

SUSTAINABILITY REPORT 2020





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Message from the Chairman and CEO of Antamina

(GRI 102-14)

It is with great satisfaction that I present our 2020 Sustainability Report, a mechanism we use to transparently convey our management results on relevant topics of sustainability for the mining industry and the Ancash region in which we conduct our operations, every year since the 2001. In publishing our Sustainability Report we seek to promote responsibility and strengthen the relationships of trust that we maintain with our stakeholders.

2020 was a year brimming with challenges, a year in which it was necessary to double our efforts to deal with the very uncertain scenario caused by the COVID-19 virus. On April 13, 2020, we implemented a strategic safety shutdown, stopping all production to prepare ourselves to properly respond to the health emergency and meet the commitment we hold of prioritizing the health and safety of our workers and contractors, as well as the health and safety of their families and the communities located within our area of influence.

Acting together with the Labor Union and representatives of the Joint Committee of Health and Safety, we reached a consensus and agreement on measures established by Antamina regarding safety, prevention and biosafety in the workplace to deal with the pandemic. Accordingly, we restarted our operations in June, applying renewed protocols and procedures designed for the prevention, mitigation and control of COVID-19. We are the first mining company in Peru to receive the SGS Seal of Biosafety: "Disinfection Monitored", which integrates both validation and verification of the plans and protocols, the compliance with existing laws and regulations associated with COVID-19, the application of surface cleaning and disinfection (ATPs) and field supervision

to demonstrate that we are taking all the measures necessary to ensure a safe operation.

Part of our efforts were aimed at mitigating the impact in the recovery of our minerals, and so activities were maximized to meet targets in transferring mineral to the processing plant. While primary performance indicators differ from those initially budgeted for the year 2020, our results reflect substantial achievements and our production has shown encouraging signs of recovery. Combining all the metals produced, reflected as a copper equivalent, our production output was 1.231 billion pounds, 6% below our budgeted target for 2020.

In 2020 our revenues exceeded US \$ 3.128 billion and almost 91% of this figure was allocated among operating costs, payroll payments, and community investments and meeting financial obligations. Furthermore, we fulfilled our tax obligations, paying US \$ 607 million in taxes and fees. Up until 2020, Antamina has generated more than US \$ 3.882 billion in canon for the region and more than US \$ 5.262 billion in taxes.

To deal with the impacts generated by COVID-19, in 2020 we implemented initiatives in support of vulnerable families; providing health equipment, prevention and response; in addition we worked together to stimulate local economic reactivation. These activities form part of our initiative called Together We Will Defeat the Virus, which was oriented toward supporting both families and communities in our area of operational influence, while strengthening the regional capacities to deal with the pandemic.

We govern our social management with a multi-stakeholder model, which encourages coordinated work and equates the role of all participants by strengthening their capacities in the search for community sustainability. This allows us to play a catalytic role in territorial competitiveness and to become a strategic partner for the local population. Our projects are framed within a context of contribution of the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda and at a strategic level we have selected the Human



Víctor Gobitz Colchado
Chairman & CEO
Compañía Minera Antamina S.A.



“In 2020, our operations continued to evidence a high level of environmental performance despite the operational limitations associated with dealing with the COVID-19 pandemic”.

Development Index (HDI) as an indicator in the evaluation of community development, which, according to the United Nations Development Program, has increased by more than 50% over the last 18 years in the area where we implement our social strategy.

Our positive economic impact in the region is also reflected in hiring and procurement. In 2020, our workforce comprised 2,855 people, 40.2% of which are from Ancash. Moreover we made purchases amounting US \$ 1.054 billion from domestic suppliers and US \$ 38.64 million from 164 local suppliers.

We believe that the coordination between the public and private sectors, through the Public Works for Taxes mechanism, is key to the diversification and closure of social and productive gaps. Engaging in a sustained effort for years, we have signed 56 agreements with various entities representing subnational and national governments, which as at year end 2020 represented amounts equivalent to S/ 1.062 billion, committed funds and S/ 352.2 million, executed projects. Public Works for Taxes has become another mechanism for territorial reactivation that diversifies employment

opportunities and income generation. Taken overall, it will benefit 440,381 people and generate 2,295,711 daily wage units for workers. As of December, 2020, Antamina ranks second among companies in total investment in public works for taxes nationwide.

In 2020, our operations continued to evidence a high level of environmental performance despite the operational limitations associated with dealing with the COVID-19 pandemic. We continue to implement our sustainability strategy and are on track to set medium and long-term goals for the 3 areas of focus that represent the most important environmental challenges and opportunities facing our company: water, biodiversity and climate change.

We set a goal of maintaining our GHG emissions (expressed as CO₂e tons) within $\pm 10\%$ of the emissions recorded in 2014, the year assigned as our baseline. This goal was achieved in 2019 and again in 2020, although in this latter case the value of emissions was impacted by the strategic shutdown. Using the per unit calculation, the impact has been positive, with a 14% decrease in tons of CO₂ generated per ton of concentrate produced. Moreover, in 2020 we started participating in the Peruvian Government's Adaptation and Mitigation Measure Monitoring Program with our voluntary application to Carbon Footprint Peru, where we report our emissions from 2014 to 2019 and with which we will continue to do so in the future.

We have incorporated the water footprint calculation into our management control parameters seeking to intensify our water based approach, driving improvements in our operations and embed water management in all our activities. At Antamina we have access to fresh water supply throughout the year through an artificial dam, which captures rainwater during the seasons with greater rainfall. As such, we do not compete for water resources. In addition, in 2020 the automation of the monitoring of physical parameters was completed in 3 of our downloads, permitting us to monitor and verify compliance remotely, online and in real time; this in turn allows us to receive an early warning and avoid any type of incident regarding water quality. We met our target goal of zero incidents in water quality during 2020, i.e., we

fully complied with all the parameters contained by law associated with discharges and receiving water bodies.

Thanks to our awareness program for the conservation of the Humboldt penguin in Huarney, we won second place in the Environmental Management category of the 2020 Sustainable Development Award of the National Society of Mining, Oil and Energy (SNMPE).

In ending, I cordially invite you to review these several chapters of our report, which outline in more detail the above mentioned highlights and other achievements experienced during our management efforts of the year 2020.

Víctor Gobitz Colchado
Chairman & CEO
Compañía Minera Antamina S.A.



Our 2020 performance in figures

(GRI 102-7)



US\$ **3.128**
billion revenues
generated

US\$ **607**
million paid in
taxes and fees

In mining canon,
US\$ **231.1**
million were
channeled to the
Ancash Region and
municipalities.



S/ **81.5**
million executed
in Public Works for
Taxes on behalf of
Ancash

US\$ **38.64**
million in purchases
from Ancash based
suppliers

40.2 %
of our labor force comes
from Ancash



100 %
Environmental
Compliance

97.6 %
of the water is
recycled during
mineral ore
processing

6429
tons of solid waste
revalued



1.231
billion pounds
Copper equivalent
produced



2855
Employees and operators

Acknowledgements and achievements



2020 was a year overflowing with challenges for the entire country and Antamina continued to work on behalf of the well-being of Ancash and Peru. The additional effort we invested to deal with COVID-19 in different departments such as attracting human talent, mining safety and social responsibility received recognition from prominent entities. Through our actions we confirm our commitment to our role as a responsible company, driven by the mining quality and excellence that characterize us.



Achieving the SGS Biosafety Seal: Disinfection Monitored

Antamina is the first mining company in Peru to obtain the SGS Biosafety Seal: «Disinfection Monitored», which integrates the validation and verification of the plans and protocols, compliance with current regulations governing COVID-19, the application of surface disinfection testing and field inspections to demonstrate that it is taking all the measures necessary for a safe operation.

In addition, the same process serves to identify which aspects of our COVID-19 control and surveillance we can continue to improve within the principle of our Integrated Management System.



Mining company with the best corporate reputation

For the ninth year in a row, Antamina ranked 1st in the mining industry and placed 21st in the ranking of the top 100 companies with the best reputation in the country, awards presented by the renowned Spanish company named Monitor Empresarial de Reputación Corporativa (MERCOR) (Corporate Business Reputation Monitor).

These elections are the product of a rigorous methodology that MERCOR applies as an assessment instrument that measures corporate reputation since the year 2012, having become one of the world's prominent monitoring sources.



BHP People's Choice Award

In October our project called "Real time vibration monitoring system for heavy equipment operators" was awarded recognition as the winner in the category of the 2020 People's Choice Award from BHP, for demonstrating innovation and commitment to a healthier and safer work place environment. It also received the Merit award in the Health category.



Best company in talent attraction and retention.

Antamina is ranked as the 5th best company for attracting and retaining talent in the country, selected among 100 companies, according to the results of the "Merco Talent 2020" ranking. This is the 7th year in a row that Antamina is placed among the top ten companies for attracting and retaining talent in Peru. In addition, it consolidated its leadership in the mining industry by again placing first in this category.

Acknowledgements and achievements



Antamina among the 50 best companies in the MERCO ranking for Social Responsibility and Corporate Governance.

For the 7th consecutive year, Antamina was ranked among the best 50 companies in this ranking and it again has consolidated its position in first place within the Peruvian mining industry.



Company that is safe, free of violence and discrimination against Women.

In March of 2020, following a rigorous evaluation process, Antamina becomes the first mining company in Peru to be certified as a “Company that is safe, free of violence and discrimination against Women”, Gold category, a certification that is awarded by the Ministry of Women and Vulnerable Populations of Peru to companies that promote and foster good practices and have policies for the benefit of women.



2020 Sustainable Development Award

Antamina received awards in different categories from the Sociedad Nacional de Minería, Petróleo y Energía (SNMPE). The projects receiving these awards were as follows:

- **Ancash Effect:** For the 2nd consecutive year, we won first place in the category Social Management in the mining industry for the successful implementation of this project, which has driven education since 2017 in 5 districts of the UGEL (Education Management Unit) in Huari.
- **An awareness building program for the conservation of the Humboldt penguin in Huarmey:** Thanks to which we took 2nd place in the Environmental Category.
- **Together we will defeat the virus:** Within the category Together Against COVID-19 - Joining Forces, we were awarded 2nd place for the design and implementation of a strategy of full participation in the health challenges faced by our territories on both regional (Anchash) and local levels (AIO).



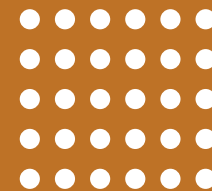
PODS Peru Recognition - for their Sustainable Development Goals

In October, Antamina received recognition in the Peace category awarded by the Peru 2021 organization, for their FOGEL project, which contributes to the attainment of a peaceful, just and inclusive, free from fear and violence, without corruption or discrimination.



01

ABOUT ANTAMINA



About Antamina

We are efficient operators of a polymetallic mining deposit that produces copper, zinc, molybdenum, silver and lead concentrates. Our mine is located in the District of San Marcos, Province of Huarí in the Ancash Region, 200 km from the city of Huaraz and at an average altitude of 4300 m.a.s.l. We also have the Punta Lobitos shipping port located on the provincial coast of Huarney. (GRI 102-4)

Throughout our 19 years of operations we have been characterized for seeking excellence in every aspect of our business management and in the quality of our products, always acting in accordance with national and international safety, environmental and social standards.

We seek and achieve benefits for our company and for the areas in which we conduct our business operations. Our tangible and intangible resources enable us to generate value in a responsible manner.



OUR MISSION

We achieve extraordinary and predictable results in health and safety, the environment, community relations, quality and efficiency, with the commitment, participation and leadership of our people.



OUR VISION

Be a Peruvian example of mining excellence in the world. Extraordinary leaders who transform challenges into successes. Working for tomorrow's development, today.

1.1. Corporate Governance

We are a company established under Peruvian law, product of a strategic partnership of 4 leading companies in the global mining industry. (GRI 102-5)

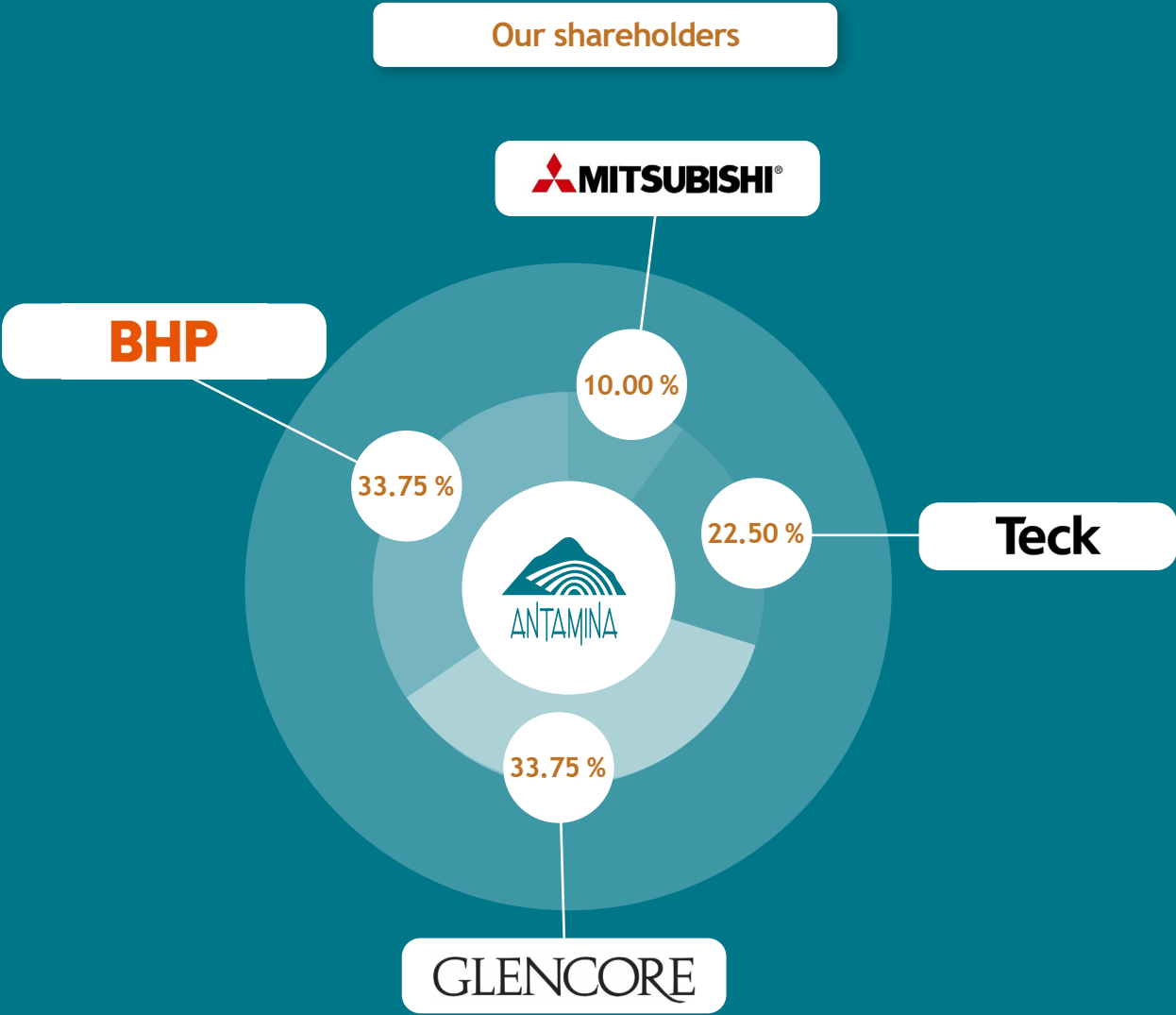
Board of Directors and committees

Our company has a Board of Directors comprised of 9 members. The chairman of this body is a rotating position and is renewed every year.

We have three committees:

- Business Planning and Strategy Committee
- Finance and Audit Committee
- Advisory Committee (Adcom)

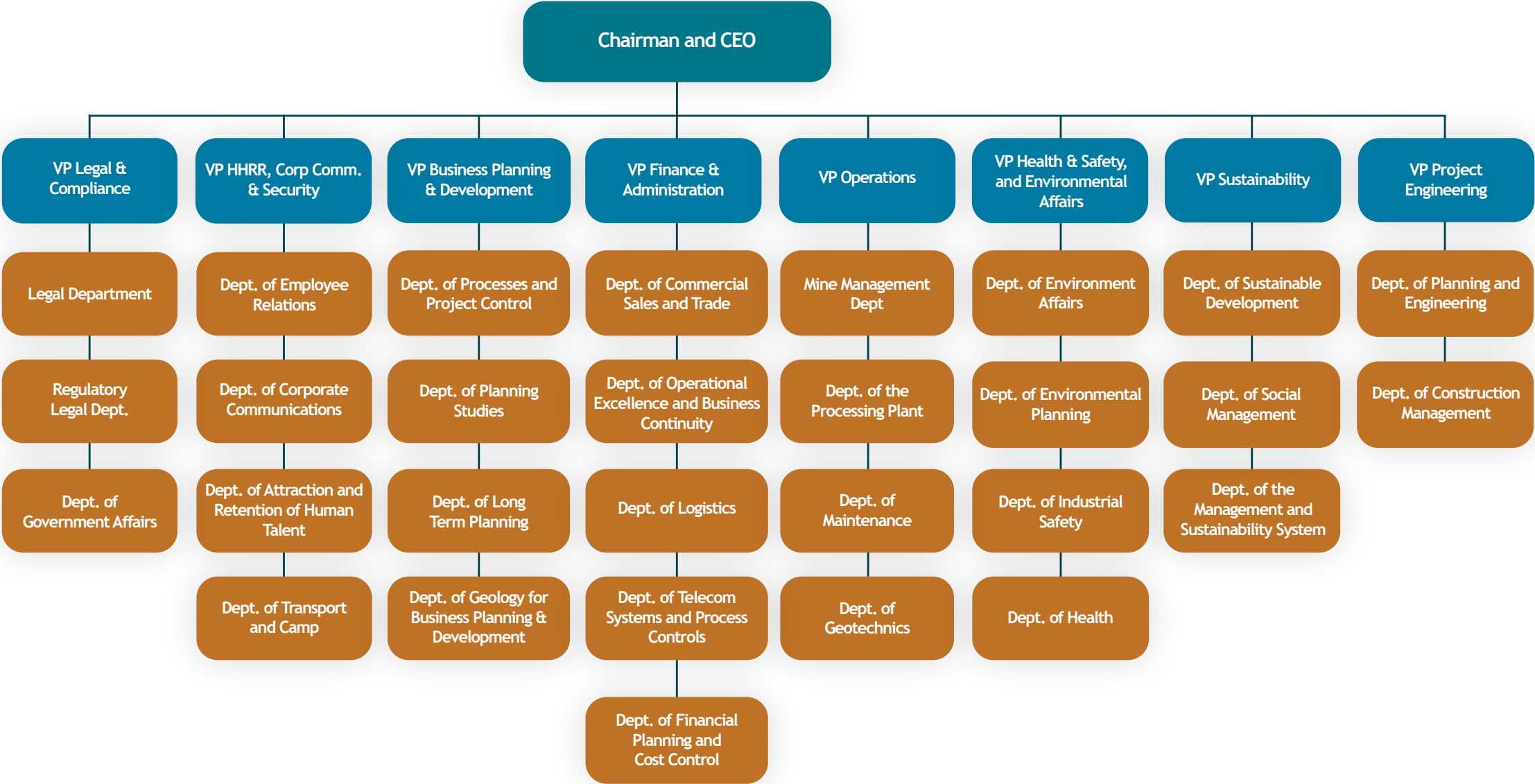
The Advisory Committee is in charge of identifying and recommending improvements concerning our economic, environmental and social management. It is made up of our shareholders’ representatives and also has 2 sub committees: (i) The Dam Sub Committee and (ii) the Communities and Environmental Sub Committee.



Organization Chart

Starting on September 01, 2020, Víctor Gobitz joined the Antamina Family as Chairman and CEO. Our next level of governance is the executive officer level, made up of 8 vice presidencies, who are responsible for the operational departments of our company.

(GRI 102-18)

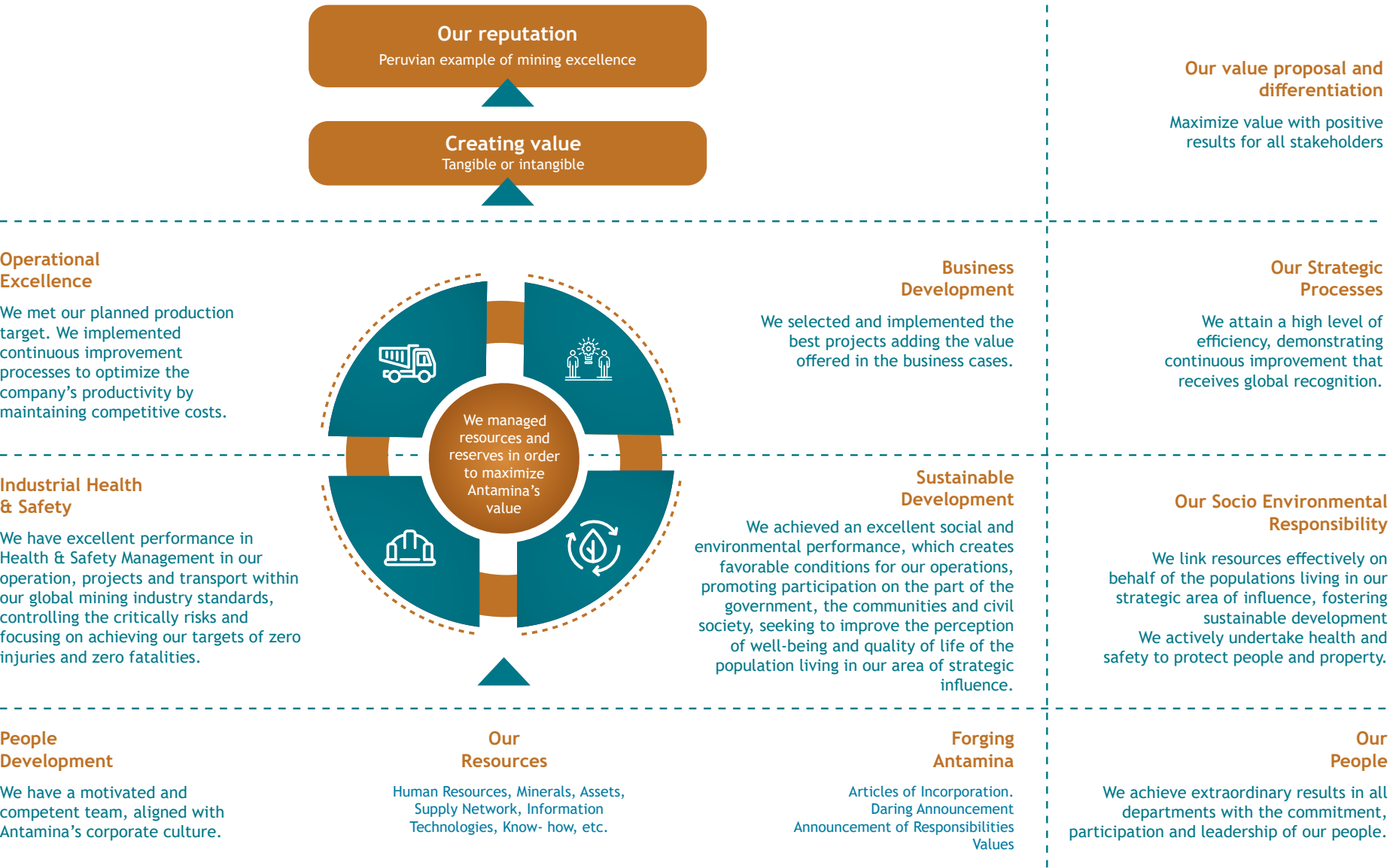


1.2. Strategic Framework

We use a strategic value model that expresses the manner in which we implement our vision and mission.

Our strategic priorities are: Health & Safety, Sustainable Development, People Development, Operational Excellence and Value Creation. We also assign a priority focus to Our Reputation and Intangible Assets.

The direction of the arrows indicates a causative approach model, with which we want to convey that we are part of a virtuous circle; a circle that enables us to make better use of our tangible and intangible resources and in doing so, generate value responsibly.



Our operations are guided by the principles and commitments set forth in our policies, which are available for reading on our website.



Antamina
policies



Health, Industrial Safety and Environmental Policy



Policy on Quality at Puerto Punta Lobitos



Information Security Policy



Anti-bribery Policy



Risk Management, Change Management and Business Continuity Policy



Human Rights Policy



Diversity and Inclusion Policy



Port Facility Protection Policy

Management Systems

At Antamina, excellence and continuous improvement transform themselves into management systems and instruments that contribute to increasing the value of our operations. Our performance is based on the highest international standards, which contain such certifications as:

ISO 14001:2015
Environmental
Management System

ISO 14064:2018
Verification and
Recording Keeping
of Greenhouse Gases

OHSAS 18001:2007
Health and Safety
Management System

ISO 9001:2015
Quality
Management
System

ISO 17025 Laboratory
standards at the
Punta Lobitos port
and the mine

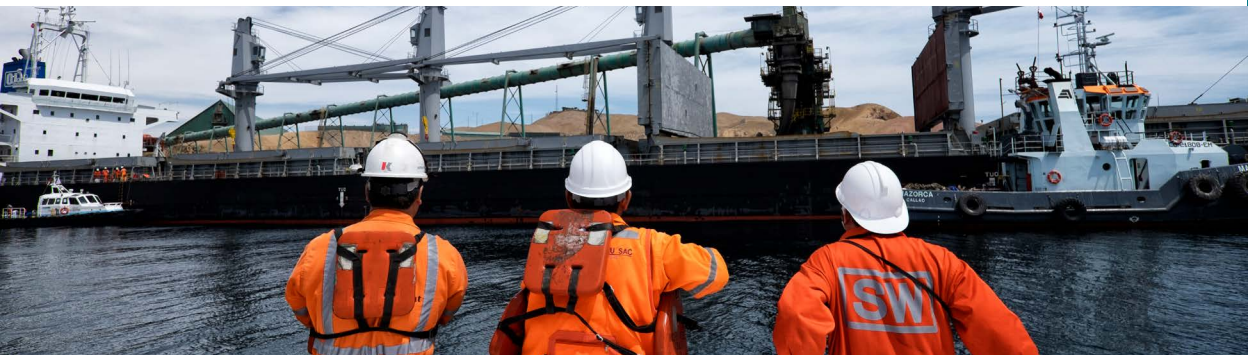
ISO 27001:
Information Security
Management System

ISO 37001:2016 Anti-
bribery Management
System in every one
of its processes

ISPS Code: Ships and Port Facility Security, a
standard certification granted by the APN (National
Port Authority). It is worth noting that Antamina
was the first port to adopt this international
standard.



Our Integrated Management System (IMS) has been certified by TÜV Rheinland of Germany. This was achieved due to the excellent work of our teams located at the Mine, in Puerto Punta Lobitos, in Lima, the ore pipeline and in external transport activities.





Integrated Risk Management System (SIGRA)

Our SIGRA enables us to identify, analyze, control, monitor and communicate the primary risks faced by the organization in a structured and systematic manner. Detailed information on these risks is continuously generated and updated, regularly validated by the Antamina Risk Management Committee and registered on the SIGRA platform. This platform is a computer tool that provides a structured computer archive for risk management information. The SIGRA Policy and Manual specify the goals, scope, responsibilities and provide a standardized methodological framework for Antamina’s risk management process.

Since the outset of the COVID-19 health emergency, risk management was essentially engaged in the oversight of its potential impacts on the organization, including the identification, analysis, control, monitoring and communication of new risks generated by the pandemic. It also included a review of the organization’s primary risks seeking to identify potential changes in exposure levels and take action.

(GRI 102-11)

External initiatives that form part of our management efforts

Principles of the International Council on Mining and Metals (ICMM)

Antamina is advancing as expected with the implementation of its action plan following the analysis of the ICMM Principles performance expectations during 2019, in addition to the mandatory requirements of its Statement of Principles. These principles are aligned with a number of international standards and initiatives, such as the ISO, OHSAS, the Global Reporting Initiative (GRI), the Sustainable Development Goals (ODS) and the United Nations Guiding Principles on Business and Human Rights.

(GRI 102-12)

The 10 Principles of the ICMM

- 1 Ethical business practices
- 2 Decision making process
- 3 Human rights
- 4 Risk management
- 5 Health and safety
- 6 Environmental performance
- 7 Preservation of biodiversity
- 8 Responsible production
- 9 Social performance
- 10 Participation with stakeholders

Following the completion of the process of gap analysis, as well as discussions during the 2019 ICMM Alignment Workshop with shareholder representatives, no significant gaps were found in terms of the alignment of corporate practices with the ICMM Principles.

Areas for improvement were identified and became inputs for the aforementioned action plan, including the definition of the relevant documentation and existing practices in a way that enables them to be systematized and easily communicated.

