



Miski Mayo

We help the world grow
the food it needs



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INSTITUTIONAL REVIEW 2023



Miski Mayo



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Message from our Director – President



Message from our Director – President

In my first year as Director - President, it is a privilege to present our institutional review for 2023. It was a year full of challenges that once again tested our ability to adapt, change, and constantly improve, maintaining our firm commitment to the safety and well-being of our collaborators as well as the sustainable development of Sechura, actions that have allowed us to reach essential achievements that fill us with pride and satisfaction.

During last year, our operational performance was very notable, reporting records in both production and sales, surpassing the previous period's figures. These achievements were possible thanks to the commitment and determination of our team to make things happen.



“ The positive results of 2023 are also closely related to the safety work that we promote, always aligned with our main value Life first. ”

We know that our staff is the Company's fundamental pillar, so we constantly promote various actions and campaigns to maintain our high safety standards during all our activities and projects. A reflection of this is the recognition we received from the Mining Safety Institute (ISEM) as the “Safest Open Pit Mine in Peru,” which honors us by reflecting our commitment to safety as a value inherent to each person at Miski Mayo.



Focused on this objective, our Safety, Health and Environment (SSMA) area led the implementation of our Integrated Corporate EHS Management System, which is aligned with the vision of our Mosaic corporation. Additionally, we implemented the “Life Saving Rules” as the first big step to standardize our processes and programs with what was established by our Mosaic corporation. Another factor that has made 2023 a positive year is the closing of our 2023-2026 Collective agreement, which was carried out in just 4 months. After a negotiation where constructive dialogue and transparent communication prevailed, we signed this collective agreement for three years with our Workers' Union (Sindicato Único de Trabajadores), contemplating sustainable benefits in favor of all our staff. These benefits are complemented by many other actions that we have been implementing in 2023 to ensure more excellent and better well-being conditions for our staff.

We have also strengthened our corporate Diversity and Inclusion program, taking great steps that aim to achieve our global corporate goals by 2030. Among the most notable initiatives I can mention the launch of our “Employee Inclusion Networks” and the development of programs internally and in the community that promote equal opportunities for women, encouraging their participation in the mining industry, such as our “Women Operators” program that was executed with the involvement of women from Sechura, who learned to drive dump trucks from scratch and some of them currently already work in our operation through one of our contracting companies.



This and other activities make evident our positive impact on the community where we carry out our operations, both in the economic and social spheres.

In compliance with our contractual commitments with the State and the Community, we continue to contribute to the economic development of the province of Sechura and the Piura region, generating significant contributions that amount to 1,340 million soles from the beginning of our operation to date, between the payment of income tax, royalties, operational rights, the cost to the San Martin de Sechura Community Foundation for the freedom of usufruct and the delivery of fertilizers to the Community. An important contribution that provides regional, provincial, local, and communal

authorities with the necessary resources to develop large-scale projects and works to improve the quality of life of people from Sechura.



“ Our social contribution is also reflected in the various Social Responsibility programs that we promote under our multi-actor approach. ”

Under our multi-actor approach, we encourage the joint participation of our Company, the State, and the Community to join forces and contribute with sustainable actions for the benefit of the population of our direct area



of influence. Our programs cover activities for health, education, livestock, agriculture, environmental care, fishing, women's empowerment, strengthening of local governments, road safety, youth participation, citizen security, employment promotion, infrastructure improvement, and more.

At the beginning of this year, given the difficulties that arose due to Cyclone Yaku and the El Niño Phenomenon, we continued working as strategic allies with the authorities and the population. Our participation, as well as that of our contractors and Mosaic Corporation, was key to addressing the needs arising from the State of emergency, demonstrating our ability to work together.

Another essential factor to highlight is the significant impact of the Social Fund of the Bayovar Comprehensive Project (FOSPIBAY) in the Sechura province. We are proud that our Company is the main contributor to the fund, contributing 97.8% of the total in 2023. Due to these resources provided since the beginning of our operation, 73 large-scale projects have been executed to date, and more than 40 are in execution, having served different sectors such as health, productive development, education, water and sanitation, electrification, road access, and connectivity.

The good results we have obtained this year, which are reflected in our economic contributions, are possible thanks to the work of our people, who optimize and constantly improve various processes and equipment. This has allowed us to reach historical records in both production and sales.

All these actions respond to a Transformation process that began five years ago, generating changes, giving exceptional value to the ideas and contributions of each collaborator, promoting efficiency and effectiveness, and making everyone a protagonist of the significant change we have lived in this time. A five-year period that we could not let go unnoticed. For this reason, we held our first Recognition Convention, rewarding the most outstanding transformation projects in Digital Transformation, HSE (health, safety, and environment), Cost Reduction, and Production Increase.

Simultaneously, we held our first Innovation, Technology + Diversity and Inclusion Fair, which included recognized companies and institutions that have been developing innovative projects with the latest technology. We took advantage of the space to disseminate relevant information about our programs developed as part of our policy with our collaborators and contractor companies through our Diversity and Inclusion stand.



“ It has been a year with outstanding achievements and experiences that allow us to continue growing and evolving. ”

The institutional memory we present today is evidence of the successes achieved thanks to the joint efforts of each person in the Miski Mayo family. We hope this document may prove our commitment to safety, excellence, and sustainable development and inspire us to continue working together toward an even more promising future.



Marilza Carneloz
Director - President

We are Miski Mayo



We are Miski Mayo

2.1. Main milestones over time

We remember our past and look to the future optimistically because we know that each step is one more step toward achieving excellence. Each milestone we have experienced demonstrates commitment and teamwork to make things happen.

2005

In March, through an international public tender, Proinversión awards the Bayóvar project to Miski Mayo, a subsidiary of the company Vale Rio Dolce. The contract was signed on May 5.

2006

The first exploration works are carried out in the Bayóvar 2 concession with the authorization of the Ministry of Energy and Mines.

2008

Various training programs are initiated to train residents of the area as heavy machinery operators and training programs to strengthen local suppliers.

The first stone was laid with the participation of the Former President of the Republic Alan García Pérez.

2009

Construction of the Mine, Concentrator Plant and Port infrastructure begins.

2010

The partners that formed Compañía Minera Miski Mayo S.R.L. were Vale (40% of shares), Mosaic (35% of shares) and Mitsui (25% of shares). We officially began our operations on July 10.

2012

The development of our important Forestation project begins by planting 35 thousand carob and sapote seedlings in 350 hectares in Illescas, an area of the Sechura desert.

In September, certification was achieved in the Quality Management System under the ISO 9001 standard in the Phosphate Concentrate Shipping Service provided by our Port terminal.

2018

October: Aligned with our Mosaic corporation, we implemented the corporate Transformation process, an initiative that promotes corporate excellence.

2020

In July, We celebrated our first 10 years of operations, facing a complicated global situation such as the Covid-19 pandemic.

2022

In alignment with our Mosaic corporation, we officially implemented our corporate Diversity and Inclusion policy and program this year.

In August, we incorporated 4 electric buses into our operation, being the first Peruvian company with a fleet of 100% electric buses in mining for personnel transportation.

2023

Marilza Carneloz was appointed Director-President of Miski Mayo, assuming her role in June, being one of the first women in charge of a mining company in Peru.

2.2. Miski Mayo's Corporate Profile

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

Mission

Transform natural resources into prosperity and sustainable development.

Vision







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

Purpose

We help the world grow the food it needs.

Values


We share values that reflect our culture based on a solid policy of transparency and ethics.

-  Life first
-  We value who make up our company
-  Take care of our planet
-  Act right
-  Grow and evolve together
-  Make it happen


2.3. Highlights

 **+1,340 million soles** paid in taxes, tributes and contractual commitments since 2010

 **+218 million soles** invoiced to local suppliers from the beginning of the operation to date.

 **+50 million soles** invested since 2010 through our **Social Responsibility** programs.

 **695 direct co-workers** of Miski Mayo until December 2023.

 **59.56%** of our workforce belongs to the **province of Sechura** and La Unión district and 79% belong to the Piura Region.



Our operational performance in figures



Mine

89,716 kt
total movement



Concentrate plant

4,339 kt
of phosphate
concentrate produced



Dryer Plant

4,659 kt
of dry phosphate
concentrate produced



Port

4,624 kt
of phosphate
concentrate sold

2.4. Associations to which we belong and initiatives that we support



Our participation in the EITI

This entity is made up of representatives of the state, business, and civil society who seek to promote transparency in the payment and use of transfers made by extractive companies. Miski Mayo has been a commission member since 2014, and we encourage this transparency policy, which we believe is necessary to generate trust

We actively participate in the monthly meetings held with all the companies that are part of the Permanent Multisectoral Commission in Piura, which is chaired by a representative of the Ministry of Energy and Mines and includes the participation of the Regional Government of Piura, Provincial Municipalities of Piura, Talara,

Paita and Sechura as well as District Municipalities of El Alto, Vice, Tambogrande, Castilla and the National University of Piura.

In 2023 we also participated as panelists in the Presentation Forum of the V Regional Transparency Study 2019-2021.

The purpose of this decentralized commission is to contribute to the expansion and improvement of the transparency of the flow of resources transferred by the national government as canon and approved over canon, mining canon, mining royalties and right of validity, and on the destination and use that the responsible entities give to these revenues.



2.5. Awards and recognitions 2023

First place in the XXVI National Mining Safety Competition 2023 - Mining Safety Institute

In April, we obtained 1st place in the “Open pit mining” category, an award granted by the Mining Safety Institute (ISEM), which qualifies us as the safest open pit mine in Peru during 2022.

This achievement reflects the good work we have been doing at Miski Mayo, promoting good practices for safe work and, above all, putting into practice our main corporate value: **LIFE FIRST**, standing out from other mining companies.



Recognition of Good PRODUCE Practices - Category: Negotiable Invoices - Ministry of Production

We received recognition for implementing good practices to strengthen commercial and social ties with our suppliers through a system designed and developed by the Finance Management team. This practice, which includes automatic response systems, optimizes our processes to provide immediate liquidity to our suppliers through Factoring and Negotiable Invoices.



1st place in the VIII International Competition for Best Safety Practices - Mining Safety Institute

Our project “Linear fire heat detection system on conveyor belts” won first place. On the other hand, our contractor GH COIN obtained second place with the project “Selective tilting system for tritrains in the discharge chute”. The ISEM granted both outstanding recognitions.



Protege 365 Award - Pacífico

We obtained recognition for our outstanding health and safety management in 2022, awarded by the Pacífico insurance company. This achievement, which we also received in 2012, 2013, and 2018, reflects our commitment to the safety of all our co-workers.



Relevance of phosphate production



Relevance of phosphate production

The phosphate that is currently extracted in our operation has fundamental value in the economy and agriculture, since it is an essential component in crop fertilization. Consequently, it promotes global agricultural development, which is related to population growth and increasing food demand.

During 2023, the production of phosphate rock concentrate in Peru was significant due to several factors, one of them being the 11.9 million metric tons of phosphate rock extracted in Peru, which represents an 8.8% increase over comparison of the year 2022, according to data from the Ministry of Energy and Mines of Peru.

Our company remained the leading producer of phosphates with 99.9% contribution, and Piura, the region where we operate, remains the only phosphate-extracting region with 100% participation.

concentrate. This result notably influenced the increase in exports of non-metallic minerals from January to November 2023, reflecting a notable growth of 15.0% about the same period in 2022. This is only the case of Phosphate, the non-metallic mineral that achieved growth of 14.4%.

