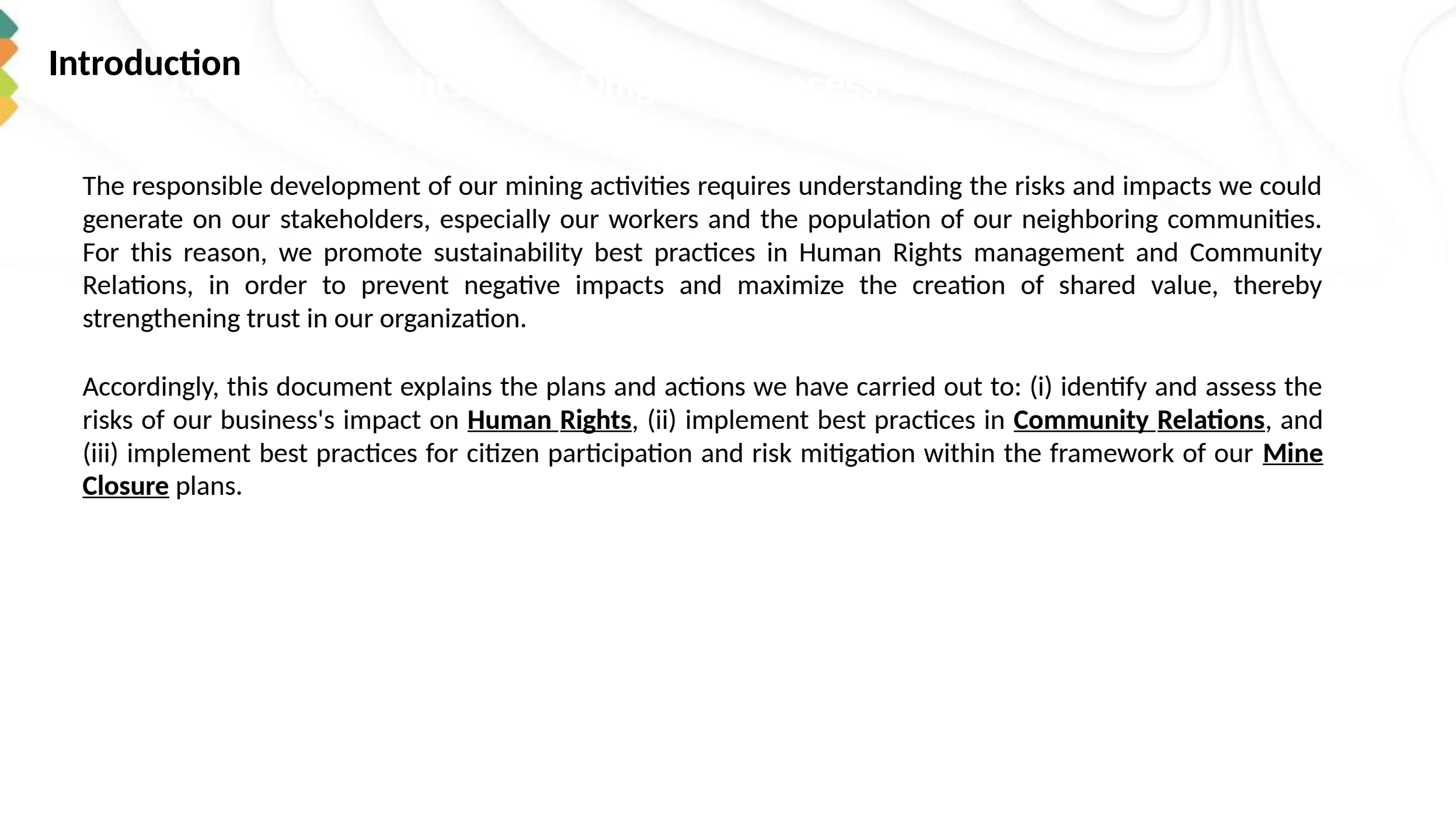




Community Relations and Human Rights

1. Introduction



Introduction

The responsible development of our mining activities requires understanding the risks and impacts we could generate on our stakeholders, especially our workers and the population of our neighboring communities. For this reason, we promote sustainability best practices in Human Rights management and Community Relations, in order to prevent negative impacts and maximize the creation of shared value, thereby strengthening trust in our organization.

