

SUSTAINABILITY

REPORT

2025



COLOMBIA · NICARAGUA

MESSAGE FROM THE CEO

GRI 2-22

Dear shareholders, employees, Strategic Partners and communities:

It is an honor to present our 2025 Sustainability Report, a document that goes beyond the numbers to tell the story of our commitment to responsible, efficient, and, above all, human mining.

At Mineros, we understand that our success is not measured only in ounces produced, but in the well-being of people and the progress of the territories that welcome us. You, our shareholders who trust our vision, our employees who deliver their talent, and our allied communities are the reason we work every day to transform mineral wealth into social development.

A year of shared goals

2025 has been a year of consolidation, guided by pillars that put life and the environment at the center of our strategy:

- **Purposeful Growth:** Our expansion is not only geographical; it is a commitment to strength. The acquisition of 100% of La Pepa in Chile positions us in the Maricunga Golden Belt, allowing us to diversify risks and create new employment and development opportunities.
- **SAFETY: Our top priority:** Based on the premise that no task is more important than life, we have strengthened our “Zero Accidents” culture. We want every colleague to return home to their family, safe and sound.
- **Coexistence and Alliances: The Bonanza Model:** We believe in integrated mining. Through our Bonanza Model, we have consolidated a tripartite alliance where the government, local mining Strategic Partners, and the company work together under a vision of coexistence. We are not just neighbors; we are partners in building a legacy of infrastructure and education that strengthens local economies and will endure long after our operations are over.
- **Trust and Results:** Consistent operations in Colombia and Nicaragua are the foundation of our financial strength. Thanks to the technology and knowledge of our teams, we continue to deliver a stable return to our shareholders, demonstrating that profitability and ESG criteria are inseparable.

Looking towards the future

I invite you to read these pages with the certainty that at **Mineros we are building an industry of which we can all be proud.** A mining operation that respects the environment, honors its mining Strategic Partners, and generates increasing value for those who believe in us.

Thank you for being part of this journey.



Daniel Henao
CEO Mineros S.A.



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ABOUT THIS REPORT

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S U S T A I N A B I L I T Y
R E P O R T



GRI 2-3

We present our Sustainability Report to our stakeholders using the standards of the Global Reporting Initiative (GRI) as a reference for the period from January 1 to December 31, 2025. The information also follows the recommendations of Task Force for Climate-Related Financial Disclosures (TCFD) and the guidelines established by the Sustainability Accounting Standards Board (SASB) for the metals and mining sector.

GRI 2-4, GRI 2-6

During the annual reporting period, there were no significant changes in the methods for estimating and reporting information or in the nature of the business.

This report presents our performance related to each material topic during 2025 in the social, environmental, climate, economic and governance areas, and in labor and human rights matters, providing the information required to understand the nature of the issues, the most representative risks and impacts, and how they were managed, as well as our contribution to the Sustainable Development Goals (SDGs) defined by the United Nations Organization.

GRI 2-2

The information presented in this document was obtained using data collected by each of the areas responsible for operations, which allowed us to have reliable information that can be communicated transparently and accurately.

All monetary values in this report are expressed in United States dollars (USD) unless otherwise specified.

GRI 2-3

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GRI 2-2, 2-3, 2-4, 2-6

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OUR COMPANY





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Mineros S.A.

GRI 2-1, 2-6

GRI 2-1

Mineros is a corporation, headquartered in Medellín, Colombia, whose main activity is the extraction of gold and other metals. It trades under the symbol MINEROS on the Colombian Stock Exchange (BVC), as MSA on the Toronto Stock Exchange, and as MNSAF on the North American OTCQX market.

GRI 2-6a

We have been working for 50 years in the development and exploitation of mining assets in Central and South America, with a commitment to operate sustainably through methods that contribute to the protection of the environment, the well-being of all our stakeholders, and the economic and social growth of the regions where we operate.

GRI 2-2

Mineros S.A. Companies

MINEROS S.A.

The Parent Company, located in Medellín, Colombia.

MINEROS COLOMBIA

- **Mineros Aluvial S.A.S. BIC**

This subsidiary operates the mining deposits located in the paleochannels of the alluvial valley of the Nechí River, in El Bagre, Colombia.

- **Negocios Agroforestales S.A.S.**

Its main activities are the exploitation, industrialization, use and marketing in any form of renewable or non-renewable resources, as well as the provision of services related to the exploitation of these resources.

- **The Mineros S.A. Foundation**

The Foundation was created in 2010 to strengthen the social management of our operation in Colombia. Promotes alliances and local development projects, manages agreements and leverages resources aimed at improving the quality of life of communities in the areas of influence.

MINEROS NICARAGUA

- **Hemco Mineros Nicaragua S.A.**

This company operates underground mines in the Nicaraguan Mining Triangle, located in the municipalities of Bonanza, Siuna and Rosita., in the Autonomous Region of the Northern Caribbean Coast (RACCN) in Nicaragua.