The more than 11 million MT of phosphate rock extracted allowed us to produce 4.6 million tons of phosphate

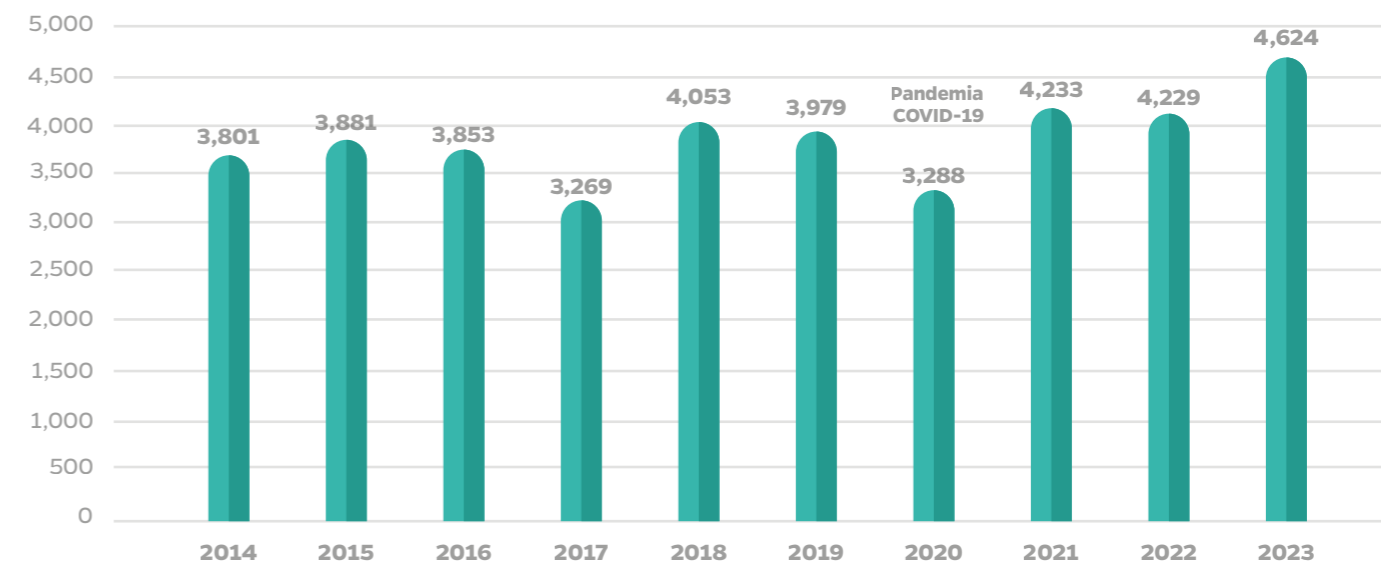
Non-metallic mining extraction*

EXTRACTED RESOURCE	JANUARY - DECEMBER		
	2022	2023	Var. %
Limestone/Dolomite (TM)	33,785,786	38,127,782	12.9%
Phosphates (TM)	10,954,831	11,920,187	8.8%
Concrete (TM)	5,510,374	5,477,433	-0.6%
Sand (coarse/fine) (TM)	1,661,991	2,110,771	27.0%
Stone (Construction) (TM)	2,727,036	2,040,083	-25.2%
Calcite (TM)	1,897,847	1,767,556	-6.9%
Clays (TM)	1,439,063	1,207,296	-16.1%
Pozzolana (TM)	1,373,620	1,132,850	-17.5%
Salt (TM)	1,093,559	1,008,624	-7.8%

*Preliminary Data

Source : Mining Management Directorate, DGM/ Consultation date: January 26, 2024
Elaboration: Mining Promotion Directorate, DGPSM

Sales of phosphate (kt)



■ Sale of phosphate (kt)

*Source: own elaboration.

The main destination of phosphate shipments was the United States with a 64% share of total shipments. It was followed by Brazil (22.4% participation), Argentina (5% representation), and other small-scale countries such as Mexico, India, Indonesia, Malaysia, and Chile.

Source:

Perú: consolidates its global copper production capacity (2023). Mining Statistical Bulletin (12), 8-10, 5185432-bem-dic_2023.pdf (www.gob.pe)



**Socio-economic impact
of Miski Mayo in Sechura**

Socio-economic impact of Miski Mayo in Sechura

Since we began our operations, we have promoted the sustainable development of the province of Sechura not only through strict compliance with our contractual commitments with the State and Community but also by promoting strategic alliances between the Company, State, and Community to generate joint actions in favor of the province of Sechura.



4.1. Contractual contributions and legal obligations

We contribute to Peru's socioeconomic development directly and indirectly through the taxes and royalties we pay to the State and the fulfillment of the commitments assumed through the Framework Contract.

These are important contributions that provide greater economic resources to national, provincial, and local authorities to finance or execute development projects for the benefit of the population located in our area of influence.

SECTOR	OBLIGATION / CONTRACT	FREQUENCY	TOTAL S/ (millions)
Initial consideration	Initial payment	One-time payment	9.8
Income tax	Legal obligation	Annual	824.1
Contractual royalties	3% of sales	Semestral	427.3
Right of validity	Legal obligation	Annual	37.9
San Martín de Sechura Community Foundation	USD \$500.00 (*) for right of usufruct, surface and easement	Annual	36.5
San Martín de Sechura Peasant Community	Up to 1,200 tons of phosphate rock or its equivalent in fertilizers	Annual	4.8

Total millions of soles S/ 1340.3

* This report considers the payments of royalties and income tax that correspond to the period 2023-II and have been made in 2024

Furthermore, since the beginning of our operations, we also complied with our legal obligations such as:

● Payment of the Regulatory Contribution to **OEFA: S/11,679 million** soles until 2023

● Payment of the Regulatory Contribution to **Osineergmin: S/16,037 million** soles until 2023.

4.2. Local suppliers and contractors

As pioneers in mining in the province of Sechura, we have promoted the development of local suppliers' services to align with the standards required in the mining sector since the beginning of our operation. Thus, until 2023, we have worked with **66** local companies, which have collectively

invoiced more than **218.83 million soles.**

In this way, we promote business development in the province of Sechura and the Piura region, generating direct and indirect employment that strengthens the local and regional economy.

s/218.83 millions

Total amount invoiced to contractor companies and local suppliers **2010 - 2023**

Miski Mayo, by promoting the hiring of local suppliers, does so in various services such as:

- Waste movement
- Textile manufacturing
- Property rental
- Training
- Minor general services
- Mechanical metal work
- Manufacturing
- Industrial cleaning
- Hardware Store
- Irrigation of roads
- Medical exams
- Signposting
- Transport of trucks and vans
- Grocery supply
- Communication services
- Printing and design
- Minor civil works
- Social projects and campaigns
- Office supplies

Social responsibility of contractors

Under our multi-actor Social Management approach, we encourage our contractor companies' direct and indirect participation and involvement in our Social Responsibility programs. In this way, they join as strategic allies to develop joint actions that promote the sustainable development of our area of direct influence



4.3. Interinstitutional agreements

At the end of the year, we have **23 agreements in force with 6 recognized institutions in the region** with the purpose of establishing alliances that allow us to continue our social responsibility work in favor of the community,

promote our social projects, and strengthen their institutional capacity to optimize, design, execute, and raise the quality of services and benefits for the benefit of people from Sechura.

Institutions



Sustainability



5.1. Safety



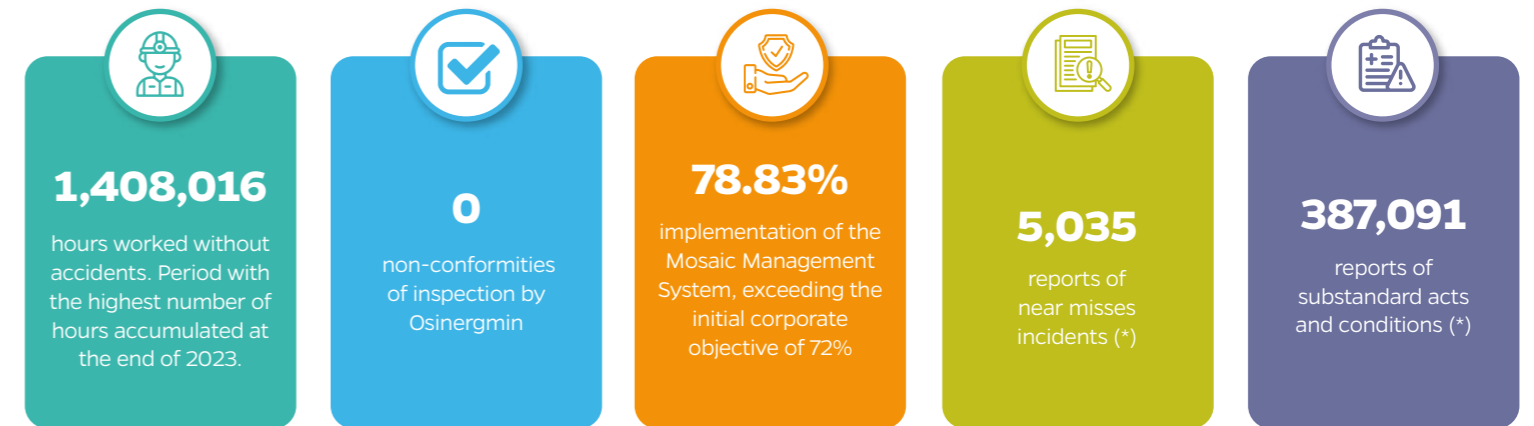
5.1. Safety

At Miski Mayo, safety is more than a priority, and it is our main value. Therefore, we put life first and constantly ensure the integrity of all our collaborators, promoting genuine and active self-care because we know that each one is essential to the success and sustainability of our operation.

Aligned with our Mosaic corporation, we have implemented prevention actions to reduce risks that allow us to have control and a quick response to any event that may put the safety of our team at risk.



Main indicators 2023



(*) These reports allow us to implement preventive measures in a timely manner and reduce the risk of accidents.

INTELEX: Remarks of L.E.G.O.

In compliance with the safety guidelines shared by our Mosaic corporation, we began using the Intalex Accident Management software with the L.E.G.O observations report, which means “Leaders Engage, Go Observe” and in Spanish ¡Líderes Involucrados, van a Observar!

Reports are generated through an application used by our department leaders to identify risks and recognize good practices in the field during regular interactions with staff. This allows the generation of a database of all the corporation's companies to have a global vision of the main risks in each location.

Life saving rules

All of our security procedures, policies, actions and rules have begun to be standardized at the corporate level to work in an aligned manner among all Mosaic Corporation companies. For this reason, in 2023, in Miski Mayo and throughout Mosaic, **the 9 life saving rules were**

launched based on safety standards, programs, and procedures that address the highest risk areas and the activities that historically have the highest risk. potential to cause accidents with serious injuries, providing simple and clear guidance to keep our safety and those around us safe.



MOBILE EQUIPMENT, VEHICLES AND SAFE DRIVING



WORKING AT ELEVATED LEVELS



LOCKOUT/TAGOUT



LOAD LIFTING



CONFINED SPACE ENTRY



PROTECTION OF MACHINES AND FENCES



WORKING WITH ELECTRICAL ENERGY



GEOTECHNICAL / SLOPE STABILITY



HAZARDOUS CHEMICALS

Safety standards

Based on the 9 life saving rules, we established requirements that apply to all areas to protect people when they carry out activities with a high-risk potential

The goal of clearly identifying these standards is to prioritize critical controls for timely management that ensures significant risks do not materialize. To ensure adequate management of these critical controls, 12 “Standard Protectors for Life” were appointed, whose permanent role is to plan, coordinate, and monitor the management of these requirements in coordination with leaders and work teams.



Mosaic Management System



Our Mosaic corporation implemented this Security Management System at the corporate level, aligning all the companies that comprise the Corporation. It includes 14 elements that everyone at Miski Mayo must remember to promote a healthy and safe workplace.

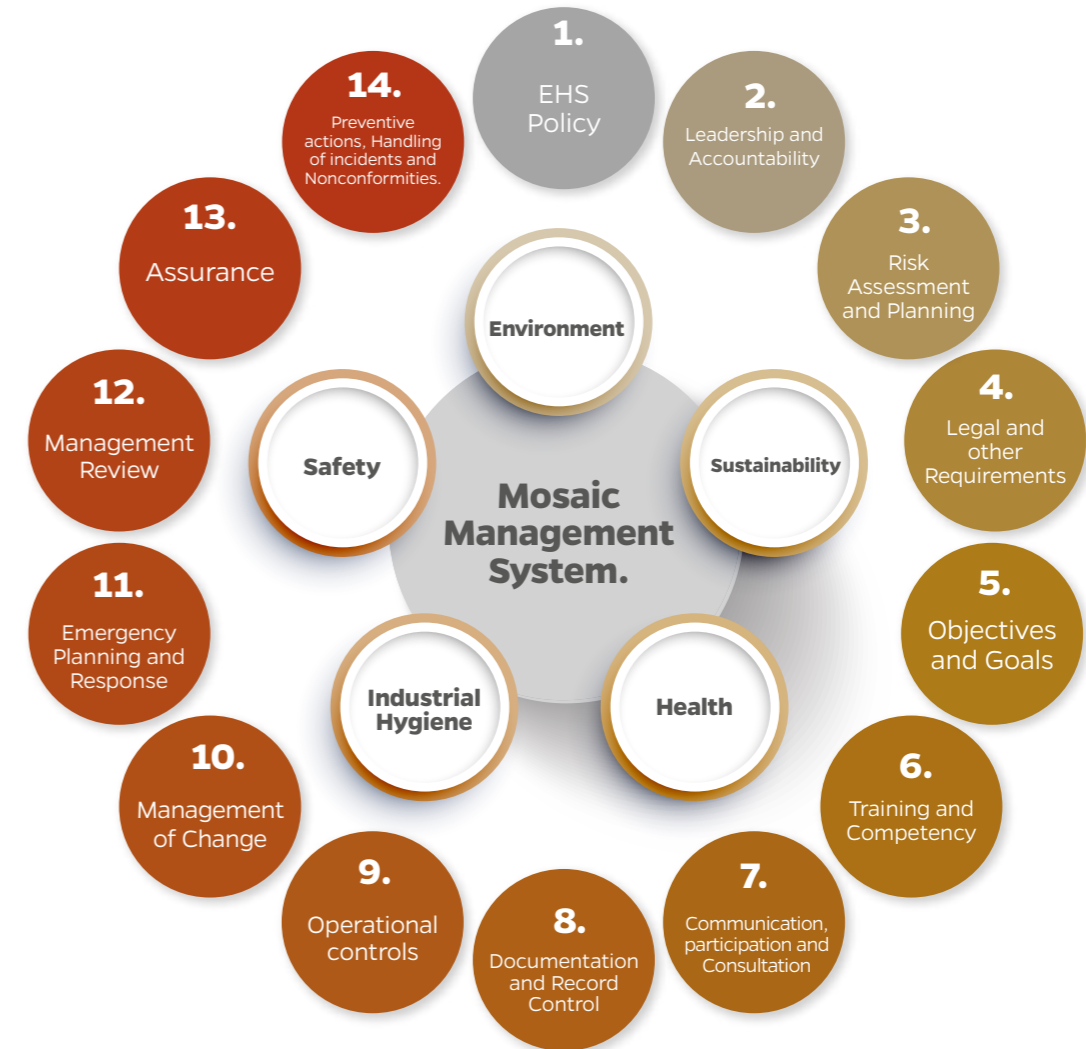
These elements have been implemented to:

- Ensure processes are in place to effectively manage Safety, Health and Environment risks.
- Comply with EHS legal requirements.
- Establish common minimum requirements and clarify expectations throughout the organization
- Simplify and clarify requirements and expectations and provide guidance on how to meet them.
- Standardize and consolidate policies and procedures.