Accordingly, this document explains the plans and actions we have carried out to: (i) identify and assess the risks of our business's impact on **Human Rights**, (ii) implement best practices in **Community Relations**, and (iii) implement best practices for citizen participation and risk mitigation within the framework of our **Mine Closure** plans.

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2. Human Rights Due Diligence

Human Rights Due Diligence

Respect for human rights is a pillar of our business management and of our social acceptance to operate.

Safe
people

Thriving
communities

Responsible
operations

Shared
value

Our approach

Aligned with international standards (UN, ILO, OECD) and our Human Rights Policy.

1

Understand the
context

2

Identify and
assess risks

3

Define management
actions

4

Implement and
monitor

5

Be accountable
and improve

As part of the scope of this identification, **two operating units** were analyzed, considering **eight priority operating processes**. A total of **31 human rights impact risks** were identified, linked to the activities assessed and the different potentially affected groups.

Human Rights Due Diligence

Human rights topics identified

The 2025 HRRA covered 23 rights and 31 risks grouped into the following key topics:

- Health and safety
- Working conditions
- Water and sanitation
- Housing and living conditions
- Security and freedom of movement
- Supply chain
- Relations with communities
- Equality and non-discrimination
- Others: personal integrity, access to work

Potentially affected groups

We give priority consideration to the following groups in our management.

- Own employees
- Contractor workers
- Women
- Children and adolescents
- Indigenous peoples
- Local communities
- Suppliers and third parties

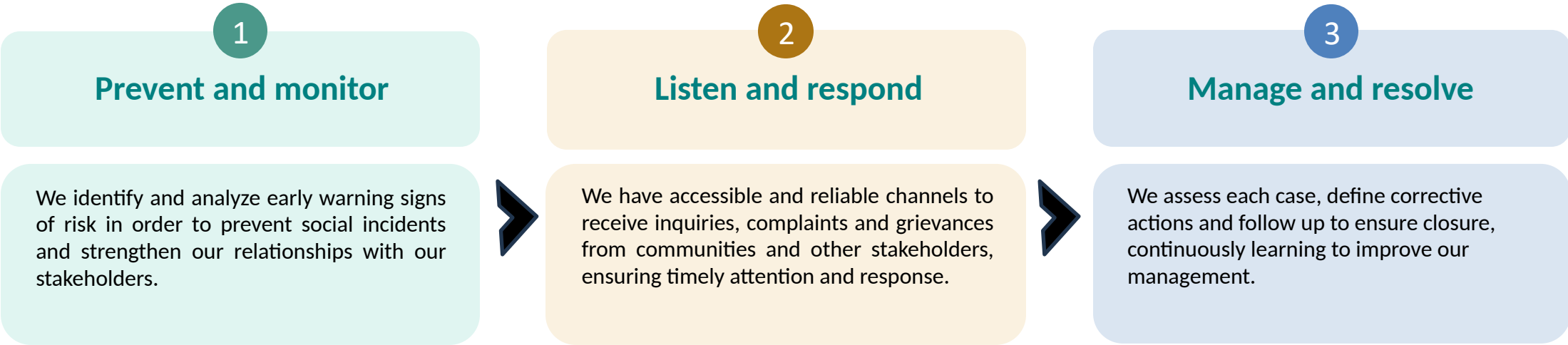
The HRRA results provide a foundation to strengthen human rights due diligence and to focus management on the risks and groups that require the most attention.

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3. Social Management Best Practices

Social Environment Management

At Buenaventura, we proactively manage our social environment, seeking to prevent conflicts, identify risks and concerns early, and properly address complaints and social incidents that may arise in our operations. This approach allows us to strengthen dialogue, build trust and contribute to the sustainable development of the territories where we operate.