OUR COMPANY

Our operations

GRI 2-6

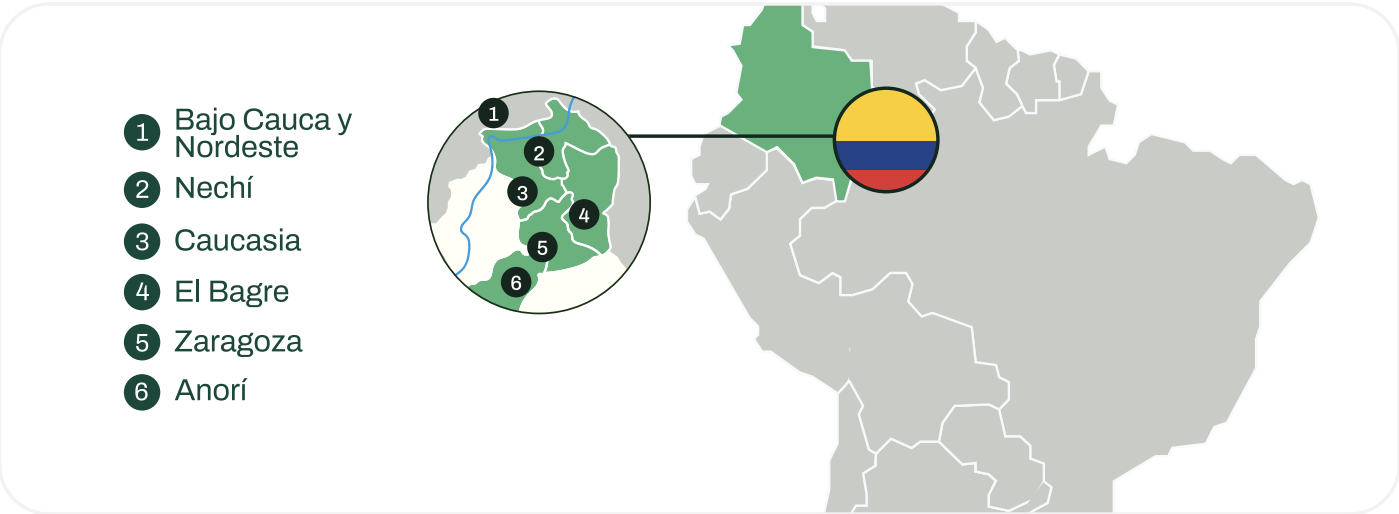
Nicaragua

- Underground and artisanal mining



Alluvial mining

- Mining properties in the alluvial valley of the Nechí River, Ataco, Guamocó and Remedios.



Chile

- Project La Pepa – Exploration

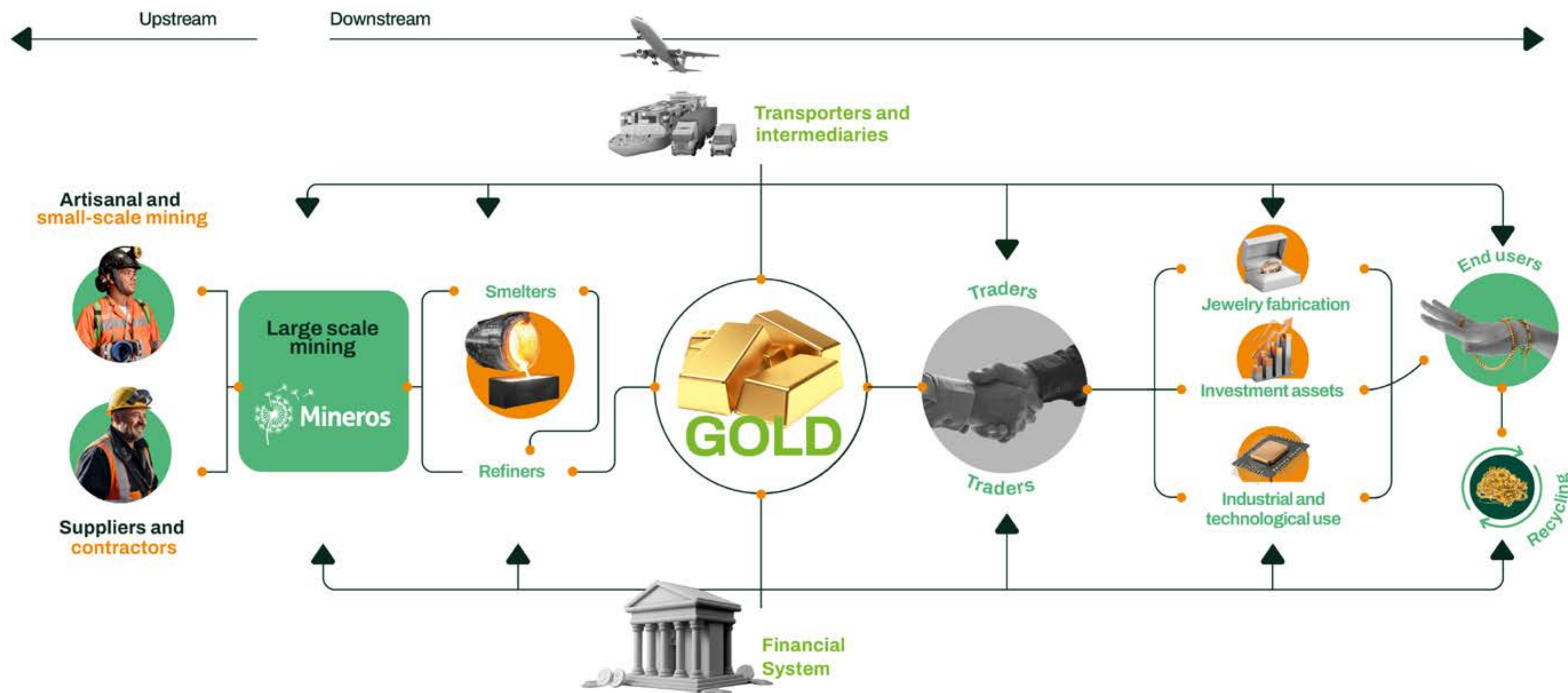
On December 20, 2021, Mineros, through its subsidiary, Mineros Chile SpA, acquired shares representing 20% of Minera Cavancha and entered the La Pepa Shareholders Agreement. Minera Cavancha is the joint venture entity under the Shareholders Agreement of La Pepa. In 2025, Mineros acquired 100% ownership in La Pepa.



