14.25.1	Information not available or incomplete	Information not available	14.25.1
	Locations of operations in conflict-affected or high-risk areas and how these were identified		14.25.2	Information not available or incomplete	Information not available	14.25.2

GRI Standard	Content	Page	Omission		Reference Number: Industry Standard	SDG
			Requirement omitted	Reason	Explanation	
GRI 14: Mining Sector 2024 – Topic 14.25 Áreas de conflicto y de alto riesgo	Due diligence process applied for operations in, or when sourcing from, conflict-affected and high-risk areas		14.25.3	Information not available or incomplete	Information not available	14.25.3
	For operations in conflict-affected or high-risk areas, report the potential negative impacts on workers and local communities, including actions to prevent or mitigate the impacts.		14.25.4	Information not available or incomplete	Information not available	14.25.4
Ethics, transparency and compliance						
GRI 3: Material topics 2021	3-3: Material topics management	216			14.22.1 14.24.1	
GRI 205: Anticorruption 2016	205-1 Operations assessed for risks related to corruption	216			14.22.2	16 (16.5)
	205-2 Communication and training about anti-corruption	216, 389, 390			14.22.3	16 (16.5)
	205-3 Confirmed incidents of corruption and actions taken.	216, 389			14.22.4	16 (16.5)
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices.		206-1	Not applicable	We have no legal actions in 2025.	16 (16.3)

Additional Sector Disclosures	Content	Page	Omission		Reference Number: Industry Standard	SDG
			Requirement omitted	Reason	Explanation	
GRI 415: Política Pública 201	415-1: Contributions to political parties and political representatives	Our Code of Ethics and Conduct establishes our commitment to refrain from making contributions to political campaigns				14.24.216 (16.5)
Additional Sector Disclosures						
GRI 14: Mining Sector 2024 – Topic 14.22 Anti-corruption	Approach to contract transparency		14.22.5	Information not available or incomplete	Information not available	14.22.5
	Organization's real beneficial owners		14.22.6	Information not available or incomplete	Information not available	14.22.6
GRI 14: Mining Sector 2024 – Topic 14.23 Payments to governments	For minerals purchased from the state or from third parties appointed by the state to sell on their behalf		14.23.8	Information not available or incomplete	Information not available	14.23.8
Tailings and Waste						
GRI 3: Material topics management	3-3: Material topics management	148				14.5.114.6.114.6.214.6.314.15.114.15.4
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	148				14.5.23 (3.9), 6 (6.3, 6.6), 11 (11.6), 12 (12.4, 12.5)
	306-2 Management of significant waste-related impacts	148				14.5.33 (3.9), 6 (6.3), 8 (8.4), 11 (11.6), 12 (12.4, 12.5)
	306-3 Waste generated	148, 342, 354				14.5.43 (3.9), 6 (6.6), 11 (11.6), 12 (12.4, 12.5), 15 (15.1)

GRI Standard	Content	Page	Omission		Reference Number: Industry Standard	SDG
			Requirement omitted	Reason	Explanation	
GRI 306: Waste 2020	306-4 Waste diverted from disposal	148, 342, 343			The information regarding waste diverted from disposal is only reported under the GRI category “within the organization”, given that weighing of the waste is carried out in the facilities. Therefore, the category “Outside the organization” is not available	14.5.53 (3.9), 11 (11.6), 12 (12.4, 12.5)
	306-5 Waste directed to disposal	148,342, 344			The information regarding waste directed to disposal is only reported under the GRI category “within the organization”, given that weighing of the waste is carried out in the facilities. Therefore, the category “Outside the organization” is not available	14.5.63 (3.9), 6 (6.6), 11 (11.6), 12 (12.4, 12.5), 15 (15.1)
Biodiversity						
GRI 3: Material topics 2021	3-3: Material topics management	156				14.4.1
GRI 101: Biodiversity 2024	101-1: Policies to halt and reverse biodiversity loss	156				14.4.2

GRI Standard	Content	Page	Omission		Reference Number: Industry Standard	SDG
			Requirement omitted	Reason	Explanation	
GRI 101: Biodiversity 2024	101-2: Management of biodiversity impacts	156	101-2	Information	Requisite 1ci-ii We only have forested areas. Requisite 1d. No compensation measures have been taken due to negative impacts on biodiversity resulting from the development of our activities. Requisite 2, no significant impacts have been determined on the biodiversity of the area.	14.4.3
	101-3: Access and Benefit sharing	156				
	101-4: Identification of biodiversity impacts	156				14.4.4
	101-5: Locations with biodiversity impacts		101-5	Information not available or incomplete	This information is not available	14.4.5
	101-6: Direct drivers of biodiversity loss		101-6	Information not available or incomplete	This information is not available	14.4.6
	101-7: Changes to the state of biodiversity		101-7	Information not available or incomplete	This information is not available	14.4.7
	101-8: Ecosystem services		101-8	Information not available or incomplete	This information is not available	14.4.8
Responsible water use						
GRI 3: Material topics 2021	3-3: Material topics management	140				14.7.1
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	140				14.7.2

6 (6.3, 6.4, 6.a, 6.b), 12 (12.4)

GRI Standard	Content	Page	Omission		Reference Number: Industry Standard	SDG
			Requirement omitted	Reason	Explanation	
GRI 303: Water and effluents 2018	303-2: Management of water discharge-related impacts	140				14.7.3
	303-3: Water withdrawal		303-3	Information not available or incomplete	Poderosa does not calculate the indicator “Water withdrawal”; it only calculates Water discharge, and consumption, according to the mining industry legal provisions. The water used in our operations is withdrawn from authorized sources pursuant to the permits granted by the National Water Authority (ANA), through civil works for withdrawal, and is sent through pipelines to the operations. Later, the water is sent to a treatment plant and is distributed to camps, cafeterias, offices and processing plant; this flow is monitored through the water gauge, which measurement is done when the water enters the treatment plant.	14.7.4

6 (6.4)

GRI Standard	Content	Page	Omission			Reference Number: Industry Standard	SDG
			Requirement omitted	Reason	Explanation		
GRI 303: Water and effluents 2018	303-4: Water discharge	338,340				14.7.5	6 (6.3)
	303-5: Water consumption	140, 338, 339				14.7.6	6 (6.4)
Energy management							
GRI 3: Material topics 2021	3-3: Material to-pics management	74				14.1.1	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	74, 278, 279				14.1.2	7 (7.2, 7.3), 8 (8.4), 12 (12.2), 13 (13.1)
	302-2 Energy consumption outside the organization		302-2	Information not available or incomplete	Energy consumption outside the organization is not accounted for	14.1.3	7 (7.2, 7.3), 8 (8.4), 12 (12.2), 13 (13.1)
	302-4: Reduction in energy consumption	74, 279				14.1.4	7 (7.3), 8 (8.4), 12 (12.2), 13 (13.1)
	302-5: Reductions in energy requirements of products and services	74	302-4	Information not available or incomplete	We do not calculate the reduction in our energy consumption.		7 (7.3), 8 (8.4), 12 (12.2), 13 (13.1)
	302-5: Reducción de los requerimientos energéticos de productos y servicios		302-5	Information not available or incomplete	We do not have energy reduction policies. The company's approach is to use energy efficiently per unit of production, measured in kWh per metric ton processed.		7 (7.3), 8 (8.4), 12 (12.2), 13 (13.1)
Human rights							
GRI 3: Material topics 2021	3-3: Material to-pics management	248				14.14.1 14.18.1 14.19.1 14.21.1	
GRI 406: Non-discrimination 2016	406-1: Incidents of discrimination and corrective actions taken	200, 248				14.21.7	5 (5.1), 8 (8.8)
GRI 407: Freedom of Association and collective bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	240, 248				14.20.2	8 (8.8)

GRI Standard	Content	Page	Omission			Reference Number: Industry Standard	SDG
			Requirement omitted	Reason	Explanation		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	240, 248				14.18.2	5 (5.2), 8 (8.7), 16 (16.2)
GRI 409: Child Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	240, 248				14.19.2	5 (5.2), 8 (8.7)
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	248, 401				14.14.2	16 (16.1)
Additional Sector Disclosures							
GRI 14: Mining Sector 2024 - Topic 14.11 Derechos de Rights of Indigenous Peoples	Incidents of violations involving rights of Indigenous Peoples		14.11.2	No procede.	No incidents of human rights violations have been reported in 2025.	14.11.2	
	List the locations of operations and proven reserves where Indigenous Peoples are present and are or may be affected by the activities of the organization.		14.11.3	Information not available or incomplete	Information not available	14.11.3	
	Process of seeking free, prior, and informed consent (FPIC) from Indigenous Peoples for any of the organization's activities		14.11.4	Information not available or incomplete	Information not available	14.11.4	
GRI 14: Mining Sector 2024 - Topic 14.21 Non-discrimination and equality opportunity	Proportion of senior management hired from the local community		14.21.2	Information not available or incomplete	Information not available	14.21.2	

GRI Standard	Content	Page	Omission			Reference Number: Industry Standard	SDG
			Requirement omitted	Reason	Explanation		
Occupational Health and Safety							
GRI 3: Material topics 2021	3-3: Material topics management	184				14.16.1	
GRI 403: Occupational health and safety 2018	403-1: Occupational health and safety management system	184, 375				14.16.2	8 (8.8)
	403-2: Hazard identification, risk assessment, and incident investigation	184				14.16.3	8 (8.8)
	403-3: Occupational health services	184				14.16.4	8 (8.8)
	403-4: Worker participation, consultation, and communication on occupational health and safety	184				14.16.5	8 (8.8), 16 (16.7)
	403-5: Worker training on occupational health and safety	184, 375				14.16.6	8 (8.8)
	403-6: Promotion of worker health	184				14.16.7	3 (3.3, 3.5, 3.7, 3.8)
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	184				14.16.8	8 (8.8)
	403-8: Workers covered by an occupational health and safety management system	184				14.16.9	8 (8.8)
	403-9: Work-related injury	184, 376, 377				14.16.10	3 (3.6, 3.9), 8 (8.8), 16 (16.1)