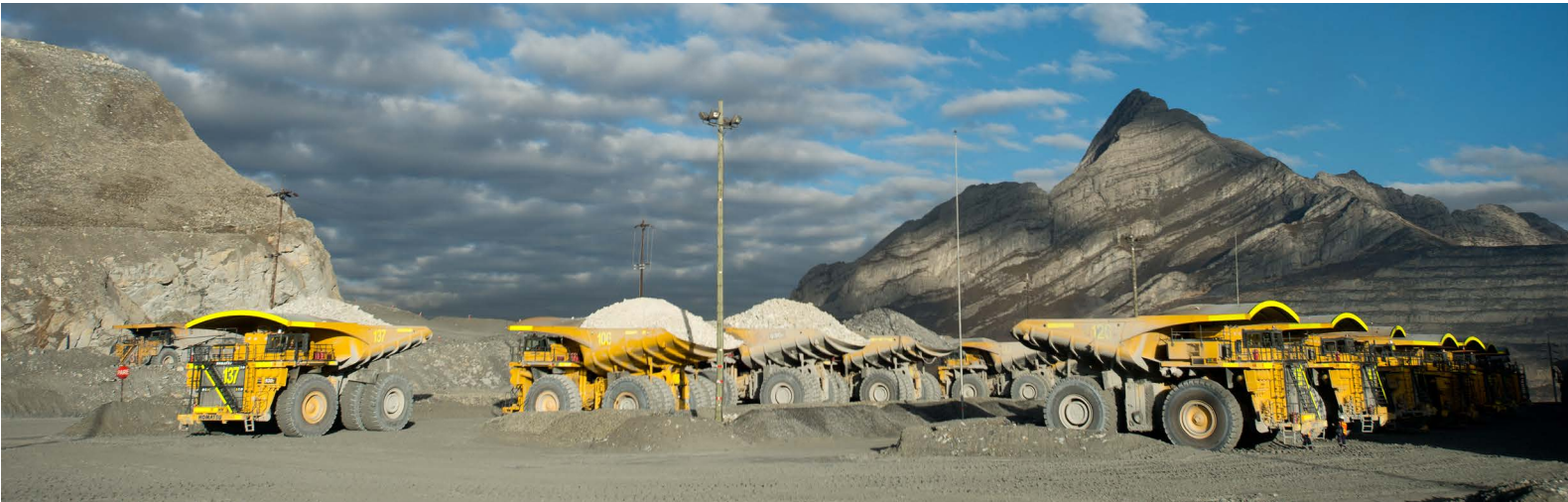
Sustainable Development Goals

We seek to align our management performance with several of the United Nations Sustainable Development Goals (SDGs) in order to contribute toward the achievement of those goals.



Throughout the chapters of this Sustainability Report, we have identified those SDGs where we make a positive impact through our management of elements associated with the environment, social context and governance.

(GRI 102-12)



Human Rights

In addition to complying with national and international regulations, we believe that companies should play an active role in promoting and respecting human rights, along with the culture, identity, traditions and values of both individuals and groups of interest associated with or linked to the company’s operations, all of which is reaffirmed in our Code of Conduct.

Respect for and promotion of these rights represent fundamental aspects of sustainable development. In this regard, our strategic purpose aspires to contribute to actual access to human rights and the exercise of civic duties.

The Corporate Social Strategy underscores our commitment to carry out a meaningful approach, and to understand and respect the rights of the communities and to preserve their culture, identity, traditions and customs. Antamina trusts that the multi-stakeholder strategic approach and the spaces for dialogue associated with them, enable parties to reach agreements and consensus frequently, in a free and informed manner.

Our Human Rights Policy reaffirms our commitment to the fundamental principles for the promotion and respect of human rights. The Policy is in the public domain and, since its approval, has formed part of the official documents shared with our Strategic Partners. This is consistent with the National Human Rights Plan, approved by the Peruvian Government, and the United Nations Guiding Principles on Business and Human Rights.

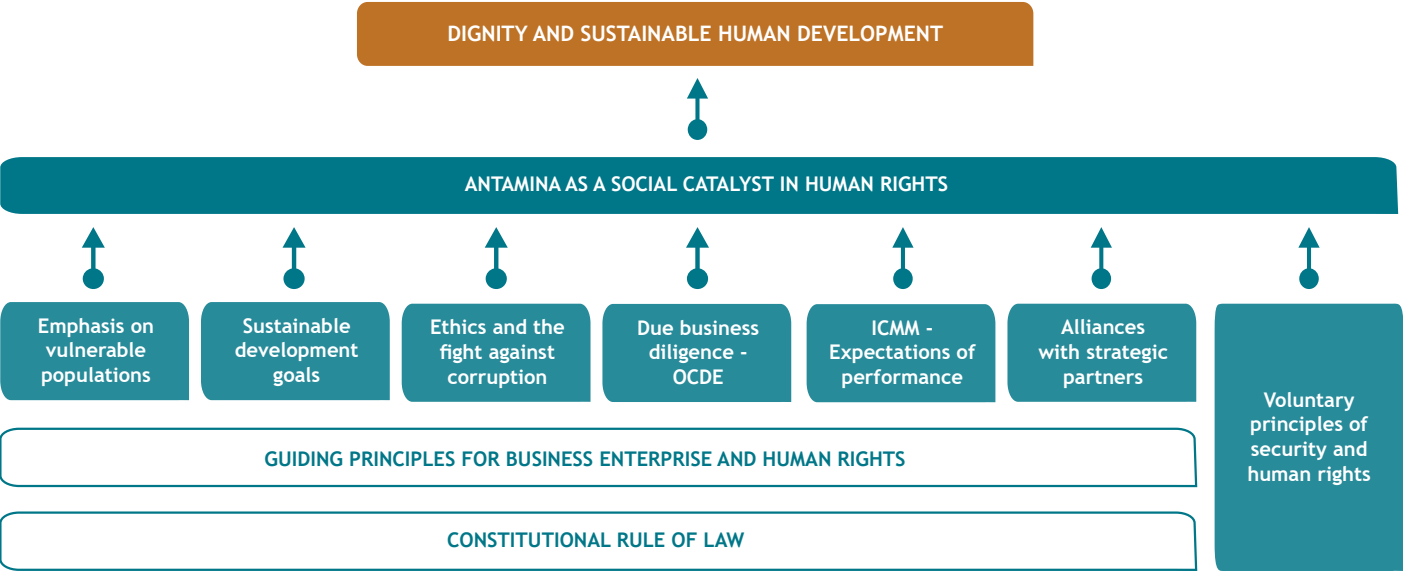
According to the Guiding Principles on Business and Human Rights, the Government is the guarantor of these rights. However, in a reality such as Peru’s, we believe it is essential to undertake an active role to respect and recognize them, and to build the conditions that make them accessible to all people.

The multi-stakeholder approach is the appropriate tool to help empower and respect human rights, both internally and regionally and nationally.

Cooperation and shared responsibility are essential to ensure well-designed and effectively delivered programs.

We also have a Standard for the Prevention and Respect for Human Rights (DC-521) and an Action Plan concerning Human Rights for 2025, which sets forth the guidelines for incorporating an approach based on human rights all along our value chain.

In this respect, our corporation has built a theoretical framework that guides its interventions in matters of human rights:



As part of the commitment to continuous learning and transparency, human rights monitoring and assessment has also been scheduled, and includes:

- A due diligence and contribution analysis every three years.
- An annual performance evaluation and report.

In 2016, the Status of human rights was diagnosed in Antamina’s area of operational influence - in the Ancash Region, which served to develop a baseline to design intervention strategies aimed at the promotion of and respect for human rights and to measure their impacts on social welfare.

In 2019, the Due Diligence Matrix for Responsible Business Conduct in Human Rights was designed for a close look at the gap between what is requested by the standards listed below vs Antamina’s progress:

- United Nations Guiding Principles on Business and Human Rights.
- Concept notes on due diligence issued by the United Nations Working Group on Business and Human Rights in 2018.
- OECD Due Diligence Guide for Responsible Business Conduct - 2018
- ICMM Performance Expectations - International Council on Mining and Metals, November 2018

Similarly, Antamina has constructed a time-line of relevant major milestones, for the purpose of building the corporate culture in human rights and in this way contribute to the materialization of the mission set forth in the Action Plan.





Furthermore, we are working more in depth to align our initiatives with both universal and Inter American human rights systems. Our commitment and proposal is to strongly support the actual materialization of human rights within our realms of direct influence.

To this end, we conducted an exercise to observe the coherence among our flagship programs (SLDM, Efecto Ancash (Ancash Effect), Diversity and inclusion and Wiñantsik) on the international, national and regional levels with some very promising results.

Coherence of Antamina’s initiatives and Human Rights

Antamina Initiatives	International ¹			National (Perú)		Regional (Ancash)	
	International System	Inter-American System	ODS	Political Constitution	National Plan on Human Rights	Regional Development Plan	Other instruments
Ancash Effect	UDHR, CADE, ICESCR, CRC, CEDAW, UPR	ACHR, San Salvador Protocol	4, 5, 16, 17	Articles 4, 1, 14, 15, 16, 17	Strategic Goal 8	Strategic Goal 3; strategic actions 1, 3, 5 and 6	Regional Education Plan 2007-21
Wiñantsik	UDHR, ICESCR, CRC, CEDAW, UPR	ACHR, San Salvador Protocol	2, 3, 17	Articles 4, 6, 9, 10, 11	Strategic Goal 4 and 10	Strategic Goal 2; strategic actions 2 and 6	Regional Plan on the fight against anemia
SLDM	UDHR, ICCPR, CEDAW, UPR	ACHR	1, 3, 9, 16, 17	Articles 2, 31, 35	Strategic Goals 4 y 9	Strategic Goal 6; strategic actions 1 and 6	
Diversity and inclusion	UDHR, ICCPR, CEDAW, ILO Convention 169	ACHR, Belém do Pará Convention, IAC against racism	5 and 10	Article 2	Strategic Goal 8		

¹ UDHR - The Universal Declaration of Human Rights.
CADE - UNESCO Convention against Discrimination in Education.
ICESCR - International Covenant on Economic, Social and Cultural Rights.
CEDAW - Convention on the Elimination of All Forms of. Discrimination against women.
UPR - Universal Periodic Exam.
CRC - United Nations Convention on the Rights of the Child.
ICCPR - International Covenant on Civil and Political Rights.
ACHR: American Convention on Human Rights.
IAC: Inter-American Convention against Racism, Racial Discrimination and Related Forms of Intolerance.

Finally, as part of the Antamina’s Risk Management System (SIGRA), we have developed specific indicators for the most meaningful risks in matter of human rights and their associated controls. (GRI 412-1)

Capacity building in human rights

The scope of the training plan designed in 2019 involves all employees and strategic partners projected through 2021.



Every year we conduct training destined for security workers seeking to raise interest in the public and private security forces. In this way, it becomes possible to apply the guidelines of the Voluntary Principles on Security and Human Rights, and the prevention of human rights violations within our operations and area of influence.

In 2020 we fully completed the human rights training for private security personnel and PNP force members (a retreat from the camp due to COVID-19) who have previously worked within the Yanacancha PNP Detachment.

(GRI 410-1)



Our main memberships

We are affiliated with the following organizations, with which we share common values and goals. (GRI 102-13)

	Organization	Joint activities
1	Pro-Cobre Organization - International Copper Association (ICA)	Chairman
2	International Zinc Association	Chairman
3	Peruvian Association of Human Resources	VP human resources
4	National Society of Mining, Petroleum and Energy	Chairman
5	Huaraz Chamber of Commerce	VP sustainability
6	Australia-Peru Chamber of Commerce	Board member: Darío Zegarra
7	Canada-Peru Chamber of Commerce	Board member: Antonio Pinilla
8	Mining Dialogue Group	VP sustainability

(GRI 102-13)



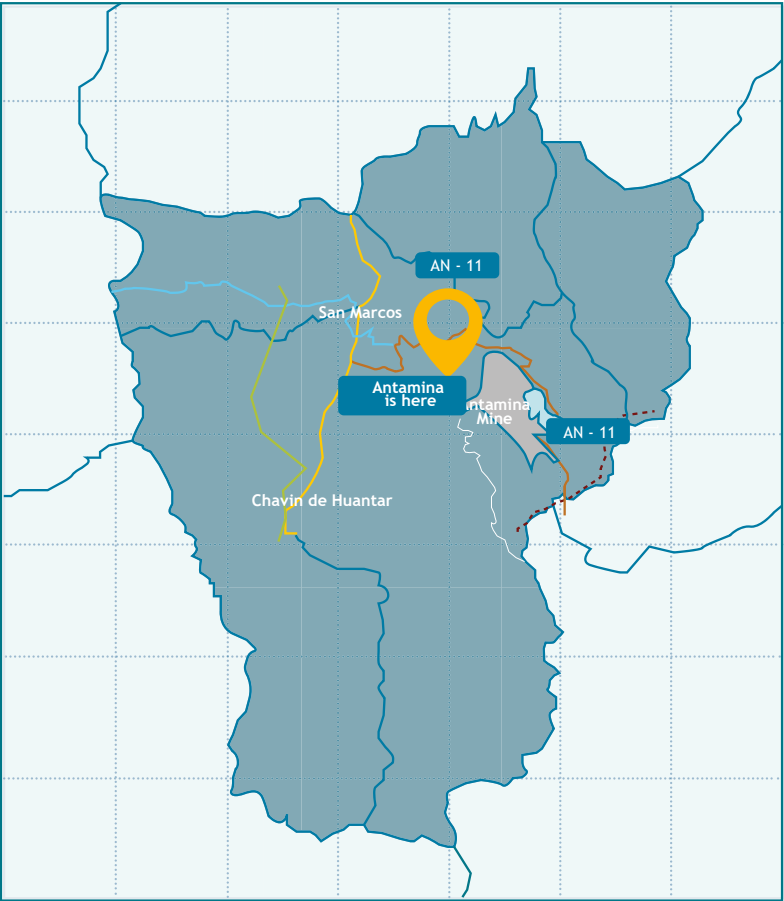
Yanacancha

The mining camp is located in the Peruvian Andes Mountains, near the town of San Marcos, at an altitude between 4200 and 4500 m.a.s.l.

1.3. Operations

Productive units

Antamina has 2 productive units, the Yanacancha mining complex where it carries out its extractive business activities, and Punta Lobitos Port, from which it ships its mineral products out to the world.



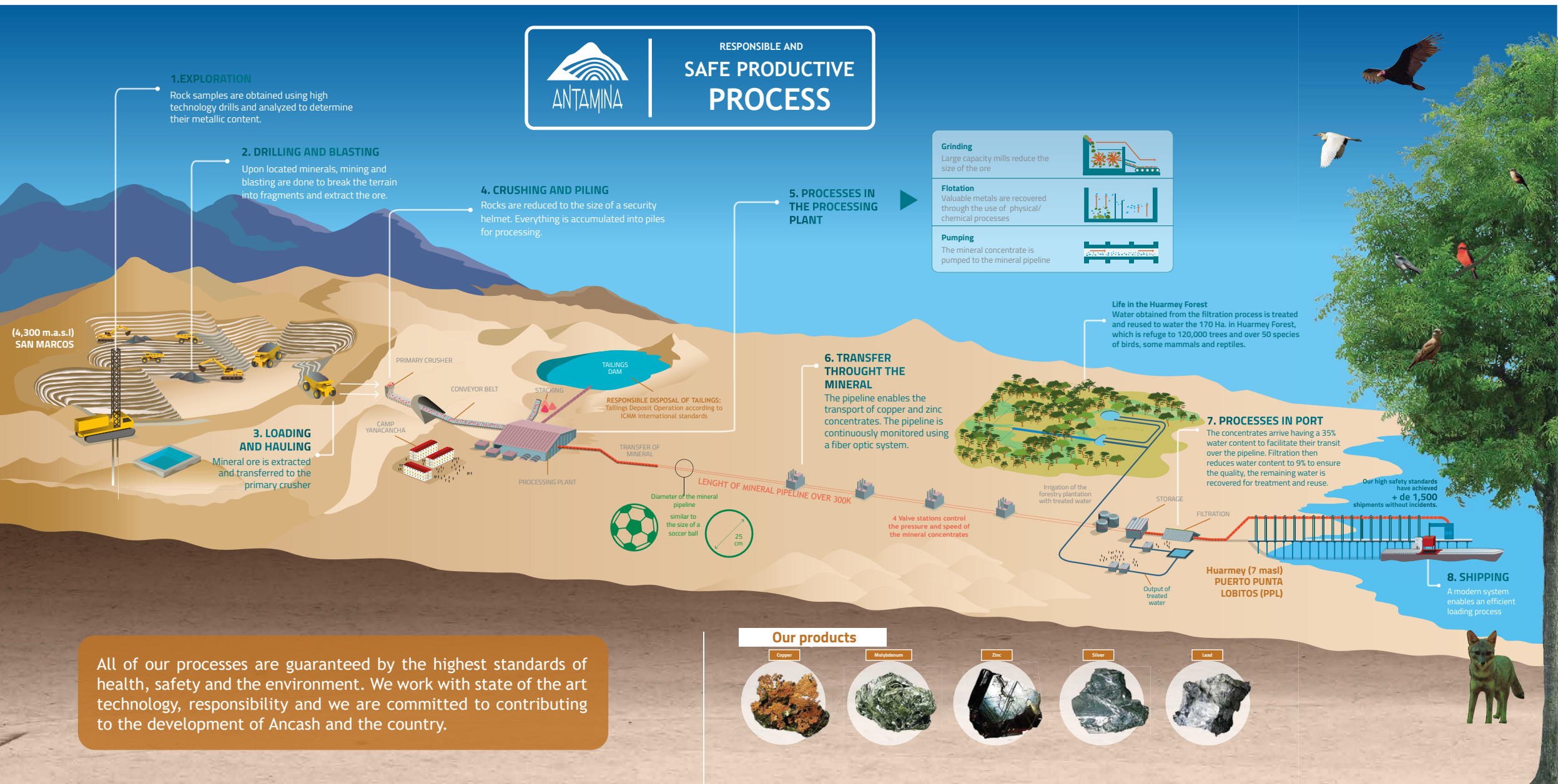
Puerto Punta Lobitos

The Punta Lobitos shipping port is located in the coastal province of Huarney.



(GRI 102-4)

Our products are extracted with a productive process that has 8 stages, as described below:



All of our processes are guaranteed by the highest standards of health, safety and the environment. We work with state of the art technology, responsibility and we are committed to contributing to the development of Ancash and the country.



Our products

We sell copper, zinc and molybdenum according to the terms of the sales agreements we have with our shareholders. The primary features of the sale of mineral concentrates are outlined below.

Copper concentrate

The complexity and diversity of our polymetallic skarn deposit is a challenge for our management, because it gives rise to the concentration of impurities in the product. However, we have developed an effective classification process that enables us to control the quality of copper concentrates and to produce material that can be traded in the metals markets. This helps us to comply with the terms of the sales agreements.

Molybdenum concentrate

This mineral, quite variable in quality and quantity, is classified according to its levels molybdenum, copper, lead, arsenic and calcium content.

Zinc concentrate

The low variability of zinc concentrate enables that it not be subject to harmful elements. Currently it continues to have copper content, at a level slightly higher than market standards.

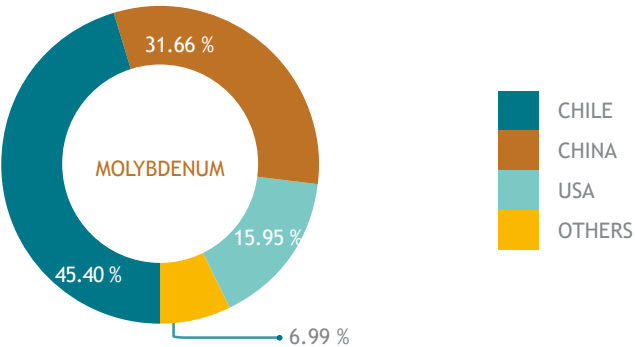
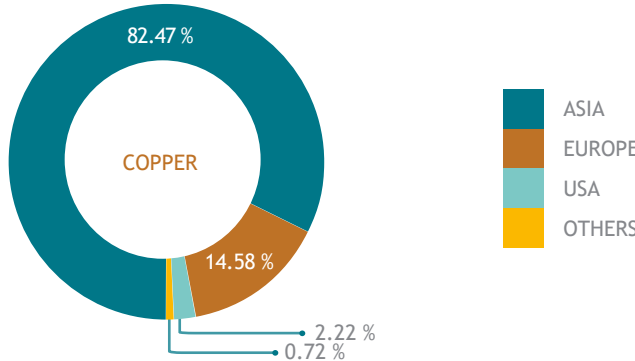
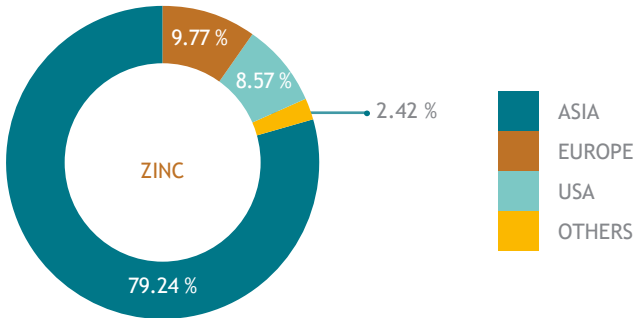
Our production of zinc concentrates is used by major zinc smelters around the world.

Lead concentrate-bismuth

This mineral is also variable in quantity and quality. It is classified according to its lead, silver, gold, bismuth, and copper content.

(GRI 102-2) (GRI 102-6)

2020 Export market destinations



2020 Production

2020 was a year of many challenges that made it necessary to double our efforts to deal with such an uncertain scenario caused by COVID-19. After the resumption of operational activities in June, following a long period of restrictions imposed in order to control the pandemic, our production has shown encouraging signs of recovery.

A large part of our efforts were invested in mitigating the impact of our mineral recovery, as we maximized activities needed to comply with the transfer of mineral ore to the processing plant. While the primary performance indicators are still a long way from the ones in our initial 2020 budget, our results show important achievements.

It is worth noting that the production of copper and zinc metals were below budget by 7.4% and 9.4% respectively, offset by a higher production of silver metals (+ 12.2%) and molybdenum (+ 7.5%). Finally, on a consolidated basis all the metals produced and expressed as a copper equivalent, our production was 6% below budget (1.231 vs. 1.316 billion pounds).



	2019	2020
Production of concentrates (in dry metric tons)		
Copper concentrate	1 666 998	1 364 641
Zinc concentrate	596 843	839 137
Molybdenum concentrate	6806	6875
Lead concentrate	13 150	17 460

	2019	2020
Metal production (in dry metric tons)		
Metallic copper	453 133	378 255
Metallic silver	468	510
Metallic zinc	303 178	430 055
Metallic molybdenum	3532	3584
Metallic lead	6281	8003

In 2020, the Ex-Pit production volume was 29% below scheduled production (169.3 million dry metric tons vs. 239.1 million dmt), primarily explained by the strategic safety shutdown arising from COVID-19, which ultimately affected the use of our main fleets. For this reason, it was necessary to optimize the haulage routes and maximize transport over shorter-distance destinations, and try to meet the scheduled transfers of ore to the processing plant.



Production	2020	Budget 2020	Variance 2020	%
Total ton Ex-Pit (000 dmt)	169 333	239 073	- 69 739	- 29
Total tons moved (000 dmt)	205 276	265 546	- 60 270	- 23
Total tons milled (000 dmt)	46 928	51 592	- 4 664	- 9
Copper equivalent (000 pounds)	1 231 907	1 316 483	- 84 575	- 6





1.4. Creating economic value

In 2020, our revenues exceeded US \$ 3.128 billion and operating costs and payments of financial obligations to our stakeholders were \$ 2.840 billion.

(GRI 201-1)

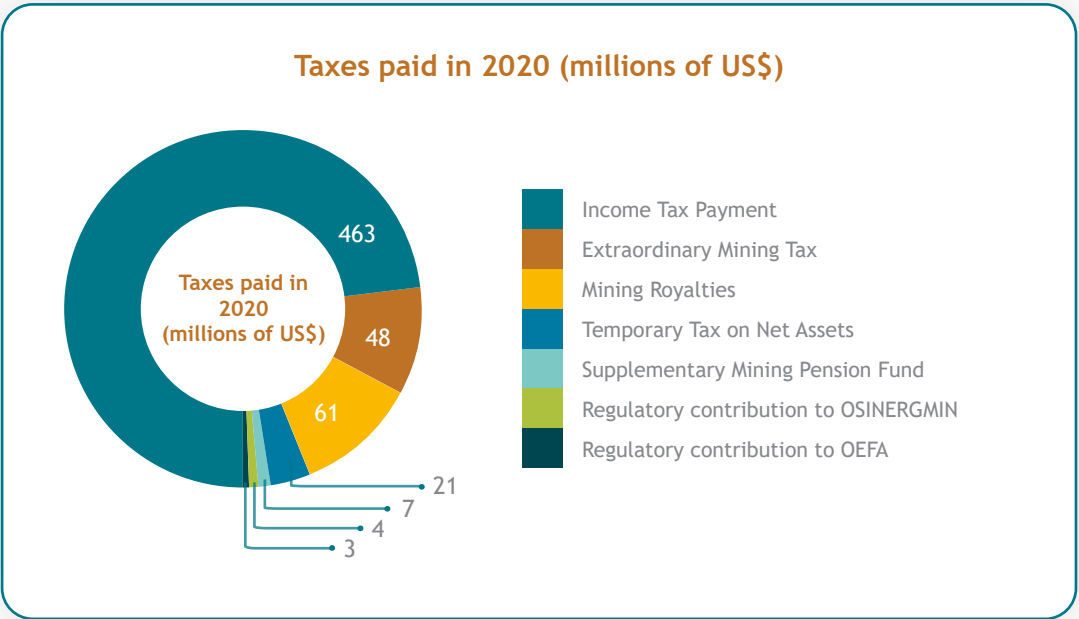


Economic value generated and distributed over the past 3 years (in millions of dollars)

	2018	2019	2020
Direct economic value generated	3427	2978	3128
Economic value distributed	2998	2426	2840
Operating costs	685	860	830
Employee payroll and social benefits	215	225	179
Financing costs	1229	749	1221
Payments to the government (taxes + fees)	848	574	594
Investments in the community	21	19	15
Economic value retained	429	553	289

(GRI 201-1)

We fully complied with our payment of the taxes stipulated for companies in our industry. In 2020 we have contributed to the Peruvian Government with our payment of US \$ 607 million in taxes and fees. The detailed break-down of these tax obligations are listed below:



(No GRI Transparency and disclosure)





1.5. About our Sustainability Report

Every year we prepare our Sustainability Report addressed to all of our stakeholders to transparently communicate the primary results of our management performance in economic, environmental and social matters.

As in previous years, this report has been prepared in accordance with the Core Option of the GRI Standards and includes the results obtained by our management in 2020.

(GRI 102-54)

To determine the sustainability issues for inclusion in this report, we conducted a materiality assessment. This process entails prioritizing the most important sustainability issues according to the expectations of our stakeholders along with our most relevant economic, environmental and social impacts as a mining company.




Expectations of our stakeholders

Our relationship with stakeholders is sustained by a commitment in a way that all parties benefit from our contribution to society.




For this purpose, we regularly update the identification of our stakeholders through secondary sources and with exercises involving strategic analysis. These analyses emerge from the perceptions gathered by the people responsible for the relationship with each of our stakeholders.

(GRI 102-40) (GRI 102-42) (GRI 102-43) (GRI 102-44)

Stakeholders

Stakeholders	Communication and relationship building resources	Main expectations
 <p>Shareholders</p>	<ul style="list-style-type: none"> Quarterly and annual reports Advisory Committee 	<ul style="list-style-type: none"> Maintain and improve reputation in the market Productivity to yield a positive return on investment
 <p>Community</p>	<ul style="list-style-type: none"> Round tables for discussion and development (strengthens the institutional framework) Consensus-building forums Environmental committees Participatory environmental monitoring activities Community assemblies Community outreach processes under the multi-stakeholder model. Guided visits to the mine and Punta Lobitos port Individual meetings Claims management 	<ul style="list-style-type: none"> Contribution to the local economy Respect for human rights Social development projects
 <p>Environment</p>	<ul style="list-style-type: none"> Building relationships with stakeholders Access to environmental information Technical visits and to operations Mechanisms associated with conflict resolution and inquiry with the participation of the local and national authorities Environmental committees Participatory monitoring activities Presentation of environmental performance reports to local and national authorities Environmental quality reporting to the Environmental Assessment and Enforcement Agency (OEFA), the General Directorate of Mining Environmental Affairs (DGAAM) and the National Water Board (ANA). Capacity building on environmental topics 	<ul style="list-style-type: none"> Environmental performance Promotion of forestry related initiatives The proper management of environmental controls and impacts Communication of monitoring and inspection results

Stakeholders

Stakeholders	Communication and relationship building resources	Main expectations
 <p>Government</p>	<ul style="list-style-type: none"> • Regulatory authorities • Round Tables of discussion and development • Liaison meetings and forums for collaboration • Mechanisms associated with Public Works for Taxes 	<ul style="list-style-type: none"> • Compliance with national regulations • Supervision • Proper application of the mining canon
 <p>Strategic partners</p>	<ul style="list-style-type: none"> • Carriers Committee • Website • MASSC Strategic Partner Committee (environment, health & safety and communities) • Annual performance evaluation 	<ul style="list-style-type: none"> • Improvement of practices used in health & safety and the environment • Capacity development of small local suppliers • Examination of best practices
 <p>Employees and contractors</p>	<ul style="list-style-type: none"> • Bi-monthly magazine - Forjando Antamina (Forging Antamina) • Intranet • Website • Digital channel • E-newsletters • Corporate news releases and announcements • Computer graphics • Comic book formats • Radio Yanacancha • Audio visual production 	<ul style="list-style-type: none"> • Acknowledgement for an optimum performance • High standards of health, safety and well-being • A good work place environment <p>(GRI 102-40) (GRI 102-43) (GRI 102-44)</p>

In 2020, as part of the process of determining the material topics to be reported, we analyzed the information produced by many discussion forums that we have with our stakeholders.

