



Community Relations and Human Rights

1. Introduction



Introduction

The responsible development of our mining activities requires an understanding of the risks and impacts we may have on our stakeholders, especially on the population in our areas of influence. Therefore, we promote best sustainability practices in Human Rights management and Community Relations, with the aim of preventing negative impacts and maximizing the generation of shared value, thereby strengthening trust in our organization.

Thus, in this document we will explain the plans and actions we have carried out in order to: (i) identify the risks to our business in relation to **Human Rights**, (ii) implement best practices in **Community Relations**, and (iii) implement best practices in citizen participation and risk mitigation within the framework of our **Mine Closure** plans.

2. Human Rights Due Diligence

Human Rights

We have assessed the Human Rights risks associated with our activities, identifying priority management issues and potentially affected groups of people. Based on this assessment, we developed an action plan that begins in 2025 with the implementation of a Human Rights due diligence process.

Topics:

Conditions of habitability	Transportation of personnel	Transportation of hazardous materials	Active negotiations with unions of the company
Water treatment for human consumption	Water treatment for discharge to the environment	Local employment	Adquisition of local services

Groups:

Employees	Indigenous people	Women
Personnel hired by third parties	Local communities	Children

The current Human Rights Due Diligence has and illustration the active unit of El Brocal and the next operation of our San Gabriel project, in order to consider present (El Brocal) and future (San Gabriel) scenarios that complement each other, to obtain a comprehensive analysis of the materialized and potential Human Rights risks. With the ongoing collaboration of the various areas of our company involved in the process, this stage will set the foundation for a comprehensive governance and action strategy, which in turn, considers in every active unit, the current reporting mechanisms, the confidential and independent grievance channels available to all stakeholders (employees, contractors, suppliers and community members). Along these lines, our contracts include an explicit commitment to human dignity, decent work, non-discrimination, respect for the right to consultation and participation of indigenous people, allowing audits in case of suspected non-compliance.

The background features a dark teal color with a pattern of fine, concentric, wavy lines resembling a topographic map. In the bottom-left corner, there are stylized, layered green hills of varying shades, creating a sense of depth and landscape.

3. Best practices in Social Management

Social Incidents Procedure

Our Social Incidents Procedure is the framework intended to strengthen the prevention and response to social incidents. This document guides us in promoting an appropriate social climate in all operations and projects of Buenaventura and its subsidiaries. This procedure applies to all operations and projects managed by Buenaventura, as well as to all its contractors and visitors.

General aspects

- Social incidents are identified, registered, classified and analyzed for monitoring, closure and monthly reporting by unit or project.

Recording, monitoring, and evaluation of social incidents

- The date, actor, cause, impact, severity, description, corrective measures, and status (pending, addressed, or closed) of the incident are recorded.

Social risk analysis committee

- Analyzes critical cases, validates risks, and proposes corrective actions using monthly reports, internal recommendations, and reports from external consultants..

Early warning of social incidents and major/severe social incident alert

- Alerts are issued to prevent or report serious social incidents, facilitating urgent decisions and communication with vice presidents, managers, and areas involved

Complaints mailbox

- Units and projects are encouraged to implement a mailbox that is easily accessible to the public for handling complaints.

Complaint mechanisms: our reporting channel

In line with our commitment to transparency and ongoing dialogue with our stakeholders, our Social Incidents Procedure systematically contemplates accessible grievance mechanisms for communities, indigenous people, and other actors impacted or potentially impacted by our activities to fully address each of their demands.

Among them, the Buenaventura Ethics Line stands out, our reporting channel operated by the independent provider Ethics Global. This channel can securely and anonymously receive reports related to non-compliance, potential harm, or Human Rights violations, ensuring a timely and confidential handling of each case.



Línea Ética Buenaventura: : our reporting channel

Grievance Mechanisms: Our Permanent Information Offices (OIP)

Moreover, in each of our mining units, we have Permanent Information Offices and properly trained personnel to provide support to communities and other stakeholders and other stakeholders with complaint procedures.

In this way, we identify, monitor, and evaluate relationships with our social environment. The actions deployed focus on the relationship process in social interaction spaces , identifying potential issues through observation and community inquiry.

In addition, we encourage our mining units and projects to have a physical center accessible for receiving complaints from the local population, as part of our direct service mechanisms in the territory.