Our value chain

GRI 2-6

We belong to the industrial mining link that coexists as an ally with Artisanal and Small-scale Mining (ASM) under the legal frameworks and sector standards that guarantee the exercise of responsible mining:



Therefore, our corporate governance, strategic and risk management frameworks apply to all segments of our value chain and we work together with our suppliers, contractors, MAPES and refineries to ensure compliance with our policies and sustainable vision. **(See chapter: Economic Development).**

* Adapted from: Ramdoo, Isabelle. (2015). Making global supply chains sustainable: The case of the gold sector. 10.13140/RG.2.1.4419.2241.

03



Our suppliers

In **2025**, we have **1,371** suppliers for our operations in Colombia and Nicaragua. **1,177** suppliers come from the country of origin.

Colombia



795
Total suppliers



764
National suppliers

Nicaragua



576
Total suppliers



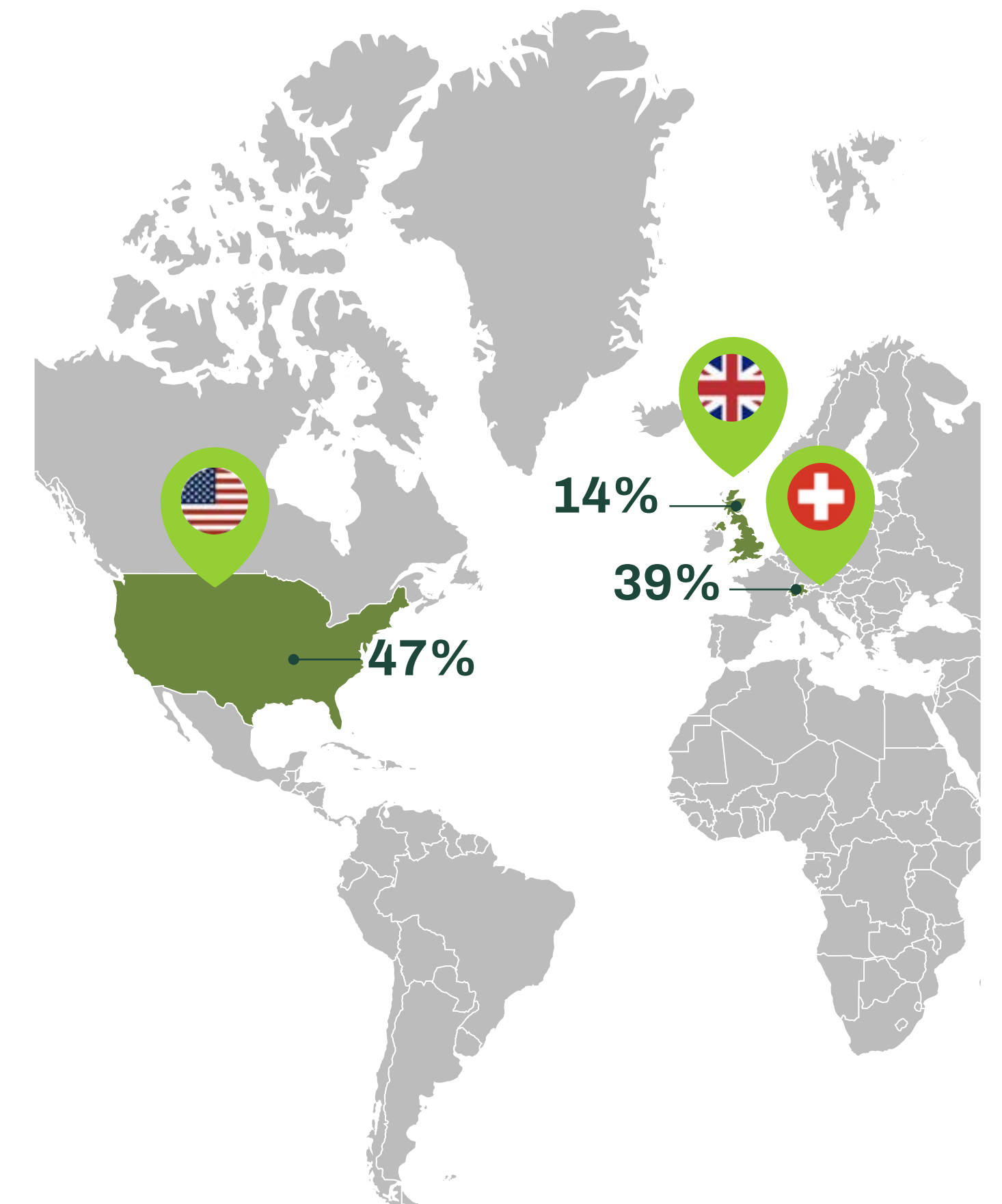
413
National suppliers

A detailed description of our supply chain and its management approach is available in the “Economic Development” chapter.



Our clients

Sales to customers in 2025 (figures in thousands USD)





Mineros in 2025

Featured data

During 2025, we recorded significant progress in the growth of our asset portfolio, the strengthening of our presence in the capital markets, and the operational performance of the Company. These advances were reflected in the acquisition of 100% of the La Pepa Project in Chile, strengthening our exploration portfolio and operations in a high-standard mining jurisdiction.

Furthermore, we expanded our access to international capital markets by commencing trading on the OTCQX Best Market in the United States and closed the year at the upper end of our annual production guidance, with 225,846 gold equivalent ounces, including a record monthly production in December.

The company completed a share repurchase program in 2025 at a price above market value, rewarding the loyalty of those who invest in the Company and sending a message of confidence in the value and future of its operations.

