

# Corporate Diversity and Inclusion Policy

MINSUR is a Peruvian mining company with operations in Peru and Brazil, whose purpose is to improve life by transforming minerals into well-being. We are confident that supporting diversity and inclusion enhances our team, enables us to be a more competitive and innovative company, and helps create a more equitable society. Through this policy we commit to:

- Implementing supporting policies, procedures, and action plans that encourage inclusion and reinforce a culture of tolerance and respect for differences, within and outside the company.
- Ensuring that recruitment, hiring, compensation, development, promotion, and succession processes are conducted fairly, based on merit, and offering the same opportunities to all.
- Identifying potential barriers to the inclusion of women and applying measures to achieve gender equality in the organization, including leadership positions.
- Rejecting any type of discrimination between genders, including remuneration and incentives. We provide periodic training to our teams to prevent unconscious biases in our processes and practices.
- Ensuring flexible labor practices that help balance work, personal, and family life, acknowledging that, to foster the development of our employees, we must understand and meet their individual needs regarding their responsibilities at home.
- Having zero tolerance for workplace sexual harassment. We commit to providing a safe workspace free of physical and psychological violence, following the guidelines of our Sexual Harassment Prevention and Corrective Action Policy.
- Making reasonable adjustments to enable people with disabilities to work, keeping in mind the risk factors in the mining industry.
- Having zero tolerance for any act of physical, psychological, or verbal violence that marginalizes human dignity, with special emphasis on protecting vulnerable groups.
- Ensuring that all people feel represented in our formal and informal communications, by eliminating stereotyping and the use of inappropriate language or images that marginalize human dignity or are discriminatory.
- Disseminating information and raising awareness among our employees about this policy, so they understand Minsur's commitments and uphold our values and practices in their areas of influence.
- Providing effective grievance and complaint methods to help our employees and stakeholders confidentially communicate concerns, questions, or potential violations, and protecting whistleblowers from retaliation.

This policy applies to Minsur and its subsidiaries, and in the development of new business, mergers and acquisitions. We also promote adoption of our principles among our key business partners, suppliers, service providers and contractors.

This policy will be reviewed and updated every three (3) years or before, if necessary.



Juan Luis Kruger Sayán  
Chief Executive Officer

Lima, August 20, 2024