GRI Standard	Content	Page	Omission			Reference Number: Industry Standard	SDG
			Requirement omitted	Reason	Explanation		
	403-10: Work-related diseases and illnesses	184				14.16.11	3 (3.3, 3.4, 3.9), 8 (8.8), 16 (16.1)
Human capital management							
GRI 3: Material topics 2021	3-3: Material to-pics management	170				14.17.1 14.20.1 14.20.3	
GRI 202: Market presence 2016	201-1: Ratios of standard entry level wage by gender compared to local minimum wage	200, 381		Confidentiality Restrictions	This section has been partially omitted due to the confidential nature of the information involved for our organization.	14.17.2	1 (1.2), 5 (5.1), 8 (8.5)
GRI 401: Employment 2016	401-1: New employee hires and employee turnover	170, 366, 367				14.17.3	5 (5.1), 8 (8.5, 8.6), 10 (10.3)
	401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	170				14.17.4	3 (3.2), 5 (5.4), 8 (8.5)
	401-3: Parental Leave	170				14.17.5 14.21.3	5 (5.1, 5.4), 8 (8.5)
GRI 404: Training and Education 2016	404-1: Average hours of training per year per employee	170, 368, 369, 370				14.17.7 14.21.4	4 (4.3, 4.4, 4.5), 5 (5.1), 8 (8.2, 8.5), 10 (10.3)
	404-2: Programs for upgrading employee skills and transition assistance programs	170, 373, 374				14.17.8 14.8.3	8 (8.2, 8.5)
	404-3 Percentage of employees receiving regular performance and career development reviews.	170, 374					5 (5.1), 8 (8.5), 10 (10.3)

GRI Standard	Content	Page	Omission			Reference Number: Industry Standard	SDG
			Requirement omitted	Reason	Explanation		
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity of governance bodies and employees	170, 200, 206, 363, 364, 379, 385,				14.21.5	5 (5.1, 5.5), 8 (8.5)
	405 -2 Ratio of basic salary and remuneration of women to men.	200, 383, 384	405-2	Confidentiality Restrictions	This section has been partially omitted due to the confidential nature of the information involved for our organization.	14.21.6	5 (5.1), 8 (8.5), 10 (10.3)
Economic performance							
GRI 3: Material topics 2021	3-3: Material topics management	224, 226				14.9.1 14.23.1	
GRI 201: Economic performance 2016	201-1: Direct economic value generated and distributed	224, 226				14.9.2 14.23.2	8 (8.1, 8.2), 9 (9.1, 9.4, 9.5)
	201-2: Financial implications and other risks and opportunities	224, 226				14.2.2	13 (13.1)
	201-4: Financial assistance received from government	In 2025, we did not receive any financial assistance from the government.				14.23.3	
GRI 207: Tax 2019	207-1: Approach to tax	i. . We have an internal tax strategy that is communicated through corporate communications and procedures. Additionally, we participate in the “Works for Taxes” program. ii. The General Accountant proposes internal procedures and communications, which are approved				14.23.4	1 (1.1, 1.3), 10 (10.4), 17 (17.1, 17.3)

GRI Standard	Content	Page	Omission			Reference Number: Industry Standard	SDG
			Requirement omitted	Reason	Explanation		
GRI 207: Tax 2019		by the Administration, Finance, and Marketing Department. In the case of the Works for Taxes mechanism, the project implementation plan is approved by the board of directors. iii. We strictly comply with mining tax laws to avoid legal risks, administrative penalties, and reputational damage; furthermore, we bring in external tax advisors as needed					
	207-3: Stakeholder engagement and management of concerns related to tax	We maintain a transparent and collaborative relationship with tax authorities. We also prioritize voluntary compliance and the timely submission of information.				14.23.6	1 (1.1, 1.3), 10 (10.4), 17 (17.1, 17.3)
	207-4: Country-by-country reporting	Peruvian law applies.				14.23.7	1 (1.1, 1.3), 10 (10.4), 17 (17.1, 17.3)

* During 2025, Compañía Minera Poderosa S.A. will conduct all of its operations in Peru, its sole tax jurisdiction. In this context, the Company's economic value creation and tax contributions are local. During the reporting period, the organization recorded revenues of S/ 3,474 million and a pre-tax profit of S/ 1,013 million, reflecting the performance of its mining and commercial activities. The associated tax contribution included accrued income tax of S/ 293.5 million and cash payments of S/ 254.8 million. Tangible assets related to operations, primarily property, plant, and equipment, totaled S/ 1,305 million, demonstrating the Company's operational presence and sustained investment in the country. No intragroup transactions with other jurisdictions were recorded. The information presented is aligned and consistent with the audited financial statements for the year 2025.

GRI Standard	Content	Page	Omission			Reference Number: Industry Standard	SDG
			Requirement omitted	Reason	Explanation		
Additional Sector Disclosures							
GRI 14: Mining Sector 2024 – Topic 14.23 Payments to governments	Tax governance, control, and risk management		14.23.5	Information not available or incomplete	Information not available	14.23.5	
Mine closure and reclamation							
GRI 3: Material topics 2021	3-3: Material topics management	166				14.8.1 14.8.5 14.8.8 18.8.9	
Additional Sector Disclosures							
GRI 14: Mining Sector 2024 – Topic 14.8 Closure and rehabilitation	Minimum notice periods regarding operational changes		14.8.2	Information not available or incomplete	Information not available	14.8.2	
	For each mine site: Does it have a closure and rehabilitation plan in place; Is it undergoing closure and rehabilitation activities; has it been closed and rehabilitated.		14.8.4	Information not available or incomplete	Information not available	14.8.4	
	For each mine site, in hectares: total land disturbed and not yet rehabilitated; total land disturbed and rehabilitated (including progressively rehabilitated, if applicable).		14.8.6	Information not available or incomplete	Information not available	14.8.6	
	For each mine site, estimated life of the mine		14.8.7	Information not available or incomplete	Information not available	14.8.7	
	Number of critical incidents in the reporting period, describe their impacts, and actions taken to remediate them		14.15.3	Information not available or incomplete	Information not available	14.15.3	
GRI 14: Mining Sector 2024 – Topic 14.15 Critical incident management							

GRI Standard	Content	Page	Omission		Reference Number: Industry Standard	SDG
			Requirement omitted	Reason	Explanation	
GRI 14: Mining Sector 2024 – Topic 14.17 Employment practices	Minimum notice periods regarding operational changes		14.17.6	Information not available or incomplete	Information not available	14.17.6
	Negative social impacts in the supply chain and actions taken		14.17.10	Information not available or incomplete	Information not available	14.17.10



SASB content index

Topic	Code	Accountability parameter	Unit	Answer or reference
Activity Metrics	EM - MM - 000.A	Production of (1) metal ores and (2) finished metal products	Metric tons saleable	Refer to paragraph 4.4 Plant
	EM - MM - 000.B	Total number of employees and percentage contractors	Nº, %	Our headcount is 790 employees and 7,017 workers who are not employees (contractors).
Greenhouse Gas Emissions	EM - MM - 110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	t CO ₂ e, %	Information not available.
	EM - MM - 110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	n/a	Refer to paragraph: 4.2. Actions to address climate change
Air Quality	EM - MM - 120a.1	Air emissions of the following pollutants: (1) CO, (2) NO _x (excluding N ₂ O), (3) SO _x , (4) particulate matter (PM ₁₀), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	t	Information available in: Table 69. Smelter emissions at Marañon Production Unit 2024-2025 Table 70. Marañon Production Unit Power plants emissions Table 71. Santa Maria Production Unit Power plants emissions Table 72. Pollutant emissions: mercury (Hg) and organic volatile compounds Table 73. Pollutant compilation
Energy Management	EM - MM - 130a.1	((1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	GJ, %	Information available in: Table 34. Total energy consumed Table 35. Energy consumption
Water Management	EM - MM - 140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	m ³ , %	As of 2025: (1) We do not measure water extraction indicator (2) Total Surface water consumed: in 2023: 0.75707, in 2024: 0.76838, and, in 2025: 0.76012. No water is consumed from areas experiencing water stress.
	EM - MM - 140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Nº	Zero (0) incidents in 2025.
Waste & Hazardous Materials Management	EM - MM - 150a.4	Total weight of non-mineral waste generated	t	624.28 en el 2025
	EM - MM - 150a.5	Total weight of tailings produced	t	991,009 en el 2025
	EM - MM - 150a.6	Total weight of waste rock generated	t	746,997 en el 2025

Topic	Code	Accountability parameter	Unit	Answer or reference
	EM - MM - 150a.7	Total weight of hazardous waste generated	t	858.67 en el 2025
	EM - MM - 150a.8	Total weight of hazardous waste recycled	t	508.55 en el 2025
	EM - MM - 150a.9	Number of significant incidents associated with hazardous materials and waste management	Nº	Zero (0) incidents in 2025.

EM - MM - 150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	n/a	We have policies and procedures in place that support our waste and hazardous materials management strategy, aimed at preventing environmental and health risks, ensuring compliance with applicable regulations, and strengthening the sustainability of our operations.
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Our key management tools include:

- Solid Waste Minimization and Management Plan, which establishes criteria for reducing waste generation and ensuring its responsible management
- Emergency response manuals, which enable a timely response to incidents involving hazardous waste and materials.
- Internal Environmental Regulations (RIMA), which define mandatory environmental obligations and practices for all employees.
- Environmental management strategies incorporated into our Environmental Management Tools, which guide our operations based on the principles of prevention, control, and improvement of environmental performance.
- We also implement integrated procedures for the management of waste and hazardous materials at both active and inactive sites, in accordance with Peruvian regulations and mining industry best practices. Our approach includes:
 - Compliance with regulations, applying the principles of prevention, minimization, and safe disposal of waste, including mineral waste such as tailings and waste rock.
 - Specific operating procedures for the identification, classification, segregation, and differentiated management of waste, as well as its final disposal in accordance with current permits and authorizations.
 - Safe management of hazardous materials through storage controls, spill response plans, continuous training, and the proper use of personal protective equipment.
 - Management of inactive operations and closure, through permanent verification of safety conditions and compliance with environmental measures during the inactivity, closure, and post-closure phases.