Affiliations and recognition

GRI 2-28

- Asociación Nacional de Empresarios de Colombia (ANDI)
- Colombia Mining Dialogue Group (GDIAM)
- Colombian Business Compliance Committee
- Colombian Mining Association (ACM)
- Colombia Mining Dialogue Group (GDIAM)
- ProAntioquia
- Women in Mining Colombia (WIM)

Voluntary initiatives to which we adhere

- United Nations Global Compact
- UN Guiding Principles on Business and Human Rights
- Voluntary Principles on Security and Human Rights
- Colombian Network against Child Labour
- BIC Companies - Colombia
- Towards Sustainable Mining (TSM) – progressive alignment process in the Colombia operation

2025 Certifications

Mineros Colombia



Mineros Aluvial received the Sustainability Seal – AAA Category – awarded by Corantioquia, a recognition that highlights the consistency, discipline and future vision demonstrated by more than two consecutive years of responsible work.

Negocios Agroforestales S.A.S. was also recognized in this edition, consolidating the environmental commitment of both companies in Bajo Cauca.

Mineros Nicaragua



Mineros S.A.



The Recognition IR is an initiative of the Colombian Stock Exchange that, since 2013, has sought to recognize the efforts companies make to go further in strengthening trust and credibility among the investor community, through the use of best international practices in investor relations and the disclosure of sufficient and timely information for different stakeholder groups.



Our stakeholders

GRI 2-29, 2-12, 3-1, 3-2

The identification of our stakeholders is carried out through a participatory process in each of Mineros’ operations, in which the degree of their influence on decision-making, revenue generation, operation, organizational strategy and reputation is considered, which allowed us to highlight their importance and relevance.

Shareholders

We maintain a transparent relationship with our shareholders, to whom we deliver relevant information about our management and results, and we ensure the profitable and sustainable growth of the business and value generation.

Authorities

We are respectful of institutions and the law. We interact with authorities, seeking to collaborate without interfering and to support without supplanting their obligations. We recognize the Public Security Forces as the legitimate entity to guarantee public order.

Communities

We work to improve the quality of life of communities located in the area of influence of operations and promote their sustainable development.

Employees

We base our relationships with all our employees on mutual respect and respect for their individuality and integrity. We promote and ensure the appropriate work resources and methods to achieve optimal conditions that foster the good health and safety of workers and their tasks.

Unions

We maintain a respectful relationship with trade unions. We guarantee compliance with decent working conditions and strict respect for Human and Labor Rights. Likewise, we maintain open and permanent communication, and we offer support for the exercise of union activities.

Artisanal and formalized miners

In Nicaragua, we work with independent artisanal miners and members of cooperatives, with whom we collaborate to provide technical support, good environmental practices, and occupational health and safety standards. In Colombia, we have partnerships for formalization based on opportunities, fiscal and environmental responsibility, and participation in the territories.

Suppliers and contractors

We foster relationships of trust and mutual respect. We give special consideration to local companies, providing them with equal opportunities and, if necessary, support with training and development to improve their technical quality, competitiveness and the human development of their staff. Suppliers of Mineros and its subsidiaries must adhere to what is defined in the Codes of Ethics.

Industry associations

We are linked to the most important Industry associations in the sector, with whom we maintain a permanent relationship through the various specialized committees, positioning the mining sector and promoting good mining, environmental and social practices.

Third sector

With Non-Governmental Organizations (NGOs), associations and foundations operating in our areas of influence, we maintain a relationship of respect, collaboration and timely response to their requests, complaints and claims.

Opinion leaders

With the media and opinion leaders at the local, national and international levels, we maintain a relationship of respect and permanent engagement to provide information on aspects relevant to the Company.

Indigenous Peoples

Our relationship with Indigenous Peoples is based on respect for their rights, their culture and ancestral traditions.

Consultations with stakeholders

GRI 2-12

At Mineros, we conduct stakeholder consultations every two years, which are led by Management and implemented in conjunction with the teams in each country and supported by an expert provider. The results of the consultations are presented to the Board of Directors and recommendations are given to address opportunities for improvement.

The latest stakeholder consultations were held in 2024 in the municipalities of El Bagre, Nechí and Zaragoza for Mineros Colombia, and in the towns of Bonanza, Comunidad Vesubio and Managua for Hemco Mineros Nicaragua. The thematic dimensions addressed during the consultation seek to identify those areas of greatest interest and relevance for the management of the Company's sustainability.

The methodology used serves as input, among others, for the following instruments:

- Update on the double materiality analysis of Mineros
- Human rights risk assessment as an element of due diligence
- Design and execution of action plans at the operational level
- Additional feedback element on the work climate

GRI 413-1(i, ii, iii) GRI 2-25

Based on consultations with stakeholders, we measure our social license to operate using the model proposed by Thomson and Boutilier, according to which the license is defined as stakeholders' perception of the acceptability of a company and its local operations.

The latest results showed that operations continue to exceed approval levels and provided guidance for updating action plans.

Rank	Identification level	
85–100	Psychological identification	Mineros Nicaragua: 80.9
75–85	Trust threshold	
60–75	Approval	Mineros Colombia: 74
50–60	Credibility threshold	
35–50	Acceptance	
25–35	Legitimacy threshold	
0–25	Retention / Withdrawal	

In terms of social license, Mineros' operations maintain good levels of acceptance and support from stakeholders, who recognize their contribution to regional development and their respect for the community. In 2025 we will implement the work plans associated with addressing the gaps identified in the latest consultations. The update of the exercise and a new estimate of the Social License to Operate will be carried out in 2026.





04

OUR STRATEGY AND SUSTAINABLE VISION



SUSTAINABILITY REPORT



SUSTAINABILITY REPORT



OUR STRATEGY AND SUSTAINABLE VISION

Mineros 2030: IDEAS in action

Our strategy is structured around the IDEAS approach, which guides business management towards the creation of sustainable value in the long term. This approach is based on five strategic pillars: increasing production, developing the territories where we operate, strengthening operational excellence, driving high organizational performance, and generating value for our shareholders.