PILLARS SUPPORTING THIS APPROACH

Social Incident
Procedure

Buenaventura
Ethics Line

Permanent Information
Offices (OIP)

Social
Management Plan

Social Incident Procedure

Our Social Incident Procedure is the reference framework aimed at strengthening the prevention, identification and proper handling of social incidents. This procedure applies to all operations and projects managed by Buenaventura, as well as to all of its Contractors and visitors.

General aspects

- Social incidents are identified, recorded, 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 each 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 and major/severe social incident alerts

- Alerts are issued to prevent or report serious social incidents, enabling urgent decisions and communication with vice presidencies, management and the areas involved.

Grievance mailbox

- Each unit or project is encouraged to have an easily accessible mailbox where the population can submit grievances.

Buenaventura Ethics Line

In line with our commitment to transparency and ongoing dialogue with our stakeholders, our [Social Incident Procedure](#) includes the Buenaventura Ethics Line, our whistleblowing channel operated by the independent provider Ethics Global.

This channel allows complaints related to non-compliance, potential harm or violations of Human Rights to be received securely and anonymously, ensuring timely and confidential handling of each case.



Our Permanent Information Offices (OIP)

In addition, each of our mining units has Permanent Information Offices and staff available to communities and other stakeholders.



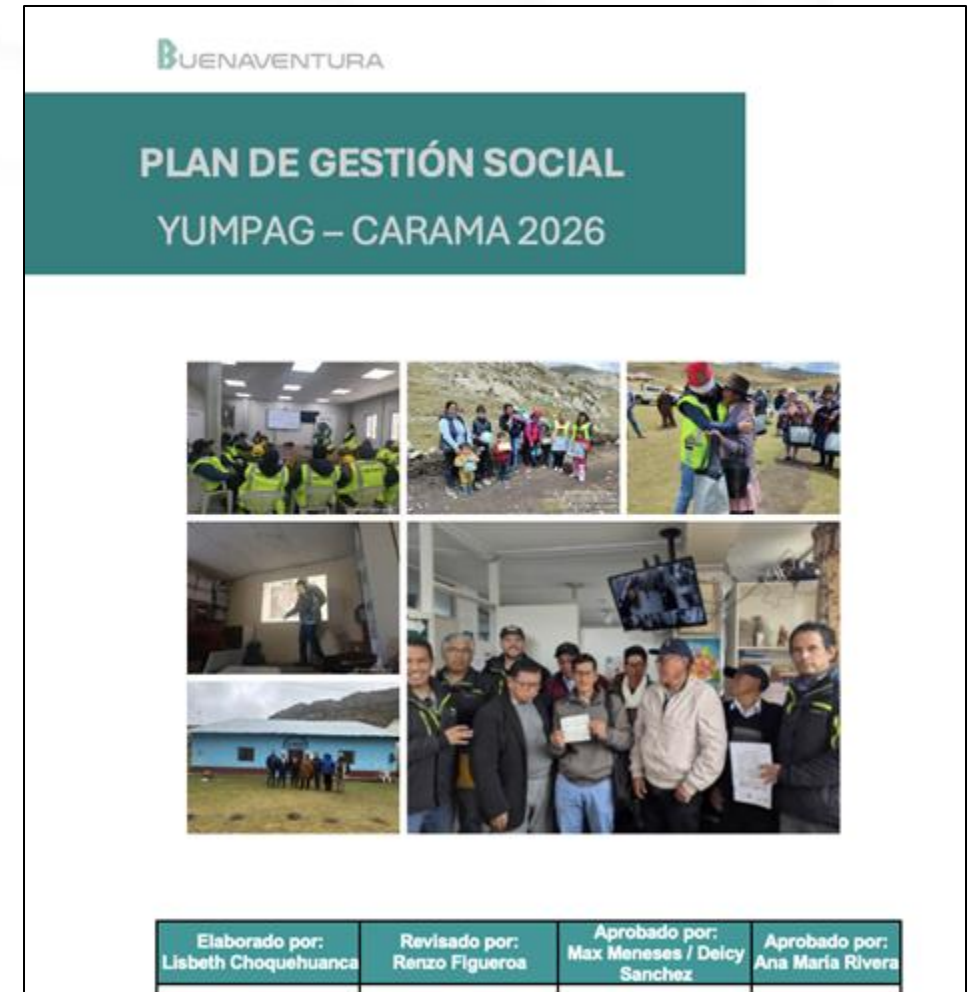
Permanent Information Office at our
Molle Verde Project - Trapiche

Social management plans

In our Social Management Plans, we identify our areas of social influence, native or indigenous peoples and our main stakeholders, considering their relationship dynamics.