Topic	Code	Accountability parameter	Unit	Answer or reference
Biodiversity Impacts	EM - MM - 160a.1	Description of environmental management policies and practices for active sites	n/a	In our Environmental Policy, we are committed to protecting the environment, particularly the biodiversity of the areas where we operate. The policy has been approved by the Board of Directors and the General Management. In addition, we have established pillars for environmental management; for further details, please refer to our Environmental Management section.
	EM - MM - 160a.2	mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	%	In 2025 we did not generate acid water
	EM - MM - 160a.3	(1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	%	Information not available.
Security, Human Rights & Rights of Indigenous Peoples	EM - MM - 210a.1	(1) proved and (2) probable reserves in or near areas of conflict	%	For security reasons, we do not disclose that information.
	EM - MM - 210a.2	((1) proved and (2) probable reserves in or near indigenous land	%	For security reasons, we do not disclose that information.
	EM - MM - 210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	n/a	Refer to paragraph: 7.3 Human Rights
Community Relations	EM - MM - 210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	n/a	Refer to paragraph: 3.2 Our contribution to development
	EM - MM - 210b.2	(1) Number and (2) duration of non-technical delays	Nº, Days	Information not available.
Labor Practices	EM - MM - 310a.1	Percentage of active workforce employed under collective agreements	%	Refer to paragraph: 7.3 Our contribution to development
	EM - MM - 310a.2	(1) Number and (2) duration of strikes and lockouts	Nº, Días	There were no strikes or lockouts in 2025. (GRI 14.20.3)
Workforce Health & Safety	EM - MM - 320a.1	(1) All-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) direct employees and (b) contract employees	Rate	Refer to paragraph: 5.2 Occupational health and safety management

Topic	Code	Accountability parameter	Unit	Answer or reference
Business Ethics & Transparency	EM - MM - 510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	n/a	Refer to paragraph: 6.3 Ethics and transparency
	EM - MM - 510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Metric tons (t) saleable	We do not have any production operations in those countries.
Tailings Facilities Management	EM - MM - 540a.1	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	Various	Information available in: Table 85. Inventory of Tailings Storage Facilities
	EM - MM - 540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailing storage facilities	n/a	1) At Minera Poderosa we manage our tailings facilities through an integrated geotechnical and operational system to ensure structural integrity and reduce risks of failure. This system includes: (i) Design and operation based on conservative criteria, with safety factors for static and quasi-static conditions. (ii) Continuous geotechnical monitoring using instruments (piezometers, groundwater level monitoring, visual and topographic inspections). (iii) Periodic technical inspections conducted by qualified personnel. (iv) Water management to control pore pressures and prevent hydraulic overloads. (v) Change management and contingency plans to identify deviations, implement corrective actions, and escalate alerts. This approach enables the early detection of abnormal conditions and reduces the risk of failures at tailings facilities. 2) We implement integrated policies and procedures for the management of active and inactive tailings throughout their entire lifecycle, in accordance with Peruvian regulations and industry best practices:: • Design and construction: conservative geotechnical criteria, stability analysis and construction quality control.

Topic	Code	Accountability parameter	Unit	Answer or reference
				• Operation: procedures for tailings disposal, water management and drainage, geotechnical monitoring, and routine inspections • Suspension or inactivity: Access control, monitoring according to risk and maintenance of drainage systems • Closure: progressive or final closure plans with geometrical stabilization, coverage and control of infiltrations and erosion • Post-closure: long-term monitoring and maintenance with periodic inspections and response mechanisms in case of extraordinary events. This framework ensures stability and risk management from design through to post-closure. 3) We implement continuous geotechnical monitoring programs to assess the performance of tailings facilities and prevent instability, including: (i) geotechnical instruments (piezometers, ground-water level monitoring, visual and topographic inspections).). (ii) Regular operational inspections and internal audits conducted by qualified personnel. (iii) Alert systems with defined thresholds that trigger corrective actions and internal communication. These programs make it possible to detect deviations early on and verify compliance with design criteria 4) We have integrated technical control systems in place to verify design assumptions and monitor the primary failure modes of tailings facilities: (i) Geotechnical instrumentation for monitoring pore pressure, water table, and deformation behavior. (ii) Regular technical inspections to identify leaks, erosion, cracks, or settlement. (iii) Operational controls on operating parameters. (iv) Alert thresholds and action plans for responding to deviations. (v) Periodic technical inspections that compare observed performance with design criteria. These controls help identify potential risks and reduce the likelihood of major or catastrophic failures. 5) Minera Poderosa is not a member of the International Council on Mining and Metals (ICMM).

Topic	Code	Accountability parameter	Unit	Answer or reference
				6) We have a hierarchical governance framework for tailings management that establishes clear responsibilities from the operational level up to the corporate level: i. Management at site level: Operations Management, through the projects and mine deposits area supervises safe operations, monitoring, inspections and implementation of corrective actions, with the support of specialized contractors. ii. Critical information report: Geotechnical risks, monitoring results, deviations and incidents are reported periodically to the Operations Management through technical reports, with immediate scale-up reports in case of relevant events. iii. Executive supervision: Executive leadership defines the tailings management policy and standards, allocates resources, and periodically reviews the performance and key risks.
	EM - MM - 540a.3	Approach to development of Emergency Preparedness and Response Plan (EPRPs) for tailings storage facilities	n/a	Information available in: Approach to Developing Emergency Preparedness and Response Plans (EPRPs) for Tailings Storage Facilities



IFRS content index: S1 and S2.

Topic	Disclosure Description	Sections and/or explanation
Governance		
IFRS S1-27(a)	(a) The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of sustainability-related risks and opportunities. Specifically, the entity shall identify that body(s) or individual(s) and disclose information about:	Refer to paragraph: 6.1 Corporate Governance
	(i) How responsibilities for sustainability-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s);	Refer to paragraph: 6.1 Corporate Governance
	(ii) How the organization(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to sustainability-related risks and opportunities;	Refer to paragraph: 6.1 Corporate Governance
	(iii) How and how often the organization(s) or individual(s) is informed about sustainability-related risks and opportunities;	Refer to paragraph: 6.1 Corporate Governance
	(iv) How the organization(s) or individual(s) takes into account sustainability-related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies, including whether the organization(s) or individual(s) has considered trade-offs associated with those risks and opportunities;	Refer to paragraph: 6.1 Corporate Governance
	(v) How the organization(s) or individual(s) oversees the setting of targets related to sustainability-related risks and opportunities, and monitors progress towards those targets (see paragraph 51), including whether and how related performance metrics are included in remuneration policies.	Refer to paragraph: 6.1 Corporate Governance
IFRS S1-27(b)	(b) Management's role in the governance processes, controls and procedures used to monitor, manage and oversee sustainability-related risks and opportunities, including information about:	Refer to paragraph: 6.1 Corporate Governance
	(i) Whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee;	Refer to paragraph: 6.1 Corporate Governance
	(ii) Whether management uses controls and procedures to support the oversight of sustainability-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	Refer to paragraph: 6.1 Corporate Governance

Topic	Disclosure Description	Sections and/or explanation
Strategy		
Sustainability-related risks and opportunities.		
IFRS S1-30 (a)	Describe sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects	Refer to paragraph: 8.6 Double materiality
IFRS S1-30 (b)	Specify the time horizons—short, medium or long term—over which the effects of each of those sustainability-related risks and opportunities could reasonably be expected to occur	This information has not been disclosed by Poderosa
IFRS S1-30 (c)	Explain how the organization defines 'short term', medium term' and 'long term' and how these definitions are linked to the planning horizons used by the organization for strategic decision-making.	This information has not been disclosed by Poderosa
Business model and value chain		
IFRS S1-32 (a)	A description of the current and anticipated effects of sustainability-related risks and opportunities on the organization's business model and value chain.	This information has not been disclosed by Poderosa
IFRS S1-32 (b)	A description of where in the organization's business model and value chain sustainability-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	This information has not been disclosed by Poderosa
Strategy and decision-making		
IFRS S1-33 (a)	How the organization has responded to, and plans to respond to, sustainability-related risks and opportunities in its strategy and decision-making.	This information has not been disclosed by Poderosa
IFRS S1-33 (b)	The progress against plans the organization has disclosed in previous reporting periods, including quantitative and qualitative information.	This information has not been disclosed by Poderosa
IFRS S1-33 (c)	Trade-offs between sustainability-related risks and opportunities that the organization considered (for example, in making a decision on the location of new operations, an organization might have considered the environmental impacts of those operations and the employment opportunities they would create in a community).	This information has not been disclosed by Poderosa
Financial position, financial performance and cash flows		
IFRS S1-35 (a)	How sustainability-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period.	This information has not been disclosed by Poderosa
IFRS S1-35 (b)	The sustainability-related risks and opportunities identified in paragraph (a) for which there is a significant risk of a material adjustment within the next annual Reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	Refer to paragraph: 6.6 Double materiality
IFRS S1-35 (c)	How the organization expects its financial position to change over the short, medium and long term, given its strategy to manage sustainability-related risks and opportunities, taking into consideration:	This information has not been disclosed by Poderosa

Topic	Disclosure Description	Sections and/or explanation
	(i) its investment and disposal plans (for example, plans for capital expenditure, major acquisitions and divestments, joint ventures, business transformation, innovation, new business areas, and asset retirements), including plans the organization is not contractually committed to;	This information has not been disclosed by Poderosa
	(ii) Its planned sources of funding to implement its strategy; (d) How the organization expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage sustainability-related risks and opportunities.	This information has not been disclosed by Poderosa
IFRSS1-35 (d)	how the organization expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage sustainability-related risks and opportunities.	This information has not been disclosed by Poderosa
Resilience		
IFRS S1-41	The organization shall disclose information that enables users to understand its capacity to adjust to the uncertainties arising from sustainability-related risks. An organization shall disclose a qualitative and, if applicable, quantitative assessment of the resilience of its strategy and business model in relation to its sustainability-related risks, including information about how the assessment was carried out and its time horizon.	This information has not been disclosed by Poderosa
Risk management		
IFRS S1-44 (a)	The processes and related policies the organization uses to identify, assess, prioritize and monitor sustainability-related risks, including information about: (i) The inputs and parameters the organization uses (for example, information about data sources and the scope of operations covered in the processes); (ii) Whether and how the organization uses scenario analysis to inform its identification of sustainability-related risks; (iii) How the organization assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the organization considers qualitative factors, quantitative thresholds or other criteria); (iv) Whether and how the organization prioritizes sustainability-related risks relative to other types of risk; (v) How the organization monitors sustainability-related risks; (vi) Whether and how the organization has changed the processes it uses compared with the previous reporting period.	
IFRS S1-44 (b)	The processes the organization uses to identify, assess, prioritize and monitor sustainability-related opportunities	Refer to section: 6.6 Double materiality
IFRS S1-44 (c)	The extent to which, and how, the processes for identifying, assessing, prioritizing and monitoring sustainability-related risks and opportunities are integrated into and inform the organization's overall risk management process.	Refer to section: 6.6 Double materiality