The implementation of this strategy is supported by our mission, vision and corporate values, which guide the way we make decisions and act on a daily basis. We act with a sense of purpose-driven responsibility, focused on achieving results, fostering teamwork and adapting to change as key elements to respond to environmental challenges.



Mission

At Mineros, we are a trustworthy organization dedicated to the mining of gold and associated metals. Our priority is to create value for shareholders through the profitable and sustainable growth of our operations, while generating positive and responsible social impact in the communities where we operate and promoting the development and well-being of our employees.



Vision

By the year 2030, we will establish ourselves as a mid-tier company in the mining industry, achieving an annual production of 500,000 ounces of gold in an optimal and safe manner, with a strong commitment to sustainability.

Principles

Honesty	We are transparent, we tell the truth, and we do what is right.
Respect	We act with consideration toward social norms, people, and the environment, recognizing their importance for collective well-being and environmental balance.

Values

Purposeful Responsibility	We fulfill our duties and obligations with a clear, conscious, and motivating sense that gives meaning to our actions
Achievement Orientation	We reach our goals with the commitment to do so in the best possible way.
Teamwork	We actively collaborate with others toward a shared goal, showing empathy, mutual support, and prioritizing collective well-being over individual interest.
Adaptability to Change	We embrace new circumstances, challenges, and transformations with a positive, flexible, and proactive attitude.

Our sustainability strategy: Positive Transformation

GRI 2-22





Our sustainability strategy is guided by our philosophy, values and corporate strategy. We want to make our vision of positively transforming communities and people in an inclusive, sustainable and forward-looking manner a reality, through four commitments:

We are a benchmark for responsible mining: corporate sustainability management is strategic in nature and integrated into our business model. We want to demonstrate that responsible mining generates value for all our stakeholders and society in general.

We innovate and manage for the long term: from planning, we envision permanence in the territory and the legacy we leave as a central element. Therefore, our programs, risk management systems, and goals are rigorous and seek to incorporate innovation into all our processes.

We strengthen our trust-based relationships with stakeholders: our management is participatory and includes all stakeholders. This relationship encompasses information, communication, consultation and interaction processes that strengthen our social license to operate.

We extend our sustainability vision to the entire value chain: we work together with customers, suppliers and artisanal and formalized miners to raise sustainability management to the highest standards in the sector, to contribute to its evolution.

Strategic lines:

Social management

We strengthen our relationship mechanisms with our stakeholders and enable high-impact social investments for communities.

Environmental management

We reduce, manage and compensate for the impacts of our operations on the environment.

Climate management

We fulfill our commitments to reduce greenhouse gas emissions and climate change risk management throughout our value chain.

Economic development

We promote local economic development directly influenced by our mining activity, and we commit to extending responsible sourcing standards to suppliers and artisanal and formalized miners.

Human Rights

We guarantee the existence and application of protection, respect and remedy mechanisms for Human Rights for all our stakeholders.

Occupational health and safety

Our Health and Safety Management Systems (HSMS) follow the highest standards and ensure our commitment to getting everyone home safe and healthy.

Our evolution



Mining with purpose: Our commitment to ethical and responsible gold.

At Mineros, our vision for the future is founded on a commitment to operational excellence and sustainability. Therefore, we focus our efforts on meeting the highest global expectations, such as the 10 Principles of Responsible Mining of the World Gold Council. We have a solid track record and work plans at all levels, specifically designed to achieve this ambition, ensuring that every gram of gold we produce generates a positive impact. As part of this path, Mineros Colombia is decisively moving forward with the implementation of the Towards Sustainable Mining (TSM) standard, in partnership with the Colombian Mining Association. With these actions, we not only strengthen our local operation, but also prepare to adopt the future Consolidated Mining Standard, leading the evolution towards an increasingly transparent, ethical and resilient industry.



Double materiality analysis

GRI 3-1, GRI 3-2

The materiality analysis allows us to identify and prioritize management focuses that manage changes in the environment and the expectations of our stakeholders. We update this exercise every two years, the most recent having been carried out in 2024 incorporating the double materiality vision through the following steps:

- Step 1

prioritization of environmental, social, governance, economic and financial issues (ESG+EF), with their associated Impacts, Risks and Opportunities (IROs)

We carried out a process of identifying and prioritizing preliminary issues, referencing national and international sustainability documents, frameworks and standards, as well as specific guidelines for the mining sector. As a result, we obtained a list of topics under the Environmental, Social, Governance, Economic and Financial (ESG+EF) dimensions, with their respective impacts, dependencies, risks and opportunities throughout our value chain and business model.
- Step 2

impact materiality

Following the guidelines of the standard Global Reporting Initiative (GRI), we conduct workshops with our internal areas at Mineros and our stakeholders to analyze and assess the positive and negative impacts generated by our Company towards the environment. Through these consultations, we identified the most relevant ESG+E factors based on their impact.
- Step 3

financial materiality

With the participation of various financial and operational areas of the Company, we conduct a comprehensive assessment of risks and opportunities from the perspective of financial materiality.

These risks and opportunities were rated based on their severity or benefit, using the economic impact scale of the Mineros Integrated Risk Management System (SGIR), and compared with their probability of occurrence. This analysis allowed us to prioritize the most relevant ESG+E factors that could have a significant impact on financial performance.

Financial materiality criterion for the disclosure of quantified environmental, social and climate impacts:

We quantify the environmental, social and climate impacts that may affect the Company, and disclose them according to a financial materiality criterion.