Community

According to the systematized information obtained from the various discussion forums and claims management, the most relevant issues for the community are those associated with health and well-being, spaces for relationship building and participation, meeting commitments made regarding investments, community development and environmental protection.



Employees

The minutes of meetings with the union indicated that the most relevant issues were those related to health and safety, working conditions in the context and duration of a pandemic and the impact on economic benefits. The mechanism of dialogue validates the right to organize.



Strategic partners

Based on the presentation of the committee of carriers and suppliers, the topics that were highlighted included health & safety, emergency preparedness, environment and the promotion of sustainable practices, and support for the communities during the pandemic.



Government

Meeting minutes show the discussion of topics associated with fulfilling social commitments with the communities, the economic recovery and actions designed to deal with Covid-19. There are also topics related to the management of mine waste, water quality and ethical behavior with local authorities.



Shareholders

The most relevant topics for the shareholders were identified based on the material issues referred to in their annual reports.





Material issues

(GRI 102-46)

Stages of the analysis of materiality

STAGE 1 REVIEW

When selecting the initial topics of sustainability we did a benchmarking exercise with the sustainability reports of our shareholders.

We also reviewed relevant standards, guidelines and international documents to identify topics that were relevant to the mining industry.

Lastly, we identified the sustainability topics that were most impacted by the Covid-19 pandemic.

STAGE 2 IDENTIFICATION

In order to understand the relevance of the sustainability topics identified in the previous stage, we proceeded to interview representatives of different departments in Antamina to learn about their management performance in 2020 on the topics initially identified, as well as the significant events that occurred during the year.

In addition we took into account the expectations of our stakeholders that were gathered in the various forums of discussion that we maintain with each of them.

STAGE 3 PRIORIZATION

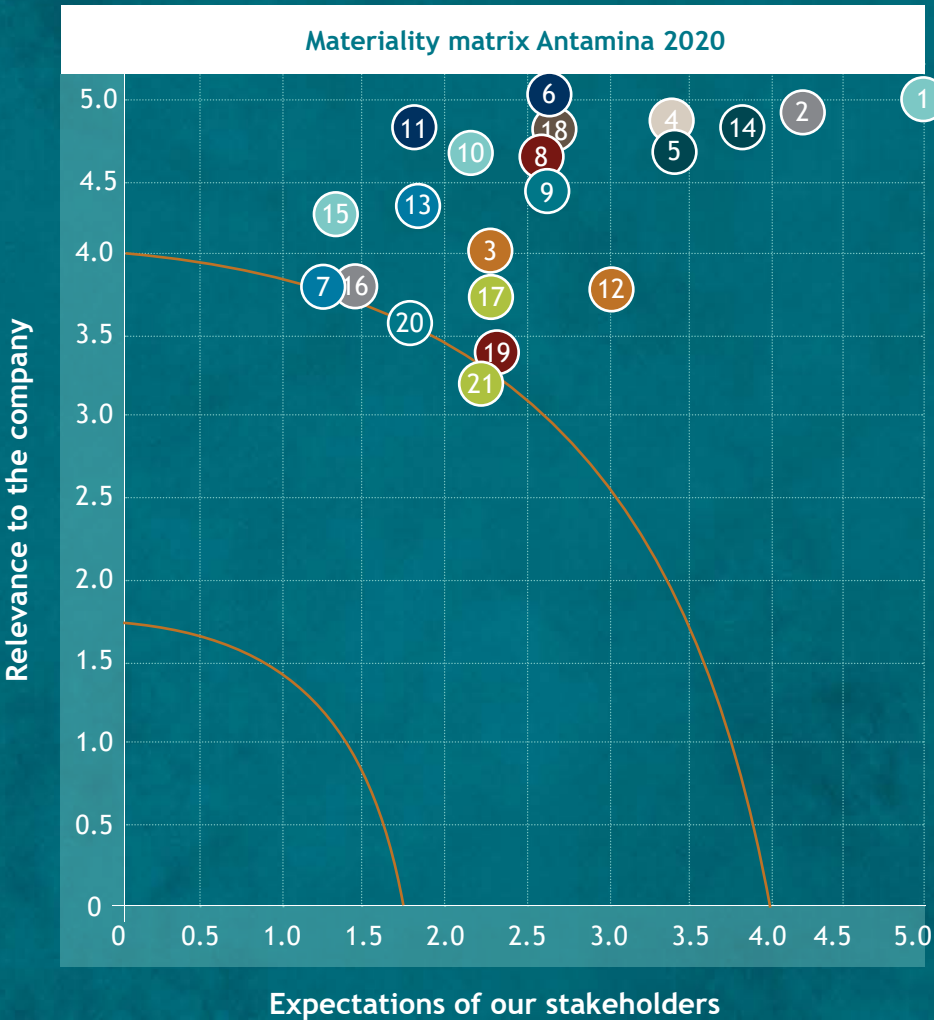
When prioritizing the relevant aspects of sustainability for Antamina we applied criteria associated with best practices, relevance, benefit or severity and a survey of the VP executives. When prioritizing the relevant aspects of sustainability for our stakeholders, we did this based on information generated in the discussion forums.

STAGE 4 VALIDATION

The material issues stemming from previous stages, and the GRI thematic content to be used in the 2020 Sustainability Report, were validated by the Corporate Communications, Sustainability and Environmental Affairs departments.



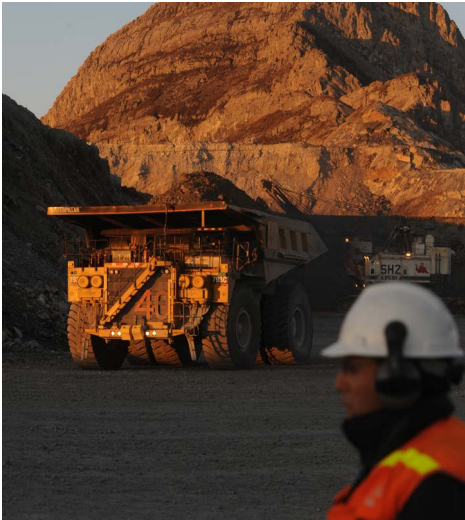
We obtained the following materiality matrix as a result of the above described process:



Material issues

- 1 Health & Safety
- 2 Tailings and Hazardous Waste Management
- 3 Social investment and sustainable development
- 4 Water Management
- 5 Social Management
- 6 Fundamental Labor Rights
- 7 Respect and Promotion of human rights
- 8 Climate change and energy
- 9 Sustainable supply chain
- 10 Biodiversity preservation
- 11 Diversity and inclusion
- 12 Emergency preparedness and response
- 13 Professional development of human capital
- 14 Business ethics
- 15 Innovation and implementation of new technologies
- 16 Employment management
- 17 Financial performance
- 18 Transparency and disclosure
- 19 Mechanisms for servicing labor claims
- 20 Air quality
- 21 Local purchases and jobs

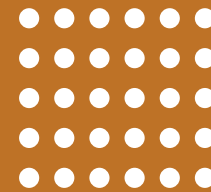
 ETHICS IN BUSINESS	 FINANCIAL PERFORMANCE	 TRANSPARENCY AND DISCLOSURE	 INNOVATION AND IMPLEMENTATION OF NEW TECHNOLOGIES
 FUNDAMENTAL LABOR RIGHTS	 SUSTAINABLE SUPPLY CHAIN	 DIVERSITY AND INCLUSION	 PROFESSIONAL DEVELOPMENT OF HUMAN CAPITAL
 MECHANISMS TO SERVICE LABOR COMPLAINTS	 EMPLOYMENT	 RESPECT AND PROMOTION OF HUMAN RIGHTS	 NETWORKING AND COMMUNITY PARTICIPATION
 HEALTH & SAFETY	 EMERGENCY PREPAREDNESS AND RESPONSE	 SOCIAL INVESTMENT AND COMMUNITY DEVELOPMENT	 CLIMATE CHANGE AND ENERGY
 WATER AND EFFLUENT MANAGEMENT	 TAILINGS AND HAZARDOUS WASTE MANAGEMENT	 PRESERVATION OF BIODIVERSITY	





02

RESPONSIBLE MINING



Responsible mining

2.1. Corporate Compliance Program

The Corporate Compliance Program is defined as a set of policies, procedures and controls aimed at preventing corruption related crime, building an ethical culture and protecting our reputation.



The Program is prepared on the basis of a risk analysis and its cornerstones are based on activities of prevention, detection and response. Its primary components are: compliance policies and procedures, capacity building for employees and strategic partners, due diligence activities in commercial transactions, various company processes, and the “ethics hotline” complaint mechanism.

Code of Conduct and Corporate Compliance Policies

We encourage all our employees to act responsibly. Because of this, we have procedures to avoid breaches of ethics and foster honest and transparent conduct.

In 2020, the Antamina Board of Directors approved an update of our Code of Conduct, which was renewed for the purpose of simplifying the messages and to include new topics of vital importance to Antamina. The update of our Code of Conduct was distributed through different channels to all our employees and strategic partners.

(GRI 102-16)

This document is based on our 6 corporate values and sets forth the behavioral standards for our employees and strategic partners on topics like the following.



Themes included within our Code of Conduct

Compliance with the laws and regulations	Anti-Corruption	Conflict of interest
Gifts and entertainment	Protection of assets and information	Good faith
Books and records	Prevention of Money Laundering and the Financing of Terrorism	Political contributions
Diversity, inclusion and non-discrimination	Health and Safety	Human Rights and Sustainable Development
Environmental Responsibility	Water management and Climate Change	Competition



In addition to our Code of Conduct, we have a series of policies and procedures that form part of the support for our Corporate Compliance Program:

- Anti-bribery Policy
- Corporate Compliance and Prevention Standard
- Due Diligence Standard
- Conflict of Interest Standard
- Ethics Committee Standard
- Procedure for the Reception and Delivery of Gifts and Hospitality
- Procedure for servicing and the investigation of complaints
- Anti-bribery Management System Manual

Ethics Hotline

(GRI 102-17)

This is a communication channel managed by an independent third party, which purpose is to receive complaints concerning potential violations of our Code of Conduct, Anti-bribery Policy or any of our Corporate Compliance policies.

This communication channel enables our workers or third parties to file a report in good faith - or based on a reasonable belief - to identify possible shortcomings in our conduct and that we can improve and act upon in a timely manner. It is worth noting that if a complaint is sent by other channels (for example, directly to the Compliance Area), it is also received and processed.

It is our desire that stakeholders have the confidence to use this channel without fear of retaliation. This is why we continuously publish the use of this means of communication through our internal and external channels.

The Compliance Department is in charge of managing complaints, which are treated confidentially. During 2020 the ethics hotline received a total of 34 complaint reports.

Anti-bribery Management System

In 2020, certifier BASC Peru performed the follow-up audit for the ISO 37001: 2016 certification associated with the Anti-bribery Management System (“ABMS”). Given the context of the audit, it was conducted remotely; notwithstanding, it was able to audit all of the processes selected and validate our certification with zero non-conformities.



As a part of the “ABMS” follow-up audit, we updated the bribery risk analysis in each of our processes, taking the 2020 context into consideration.

(GRI 205-1)

Training Activities

We regularly provide training on our Compliance Program. Given the context in 2020, all training activities have been conducted online and we have taken advantage of the internal communication platforms to circulate Compliance Program messages. This has enabled us to continue to expound on the importance of maintaining ethical and inclusive conduct and to reiterate the value of complying with our internal policies in spite of remote work performance. Similarly, in alignment with activities aimed at disseminating our Compliance Program, for the second consecutive year we carried out the “Compliance Week” events online, which included the active participation of our employees at different locations.

In 2020 we trained 2434 people using a range of online tools, thus ensuring that the Compliance Program’s messages possess an ever greater reach.

Training approach	People trained
Virtual method (MS Teams)	227
Virtual method (Antamina Family platform)	526
Virtual method aimed at operating workers	1681

(GRI 205-2)





2.2. Legal compliance



During 2020, we received notice of three resolutions - issued by the last administrative level of authority at SUNAFIL - which imposed three fines on us for the total amount of S / 92 757.00 due to alleged events of non-compliance related to labor or health and safety provisions in the work place. One of the fines that was filed (S / 67 375.00) is being challenged in the courts through the filing of an Administrative Litigation Proceeding. The second fine (S / 6737.50) will also be challenged. The filing of these appeals does not suspend our payment obligation.

In the case concerning the mine infrastructure safety, OSINERGMIN sent us notices of two fine resolutions. One of them for not having a perimeter fence in a runoff collection pond despite the fact that it was under maintenance, so it was closed and not operational, the fine amount was S / 5,031.00 and was paid.

The second fine was for not having a protocol for monitoring blast vibrations, in the amount of S/ 51, 643.00. The fine was assessed despite the fact that the vibration monitoring activity is in fact carried out, but without a written protocol. This fine has been challenged before the Courts and the legal proceeding remains open.

(GRI 419-1)

In the area of environmental matters, the OEFA imposed a fine amounting to S/ 1,612,500 (375 UIT) stemming from a 2018 Regular Inspection regarding compliance with environmental and social obligations. Antamina has filed an appeal for reconsideration against this sanction resolution, which is still under evaluation by the OEFA.

(GRI 307-1)

2.3. Emergency response and crisis management

(No GRI for Emergency response and crisis management)

Emergency and Crisis Plan

We have an Emergency and Crisis Plan that defines the general guidelines for the classification and service of different emergency situations, including crisis scenarios. It also guidelines for managing different levels of emergencies and describes the roles and responsibilities for these scenarios.

This way, when an emergency or crisis occurs, we will have the capacity to protect and provide the necessary support to people who may be affected by our operations, including neighboring communities.

The primary Goals of the Emergency and Crisis Plan are as follows:



To define the organization and its responsibilities in the service of emergencies in Antamina, managing the necessary resources to prevent the emergencies or to minimize their consequences.



To define the guidelines needed to classify types of emergency and, thus, the degree of service and involvement of the relevant levels of response from Antamina.

We also have controls that assist with prevention or mitigation of the consequences of the impacts in an adverse situation, in addition to an Emergency Drill Program run by the Emergency Services Department. The identification of potential emergencies and the establishing sets of actions are implemented through the emergency response protocols established for each department.

Our Management System designed specifically for Emergency Management enables the effective response to and service of incidents of various types, complexity and severity. It also includes situations that can threaten to harm the physical integrity of people, the environment, property or our company's reputation. The order of priority of service is listed below:



We voluntarily encourage the establishment of a community emergency preparedness system by way of a Local Emergency Preparedness and Awareness Program (APELL). Compliance with this program and its actions is subject to the degree of participation and volition of the communities, and their authorities.

(No GRI for Emergency response and crisis management)



Community Early Warning System (SAT-COM)

The SAT-COM for the town of Ayash Huaripampa is a prevention tool that aims to transfer local capacities for emergency responses (natural or anthropic) to community delegates, assembled as Early Warning Committee for local emergencies, delegates who have been appointed by the community assembly.

Training exercises and drills have been carried out with this tool for a timely response on behalf of the population to occasional emergencies caused by floods, rains, earthquakes and other events in order to protect their lives.

During 2019, an alarm system was also installed, consisting of an antenna, a repeater and a speaker system. This effort received the support and valuable participation of the general population, teachers and students, local environmental committees, such as the Association for the Integral Development of Ayash Huamanin (ADIAH) and the Association for Environmental Management and Ayash Community Development. Huaripampa (AGEDECO), the Huaraz Civil Defense committee, the consulting firm Walsh Peru and the staff of Antamina.

This system follows the guidelines of the National Disaster Risk Management Policy, the Basic Manual for Risk Estimation and the Technical Guide for the Implementation of the INDECI Community Early Warning System, as well as the National Earthquake Evacuation Program. For optimal management, SATCOM will have safe zones, temporary shelters, evacuation routes, warning signs, evacuation signs, and an Emergency Operations Center (EOC).

During 2020, access routes to safe zones have been built and the construction of emergency shelters has begun.

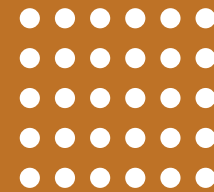
Similarly, the SAT-COM implementation for the Ayash Pichiu community was initiated and the studies for the Santa Cruz de Pichiu community SAT-COM file has begun.

(No GRI for Emergency response and crisis management)



03

HUMAN TALENT



Human talent

3.1. Our team

Our most important asset is our people, both direct employees and the employees of our strategic partner companies.



We strive to offer a value that maximizes the talent of our employees and to expand our culture of excellence to specialized companies that work as a part of our operations.

At the end of 2020, we had directly employed 773 employees and 2,082 operators, in addition to the more than 5,582 workers from our strategic partners. 71.7% of our collaborators are between 30 and 50 years of age and 40.2% are natives of the Ancash region. We continue our challenge to increase the female presence in our company, given that only 6% of our payroll is currently made up of women.



Labor

Category	Age	Men				Women				Overall Total	
		Skilled		Unskilled		Skilled		Unskilled			
		N°	%	N°	%	N°	%	N°	%	N°	%
Employee	Under 30	8	0.28%	0	0.00%	3	0.11%	0	0.00%	11	0.4%
	From 30 -50	408	14.29%	0	0.00%	76	2.66%	0	0.00%	484	17.0%
	Over 50	251	8.79%	0	0.00%	27	0.95%	0	0.00%	278	9.7%
Operations Workers	Under 30	54	1.89%	6	0.21%	5	0.18%	1	0.04%	66	2.3%
	From 30 -50	1499	52.50%	8	0.28%	55	1.93%	1	0.04%	1563	54.7%
	Over 50	448	15.69%	1	0.04%	4	0.14%	0	0.00%	453	15.9%
Overall total		2668	93.45%	15	0.53%	170	5.95%	2	0.07%	2855	100.0%

Breakdown of workers by contract type

Category	Age	Men				Women				Overall Total	
		Permanent		Fixed Term		Permanent		Fixed Term			
		N°	%	N°	%	N°	%	N°	%	N°	%
Employee	Under 30	1	0.04%	7	0.25%	1	0.04%	2	0.07%	11	0.4%
	From 30 -50	401	14.05%	7	0.25%	75	2.63%	1	0.04%	484	17.0%
	Over 50	250	8.76%	1	0.04%	27	0.95%	0	0.00%	278	9.7%
Operations Workers	Under 30	48	1.68%	12	0.42%	5	0.18%	1	0.04%	66	2.3%
	From 30 -50	1377	48.23%	130	4.55%	53	1.86%	3	0.11%	1563	54.7%
	Over 50	446	15.62%	3	0.11%	4	0.14%	0	0.00%	453	15.9%
Overall total		2523	88.37%	160	5.60%	165	5.78%	7	0.25%	2855	100.0%

(GRI 102-8) (GRI 405-1)

Breakdown of workers by gender and region

Category	Age	Men				Women				Overall Total	
		Ancash		Other Región		Ancash		Other Region			
		N°	%	N°	%	N°	%	N°	%	N°	%
Employee	Under 30	0	0.0%	8	0.3%	0	0.0%	3	0.1%	11	18.4%
	From 30 - 50	73	2.6%	335	11.7%	11	0.4%	65	2.3%	484	18.4%
	Over 50	34	1.2%	217	7.6%	3	0.1%	24	0.8%	278	8.6%
Operations Workers	Under 30	34	1.2%	26	0.9%	3	0.1%	3	0.1%	66	3.2%
	From 30 - 50	772	27.0%	735	25.7%	40	1.4%	16	0.6%	1563	53.4%
	Over 50	174	6.1%	275	9.6%	2	0.1%	2	0.1%	453	15.7%
Overall Total		1087	38.1%	1596	55.9%	59	2.1%	113	4.0%	2855	100.0%

Breakdown of the members of the Executive Team
by age range and gender

	Number of men	Number of women
Under 30	-	-
From 30 - 50	12	3
Over 50	24	1
Total	36	4

(GRI 102-8) (GRI 405-1)



Local employment

We reaffirm the commitment we assumed with the people living in our areas of influence. During 2020, 40.2% of our payroll are people from the Ancash Region, and 21% of new hires during the year came from the Ancash Region.



Best mining company in the attraction and retention of talent

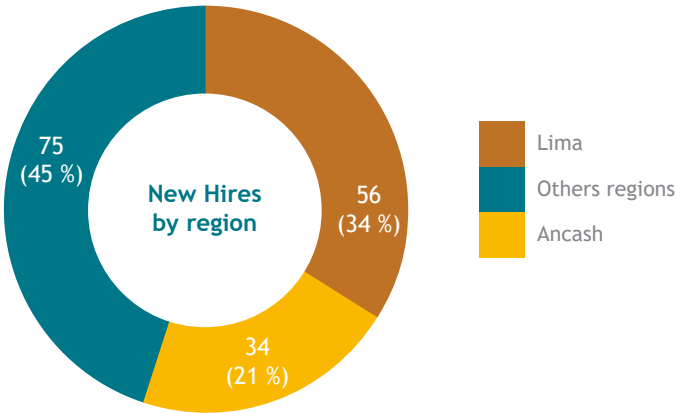
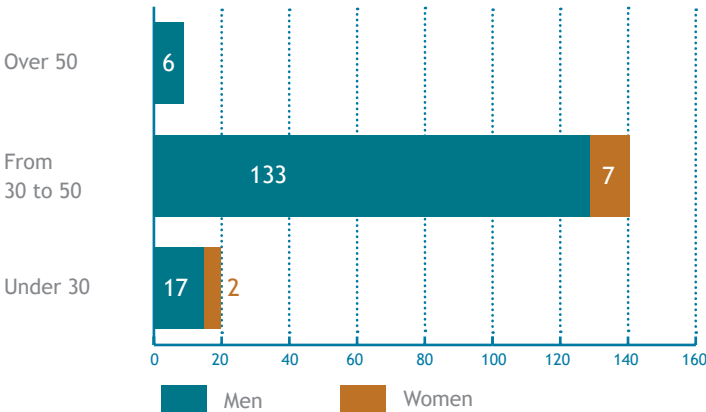
Antamina ranked as the fifth best company in attracting and retaining talent in the country out of 100 companies, according to the Merco Talent 2020 ranking results. This is the seventh year in a row that Antamina ranks among the top ten best companies in attracting and retaining talent in Peru.

Moreover, the company has consolidated its leadership in the mining industry upon ranking first in this category.

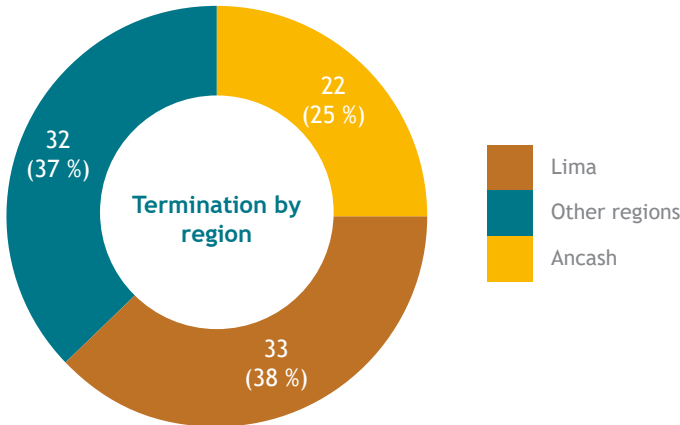
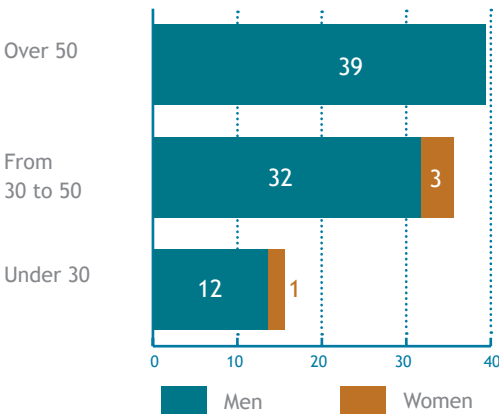
New hires and terminations

(GRI 401-1)

New hires



Terminations



(GRI 401-1)



Job benefits

None of our employees work under part-time contracts. Employees hired for a fixed term or an indefinite term enjoy the same benefits.

The only differences in terms of additional benefits are given as function of job qualification and skill differences between operators and employees, in accordance with the provisions of our Equality and Non-Discrimination Remuneration Standard and the current collective bargaining agreement for the period 2018-2021.

(GRI 401-2)



Benefits additional to legal benefits

For operation workers and employees

- EPS health plan for the employee, spouse and children up to the age of 28 years and 11 months
- Legal and Group Life Insurance Policies in addition to the current legal requirements in force since the first day of work.
- Cancer insurance as part of the EPS Health Insurance Coverage
- High education scholarships for workers’ children
- Accident and life insurance in EsSalud, paid for by the company
- Bonus for education (one half of a monthly salary)
- Quarterly productivity bonus
- Merit bonus for perfect attendance
- Recognition for strong job performance
- Payment for work on days off, at a rate of 2.25 (the law requires a rate of 2).
- Overtime pay in hot-swap meetings at the beginning of the work day in operating areas, at a rate of 2.00 (the law requires a rate of 1.25)
- Special loan of for amounts up to 4 monthly salaries in urgent cases
- Subsidy to family members of employees who have suffered an accident or emergency to assist with lodging, food and transportation expenses
- Priority given to direct family members of workers to fill vacancies for professional student internships
- Priority to direct family members of workers to fill job vacancies in the event of termination of the worker due to retirement, death or permanent disability
- Authorized 3 days paid leave of absence and an allowance for distance and severity for the spouse or partner, parents or children
- Authorized 4 days paid leave plus allowance for distance in the event of the death of the spouse or partner, parents or children
- Authorized paid leave of up to 7 days plus an allowance for distance in the event the child, father, mother, spouse or partner is in serious or terminal condition or suffers an accident that puts their life at serious risk
- 30-day paid leave for expectant mothers as compensation for daily breastfeeding hours.
- Transfer from the mine or PPL to Lima or Huaraz to the worker who needs to attend to a family emergencies

For operations workers only

- Additional bonus pay according to specific special conditions of the job (e.g. hazardous work, night shift work, working at altitude, day shift lunch, cold lunch, replacing another employee in a higher position, Labor Day, Miners’ Day)
- Allowances for housing and accrued severance

For employees only

- Performance incentive bonus (ICP)

(GRI 401-2)

3.2. Performance management

Given the situation created by the pandemic, we had to postpone the evaluation processes until the second semester because the entire company focused its attention on moving forward with the operation and protecting employees from the health emergency.

Because of this, the number of employees participating in the process also decreased, owing to conditions of vulnerability. In addition, the time periods and organization required to train supervisors on the process of feedback, in order to initiate the evaluation process of the personnel in charge, needed to be both fully strengthened and adapted for the new online experiences, posing additional challenges that we managed to overcome with commitment and joint effort. We needed to deploy virtual training workshops within the feedback tool, and place content online to develop worker skills in time management in virtual environments that enables both efficiency and balance within the emotional dimension and family environment.

In spite of this, we successfully completed the 2020 Performance Evaluation schedule, for both employees and operating workers, and we even managed to improve upon evaluation times. This situation also favorably impacted the timing for performance based compensation (Financial and Non-Financial).



Performance Evaluation

Employees

Employees receive an evaluation on each planned Goal. This evaluation addresses two components, the evaluation of Goals or KPIs that are weighted at 50% and the evaluation of the action plan (50%), in which progress, efforts, competencies and every performance factors not included in the KPIs are taken into account. This method seeks to achieve a balanced evaluation where the employee's results, good practices and commitment are duly accredited and recognized.

The management of the outcomes of the Performance Management process is aimed at providing recognition and an improvement plan, to outstanding workers and those who demonstrate opportunities for improvement.