The plans include risk matrices, targets, owners and budget, allowing continuous monitoring of management and adapting actions to changes in the social context.

Our management also considers the social and cultural particularities of the territories where we operate, promoting respect for native peoples, their community dynamics, traditions and culture, as part of building sustainable long-term relationships.



Source: Yumpag – Carama 2026 Social Management Plan

Identification of indigenous peoples

At Buenaventura, we have clear guidelines, such as our Community Relations Policy, aimed at respecting the culture and identity of our stakeholders and promoting relationships based on respect, dialogue and the creation of shared value.

In our annual Social Management plans, we identify the indigenous or native peoples present in the areas where we carry out our activities, as part of the analysis of the social context and our areas of influence. This identification helps guide our engagement strategies, taking into account the sociocultural characteristics of each territory.

For example, in section 6 of the Yumpag – Carama 2026 Social Management Plan, we identify the indigenous peoples located in our area of direct environmental influence, in order to design community engagement strategies adapted to their sociocultural context and thereby foster social harmony between our mining operations and the communities.

6. PUEBLOS ORIGINARIOS:

De acuerdo con la información de los pueblos indígenas u originarios, elaborado por la OGGS del MINEM, en el área de estudio socio ambiental del Proyecto Yumpag Carama, tenemos a la C.C. Huachus, C.C. San Juan Baños de Rabi y C.C. San Juan de Yanacocha.

LOCALIDADES DE PUEBLOS INDÍGENAS U ORIGINARIOS UCHUCCHACUA - YUMPAG							
Nombre	Tipo de localidad de pueblos indígenas	Pueblo indígena	Departamento	Provincia	Distrito	Reconocimiento	Titulación
Huachus	Comunidad Campesina	Quechuas	Pasco	Daniel Alcides Carrión	Yanahuanca	R.D. 355-83-DR-XV-P	Asiento: 1 / Ficha: 1499
San Juan Baños de Rabi	Comunidad Campesina	Quechuas	Pasco	Daniel Alcides Carrión	Yanahuanca	R.D. 356-83-DR-XV-P	Asiento: 1 / Ficha: 1324
Yanacocha	Comunidad Campesina	Quechuas	Pasco	Daniel Alcides Carrión	Yanahuanca	R.S. s/n	Asiento: 1 / Ficha: 7425

Source: Yumpag – Carama 2026 Social Management Plan

Cultural heritage

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

In our Quality, Social, Environmental, Occupational Health and Safety Management Policy, we guarantee adequate working conditions and promote the sustainable development of communities, respecting their cultural traditions and the environment.

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

Finally, in our Community Relations Policy:

We recognize all the people we interact with as citizens with the same rights and duties, regardless of their social, ethnic, religious, economic or educational status.



“We are committed to protecting and preserving the cultural heritage of indigenous peoples”