Topic	Disclosure Description	Sections and/or explanation
Metrics and targets		
IFRS S1-46 (a)	Metrics required by an applicable IFRS Sustainability Disclosure Standard; and metrics the organization uses to measure and monitor:	
IFRS S1-46 (b)	(i) That sustainability-related risk or opportunity (ii) Its performance in relation to that sustainability-related risk or opportunity, including progress towards any targets the organization has set, and any targets it is required to meet by law or regulation.	
IFRS S1-51 (a)	The metric used to set the target and to monitor progress towards reaching the target.	There is a schedule in place to carry out the necessary actions.
IFRS S1-51 (b)	The specific quantitative or qualitative target the organization has set or is required to meet.	Our targets are: • Comply with the environmental components MPLs • Comply with legal regulations • Comply with environemtnal regulations
IFRS S1-51 (c)	The period over which the target applies.	Anuual
IFRS S1-51 (d)	The base period from which progress is measured.	Quarterly
IFRS S1-51 (e)	Any milestones and interim targets.	Implement the Corrective Action Request in accordance with ISO management systems, for which we hold certification.
IFRS S1-51 (f)	Performance against each target and analysis of trends or changes in the organization's performance.	Software, data bases.
IFRS S1-51 (g)	Any revisions to the target and an explanation for those revisions.	Management Review (ISO Management Systems), quarterly review by the Board of Directors.



Topic	Disclosure Description	Sections and/or explanation
Governance		
IFRS S2- 6(a)	The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the organization shall identify that organization(s) or individual(s) and disclose information about:	
	(i) How responsibilities for climate-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that organization(s) or individual(s);	The current organizational hierarchy of Poderosa is followed.
	(ii) How the organization(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities;	Our Climate Action Plan will be developed in 2026.
	(iii) How the organization(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities;	
	(iv) How the organization(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the organization's strategy, its decisions on major transactions and its risk management processes and related policies, including whether the organization(s) or individual(s) has considered trade-offs associated with those risks and opportunities;	
	(v) How the organization(s) or individual(s) oversees the setting of targets related to climate-related risks and opportunities, and monitors progress towards those targets, ncluding whether and how related performance metrics are included in remuneration policies.	
IFRS S2- 6(b)	The role of management in governance processes, controls, and procedures used to monitor, manage, and oversee climate-related risks and opportunities, including information on	Our Climate Action Plan will be developed in 2026.
	(i) whether the function is delegated to a specific management position or to a management-level committee, and how oversight of that position or committee is exercised	
	(ii) whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions	
Strategy		
Climate-related risks and opportunities.		
IFRS S2- 10(a)	Describe the climate-related risks and opportunities that could reasonably be expected to affect the organization's prospects	Information available in: Table 14. Climate risks identified Table 15. Climate opportunities identified
IFRS S2-10(b)	Explain, for each climate-related risk the organization has identified, whether the organization considers the risk to be a climate-related physical risk or climate-related transition risk.	

Topic	Disclosure Description	Sections and/or explanation
IFRS S2- 10(c)	Specify, for each climate-related risk and opportunity the organization has identified, over which time horizons—short, medium or long term—the effects of each climate-related risk and opportunity could reasonably be expected to occur.	Our Climate Action Plan is currently being developed in 2026. We are addressing short-term risks and opportunities, which are a priority for ensuring business continuity.
IFRS S2-10(d)	Explain how the organization defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the organization for strategic decision-making.	Our Climate Action Plan is currently being developed in 2026. We are addressing short-term risks and opportunities, which are a priority for ensuring business continuity.
Business model and value chain		
IFRS S2-13(a)	A description of the current and anticipated effects of climate-related risks and opportunities on the organization's business model and value chain.	Our Climate Action Plan will be developed in 2026
IFRS S2-13(b)	A description of where in the organization's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	
Strategy and decision-making		
IFRS S2-14(a)	Information about how the organization has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the organization plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the organization shall disclose information about:	Our Climate Action Plan will be developed in 2026
	(i) Current and anticipated changes to the organization's business model, including its resource allocation, to address climate-related risks and opportunities (for example, these changes could include plans to manage or decommission carbon-, energy- or water-intensive operations; resource allocations resulting from demand or supply-chain changes; resource allocations arising from business development through capital expenditure or additional expenditure on research and development; and acquisitions or divestments).	
	(ii) Current and anticipated direct mitigation and adaptation efforts (for example, through changes in production processes or equipment, relocation of facilities, workforce adjustments, and changes in product specifications).	
	(iii) Current and anticipated indirect mitigation and adaptation efforts (for example, through working with customers and supply chains).	
	(iv) Any climate-related transition plan the organization has, including information about key assumptions used in developing its transition plan, and dependencies on which the organization's transition plan relies.	
	(v) How the organization plans to achieve any climate-related targets, including any greenhouse gas emissions targets.	
IFRS S2-14(b)	Information about how the organization is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 14(a).	

Topic	Disclosure Description	Sections and/or explanation
Financial position, financial performance and cash flows		
IFRS S2-16(a)	How climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period.	Our Climate Action Plan will be developed in 2026
IFRS S2-16(b)	The climate-related risks and opportunities identified in paragraph (a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	
IFRS S2-16(c)	How the organization expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration:	
	(i) Its investment and disposal plans (for example, plans for capital expenditure, major acquisitions and divestments, joint ventures, business transformation, innovation, new business areas, and asset retirements), including plans the organization is not contractually committed to.	
	(ii) Its planned sources of funding to implement its strategy.	
IFRS S2-16(d)	How the organization expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities (for example, increased revenue from products and services aligned with a lower-carbon economy; costs arising from physical damage to assets from climate events; and expenses associated with climate adaptation or mitigation).	
Climate resilience		
IFRS S2-22(a)	The organization's assessment of its climate resilience as at the reporting date, which shall enable users of general purpose financial reports to understand:	Our Climate Action Plan will be developed in 2026
	(i) The implications, if any, of the organization's assessment for its strategy and business model, including how the organization would need to respond to the effects identified in the climate-related scenario analysis.	
	(ii) The significant areas of uncertainty considered in the organization's assessment of its climate resilience.	
	(iii) The organization's capacity to adjust or adapt its strategy and business model to climate change over the short, medium and long term, including:	
	(1) The availability of, and flexibility in, the organization's existing financial resources to respond to the effects identified in the climate-related scenario analysis, including to address climate-related risks and to take advantage of climate-related opportunities.	
	(2) The organization's ability to redeploy, repurpose, upgrade or decommission existing assets.	
	(3) The effect of the organization's current and planned investments in climate-related mitigation, adaptation and opportunities for climate resilience.	

Topic	Disclosure Description	Sections and/or explanation
Risk management		
IFRS S2-25(a)	The processes and related policies the organization uses to identify, assess, prioritize and monitor climate-related risks, including information about:	
	(i) The inputs and parameters the organization uses (for example, information about data sources and the scope of operations covered in the processes).	We have access to real-time precipitation data from five weather stations and have partnered with Davis to obtain data through their software and the WaterLink app. This information is entered into our SIPE software, which allows us to generate graphs showing precipitation patterns at our operational camps. There is also a storm warning system that issues alerts when lightning is detected near the operations.
	(ii) Whether and how the organization uses climate-related scenario analysis to inform its identification of climate-related risks.	We use scenarios involving physical, chronic, and transition risks.
	(iii) How the organization assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the organization considers qualitative factors, quantitative thresholds or other criteria).	We have a risk matrix for climate-related events, categorized by priority levels 1, 2, and 3.
	(iv) Whether and how the organization prioritizes climate-related risks relative to other types of risk.	We have a Contingency Plan for rainfall that is updated annually; the risk matrix is included in the Plan.
	(v) How the organization monitors climate-related risks.	During the rainy season, the Emergency Committee is activated and holds weekly meetings, during which all process leaders report on the actions they are taking to address their respective risks.
	(vi) Whether and how the organization has changed the processes it uses compared with the previous reporting period.	The procedure remains the same: each year, the Contingency Plan is updated to reflect changes in the risk matrix and the control measures that each process will implement in response to weather-related events.
IFRS S2-25(b)	The processes the organization uses to identify, assess, prioritize and monitor climate-related opportunities, including information about whether and how the organization uses climate-related scenario analysis to inform its identification of climate-related opportunities.	We have identified opportunities related to the following areas: Resource Efficiency, Market, Products and Services, and Resilience.
IFRS S2-25(c)	The extent to which, and how, the processes for identifying, assessing, prioritizing and monitoring climate-related risks and opportunities are integrated into and inform the organization's overall risk management process.	Our code of ethics contains our commitment to climate change. The Compliance area has included climate risks in the corporate risk matrix.
Metrics and targets		
Climate-related metrics		
IFRS S2-28(a)	An organization shall disclose information relevant to the cross-industry metric categories	
	(i) Disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO2 equivalent (see paragraphs B19–B22), classified as:	