Employees having a high performance will be recognized by the Company during an award ceremony called Bravo, this recognition will also be extended to their families. With respect to the group that obtained a poor performance, an improvement program is being worked on that includes a reinforcement action plan and the commitment made by the worker, the supervisor and HR.





Operators

For operators this is accomplished in two ways. Maintenance Management and the support areas, use the evaluation criteria. These criteria are: productivity (efficiency) and target achievements; safety, attitude towards work and responsibility; teamwork, adaptability, initiative, commitment to the Company; continuous improvement behavior.

For the Mine and Processing Plant Operation Management, the Value Based Management (VBM) methodology that was developed in Antamina is used, and it enables us to have detailed information on worker performance. This methodology helps us to establish performance indicators for each operating worker obtained from quantitative and goal systems, including the fleet management system (Dispatch).

The VBM methodology has three factors: attendance (25%), security (25%), and production (25%). A fourth factor is added, supervision (25%), which involves the evaluation of the operation workers’ competencies and commitment. In this manner, a very solid evaluation system is available, based on the objectivity of the outcomes which correlate with the employees’ performance and effort.

Collaborators who have been regularly evaluated on their performance and professional development in 2020

Collaborators		Number of collaborators evaluated	Percentage of collaborators evaluated
Employees	Men	642	98 %
	Women	107	100 %
Operations workers	Men	1918	95 %
	Women	56	97 %
Total		2723	97.5 %

(GRI 404-3)

A perception survey on Performance Management was administered to the employees, and results showed that 75% of them consider the feedback received from their Supervisor to be good and very good; and 77% agree with the performance rating they received.

Also, a workshop was held with Supervisors to reinforce their skills on providing feedback. 92% of Supervisors gained learned how to identify the psychological characteristics of their operations workers and provide feedback based on this acquired knowledge.

Similarly, a quality review of the feedback given to operations workers was conducted. The outcome of this review shows that 72% of operation workers are satisfied with their annual performance evaluation.

3.3. Training and capacity building management

The Superintendency of Organizational Learning is in charge of managing stage learning development. In this manner, it contributes to value generation by developing and building upon collaborator competencies that are aligned with the organization’s strategy and culture.

In 2020, we have strengthened management methods in a way that enables us to scenarios that are online and remote. These methods has become increasingly necessary and demanding. Similarly, we have strengthened our approach to equality as set forth under our Diversity and Inclusion Policy, ensuring that everyone has the same opportunities for development in Antamina.

Coverage is an indicator that is aligned with this initiative; This KPI denotes the percentage of people by segment (gender, origin, age) who received training, an example of this is that in 2020 the coverage by gender is represented as: Women 97% and Men 96%.

We have begun to update the Learning Standard and Procedure in its fifth version, aligning them into a “mixed” methodology adjusted for online events.

4

QUALITY EDUCATION

5

GENDER EQUALITY

8

DECENT WORK AND ECONOMIC GROWTH

10

REDUCED INEQUALITIES

We also seek to foster Self-Management of Development, i.e., the concept that staff are the protagonists of their own development. To accomplish this, we started implementing a new software tool that helps to run virtual learning, by consolidating it with the implementation of the Learning Management System (LMS). This new platform will allow us to offer the worker different learning options and possibilities.

The 2020 Learning Plan

(GRI 404-1)

2020 Learning Needs Diagnosis (DNA) was developed taking events in to account that that contribute to meeting the target Goals in areas of safety, production, legal and compliance certifications.

During 2020 we logged 67, 417 hours of training, 2,022 hours of which corresponded to the Environmental Training Plan, 45,169 hours to the Health and Safety Training Plan, 4,045 hours to Behavioral Training and 16,180 hours to Operational Function Training.

In August 2020 the DNA was updated, taking the strictly required activities into account given the context of the COVID-19 status. Starting from the point the Learning Plan was modified, the percentage of online training hours exhibited an increasing trend. The final distribution of online training hours was:



Compliance with the learning plan was de 94 %

The amount invested in training during 2020 was US\$ 1.65 million. This amount represents 60 % of the allocated budget. The cost was reduced by 40% because we had Learning Plan that involved in person workshops on sites outside the operation.

Training hours by job category		Total number of training hours	Average number of training hours
Employees	Men	25 821	33.1
	Women	2705	27.1
Operations Workers	Men	37 468	18.6
	Women	1422	21.5
Total hours		67 417	

Key training indicators	2019	2020
Number of training hours	138 833	67 417
Amount invested in training	US\$ 2.66 million	US\$ 1.65 million
Number of workers who received awards (in areas of leadership, health & safety and the environment)	117 Employees y 323 Operations Workers	59 Employees (8 % of the population) and 222 Operations Workers (8 % of the population). Overall total 81 collaborators.
Implementation of the Learning Plan	77 %	94 %

(GRI 404-1)



Processing Plant Leadership Sustainability Program

This program is designed to develop and reinforce the leadership skills of 06 senior supervisors of the Management at the Processing Plant.

The accumulated hours of training carried out were devoted to course content in the subject areas of health & safety and the environment (70%), technical operations (24%) and behaviors oriented to strengthen our culture (6%). 95% of scheduled sessions were completed and all senior supervisors completed the requirements of this program between 2019 and 2020.

COVID-19 Contagion Prevention Program

In May 2020 we initiated this program, aligned to the “COVID-19 Contagion Prevention” standard that has a scope involving all Antamina employees and strategic partners.

Compliance with this program by Antamina was 95 % and by strategic partners, 95%. A total of 13,256 employees successfully completed the program.

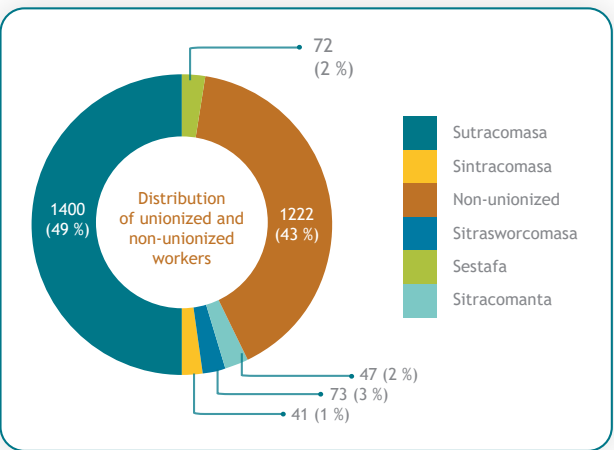
3.4. Labor rights

Freedom to assemble and collective bargaining

In accordance with our policies on Health & Safety, Environment, Community Relations and Human Rights, we fully respect the rights of our employees to free assembly, unionization and collective bargaining.

Antamina currently has 5 unions. The Sutracomasa is the first union established in the company and is at present the largest union and by law, for the purposes of collective bargaining, it is the union that represents workers in the department that is or is not affiliated with a union. We have signed 6 collective agreements with the above mentioned union through direct discussions, each of them for a 3 years term, for the benefit of both parties, the employees and the company, without strikes or arbitration proceedings.

We maintain a continuous and respectful dialogue with the different unions, a factor which enables us to reach consensus, as well as to prevent and solve problems that may arise in the various aspects managing labor relations in the company.



Our Labor Relations Department is in charge of maintaining continuous and open communication with all employees and workers, both individually and collectively, in addition to ensuring compliance with current standards as well as the procedures and regulations established by Antamina.

We have effective mechanisms that ensure this communication: monthly and bi-monthly meetings with union representatives. These meetings address a variety of issues seeking improve the work place environment, social well-being, health, food, accommodation, and transportation, among others. The Joint Committee meetings are held monthly, unless other matters arise, where according to agreement between the parties it becomes necessary to deal with on an extraordinary basis. The primary functions of this Committee are to monitor and ensure the execution and fulfillment of agreements, commitments and obligations arising from the Collective Agreement, and when any specific function is expressly delegated.

The sixth collective bargaining entered into as a result of direct negotiations with Sutracomasa, applies to all workers within the scope of collective bargaining, given that this union represents the majority of workers included within the scope of bargaining in the company.

(GRI 102-41) (GRI 407-1) (No GRI Mechanisms for dealing with labor claims)

Collective bargaining turned out to be a long and complex process lasting close to 11 months, after which the desired consensus agreement was reached and the goal of signing the collective agreement based on direct negotiations was achieved for the benefit of both parties. This sixth collective bargaining agreement signed on June 11, 2019 is valid for 3 years, from August 1, 2018 to July 31, 2021. In July 2021 we will initiate a new collective bargaining process seeking to reach a seventh agreement for 3 more years.

(GRI 407-1)

Prevention of Child Labor and Forced Labor

In our Human Rights Standard we refer to the fact that the hiring of minors and forced child labor is prohibited. Furthermore, all of our policies and standards are rigorously governed within the framework of national legislation.

We have included a clause in our contracts whereby our strategic partners expressly adhere to our Human Rights Policy and Standard.

In addition, we encourage our strategic partners and suppliers to perform an assessment of their own risks associated with human rights. Our Strategic Partner Performance Monitoring Procedure requires the presentation of a Social Responsibility Plan as part of the hiring process.

In 2020, Antamina requested its suppliers to join the Competitive Business Program which seeks to help assemble their Sustainability Report.

(GRI 408-1) (GRI 409-1)



Diversity, inclusion and non-discrimination

We have a Diversity and Inclusion Policy, which seeks to foster a workplace free of violence and discrimination, based on respect, recognition and equality.

We also currently have an active Diversity and Inclusion Program, seeks to reinforce the culture of respect with a focus on diversity, inclusion, non-violence and discrimination in a healthy and fair work environment among Antamina staff, strategic partners and the communities.

We have signed the Declaration of Lima with the Goal of promoting the participation of Women in the company. The Equality Commitments contained in the Lima Declaration are guidelines designed to guide and accompany private and public companies in their efforts to develop strategies that contribute to the empowerment of women in employment, the market and society in general.

By attaching our signature to these principles, we reaffirm our commitment to equal opportunities through a series of good practices such as fostering gender equality from the highest level of the organization, making it explicit in our policies that any discriminatory practice in matters of employment and occupation are prohibited.

In 2020, we formed a Committee against sexual harassment at work, which is doubly equal, with 2 representatives of the collaborators and 2 representatives of the company and at the same time made up of 4 Women members and 4 Men members (2 holders and 2 alternates in each case).

Furthermore, we greatly improved our selection process on the basis of equal opportunities between men and women: the use of blind resumes (where data concerning gender, age, religion, place of birth, university of origin, etc. are not visible) and monitoring the percentage of women who are hired for jobs.



In 2020 we organized lectures and discussion on the Prevention of Violence and Discrimination in the Work Place, aimed at all departments. Moreover, we have included a Diversity and inclusion clause in our agreements with strategic partners. It is worth noting that during the course of 2020 we have not received any complaints regarding discrimination and harassment in the work place.

(GRI 405-1) (GRI 406-1)

**Safe company,
free from
violence and
discrimination
against Women**

In March 2020, following a rigorous evaluation process, Antamina became the first mining company in Peru to receive the certification as a “Safe Company, free from violence and discrimination against Women”, in the Gold category, which is granted by the Ministry of Women and Vulnerable Populations to companies that promote and encourage good practices and have policies in favor of women.

Promotions and compensation

In matters related to compensation, the 2020 Salary Equality Plan was implemented, in accordance with our Equality and Non-Discrimination Remuneration Standard, which enabled us to review it and make the relevant adjustments to the scenarios identified in the plan.

With regard to promotions, we foster internal job moves for company personnel. 72.5% of positions were covered by internal personnel; 6.9% represented the promotion of women during the year. In addition, 13% of women were re-categorized for job positions in operations.

Pay equity

In the salary ranges applicable to operations workers, the compensation paid to both men and women are identical to the same job positions. In salary ranges of Employees, the average salary gap of each job category is 0.94, owing to reasons attributable to seniority in the position and skill levels. It should be noted that this current wage gap within our company is low in comparison to nationwide market reference (0.73). Notwithstanding, we are working to reduce these differences.

(GRI 405-2)

3.5. Strategic partners

Our logistics management of supplies is based on the planning, implementation, purchase, transportation and timely and efficient storage of supplies, products and services, from the point of each supplier to the mine or to our Punta Lobitos port.

Our supply chain comprises stages that enable us to obtain high-quality products and services for their use in the production processes that we operate. Also, this is how we efficiently contribute to the social development of our local suppliers. The process begins with the national or international supplier, continues with the participation of the transport carriers and ends with the consumption of the good or service in one of our operation units.

As for ancillary services, among the primary outsourced activities we use include personnel transportation, food, hotel, and recreation services. We also license medical facilities to provide healthcare services for Antamina personnel and contractors. Furthermore, we facilitate some activities through third-party contracting to provide support for equipment maintenance and welding repairs, along with the distribution and application of lubricants in the field. For exploration we outsource diamond and directional drilling services.

(GRI 102-9)

Contracting Services

COVID-19 affected the continuity of the services being provided in our operations, changed the atypical working hours of the contractor company staff, generated unproductive work periods owing to the need to count quarantine periods, generated new costs associated with the requirements of biosafety health care and, in general, a series of inefficiencies were introduced, which had a large impact on our contractors. Faced with this context, we performed a general situational analysis and, with the

application of a decision tree that was studied on a case-by-case basis, the outcome of which enabled us to generate a series of merit acknowledgements and compensation for the contractors.

The option to renew and renegotiate agreements, in addition to fully suspending some of the then active bidding processes, represented alternatives that permitted us to provide greater peace of mind and security to our contractors, while continuing to seek out opportunities to improve service provision efficiencies.





Acquisition of goods

COVID-19 brought supply chain uncertainty. This necessitated that we review and reanalyze our logistics chain and that of our suppliers. We particularly targeted suppliers who provide us with critical supplies and spare parts for our operation.

We kept our liaison and communication activities with our suppliers close seeking to better ascertain their productive and financial capacities, the availability of resources, raw materials and inventories and to the effectiveness of services rendered in turn by their own suppliers, deciding to apply contingency plans as applicable. Also, the prevailing market environment made the purchases of biosafety equipment and products for our workers a challenge, in terms of availability, quality and prices.

In 2020 we maintained trade relationships with 1,249 suppliers and made purchases valued at US \$ 1.124.30 billion. Of this amount, US \$ 1.054 billion were purchases made from domestic suppliers. Of this figure, US \$ 38.64 million corresponded to purchases from 164 local Ancash suppliers.

Purchases from foreign suppliers amounted to \$ 69.56 million. 39% came from the United States, 22% from Chile and 14% from Germany, and the remaining balance from 22 other countries.

It is worth noting that we have international freight agents to handle product imports and who manage and receive the goods requested from our suppliers located around the world. These products are transported by sea, land or air.

(GRI 102-9)

Transport

New guidelines were established for the safe admission of different equipment and material transportation units into our Mining Facilities. These measures were designed to help prevent the spread of COVID-19 and ensure the health of company workers and strategic partners. To accomplish this, standard protocols for 3 scenarios were established to deal with how a load can be received within the Yanacancha camp facilities: with a tractor change, a driver change, or the entry of the truck with a driver.

During 2020, the transport of materials involved making 40,173 trips, representing a total of 15,625,517 kilometers traveled without recording any accident or spill. This was possible thanks to the continuity of monthly meetings held regularly with the Antamina Transport Committee, which as of December 2020 had its 190th session.

At this event, the following companies received awards for being the safest transport carriers of the year 2020, in the following order of merit: 1) Cargo Transport, 2) Atlantic Transport, and 3) Ransa Comercial.

Similarly, at the end of the year 2020, a parking facility called Porta Mina was built for cargo trucks, which functions as a transportation center hub for the arrival and departure of transport carrier units, in order to ensure continuity of the supply of equipment, materials and supplies to operations, and contributing to the prevention of COVID 19 transmission. These facilities were built using the best standards to provide lodging accommodation and food to transport unit drives. The facility was financed with the cost reductions obtained from the efficiencies that the facility provides.

(GRI 102-9) (GRI 102-10)

Socio-Environmental Evaluation

The supplier prequalification process is performed by an external company by way of a system that enables both suppliers and potential suppliers to become qualified in several categories some of which may include trade, technical experience, financial situation, management systems and Corporate Social Responsibility.

Similarly, by way of a supplementary pre-approval process, aspects associated with industrial safety, occupational health and the handling of dangerous substances are also taken into account. Contractors are required to prepare their operational environmental management plan (PMAO) prior to starting their services in our areas of operations.

All new contractors are registered as Antamina suppliers after completing a satisfactory evaluation. This evaluation, which is performed by third-party companies, considers environmental, social, labor, economic-financial and compliance elements, among others.

We also conduct annual audits of our contractors, in an audit sampling format. In 2020 we audited 23 companies are suppliers of industrial, non-industrial, construction and transportation services.

(GRI 308-1) (GRI 414-1) (GRI 403-7)



3.6. Health and Safety

Occupational health and safety management system

(GRI 403-1)

Since the start of our operations, we have developed an organizational culture where our employee’s health and safety form an important part of our core values. Our goal is to prevent, minimize and control any occupational risk through the design of adequate job positions.

We currently have international OHSAS 18001 certification and are undergoing the ISO 45001 certification process. We also have health and safety programs that begin by identifying and managing occupational and safety risks. These are reinforced by induction programs and basic training for personnel, in a way that the personnel make Company priorities their own.

Our health and safety programs are developed within the framework of the highest international standards, national regulations and the Health, Industrial Safety and Environment Policy. In addition, they are aligned with our Internal Occupational Health and Safety Regulations.

Our management system is applicable to all our workers: workers of the titleholder of the mining operation, the mining contractor companies or contractor companies from related activities. The operating activities included in the system are: Extraction, transportation, crushing, milling and concentrating of copper, zinc, lead and molybdenum ores, filtration, storage and shipment of concentrates.

Moreover, maintenance, engineering, and other operational support activities are conducted at Yanacancha, the Mineral Pipeline, on external roads and highways, Puerto Punta Lobitos, Lima and the Territorial Management Units (TMUs).

3GOOD HEALTH AND WELL-BEING

8DECENT WORK AND ECONOMIC GROWTH

16PEACE, JUSTICE AND STRONG INSTITUTIONS

Workers covered by the SST system
(subject to internal audit approval and certification)

Type of worker	Number of workers covered	Percentage of workers covered
Direct (Employees y Operations Workers)	2294	100 %
Outsourced (strategic partner workers)	13 477	100 %

The only activities that are not covered by our system are:

- Work performed by the Social Management Department with contractor companies, which are considered supervised activities.
- Freight transport from where the carriers apply their management system and are monitored and supervised by Antamina.

(GRI 403-1) (GRI 403-8)





Identification of hazards, risk assessment and incident investigations

(GRI 403-2)

When we identify occupational hazards and assess risks, we use the legal methodology called HIRA (Hazard Identification and Risk Assessment) both baseline HIRA and continuous HIRA. In some cases the ATS (Safe Work Analysis - SWA) is used when the HIRA is unavailable, nor the (Written Safe Work Procedure WSWP) and the latter is a non-routine activity.

We also use the Antamina Comprehensive Risk Management System (SIGRA) to assess critical risks resulting from the baseline IPERC. This assessment of the SIGRA is performed using the BOW TIE methodology, leading to performance standards, a verification check list done by the supervisors and binary verification cards by the collaborators.

Also, we conduct various types of audits to ensure the quality of our health and safety processes:



Annual internal certification follow-up audits.



External certification audits.



Ongoing HIRAC internal audits.



External HIRAC baseline audits.



Internal and external audits of SSEE management.



External audits for SIGRA shareholders and Critical Risks.

Senior Management is directly involved in the evaluation and continuous improvement of our occupational health and safety management system on an annual basis and the Occupational Safety and Health Committee is reviewed and examined each month at the Monthly Senior Executive Meeting, and is led by the Chairman and reviewed in the SSEE Committee.

The workers (both company employed and outsourced) who want to report hazards or occupational hazards can contact any of the 6 members of the SSO Committee and take their proposals to the Committee meeting and decide on measures for improvement.

We have a procedure entitled: “The Right to Refuse to Perform Unsafe Work”, which establishes that any worker can refuse to do unsafe work in coordination with his supervisors and if the issue remains unresolved, a high-level multidisciplinary committee is then formed to address the issue.

When investigating incidents or work related accidents in our Incident and Non-Conformity Investigation Procedure, it is established that for severe, high potential and disabling events we employ the ICAM methodology and for other minor events the 5 Why are used. ICAM follow-up is done weekly with the CEO and the Vice Presidents.

(GRI 403-2)



Participation, inquiries and communication about SST

(GRI 403-4)

Employees participate in the SSO (Health and Safety) Committee, for investigations using the ICAM methodology and in MASS meetings held by each department.

The Occupational Health and Safety Committee is designed to make regular and periodic inquiries regarding the employer's actions on matters concerning risk prevention in Occupational Health and Safety; It seeks to foster health, safety and hygiene in the work place of all workers who perform work activities. It also acts as an advisor to the owner on matters associated with mining industry and monitors the compliance with the provisions of the Internal Regulations for Occupational Health and Safety and national regulations on safety, thus fostering well-being in the work place.

The SSO (Health and Safety) Committee meets the requirements of a monthly inspection program and a regular meeting program. In the event of an important issue you can arrange to hold extraordinary meetings.

The SSEE have their own committee in each of their companies with more than 20 workers and a Central Committee with all the SSEE that work in Antamina.

Relevant information about health and safety in the work place is available through various channels: email, audios by radio Yanacancha, videos on internal TV channels and on screens installed in each department, in addition to scheduled comprehensive five-minute lectures and training sessions.

OSH training

The training courses designed for both company based and outsourced employees on health and safety in the work place are based on APPENDIX No. 6 BASIC TRAINING IN OCCUPATIONAL HEALTH AND SAFETY instituted by Supreme Decree 024-2016-EM amended Supreme Decree N° 023-2017-EM the Regulation of occupational health and safety in mining, for jobs located in Yanacancha and PPL.

We have a training program established in accordance with Law 29783, the Law on Health & Safety in the Work Place and Supreme Decree No. 005-2012-TR, the Regulation of Law No. 29783, for Lima and UGTS.

During 2020 the following courses on Health were given:

- Occupational Hygiene and Ergonomics
- Use of Personal Protection Equipment (PPE)
- Standards and Protocols for the prevention of the COVID-19 virus
- Map of Risks and Psychosocial Risks
- Mental Health and Emotional Support

(GRI 403-5)

Work related injuries

(GRI 403-9)

Deaths from work-related injuries

Type of worker	Number of deaths	Rate
Employees	0	0
Operations Workers	0	0
Strategic Partners	0	0

High Consequence Work-related injuries ²

Type of worker	Number of injuries	Rate
Employees	0	0
Operations Workers	0	0
Strategic Partners	0	0

Recordable work place injuries³

Type of worker	Number of injuries	Rate
Employees	0	0
Operations Workers	10	0.54
Strategic Partners	17	0.92

Notes:

- Rates are calculated based on every 1, 000, 000 hours worked.
- Hours worked by Operations Workers and Employees of Antamina: 4 517 199.41
- Hours worked by Strategic Partners: 14 032 335.10

During 2020 the most frequent type of injury from an accident among our own workers was to the hands and among those of our strategic suppliers, on hands and lower extremities (ankle, knee, and feet). For this reason we organized a Hand Care Campaign and another regarding the structuring and dissemination of the "Decalogue of a Good Walker".

(GRI 403-9)

² Work related injury that leads to such damage that the worker is unable to recover or not completely recover the state of health experienced prior to the accident within a term of 6 months.

³ An injury with some of the following outcomes: death, day of sick leave, job restriction or transfer to another job position, fainting spells or medical treatment that goes beyond first aid; or a serious injury diagnosed by a doctor or another health professional, even if the injury does not lead to death, fainting or medical treatment beyond the level of first aid.

Occupational Health

(GRI 403-3)

In our organization we have our own Occupational Hygiene & Ergonomics service the functions of which seek to identify occupational risk factors, assessing those risks and controlling the exposure of the different occupational agents.

Similarly, we have our own Occupational Health service that undertakes to identify psychosocial risks, the mental health, medical surveillance, monitoring and rehabilitation of the health of our personnel.

To manage Occupational Hygiene & Ergonomics we have professionals from this area of specialization and the service of accredited laboratories for instrument calibration and field sample analysis.

For health management and support we have categorized health care centers to provide common health care services to all company and contractor employees and which are duly accredited to carry out medical surveillance, program supervision and audits of contractor companies.

There are 2 medical centers offering outpatient services, imaging, laboratory, hospitalization, nutrition, psychology, differentiated physical and emergency therapy available 24 hours a day, with medical staff specialized in internal medicine, traumatology and emergencies. They are both properly equipped to provide care to our employees and contractors for common illnesses and work-related incidents.

In addition, we have programs designed for the prevention and promotion of health, healthy lifestyles, good nutrition, emotional well-being, psychotherapy, home ergonomics, respiratory rehabilitation and skeletal muscle strengthening.

Surveillance and monitoring programs

For the past 10 years we have maintained a very low rate of occupational diseases, with zero cases in recent years, owing to the surveillance and monitoring programs and the control projects we have implemented.

Occupational Agent Monitoring Program

- The monitoring program for physical, chemical, biological and ergonomic agents achieved 100% compliance.
- The implementation of this program is aligned with guidelines such as OHSAS, NIOSH, ACGIH and other international and national standards.

Occupational Medicine - Surveillance

- This program seeks to prevent illnesses by identifying, monitoring and managing optimum health conditions. The musculoskeletal, hearing and respiratory programs were fully completed in addition to promotional preventive program activities.

Fatigue and Drowsiness Prevention Program

- This program helps to strengthen a culture of good rest and control of chronic diseases, providing support for the intelligent use of technological innovation. This contributes to avoiding incidents that lead to fatigue and drowsiness, allowing us to achieve an Incident Frequency Index for Fatigue and Sleepiness (IFIFS) equal to ZERO in 2020.

Supplier Occupational Health Management Program

- We have been implementing this program for about 6 years and we have achieved a good percentage rate of health standard compliance in the companies of our contractors we work with us, and who have demonstrated a high degree of receptiveness to annual Health Management audits.
- In 2020 a level of 92.2 % of compliance was achieved in global health standards for a total of 52 mine and PPL contractors, exceeding the target of 85% that was originally set.



Renewed health and biosafety protocols

We redesigned our operations, strengthening the concept of biosafety in our corporate culture through renewed standards and protocols. Together with the Workers’ Union and representatives of the company’s Joint Occupational Health and Safety Committee, we reached consensus and agreement with respect to the health, prevention and biosafety measures in the work place that have been established in Antamina to deal with the pandemic.

This was all implemented since the “strategic safety stop” carried out by Antamina in April 2020, when we ceased production while thinking about how to prepare ourselves in the best possible way. For this reason and always focusing people safety, is that restarting operations occurred with the application of our renewed protocols and procedures for the prevention, mitigation and control of COVID-19.

Seeking to control the pandemic, we developed molecular testing strategies for all our employees and contractors prior to their entrance and at the end of their shift. Mass disinfection programs were also carried out and technological tools were used that automate surveillance of distancing, temperature control, symptom logging and use of masks, physical barriers, capacity control, ventilation control and implementation of HEPA filters in personnel transport vehicles and healthcare facilities, working in cell groups, contact tracing systems, a follow-up call center and emotional support along with intense awareness building campaigns, among other measures.



Health and
Biosafety Protocols



Obtaining the
SGS Biosafety
seal: Disinfection
Monitored

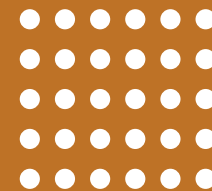
Antamina is the first mining company in Peru to obtain the SGS Biosafety Seal: «Disinfection Monitored», which is joins the validation and verification of plans and protocols, compliance with current legislation and regulations governing COVID-19, the application of surface cleaning and disinfection testing, along with field inspections to demonstrate that all the necessary measures are being taken to provide a secure operation.

Moreover, the process serves to identify which aspects we can continue to improve in our COVID-19 control and surveillance, within the principles of continuous improvement of our Integrated Management System.



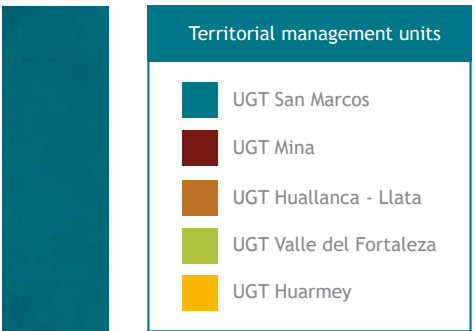
04

MINING THAT DRIVES SUSTAINABLE DEVELOPMENT



Mining that drives sustainable development

One of our commitments is to work on behalf the well-being and improvement in the quality of life of our neighbors, the communities that reside in our operational area of influence (AOI). This area comprises 20 districts and 6 provinces as shown in the figure below.