Purpose of the Mosaic Management System



The 14 elements of the MMS are:



Implementation of the Anti-Fatigue System

We implement an anti-fatigue system to prevent accidents through early detection, monitoring, and real-time alarms of our operators' drowsiness and distraction. As a pilot project, cameras were installed in the cabins of 5-minute trucks. In 2024, the gradual installation of the system will be planned throughout the mine fleet, which consists of 22 units.

Our contractor, GH COIN, also implemented this system in the tritrain fleet in the Discharge, Dryer, and Port areas. The signal from the cameras is sent to the control center, where alerts are displayed, and preventive intervention in case of fatigue is coordinated.



Open Eye Inspections (IOA)

We continue to carry out the IOA, senior management inspection, and inspection of the 2023 Occupational Health and Safety Committee, with a high degree of participation from Managers from all areas of the operation and our Director of Operations, members of the committee representing the workers, who demonstrate their commitment, involvement and leadership in safety.



Recognition of compliance with the consequences policy

We reward our collaborators and leaders who stood out during each quarter of 2023, identifying and removing substandard acts and conditions and applying Safety Management tools.

Appointment of emergency brigade members

We delivered the certificates and distinctive vests to Miski Mayo's operational and administrative staff, who make up our company's emergency brigade. This team is trained to respond immediately to any emergency situation.



These actions reinforce our good security practices, focusing **on the well-being of our collaborators.**



PAR Meetings - Responsible Attitude Program

Our weekly safety meetings play a vital role in our commitment to the protection and well-being of our team. Every Thursday in 2023, we meet at the PAR Meeting to share statistics, opportunities for improvement, and good practices in an environment conducive to learning and reflection.

In addition, we run various safety campaigns on critical topics, such as fatigue and drowsiness, the launch of new rules to safeguard lives, the safety Champions League, the Integrated Management System and the end-of-year campaign.

Our PAR meetings each week were organized dynamically, ensuring the active participation of all attendees, including dynamics to encourage everyone's participation and ensure that every voice is heard.



5.2. Health

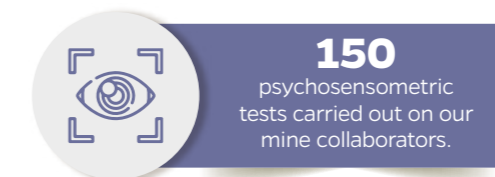
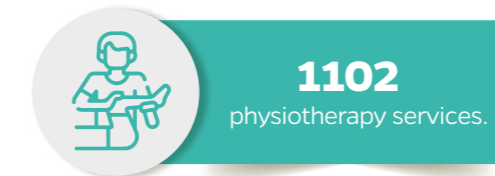


5.2. Health

The health of our collaborators is an absolute priority. That is why we strive to provide medical facilities in optimal condition, equipped with the appropriate equipment and highly trained medical personnel.



Main indicators



Recently, we have optimized our medical care capacity by acquiring new equipment such as a crash car to respond to emergencies, psychosensometric evaluation equipment, a multiparameter monitor for continuous monitoring of vital functions, an automatic defibrillator, and four devices for hygiene measurements.

In addition to these actions, we complement health care with the EPS benefit for our co-workers and their immediate families. This benefit allows them to access specialized medical care in different specialties in authorized clinics, not only in Sechura and Piura, but also in cities such as Chiclayo, Trujillo and Lima. We firmly believe that taking care of the health and well-being of our collaborators is essential to guarantee a safe, healthy and productive work environment.



Mental Health Plan

We provide psychological counseling services to all our collaborators with the purpose of offering resources, facilitating techniques and/or implementing appropriate therapies that help people manage feelings, thoughts and emotions. For this reason, in 2023 we will carry out 90 psychological consultations, 20 psychological relaxation workshops and 200 worker monitoring.

In this way, we seek to care for the health of our staff in a comprehensive manner, including their emotional, psychological and social well-being so that they can face the challenges of daily life adequately, counting on the important support of the company.



5.3. Environmental management



5.3. Environmental management

At Miski Mayo, our commitment to green mining is reflected in an operation that respects the preservation of the environment. Therefore, each of our actions aims to guarantee compliance with the commitments established in our Environmental Management Instruments.

Our approach focuses on the protection and conservation of natural resources, as well as the care of the area where we carry out our operations, promoting sustainable practices that ensure a harmonious balance between mining activity and the natural environment, thus contributing to the well-being of the communities and the sustainable development of the region.



Highlights

Seawater

0.60 m³ of desalinated water consumed per ton of wet concentrate produced.

The consumption of this resource during 2023 is within the authorized parameters. A slight increase was witnessed in the consumption of desalinated water used for the production process compared to 2022 due to the greater amount of chlorine present in the concentrate, which led to an increase in the use of this resource in the washing process

18,996,656 m³ volume of seawater extracted.

Sea water is an important element for our operation, it is present in a large part of the concentrate process. The volume extracted during the 2023 period complies with the permits obtained throughout our operation.

Energy

1.50 MWh* of energy consumed / ton of wet concentrate produced in the Concentrator Plant.

There was an increase of 0.49 MWh/ton in energy consumption in the Concentrator Plant due to an optimization in the Plant (Pump Upgrade)

Natural Gas

0.37 MMBTU** of natural gas consumption /ton of dry phosphate concentrate produced.



6.34 MWh of energy consumed / ton of dry concentrate produced in the Dryer Plant

We achieved a reduction of 0.11 MWh/ton of energy compared to the previous year, due to the optimization of the process, which decreased the ratio of energy consumption versus the production of dry concentrate.

A reduction in Natural Gas consumption was achieved by 5.4% compared to 2022, as a result of an optimization in the process that consisted of the calibration of components (burners) in our plant, the reduction in the percentage of inlet humidity and the Dryer operational standardization.



* Mwh It is a measure of electrical energy that is equivalent to 1.000 kilowatt-hours.

** MMBTU is an English measurement of energy (BTU: British Termic Unit), to determine the amount of energy provided by a fuel.

Solid waste management

We manage our waste through a Solid Waste Operating Company (EO-RS) authorized and registered by the Ministry of the Environment MINAM. This company is responsible for the collection, internal storage transportation, and final disposal of the hazardous and non-hazardous waste generated during our operation, which is subsequently disposed of in an authorized sanitary and/or safety landfill.

During 2023, we reduced waste generation by 7.98%, due to efficient use of resources and reduced staff presence in the operation due to the hybrid work modality.

The primary storage of waste generated in our operation is carried out in containers differentiated by colors defined by the Peruvian Technical Standard for Colors NTP - 900-058-2019.



Domestic wastewater management

We have four Domestic Wastewater Treatment Plants (PTARD) located in Mine, Tric Trac Camp, Dryer and Storage Area. These plants use a biological process of activated sludge to treat wastewater, converting it into water suitable for reuse and use in other activities such as irrigation.

These treatment plants are monitored by exhaustively monitoring both their operation and the treated effluent, obtaining results that comply with the maximum permissible limits determined by regulation D.S N° 003-2010-MINAM.



Likewise, we have different septic tanks that temporarily store wastewater from areas not covered by the plants to be later sent to them for treatment.

At remote points of the camp, we have chemical toilets in strategic workplaces. The wastewater from the chemical baths is sucked and transported to a Sludge, Wastewater, Domestic and Industrial Treatment and Reuse Plant, which has its respective Authoritative Registration of Solid Waste Operating Company (EO-RS).

Air quality

Since 2008, we have carried out air quality monitoring at different strategic points approved by our EIA. The results, duly reported to the competent authorities, are within the permitted levels, demonstrating that our operation complies with the current environmental regulations of Environmental Air Quality Standards without affecting the environment of the area where we operate.

Quarterly, we measure the emission of particles from our production process at 9 points close to our operational area. One of the points is located in Caleta de Puerto Rico itself, where each year the results are below the permitted environmental air quality standards.

Additionally, to avoid the generation of particulate matter in various areas of our operation, we consider the use of tanker trucks with seawater to irrigate access roads and different areas.



Irrigation with seawater achieves the compaction of our roads, reducing soil erosion due to the action of the wind, controlling the emission of particles into the environment, and avoiding the use of fresh water in this activity.



Environmental Education

Every year we comply with the execution of the Training Program for Environmental Management dictated by personnel from our Environment area, aimed at the administrative and operational staff of Miski Mayo, as well as contractors, with the purpose of raising awareness on environmental issues related to our operation, inform about our environmental policy, and guarantee compliance with our commitments and current environmental regulations. In 2023, a total of 566 workers and 942 contractors were trained, which represents 81% and 83% of the total personnel, respectively.



Weather Stations

We continued with the Station Maintenance and Cleaning program, which became vitally important in this period to have detailed data on meteorological conditions and carry out continuous monitoring of the rainfall results in our unit. The purpose was to provide feedback to the areas based on the conditions related to the El Niño Phenomenon and thus take the necessary precautionary measures against possible events.



Topics:



Carbon footprint

In 2023, we will begin to carry out the greenhouse gas (GHG) inventory of each area of our operation to identify the source and quantities in which it is generated. This information will allow us to identify opportunities to reduce emissions, which is important to contribute to the fight against climate change.

Monitoring results

We are currently executing the Environmental Monitoring Plan approved in our Environmental Impact Study in order to have data on the state of the environment around our operations. This information is used to improve our environmental management and covers environmental factors of air, seawater, river water, groundwater, noise, soil, flora and fauna, hydrobiological, among others.

The results obtained in each matrix during 2023 reiterate that our operations are friendly to the environment where we operate.



5.4. Our Social Management



5.4. Our Social Management

We act under our multi-actor approach, consolidating alliances between the Company, State, and Community with the primary objective of promoting the sustainable development of the province of Sechura. For this reason, we are proud to

contribute sustainable actions that directly benefit our area and influence and that are aligned with the Sustainable Development Goals (SDGs).

Likewise, we reaffirm our commitment to promoting the growth and well-being of the community that welcomes us, generating a positive and lasting impact on our environment.




5.4.1. Social Responsibility Programs

We are proud to lead a series of social responsibility programs that align with the Sustainable Development Goals (SDGs). These programs aim to contribute to the progress and well-being of the population in our area of influence.



Through strategic initiatives and concrete actions, we seek to address social, economic and environmental challenges comprehensively, promoting sustainable development and improving people's quality of life in the Sechura province.

More than **S/. 50 million** soles invested in social responsibility programs to improve the life quality of residents of Sechura.



Cyclone Yaku and prevention against El Niño 2023 Phenomenon.

During the first months of 2023, the entire coastal area of our country was affected by torrential rains caused by Cyclone Yaku, originating a series of floods and landslides, generating in turn an increase in cases of dengue fever in this northern part of the country. In the face of these events, Miski Mayo was no stranger to the ravages of nature and extended its unconditional support to the communities in the area of direct influence in the province of Sechura

In March and April, we were actively involved in the recovery of affected roads, road rehabilitation, and rainwater evacuation, and we provided logistical support with specialized machinery.

- Support with machinery for defense works in Bayovar -Chiclayo road.
- Suction of septic tanks in the School N°1053 in Playa Blanca.
- Recovery of walkability, conformation of defenses and desilting of accesses with machinery in the cove of Puerto Rico -Bayovar.
- Support with a cistern for rainwater evacuation in Parachique - La Bocana affected areas.
- Support with machinery for the construction of retaining walls in Playa Blanca and in DPA of Puerto Rico - Bayovar.
- Donation of fuel for the units in charge of recovering roads affected by the rains.



Actions through FOSPIBAY

In view of the emergency situation, as part of the board of directors of the Social Fund of the Bayovar Integral Project - FOSPIBAY - and main contributors, we support the initiative to approve a budget of S/800,000.00 (eight hundred thousand soles) to address the urgent needs of the affected areas and reinforce actions to improve access roads, neighborhood roads, recovery of connectivity in various affected areas, road conditioning and improvement plan for walkability, recovery of service conditions, improvement of sanitation and health, rehabilitation of minimum conditions of schools, to ensure a good start to school, attention to

the affected area of the desert population in isolation and vulnerability, among other actions. In addition, fumigation campaigns against dengue fever were carried out.