Topic	Disclosure Description	Sections and/or explanation
	(1) Scope 1 greenhouse gas emissions	Table 63. total GHG emissions (tCO2eq) 2021-2024 Table 64. 2024 emissions inventory 2024
	(2) Scope 2 greenhouse gas emissions	
	(3) Scope 3 greenhouse gas emissions	
IFRS S2-28(b)	(b) Climate-related transition risks—the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	Table 14. Climate risks identified
IFRS S2-28(c)	(c) Climate-related physical risks—the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	
IFRS S2-28(d)	OportUnites relacionadas con el clima—la cantidad y el porcentaje de activos o actividades empresariales alineadas con las oportUnites relacionadas con el clima	Table 15. Climate opportunities identified
IFRS S2-28(e)	Capital deployment—the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	Our Climate Action Plan will be developed in 2026
IFRS S2-28(f)	Internal carbon prices—the organization shall disclose:	
	(i) An explanation of whether and how the organization is applying a carbon price in decision-making (for example, investment decisions, transfer pricing and scenario analysis).	
	(ii) The price for each metric ton of greenhouse gas emissions the organization uses to assess the costs of its greenhouse gas emissions.	
IFRS S2-29(g)	Remuneration—the organization shall disclose:	
	(i) A description of whether and how climate-related considerations are factored into executive remuneration (see also paragraph 6(a)(v));	This information is not available for Poderosa
	(ii) The percentage of executive management remuneration recognized in the current period that is linked to climate-related consideration.	This information is not available for Poderosa
Climate-related targets		
IFRS S2-33(a)	The metric used to set the target:	We comply with legal regulations regarding emissions.
IFRS S2-33(b)	The objective of the target (for example, mitigation, adaptation or performance with science-based initiatives).	Currently, we have a “Zero Emissions” commitment.
IFRS S2-33(c)	The part of the organization to which the target applies (for example, whether the target applies to the organization in its entirety or only a part of the organization, such as a specific business unit or specific geographical region).	This commitment applies to Minera Poderosa as a whole.
IFRS S2-33(d)	The period over which the target applies.	Zero emissions in Scopes 1 and 2 by 2030 and carbon neutral by 2050.
IFRS S2-33(e)	The base period from which progress is measured.	Individual project progress is being currently measured. The Climate Action Plan will be designed in 2026.
IFRS S2-33(f)	Any milestones and interim targets.	As of the end of 2025, energy transition and electromobility projects are underway.

Topic	Disclosure Description	Sections and/or explanation
IFRS S2-33(g)	If the target is quantitative, whether it is an absolute target or an intensity target.	We have quantitative targets.
IFRS S2-33(h)	How the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.	The Paris Agreement is part of our climate change management reference.
IFRS S2-34(a)	Whether the target and the methodology for setting the target have been validated by a third party.	Individual project progress is being currently measured. The Climate Action Plan will be designed in 2026.
IFRS S2-34(b)	The organization’s processes for reviewing the target.	
IFRS S2-34(c)	The metrics used to monitor progress towards reaching the target;	
IFRS S2-34(d)	Any revisions to the target and an explanation for those revisions.	The annual projects are established and approved in Minera Poderosa’s annual plan
IFRS S2-35	Minera Poderosa shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the organization’s performance.	Yes, we currently participate in MINAM’s Peru Carbon Footprint program, where we introduce the results of the Carbon Footprint measurements.
IFRS S2-36(a)	Which greenhouse gases are covered by the target.	All those gases indicated in Poderosa’s Carbon Footprint reports.
IFRS S2-36(b)	Whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target.	Yes, our scopes 1, 2 and 3 are covered by the target.
IFRS S2-36(c)	Whether the target is a gross greenhouse gas emissions target or net greenhouse gas emissions target. If the organization discloses a net greenhouse gas emissions target, the organization is also required to separately disclose its associated gross greenhouse gas emissions target.	ISO 14067 methodology is used to measure the Carbon Footprint.
IFRS S2-36(d)	Whether the target was derived using a sectoral decarbonization approach.	ISO 14067 methodology is used to measure Minera Poderosa’s Carbon Footprint.
IFRS S2-36(e)	The organization’s planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits the organization shall disclose information including, and with reference to:	We have not established the use of carbon credits.
	(i) The extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits.	
	(ii) Which third-party scheme(s) will verify or certify the carbon credits.	
	(iii) The type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal.	
	(iv) Any other factors necessary for users of general-purpose financial reports to understand the credibility and integrity of the carbon credits the organization plans to use (for example, assumptions regarding the permanence of the carbon offset).	

EITI Commitments.

EITI Expectation	Criteria	Compliance
Expectation 1	Publicly declare and publish support for the EITI and the objective of the EITI Association to make the EITI Principles and the EITI Standard the internationally accepted standard for transparency in the oil, gas and mining sectors.	Does the company publish a Statement of support for the EITI and the objective of the EITI Association? Yes We have a public Statement of support for the EITI in our Sustainability Reports from 2022 to 2025.
Expectation 2	Make comprehensive disclosures in accordance with the EITI Standard in all EITI implementing countries where the company or its controlled subsidiaries operate. Where not disclosed in other company reporting, publicly disclose a list of controlled subsidiaries operating in the oil, gas or mining sectors in EITI implementing countries	Does the company make disclosures in accordance with the EITI Standard in or in relation to EITI implementing countries where the company or its controlled subsidiaries operate? Si Yes, the company is public and quotes in the Lima Stock Exchange. In this context, it makes public disclosures through its Financial Statement (individual and consolidated), as well as through its Integrated Sustainability Report.
	Does the company publish a list of controlled subsidiaries? The link to the list should be documented.	No Not applicable. Compañía Minera Poderosa does not have controlled subsidiaries or assets abroad. Its operations are conducted in Peru. For more information, please refer to the “About Us” section of the Sustainability Report and Financial Statements, which describes the company’s organizational structure and operations.
Expectation 3	Publicly disclose taxes and payments to governments at a project-level in line with the EITI Standard in all non-EITI implementing countries where the company operates unless disclosure is not feasible. Where not feasible, the country-specific legal or practical barriers to disclosure should be publicly explained.	Does the company make disclosures in non-EITI implementing countries where the company operates in the oil, gas and mining sectors? Yes Not applicable. Compañía Minera Poderosa operates exclusively in Peru, an EITI implementing country. Therefore, all its disclosures about Government payments and taxes are made through National Reports on Transparency in the Extractive Industries, managed by the Ministry of Energy and Mines. (MINEM).
		Are the disclosures disaggregated by project? No No. Our accounting and reporting processes
		Financial accounting and reporting are conducted at the company level in accordance with the applicable legal framework. We ensure transparency of our payments through disclosure in our financial statements.
Expectation 4	Publicly disclose taxes and payments to governments at a project-level in line with the EITI Standard in all non-EITI implementing countries where the company operates unless disclosure is not feasible. Where not feasible, the country-specific legal or practical barriers to disclosure should be publicly explained	Does the company buy oil, gas and/or mineral resources from the Government in EITI implementing countries? N.A. Not applicable. We do not buy from the Government
	Does the company make disclosures in line with the EITI Standard/reporting guidelines?	N.A.

EITI Expectation	Criteria	Compliance
Expectation 5	In line with the EITI Standard, publicly disclose audited financial Statements, or the main items (i.e. balance sheet, profit/loss Statement, cash flows) where financial Statements are not available	Does the company disclose its audited financial Statements? Yes The consolidated financial Statements can be found in the Financial Statements of this Report.
Expectation 6	Publicly declare and publish support for beneficial ownership transparency and publicly disclose beneficial owners in line with the EITI Standard, recognizing that listed companies will disclose the name of the stock exchange(s), include a link(s) to stock exchange filings where they are listed and otherwise do what is required by applicable regulations and listing requirements	Does the company publish a Statement of support? Yes The consolidated financial Statements can be found in the Financial Statements of this Report.
	Does the company disclose beneficial owners, either directly or according to stock exchange regulations and listing requirements?	Yes Compañía Minera Poderosa publicly declares its commitment to transparency in identifying beneficial owners and its alignment with the principles of the EITI Standard. Our statement of support can be found in the section
Expectation 7	Engage in rigorous due diligence processes and publish an anti-corruption policy setting out how the company manages corruption risk, including how the company collects and takes risk-based steps to use beneficial ownership data regarding joint venture partners, contractors and suppliers in its processes.	Does the company publish an anti-corruption policy in line with the expectation? Yes Yes. Poderosa meets the SMV regulations and discloses relevant information about its Shareholders and real beneficiaries through the regulatory mechanisms established in the Peruvian securities market. The company keeps updated information about its property structure, and beneficiaries in its Financial Statement and Corporate Reports, which can be referred to through the Securities Market Superintendency (SMV).
Expectation 8	Publicly declare and publish support for governments’ efforts to publicly disclose contracts and licenses that govern the exploration and exploitation of oil, gas and minerals in line with the EITI Standard, and contribute to public disclosure of contracts and licenses in EITI implementing countries consistent with government procedures.	Does the company publish a Statement of support for governments’ efforts to publicly disclose contracts and licenses that govern the exploration and exploitation of oil, gas and minerals? N.A. See Chapter on Ethics and Transparency of this Report. We have an Antibribery management system certified under ISO 37001. As part of this system, we have a Compliance Policy that prohibits all acts of corruption, bribery, collusion, influence peddling and money laundering, and a Code of Ethics and Conduct that ensures compliance with the law throughout the organization.
	Does the company contribute to public disclosure of contracts and licenses in EITI implementing countries consistent with government procedures?	Yes Not applicable. According to the General Mining Law in Peru, mining activities are not based in contracts, but in concession rights which are publicly available.
Expectation 9	Publish a commitment and/or policy on gender diversity in the oil, gas or mining sectors and support reporting by EITI implementing countries under the EITI Standard by disclosing employment in the sectors disaggregated by gender.	Does the company publish a commitment/policy on gender diversity? Yes We express our commitments in this area through our Equity, Diversity and Inclusion Policy, approved in July 2024.; and the guidelines established in our Code of Ethics and Conduct. Further information can be found in the Section on Diversity and Inclusion in this Report.
	Does the company disclose employment data disaggregated by gender?	Yes We disclose employment data disaggregated by gender, region and age. Details are provided in Section. Poderosa Team.

"Sustainable Management" Company Certification Index.

