



Employee Training and Development 2025

We invest in the continuous development of our talent

Continuous training is essential to both our employees' professional development and the Company's operational excellence. In 2025, we delivered a series of courses, information sessions, and workshops. The total training hours and investment are presented below.

	2022	2023	2024	2025
Training hours – direct employees	-	-	97,616	164,411
Total training investment – direct employees	-	-	\$ 581,109.03	\$ 1,223,700.94
Number of direct employees	-	-	2,958	2,115
Average training hours – direct employees	39	43	33	77.73
Average training investment – direct employees	329.5	278.9	195.45	578.58

We train talent prepared for the industrial transition in the mining sector

Training aligned with a more innovative, resilient, and technology-driven mining industry

At Buenaventura, we recognize the ongoing changes driven by the mining sector's industrial transformation toward an increasingly innovative, resilient, and technology-driven industry. Through a range of training initiatives, we seek to keep our employees up to date on mining-industry processes that require the use of new technologies.

Below, we highlight three key training initiatives that reflect our approach:

We accelerate Artificial Intelligence adoption for more agile and efficient operations

Generative Artificial Intelligence and Microsoft Copilot Training

An introductory, hands-on program designed to strengthen the adoption of artificial intelligence at Buenaventura, with an emphasis on using Microsoft Copilot to enhance productivity and automate day-to-day tasks. The training covers AI fundamentals, mining-sector applications, responsible use, productivity tools, and workflow automation within the Microsoft ecosystem. It also includes pre- and post-training assessments to measure participants' gains in knowledge and skills.

Duration: 4.5 hours

Key topics covered:

- Language models and Generative Artificial Intelligence.
- AI tools designed to enhance workplace productivity.
- AI use cases across industries, with a specific focus on the mining sector.
- Privacy, security, and responsible use of Artificial Intelligence.
- Using Microsoft Copilot to optimize and automate day-to-day tasks.
- Workflow automation with Microsoft Copilot.

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Propuesta



Capacitación en Inteligencia Artificial

Buenaventura | Julio 2025

We develop key capabilities in mining process automation

International Congress on Technology Innovation for Mining, Energy, and Industry

An international congress focused on exponential and disruptive technologies applied across the mining, energy, and industrial sectors. The event featured more than 30 keynote presentations, Q&A sessions, case studies, and networking opportunities. The content focused on technology trends, practical applications, and insights from industry leaders.



Duration: 4 days

Date: April 5–8

Key topics covered:

- Industrial automation.
- Big Data and Analytics.
- Blockchain.
- 4G, 5G, and 6G networks.
- Digital twins.
- IIoT and cybersecurity.
- Artificial Intelligence.
- Machine Learning.
- Virtual and Augmented Reality (VR & AR).

We develop key capabilities in data analytics

Intermediate ACL Course – ACL Robotics 2.0 / Data Analysis Techniques

An intermediate-level training course for users with prior experience in ACL Robotics. The course focuses on the practical use of the tool to combine commands and expressions, perform complex data analysis tasks, and develop an analysis project based on real-world cases.

It is designed to strengthen participants' ability to use ACL Robotics in practical settings, particularly for audit and information analysis.

Duration: 14 hours

Key topics covered:

- Identifying project objectives from business and technical perspectives.
- Determining the steps required to achieve the defined objectives.
- Obtaining physical and logical access to data, identifying its location and format.
- Validating data integrity, quality, and reliability through control testing.
- Analyzing data to identify and flag exceptions.
- Preparing results for formal presentation.

Human Capital Return on Investment

Between 2022 and 2025, Buenaventura's HC ROI increased from 23.16 to 41.63, reflecting an improvement in the relationship between financial results and investment in human capital. This performance occurred in a context of revenue growth and an expanding workforce, which reached 3,295 employees in 2025.

	2022	2023	2024	2025
Total Revenue	824,802,000	823,845,000	1,154,605,000	1,731,639,000
Total Operating Expenses	100,348,000	70,127,000	-86,368,000	149,185,000
Total employee-related expenses	32,687,000	34,356,000	32,511,000	38,951,000
Resulting HC ROI	23.16	22.94	39.17	41.63
Total Employees	2,783	2,734	2,958	3,295

Source: [2025 Consolidated Financial Statements](#)

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