A budget of S/800 thousand soles was approved to address the urgent needs of the affected areas and reinforce various actions.



Support with machinery to create protection barriers against river overflow alerts -**km 6 of Cruceñito - Sechura**

Donation from our Mosaic Corporation

On the other hand, in view of the El Niño 2023 warning, our corporation Mosaic, majority shareholder of our company, joined the support efforts with a significant donation of US\$ 40 thousand dollars to be used for prevention, preparedness and response to this meteorological phenomenon. With this contribution we delivered various devices and materials such as 10 motor pumps, 10 PVC check valves, 200 meters of orange hose and 20 industrial clamps to the district municipalities of Bellavista, La Unión, Rinconada Llicuar, Bernal, Cristo Nos Valga and the Provincial Municipality of Sechura, thus demonstrating a comprehensive commitment to the welfare and recovery of these communities in the face of natural challenges.



Our Mosaic Corporation donated US\$40,000 for prevention, preparedness and response to this meteorological phenomenon.

The disaster risk management sub-management of the Municipality of Sechura also received 240 mosquito screens, 960 sheet metals, 500 repellents, 120 emergency backpacks equipped with first aid kits and 2,963 sandbags for distribution in areas of greatest need, identifying families registered in the Damage Evaluation and Needs Analysis files in the localities of Belisario, El Barco, San José, Tres Cruces, Nueva Esperanza and Bayovar.

The donation also included resources for health centers to combat the dengue epidemic, whose cases increased exponentially as a side effect of the rains.

In addition to what has already been delivered, Miski Mayo also managed, in coordination with the San Martín de Sechura Community Foundation, the delivery of seeds of hybrid corn, white corn, Castilla beans, lablaba, mung beans, carrots, beets, gherkin, tomato, coriander and lettuce, which were destined to farmers affected by Cyclone Yaku in order to support them in the recovery of their crops and, at the same time, their economic recovery.



Likewise, we took the corresponding measures within our operation to safeguard the integrity of our employees, as well as our contracting companies and our assets which were affected by the rain.



- We implemented an enterprise for people with physical disabilities, related to printing, photocopying, banding, spiral binding, etc., in order to generate a self-employment module for this group.



We worked together with **authorities and institutions** in the generation of a work plan focused on **tourism development in Playa Blanca and Puerto Rico.**

- In alliance with our contractor Sodexo, we contributed to the strengthening of Vaso de Leche committees in the province of Sechura, providing supplies, utensils and training to the mothers involved.
- We established an inter-institutional cooperation with DEMUNA for the promotion of the rights of children and adolescents in the province of Sechura, contributing with the implementation of a room, with logistic material and participating in the program "Crime and its consequences".



- We established inter-institutional cooperation with Centro Emergencia Mujer (CEM) Sechura, joining their awareness campaigns on domestic violence, providing logistical support and giving talks to the beneficiaries of our programs.
- We contributed to the dissemination and awarding of prizes to students participating in the Sociodrama contest with the theme "Approach Route: What I have to do in case of violence", where we gave out prizes such as tablets, mini speakers and backpacks with school supplies.



- We developed the third phase of the tilapia fattening pilot aquaculture project for the APPROTI association in Bernal, benefiting 21 members with the installation of a pond lined with geomembrane, installation of an aeration system, delivery of fingerlings, feeding and technical assistance to strengthen culture and marketing management.



120 artisanal fishermen were formalized thanks to our support and obtained their certification issued by DICAPI.



- We trained six associations of non-boat artisanal fishermen from Puerto Rico and Playa Blanca in thermal insulation of warehouses, in alliance with the Cite Pesquero of Piura and the National Fisheries Development Fund (FONDEPES).



We financed the study to determine the feasibility of implementing collective aquaculture monitoring stations in Sechura Bay, in alliance with Cite Pesquero of Piura.

- We contributed in the development of the Biomass study for the association of non-boat artisanal fishermen "Amigos de Bayóvar" of the Puerto Rico cove to obtain the corresponding sanitary permit that authorizes the extraction of hydrobiological resources.
- We developed the Occupational Health and Safety course oriented to the fishing industry for the artisanal fishermen of Puerto Rico and Playa Blanca, in coordination with the Cite Pesquero of Piura.
- We developed the first stage of the research pilot for octopus fattening in Puerto Rico Bayovar.



Transporters from Sechura, Parachique and Puerto Rico received training in prevention and road safety and fleet and motorized unit maintenance.

- We delivered road tool kits for outstanding participants in the training. This intervention was carried out with the Municipality of Sechura and the contractor Transber.



- Based on the inter-institutional agreement between Miski Mayo and the Regional Directorate of Transport and Communications Piura, we donated educational material for the development of awareness and sensitization campaigns on the importance of road safety in our region and specifically in the Province of Sechura, whose target audience were schools and carriers in our direct area of influence.
- In coordination with PROVIAS Nacional, we installed informative signage around the Bayovar roundabout to better orient drivers and prevent possible traffic accidents in this area.



1,141 residents benefited from **7 free medical campaigns** carried out in **Parachique, Puerto Rico, Sechura, Mala Vida and Playa Blanca.**

- We provided specialized care in general medicine, pediatrics, ophthalmology, dentistry, obstetrics, and psychology. In addition, we provided counseling from DEMUNA, free medicine, measuring glasses, dengue prevention talks, haircuts, physiotherapy and rehabilitation, among other benefits.



We trained **114 health professionals** from our direct area of influence in:

- "Update on metaxenic and zoonotic diseases and their impact on public health" and "Update on the initial management of patients in emergency situations". Actions carried out to strengthen and update their capacities to improve the quality of patient care services in the province of Sechura.



We equipped 9 health centers in the province of Sechura with medical materials and equipment in **Bellavista, Rinconada Llicuar, Cristo nos Valga, Bernal, Tajamar, Chusis, La Bocana, Sechura district and Puerto Rico Bayóvar.**

- We delivered medical supplies to 9 health facilities to treat cases of dengue fever.
- We financed general medical care at the Puerto Rico I-1 Health Facility, providing a total of 2,200 treatments.
- In alliance with NGO Tierra y Ser, we donated vitamin B for 3840 people in vulnerable situations: the elderly, children, pregnant mothers, belonging to 25 localities in the province of Sechura.





- We executed the project "Recreating Spaces" in alliance with the association Science and Environment (CIMA) of the University Life area of the University of Piura, in order to generate environmental awareness in students from 4th year of primary school to 1st year of secondary school of the School N°1053 of Playa Blanca, through the elaboration of eco-bricks using plastic waste.

- We executed the project "Mente Creativa" (Creative Mind) in alliance with the student association Cuenta un Cuento (Tell a Story) of the University Life area of the University of Piura. This project aimed to promote the habit of reading and the use of libraries among students of School N°15318 of Nuevo Parachique.



416 high school students received informative talks on **responsible and modern mining**.

- We promoted awareness talks on various topics such as environmental care and green mining. And in alliance with CEM Sechura, talks on strengthening skills and prevention of school bullying for a total of 122 students from Rinconada Llicuar, Playa Blanca and the National University of Piura.
- We supported school activities in Puerto Rico and Parachique such as: Delivery of logistic material and break in vocational orientation fair in Parachique. Delivery of prizes to UGEL Sechura (Tablets, backpacks and school supplies kits for kindergarten, elementary and high school winners in the different contests organized for the anniversary of the School N° 20208 of Bayovar. As well as medical examinations and transportation for 42 students who participated in school sports games organized by UGEL Sechura.





400 families benefited from the **10 cleanup campaigns** we carried out in **Puerto Rico, Playa Blanca, Parachique, Chulliyachi, Las Delicias, Sechura, Illescas, Matacaballo.**



- We held the "Generate your job" wood recycling workshop, with the participation of residents of Playa Blanca and students from School 20208 in the Puerto Rico cove. In the workshops, they learned to reuse wood and transform it into products such as beds, doors, gates, shoe racks, tables and other products that will allow them to generate income while generating a positive impact on the environment.
- We delivered containers and cylinders to contribute to the correct disposal of waste in the areas of Puerto Rico, Playa Blanca, Parachique, Constante, Las Delicias, Matacaballo and Chulliyachi.



We rehabilitated the restrooms at the Terrestrial Mini Terminal of Parachique with the delivery of painting materials, bathroom accessories, an elevated tank and other materials. In addition, we built a new septic tank for the proper functioning of the restrooms.



- We provided water to cattle associations in Illescas and Virrila throughout the year.



- We supplied fuel to the main groups of cattle patrols in Illescas for the units that carry out the work of monitoring livestock.
- We provided technical advice on fattening, training, inputs for the production of balanced feed, deworming campaigns and other activities for the benefit of 143 cattle ranchers from Illescas, Virrila, Playa Banca and the pig farmers of Puerto Rico.



We built and implemented an **agro-industrial module** in Playa Blanca, for the preparation of products such as **yogurt and chifles**, made by the cattle ranchers of this area.





EMPRE RURAL
AGRICULTORES



45 farmers from Belisario and El Barco are implementing a pilot project for the production and marketing of papaya, Chinese beans and watermelon, as part of the second phase of the "Innovation and entrepreneurship to improve the economy of families in the Sechura desert" experience, promoted by our company, under specialized consultancy hired for this purpose.



- We managed the intervention of Agroideas and Fospibay to finance the business plans for the productive reconversion of 14.7 hectares of soursop for export and the improvement of the goat meat feeding system of the Sechura Valley Organic Producers Agrarian Cooperative (CAPOVAS) created within our Rural Entrepreneurship program.



MISKI EDUCA
PROGRAMA SOCIAL



We developed **Useful Vacation** workshops for children in our direct area of influence, who developed skills thanks to the **mini-chef, drawing and painting and national folkloric dance courses.**

- In alliance with UGEL Sechura and through an institutional cooperation agreement for teacher training, the "Piura Regional History Diploma Program" was developed by the School of Higher Pedagogical-Public Education of Piura. This course benefited 40 basic education teachers in the areas of Social Sciences and allowed them to strengthen their educational skills by incorporating content related to regional history.



9 PRONOEIs were equipped with furniture in the localities of Vice, Letira, Becara, Rinconada Llicuar, Dos Pueblos and Sechura, in coordination with UGEL Sechura.

- We implemented furniture for a library in the School N°15318 - Nuevo Parachique and delivered books in coordination with our contractor GH-COIN.
- We participated as a jury and supported with prizes for the mental health mural contest organized by the Sechura Community Mental Health Center and UGEL Sechura, where students from seven school in the area participated.
- We delivered recreational games, structure and roof for School N°15360 from Belisario to UGEL Sechura. This donation was made in alliance with our contractor SEINCO, benefiting the entire student community in the area.



- In coordination with our contractor Sodexo and UGEL Sechura, we developed the healthy eating program for 398 students of School N°15318 de Parachique - La Bocana
- The participants received sessions on good hygiene practices and food handling, awareness on the importance of good nutrition, creative and innovative recipes with regional products and their nutritional value and finally, they participated in a gastronomic contest to conclude the workshops. In addition, the recovery of spaces within the school was promoted with the implementation of vegetable production areas.

Infrastructure improvement

- We donated materials for the reconstruction of the park ranger's office in the Virrila reserved zone, which was affected by the heavy rains caused by the El Niño phenomenon.
- We improved and reinforced the infrastructure of the roof and placed raschel mesh in School N° 2028 of Puerto Rico.



- We donated materials to the UGEL Sechura, for the construction and implementation of toilets in the School N° 724 of the Populated Area of Parachique.
- We delivered 8 drainage pipes for the repair of the impulsion line of the Puerto Rico - Bayovar creek, which suffered a rupture due to the rains in April, causing some discharges that reach the sea.



- In partnership with the Ministry of Labor's Employability Program, we provided support and advice to 30 Sechurans with welding experience to obtain their certification.



We financed the training of **60 young from Sechura** in technical courses

in basic engine maintenance, electromechanical maintenance, and welding processes, taught by SENATI.



In alliance with the specialized company **FUNDES**, we developed the training, accompaniment and initial orientation

for the homologation process of 25 suppliers in our direct area of influence. This program considered training and technical assistance so that these suppliers can adopt the technical and legal requirements required in the market of large-scale industries, also identifying opportunities to improve the business management practices of the participants.



FORTALECIMIENTO DE PROVEEDORES LOCALES





Fortalecimiento de Gobiernos Locales



In alliance with the **University of Piura**, we developed the program **"Capacity building for local government officials of the Province of Sechura"**,

which aimed to improve the performance of these officials, improving their management and leadership skills, as well as to provide, in a timely manner, reliable information to the senior management of their institution, to improve decision-making and the proper performance of management. This will allow the creation of added public value, resulting in a better provision of goods and services to the citizens of their jurisdictions. As additional components, a baseline for identifying the needs of each municipality and a proposal for intervention and follow-up for the four years of management 2023 - 2026 were worked on.