The management of social and community expectations requires transparency and clarity. In this respect, in order to respond to the demands of the AOI and to jointly build development processes, we have organized ourselves internally into 5 Territorial Management Units (UGT or TMU). We have fostered the installation of spaces oriented to building development spaces dedicated to brain storming and think tanks and the search for consensus for relationships based on respect, transparency and trust.



Diligent Complaint Services and Management

(GRI 413-1)

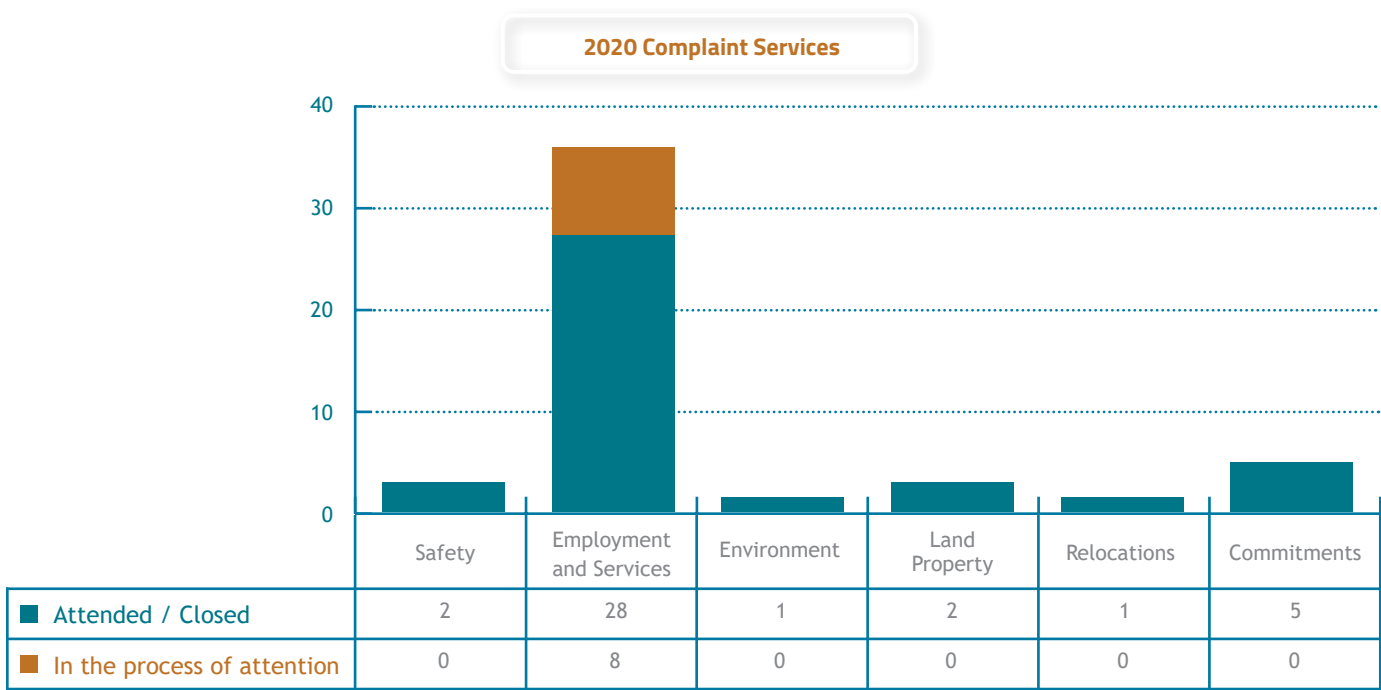
We have a procedure for the diligent service and management of complaints, which seeks to reach a mutually agreed-upon resolution and promote the strengthening of trust. It also enables the continuous improvement of internal processes resulting from the identification of situations perceived by stakeholders.

The procedure lays out the measures to be followed, the roles of the different people and departments involved, and the deadlines for reaching a decision. Complaints submitted by stakeholders must be handled with a process that is transparent, easily acceptable, and of no cost. It is very important that stakeholders understand that all complaints that are submitted, regardless of the project stage or

activity being implemented, will be subjected to a single mechanism.

During 2020 we logged a total of 47 complaints, 39 of which were addressed or closed and 8 of which were in the process of being serviced at of the same period. The graph below shows the categories associated with the claims received during this period.

Among the most noteworthy of complaint categories is that of “Employment and services”, which ranked first. This category primarily comprises claims associated with employment opportunities and the service provision with our local contractors, suppliers, and strategic partners.





4.1. Corporate social strategy

Our Social Strategic Goal seeks to improve people’s lives and their access to human rights, in the role of a “social catalyst”. This means attracting government entities and empowering public citizens.

Our intervention strategy seeks to strengthen local development management capacities and territorial competitiveness, promoting projects and programs in tandem with public and private stakeholders in the areas of Education, Health and local Economic Development. In this manner, the leadership of the local governments that institutionalize development processes is strengthened.

At Antamina we have strategically chosen to act as a catalyst for territorial competitiveness to achieve access to human rights and the exercising of civic duties. In order to exercise the function of “social catalyst” it is necessary to foster the following:

- Multi-stakeholder spaces through participation and shared responsibility at the local, regional and national levels, while improving access to human rights.
- Territorial competitiveness through the development of infrastructure and capacities.

Multi-actor Model

Our multi-stakeholder model encourages coordinated efforts and articulated work and serves to equate the role of all participants by strengthening their capacities to seek community sustainability.

Thus, private companies become a true catalyst for territorial competitiveness, initiating fundamental change in the strengthening of institutions and closing the existing socioeconomic gaps in the territory, which brings repercussions with it for improving the quality of life of the local population.

At the strategic level, we have chosen the Human Development Index (HDI) as an indicator in the assessment of community development. This decision was made given the makeup and scope of the statistical index that covers the indicators of life expectancy, education and per capita income. This index is prepared by the United Nations Development Program (UNDP) and designed to assess and monitor the development of a country and its districts.

The Human Development Index in the area where we implement our social strategy has risen by more than 50% in the last 18 years.



Capacity building to improve competitiveness (GRI 413-1)

Antamina's investment and the resources that were mobilized within the framework of the multi-stakeholder model have made it possible to improve access and quality of healthcare and education services within our areas of influence. Moreover, the axis of economic development has made it possible to improve productivity and connection to the market place.

All of this can be seen reflected in the following outcomes because of the projects that were implemented.



- We have served 2,700 producers by providing technical and organizational assistance. This assistance contributed to economic recovery through the leveraging of working capital and market positioning strategies in favor of producer organizations that found themselves adversely impacted by the health crisis.
- The 2020 health crisis brought about market decapitalization and contraction in producer organizations that are leaders of the primary value chains in our AOI. Thus, it contributed to the economic reactivation through the leverage of working capital and positioning strategies in the market in favor of producer organizations that were affected by the health crisis.
- We were able to access and coordinate Government resources to benefit producer organizations associated with market chains for dairy products, asparagus and guinea pigs. Obtaining financing for 3 Procompite proposals.
- We succeeded in keeping the artisan textile chain commercialization channels open to enable access to export markets, particularly for Japan, Europe and the USA.
- The participation of women in value chains such as textiles and guinea pigs reached levels > 80%.
- 3 collective brands were developed strategies to position territorial production and to consolidate production intended for higher value markets.
- The development of certified potato seed value chain was promoted, encouraging the formal entrepreneurship of potato seed producers within the District of San Marcos (Juprog and Ayash Huaripampa).
- A virtual training platform was deployed to deal with the economic crisis for MSMEs (Micro, Small and Medium size enterprises) and Cooperatives (marketing, sales, taxation, business biosecurity, public financing opportunities).

4.2. Sustainable development

We govern our social management under the multi-stakeholder model, which encourages coordinated efforts and equates the role of all participants by strengthening their capacities in their search for the community sustainability. This enables us to play a catalytic role in territorial competitiveness and to become a strategic ally for the local population.

Our central themes of intervention



Our projects are framed within the context of contributions to the Sustainable Development Goals (SDG) of the United Nations 2030 Agenda:



Strengthening of Local
Development Management
(SLDM)

The SLDM project contributes to the coordination of efforts to attain sustainable development and to strengthen a culture of dialogue, agreement and peace to arrive at understandings toward a local development goal, which simultaneously connects itself to regional and national spheres.

In Peru, the territories in which mining operations are carried out are experiencing a high degree of conflict, characterized by bilateral agreements with particular short term Goals and commitments, without regard for the territory’s the sustainable development agenda, overlapping the functions of institutions and authorities, excluding other social stakeholders and effectively weakening their management and institutional capacities within a given territory.

On this basis, the SLDM project reinforces the municipalities’ management capacities for greater efficiency and transparency, which contributes to providing acceptable services to citizens. It strengthens the inclusive and representative participation of social stakeholders make decisions about their own needs and the inclusive development of all citizens and, lastly, it strengthens the institutional framework of local management, enhancing governance in local territories.

(GRI 413-1)



Background

In 2013, a diagnosis was performed on 10 local governments located in Antamina’s AOI lists these findings: 80% of municipalities did not have their planning instruments or these instruments had obsolete data (PDC, PEI or POI); 80% of the municipalities did not have proper investment management; 50% did not comply with the accountability and appropriate participatory processes. Of 10 districts that had forums for dialogue, 30% were negotiation spaces and 70% of them had no action plans. Of the 50 grassroots social organizations in the territory, none of them lacked action plans as an organization and 95% of the leaders failed to join the town’s participatory proceedings or the surveillance events.

This reality reflected the necessity to strengthen the management capacities of local governments, as well as citizen participation and local governance spaces in order to improve the development agreements and actions assumed by the districts within the AOI.

(GRI 413-1)

In 2015, Antamina selected a strategic partner to implement a strategy that contributes to territorial development through the strengthening the capacities of stakeholders that comprise the 20 districts of the Antamina AOI, within three priority components:

Component 1.

Improvement of the capacities of local governments as territorial leaders with the capacity to propose and transform, an adequate management structure, transparency in rendering accounts and a continuous link with the Governments policies and programs in alignment with the 2030 agenda

This component provides authorities and officials with ongoing access to training along with technical assistance and support in the planning and actions for their development proposals, in addition to connections with the regional and national levels of government.. It also has an important role in the transfers of government in accordance with the calendar of scheduled changes of Government authorities.

Component 2.

The strengthening of local governance from multi-stakeholder development forums where their local development plans for the programs and projects are prioritized by consensus agreement, thus generating communication and dialogue with the participation of the authorities and civil society.

This component focuses on the formation and support for the functionality of the dialogue spaces (development committees thematic discussion roundtables) that enables key stakeholders of a district to reach agreement on their priorities.

Component 3.

The strengthening of the territory’s social capital, starting from a greater representation of the population and grassroots organizations in decision-making, the development of social networks, capacity for citizen surveillance and relationships of trust.

This component incorporates the education of local leadership skills based on the strengthening of the most representative grassroots organizations (health, education, economic development, etc.). It also incorporates citizen participation in times of elections, ensuring that citizens are well-informed when exercising their democratic duties.

Contribution to the SDGs

5

GENDER
EQUALITY



This initiative boosts the participation and leadership of Women stakeholders who make decisions concerning their territory. Women leaders who are members of social organizations and institutions, comprise over 50% of participants and, since 2019, has introduced the woman mayor of a city within our area of intervention.

11

SUSTAINABLE CITIES
AND COMMUNITIES



The project fosters the improvement of the population's living conditions, with an emphasis on basic, safe and affordable services for the communities' urban and rural areas. It promotes territorial planning while attempting to reduce environmental impacts and mitigate the impacts of natural disasters.

(GRI 413-1)



Primary Goal of the project

Contribute to the improvement of territorial capacities for a multi-stakeholder management approach to their development, from the management performance of local government, the participation of civil society and the building of institutions.

The project has achieved the following results:



11 local governments have improved their management capacities by planning and approving actions in their management documents, while prioritizing the closing of gaps and the development agendas for their respective districts.



10 inter-institutional and intergovernmental spaces for coordination with the participation of private companies and social organizations, that generate discussion forums about building local development and implement operational plans aligned with the local agenda (development plans) or for achievements in the battle against malnutrition, violence or to improve economic development.



55 leaders, representing various social and institutional organizations, have strengthened their soft skills and have undertaken leadership with a view to carry out actions in their organizations and formulate proposals for their territories.

Secondary Goals

1 Strengthen local government management capacities in the areas of local development planning and organization.

13 municipalities are linked to the National Policy for the Modernization of Public Management.

14 municipalities participated in the incentive processes entitled “Municipal Management Improvement Incentives Program” and 10 responded to the invitation for the Municipal Seal “Bicentennial Edition”. In total, 11 municipalities implemented healthcare activities primarily to improve their HDI.

Over 250 authorities and councilors have received training in municipal management during the period from 2016 to 2019.

2 Foster and strengthen local governance, based on development spaces and mechanisms of participation; in addition to the promotion of knowledge generation and incidence within influential forums based on the experience of SLDM.

12 institutional partnerships established to drive the Electoral Tribune for the 2018 municipal elections and the signing of eleven commitments associated with the territory’s development, signed by the candidates for the 2018 municipal elections.

7 intergovernmental and / or inter-institutional coordination agreements between the spaces and the entities in the district.

5 multi-stakeholder spaces strengthened with local management programs (dialogue, agreement along with a culture of peace and investment management).

3 Strengthen local grassroots leaders and/or organizations to empower themselves as leading stakeholders in the territory’s development, with the capacity to represent and make proposals.

Training for 48 leaders (54% Women) who represent social organizations, rural communities and institutions.

10 leaders develop action plans to strengthen their organization and their territory.

8 operational plans of social organizations linked to and aligned with their district health strategies.



PODS

PODS Peru Award -
for the Sustainable
Development Goals

In the month of October, Antamina received an award in the category of Peace, granted by the Peru 2021 organization, for the SLDM project (Strengthening of Local Management) , which contributes to the attainment of a peaceful, just and inclusive society, free of terror and violence, without corruption or discrimination.

The Ancash Effect - in Spanish, “Efecto Áncash”

(GRI 413-1)

“Ancash Effect” is an unprecedented effort on the structural transformation of education, and has been functioning since 2017 in five districts of the Huari UGEL (Education Management Unit): In the districts of San Marcos, Chavin de Huantar, San Pedro de Chana, Huachis and Huari.

Beneficiaries:

1619 Families

43 Communities

54 Schools

5631 Students

6 Municipalities

65 Teachers

The purpose of this initiative is to promote a systemic change in the academic community in the five districts neighboring the Antamina mining site; a change that ensures a quality education for its residents. This is a long-term commitment that specifically depends upon the impact of a collective and inter-sector approach, with solid effects on the results obtained in the classroom. To achieve this, the project intervenes in different areas of the academic community, such as the classroom, the school, the families, as well as the local and regional levels of the structural of educational institutions.

4

QUALITY EDUCATION

5

GENDER EQUALITY

16

PEACE, JUSTICE AND STRONG INSTITUTIONS

17

PARTNERSHIPS FOR THE GOALS



“Ancash Effect” is comprises 4 programs that seek to increase collective leadership and educational quality:

Leadership Program

that has an impact on students by way of participation of the young professionals who are selected and educationed in innovative teaching methodologies to then go on to become full time teachers.

The “Qué Maestro” program

which seeks to develop teaching and leadership competencies in the directors and teaching staff of the area.

Trainer of Trainers (ToT) Program

is a regional training program that works with the Huari Educational Management Unit (UGEL) and the Anchase DRE that seeks to improve Competency based Education (CBE) and Project Based Learning (PBL)

The Ecosystem Program

which advocates for the creation of a common agenda among all stakeholders of a territory, seeking to build awariness in the community on behalf of education.

The Goals for the first term of the Ancash Effect (2017-2020) were established pursuant to the challenges of rural education in the Huari province. Each program has short- and medium-term goals and indicators, which enables progress to be measured and managed in a timely manner.

(GRI 413-1)

Primary Goal

Promote a systemic change in the academic community among the 5 districts of Huari, and so ensuring a quality education for its citizens, while developing collective leadership with the interaction between various stakeholders, centering our attention on different spaces in the academic community such as the classroom, the school, families, and the local and regional levels of academic institutions. Being a long-term initiative, it focuses on the innovation of teaching methods and the development of student competencies.

Secondary Goals

- 1 Improve the outcomes of students in the classroom of local area schools.
- 2 Renew the role and impact of the classroom teacher as the manager of quality education and a change agent in their environment.
- 3 Strengthen regional institutional structures with respect to their capacity for leadership and providing support to the local academic process.
- 4 Strengthen synergies between educational stakeholders by sharing a vision of an educational transformation within the territory.

The project has funding in the amount of US \$ 1,450,000 per year, from its own resources and its association with other companies, and is being implemented in partnership various organizations, such as:

- Government entities. *Local Educational Management Unit (UGEL) Huari, the Regional Directorate of Education (DRE) Ancash, the Ministry of Education (MINEDU).*
- Private Institutions. *Wheaton Precious Metals (WPM), Franco Nevada (FN), Toronja Strategic Communication, University of the Pacific (UP).*
- Others. *Enseña Peru Civil Association (EP), Association for the Children and their Environment (ANIA).*

(GRI 413-1)

Outcomes achieved

Among the main indicators we have as of the year 2020 are:

- 78 % of students demonstrated competencies qualified as "in process" or "satisfactory". **Target was: 60 %**
- 83 % of students fall within the range of "in process" and "exemplary" in their socio-emotional skills. **Target was: 40 %**
- 71 % of accompanied directors and teachers drive communities and initiatives having a collective impact. **Target: 60 %**
- 58 % of the directors and teaching staff facilitated learning environments of competency based education. **Target: 70 %**

61 % of the classrooms participated in community service projects. **Target: 50 %**

Similarly, a study carried out by the University of the Pacific demonstrates that, because of Ancash Effect's intervention, the students in the Leadership and What Teacher programs demonstrated a statistically significant superior performance in the MINEDU'S Census Evaluation (ECE) in comparison with the control group.





Monitoring and Assessment

The progress in the competencies of students of the Leadership (PDL) and “Qué Maestro” (QM) programs is achieved in standardized annual entrance and exit assessments, adjustable for context. Those exams are designed and graded by external entities.

Similarly, PDL professionals have an instrument to assess the progress of the students’ social-emotional skills, on an ongoing basis, throughout the school year.

Under the pandemic scenario, the project has strongly advocated for a rapid adaptive response, ensuring that students receive distance classes under a number of different methods without disregard for the academic progress as outlined in the curriculum while being well received by the students.

Participants of the program “Qué Maestro” (teachers and directors) are evaluated in 4 competencies:

- 1 “Plan with a Competency Based Learning approach”
- 2 “Enable learning environments”
- 3 “Manage your being”
- 4 “Drive communities and initiatives that make an impact”



To measure growth, we prepared a support plan that is tailor made for the personal challenges of each teacher. Progress assessment is done regularly based on evidence, observation and joint reflection. Similarly, teachers respond to continuous satisfaction surveys regarding the training and supportive elements they recieved.

Qualitative monitoring of the intervention is implemented every six months by way of in-depth interviews and focus groups with all stakeholders in the academic community. The lessons learned enable us to make decisions in the short term, redesign programs to achieve the expected behavioral change and systematize lessons to contribute to future public policy development.

The instruments are designed to better understand the expectations and barriers of local stakeholders, determine the levels of trust between them, measure their assessment of the intervention and determine the progress made in developing a common academic agenda. Within the context of the present situation, qualitative evaluation has become key to understanding the adaptation to remote teaching/ learning made by teachers, families and the authorities.

(GRI 413-1)

Outcome indicators

The intervention started in 2017 at 27% of the schools in 5 districts. 3 years later, the scope expanded to 48% of schools and an increasing demand keeps growing for teaching practices that develop 21st century skills.

Between 2017 and 2020, 5,631 students benefited from PDL (105% more than in year 1) and 146 professionals from different careers and regions moved to Huari to teach there. Between 2017 and 2019, 79 community impact projects were headed by students. We went from 7 projects in 2017 to 50 in 2019, 14 projects received national or regional recognition. During 2020, 33 projects were monitored remotely.

Between 2017 and 2020, more than 100 teachers and principals were trained in the “Qué Maestro” program. The learning and training spaces brought satisfaction levels above 80%. The assessment of support received from the pedagogical coordinators denotes similar results, with an average satisfaction rate of 83%. The Training of Trainers program produced 90% of the specialists from UGEL Huari, 85% of specialists from the DRE and 75% of other UGELs in Ancash. In addition, 10,400 teachers benefited indirectly from the accompaniment.

Since 2018, spaces have been developed to involve various social stakeholders in building a common agenda. “Ayni” assembled more than 800 participants in two editions (including students, teachers, school principals, families, local companies, UGEL, DRE, municipal officials, transporters, community leaders, etc.).

More than 400 people participated in “multi-stakeholder tables” and “Conference for Education” to contribute to the National Educational Project (PEN) by 2036. In other events such as “Yachana” the students presented their learning projects and community intervention to more than 300 assistants. Finally, during 2020, more than 7000 teachers from Ancash strengthened their competencies through online training from “Entre Maestros”.

Impact Indicators

The Ancash Effect model assumes that changes start in the classroom, and from there, they generate beneficial relationships in the community. Simultaneously, the work with the UGEL fosters a new institutional framework to consolidate the change. The intervention’s sustainability rests on building a consensus among stakeholders on the need to improve education. After three years these represent the evidence of collective impact.

1

The students’ cognitive abilities have experienced sustained growth reducing the gap at the beginning of the school year. In the first test 2017, 90% of students reached levels between “pre-start” and “start” and no one achieved satisfactory levels. The same test given at the beginning of 2019 reflects a reduction in the number of students having academic gaps to 30%. Only 9% scored satisfactory levels and 5% exceeded expectations.

2

The same level of progress was observed in socio-emotional skills. Between 2017 and 2019 the percentage of students having the lowest levels declined from 71% to 29%.

3

According to a study carried out by the Universidad del Pacífico, the average impact on reading comprehension and mathematical reasoning of PDL and QM classrooms has a 0.44 Standard Deviation (SD). Global empirical evidence denotes that similar successful interventions reach impacts on learning of between 0.14 and 0.74 SD.

4

The local academic ecosystem shows consistent evidence of transformation:

■

The notion of educational quality has begun to transform itself.

■

Students who were held back by the system, today see an opportunity.

■

Families value the new teaching methods and are starting to demand better academic services.

■

Teachers have found a space to bring themselves up to date and recover their professional vocations.

■

School principals and authorities have allayed tensions in favor of education for the students.

■

New leadership is emerging.

5

Because of this network, the project has continued to strengthen capacities during the circumstances brought about by the COVID-19 situation, facilitating the transition to remote education, with very good results.

(GRI 413-1)



WIÑANTSİK: Territorial management and community action to improve food safety and reduce anemia and chronic child malnutrition.

(GRI 413-1)

In July 2019, the Cooperation Agreement was entered into, between Antamina and the United Nations World Food Program (WFP) in Peru, which launched the implementation of the Wiñantsik Project in September of the same year.

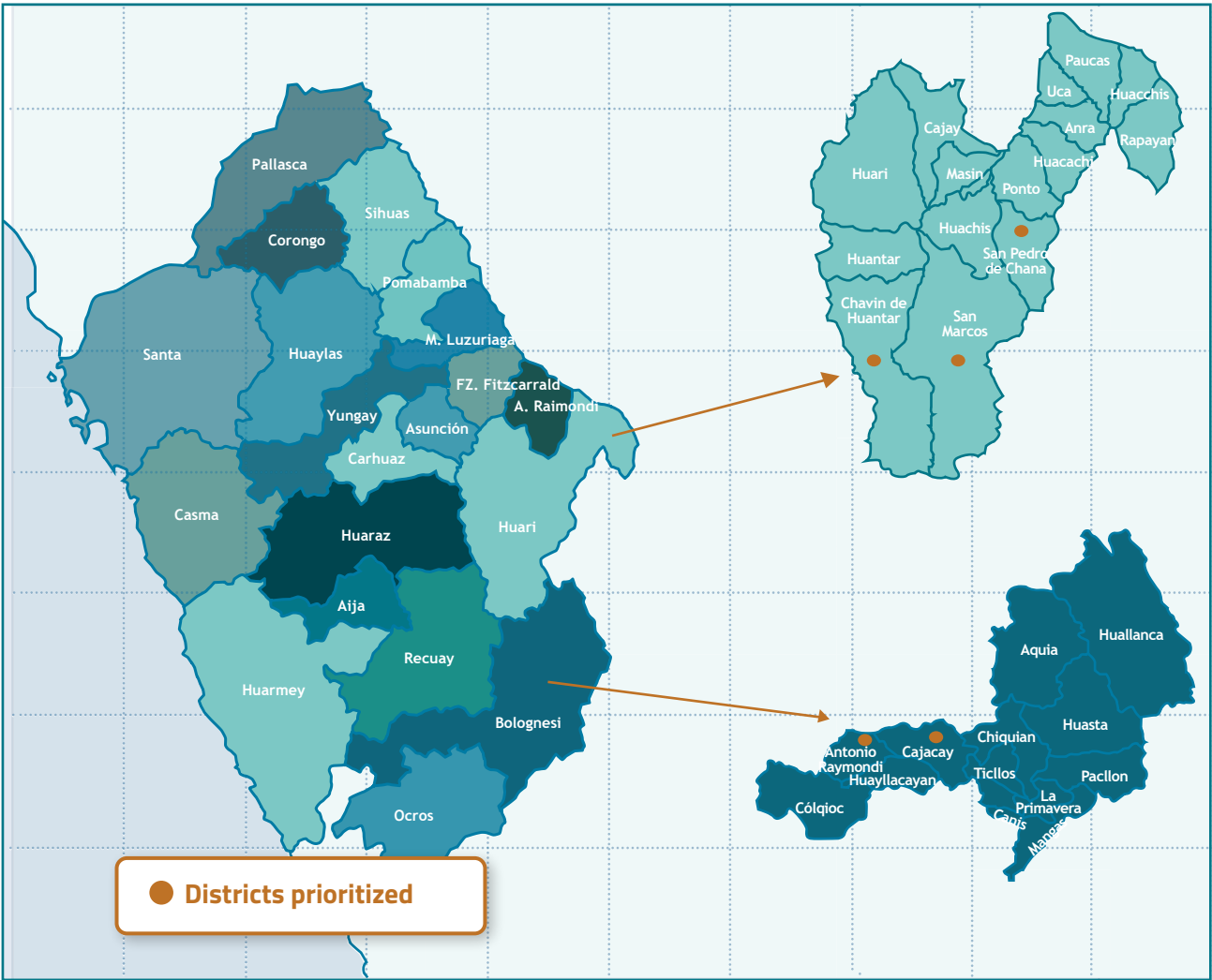
2
ZERO
HUNGER


3
GOOD HEALTH
AND WELL-BEING

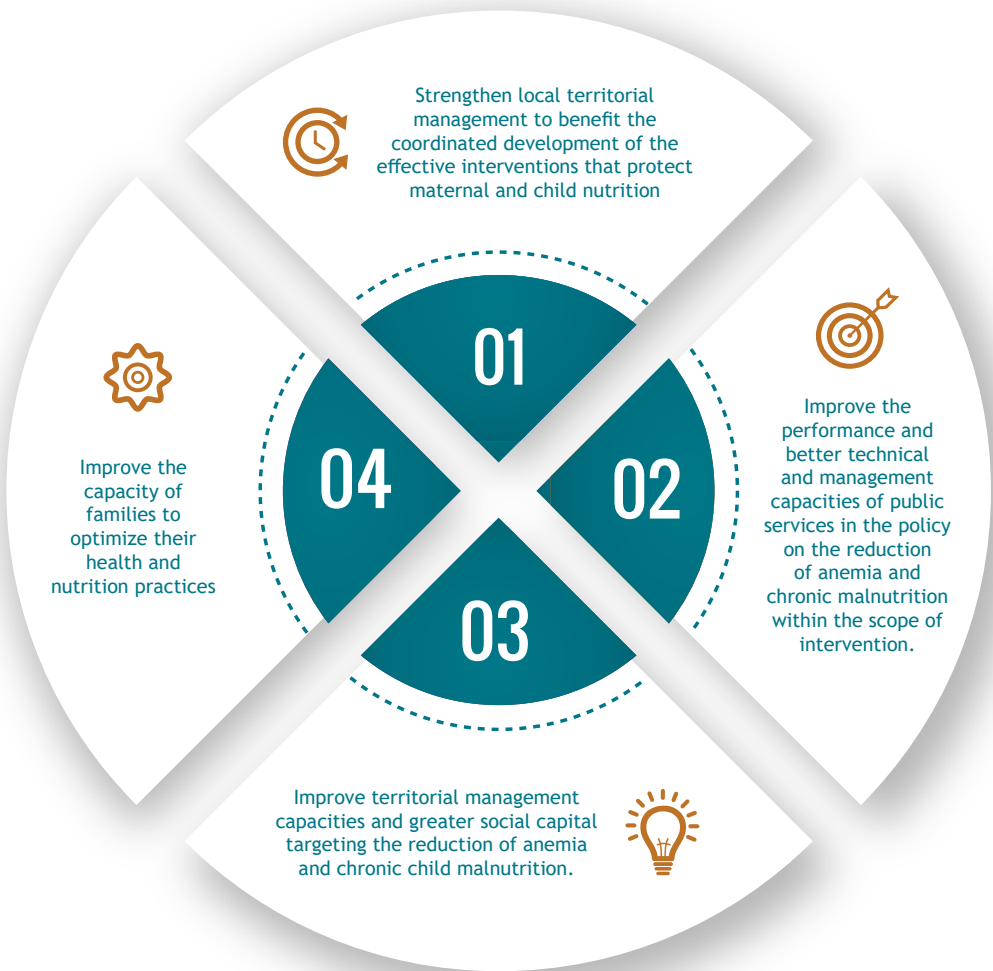

17
PARTNERSHIPS
FOR THE GOALS


Goals

Wiñantsik seeks to contribute to the reduction of the prevalence of anemia in children under 3 years old and to the eradication of chronic child malnutrition in children under 5 years old in five districts of the Antamina operational area of influence: three districts in the province of Huari (Chavín, San Marcos and San Pedro de Chaná) and two districts in the province of Bolognesi (Cajacay and Antonio Raymondi).