Example of promoting and protecting cultural heritage

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





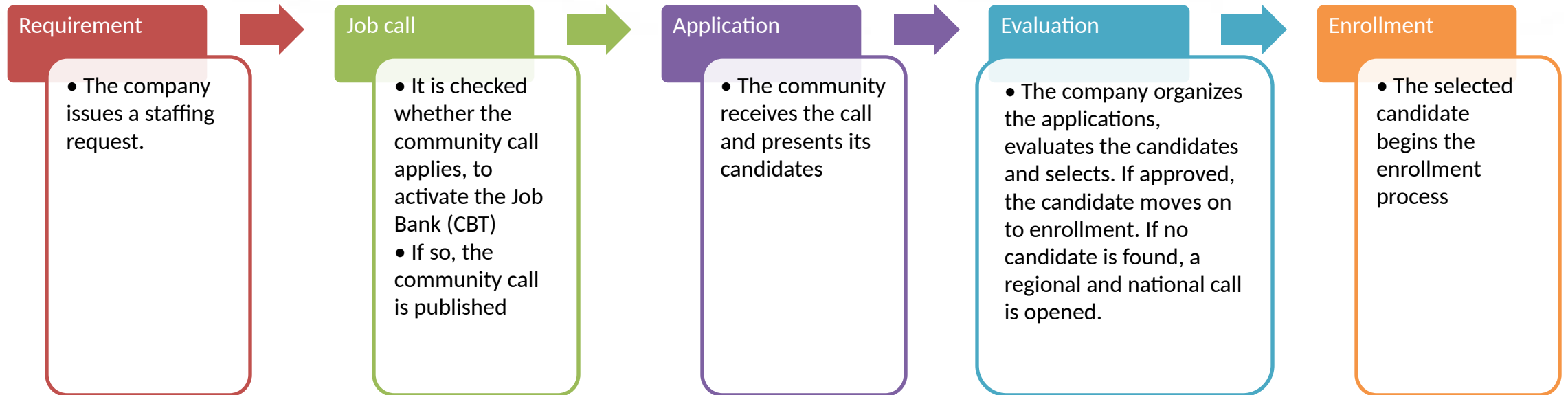
Guidelines to promote local employment

We promote local employment through a selection process that prioritizes hiring people from the communities in our areas of direct and indirect influence who are of working age and able to work, to fill vacancies at the company and at contractor firms.

The process begins with direct coordination of job calls with community representatives, boards and work committees, as applicable. Along these lines, Buenaventura trains community and local companies to strengthen their capacities and enable them to perform the required work satisfactorily. Only when hiring needs cannot be met locally is the call extended to the regional and national level.

In addition to training in mining activities, we also promote capacity building in other fields, such as carpentry, livestock farming and agriculture, contributing to the diversification of economic activities and the creation of opportunities in the communities.

The selection process includes the following stages:



Contracting services from local and community companies

Firmly committed to creating shared value and guided by our [Community Relations Policy](#), at Buenaventura we promote the hiring of local labor and the services of local and community companies.

Along these lines, when conditions allow, we encourage the formation of community companies and provide them with specialized technical support that helps optimize their operational performance and strengthen the skills of their members. This creates sustainable opportunities that support self-management, boost local economic development and consolidate a lasting model of collaboration with the communities.

In 2025, local companies providing goods and services to our mining operations invoiced close to US\$377 million, reflecting the positive impact of our activities and strengthening the regional economy.



Local transportation services

We strengthen local employability

We promote the training of young people from our communities of influence to strengthen their technical skills and expand their employability, preparing them to apply for job opportunities that arise at our company and its contractors.



Promoting local employability – Partnership with CETEMIN

We also promote economic activities both linked and unrelated to mining, such as melamine workshops, to energize the local economy, generate income and diversify productive opportunities, helping to reduce economic dependence on mining ahead of the closure of operations.

4. Social Management of Mining Unit Closure



Citizen participation plans for closure

At Buenaventura, the closure of mining units is managed under a participatory approach that ensures the inclusion of key social actors and, in particular, community input in the preparation of each unit's closure plans. Accordingly, prior to the closure stage, we hold **public workshops** during operations to inform communities well in advance about the progressive closure of our activities, listen to their comments and answer their questions about changes that may arise in the future.

During the closure stage, we ensure that the population has access to summaries of the Mine Closure Plan, while local authorities in the Area of Social Influence receive the full version in physical and digital formats. In addition, we maintain permanent access to information and spaces for interaction with all stakeholders through the Community Relations Offices at each mining unit, where communities can submit comments, make suggestions and consult updated information.

We also align social management with the progressive closure, final closure and post-closure activities of our units. For 2026, the Yumpag – Carama Social Management Plan includes participatory monitoring during progressive closure, managing access authorizations with communities for monitoring activities, social permits for final closure activities at Pozo Rico, and local participation in revegetation and water body monitoring during post-closure. In this way, we maintain coordination with our stakeholders throughout the different stages of closure.

Citizen participation plans for the closure of our mining units

The **participation mechanisms** described above 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 unit's closure are identified.