Visitas Guiadas

- **We conducted 7 guided tours of our operation, with the participation of 204 people from various institutions in our direct area of influence.** During the visit, we demonstrated compliance with our social and environmental commitments and shared information regarding the progressive closure of the mine.



Citizen safety



- **We performed the total maintenance of a patrol truck for the Puerto Rico police station** to improve surveillance conditions in the area.
- **We supported the Peruvian Army - Matacaballo Unit with habitability material (mattresses and bunk beds).**

Promoting the diversity and inclusion in the community

Our diversity and inclusion policy is also reflected in our community-oriented actions with one of our main programs that promotes the empowerment of women through entrepreneurship training to help their economic

independence. This year also highlights two major projects that have involved women from our direct area of influence, promoting equal opportunities through training and education.

- We promoted the strengthening of the poultry business in Cerritos, providing animals, food and equipment, including for the production of blood sausage, as necessary resources to optimize the conditions of the farm and the nutritional level of the children.
- We conducted cosmetology workshops for 30 women from Parachique, in partnership with our contractor GH COIN. In order to generate their own business.
- 30 women leaders from Bayovar and Sechura participated in the "Magic Women" program promoted by the Ministry of Energy and Mines (MINEM) and developed in Parachique. During three consecutive days they shared topics related to mining, empowerment, entrepreneurship, personal development and soft skills.



- This year we promoted the generation of self-employment among the women of Bellavista through baking workshops. The 30 women of different ages are already in the process of formalization to start a joint business.
- We implemented a dairy products and derivatives business in Tajamar, providing technical assistance and workshops to strengthen competencies with a focus on sustainability, offering them the necessary advice to maintain their business over time.
- We developed the second phase of technical training in bakery and pastry making for women entrepreneurs in Playa Blanca, perfecting techniques and introducing new products for sale.



Training program for female dump truck operators:

In alliance with our contractor GH COIN, we trained 9 women from Puerto Rico in the operation of dump trucks so that they can have a job opportunity at the mine through the contractor and thus contribute to their economic independence.

Their training process, which consisted of theoretical and practical modules, allowed them to acquire the necessary skills to operate the dump trucks. Thus, after several weeks of training, all the graduates began to work for the contractor GH Coin and are now performing their duties in the mine operations area of Miski Mayo.

Thanks to this project, we encourage more women to develop professionally in the mining industry, traditionally covered by men, thus demonstrating our commitment to inclusion.



"Women at the wheel" training program

We launched this important training program in light vehicles aimed exclusively at women in the area of Puerto Rico and Playa Blanca.

This program was organized in alliance with our contractor Peruvian Master in order to promote the inclusion of women in the driving of motor vehicles, generating new skills for them and making them eligible for future job opportunities.

A total of 31 women enrolled in the program received 100% practical instruction, and 12 of the most outstanding participants received the benefit of the process to obtain their A-I driver's license.



Volunteer actions

- We conducted through our Facebook page a series of talks on various topics of interest to the community, with the participation of professionals from private institutions and internal staff of Miski Mayo. Thanks to the intervention of Miski Mayo's internal staff, we developed face-to-face workshops for the benefit of students from universities and technical schools such as SENATI Sechura to reinforce the knowledge of young professionals.
- We made baskets with basic necessities donated voluntarily by our employees during internal events for our Integration event and Miners' Day. The baskets were delivered to low-income and vulnerable families identified in different areas of our area of influence.
- In order to promote awareness of the importance of caring for trees and the environment among young people, on Arbor Day we held a dynamic workshop with 28 students and teachers from the fifth year of secondary school at Baltazar Ramos Juarez Secondary School in the Rinconada Llicuar district.



Auspice and sponsoring

- As we do every year, we sponsored the 29th Anniversary of Sechura, offering the presentation of the renowned Peruvian artist Fabiola de La Cuba as a cultural show during the serenade.
- Farmers' Day: We donated agricultural tools for the benefit of farmers in the Rinconada Llicuar, Bernal, La Union, Bellavista and San Cristo areas, in commemoration of their day.



- Independence day and anniversary of Parachique: We conducted a medical campaign, hired the placement of a stage, speakers and decorations for the civic parade and gave prizes to students participating in contests organized as part of the celebration activities.
- Christmas Miski Mayo: we benefited 725 children with chocolate and gifts in the areas of El Desierto, Sechura, Puerto Rico and Playa Blanca in alliance with our contractors Sodexo, SHG and Tecnomina.



Medical care for the population close to the operation

As part of our commitment to the population closest to our operation, we also provide emergency care and service at our medical centers in Mina and Secado, through consultations, medical referrals, and rapid assistance. And in order to ensure that they are fast, since most of them are emergency situations, we have incorporated paramedic guards into the surveillance service so that they can provide support at the beginning of the care process.

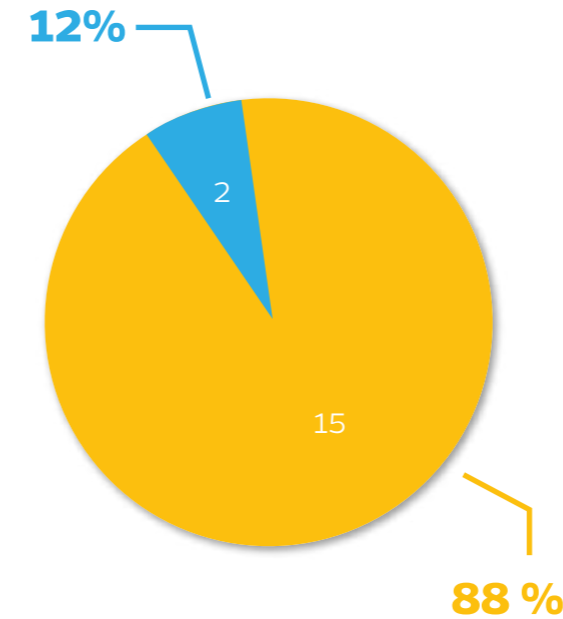


In 2023, our company provided more than **200 medical services**.

5.4.2. Handling claims

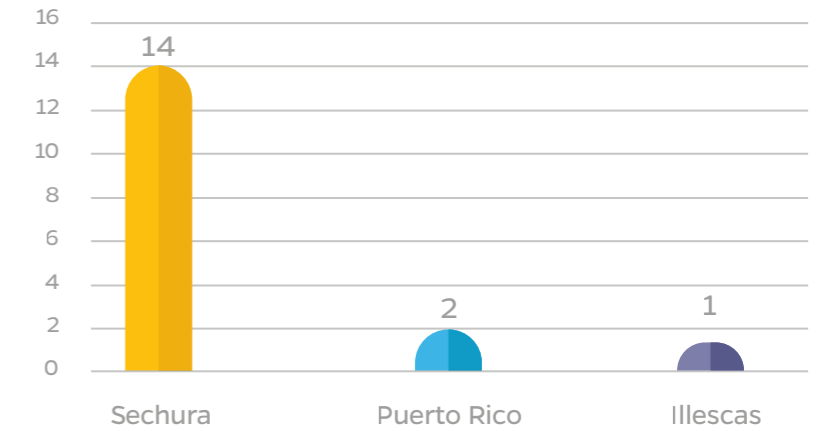
In our company, complaint management is an action of transparency and generation of trust with our stakeholders, as fundamental pillars of our company. Therefore, our goal is to address and provide timely responses to every

complaint we receive. Our established procedure allows us to address each request efficiently and effectively, ensuring that each concern is addressed with the seriousness and care it deserves.



■ Closed
■ In process of being addressed

Number of claims per place of origin



	Complaint or claim topics			
	Regarding payments	Livestock damage	Labor issue	Environment
Contractors	14	1	1	-
Miski Mayo	-	-	-	1



At the close of 2023, we received **17 complaints**, of which 15 were addressed and 2 were in the process of being addressed.



One of the contractual commitments that we pay to the State is the royalty payment for the extraction of phosphate rock. According to the Transfer contract, the established payment is **3% of our annual sales**, and this contribution is distributed as follows:

20% goes to a Trust Fund and

80% goes to the Social Fund of the Integral Bayovar Project (FOSPIBAY).

This fund was created to administer the resources given by the mining companies and invest them in social programs and projects that benefit the Bayovar Project's area of influence.

From the beginning of our operation until the end of 2023, our contribution has totaled more than **341 million soles.**

This contribution makes the existence of the social fund possible, since, as Miski Mayo, we are the main contributing company, contributing in 2023, **97.8% of the fund** considering the total contributions of the current contributing companies.

Thanks to the total contributions collected by Fospibay since 2015, have been implemented **73 large-scale projects** and 43 are in the process of implementation, for the benefit of the province of Sechura.



Among the 2023 projects, the following stand out:

 **Health**



- Following the devastation caused by heavy rains, a sanitation recovery plan was implemented in the province of Sechura, in close coordination with district authorities.
- A plan was implemented to reduce and prevent the spread of dengue fever, which included intersectoral strategies, community participation, home visits, brigades, among other interventions.



- Construction began on the "Human Skills Training Center for People with Disabilities", which will provide comprehensive care, rehabilitation and physiotherapy services, as well as labor therapy workshops for children and adults.
- Construction began on the "Comprehensive Center of Eldercare" in the La Primavera sector of the San Jose slum. It will include offices, modules, basic services, equipment and furniture.

 **Water and sanitation**



- A 190-meter-deep tubular well was drilled to collect water in San Cayetano de Illescas.
- A 120-meter exploratory well is being explored in the district of Bellavista to capture drinking water for consumption by the population.



 **Electrification**

- The installation of electric power and public lighting services was carried out in the Las Delicias slum in the district of Parachique, benefiting 150 families in the area.



 **Education**

- The school N°14093 Abraham Ruiz Nunura, located in Letira, district of Vice, was extended to strengthen the educational service. This work included the construction of modern classrooms with complete furniture for the secondary level, a roofed patio, and restrooms for primary and secondary students.



 **Productive Development**

- 30 agricultural associations in the San Martín de Sechura rural community are strengthening their productive and commercial capacities to optimize their yields and improve their competitiveness in the sector.
- 41 organizations have received technical assistance to strengthen their production chain in order to access the Compensation Program for Competitiveness - AGROIDEAS.
- The Economic Reactivation Program for Artisanal Fishermen and Mariculturists of Sechura Bay is being implemented in response to natural disasters. The program includes sanitary qualification of artisanal vessels, accreditation through artisanal fishing cards, delivery of patents for divers, and strengthening of financial capacities and sanitary management of the bay.



Our people

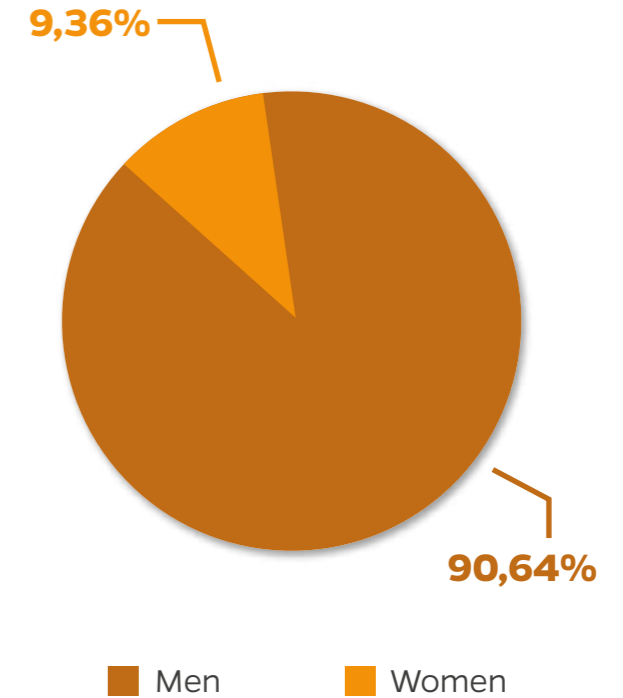


Our people

Our staff is the main driving force behind our success. Each one of them contributes to the development of his/her family, the province of Sechura and Peru. The well-being of our people is a permanent priority, so we work constantly to ensure a safe, healthy and stimulating work environment. We are committed to personal and professional development, seeking to provide opportunities for growth and training so that each member of our team can reach his/her maximum potential. Likewise, we value and appreciate all our staff, recognizing their dedication and commitment.



695 male and female employees on direct payroll at the end of December 2023.



59.56 % of our workforce is from the province of Sechura.



79.56 % of our staff is from the Piura region.



We currently have only 9% women in our workforce.

Joining the initiative of our Mosaic corporation, we are working on several actions to increase this percentage in the coming years, benefits and human well-being.



Closure of the Collective Bargaining Agreement 2023-2026

After several months of teamwork and constructive dialogue with our Workers' Union, we signed the 3-year collective bargaining agreement, which will be in force during the period 2023-2026 and considers improvements in various benefits for our workers. We are certain that these agreements will allow us all to remain focused on continuing to give our best in order to obtain good results, which will allow us to grow and evolve together.

Joint oncology insurance

Our employees and their families have a private oncology insurance policy that provides comprehensive coverage for the treatment and care of oncological diseases. This initiative reflects our commitment to the comprehensive well-being of our working family, providing peace of mind and support in difficult times.



