



Training and development of our employees 2024

We invest in the continuous development of our talent

The continuous training of our employees is essential to promoting both their professional development and the Company's operational excellence. In this regard, throughout 2024 conducted a series of courses, information sessions and workshops which its total dedication and investment we present below.

Hours of training for direct employees	97,616
Total investment in training for direct employees	\$ 581,109.03
Number of direct employees	2,958

Note: Training indicators include only direct employees, unlike the 2024 Annual Report, which also includes contractors..

33

average training
hours

\$ 196.45

average investment
in training

We train talent prepared for the industrial transition in mining

Training aligned with a more innovative, resilient, and technological industry

At Buenaventura, we are also aware of the constant changes brought about by the industrial transition in the mining sector toward an increasingly innovative, resilient, and technological industry. Through various training programs, we seek to ensure that our employees are up to date on the processes in the mining industry that require the use of new technologies.

Below, we present two key courses that highlight our management:

We develop key competencies in mining process automation

Automation of Maptek Vulcan software through Python

The course on **Automation of Maptek Vulcan software through Python** aimed to strengthen our team's digital skills as part of the mining industry's transition towards greater technological adoption.

This specialized training was aimed at engineers, geologists, and decision-makers in our Mining Units, and focused on the use of the Python language to optimize and automate operational tasks in **Maptek Vulcan** software, a key tool for geological modeling, design, and planning of open pit and underground mines, among others.

Duration: 9 hours

Date: February 19-22, 2024

List of main topics covered:

- Python distributions
- Codes for reporting mineral resources
- Task automation in Maptek Vulcan
- Creation of lines and polygons (Line 4.7)
- Writing and edition of block models
- Resetting variables to default values
- Running tools using MaptekVulcan command lines

We strengthen analytical skills for data-driven mining

Course on Machine Learning applied to the Evaluation of Buenaventura Mineral Deposits

The course on **Machine Learning applied to the Evaluation of Mineral Deposits in the Buenaventura Mining Units** sought to train the Modeling and Mineral Resources team in the context of automatic learning of Machine Learning, addressing specific applications for evaluation of Mineral Deposits, as well as issues related to geometallurgy, resource evaluation and its categorization.

Duration: 24 hours

Date: Starting in July 2024

List of main topics covered:

- Definitions and scope of data analytics and its application in mining
- Methodology for data analytics projects
- Introduction to machine learning
- Logistic regression
- Decision Trees
- SVM (Support Vector Machines)
- NN (Nearest Neighbour)
- Gradient Boosting
- Neural Networks and Deep Learning
- Unsupervised learning and regressors: examples in reservoir evaluation and geometallurgy, retraining, and rapid prediction with new data

BUENAVENTURA