Permanent Information Office at
Molle Verde - Trapiche Project

Social Management Plans

Furthermore, in our Social Management Plans for each mining unit, we aim to fully understand the sociocultural context in which we operate.

To this purpose, we continuously monitor the social situation through our field teams and ensure compliance with the commitments made in our areas of influence, both direct and indirect, which are reflected in the specific plans for each operation.

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Source: Social Management Plan 2025 of the San Gabriel Project - Page: 2

Identification of de indigenous people

Under this line, at Buenaventura we have clear guidelines, such as our Community Relations Policy, which consider and respect the culture and idiosyncrasies of all our stakeholders to promote the creation of shared value that positively impacts both on the company and on its various social actors.

Therefore, in our annual Social Management Plans, we pay special attention to the detailed identification of the indigenous people present in the localities within our areas of influence.

For example, section 6 of the annual Social Management Plan of San Gabriel project includes information on the indigenous people located in our area of direct environmental influence, with the aim of designing community relations strategies adapted to their sociocultural context and thus fostering a climate of social harmony between our mining operations and the communities.

6. PUEBLOS ORIGINARIOS EN EL ÁREA DE INFLUENCIA AMBIENTAL DIRECTA DE LA UNIDAD:				
REGION	PROVINCIA	DISTRITO	COMUNIDAD	OBSERVACION
Moquegua	General Sánchez Cerro	Ichuña	Santa Cruz de Oyo Oyo, Maycunaca y Antajahua	R. 039-75-C.Z. OZAMS-MOQUEGUA
Moquegua	General Sánchez Cerro	Ichuña	Corire	R. 004-93-OF.

Source: Social Management Plan 2025 of the San Gabriel Project - Page: 7

Cultural heritage

Our company integrates the protection of cultural heritage into its following policies:

In our **Quality, Social, Environmental, Safety and Health at Work Management Policy**, we guarantee adequate working conditions for employees, contractors and visitors and prevent incidents such as injuries, diseases or environmental impacts, we promote identity and sustainable development of communities, respecting their cultural traditions

In the **Human Rights Policy** we commit to safeguarding the rights of vulnerable groups, such as indigenous people, women and children, by incorporating due diligence procedures and independent complaint channels that allow communities to express their concerns about the preservation of their cultural heritage.

Finally, in our **Community Relations Policy**, we articulate an inclusive and equitable approach to indigenous populations, recognizing ethnic, religious, and social diversity, prioritizing collective wellbeing, and aligning our social investment with local development plans, while preserving and valuing the cultural legacy of the areas where we operate.



"We are committed to protecting and preserving the cultural heritage of the indigenous people"



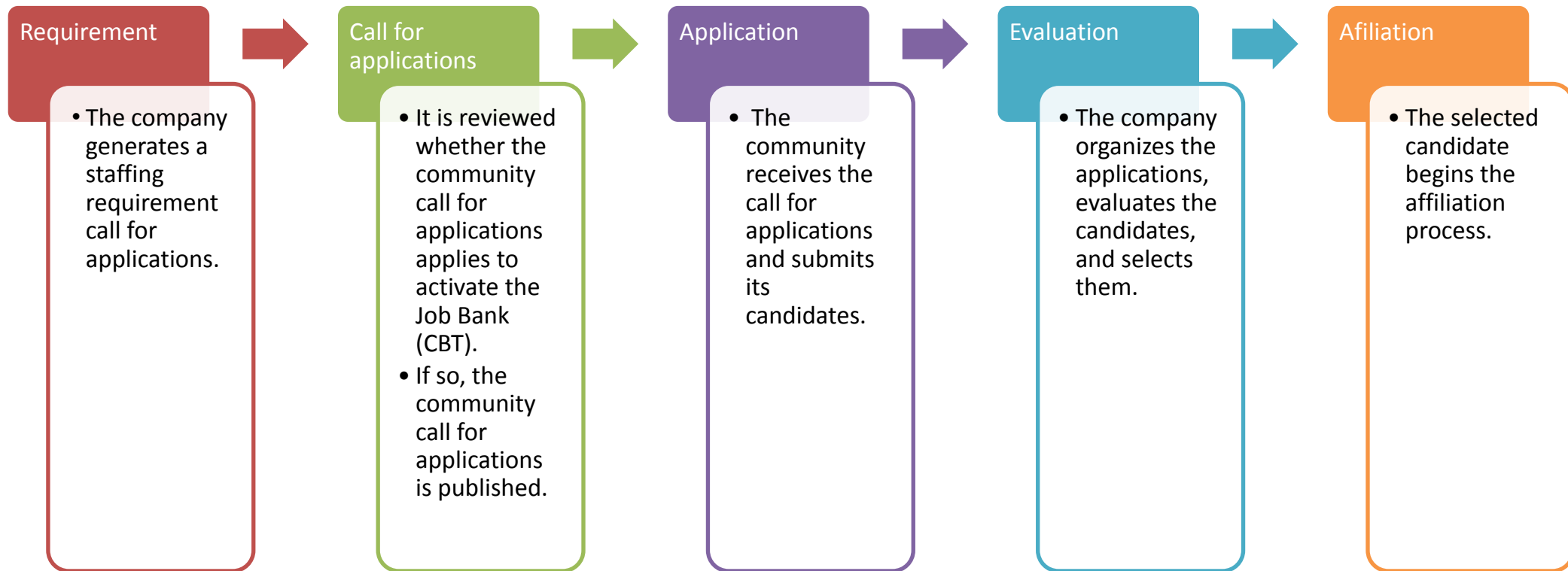
Example of promotion and protection of cultural heritage