Our oncology insurance coverage:

Diagnosis

Permanent and specialized counseling to cancer patients, advice on available procedures and treatments.



Treatment

100% coverage for oncological surgery, radiotherapy, chemotherapy and biological therapy.

Prevention

100% covered preventive checkups, designed to detect the disease in a timely manner.



Additional benefits

Bone marrow transplant, breast and nipple reconstruction, palliative care of the patient with terminal oncological disease, PET Scan and PET/ CT.

We are committed to guarantee the access to the best medical care and provide the necessary support to deal with any health problem with trust and safety.

Improvement of infrastructure and work conditions

In order to provide optimal spaces and comfortable and well-maintained housing conditions within our operation, we execute our annual maintenance plan that includes actions such as:

- Implementation of training tent and container for office use and storage of routine equipment of the drier operators. It included adequacy of furniture.
- Comprehensive maintenance of the soccer fields at Camp Central and Trictrac.
- Replacement of forty mattresses in the living quarters of the Central Camp and replacement of 41 cabins with full beds and screens in two-person rooms in two of the modules of the Tric Trac camp.



- Installation of a roof on the outside of the central dining hall to protect staff from the weather while they are waiting to be admitted.
- Implementation of a transportation office to improve working conditions for the contractor Civa.
- Construction of a new bus stop outside the port, made of noble material and metal structure with sheet metal, to protect employees who use public transportation.



- Repair and reinforcement of the roofs of all the administrative offices that were affected by the heavy rains during the alert period due to Cyclone Yaku and the El Niño Phenomenon.
- Complete implementation of breastfeeding facilities in the Piura offices, with air conditioning, minibar and screen in accordance with current legal regulations.
- Dining room decoration with decorative tables, music and cotillion for the celebration of representative days such as Labor Day, Mother's Day, Father's Day, among others. Additionally, a special menu and typical food is prepared, as the case may be.



Program of benefits

We implemented a program that in 2023 considered corporate discounts in businesses or companies in the areas of health, sports, restaurants, banks, universities and others. This program was extended to all our employees, including interns, who have been able to enjoy this benefit as direct employees of our company. It is worth indicating that these places are located in Piura, Sechura and some of them have offices in different places of the country.



6.1. Training and development

We are committed to strengthening the skills and technical capabilities of our employees by executing the following training programs:



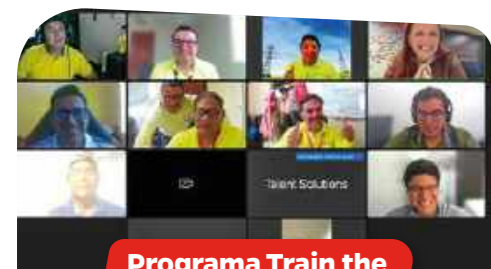
Operation of Natural Gas Plant

Technical training with practical sessions on the operation, control and maintenance of the Natural Gas Plant by a Bureau Veritas specialist. This course was developed after the activities carried out to ensure the proper operation of the equipment by the operating and maintenance staff of the Discharge, Dryer and Port.



Transforming leaders program

This program was aimed at supervisors, superintendents, managers and directors of the company to strengthen their leadership skills through workshops and coaching sessions. In this way, we support them in improving their performance in the management of their teams and provide constant monitoring to measure their development of soft skills and their evolution.



Programa Train the trainers

It is addressed to staff who fulfill the role of internal trainer as part of their functions. This program allowed them to strengthen their information facilitator skills to become a better trainer of their colleagues.



Draft survey

It is addressed to port shipping inspectors to complement their knowledge of the method used to accurately determine the weight of a cargo loaded or unloaded by draught reading.



Lifting

We recertify Maintenance, Port, Plant and Warehouse personnel in the handling of cranes and their loads to validate their knowledge, which is required for the operation of forklifts, manlifts, electric stackers and cranes.



Technical training in TECSUP

It is addressed to technical maintenance staff and mine drilling assistants in order to reinforce their knowledge to improve their level of performance in safety, quality and timing of the activities they perform in the assets installed in the operation, according to the discipline they perform.



Training in safety

As part of the implementation of Mosaic's Integrated System, different training processes were established, designed and improved, with the main focus on safety, health and environmental issues for all Miski Mayo employees.



Training in RIT and sexual harassment

Due to the update of our Internal Labor Regulations, in 2023 we disseminated the main points contained therein. We also disseminated one of the main updates regarding the rules on Sexual Harassment in the workplace.

6. Corporate policies



6.2 Diversity and Inclusion



6.2.1. Diversity and Inclusion

We continue on the path of making Miski Mayo a safer and more inclusive space where all people feel welcome, safe and respected. Aware of the challenges and changes that this commitment implies, in 2023 we have implemented different initiatives focused on promoting and strengthening the participation of women in our operation. This strategy is aligned with our long-term corporate objectives through 2030 and reinforces our commitment to diversity and equal opportunity in our company.



In this context, we openly shared our D&I strategy, highlighting the importance of the role that each of us plays in creating environments where all people can express themselves authentically.

These networks were formed for purposes aligned with Mosaic's corporate strategies and help us manage actions that address the needs and aspirations of diverse groups of employees.



Employee Inclusion Networks:



Launching of our Employee Inclusion Network (EIN)

At the beginning of 2023, together with all the companies of the Mosaic Corporation, we launched our six Employee Inclusion Networks, marking a significant milestone in our Diversity and Inclusion (D&I) strategy.

This event was materialized through a week-long series of conferences, panels and discussions, involving operational staff and leaders, in order to reach all of our people in a comprehensive manner.



Women



Generations



Veterans



Race and heritage



Pride



Diverse Abilities

Campaign of Self-identification: We are Mosaic

This campaign was also carried out globally across all Mosaic companies, representing an important step in our commitment to diversity and inclusion.

The main objective of this initiative was to allow each employee to share data about their identity, which will help us to better understand the demographics of our teams.

In this way, we will be in an optimal position to guide and continuously improve our benefits, programs, initiatives and policies, ensuring that they are aligned with the needs and expectations of all our employees.

It is important to note that all information provided by our staff is handled with complete confidentiality, guaranteeing privacy and respect for each individual.

Learning guides

To raise awareness among our employees and broaden their knowledge about diversity and inclusion, we implemented the Learning Guides on our Workplace platform, which they can easily access from their cell phones or computers.

This year, three topics were addressed at the corporate level: 1) Inclusive language, 2) Inclusive alliances and 3) Sense of belonging, which are part of Mosaic's Learning Moment initiative.



Program of female leadership "Inspire Woman"

Committed to promoting the development and participation of more women leaders in the mining industry, we took a significant step forward with implementing this program aimed at 15 women from different areas of the company.

The objective of this program was to develop in the participants the necessary skills to promote their growth, empowerment and formation as women leaders, providing them with workshops, both face-to-face and virtual, on emotion management, leadership style development, effective conversations, influencing with integrity, as well as coaching sessions for better self-knowledge.



Alliance with Women In Mining – WIM Peru

In order to continue incorporating good corporate D&I practice, we established a strategic alliance with WIM Peru, a non-profit association whose main objective is to highlight the participation of women in the Peruvian mining sector.

By this alliance, we participate in various activities aimed to reduce the gaps of gender and promote the inclusion in the mining industry:

- Organization of Conference "The Impact of D&I in companies", organized by Miski Mayo and with the participation of Graciela Arrieta - president of WIM Peru 2023 and leader of the D&I committee of the SNMPE.

- Participation in the International Conference "Inspira Peruana", organized by WIM Peru in order to inspire young Peruvian women to be agents of change and contribute to reducing gender gaps.
- Participation in the "Short-Term Planning and Fleet Management" Conference organized by young students of the Mining Engineering career of the National University of Piura, who belong to WIM Peru, where our Superintendent of Short-Term Mine Planning, Esmeling Cordova, participated as a speaker.
- Sponsorship of the 3rd International Congress of WIM Peru: Present and future of sustainable and innovative mining, with the participation of experts in environmental, safety, ESG and innovation actions in the mining industry.



Actions in the community

Our social responsibility actions are focused on promoting diversity and inclusion in the community, highlighting our Mujeres Emprendedoras (Women Entrepreneurs), Mujeres al Volante (Women at the Wheel) and Mujeres Operadoras (Women Operators) programs. In addition, we have established an alliance with the Ministry of Women to support its mission of preventing family violence and violence against women.

We actively participate in talks and disseminate messages in our social networks and external media to reach more people and raise awareness of this important issue.



6.2.2. Compliance

Miski Mayo has strengthened its Compliance policies and procedures, based on U.S. FCPA regulations, in order to prevent any act of corruption that could be committed by any employee of the company in relation to public officials. In addition, every year, as well as this year 2023, various trainings have been given to all staff to promote a culture of compliance. Thanks to these proactive measures, Miski Mayo has maintained an unblemished track record.

We also have Ethics Point, a channel for ethical complaints so that any conduct contrary to the values and principles promoted by our Company can be reported in a confidential and effective manner.

Everyone, whether or not they are employees of our company, can report any incident anonymously and confidentially, 24 hours a day, seven days a week by logging on to www.mosaic.ethicspoint.com or by calling toll free 0800-77-58.

Operations, projects and records



Operations, projects and records

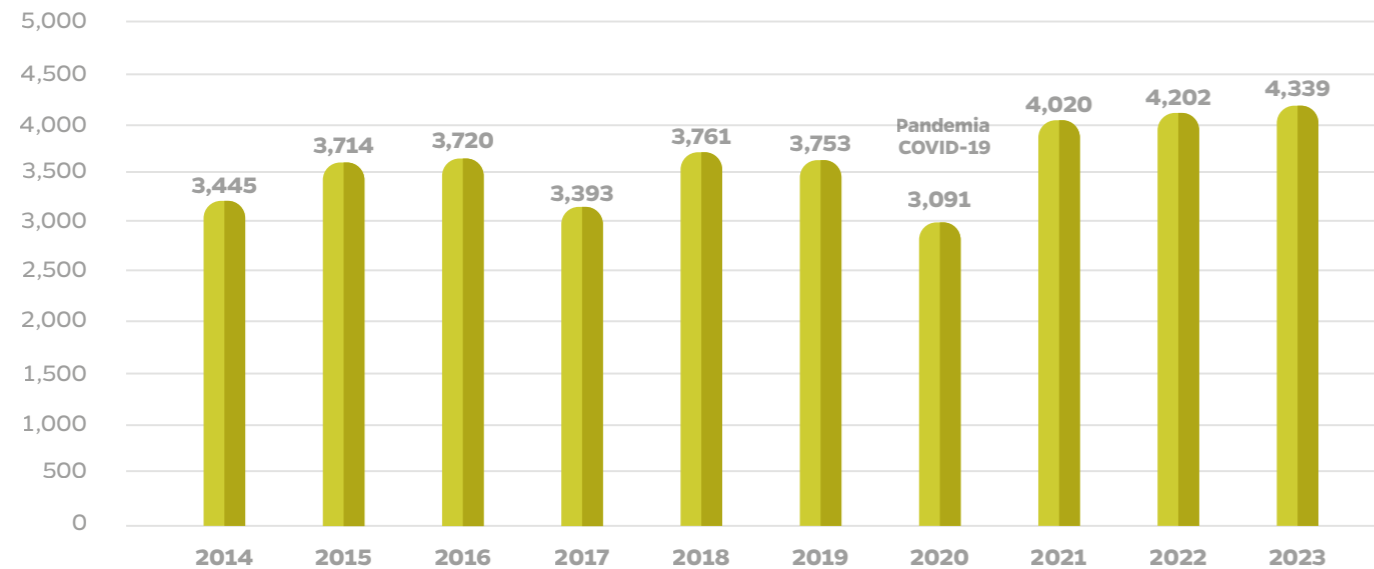
Our operating activities are developed in two large areas where we execute different stages of our process. Our project, called Bayovar 2, includes the mine where we carry out the mining exploitation and our Concentrator Plant, Water Desalination Plant, maintenance workshops, central camp and offices are also located.

Also, near the Puerto Rico cove, also in Bayovar and 32 km from the mine, are the Discharge, Dryer and Port (DSP) areas, where we also have offices and support areas. In the Port area we have our dock from where we ship our concentrate to the destination countries. In addition, this area also has a housing camp called "Camp Tric Trac".