Financial materiality is defined as the significant influence that an item or transaction can have, either quantitatively or qualitatively, on the financial statements of an entity. This influence is such that the omission or inaccuracy of such elements could affect the economic decisions of users of financial statements. To determine materiality, we consider critical aspects of the financial statements that are particularly relevant to users, taking into account specific quantitative factors and circumstances. These factors include, among others, the nature and size of the entity, its stage in the life cycle, the industry and economic environment in which it operates, the nature of ownership and sources of funding, as well as the volatility of relevant benchmark parameters.

In this context, we have chosen to focus specifically on profit before tax as our main benchmark for determining materiality. In establishing this benchmark, we selected a percentage limit supported by key factors such as the number of shareholders, the level of indebtedness, the Company's risk exposure, the corporate group structure, and compensation linked to financial results. This approach ensures that quantified and disclosed impacts adequately reflect the financial materiality criterion based on profit before tax, thus providing **a solid basis for business decisions and strategies**.

Step 4

double materiality

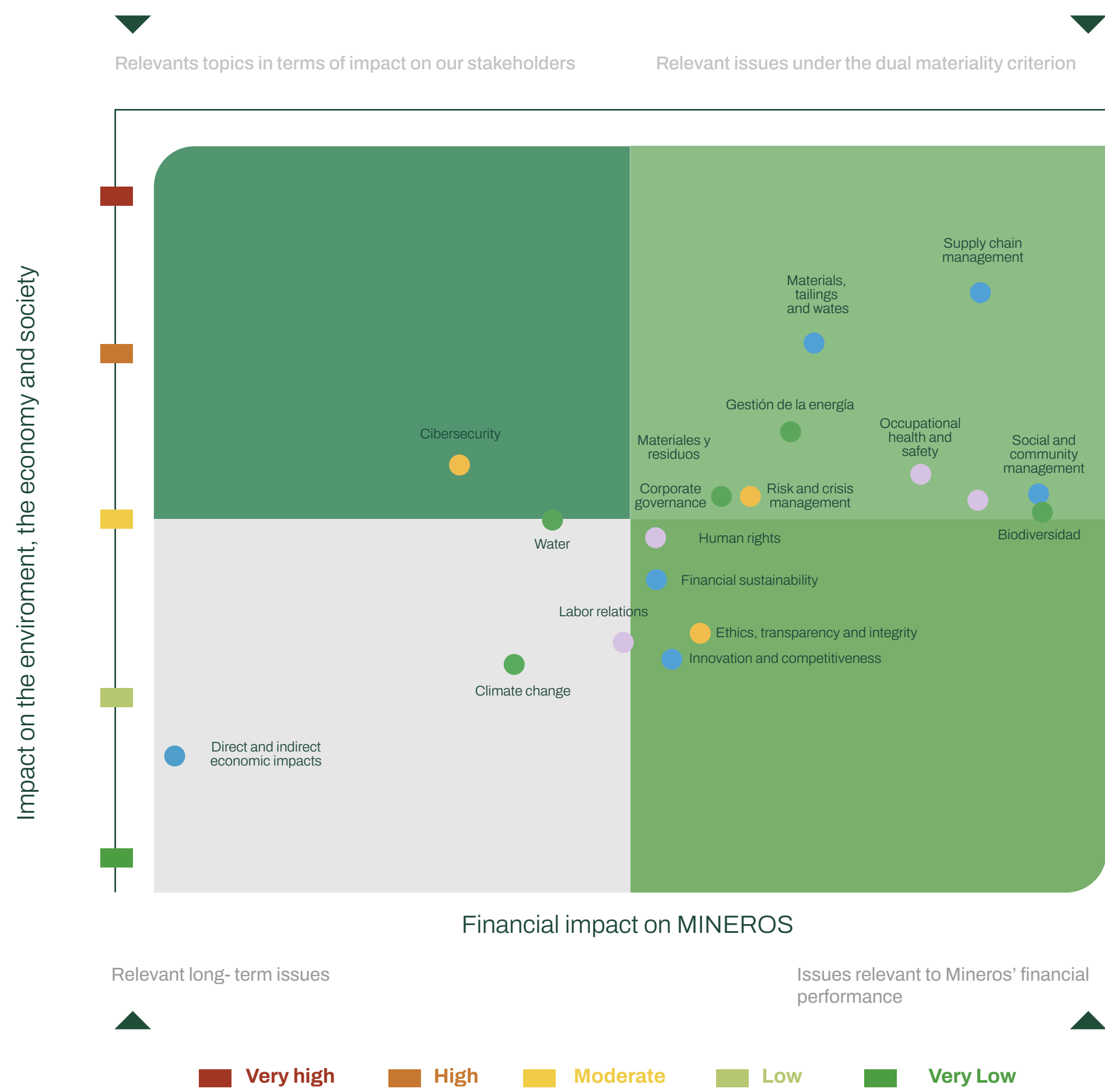
To obtain our double materiality, we cross-reference the assessment of the impacts that our Company generates on the environment (impact materiality) with the risks and opportunities that the environment presents for our mining operations (financial materiality).

This double materiality analysis will enable us to strengthen our strategic framework, focusing management on the most important impacts, risks and opportunities for Mineros, for its environment and its stakeholders, while also providing a new focus on our communication and disclosure of financial and non-financial information to the market, centered on these four components for the Sustainability of the Company.



Material topics

GRI 3-2



Relevant long-term issues.	Relevant themes based on impact to our stakeholders.	Relevant topics for the financial performance of Mineros.	Relevant topics under the double materiality criterion.
We recognize the importance of managing the impacts, risks and opportunities of these issues with a forward-looking vision, as they ensure the permanence and sustainability of the Company in the long term.	We recognize the importance of these issues for our stakeholders, so managing their associated impacts is our priority.	We are aware of managing the impacts, risks and opportunities arising from these issues as a central element of our financial sustainability.	We recognize these issues as critical to our stakeholders and to the financial sustainability of the Company. We design strategies to allow proactive management of them.
• Labor relations. • Climate change. • Direct and indirect economic impacts.	• Water. • Cybersecurity.	• Ethics, transparency and integrity. • Innovation and competitiveness. • Financial sustainability • Human rights.	• Corporate governance. • Materials, waste and tailings. • Risk and crisis management. • Energy management. • Occupational health and safety • Social management with communities. • Biodiversity. • Supply chain management. • Artisanal and small-scale mining.