In our **Santa Bárbara – Huancavelica Project**, we have developed a **Local Tourism Initiative at the Colonial Santa Bárbara Mine**, with the aim of highlighting the historical and cultural heritage of the area. This initiative seeks to rescue the memory of one of the most emblematic mines of the colonial period, promoting its recognition not only as a historic mining site, but also as a cultural and tourist asset that strengthens the identity of the region.



Guidelines to promote local employment

We promote local employment through a procedure that prioritizes the hiring of workers from the communities in our areas of influence who are of working age and able to work. Here we present an example of the processes we implement:



Hiring of services from local and community businesses

Under the firm conviction of generating shared value and guided by our Policy of Community Relations, in Buenaventura we promote the hiring local labor and services from local and community businesses.

In this vein, when conditions allow, the formation of community-based enterprises is encouraged, providing them with specialized technical support that helps optimize their operational performance and strengthen the capacities of their members. In this way, this generates sustainable opportunities that promote self-management, boost local economic development and consolidate a model of lasting collaboration with communities.

In 2024, local and community businesses that provide services to our mining operations had a turnover of around US\$240 million, reflecting the positive impact of our activities and strengthening the regional economy.



Local transportation services

We strengthen local employability

We promote training for young people in our communities of influence to strengthen their employability opportunities. Through programs that teach various skills and competencies related to the mining sector, we support them in their technical development, with the aim of improving their professional profile and preparing them as qualified candidates for the job opportunities that arise in our company.



Furthermore, we encourage careers in non-mining sectors, promoting productive alternatives that reduce economic dependence during periods following mine operation or closure.

4. Social Management of the Closure of Mining Units



Citizen participation plans for the closure of our mining units

In Buenaventura, the closure of mining units is managed following a participatory approach that ensures the inclusion of key social stakeholders and in particular the contributions of communities in the development of closure plans for each unit. In this regard, prior to the closure phase, we hold **public workshops** during operations to inform communities well in advance about the gradual closure of our activities, listen to their comments and address any concerns regarding future changes.

During the closing stage, we ensure the population's access to the executive summaries of the Mine Closure Plan, while the local authorities of the Area of Social Influence receive the complete plan through physical and digital media. In addition, information access and interaction spaces with all stakeholders are available on a permanent basis through the Community Relations Offices at our mining units, where communities can submit comments, make suggestions, and consult updated information.

At the same time, communities participate in participatory monitoring and guided field visits on the closure of our mining units, which allows us to gather observations, suggestions, as well as adjust processes and strengthen social legitimacy for the closure stage of each mining unit.

Citizen participation plans for the closure of our mining units

The aforementioned **participation mechanisms** are applied in the **Mine Closure Plans of our Mining Units**, promoting accessible communication and coordination with the population through which their concerns or social expectations regarding the closure of the unit are identified.