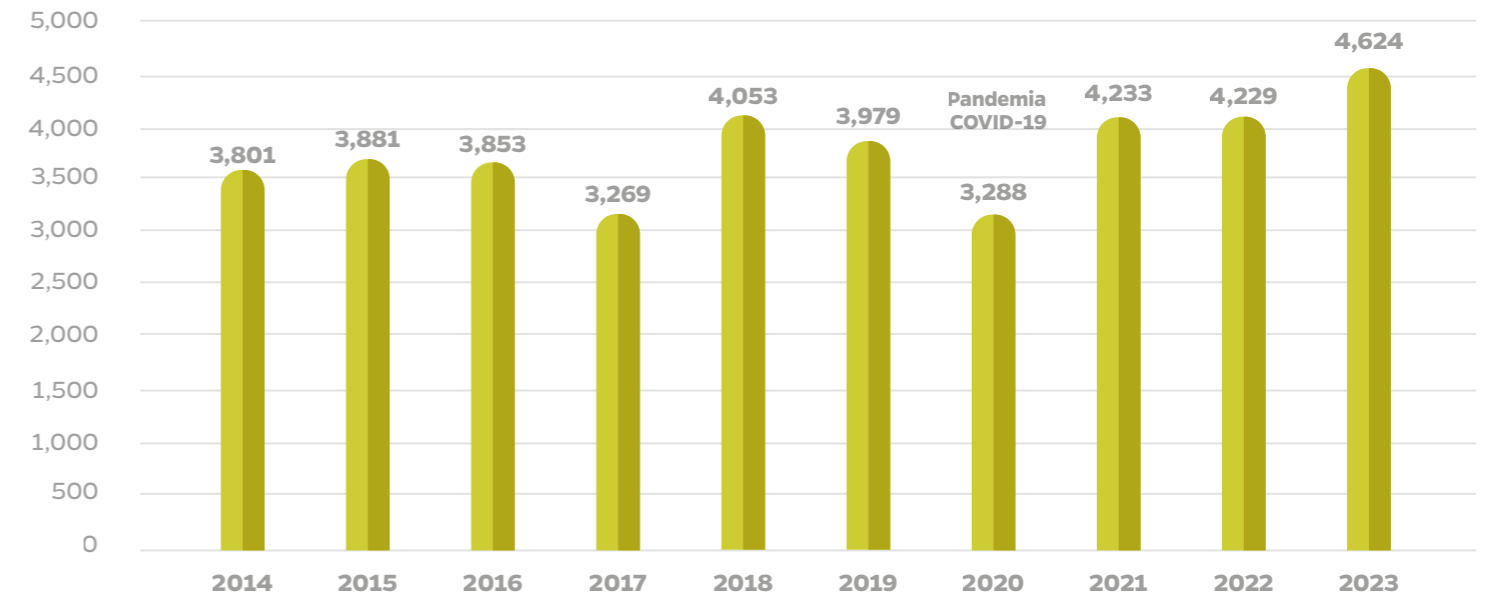
After 2020, a year that was affected by the COVID pandemic, we have managed to increase production in a sustainable and planned manner in recent years. This is due to the combined efforts of all areas of the company. In the operational area, the optimization of processes, the upgrade of equipment in the concentrator plant and the

dryer plant, the increase in mine production, optimization of preventive maintenance plans, among others, stand out. With this we have managed to position ourselves as the main phosphate extractor at the national level with 99.9% contribution.

Production of phosphate (dry kt)



Sales of phosphate (kt)



Sales in 2023 exceeded the previous year's sales by **9.4%**.



At Miski Mayo we consider that production in 2023 was successful by highlighting the following records achieved:

We achieved a record of material mined and shipped to the concentrator plant with a total of **11,903 tons** of ore, accumulating an average shipment rate of 990 kt per month.



We broke production records at the **Concentrator Plant (4,338,543 tons, +3%)** and **Dryer Plant (4,659,219 tons, +10%)** with figures higher than those obtained in 2022.



Our sales increased 9.4% with respect to the previous year, with **4,624,336 metric tons**.



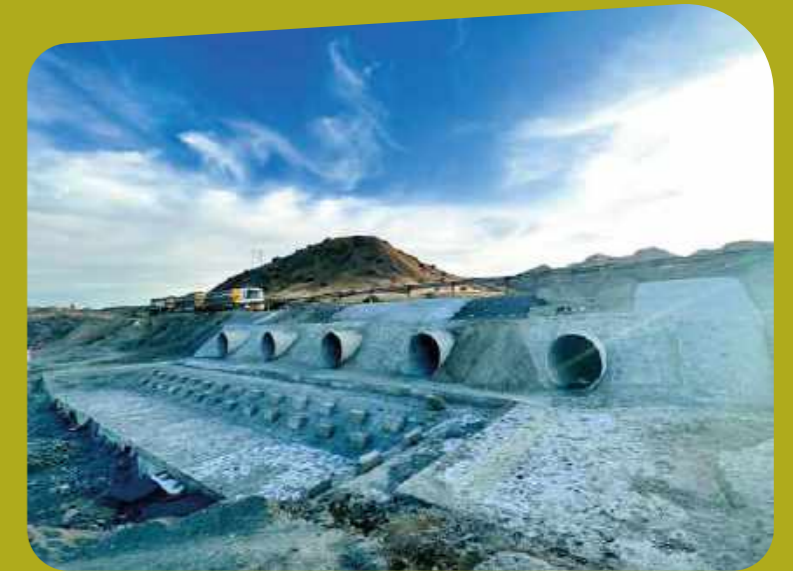
All these actions are done with **safety, innovation and teamwork**, bringing forward improvements and optimizations in each area.



Main actions and operational improvements

Prevention of El Niño 2023

In order to ensure the continuity of our operations and the protection of our human resources, we implemented measures to recover the facilities damaged by the effect of Cyclone Yaku, as well as to prevent possible impacts of the El Niño phenomenon in the first months of 2023.



We carried out an evaluation of damages generated, identifying critical points that could generate a stoppage in our operation, based on the water management study, thoroughly analyzing our facilities to identify the optimal options for drainage of rainwater that accumulates in the slopes.

The main works developed were the recovery of the platform of the transfer tower of the TR 5010 belt, the slope stability of the seawater pipeline in Port and the LPG pipeline in dryer plant and the protection of the seawater pipeline in the industrial road. The facilities in the 1090 area were also recovered and protected, such as the electrical substation and the access platform for maintenance of the TR 1090-01 belt.



We have improved a recovery plan for the facilities that starts in 2024 and will prioritize drainage works in the **DSP area**.

Drilling and surveying milestones

After 10 years, the LF90-1 Drilling Rig ended its operation period, with a total of 96 thousand meters drilled. Therefore, we started up the new LF90 drilling rig, called "Teobaldo Cruz", which will be in charge of continuing with short-term drilling.

This drilling rig has improvements such as an autonomous pipe coupling and uncoupling system, improvements in the rotation lock, among others, which provide greater safety to our operators.

In addition, this year the short term drilling rig achieved an all-time record of 10,283 meters drilled, with zero accidents.



The topography area obtained an average survey of 8,500 ha per month, which was higher than in 2022. Thus, thanks to the use of the drone, the topographic survey of 104,491 ha was carried out, accumulating 552.72 flight hours. The use of this technological tool provides a series of operational advantages that help reduce the risk of exposure of surveyors and allow greater operational control.

Tailings pond FP1 commissioning

The FP1 pit represents an innovative structure in our mining process, composed of walls of the pit already mined and the slopes of the internal dump formed during its progressive closure.

Additionally, pipes were placed to discharge fine tailings and pump clear water generated in the process of preparing the phosphate concentrate, coming from the concentrator plant.



This initiative, conceived by the Mine Operations team, **positions Miski Mayo as a pioneer in the use of this pit system in the Peruvian mining context**, demonstrating our commitment to innovation and sustainable development in all our operations.

Concentrator Plant optimization project

We implemented improvements in two key stages of our concentrator plant process. In the cyclone stage, changes were made to cyclones, distributors and overflow and underflow vats to reduce the generation of fine tailings, thus reducing the production of industrial wastes and environmental impact. This initiative has also reduced required hours of maintenance. In addition, we greatly achieved to reduce the loss of phosphate in the tailings, which implies a notorious progress in our operative efficiency and in our commitment with the responsible management of resources.



Although we face challenges in the adaptation to change in operational variables, the joint effort of equipment is crucial. In the stage of filtering, the improvements will allow to reduce the humidity of concentrate, thus decreasing the consumption of gas in the dryer plant and improving the general efficiency. These improvements have also reduced the generation of industrial wastes and prevented loss of production due to common changes of fabric, supporting our productivity and protection of the environment.

Sieves change and coarse trailings reduction

After three and a half years, we replaced the Schenck Sieve and the Mavi Sieve. Both devices are used to separate the phosphoric rock from impurities or other materials that are not useful for the concentrate elaboration process.



We also increased by 25% the mesh opening of the High Frequency Sieves in our Concentrator Plant. This allowed us to increase the concentrate production, maintaining the quality and reducing the generation of large tailing.

Installation of a new bucket elevator

We installed the new bucket elevator in our Dryer Plant, representing a great milestone in our operation. This total change of equipment was carried out with meticulous planning and organization, mainly to optimize the time of detention and guarantee the operative continuity. To operate it, it was important to make a specialized verification of alignment and leveling of the installed equipment, by an operational modal analysis and Operating Deflection Shape (ODS) analysis.



The new elevator plays a crucial role in our process, efficiently transporting our phosphate concentrate to the silos after the dry process. Thanks to this improvement, the ore production process at the dryer plant has become more efficient, resulting in higher productivity and throughput in our operations.

Optimization and changes of belts

We optimize the overland 3 belt of the Dryer Plant with the full change of engines, reducers and variators, together with the installation of sensors to monitor the condition of the new components. Additionally, we replaced the geared motor and driving pulley in the TR 5030-03 belt. To guarantee the success of these improvements, an exhaustive study of leveling, alignment and foundation of structures was made, and it allowed to identify and effectively deal with any problem of misalignment, to correct it and ensure the correct elevator operation.



We also replaced **1.1 km of the TR-8080-01** tubular belt, which had reached the end of its useful life. This replacement was carried out as part of our annual maintenance plan, during which we also updated the components and spare parts of the equipment on the **TR 5040-02 belt**.

Installation of monitoring stations in Concentrating Plant

Four monitoring stations equipped with HDMI panels were installed to visualize the operation and production parameters in the field in a real time more efficiently to make timely decisions. This initiative also intends to establish standard parameters for different types of blending, which allow us to make modifications in the field in case of sudden change in the ROM quality. The main benefit of these screens is the ability to make a proper control of the production parameters to respond rapidly and make corrections or modifications as consumption of desalinated water, consumption of seawater, primary classification and secondary classification to optimize the production.



Installation of humidity sensors in Dryer Plant

Previously, obtaining accurate moisture data in our processes was a challenge due to outdated manual methods. However, with the recent implementation of moisture sensors, we have drastically improved this aspect. The benefits are manifold: we strengthen our operational sustainability by anticipating changes in humidity, optimize the use of natural gas and avoid costly buildup. In addition, we have direct control of humidity parameters in real time and guarantee the individual efficiency of each piece of equipment. Finally, we can offer products with specific humidity levels to our customers, which enhances our competitiveness and quality.

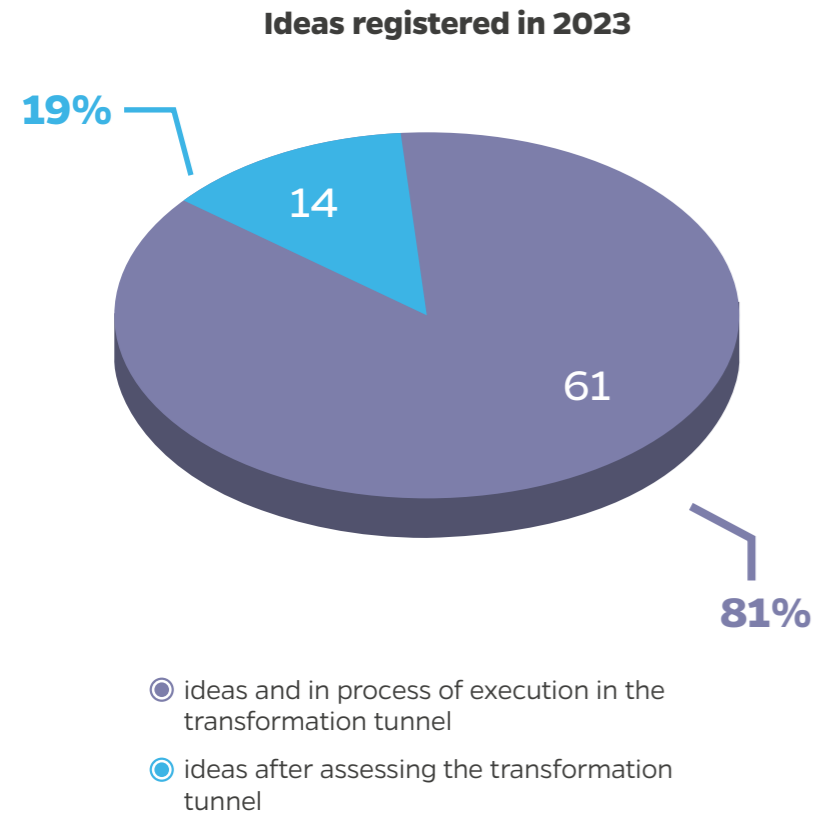
Transformation



Transformation

In October 2018, we started our Transformation process, in order to become a world class company, highly competitive in the market of phosphates and fertilizers, continuously improving all our actions.

This is an endless challenge and its good results are reflected each year thanks to the contribution of our staff that, with its ideas, support the optimization of our processes, generating greater productivity and, hence, good results.