For each of these issues, there are guidelines, methodologies and management and control mechanisms that allow them to be integrated into our corporate strategic frameworks with their respective goals and objectives, which will be detailed in the following chapters of this report.



Cross-cutting themes

- 13 Risk and crisis management
- 16 Corporate Governance
- 16 Ethics, transparency and integrity
- 9 Cybersecurity
- 16 Cybersecurity
- 8 Financial Sustainability
- 12 Financial Sustainability
- 8 Innovation and competitiveness

From alignment to action: Our contribution to the 2030 Agenda

Our sustainability strategy and the management of our material matters are aligned with the Sustainable Development Goals (SDGs). In 2025, we decided to step up our ambition: we conducted an in-depth analysis of our actions, objectives and internal goals to connect them directly and technically with the global goals of the United Nations. This immersion exercise has allowed us to accurately identify where we generate the greatest impact, providing us with the necessary inputs to prioritize and rigorously monitor through our work plan. Thus, we transform the global commitment into measurable local results, ensuring that Mineros' growth is a real engine for sustainable development.

SDGs to which we contribute



Find here our strategic alignment with the SDGs. Similarly, the alignment of the SDGs with each material topic is available throughout this report.



Integration of the strategic framework: IDEAS, Sustainability and Materiality

To ensure that our Sustainability Strategy not only accompanies but also enhances our new corporate roadmap, we have carried out an integration process consisting of aligning our material issues – those social, environmental and governance issues that define our strategic pillars – with the components of the IDEAS model. This synergy allows us to ensure that each of our actions is fully connected with the company’s DNA, enabling us to evolve towards mining that generates shared value in a consistent, agile and transparent manner.

KEY ELEMENTS OF THE CORPORATE STRATEGY		ALIGNED MATERIAL TOPICS
I Increase production: Safe, efficient and sustainable productive growth.	Financial sustainability	Related to revenue generation, cash flow optimization and long-term profitability, key elements to sustain the economic viability of Mineros, meet market expectations and those of our investors.
	Comprehensive risk management	Increasing production can increase exposure to operational, environmental, social and financial risks, so their integrated management is critical to ensure the continuity of our business and avoid impacts that may affect productive performance.
	Occupational health and safety	Increased operational intensity demands robust OHS systems that protect the lives and well-being of our workers, reduce critical events, and ensure operational stability.
D Develop territory: Permanence, social license and shared value creation.	Social management	We support territorial development through relationships of trust with communities, strategic social investment and timely management of social impacts, essential elements to strengthen our social license to operate.
	Human Rights	As a central pillar of our social license to operate, we guarantee the human rights due diligence process in all our operations, respect the rights of communities and ethnic groups, and effective mechanisms for consultation, participation and grievance.
	ASGM (artisanal and small-scale mining)	Coexistence with the ASM in the territories is key to our operation to prevent conflicts, promote formalization and contribute to local economic development, strengthening social and operational stability.
	Supply chain	Supply chain management is aligned with our territorial development strategy by strengthening local suppliers and boosting the regional economy through a comprehensive model that covers the entire supplier cycle and is aligned with risk prevention and international standards.
	Materials, waste, and tailings	Waste utilization, strengthening local capacities, and promoting circular economy practices generate shared value and strengthen our social license to operate.
	Water	The responsible management of water as a shared resource, the protection of water sources, and the strengthening of capacities for its efficient use contribute to community well-being and the sustainability of the territories where we operate.
	Biodiversity	The conservation and restoration of biodiversity, the protection of ecosystem services, and collaboration with communities and strategic partners are essential elements for environmental sustainability and the balance of the ecosystems we impact on.

KEY ELEMENTS OF THE CORPORATE STRATEGY		ALIGNED MATERIAL TOPICS
E Operational excellence: Efficiency, control and responsible performance	Biodiversity	Operational excellence incorporates the prevention, mitigation and compensation of impacts on ecosystems, ensuring regulatory compliance and the sustainability of operations.
	Climate management	Integrating emissions mitigation and climate change adaptation strengthens operational resilience and reduces risks that may affect productivity and infrastructure.
	Supply chain	Operating with excellence involves extending environmental, social and ethical standards to suppliers and contractors, reducing operational and reputational risks throughout the value chain.
	Cybersecurity	The digitization of operational and control processes requires cybersecurity systems that protect critical information and ensure the continuity of operations.
	ASGM (artisanal and small-scale mining)	The management of artisanal and small-scale mining is integrated with our operational excellence, as the coexistence partnerships we establish promote compliance with international standards and ensure a responsible, ethical, and sustainable supply chain.
	Materials, waste, and tailings	The efficient management of materials, waste, and tailings, the control of operational risks, and regulatory compliance ensure business continuity and the integrity of our operations.
	Water	The continuity and resilience of our operations are based on the efficient management of water, the optimization of its use and recirculation, and the control of risks associated with its availability and quality—fundamental elements for operational performance.
A High performance: People, culture and ethics as enablers of results	Labor relations	High performance is supported by labor relations based on dialogue, respect, stability and the well-being of human talent, which strengthens commitment and productivity.
	Occupational health and safety	A high-performance culture requires safe and healthy working conditions, visible leadership in safety, and preventive risk management.
	Ethics and transparency	Integrity and transparency strengthen internal trust, responsible decision-making, and an organizational culture consistent with corporate values.
	Human Rights	We assume the protection and respect of human rights as an essential and non-negotiable responsibility, guiding our management towards generating well-being, dignified conditions and relationships based on respect and integrity.
S Shareholders value: Market confidence and long-term value creation	Corporate governance	A solid corporate governance ensures responsible strategic decisions, effective oversight, and alignment with the expectations of shareholders and capital markets.
	Financial sustainability	Integrated management of ESG impacts, risks and opportunities protects and strengthens Minero’s ability to generate sustainable economic value over time.
	Comprehensive risk management	Proper identification and management of strategic and financial risks reduces performance volatility and protects shareholder value.