The agreement established with WFP Peru seeks to carry out a sustainable intervention that reinforces the design and implementation of public policies in the country, by way of the research and development of a model that is scalable at the national level. To this end, an intervention strategy has been structured into 4 components:



(GRI 413-1)

Results

The Wiñantsik Project has provided an immediate response to the health emergency brought on by Covid 19 in the districts of our intervention, by way of a comprehensive strategy that includes: the adoption of both online and distance based work methods, technical assistance given to counterparts on issues of greater interest and delivery of personal protection equipment and materials to family members who are vulnerable in the face of the pandemic.

Within the context of the change in the local implementation scenario, owing to the COVID-19 emergency, the Project shows progress in all its components, making use of innovative and equally participatory strategies with both the Government and the community.

In accordance with the Regional Government's Work Plan, technical assistance has been provided to the Monitoring and Evaluation Unit of the Social Development Management for the implementation of the volunteer work strategy within the framework of the battle against anemia and in strengthening the Online Platforms Designed to Combat Anemia.

In Partnership with Enseña Perú, the implementation of Inter-Learning Groups (GIA) in the component subjects of healthy eating, nutrition and hygiene commenced, and will conclude in September with a total of eight participating schools. Similarly, technical assistance will be provided to strengthen the capacities of Enseña Peru's group of professionals.

The implementation and installation of production modules has resumed: Biodigesters and Blood Collection and Processing Centers.

More than 15,000 people have been benefited receiving hygiene and protection kits to defend themselves against the COVID-19 pandemic. These kits were accompanied by educational messages in Spanish and Quechua on topics of prevention measures. Handwashing kits and hygiene and cleaning kits were delivered to 17 Health Facilities located within the project's scope thus contributing to the care of more than 145 health professionals who have been working diligently in the context of the pandemic.

The implementation strategy of the community agents has been consolidated in direct coordination with health services and Local Governments, being able to attend to all of the agents identified in Cajacay, Antonio Raymondi, Chavin de Huantar and San Pedro de Chana.

(GRI 413-1)



Improved competitiveness of avocado and peach chains in Valle Fortaleza

Scope	Districts of Colquioc, Antonio Raymondi, Marca, Huallacayan, Cajacay.
Goal	Development of the avocado and peach value chains using the cooperative business model.
Achievements	<ul style="list-style-type: none">• 290 fruit farmers organized into the Puryfor and Coavaf Cooperatives.• 39 % of the rise in net family income in fruit grower cooperative members.• Multi-stakeholder model implemented linked to cooperatives Senasa, INIA, Produce, Procompite, Agroideas and Local Governments.• Increase in yield/hectare (ha): 30 % in peaches and 100 % in avocados.• 47 hectares developed (83 % Hass avocado crop expanding).• 28 ha of cherimoya recovered and 10 has of lucuma linked to commercial trade partners.• 30 % participation of women in business management and community leadership positions.

Improved competitiveness in the milk and dairy product chain.

Scope	Districts of Huallanca, Aquia, Carcas and Huasta.
Goal	Development of dairy product chains using the cooperative business model.
Achievements	<ul style="list-style-type: none">• 308 (42 %) families incorporated into the dairy product value chain in the LATE Huallanca - Aquia-Cajacay corridor.• 37 % average increase in net family income over the past 5 years owing to their dairy business activities.• 41 permanent jobs created in dairy cattle farming.• 52 % rise in milk yields (Liter/Cow/day).• 1572 TN of milk sold/year produced under technical guidance.• 153 769 (9.8 %) Liters transformed and sold as dairy products under own private label.

(GRI 413-1)

Youth Program 2020

Scope	Young entrepreneurs (ages 18-30) from the province of Huarmey
Goal	Develop skills and competencies that enable the development and/or improvement of business initiatives through newly acquired knowledge and exchange of successful experiences.
Achievements	<ul style="list-style-type: none">• Organization of 6 presentations given by distinguished guests (professionals, business persons, professors, etc.)• Preparation of virtual media lectures seeking to teach a greater number of people connected simultaneously.• Participation of Huarmey's youth (an average of 50 participants)• Presentation of business plan proposals for future business ventures in Huarmey.

II MEETING OF ANCASH WOMEN LEADERS “Women of change, Women who inspire” (Virtual Platform Modality)

Scope	Women leaders of the region, pertaining to Antamina’s operational area of influence.
Goal	Exchange successful experiences on how to manage the territories, led by Women.
Achievements	<ul style="list-style-type: none"> Participation of one hundred women leaders from both the highland area (Mine, San Marcos, Huallanca), and the lowlands (Valle Fortaleza and Huarmey) Continues the process of integrating experiences throughout Antamina’s area of influence (AOI). Declaration on gender equality, addressing the fact that not only is it a fundamental right, but it also constitutes the foundation of economic and social development.

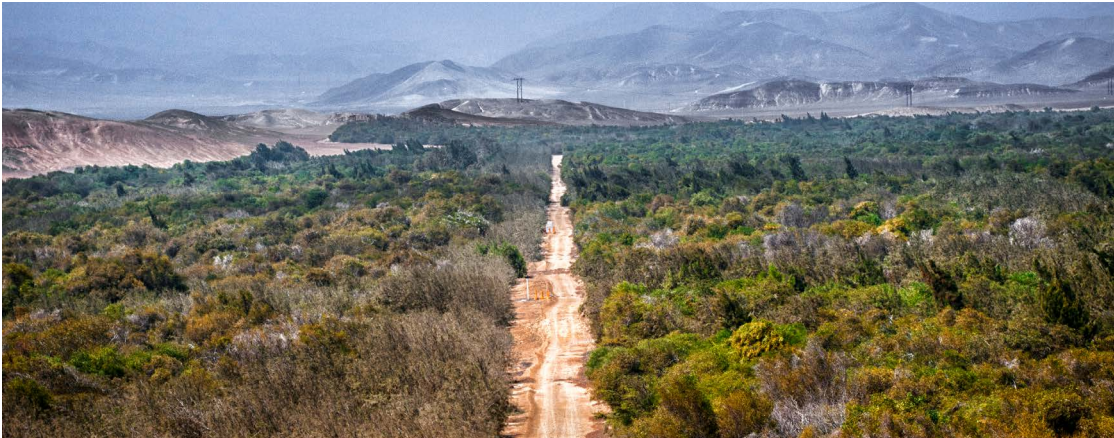
Information Campaign entitled “Huarmey is forewarned” to combat Covid-19

Scope	Social Media, the residents of Huarmey with access to technology, the town of Huarmey in general
Goal	Inform the community of Huarmey about the prevention measures that are recommended by healthcare personnel to help protect themselves from Covid-19 and in this way protect their lives and the lives of others.
Achievements	<p>During 2020:</p> <ul style="list-style-type: none"> People affected: > 30 000 Visits in Facebook: > 3000 Fans in Facebook: > 4000 Scope in Facebook: > 20 000 SMS messages sent: > 20 000 Merchandising and printed materials: > 6000 Publications on Facebook: > 100

(GRI 413-1)

Comprehensive Leadership and Integration Program

Scope	Women residents of the communities 09 de Octubre and Puerto Huarmey.
Goal	Strengthen the capacities of our neighbors closest to the Punta Lobitos Port in Huarmey, favoring integration between themselves, developing their leadership capacity through workshops focused on production.
Achievements	<ul style="list-style-type: none"> Integration of the members of the soup kitchens located in 09 de Octubre and Puerto Huarmey, as well as other women’s groups from both areas. Holding production oriented workshops on: soft skills, cooking, pastry, cosmetology, handicrafts, cold ceramics and wood, among others. These workshops contain such cross-disciplinary components such as leadership and self-esteem. Similarly, the participants have played a very important role in circulating different recommendations taught in their workshops, for the purpose of counteracting the COVID-19 pandemic in Huarmey. Transfer the experience based workshops to the remote learning workshops, thus enabling the assistance of more students while avoiding the crowds.



Preparation of Online Material needed to Strengthen Education for Sustainable Development in the Academic Community of UGEL Huari by using the TINI Methodology within the context of the COVID-19 pandemic.

Scope	<p>Five districts (Huari, Ancash)</p> <p>DIRECT BENEFICIARIES:</p> <ul style="list-style-type: none">• 2000 students in early childhood and primary levels of education within the area of influence.• 150 directors and teachers from early childhood and primary levels of education.• 30 PEP - Enseña Perú• UGEL Huari <p>INDIRECT BENEFICIARIES: Parents of the students and the population in general.</p>
Goal	<p>Adapt the ANIA instructional play material that promotes <i>Active Empathy for Life</i> to an online - virtual format given the context of the COVID-19 pandemic so that it becomes accessible to girls, boys and teachers in their homes and educational institutions throughout the Antamina area of influence and in this manner, promote the common good as an essential capacity.</p>
Achievements	<ul style="list-style-type: none">• Adaptation of 10 stories by Ania and Kin into an audiovisual format that were broadcasted on the radio, TV, computer, mobile phones and tablets.• Adaptation of 2 TiNi guides into a digital format and a podcast, which were seen and listened to on the radio, computers, mobile phones and tablets.• Creation of a simple and practical manual in an audiovisual format, directed at teachers and parents, on how to use the above mentioned educational play materials in the various topic areas curricular areas• with students from home and creating a home - TiNi.• Build partnerships with the local media to promote the Ania and Kin audio visual material.• Creation of 10 promotional radio spots using the voices of Ania and Kin and centered on the theme of COVID-19.• Online advisory services and follow-up of teachers regarding the use of the material and its applications.



Strengthening of the Capacities of Local San Marcos Organizations and Schools, Advisory Services and Support for Environmental Management in the District of Chavin de Huantar.

Scope	Two districts (Huari, Ancash).
Goal	Strengthen the Capacities of Local San Marcos Organizations and Schools with a focus on the environment. Advise and support the Environmental management of the District of Chavin de Huantar.
Achievements	<ul style="list-style-type: none">• Preparation of materials in accordance with the assigned themes.• Strengthening of capacities with a focus on the environment for members of the quality circles of the konchukos textile project and the community healthcare agents in the district of San Marcos.• Strengthening of capacities with a focus on the environment for the school members in the Districts of San Marcos and Chavin de Huantar.• Advisory services and support for the municipal environmental commission of the district of Chavin de Huantar and their respective technical.



San Antonio de Juprog Textile Center

Scope	Women who reside in the communities of Juprog, Chipta, Pilluyacu and those from the Asociación Cinco Troncos.
Goal	Develop production units dedicated to knitting and crochet that are properly registered and recognized by the artisans of JUPROG, with products of superior technical quality and that has its own collection with a view to establish organized commercial trade.
Achievements	<ul style="list-style-type: none"> The business Centro Textil San Antonio de Juprog has been formally established by law and comprises 50 women entrepreneurs. These woman have progressed from being housewives to entrepreneurial business people, contributors to their household income. The Association sells its products in the local market and it has developed commercial contacts with companies in the USA, France and Japan to sell their products as exports. The women of Juprog families has strengthened her leadership in the community and civic participation in her town. In 2020, the production of health care masks was redirected to the local market. Currently linked to the textile value chain of the San Marcos District with the territorial brand of <i>Konchucos Textil</i>.

Community Surveillance Committees (CVC) the fight against COVID-19

(GRI 413-1)

Scope	Community Supervisory Committee in the Ayash Basin (Ayash Huaripampa, Ayash Pichiu, Pampas de Huamanin, Santa Cruz de Pichiu) and Juprog.
Goal	Contribute to the strengthening of community and district management in the battle against COVID-19, promoting spaces of coordination for the authorities on committees or other mechanisms of assembly and to develop consensus oriented action plans to avoid or mitigate the spread of the virus.
Achievements	<ul style="list-style-type: none"> Formation of the Community Supervisory Committee (CVC) in all 4 sectors of the Ayash and Juprog basins. CVS to be trained in community biosafety protocols. Preparation of a community surveillance protocol in the territories. Develop a protocol of admission of foreign residents into the community area. 2 cases registered as positive for COVID-19 during the first wave of COVID-19 inside the territory. Healthcare Center with an operating ambulance. In the case of Juprog, coordination with a transportation system suitable for emergency service in the absence of an ambulance. Link and coordinate the CVS with the health posts, and another link between the two health posts in the basin. Early response to medical emergencies and cases that are suspect. Continuous community dissemination of information and influencing on social distancing Health Posts to have a contingency plan to treat cases of Covid 19 if they appear. Implement a health post with a separate space (tent) for Covid testing containing biosafety supplies, oxygen and rapid test kits Carry out agro-farming activities with family isolation. Form a support group with the authorities that remains in San Marcos. Conduct an updated population census through the health post. Geo-referencing of the population by sectors and subsectors using satellite imagery in Juprog. Equipped both health posts located in the basin with a Telemedicine system. Through the CVCs managed donations of health packs (mask, alcohol gel, disinfectant, PPE equipment for health care personnel) and a basket of food to raffle off during the first months of quarantine. FORS (the Strengthening of Sanitary Response Project) is in the process of implementation, and is based on: a diagnosis at the health posts and an improvement plan, strengthening of the CVC committees, reinforcement of community surveillance, promote initiatives associated with prevention, links with the health authorities in the San Marcos Micro network, implementation of a rapid response system equipped with an ambulance, rapid testing, epidemiological perimeters and lab tests.





Support and Strengthening of the Irrigation Users Commission from the hydrographic sector in the Carash and Mosna basin.

Scope	58 irrigation user committees from the San Marcos district, involving 3,000 users
Goal	The water boards become strengthen and develop capacities to manager water resources in the San Marcos district.
Achievements	<ul style="list-style-type: none"> 90 % of the water users committees achieve recognition and water licenses in the irrigation district of the Province of Huari. 70% of the water committees strengthen management capacities and have action plans. 100 % of irrigation user committees repair their largest irrigation systems with donations of materials, tools and irrigation accessories. 100 % of irrigation user committees contribute their labor as an offset for the materials received to renovate and maintain their irrigation channels. A user irrigation commission is formally active as an institution and conducts proceedings before ALA HUARI, ANA, PSI, MDSM and ANTAMINA. The user commission manages to complete the requirements for its legal certification and become properly incorporated in an institutional relationship. Achieves the resolution on the recognition of boundaries set for the water sector on the part of the Water Authority. Commission is committed to the vision of having a comprehensive irrigation system for the district of San Marcos, and will support the implementation of the pre-investment and investment studies of the SIR SAN MARCOS. Irrigation User Commission of the District of San Marcos is recognized at the only official institution on the Board of Irrigation Users in the Province of Huari and Antonio Raimondi.

(GRI 413-1)

Personal and Training Development of Women in the Textile Industry

Scope	13 towns from the District of San Marcos, Province of Huari, Ancash.
Goal	<ol style="list-style-type: none"> 300 Women knitters develop public participation competencies through the revaluation of their textile industry. A 50 % increase in net income by the 200 women alpaca fiber knitters and weavers in the District of San Marcos through their implementation of a business model based on the export of premium quality alpaca garments in the District of San Marcos.
Achievements	<ol style="list-style-type: none"> 456 knitters working in the project. 394 have been evaluated. It has 22 quality circles, 18 of which have participated in production processes and 11 have done it with responsibility and quality. There is a displacement in the productive-technical-capacity of the wool knitter: of the 394 artisan workers evaluated in December 2020, 160 are qualified as Level A, 145 Level B and 89 Level C. Of the 160 in Level A, 114 have successfully participated in actual manufacturing production processes. In evidence is a very important change in attitude toward responsibility and commitment on the part of the leaders. This group has 17 artisan leaders with experience in production management; of thee, 10 have performed in an outstanding fashion. The artisan craft workers have succeeded in positioning their producer identities represented by the brand, KONCHUKOS TEXTIL. They now have brand building tools such as a website, an institutional video, and printed materials. They have a referential design base containing of 120 prototypes. Specialized labor is becoming consolidated with the help of three important Peruvian export companies: "Mitayoq", "Quality Knit" and "Inti". The quality control company, a Peruvian - North American company named "Green Design" has approved quality control of the products produced by these women. Green Design is a supplier of apparel and accessories. This companies sells products directly to the USA, and this event represents another step of progress in the trade value chain. It is noteworthy to mention that these achievements have been made during the height of the pandemic in 2020, while other textile production centers from other regions of Peru have been shutting down production work. Artisan producers have generated income in the amount of S/237 597.61 of which S/ 75,266.55 is directly associated with specialized labor for export products.

(GRI 413-1)

4.3. Public Works for Tax Deductions

The public-private multi-stakeholder approach applied through the Works for Taxes mechanism, is key to closing gaps in social and productive infrastructure and thus improving the competitiveness of our territory and the quality of life of its inhabitants.

The declaration of a National State of Emergency in March 2020, given the serious circumstances that impact the life of the nation as a result of the COVID-19 outbreak, had the effect of paralyzing progress on all projects, with the greatest impact being on the projects executing civil works, which were immediately suspended.

In response, Antamina and its Strategic Partners immediately chose to work remotely, while jointly developing health protocols, which are still being applied today. Meanwhile, we have kept ourselves up to date on the regulations governing Civil Works for Tax Deductions and on each industry, so that we can resume our projects in a timely manner.

With the publication of Supreme Decrees No. 080-2020-PCM, No. 101-2020-PCM and No. 117-2020-PCM, which gradually and progressively set the stage for a the Resumption of Activities, in addition to Ministerial Resolution No. 448 -2020-MINSA that approves the Technical Document “Guidelines for the Health Surveillance, Prevention and Control of Workers at Risk of Exposure to COVID-19”, each Strategic Partner implemented the respective Surveillance, Prevention and Control Plan (PVPC) for the timely resumption of activities, which were supervised by CESEL / AENOR, and the Management of Sustainable Development Management at Antamina.

The joint effort also includes the public sector, with whom concurrent meetings were held, through online platforms, for the recommencement of work activities within the framework of the Civil Works for Taxes regulations, in addition to address the higher level of expenses needed to implement the PVPC, and the impact on the yields of the different line items, which also affected the execution times of the civil works.

At the end of 2020, we managed to resume all suspended civil works activities, with strict adherence to the sanitary protocols, underscoring the fact that no positive cases of the virus were detected while these work projects were in execution during the year.

Results Achieved

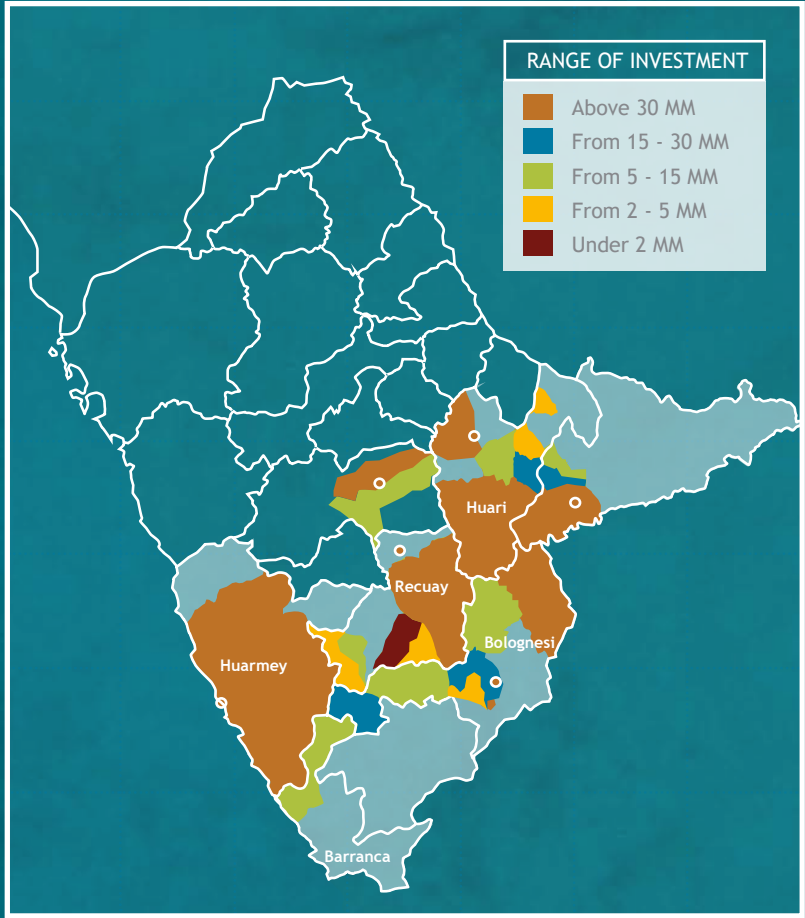
As part of a sustained effort that took place over years, Antamina has signed 56 Agreements with several entities in the subnational and national government with a clear emphasis on closing social and production gaps that until the end of 2020 amounted to the equivalent of S/ 1.062.0 billion, committed and S/ 352.2 million, executed.

In 2020, in the midst of the pandemic that still affects our country and the entire world, our company made a commitment to invest S/ 51.0 million in 8 awarded civil works for tax deduction projects. These projects will enable us to reach 2,148 beneficiaries and generate 44,350 in daily wages in the southern corridor of the department of Ancash and in the district of Puños, department of Huanuco.

As of December 2020, Antamina ranks second among companies in total investment in civil works for tax deductions at the national level, with S / 1.062.0 million (20.5% of the total at the national level), associated with 56 social infrastructure projects under Agreements entered into by and between District and Provincial Municipalities, the Regional Government of Ancash and Ministries.

Civil Works for Tax Deductions is another mechanism for territorial reactivation that diversifies employment opportunities and income generation. Taken all together, this will benefit 440,381 people and generate 2,295,711 in daily wage units.





2 295 711
Daily wages

December 2020 (56 Projects)

Civil Works for Tax Deductions is another mechanism for territorial reactivation that diversifies employment opportunities and income generation.



11Pyt

ROADS AND SIDEWALKS

183 428 m² pavement
46 443 m² dsidewalks
58 109 Beneficiaries



1 Pyt

FISHING INDUSTRY

1 Pier
1534 m² Area of
construction
8734 Beneficiaries



7 Pyt

HEALTH

3 Hospitals
3 Healthcare Centers
144 beds
1 Sanitary Landfill
222 879 Beneficiaries



18 Pyt

IRRIGATION

180.4 km Channels/
irrigation pipe
4 313 Has
3805 Family Beneficiaries



1 Pyt

PRODUCTION

1 Wholesale food market
15 Market stalls
1193 Beneficiaries



8 Pyt

EDUCATION

7 Schools
130 Classrooms
1 COAR
7930 Beneficiaries



6 Pyt

SANITATION

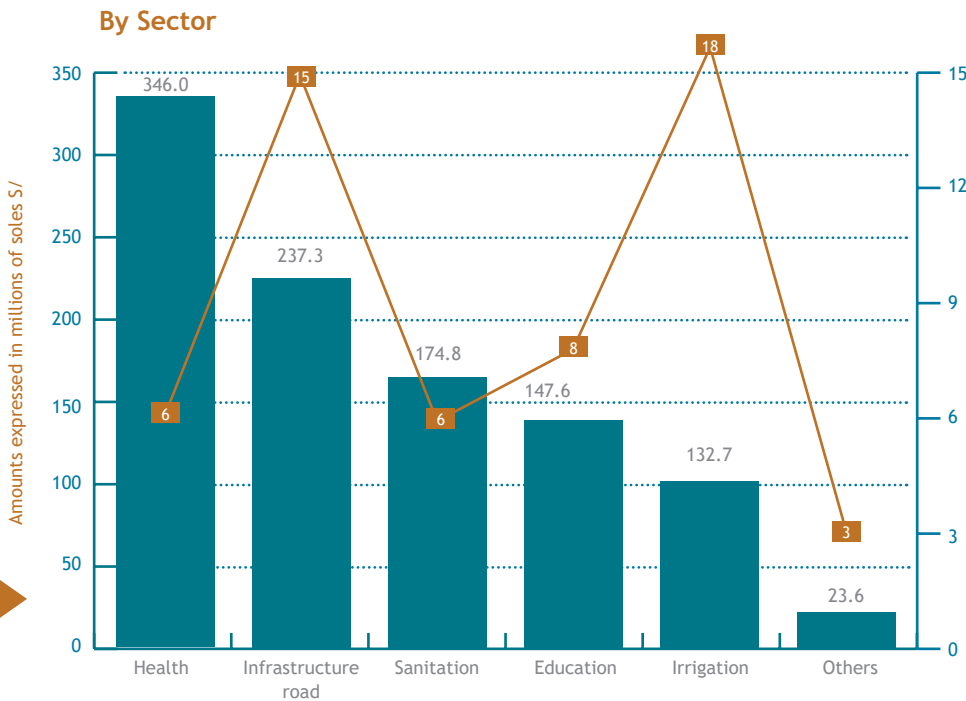
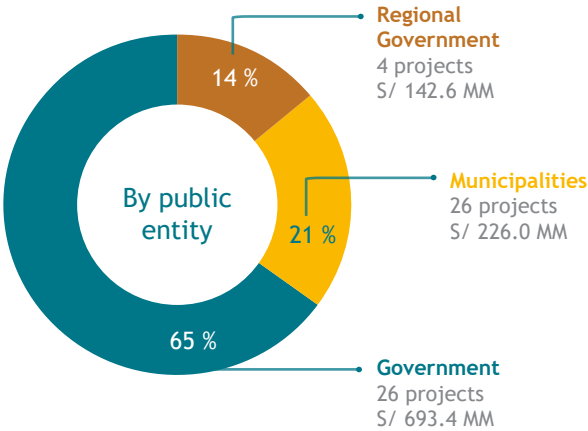
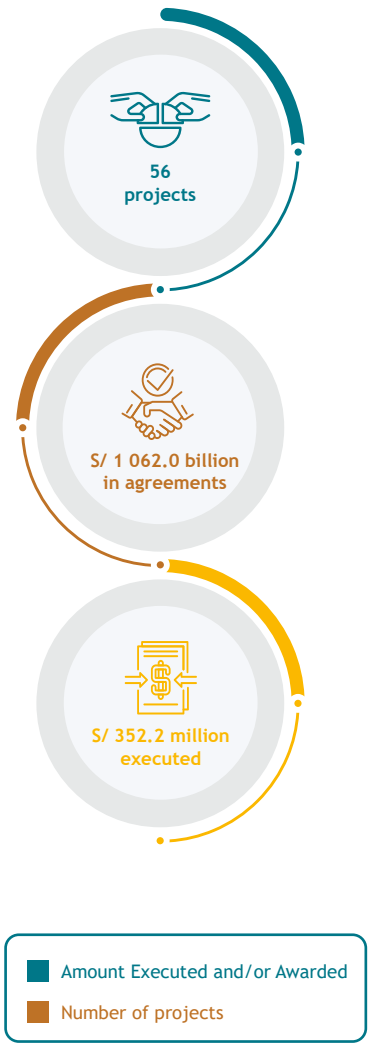
2355 household waste
water connectors
2471 household waste
water connectors
26 161 Beneficiaries



4 Pyt

ROADS

134.54 km of
paved roads
87 768 Beneficiaries



During 2020 we disbursed S/ 81.5 million in the execution of works, representing the second highest amount executed in one year, after 2019. With this amount, the accumulated investment executed as at the end of 2020 was S/ 352.2 million. As at yearend 2020 we had completed 27 projects, out of a total of 56 awarded.