Code	Topics	Subtopic	Answer / Reference
Governance Dimension			
G.01.0002	Good Corporate Governance	Regulations and Information on the Corporate Body	Our by-laws govern the structure and functions of the Board of Directors. For further information about our Board of Directors, refer to section: 6.1 Corporate Governance .
G.01.0003		Existence of the Governing Body	Our company is managed by the Board of Directors. For further information about our Board of Directors, refer to section: 6.1 Corporate Governance, Composition and Tenure of the Board of Directors .
G.01.0004		Evaluation of the Governing Body	Our by-laws govern describe the requirements to become a Member of the Board of Directors, its functions, as well as its duties and roles in detail. For further information about our Board of Directors, refer to section: 6.1 Corporate Governance, Board of Directors' performance evaluation .
G.01.0005		Composition of the Governing Body	Composition and Independence of our Board of Directors: Table 132 . Composition of the Board of Directors. Experience of our directorsDirectors' professional background.
G.01.0008		Committees of the Governing Body	As part of the Company's management structure, we have special Board of Directors committees. For further information about these committees, refer to: 6.1 Corporate Governance- Board of Directors Committees . To learn more about the committee members, please refer to: - Audit Committee: Table 138. Composition of the 2024 – 2025 Audit Committee - Ethics and Good Corporate Governance Committee: Table 139. Composition of the 2024 – 2025 Ethics and Good Corporate Governance Committee - Strategy and Sustainability Committee: Table 140. Composition of the 2024 – 2025 Strategy and Sustainability Committee
G.01.0009	Sustainability Strategy	Sustainability Policy	Our Sustainability Statement and our Integrated Management Policy are the cornerstones of our management approach to the Company's sustainability. For further information about our policies, refer to Responsible commitments and policies .
G.01.0010		Sustainability Committee	In Poderosa we have the Strategy and Sustainability Committee at Board of Directors level. For further information about the organization of said committee refer to: Table 140 . Composition of the 2024 – 2025 Strategy and Sustainability Committee
G.01.0011		Sustainability Plan	Our plan, which is in line with our Material Topics, has been detailed throughout this Report. Each Material Topic has objectives, long-term goals, scheduled activities, and indicators. Different areas take part in managing each material topic. We report all our processes in this document. For further information about our Material Topics and how they are managed, refer to 6.6 Double materiality and its related chapters .

Code	Topics	Subtopic	Answer / Reference
Governance Dimension			
G.01.0012	Ethics and Integrity	Materiality	In 2025, we validated our 2024 double materiality exercises. To learn about the whole process, refer to 6.6 Double materiality . Double materiality risks, opportunities and impacts: Table 146 . Material and Relevant Topics in 2025.
G.01.0018		Code of ethics	Our Code of Ethics and Conduct covers 100% of our operations and serves as a guide for establishing general guidelines and policies that ensure compliance with mechanisms for the prevention, detection, and reporting of any conduct or behavior that violates our ethics, values, and organizational principles. It is based on the Compliance Policy .
G.01.0019		Ethics Committee	Information available in Table 139 . Composition of the 2024 – 2025 Ethics and Good Corporate Governance Committee
G.01.0021		Channels for inquiries and complaints	Information available in: Ethics and Transparency, Our Ethics Channel section . All information on how to handle certain situations can be found on page 23 of our Code of Ethics and Conduct . Breakdown of complaints in our ethics channel: Table 141 . Complaints received through the Ethics Channel in 2025
G.01.0023		Training on ethics	Information available in: - Employees who have received training on the code of ethics: Table 142. Training on the Code of Ethics and anti-corruption procedures for employees - New employees who have signed acknowledgment of receipt of the Code of Ethics: Table 145. Ethics training - Contractors that have been trained in the Code of Ethics: Table 144. Communication about the Code of Ethics and the anticorruption policies and procedures to members of the governance body, employees and business partners - New contractors who have signed acknowledgment of receipt of the Code of Ethics: Table 145. Ethics training
G.01.0024	Cybersecurity/ IT	Complaints submitted through the ethics channel	Information available in: Table 141 . Complaints received through the Ethics Channel in 2025. No payments have been made for penalties or fines resulting from complaints that have been resolved in court.
G.01.0030		Cybersecurity Program	We have an Information Security and Cybersecurity Policy through which we guarantee confidentiality, integrity, traceability, and authenticity of the Company's information assets. As part of our operations, we have a customer service channel for reports and complaints related to cybersecurity (ciberseguridad@poderosa.com.pe). Through the Customer Service Center, we handle incidents related to complaints or claims regarding information security and/or cybersecurity. We conduct regular training sessions, such as the mandatory Cybersecurity and Compliance Monitoring course. Furthermore, cybersecurity topics are part of the employee's performance evaluation, in accordance with our Internal Work Regulations. For further information refer to: 2.7 Information Technologies .
Business Model and Innovation Dimension			
G.02.0001	Customer Management	Percentage of customer satisfaction	Information available in: Table 158 . Customer Satisfaction
G.02.0002		Complaints and Claims Register	Our products are refined gold and silver, which are not labeled. We hold the London Good Delivery refining seal. Accordingly, we have no complaints or claims related to labeling.
G.02.0003	Responsible supply chain	Code of Conduct for Suppliers	Our Code of Ethics and Conduct also applies to our suppliers.

Code	Topics	Subtopic	Answer / Reference
G.02.0004	Responsible supply chain	Supplier Management for Small and Micro Enterprises	As part of the Contract Management process, our analysts contact suppliers via email for the labor review and bidding processes. We maintain a supplier database that organizes information based on a criticality assessment that considers company size, invoiced amount, frequency, and other factors. The payment terms set forth in the contract range from 7 to 30 days, starting from the date the invoice is submitted. For further information about our supplier program, refer to Chapter 7, Supplier Management, 7.2 Supplier Management, 7.2.2 Supplier Development .
G.02.0005		ASG Certification for Suppliers	Information available in Chapter 7, Supplier Management, 7.2 Supplier Management, Our Suppliers .
G.02.0006		Improvement Plan for Suppliers	We developed an improvement plan based on an assessment of our suppliers and, in line with this, we generate initiative 19 “Strengthening the development program for local suppliers”. Our logistics department has classified critical suppliers and is working more closely with them to evaluate them, considering if they have an impact on the production process, safety, environment and occupational health. Within our Supplier Development Program, we consider ESG topics together with our Social Responsibility Plan and other business management aspects related to the Marketing and Sales Plan, Strategic Plan, and others. In our Second Supplier Program, four companies have prepared their sustainability reports. For further information about our actions to enhance and develop suppliers, refer to: Chapter 7, Supplier Management, 7.2 Supplier Management, 7.2.2 Supplier Development .
G.02.0007		Supplier breakdown	Information is available in: a. Table 150 . Suppliers of goods, services and construction breakdown by origin, 2023–2025 Percentage of suppliers by geographic location (Average based on our suppliers across services, construction projects, goods, and services) • International: 7.154% • Domestic: 77.355% • Local: 15.5% b. Table 152 . Suppliers by Micro and SME index – SUNAT 2025 Percentage of suppliers, by size: • Microenterprises: 60% • Small enterprise: 38.06% • Midsize enterprise: 1.94%
G.02.0008		Assessment and identification of ESG risks among suppliers	• Total suppliers that took part in an assessment process: Table 154. Audits to suppliers of goods, services, and construction in 2022–2025. • Suppliers identified as having ESG risks: Information available in Chapter 7, Supplier Management, 7.2 Supplier Management, Our Suppliers, Suppliers with ESG Risks.

Environmental dimension			
G.03.0001	Environmental Management	Environmental Policy	In our Environmental Policy , we set forth our commitment to the protection of the environment in which we carry out our activities. For further information about our management refer to: 4.1 Environmental Management . On our website you can also find information about our commitments and our contributions to the environment .
G.03.0002		Environmental Management System	Our Environmental Management System is certified and aligned with the ISO 14001:2015 standard and covers 100% of our operations. For further information about our management refer to: 4.1 Environmental Management
G.03.0003		Environmental Innovation Projects	Information is available in Table 61 . Environmental Innovation Projects.
G.03.0005		Environmental complaints	Information available in Table 60 . Confirmed Environmental complaints.

Code	Topics	Subtopic	Answer / Reference
G.03.0006	Ecoefficiency	Greenhouse gas emissions (Scope 1)	Information is available in Table 63 . Total GHG Emissions (tCO2eq) 2021– 2024
G.03.0007		Greenhouse gas emissions (Scope 2)	
G.03.0008		Greenhouse gas emissions (Scope 3)	
G.03.0009		Energy consumption	Information is available in Table 35 . Energy consumption
G.03.0010		Solid Waste Management	Information is available in Table 81 . Waste diverted from disposal, and Table 83 . Waste directed to disposal in metric tons
G.03.0011		Water consumption	Information is available in Table 76 . Water consumption
G.03.0012	Climate Strategy	Zero-emission commitment	Information is available in: Table 62 . Additional Information on Minera Poderosa’s Climate Action Approach.
G.03.0013		Climate Governance	We have a working group that is taking the first steps to address climate change. But in 2026, our Climate Action Plan is currently being developed to provide a comprehensive, detailed framework with objectives, short-term and long-term goals, strategies, and responsibilities. For further information about our Climate Governance, refer to: 4.2 Actions to address climate change, Working Group of Actions to Address Climate Change .
G.03.0014		Climate Change Strategy	We identify our climate-related risks and opportunities using a multidisciplinary approach. We have a Contingency Plan for rainfall, which includes a risk matrix based on climate-related effects. Every year, the controls and the required budget are reviewed and updated. For further information refer to Table 14 . Climatic risks identified, and Table 15 . Climatic opportunities identified.