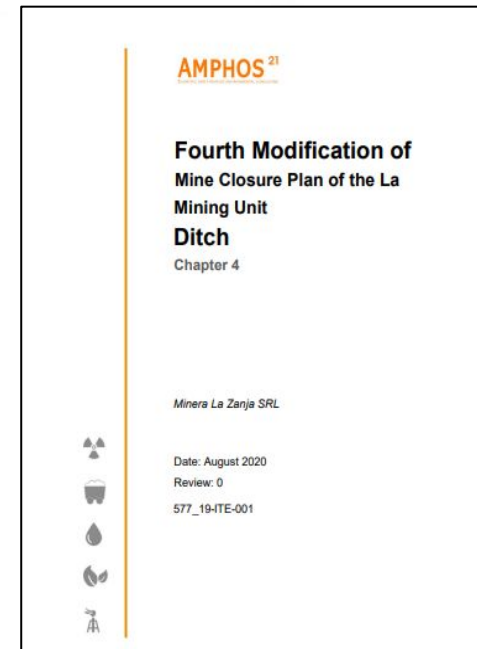
Below are **examples** of the Mine Closure Plans for the La Zanja and Yumpag-Carama Mining Units, in which we **identify representative stakeholder groups** to encourage their participation:

Representative stakeholder groups in the Mine Closure Plan for the La Zanja Unit:

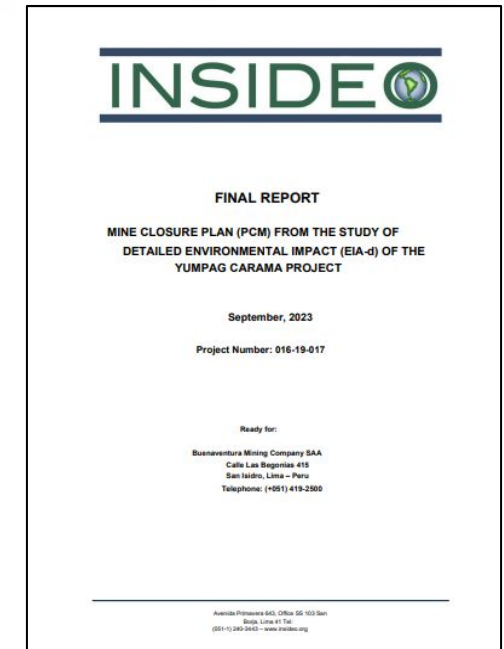
- La Zanja Village Government
- “Rondas Campesinas” (community-based rural patrols recognized under Peruvian law)”
- Agricultural-Farmer Association
- Workers from La Zanja
- Municipality of the “Centro Poblado” (village-level administrative unit below the district level) of Pisit
- Workers from the “Centro Poblado” of Pisit

Representative stakeholders groups in the Mine Closure Plan for Yumpag-Carama:

- “Directiva” (the elected governing body of the community) of the San Juan Baños de Rabí Rural Community
- “Directiva” of the Curpa-Curpa Village
- Water, Service, and Sanitation Board (JASS)- Rabí Matrix
- San Juan Baños de Rabí High-School
- Surveillance Committee -Huachus Rural Community



Source: Fourth Modification of the Mine Closure Plan Mining Unit La Zanja
Pages: 9-38
Access in our [web page](#)



Source: Detailed Environmental Impact (eia-D) of the Mine Closure Plan (Pcm) from the study of Yumpag Carama Project
Pages: 462-468
Access in our [web page](#)

Plans to mitigate the social impacts of the closure of our mining units

Buenaventura promotes local entrepreneurship by strengthening productive capacities and market access in five high Andean regions of Peru

In Buenaventura we ensure that local communities have other sources of income and access to capital following the closure of our mining units.

For this reason, during operations we implement training programs that not only strengthen skills in mining activities, but also promote diversification into non-mining activities, expanding opportunities for the future.



Trout farm

Plans to mitigate the social impacts of the closure of our mining units

With the aim of diversifying economic capabilities in communities beyond mining activities, we have encouraged producers to strengthen and optimize their productive activities through the Buenaventura Sustainable Development Program in high Andean areas.



Guinea pig farm



Cattle farming

Plans to mitigate the social impacts of the closure of our mining units

In Buenaventura, we reaffirm our commitment to transparent communication, serving 5,373 people in our Permanent Information Offices in 2024.

In addition, we visited 1,331 homes, strengthening direct dialogue and trust with the communities in our areas of influence.



Door-to-door home visits

The image features a dark teal background with a subtle, wavy topographic pattern. In the lower-left corner, there is a stylized green mountain range. Centered on the page is a white logo consisting of a stylized 'B' followed by the word 'UENAVENTURA' in a bold, sans-serif font.

BUENAVENTURA