(GRI 203-1)



Responsible Implementation

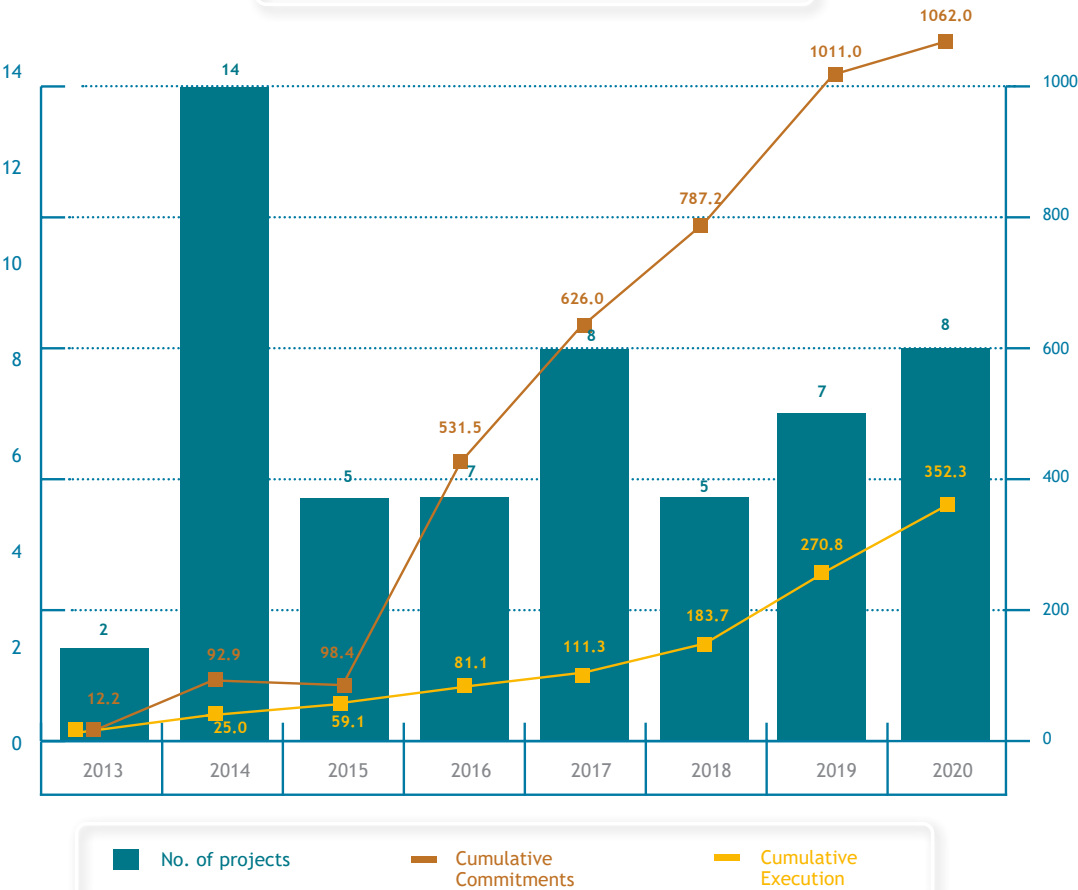
We support Antamina’s commitment to Health, Safety and the Environment aimed at the well-being of employees, strategic partners, neighboring communities and our region, by way of visible leadership, and the active participation in the various programs that we run, seeking to minimize and control any labor risk, focusing on zero occupational illness, zero injuries and zero accidents.

Seeking to minimize the occurrence of incidents in our civil works for income tax deduction projects, and to ensure compliance with our Goals as a company, we designed a strategy for contractor companies, consultants and suppliers, that seeks to ensure good practices in project management taking into consideration the aspects that are: related to: Environment, Health, Industrial Safety, Communities, and Technical and Administrative aspects. In order to implement this strategy, we created the Antamina Social Management Strategic Partners Committee (COSEGSA), which has assembled monthly since 2010 and which is also accompanied each month by construction companies (local and foreign) and the suppliers that hire these companies.

This initiative has enabled the Antamina Sustainable Development Management team and the service provider companies (PLAINDES, CESEL / AENOR), together with representatives of the strategic partners (Project Managers, Onsite Residents, External Consultants, Designers, and others), to work as a team implementing project management with an approach that centers its attention on occupational health and safety.

During the execution of our civil works projects we have reached a level of 715,381 man-hours worked without recordable accidents. Our Recordable Accident Frequency Rate (IFAR) among our strategic partners was 0.28, which is below the annual target of 1.5; and the Recordable Accident Severity Index (ISAR) of our strategic partners was 8.67, below the annual target of 18.

Works for Taxes 2013-2020
(amounts expressed in millions of soles)

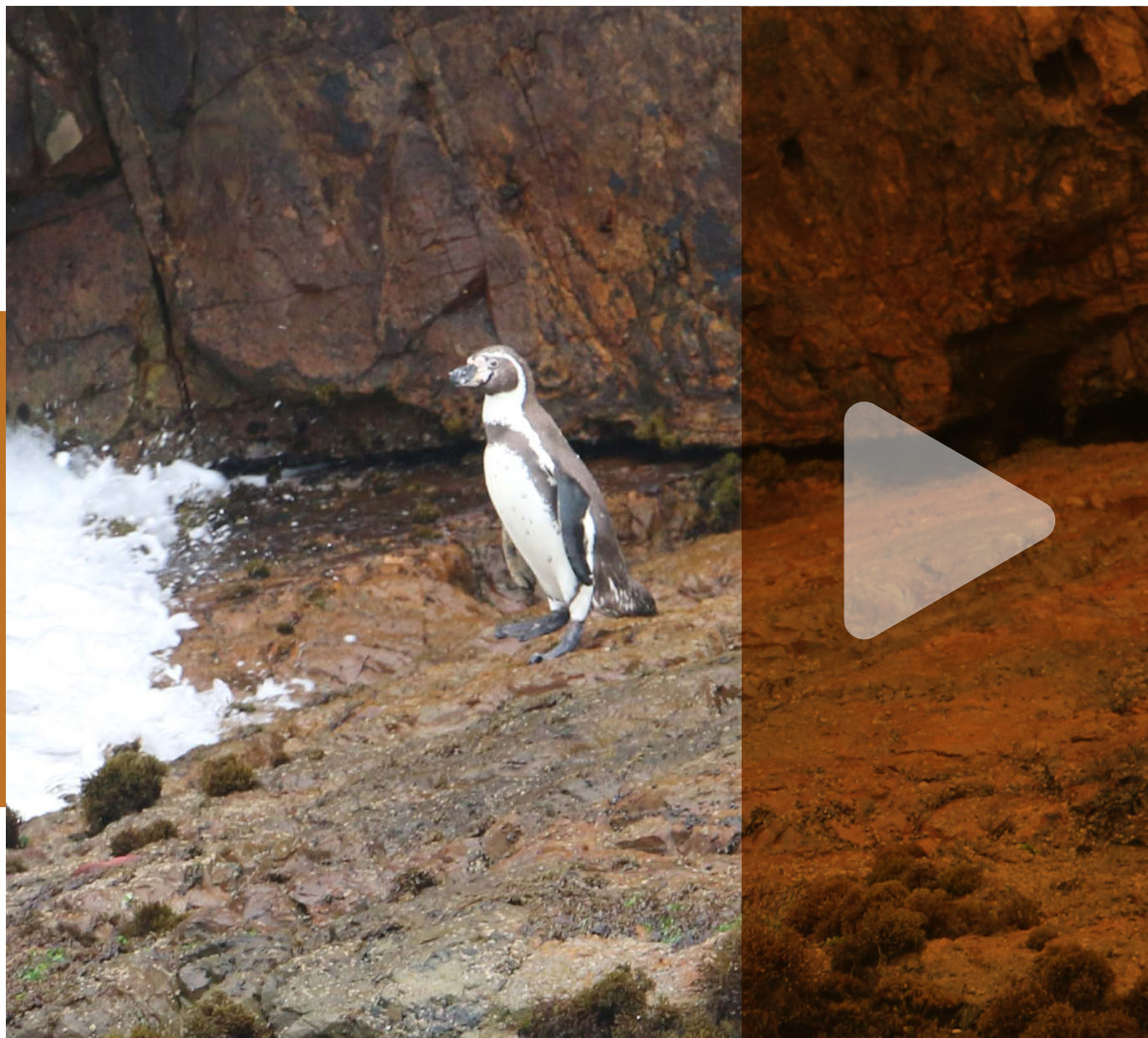
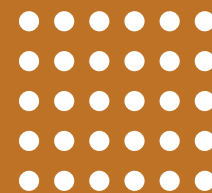


	2013	2014	2015	2016	2017	2018	2019	2020
Number of projects	2	14	5	7	8	5	7	8
Annual Amount of Agreements Signed	12.2	80.7	5.4	435.3	94.5	161.2	223.8	51.0
Annual Execution	-	25	34.1	22.0	30.2	72.3	87.1	81.5

(GRI 203-1)

05

ENVIRONMENTAL MANAGEMENT



Enviromental management

At Antamina we are focused on creating value in a socially and environmentally responsible manner. Our commitment to caring for the environment is expressed through our implementing acctions that seek to minimize and mitigate the impacts generated by our operations. In this regard, we have developed specific guidelines aimed at an efficient use of the resources used in our operations and the protection of the biodiversity where we operate.

During 2020, our operations continued to demonstrate a high level of environmental performance in spite of the operational limitations of dealing with the COVID-19 pandemic. We continue to implement our sustainability strategy and we are on track with setting medium and long-term goals. These goals cover the 3 focus areas that represent the most important environmental challenges and opportunities facing our company: water, biodiversity and climate change.



Environmental standards

Antamina's environmental management standards outline a high-level framework for the identification and efficient management of the environmental aspects and their potential impacts seeking to support continuous improvement in related programs and performance.

Our standards apply not only to activities performed directly by Antamina but also to those done by our Strategic Partners. All of this is aligned with the ISO 14001 standard for Environmental Management Systems, which is certified in our operations.

We work toward contributing to the development of best sustainability performance practices, and for this reason we adhere to the Principles of the International Council of Mining and Metals (ICMM), we maintain management initiatives such as measuring our water footprint and carbon footprint, and by way of the management of various environmental parameters, we support the progress of the United Nations Sustainable Development Goals (SDGs), the alignment of which can be identified throughout this chapter.

Environmental monitoring

We perform a broad range of measurements when managing and evaluating our environmental performance as provided under current legislation, along with commitments adopted by Antamina in its Environmental Management Instruments, as well as voluntary initiatives and studies done to ensure optimal monitoring, evaluation and implementation of supervision and control in Antamina's operations. Sampling and analysis is conducted by a company accredited by INACAL under the NTP-ISO / IEC 17025: 2017 standard, and as such, ensures technical competence and provides reliability for its analytical results.

We monitor a variety of environmental data, including but not limited to:

- 1 Environmental air quality (particulate matter)
- 2 Water quality (surface water, groundwater and effluent discharges) Noise levels
- 3 Biodiversity (hydrobiology, land based flora and fauna)
- 4 Energy consumption and greenhouse gas emissions
- 5 Environmental incidents
- 6 Use and recycling of materials





As needed, we develop action plans based on findings from our monitoring activities and we regularly evaluate the implementation of these plans. All of our operations have control measures in place to minimize the likelihood of environmental incidents and to mitigate the possible impacts on the environment in the event they occur.

During 2020, we coped with the challenge of complying with the monitoring plan despite the operational and transit accessibility limitations arising from the COVID-19 pandemic. Some adjustments were made to planning and we have succeeded in maintaining compliance with the stipulations required by law.

Air quality and particulate matter

We recognize the importance of managing and controlling particulate matter that our mining operations may generate in order to minimize the potential effects on air quality.

Accordingly, we continuously monitor air quality and particulate matter emissions from our operations in order to determine the actions needed for their control and mitigation. This data enables us to strengthen our plans that lead to the reduction and mitigation of our impacts.

Moreover, we have a strategy that includes the creation of models associated with dispersion, goals, Goals and the identification and execution of operational controls.

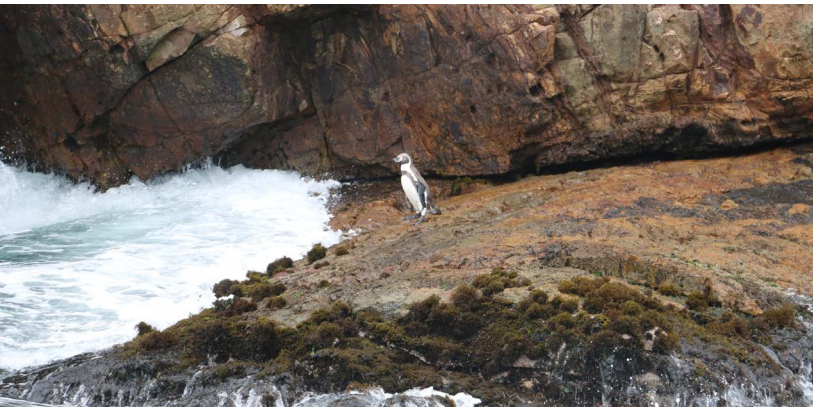
In 2020, we made progress with a series of actions designed to improve the control of particulate matter in our operations. Operational air quality control projects continued throughout the processes having greater generation, including the extension of the aspersion irrigation system on haul roads in addition to the maintenance and upgrades of existing controls at the mine and port facilities.

The most important project was the incorporation of online monitoring of air quality and the meteorological stations that enables them to verify the effectiveness of the environmental controls applied to the emission sources of particulate material, as well as early warning signs of any increments, thus allowing them to conduct immediate coordination and take timely actions.

Automated equipment is used with the optical method (light dispersion), which complies with the guidelines established under the National Protocol for the monitoring of environmental air quality (DS N ° 010-2019-MINAM) and its scheduled readings every 6 seconds ensure a continuous and reliable monitoring of parameters PM10 and PM2.5. This state-of-the-art technology has a display interface that enables environmental air quality to be checked efficiently and at all times.

Air Quality - Concentration of PM10 (µg/m³N)			
Station	Average annual concentration		
	2018	2019	2020
Yanacancha	21.35	27.47	24.24
Dos Cruces	24.11	20.15	23.29
Quebrada Antamina	12.96	18.47	16.31
Ayash	21.54	20.85	17.48
Puente Juprog	11.49	10.24	*
Puerto	34.54	30.44	31.75

* No data was recorded during 2020, due to the restricted access to the community brought about by the COVID - 19 situation.



Environmental compliance with regulatory requirements

We are committed to complying with the laws and regulations that are applicable to our operations.

We monitor compliance with the commitments stemming from the Environmental Management Instruments, environmental and operational licenses and permits, and all those statements of determination issued by competent environmental authorities pursuant to their supervision and inspection activities.

During 2020, we continued to be in total compliance with our environmental obligations, and successfully obtained and / or renewed our permits and authorizations.

Major environmental incidents

We evaluate the severity of environmental incidents based on their possible environmental, safety, community, reputational and economic impacts. According to our incident severity criteria, there were no environmental incidents at our operations that were deemed significant during 2020.

5.1. Carbon footprint

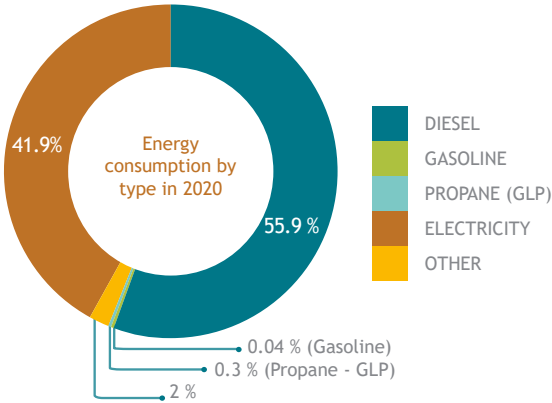
Climate change is a vital risk, directly influenced by human activity and it requires decisive global action. In this regard, we continue to take measures by supporting the reduction of the carbon footprint associated with our operations and analyzing the risks and short and long-term business opportunities related to climate change during the life of the mine.

We continue to evaluate environmental risks associated with the use of energy and greenhouse gas (GHG) emissions in the project planning stages, which takes into account a medium and long-term strategy for energy efficiency in the production process that includes the diversification of energy sources, as well as the development of projects with lower CO₂ emissions.

In 2020, we consumed a total of 8,764 TJ of energy (i.e., electricity and fuels), compared to 9,857 TJ in 2019. Approximately 41.9% of our energy consumption (electricity and fuels) were provided by the National Interconnected System (SEIN).



Energy consumption by type in 2020



Energy consumption

Year	Electricity (interconnected system)	
	MWh	TJ
2017	959 748.3	3455.09
2018	967 634.9	3483.48
2019	983 998.54	3542.39
2020	935 915.66	3669.29

(GRI 302-1)

Our 2020 Goal was set at maintaining our emissions within ± 10% of the emissions recorded in 2014 (tons CO₂e), the year established as our baseline year. This Goal was achieved in 2019 and again in 2020, even though the value of emissions for this past year was affected by the strategic shutdown that the company carried out between April and May owing to the effects of the COVID-19 pandemic.



When observing the historical behavior of our GHG emissions, we can see that the emissions remain within the base range for the year 2014 ± 10%. Furthermore, the impact has been positive in the unit calculation, with a 14% decline in tons of CO₂ generated per ton of concentrate produced.

In addition, Antamina currently has forestry plantations inside and outside the mining concession of both Puerto Punta Lobitos (PPL) and Yanacancha (Mina); these plantations are considered carbon sinks. We have quantified the carbon capture expressed in tons of CO₂e product of these plantations in line with the methodology established by the UNFCC and the criteria provided in the IPCC. These values are included in the calculation of the company’s emissions.

In 2020 we initiated our participation in the Peruvian Government Monitoring System of Adaptation and Mitigation Measures using the voluntary tool called Carbon Footprint Peru, in which we report our emissions from 2014 to 2019 and with which we will continue contributing data each year.

Similarly, we have made an adjustment in the GHG quantification methodologies that have produced a variation in the figures reported in previous years. The updates refer to the electric energy emission factors, as they have been aligned to the numbers calculated by the Ministry of the Environment (MINAM) to more accurately reflect the historical annual estimates of the GHG intensity from the National Interconnected System (SEIN) that we use, at the moment, as our primary electric power source.

In 2020, our total GHG emissions (Scope 1 and Scope 2), like CO₂e, were 544 kilotons (kt), compared to 646 kt in 2019. Of those totals, our direct GHG emissions (Scope 1) were 387 kt during 2020, vs 480 kt in 2019. We estimate that our indirect GHG emissions (Scope 2) associated with electric power use during 2020 were 158 kt or approximately 29% of our total emissions.

Green House Gas Emissions
(in kilotons of CO₂ equivalent)

	2014	2015	2016	2017	2018	2019	2020
Total Emissions Direct (Scope 1)	453	477	487	478	449	449	387
Total Emissions Indirect (Scope 2)	204	222	240	198	163	166	158
Total Emissions (Scope 1 + Scope 2)	657	699	727	676	612	646	544

- Notes:
- (1) Antamina’s quantification methodology for our Scope 1 and Scope 2 emissions is aligned with the Greenhouse Gas Protocol.
 - (2) Emissions are expressed in CO₂e, which includes CO₂, CH₄, and N₂O, as applicable.
 - (3) The 2014-2019 figures have been updated and include improvements in the calculations.
 - (4) Scope 1’s (direct) GHG emissions are those produced from energy sources owned or controlled by the company.
 - (5) The GHG emissions (indirect) of Scope 2 are those produced from the electric power generation that is purchased and consumed by the company and that physically occurs within the facilities where the electric power is generated.

(GRI 305-1) (GRI 305-2) (GRI 102-48)





5.2. Water and effluent management

Water is an essential resource for the ecosystem, communities and the population in general. Overconsumption, environmental degradation, and changing weather conditions contribute to the increase in water scarcity. Peru has not been oblivious to this reality. One example is that in December 2020 the Peruvian government declared a state of emergency due to a water shortfall in 181 districts within six regions.

Water management represents a major challenge, but it is also an opportunity for the sustainability of the industry and our operations. We align ourselves here with the United Nations Sustainable Development Goal 6 on clean water and sanitation and we continue to work to protect the water quality downstream of our operations and improve water use efficiency.

In 2020, we included the Water Footprint calculation in our water management to intensify our water management approach, to stimulate improvements in our operations and embed the concept of water management in all our activities. The Goals of this work are to monitor and improve water quality performance and the efficiency of our water consumption.

(GRI 303-1)

6 CLEAN WATER AND SANITATION

8 DECENT WORK AND ECONOMIC GROWTH

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Water consumption

At Antamina use water resources responsibly without affecting the access to local water sources by the communities in our area of direct social influence.

We supply ourselves with fresh water throughout the year by means of an artificial dam, which captures rainwater during the heavy rain season. This means that we do not compete for water resources from bodies of water accessed by other users.

During 2020 we recorded a mild increase in the use of fresh water in the mining process owing to the strategic shutdown of company operations in April which obligated us to fill 304 km of ecological indicators in the areas surrounding our operations.

Water consumption in the mineral concentration process				
	2017	2018	2019	2020
% fresh water	0.86	0.93	1.47	2.4
% process water (recycled)	99.14	99.07	98.53	97.6

Discharges

The water used by our operations is returned to the environment after treatment, in compliance with the maximum permissible limits (LMPs) in effect. Our operations ensure water quality by means of operational control processes such as physical-chemical treatment, recirculation systems, operational water quality monitoring systems prior to discharges; thus meeting the quality criteria required by law.

In 2020, we completed the automation of monitoring physical parameters in 3 of our discharges. This enables us to monitor and verify compliance remotely, online and in real time; which in turn enables us to receive a degree of early warning and avoid any type of incident in the water quality.

As for water quality, we met our Target Goal of zero incidents associated with water quality during 2020, i.e., we were in compliance with all legal parameters related to discharges and receiving bodies of water. We have water discharge locations located in both the Ayash and Antamina ravines.

(GRI 303-2)

Discharges (In Mm³)

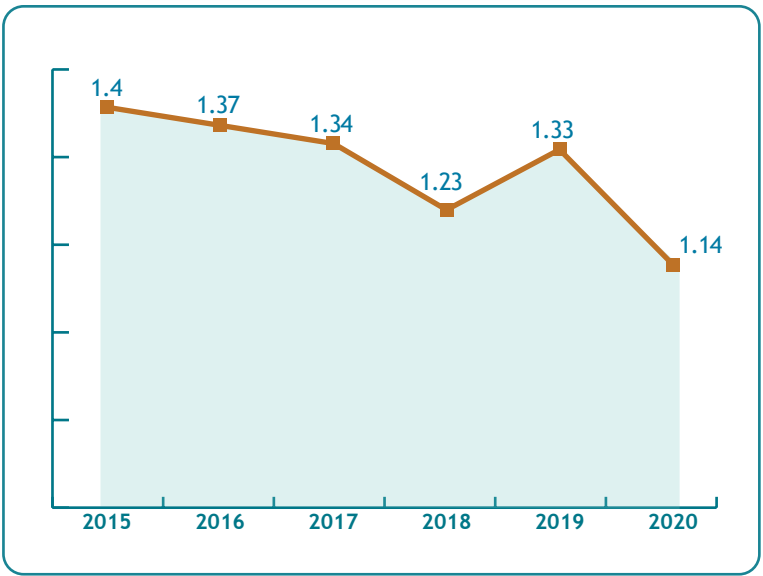
Ravine	2018	2019	2020
Antamina	6.8	7.6	3.3
Ayash	36.9	30.2	20.7

Water management at Puerto Punta Lobitos (PPL)

Antamina’s water management process is supplemented by the reuse of water for the irrigation of the Huarmey Forest in PPL, to be finally evaporated into the atmosphere by a forest evapotranspiration process.

This water is transported together with the concentrate as a pulp containing 65% solids through the 304 km long pipeline that runs from the Antamina mine deposit (in the Province of Huari, at an altitude of 4,300 m.a.s.l.) to the Port of Punta Lobitos (Province of Huarmey, 0 m.a.s.l.).

Reuse of water at PPL (Mm³)



5.3. Solid waste management

(GRI 306-1) (GRI 306-2)

In recent years, the concept of a circular economy has been gaining relevance in the industry as it encourages the maximization of the responsible use of resources through their recycling and reuse for as long as possible.

This new resource management system represents both risks and opportunities for the mining industry. At Antamina we have been working for a long time to reduce waste generation. In compliance with Peruvian regulations, we have Solid Waste Management Protocols, which include a variety of initiatives in waste management, from the points of its separation, transport, conditioning, safety clearance, transfer, recovery and final disposal, all managed by a Solid Waste Operating Company (EO-RS).

We have set the goal of increasing the reuse and recycling of the largest amount of waste that we generate. During 2020, we continued the strategy of improving the separation of hazardous waste, and the recycling of non-hazardous waste. This made a significant impact on the orderliness and cleanliness of the operation, the reuse of some waste in operations and the possibility of starting waste donation programs to value chains of solidarity by way of an EO-RS.



Waste disposal methods are determined based on the degree to which they are hazardous by way of waste management providers. Hazardous and non-hazardous waste are separated and disposed of in accordance with management plans and specific regulatory requirements for each material. The primary hazardous waste materials produced in our operations include residual oil, solvents, antifreeze, paint, batteries, and fluorescent tubes. Licensed contractors recycle or dispose of these wastes at off-site locations. Non-hazardous waste (eg scrap metal, scrap wood, glass, tires, cardboard, and paper) is recycled whenever possible.

The recycling methods that are employed at Antamina include value recovery, industrial waste processing, and domestic or household recycling. We recycle in accordance with national, provincial and local regulations, and we seek to exceed these requirements. Our goal is to continuously improve recycling at our operations by identifying and sharing best practices across the company, including ongoing evaluations of our recycling and reuse practices.

14,292 tons of solid waste were generated in Antamina in 2020, including both the Mine and Puerto Punta Lobitos, 6,429 tons (approximately 45% of the total generated) of which were managed using recovery processes (reuse, recycling, donations, etc.). The unrecovered non-hazardous waste was encapsulated in the cells of the East Waste Landfill, while the unrecovered hazardous waste was enclosed within a secure landfill site in Lima.

Waste by composition (in tons)

Type of Waste	Waste Composition	Waste generated	Waste not intended for elimination	Waste intended for elimination
Non Hazardous Waste	Organic	2611.60	247.23	2364.37
	General Inorganic	4696.91	0.00	4696.91
	Metals	4577.60	4577.60	0.00
	Recyclbles	30.72	30.72	0.00
	Used cooking oil	31.13	19.85	11.28
Hazardous Waste	Used oils/lubricants	1446.62	1382.51	64.11
	Antifreeze	98.44	98.44	0.00
	Other oil contaminated materials	376.35	0.00	376.35
	Bio-contaminated materials	5.14	0.37	4.76
	Other chemical contaminated materials	148.94	0.00	148.94
	Other materials contaminated with mineral concentrates	193.78	0.00	193.78
	RAEEs (Especial)	23.00	23.00	0.00
	Used Batteries (Special) and assorted	51.79	38.92	12.87
	Total waste	14 292.00	6418.63	7873.37

(GRI 306-3)

In the present scenario of the COVID-19 pandemic, the generation of biocontaminated waste at the Mine and in Puerto Punta Lobitos has increased by 59%. This is due to the increase in waste at healthcare facilities and the introduction of new commonly used Personal Protection Equipment PPE issued to help prevent contagion and other items used for disinfection.

Similarly, we needed to make changes in the procedures for the collection, pick up, conditioning, storage, and transport of waste, including the control procedures used to prevent infection by COVID-19 and carry out the disinfection of equipment and vehicles.



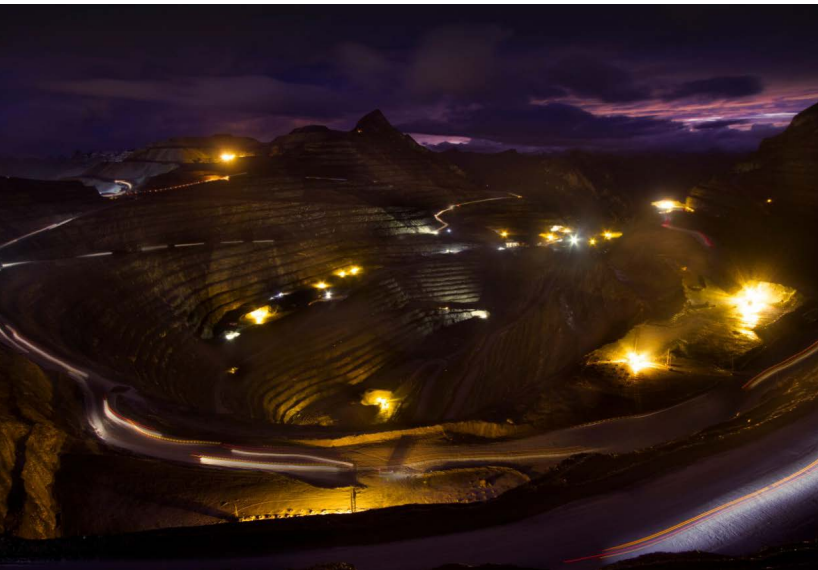
Implementation of Autoclave equipment for biocontaminated waste

In seeking to increase and strengthen COVID-19 infection prevention controls, we implement the treatment of biocontaminated waste on site, reducing external trips for waste disposal and eliminating the risks associated with this activity. The proposed treatment consisted of making use of autoclave sterilization equipment at the Central Warehouse for Hazardous Waste in Yanacancha. Its method is based on steam saturation and high temperatures that do not generate atmospheric emissions since the increase in temperature is not realized by combustion but by pressure variation. This method is now included in current legislation (Supreme Decree No. 014-2017-MINAM).