Code	Topics	Subtopic	Answer / Reference
Social Dimension			
G.04.0003	Labor Practices	Employee Benefit Program	In Poderosa we provide the employee benefits required by law and current regulations to all our employees; these are detailed in the Internal Labor Regulations, which are provided to all our employees. Among the benefits for our employees, we have: • Annual vacation period (paid leave) • Legal bonuses • Severance payment • Paid extra hours • Maternity, paternity, death, marriage and nursing leaves. • “Vida Ley” Life insurance policy • Contribution to the pension system We also provide additional benefits such as flexible working hours to extend maternity leave, and total and partial remote work. We are extending the duration of maternity and paternity leave by an additional 22 days. We offer wellness programs and physical activities through sports tournaments and active breaks. In addition, we offer advance payments and loans for health, education, and housing purposes. For further information about our benefits refer to: 5.1.6 Committed to the comprehensive well-being of our team
G.04.0004		Work Environment	In 2024 we conducted a work environment evaluation where we assessed the following dimensions: Culture and Values, Resources and Support, Communication, Compensation and Benefits, Leadership, Working Conditions, Talent Development, and GESTALT. The results of the assessment serve as input for the development of a work plan drafted in collaboration with the relevant departments and managed by our Workplace Climate Committee. The results are published and shared with our employees. Our committee meets periodically to follow up on the plans. As part of our Internal Working Regulation, we have communication channels for suggestions and feedback.
G.04.0005		Employee turnover rate	Information is available in Table 102 . Voluntary and non-voluntary turnover rate 2023-2025
G.04.0006	Diversity and inclusion	Commitments to diversity, equity, and inclusion	Our Equity, Diversity, and Inclusion Policy and the Guidelines for Managing Equity, Diversity, and Inclusion cover all aspects of diversity protected by law and have been approved by the highest governing body. We are committed to providing equal opportunities for work, growth, development, and support, as well as to fostering an environment that promotes respect and friendly treatment among all our employees. To fulfill our commitment, we have an equity, diversity, and inclusion plan in which we set goals, objectives, and designate the responsible area. In line with our initiatives, we have rolled out training programs for our employees. For further information about our commitments to diversity, equity and inclusion, refer to: 5.3. Diversity, Equity and Inclusion.
G.04.0007		Diversity and Inclusion Management	We have an Inclusion, Equity and Diversity Committee that leads initiatives related to diversity and inclusion management, such as training sessions and awareness workshops for all staff. Our committee held one session in 2025. As part of our recruitment and promotion processes, we use objective and equitable criteria to avoid bias through our Recruitment and Selection Procedure. For further information about our diversity and inclusion management, refer to: 5.3. Diversity, Equity and Inclusion.
G.04.0008		Gender and Age Diversity	Information is available in Table 94 . Breakdown of workers by gender and job category in 2025 and Table 96 . Total number of employees by age, gender and location 2025

Code	Topics	Subtopic	Answer / Reference
G.04.0009	Human Rights	Wage gap	Information is available in Table 131 . Ratio of minimum wage and wages for women and men by job/wage category 2025
G.04.0010		Commitments to Human Rights	In Poderosa, we are committed to respecting human rights throughout our entire operation. Through our Code of Ethics and Conduct we reaffirm our commitments. For further information refer to Chapter 7, section 7.3 Human Rights .
G.04.0011		Policy and Protocol on Harassment and Intimidation	Through our Sexual Harassment Policy , we are committed to establishing measures to prevent and address sexual harassment in the workplace. As part of our efforts to fulfill our commitment, we conduct training sessions and issue periodic communications to help identify behaviors that constitute harassment and applicable sanctions. We also have a procedure for reporting incidents that provides protection for whistleblowers and outlines the applicable penalties. Information available in 7.3 Human Rights
G.04.0012		Governance in Human Rights	Information is available in 7.3 Human Rights, section on Supervision and Reporting .
G.04.0014		Training in Human Rights	Information is available in Table 156 . Human Rights training by job category 2025
G.04.0015		Freedom of association and collective bargaining	Information is available in Table 117 . Freedom of association and collective bargaining of the entire payroll.
G.04.0016	Human Capital Development	Training and Professional Development	As part of our efforts to provide training and support professional development for our employees, we conduct competency needs assessments for our employees. This diagnosis is our main input in designing individual development plans and our training program. Training includes technical and functional topics such as courses on Safety, Environmental Management, foreign languages, and use of computer programs such as Power BI and Excel; soft skills topics, communication, leadership, and coaching. Our training programs have goals and objectives that allow us to measure the impact of the training and the level of satisfaction. For further information about our training courses refer to Chapter 5, Poderosa Team
G.04.0018		Hours and investment in professional development	Information is available in Table 112 . Employee training by job category 2025.
G.04.0019	Occupational health and safety	Occupational health and safety policy	We have an Occupational health and safety policy which is the basis for OHS in Poderosa. For further information about our policy, refer to: 5.2. Occupational Health and Safety Management
G.04.0020		Program for the Prevention of Accidents and Injuries	As part of our Occupational health and safety management, we identify associated risks through an IPERC Matrix, which analyzes and prioritizes risks with criticality criteria, based on our Identification of hazards, risk assessment, and determination of controls. In addition, our Annual Occupational Safety and Health Program sets out the annual objectives, goals, and indicators related to OHS. We also have action plans that include internal inspections and training for employees. As part of our emergency preparedness and response actions, we carry out periodic training detailed in our Emergency Preparedness and Response Plan. We have an occupational health and safety committee which is updated according to the current regulations. As part of our responsibilities, we have access to services, facilities, and staff trained in first aid and medical care. We also have procedures in place for transporting patients to local health centers in the event of medical emergencies. Finally, we have obtained certification for our operations in line with ISO 45001. For further information about our OHS management, refer to Chapter 5, 5.2. Occupational Health and Safety Management.

Code	Topics	Subtopic	Answer / Reference
G.04.0021	Occupational Health and Safety	Promoting Health and Well-being	As part of our health and wellness initiative, we provide occupational health exams for our contractors and employees. We also assess and implement measures to prevent ergonomics related illnesses. We conduct training sessions to prevent mental health risks and promote physical health and a balanced diet through various initiatives. For further information, refer to section 5.2. Occupational Health and Safety management, Health and Safety services .
G.04.0022		Fatal accidents	Information available in Table 122 . Fatal accidents by type of employee 2022-2025.
G.04.0023		Lost Time Injury Frequency Rate (LTIFR)	Information is available in Table 123 . Lost Time Injury Frequency Rate (LTIFR) by type of employee 2022-2025.
G.04.0024		Lost Time Injury Frequency Rate (LTIFR)	Information is available in Table 124 . Lost Time Injury Frequency Rate (LTIFR) for employees and non-employees (contractors).
G.04.0027	Management of stakeholder groups	Donations to stakeholders	Information available in Table 53 . Monetary and in-kind social contributions 2024-2025.
Sector Dimension			
S.01.0027	Ecoefficiency	Emissions of polluting gases	Information is available in Table 73 . List of Pollutants.
S.01.0028		Industrial Waste Management	Information is available in Table 83 . Waste directed to disposal in metric tons.
S.01.0031		Water extraction and discharge	Information available in: Table 78 . Water discharge
S.01.0033	Biodiversidad	Commitments to biodiversity	Information is available in 4.6 Respect for biodiversity, our commitment to stop and reverse biodiversity loss . We use the 2050 Objectives and the 2030 Goals as our foundations.

Code	Topics	Subtopic	Answer / Reference
S.01.0034	Biodiversity	Biodiversity Management	We conduct environmental impact studies to identify the ecosystem services near our operations. These studies establish programs with goals, objectives, and timelines to reduce our impact on the environment by implementing prevention, mitigation, and restoration measures. In addition, we conduct periodic biological monitoring. For further information about our biodiversity management, refer to section: 4.6 Respect for biodiversity, Protection of our valuable natural resources .
S.01.0036		Tailings management	Information is available in Table 87 . Tailings management details.
S.01.0040		Artisanal and small-scale mining	We have identified the presence of artisanal miners, particularly those who are within our direct area of influence; they are a priority focus of our attention. Our commitment focuses on preventing and mitigating the adverse impacts on people, human rights, and the environment that may arise due to the growth of informality in the sector. For further information refer to section: 3.12. Formalization of artisanal miners .
S.01.0041		Local employment	The hiring of skilled workers is handled by the HR department in the case of non-skilled workers, this is done in coordination with the communities, to promote local employment for different infrastructure works such as channel improvement, civil works, etc. Through Asociacion Pataz, Poderosa's NGO, we have a business plan where we train the population to build their skills on farming businesses, sale of services, handcraft, sale of small animals, to improve the life quality of the dwellers, seeking economic alternatives to improve their basic income in the communities . In 2025 4 business plans were funded through Asociacion Pataz: one Spa (Campamento), One coffee shop (Zarumilla), Organic fertilizers (CODECO Nimpana), bee honey (Suyubamba). The objective of the business plan is to build the entrepreneurial skills of the participants and provide seed capital so that the beneficiaries can generate their own income. 49.49% of our employees are residents of the La Libertad region, where we conduct our operations. Information is available in Table 95 . Total number of employees by type of contract, gender and location 2025.



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Independent Limited Assurance Report.

(GRI 2-5)



INDEPENDENT LIMITED ASSURANCE REPORT

ON SELECTED GRI DISCLOSURES INCLUDED IN THE 2025 SUSTAINABILITY REPORT OF

COMPAÑÍA MINERA PODEROSA S.A.

Responde S.A.C. (hereinafter, "Responde"), an independent sustainability consulting firm, was engaged by Compañía Minera Poderosa S.A. (hereinafter, "Poderosa") to perform a limited assurance engagement in accordance with International Standard on Assurance Engagements ISAE 3000 (Revised) over selected GRI disclosures of the Sustainability Report covering the period from January 1 to December 31, 2025 (hereinafter, the "SR2025"), prepared by the organization.

Scope of the assurance

Our work was limited exclusively to the verification of the following disclosures prepared in accordance with the GRI Standards:

- GRI 203-1 – Infrastructure investments and services supported
- GRI 302-1 – Energy consumption within the organization
- GRI 303-4 – Water discharge
- GRI 303-5 – Water consumption
- GRI 306-4 – Waste diverted from disposal
- GRI 306-5 – Waste directed to disposal
- GRI 401-1 – New employee hires and employee turnover
- GRI 403-9 – Work-related injuries
- GRI 405-1 – Diversity of governance bodies and employees

Our work covered only the disclosures listed above. No assurance was provided over any other information included in the SR2025.

Suitable criteria

The criteria used by Management for the preparation of the assured disclosures correspond to the applicable GRI Standards and the organization's internal procedures for data collection, consolidation, and reporting.

Management's responsibility

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Management is responsible for the preparation and fair presentation of the selected GRI disclosures included in the SR2025 in accordance with the criteria described above.