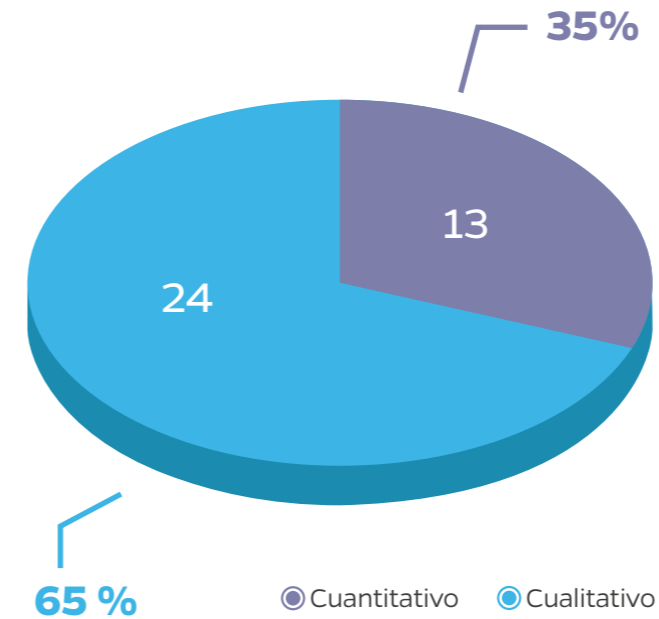


The number of approved ideas and in process of execution in the Transformation Tunnel in 2023 was 61 and 14 were dismissed.

At the end of December, 94 ideas were in some stage of our Transformation Tunnel, which covers from the generation of the idea to the validation of benefits once its implementation has been completed.

The ideas entering in the Transformation Process each year demonstrate the commitment in the identification of improvement opportunities by the employees.

Closed projects in 2023



During 2023, 37 ideas have been closed. Likewise, 35 quantitative projects that helped to reduce the unit cost were monitored.

Digital transformation

Since 2020 we have been developing 102 projects related to Digital Transformation (TDI), which are classified into three categories, according to the work involved in their development. Many projects have two or more categories.

102 digital transformation projects



RECOGNOCIMIENTO 2023

Convención

Creando Valor con mis ideas 

TRANSFORMACIÓN 5 AÑOS

Recognition Convention and Innovation, technology + D&I Fair

Five years after the beginning of our Transformation process, we can be proud of what we have achieved. Therefore, we celebrated this special date with the organization of a "Recognition Convention and an Innovation, Technology + Diversity and Inclusion Fair", two important activities that involved most of our employees, which took place at the Central Camp.

At the Recognition Convention, a contest was held among the most outstanding projects of 2023. For this purpose, 4 categories were established: 1) Digital Transformation, 2) EHS (Environment, Health and Safety), 3) Cost Reduction and 4) Production Increase.



Winner projects per categories

Category 1 Digital transformation



Leading area: Mine
Project Digital check list of Mine equipment.

Category 4 Increase of Production:



Leading area: Mine
Project " Increased sleeve life i DSP Filters".

Category 2 Category 2 EHS (Environment Health and Safety)



Leading area: Supplies
Project "Supply of natural gas by piping".

Category 3 Reduction of cost:



Leading area: Mine
Project " Mine ballast reduction".



In addition, recognition was given to the 6 collaborators who generated ideas, with the highest number of closed projects, for being the best example as protagonists of change with their innovative projects.

Finally, the leaders with the highest number of closed projects were also recognized, highlighting the importance of their role in making things happen.

Convención FERIA DE TECNOLOGÍA E INNOVACIÓN +D&I

Innovation, Technology + Diversity and Inclusion Fair

In our Innovation, Technology + Diversity and Inclusion Fair, we had the participation of several companies that presented innovative technological projects with applications in different types of business, aiming to provide solutions for safety, process efficiency, monitoring optimization and inclusion of people with disabilities, all hand in hand with science and technology.

This fair, like the convention, was held in order to promote the creativity of our employees and strengthen continuous improvement to continue contributing with innovative ideas. And at the same time it was a great step to continue promoting Diversity and Inclusion in our company.



The participating companies were:

University of Piura

System of machine learning algorithms and hyperspectral and multispectral images.

Komatsu

Smart Truck Health, hardware and software for equipment health and productivity monitoring.

University of Piura

Intelligent system for interpretation of sign language.

Rockwell Precision

Lenses of augmented reality.

ADV electric vehicles

Photovoltaic solar energy.

Primax

Smart bands for control of sleep quality

Bridgestone

Track II mining TPMS 24/7 sensor for control of temperature and pneumatic pressure.

Siemens

Innovation in process automation and digitalization.

Integration activities



Integration event

In order to strengthen the work environment and encourage fellowship and teamwork, we organized a sports morning of integration among employees from different areas of the company. Four teams were formed, represented by curious names and colors, to start the competition. Throughout the morning, we immersed ourselves in

exciting games designed to promote collaboration and camaraderie in a fun atmosphere. Then, at noon, we shared a delicious lunch that allowed us to enjoy a moment of relaxation and fraternity among all of us. In summary, it was a pleasant experience full of laughter, fellowship and special moments.



Quinquennium ceremony

We were honored to hold an emotional quinquennium ceremony to recognize and honor our valued employees who have dedicated years of their lives to serving our company. On this special occasion, we celebrated the achievements and commitment of those who completed 5, 10 and 15 years of service

Among those honored was the first class of Miski Mayo operators, who celebrated 15 years of dedication and

devotion. In total 75 employees were recognized for their 15 years of service, 52 for their 10 years and 16 for their 5 years of work in our company.

The ceremony took place at our operating facilities, where the honorees were accompanied by their loved ones. We also shared a delicious lunch in an atmosphere of camaraderie and celebration. It was a day full of gratitude, emotion and recognition.




Guided visits of relatives

In order to encourage the family to appreciate the important work that our staff perform in the company, we organized a program of guided tours of our operating facilities for relatives. During the tour, visitors had the opportunity to learn about different areas of the operation, such as the mine pit, the control room, the concentrator plant and other key places, especially the work area of father, mother, brother, sister or son.

They also received talks where we emphasized the importance of the family, as a support to promote good nutrition and rest in each employee to prevent fatigue and maintain proper health reflected in the daily, safe and optimal work of each one. At the end, the visiting relatives shared lunch with our employees, creating emotional moments. This initiative not only promotes pride in our work, but also enriches family relationships





Labor civic parade

July 28, Peru's Independence Day, was a memorable day for our operation. We joined in a civic parade full of patriotism and national pride, where both direct staff from our company and our contractors participated. With great creativity, each group represented part of our rich Peruvian culture, from typical dances to emblematic

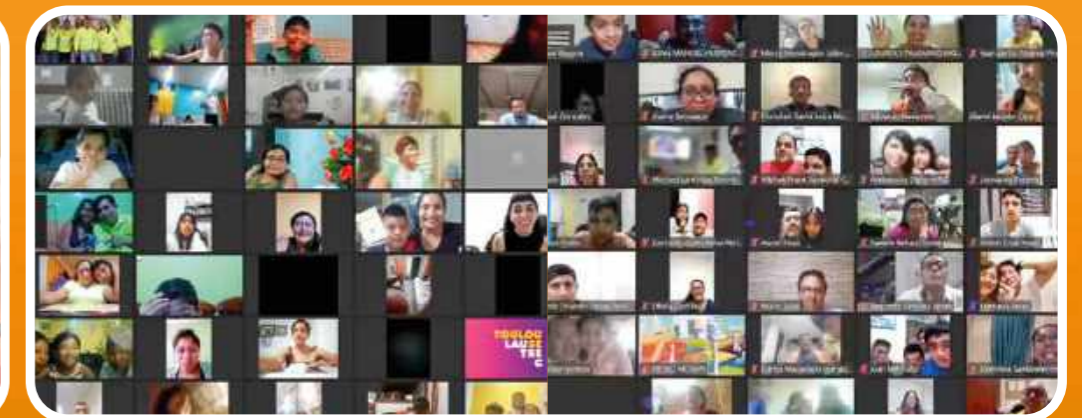
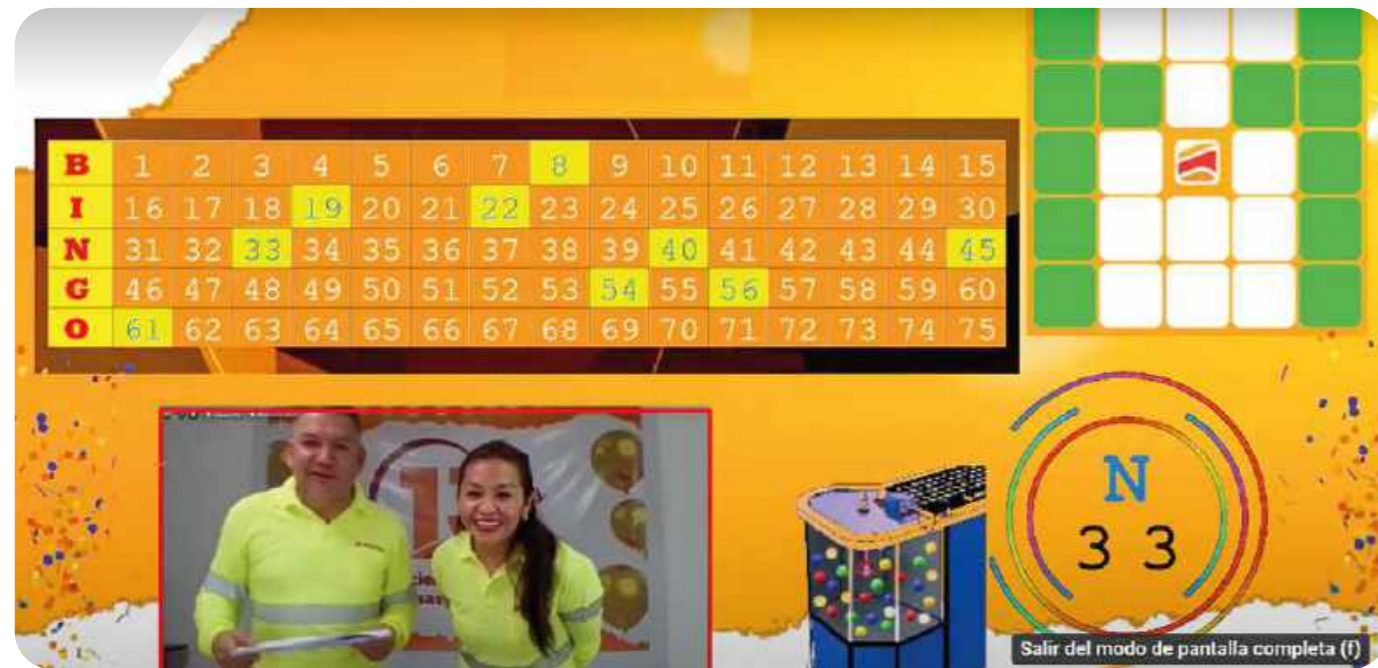
symbols of our armed forces. With firm steps and hearts brimming with patriotism, the parade marched to the rhythm of a musical band that set the beat. It was an exciting celebration that reminded us of the importance of our national identity and the value of our independence.





With much excitement, we celebrated our 13th anniversary with a great virtual bingo to promote the participation of the entire Miski Mayo family. It was an exciting and fun night. We had the participation of more than 600 employees connected with their families or coworkers. On this occasion, with the objective of having more people win prizes, we raffled a total of 52 prizes at the beginning,

among the different areas of the company. And for the main activity, we offered a Linear Motorcycle as the main prize, as well as a gamer computer and a refrigerator. We all had fun! The winning employees were more than happy and grateful to the company. In general, we all celebrated with joy and excitement this special event for our 13th anniversary.



Miner's Day: Miners at heart

This is one of the most anticipated events for our staff at the end of the year. In 2023 we celebrated Miner's Day on two dates to ensure the participation of the majority of our employees along with a companion. These were undoubtedly two special events, which allowed us to celebrate this special date together with the achievements obtained and the goals accomplished in 2023.

We had the participation of more than 350 attendees in each event, who were able to enjoy in a safe and festive way, a fellowship lunch with a delicious variety of dishes. To add to the excitement, we played a bingo game where we gave away amazing prizes such as two

gave away amazing prizes such as two televisions, a mini-refrigerator, a stove, an air fryer and a bicycle. And to give the special touch of celebration, we danced to the rhythm of the Securan orchestra Mar Azul, closing with a festive Hora Loca (Crazy Hour) as the finishing touch in both events.

Thus we lived two days of joy, fellowship, dancing, prizes, good food and pleasant moments that were captured in photos and videos for the memory, as part of the activations that we offered for all participants.

It was a celebration full of camaraderie and joy for everyone!







Miski Mayo Mining Company

Piura Offices

San Eduardo Urbanization Mz. A - 2, Piura Chamber of Commerce, building 2, floor 2 | Piura - Peru

Lima Offices

Dionisio Derteano Street N° 184 (Interior 301) – Santa Ana Urbanization (Torre Ichma Building) | San Isidro – Lima

Institutional Review prepared by the Superintendence of Communications