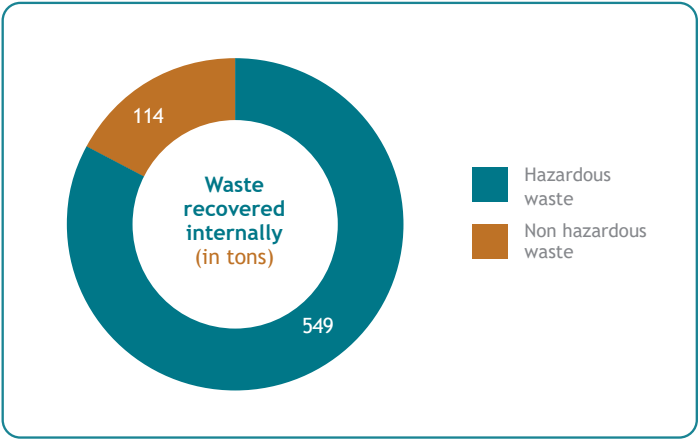
We have established the goal of increasing the reuse and recycling of the maximum amount possible of the waste that we generate. During 2020 we continued the strategy of improving the separation of hazardous waste, along with the recycling of Non Hazardous Waste. This had an important impact on the orderliness and cleanliness of the operation, the reuse of some waste in our operations and the possibility of starting waste donation programs to solidarity value chains through an EO-RS.



Solid waste management (in thousands of tons)	2017	2018	2019	2020
Selling metallic waste products	5.1	5.3	8.2	4.8
Reycling paper and cardboard	0.21	0.18	0.24	0.031
Recycling PET (plastic bottles and caps)	0.004	0.006	0.017	-
Hazardous solid waste disposal	1.3	1.1	1.2	0.8
Non hazardous general inorganic solid waste disposal	1.92	1.93	1.95	2.1
Reuse of oil used in blasting (in thousands of gallons)	0	225	213	165



Of the total amount of non-hazardous solid waste recovered in 2020, 114 tons were recovered from operating facilities, which includes the organic waste used in the compost production process. Meanwhile, 133 tons of wood were donated and reused as firewood, furniture manufacturing and other activities by the population living in our direct area of influence, while 4,639 tons are recycled in processes outside the operation, which includes the smelting of metallic waste in steel mills and the recycling of waste (paper, cardboard, PET bottles and caps) at recycling plants.



They promoted the replacement of diesel for used oil was promoted as an additive in the preparation of blasting emulsion. In this way, the hazardous waste recovered in 2020 includes 549 tons (164 929 gallons) of used oil from the maintenance workshops, specifically the truck shops, replacing the same amount of diesel. The oil from the truck shops is internally reused in the production of ANFO for blasting operations. Furthermore, 993 tons of hazardous waste are recovered externally, including the sale for refinement of used oil, antifreeze and the recycling of batteries and waste from electronic and electrical equipment (WEEE).⁴

The Non Hazardous Waste that is currently unrecovered are disposed of in the cells of the waste disposal landfill at the mine and the sanitary landfill in Puerto Punta Lobitos in compliance with environmental management instruments; while the unrecovered hazardous waste is disposed of at a secure landfill site in Lima.⁵

5.4. Mine tailings management

(GRI 306-1) (GRI 306-2)

Managing mined tailings in a safe and environmentally responsible manner is an industry mandate, a growing trend, and a concept that Antamina has fully embraced, since the project’s inception.

As a part of our company’s risk management, we take comprehensive measures to ensure the safety and security of our tailings dam. To accomplish this, we apply three levels of defense that provide the secure controls needed:



1Operational Management:

Monitoring technology: Monitoring systems such as real-time data transmission, piezometers, inclinometers, pressure gauges, remote sensors are employed to monitor tailings deposits, abutments, natural slopes and water levels.

Onsite inspections with personnel: the Antamina tailings facility is inspected by trained Operations Workers and technical personnel several times a day.

Operational standards. Manuals for operations, maintenance, supervision and design by prepared by accredited engineering companies.

Visits from community members, explanations about the construction processes and accompaniment the representatives of the communities neighboring our operations.

⁴ See details in Table 4 : Waste material assigned for eliminación, on Appendix 1.
⁵ See details in Table 4 : Waste material assigned for eliminación, on Appendix 1.

2Risk Management / Governance

Antamina has designated the centralized responsibility for tailings management to the VP, Projects and Construction. This assignment is done in order to be clear in our risk analysis and to centralize all tailings dam reviews, designs and any major projects associated with the tailings dam.

Annual warehouse safety inspections: A formal warehouse safety inspection is completed annually by the External Engineer of Record.

Risk management and monitoring using the Antamina Risk Management System (SIGRA) for critical controls.

3Internal audit

The Antamina tailings dam has had an Independent Review Committee since its beginning as a project and comprises global and independent experts who meet regularly to conduct a third-party review of the design, operation, surveillance and maintenance.

Independent Review of the Tailings Dam’s Safety (every 3 years).

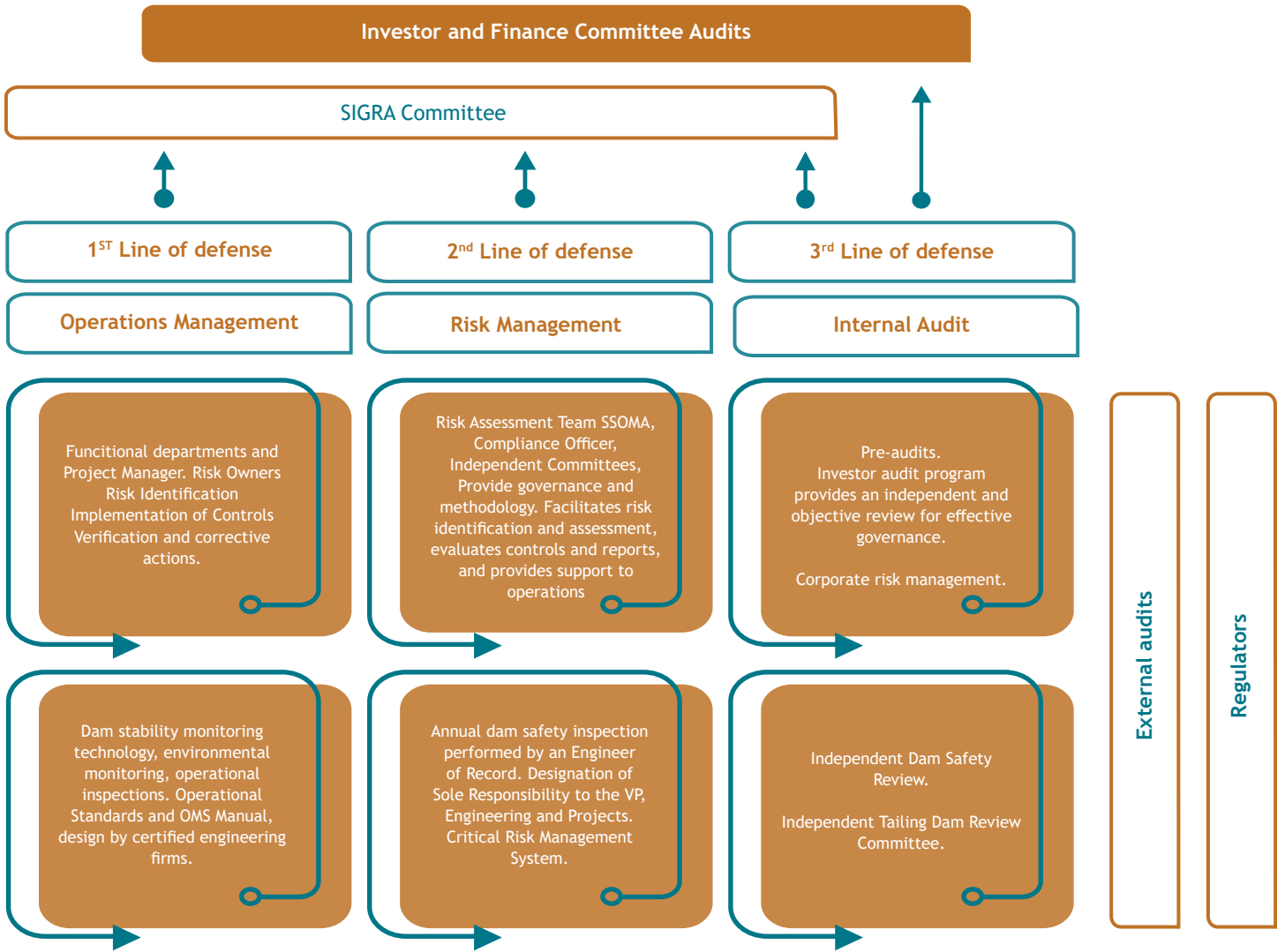


Moreover, and at the consideration of our investors, supplementary tailings dam reviews and audits are performed by technical experts on this subject. Similarly, Antamina is subjected to ongoing supervision from regulators on environmental matters (OEFA) and on mining infrastructure (OSINERGMIN).

There are systems and procedures in place that include monitoring technology, regular inspections, and reviews by independent experts.

Antamina operates and maintains its tailings facilities in order to be in compliance with global safety best practices, including industry-leading protocols established by the Mining Association of Canada and the technical guidance of best practices from the Canadian Association of Dams and the International Commission on Large Dams.

(GRI 306-1) (GRI 306-2)



5.5. Monitoring biodiversity

(GRI 304-1)

The Antamina mine is located 13.61 km from the closest Natural Protected Area (NPA), which is the Huascarán National Park. With respect to Puerto Punta Lobitos, the closest NPA is 12.4 km to the north, and is the National Reserve System of Islands, Islets and Puntas Guaneras - Punta Culebras.

The Huascarán National Park (HNP) is home to more than 120 species of birds and 10 species of mammals. It possesses a broad spectrum of microclimates, which gives rise to the existence of different types of vegetation that are linked to each other.

779 species of high Andean flora have been identified, distributed in 340 genera and 104 families. In this floristic diversity, the Bromeliad family is represented by the Raymondi puja (Puya raimondii), a species that has the largest inflorescence in the world and is one of the park's conservation objects. Relict forests of quercus (Buddleja coriacea) and queñua (Polylepis sp) are also conserved, which are located mainly north of the Llanganuco sector. There are also high Andean meadows, puna grass and various oconals (wetlands), located mainly above 4500 masl.

The National Reserve System of Islands, Islets and Punta Guaneras has 25 species of cetaceans and many species of birds of wide distribution, in addition to those that use pelagic environments for their food such as the potoyunco (Pelecanoides garnotii), the gannet (Pelecanus occidentalis), boobies (Sula variegata and S. dactylatra), cormorants (Phalacrocorax olivaceus, P. bougainvillii and P. gaimardi) and the Humboldt penguin (Spheniscus humboldti).



Sea turtles are also found and off the Peruvian coast, it is estimated that there are about 900 species of marine fish and about 60% of these species are littoral benthic. In addition, 872 species of mollusks and 296 of crustaceans have been recorded.

Because of the nature of our business activities, we are well aware of and take responsibility for the management of biodiversity. In our operations, we seek to manage the threats and use opportunities provided by biodiversity to achieve our Environmental Goals by focusing on wildlife and plants most apt for conservation so that we can mitigate impacts that are unable to be fully addressed through prevention, minimization and rehabilitation.

We align ourselves and are committed to the International Council on Mining & Metals (ICMM) position in respecting biodiversity, avoid all exploration or mining in World Heritage sites, and respecting all legally designated protected areas.

Our operations are located in the vicinity of ecosystems of high value biodiversity; the upper Andean and the coastal region. For this reason, we continue on with our strategy of monitoring biodiversity in the areas of environmental influence of our operations both at the mine and the port. We focus our monitoring on three main areas: hydrobiology, wild life, and flora and plant life.

The methodologies employed for monitoring are specific for each of the biological disciplines. All these methodologies are widely used for biological monitoring, they are supported by scientific literature and were selected because they enable us to obtain quantitative and comparable data, so as to ensure compliance with the specific monitoring goals.

(GRI 304-1)

Hydrobiology		Aquatic habitat, water quality, sediments, plankton, macrobenthos and fish are evaluated.
Wild Life	Mammals	Recording the presence of small and large land mammals.
	Birds	We evaluate the richness, abundance and diversity using linear transects and qualitative (presence, absence) methodologies.
	Amphibians and reptiles	We used the parcel and the visual encounter survey methods.
Flora and plant life		Qualitative and Quantitative Assessment (transect intersection point method).



According to the results of the 2020 biodiversity monitoring, there are no significant changes in ecological indicators around our operations.

Awareness building program for the conservation of the Humboldt Penguin in Huarmey

In the coastal region of the Huarmey province, there are populations of Humboldt penguins that interact naturally with the activities of the community of fishermen. As part of our commitment to sustainability, we provide currently active support initiatives for the conservation of the Humboldt penguin that will endure as long as our operations exist.

In 2007 and 2019, we conducted population censuses of these penguins along the Huarmey coast to monitor their population and identify measures to manage their conservation. These censuses enjoyed the participation of representatives of civil society. The census results identified 470 adult individuals, a considerable number that to date represents the largest recorded population of this species along the northern coast of Peru.

This positive news was reported to the Huarmeyan population, wanting to raise awareness about its conservation. We carried out these awareness-building activities during 2020 and included outreach campaigns advocating the species' protection, in spite of the context and limitations posed by the COVID-19 pandemic.

These campaigns used a communications approach that included online activities, the development of graphic

and audiovisual material, radio spots, text messages, merchandising and social networks. All audiovisual material was prepared by professional communication specialists, to ensure that the information was friendly and understandable by every type of audience. The primary target audiences were the local fishermen, the student community, local authorities and the Huarmeyana general population.

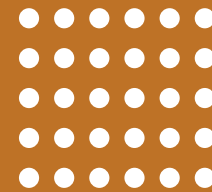
More than 18,000 people were contacted with messages that mentioned the campaign. The campaign itself was made possible in partnership with the Huarmey Environmental Surveillance and Monitoring Committee (CMVFAH), the Provincial Municipality of Huarmey, the Warmy Association, the Puerto Huarmey Neighborhood Board and the National Forest and Wildlife Service (SERFOR).

It worthwhile noting that Antamina's commitment to the conservation of the Humboldt penguin does not end here. Monitoring penguin populations and awareness for their care among the community will continue during the entire life of our operation.





APPENDIXES



Appendixes



Appendix 1: Environmental indicator tables

Water consumption (in megaliters)

Water consumption (in megaliters)		2020
Water extraction by source	Total surface water	14 799.3
	Fresh water (total dissolved solids ≤1000mg/l)	14 799.3
	Other water (total dissolved solids >1000mg/l)	0
	Total ground water	1978.3
	Fresh water (total dissolved solids ≤1000mg/l)	1978.3
	Other water (total dissolved solids >1000mg/l)	0
	Total amount of water produced	67 545.8
	Fresh water (total dissolved solids ≤1000mg/l) ⁶	67 545.8
	Other water (total dissolved solids >1000mg/l)	0
Total amount of water extracted		84 323.4
Water discharge by destination	Surface water	23 975.9
Total water discharge		23 975.9
Water discharges into fresh water or other water	Fresh water (total dissolved solids ≤1000mg/l)	23 975.9
Water discharges by level of treatment	Physical chemical treatment	23 975.9
Total water consumption (total water extraction - total water discharge)		60 347.4

⁶ Tailings dam water that was reused for production process.

Water consumption in areas subject to water stress
(in megaliters)

Water consumption in areas subject to water stress (in megaliters)		2020
Water extraction by source	Total amount of water produced	1572.4
	Fresh water (total dissolved solids ≤1000mg/l) ⁷	225.9
	Other water (total dissolved solids >1000mg/l) ⁸	1346.5
	Total amount of water supplied by third parties	52.3
	Fresh water (total dissolved solids ≤1000mg/l)	52.3
	Total amount of water extracted by third parties by source of extraction	52.3
	Ground water	52.3
Total amount of water extracted		1624.7
Total water discharge		0
Evapotranspiration in reforestation		1137.6
Total water consumption (Total amount of water extracted - Total water discharge-evapotranspiration)		487.1

(GRI 303-3) (GRI 303-4) (GRI 303-5)

⁷ Water transferred from the mineral pipeline in batches (fresh and process water).
⁸ Concentrate moisture content arriving at the Port.

Waste products not intended for elimination due to recovery in operations
(in tons)

Waste type	Recovery in operations	On the premises	Off the premises	Total
Non Hazardous Waste	Reuse	114	133.23	247.23
	Recycled	0	4628.17	4628.17
Total recovered Non Hazardous Waste		114.0	4761.40	4875.40
Hazardous waste	Reuse	549.21	0	549.21
	Recycled	0	993.65	993.65
Total recovered Hazardous Waste		549.21	993.65	1542.87

(GRI 306-4)

Waste products intended for disposal operations
(in tons)

Waste type	Disposal operation	On the premises	Off the premises	Total
Non Hazardous Waste	Transfer and encapsulation in the cells of the East waste rock storage facility and the PPL sanitary landfill	7061.28	0.00	7061.28
Total eliminated Non Hazardous Waste		7061.28	0.00	7061.28
Hazardous waste	Disposal in a hazardous waste landfill	0.00	801.17	801.17
Total amount of disposed Hazardous Waste		0.00	801.17	801.17

(GRI 306-5)

Appendix 2: GRI Table of contents

(GRI 102-55)

For the SDG Mapping Service, GRI Services reviewed that the disclosures included in the content index are appropriately mapped against the SDGs.



SDG MAPPING SERVICE

2021

GRI Standard	Contents	Number of page or answers	SDG	Omission
Foundation				
GRI 101: Foundation 2016				
General Disclosures				
GRI 102: General Disclosures 2016	Organizational profile			
	102-1: Name of the organization	Compañía Minera Antamina S.A.	--	No
	102-2: Activities, brands, products and services	21-22	--	No
	102-3: Location of headquarters	104	--	No
	102-4: Location of operations	9, 20	--	No
	102-5: Ownership and legal form	10	--	No
	102-6: Markets served	21-22	--	No
	102-7: Scale of the organization	5	--	No
		Passive: US\$ 1 656 013 483 Equity: US\$ 4 208 479 470		
	102-8: Information on employees and other workers	39-40	N° 8, 10	No
	102-9: Supply chain	48-49	--	No
	102-10: Significant changes to the organization and its supply chain	49, 54	--	No
	102-11: Precautionary principle of approach	14	--	No

GRI Standard	Contents	Number of page or answers	SDG	Omission
GRI 102: General Disclosures 2016	102-12: External initiatives	14-15	--	No
	102-13: Membership of associations	19	--	No
	Strategy			
	102-14: Statement from senior decision-maker	3 - 4	--	No
	Ethics in business			
	102-16: Values, principles, standards and norms of behavior	33 - 34, 54	Nº 16	No
	102-17: Mechanisms for advice and concerns about ethics	35	--	No
	Governance			
	102-18: Governance structure	11	--	No
	Networking and community participation			
	102-40: List of stakeholders groups	25 - 28	--	No
	102-41: Collective bargaining agreements	46	Nº 8	No
	102-42: Identifying and selecting stakeholders	25	--	No
	102-43: Approach to stakeholder engagement	24 - 28	--	No
	102-44: Key topics and concerns raised	25 - 28	--	No
	Reporting practice			
	102-45 Entities included in the consolidated financial statements	Compañía Minera Antamina S.A.	--	No
	102-46: Defining report content and topic boundaries	29	--	No
	102-47: List of material topics	31	--	No
	102-48: Restatement of information	82	--	No
	102-49: Changes in reporting	None	--	No

GRI Standard	Contents	Number of page or answers	SDG	Omission
GRI 102: General Disclosures 2016	102-50: Reporting period	2020	--	No
	102-51: Date of most recent report	2019	--	No
	102-52: Reporting cycle	Annual	--	No
	102-53: Contact point for questions regarding the report	104	--	No
	102-54: Claims of reporting in accordance with the GRI Standards	25	--	No
	102-55: GRI content index	94 - 104	--	No
	102-56: External assurance	This document has not be submitted to external assurance nor to an audit mechanism.	--	No
Topic-specific disclosures				
Financial performance				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	24	--	No
	103-2: The management approach and its components	24	--	No
	103-3: Evaluation of the management approach	24	--	No
GRI 201: Economic Performance 2016	201-1: Direct economic value generated and distributed	24	Nº 8, 9	No
Social investment and community development				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	74	--	No
	103-2: The management approach and its components	74 - 75	--	No
	103-3: Evaluation of the management approach	77	--	No
GRI 203: Indirect economic impacts 2016	203-1: Infrastructure investments and services supported	74 - 77	Nº 5,9,11	No

GRI Standard	Contents	Number of page or answers	SDG	Omission
GRI 413: Local communities 2016	413-1: Operations with local community engagement, impact assessments, and development programs	57 - 73	--	No
Ethics in business				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	33 - 35	--	No
	103-2: The management approach and its components	33 - 35	--	No
	103-3: Evaluation of the management approach	33 - 35	--	No
GRI 205: Anti-corruption 2016	205-1: Operations assessed for risks related to corruption	35	N° 16	No
	205-2: Communication and training about anti-corruption policies and procedures	35	N° 16	No
GRI 307: Environmental Compliance 2016	307-1: Non-compliance with environmental laws and regulations	36	N° 16	No
GRI 419: Socioeconomic Compliance 2016	419-1: Non-compliance with laws and regulations in the social and economic area	36	N° 16	No
Climate change and energy				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	81 - 83	--	No
	103-2: The management approach and its components	81 - 83	--	No
	103-3: Evaluation of the management approach	81 - 83	--	No
GRI 302: Energy 2016	302-1: Energy consumption within the organization	81	N° 7, 8, 12, 13	No

GRI Standard	Contents	Number of page or answers	SDG	Omission
GRI 305: Emissions 2016	305-1: Direct (Scope 1) GHG emissions	82	N° 3, 12,13, 14, 15	No
	305-2: Energy indirect (Scope 2) GHG emissions	82	N° 3, 12,13, 14, 15	No
Water and effluent management				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	84-86	--	No
	103-2: The management approach and its components	84-86	--	No
	103-3: Evaluation of the management approach	84-86	--	No
GRI 303: Water and Effluents 2018	303-1: Interactions with water as a shared resource	83	N° 6	No
	303-2: Management of water discharge-related impacts	83	N° 6	No
	303-3: Water withdrawal	92 - 93	N° 6	No
	303-4: Water discharge	92 - 93	N° 6	No
	303-5: Water consumption	92 - 93	N° 6	No
Preservation of biodiversity				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	89	--	No
	103-2: The management approach and its components	89	--	No
	103-3: Evaluation of the management approach	89	--	No
GRI 304: Biodiversity 2016	304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	89	N° 6, 14, 15	No

GRI Standard	Contents	Number of page or answers	SDG	Omission
Tailings and hazardous waste management				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	84 - 88	--	No
	103-2: The management approach and its components	84 - 88	--	No
	103-3: Evaluation of the management approach	84 - 88	--	No
GRI 306: Waste 2020	306-1: Waste generation and significant waste-related impacts	84, 87, 88	N° 3, 6, 8, 11, 12	No
	306-2: Management of significant waste-related impacts	84, 87, 88	N° 3, 6, 11, 12	No
	306-3: Waste generated	85	N° 3, 6, 11, 12, 15	No
	306-4: Waste diverted from disposal	93	N° 3, 11, 12	No
	306-5: Waste directed to disposal	93	N° 3, 6, 11, 12, 15	No
Sustainable supply chain				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	49	--	No
	103-2: The management approach and its components	49	--	No
	103-3: Evaluation of the management approach	49	--	No
GRI 308: Supplier Environmental Assessment 2016	308-1: New suppliers that were screened using environmental criteria	49	--	No
GRI 414: Supplier Social Assessment 2016	414-1: New suppliers that were screened using social criteria	49	N° 5, 8, 16	No

GRI Standard	Contents	Number of page or answers	SDG	Omission
Employment				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	39 - 42	--	No
	103-2: The management approach and its components	39 - 42	--	No
	103-3: Evaluation of the management approach	39 - 42	--	No
GRI 401: Employment 2016	401-1: New employee hires and employee turnover	41	N° 5, 8, 10	No
	401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	42	N° 3, 5, 8	No
Diversity and inclusion				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	43 - 44	--	No
	103-2: The management approach and its components	43 - 44	--	No
	103-3: Evaluation of the management approach	43 - 44	--	No
GRI 405: Diversity and equal opportunity 2016	405-1: Diversity of governance bodies and employees	39 - 40, 47	N° 5, 8	No
	405-2: Ratio of basic salary and remuneration of women to men	48	N° 5, 8, 10	No
Health & safety				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	49	--	No
	103-2: The management approach and its components	49 - 53	--	No
	103-3: Evaluation of the management approach	49 - 53	--	No
GRI 403: Occupational Health and Safety 2018	403-1: Occupational health and safety management system	50	N° 3, 8, 16	No
	403-2: Hazard identification, risk assessment, and incident investigation	51	N° 8	No

GRI Standard	Contents	Number of page or answers	SDG	Omission
GRI 403: Occupational Health and Safety 2018	403-3: Occupational health services	53	N° 8	No
	403-4: Worker participation, consultation, and communication on occupational health and safety	52	N° 8, 16	No
	403-5: Worker training on occupational health and safety	52	N° 8	No
	403-6: Promotion of worker health	53	N° 3	No
	403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	49	N° 8	No
	403-8: Workers covered by an occupational health and safety management system	50	N° 8	No
	403-9: Work-related injuries	52	N° 3, 8, 16	No
	403-10: Work-related ill health	53	N° 3, 8, 16	No
Professional development of human capital				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	43 - 45	--	No
	103-2: The management approach and its components	43 - 45	--	No
	103-3: Evaluation of the management approach	43 - 45	--	No
GRI 404: Training and Education 2016	404-1: Average hours of training per year per employee	45	N° 4, 5, 8, 10	No
	404-3: Percentage of employees receiving regular performance and career development reviews	44	N° 5, 8, 10	No

GRI Standard	Contents	Number of page or answers	SDG	Omission
Fundamental labor rights				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	46 - 47	--	No
	103-2: The management approach and its components	46 - 47	--	No
	103-3: Evaluation of the management approach	46 - 47	--	No
GRI 406: Non- discrimination 2016	406-1: Incidents of discrimination and corrective actions taken	47	N° 5, 8	No
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	46	N° 8	No
GRI 408: Child labor 2016	408-1: Operations and suppliers at significant risk for incidents of child labor	47	N° 5, 8, 16	No
GRI 409: Forced or Compulsory Labor 2016	409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	47	N° 5, 8	No
Respect and promotion of human rights				
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	15 - 18	--	No
	103-2: The management approach and its components	15 - 18	--	No
	103-3: Evaluation of the management approach	15 - 18	--	No
GRI 410: Security Practices 2016	410-1: Security personnel trained in human rights policies or procedures	19	N° 16	No

GRI Standard	Contents	Number of page or answers	SDG	Omission
GRI 412: Human Rights Assessment 2016	412-1: Operations that have been subject to human rights reviews or impact assessments	18	--	No
Emergency preparedness and response				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	36 - 37	--	No
	103-2: The management approach and its components	36 - 37	--	No
	103-3: Evaluation of the management approach	36 - 37	--	No
Emergency preparedness and response	No GRI: Emergency preparedness and response	36 - 37	--	No
Transparency and disclosure				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	24	--	No
	103-2: The management approach and its components	24	--	No
	103-3: Evaluation of the management approach	24	--	No
Transparency and disclosure	No GRI: Transparency and disclosure	24	--	No
Innovation and implementation of new technologies				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	54	--	No
	103-2: The management approach and its components	54	--	No
	103-3: Evaluation of the management approach	54	--	No
Innovation and implementation of new technologies	No GRI: Innovation and implementation of new technologies	54	--	No

GRI Standard	Contents	Number of page or answers	SDG	Omission
Mechanisms to service labor complaints				
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	46	--	No
	103-2: The management approach and its components	46	--	No
	103-3: Evaluación del enfoque de gestión	46	--	No
Mechanisms to service labor complaints	No GRI: Mechanisms to service labor complaints	46	--	No

(GRI 102-55)



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(GRI 102-3)

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