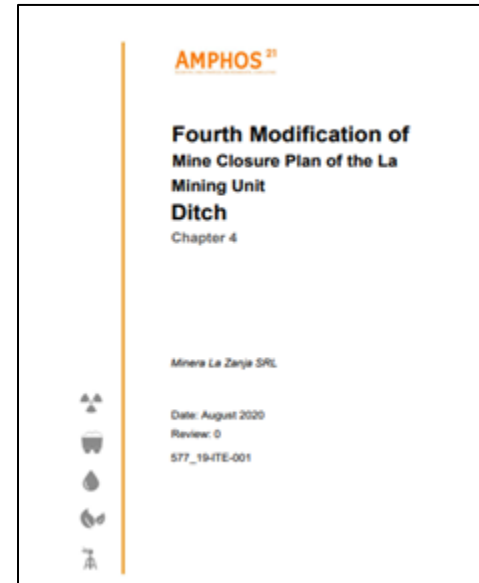
Below are **examples** from the Mine Closure Plans of the La Zanja and Yumpag-Carama Mining Units, in which we **identify representative stakeholders** to encourage their participation:

Representative stakeholders in the La Zanja Unit Mine Closure Plan:

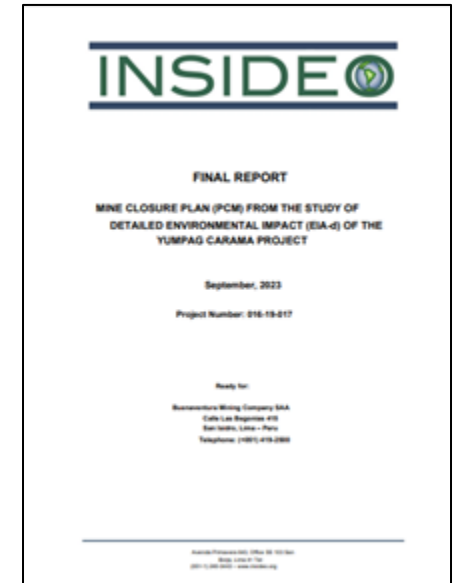
- La Zanja Hamlet Governor's Office
- Rondas Campesinas (peasant patrols)
- Agricultural and Livestock Association – Farmers
- Workers from La Zanja
- Pisit Town Center Municipality
- Workers from the Pisit Town Center

Representative stakeholders in the Yumpag-Carama Mine Closure Plan:

- Board of the San Juan Baños de Rabí Peasant Community
- Board of the Curpa-Curpa hamlet
- Water, Service and Sanitation Board (JASS) – Rabí Main
- “San Juan Baños de Rabí” Secondary School
- Vigilance Committee – Huachus Peasant Community



Source: Fourth Amendment to the Mine Closure Plan of the La Zanja Mining Unit
Pages: 9-38
Plan available on our [website](#)



Source: Detailed Environmental Impact Study (EIA-D) of the Mine Closure Plan (PCM) of the Yumpag Carama Project
Pages: 462-468
Plan available on our [website](#)

Social impact mitigation plans for the closure of our mining units

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

At Buenaventura, we make sure that local communities have other sources of income and access to capital after 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

Social impact mitigation plans for the closure of our mining units

With the aim of diversifying economic capacities in the communities beyond mining, we have helped producers strengthen and optimize their productive activities through Buenaventura's Productive Development Program in high Andean areas.



Guinea pig farm



Cattle farming

Citizen participation plans for the closure of our mining units

At Buenaventura, we reaffirm our commitment to transparent communication, having served 4,887 people at our Permanent Information Offices in 2025.

We also visited 209 households, strengthening direct dialogue and trust with the communities in our areas of influence.



Door-to-door home visits

The image features a stylized logo on the left, consisting of a white letter 'B' with a green mountain silhouette integrated into its left side. To the right of the logo, the word 'BUENAVENTURA' is written in a white, uppercase, sans-serif font. The background is a dark teal color with a subtle, wavy pattern. In the bottom left corner, there is a green, stylized mountain range silhouette.

BUENAVENTURA