This responsibility includes designing, implementing and maintaining internal controls necessary to ensure that the information is free from material misstatement due to fraud or error.

Management is also responsible for the integrity, accuracy and consistency of the reported data and for providing the information and documentation required during the assurance process.

Our responsibility

Our responsibility is to express a limited assurance conclusion based on the procedures performed and the evidence obtained. We conducted our work in accordance with ISAE 3000 (Revised).

A limited assurance engagement involves less extensive procedures than a reasonable assurance engagement; accordingly, the level of assurance obtained is lower. The procedures performed do not constitute an audit or review of financial information, and therefore we do not express an audit opinion.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our conclusion.

Independence and quality control

We have complied with the applicable independence requirements and ethical principles, including integrity, objectivity, professional competence, confidentiality and professional behavior.

We also maintain a quality control system in accordance with applicable professional standards.

Procedures performed

The procedures included, among others:

- a. Assessment of the scope, relevance and completeness of the assured disclosures.
- b. Understanding of systems and tools used for data collection, processing and reporting.
- c. Review of policies, internal procedures and supporting records.
- d. Selective testing of reported data through sampling and inspection of source documentation.
- e. Assessment of data consistency and analysis of significant variations.
- f. Review of calculation methodologies.

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- g. Overall evaluation of the presentation of the information, with emphasis on clarity and consistency.

Inherent limitations

Because of the nature of a limited assurance engagement, there is an unavoidable risk that some material misstatements may not be detected. Our work did not include independent verification of all internal control systems or exhaustive validation of all source records. Non-financial information may also be subject to interpretation, estimates and assumptions.

Conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the selected GRI disclosures included in the SR2025 have not been prepared, in all material respects, in accordance with the suitable criteria.

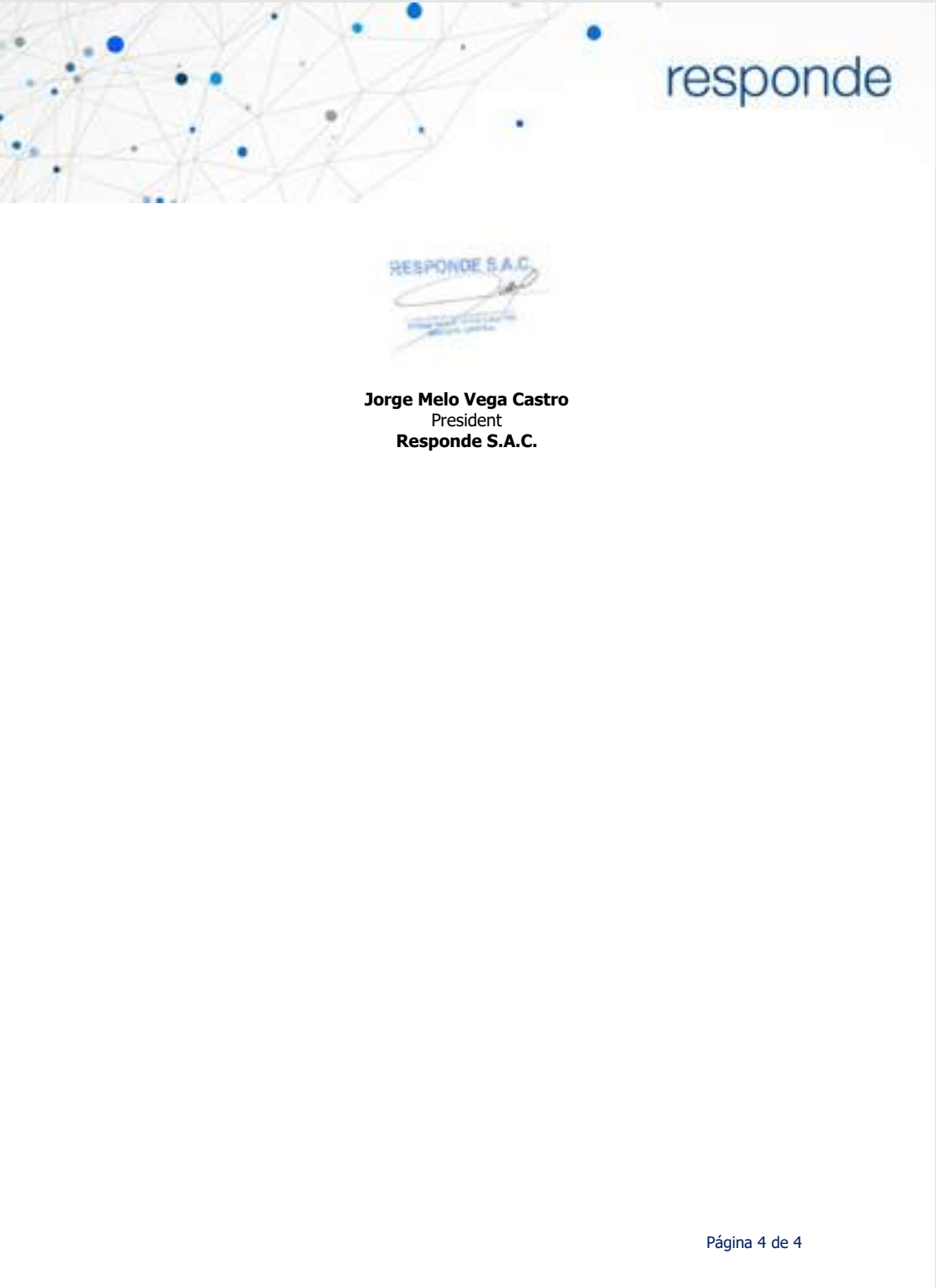
Opportunities for Improvement

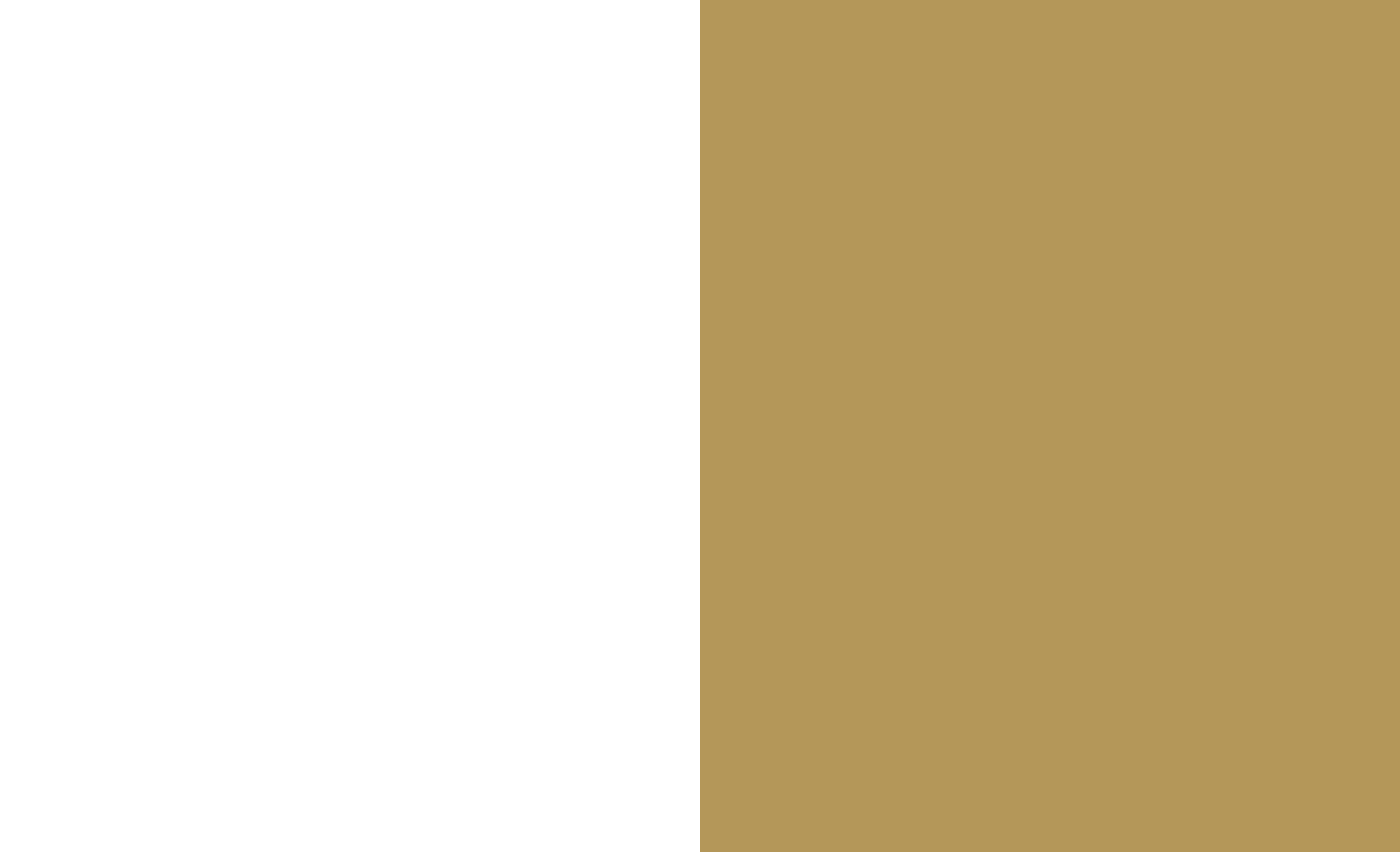
- 1. Strengthen the integration of information management systems and digital platforms so that calculations and data consolidation are generated directly from those systems, reducing reliance on external spreadsheets.
- 2. Include methodological notes explaining changes in calculation criteria or indicator classification to ensure year-on-year comparability.
- 3. Continue strengthening internal control mechanisms related to the collection and validation of non-financial information.

Restriction on Use

In accordance with the terms of our engagement letter, this report has been prepared solely for Compañía Minera Poderosa S.A. in relation to its 2025 Sustainability Report and should not be used for any other purpose. To the fullest extent permitted by applicable law, we do not accept or assume responsibility to any party other than Poderosa for the contents of this report, except where expressly agreed in writing.

Lima, March 23, 2026







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