05

GOVERNANCE STRUCTURE





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Corporate governance

Connecting our strategy with corporate governance



Shareholder's Value

GRI 3-3

At Mineros, we recognize corporate governance as a central element for the effective management of the Company and for the protection of the rights of our shareholders and other stakeholders. Our corporate governance model constitutes the foundation upon which we structure decision-making processes, ensuring transparency, accountability and trust in the markets in which we participate.

Given our condition as a company listed on different stock markets and with an increasingly international projection, corporate governance acquires strategic relevance, allowing us to strengthen the supervision, control and direction of the business, as well as systematically integrate the management of environmental, social, financial and reputational risks associated with our operation, under strict compliance with the applicable legal framework in each jurisdiction.





Our performance and key results

During 2025, we managed corporate governance in a particularly active context, strengthening our executive leadership structure with the aim of supporting the next phase of Mineros’growth, focused on consolidating our positioning in the markets in which we operate and ensuring business continuity through orderly and responsible transitions for all our stakeholders.

As part of the evolution of our governance model, we updated the bodies supporting the Board of Directors, covering key areas such as audit and risk management, corporate governance and sustainability, new business, and formalization of mining. This structure allows us specialized, technical supervision aligned with the current and future challenges of the Company.

Additionally, we consolidate institutional continuity mechanisms through the appointment of a substitute legal representative, strengthening our responsiveness, operational stability, and proper management of legal and reputational risks across all our geographies.

The corporate governance schemes of Mineros allowed us to achieve relevant strategic results during the period, including the listing of the Company on the OTCQX market, the successful acquisition of 100% ownership of the La Pepa Project in Chile, the establishment of processes associated with the negotiation of debt instruments, and the execution of a share repurchase program approved by the General Shareholders’ Meeting, which allowed minority shareholders to access value on their investment.

Complementarily, adjustments to the governance and leadership structure strengthened our internal capabilities to execute the corporate strategy, improve coordination between the Board of Directors and senior management, and consolidate orderly transition processes in key positions, in line with market expectations and our vision of sustainable growth and international positioning.



Risks and opportunities associated with corporate governance

We manage corporate governance in an articulated manner with the identification and mitigation of legal, financial and reputational risks. Similarly, we promptly adjusted the control architecture, leadership roles, and decision-making processes to a new corporate reality, maintaining high standards of independence, oversight, and balance of power.

From a strategic perspective, solid corporate governance represents an opportunity to advance to a higher level of organizational maturity, enabling more ambitious decisions in expansion contexts, strengthening investor and market confidence, and facilitating the implementation of long-term strategic initiatives. In this regard, we continue to integrate technical, operational and sustainability capabilities as pillars of Mineros’responsible growth as a multinational company.



Future challenges: Evolution of the governance model

Looking ahead, we continue to adjust our governance model with the aim of aligning it with the current needs of Mineros and its growth projections. In this transition phase, we are focusing management on consolidating solid foundations of corporate governance that will allow us to adequately respond to current challenges, strengthen our visibility in international markets and ensure that our standards remain valid and comparable over time.





Structure and composition of the government

GRI 2-9

Shareholders’General Meeting

Our corporate governance structure is geared towards ensuring responsible, transparent management aligned with applicable legal regulations and compliance with its corporate purpose.

The General Shareholders’Meeting is the highest corporate body of the Company and is made up of shareholders who, in accordance with applicable law, have the right to vote and are present or duly represented. Its functions correspond to those established by law, particularly in the Commercial Code and Law 222 of 1995, as well as those provided for in the Articles of Association.

Detailed information on the functions, powers and operation of the Shareholders’General Meeting is available in Chapter VIII of the Bylaws, published on the Mineros website.

Board of Directors

The Board of Directors is the highest governing body and its main function is the strategic direction, supervision and control of the Company. It has full authority to approve the execution or celebration of acts, contracts and operations within the corporate purpose and to adopt the necessary decisions for their fulfillment, within the framework of the law.

In the performance of its duties, the Board of Directors coordinates permanently with Senior Management the implementation of the decisions and actions required to promote the corporate purpose of the Company. The Senior Management is comprised of the President of the Company and the Vice Presidents who report directly to the CEO.

The specific functions, responsibilities and powers of the Board of Directors are defined in Article 39 of the Bylaws and are available for public consultation on the corporate website.

Consult our Bylaws at the following link:

<https://www.mineros.com.co/about/governance>

Members of the Board of Directors of Mineros S.A.

In accordance with the provisions of our Articles of Association, the Board of Directors of Mineros S.A. is composed of nine members. As of the end of the 2025 period, the body operated with six members, with three positions in the process of being defined as a result of the evolution of our organizational architecture. This temporary adjustment responds to a planned transition to ensure that the Company’s leadership is aligned with the new strategic and international growth challenges.

GRI 2-9, GRI 405-1

 Michael Doyle Tenure •2024• Do they represent any stakeholder? SHAREHOLDERS Engineer and Geologist, with a Master's degree in Engineering and Environmental Management, with more than 35 years of experience in mining and exploration. He has knowledge in exploration, feasibility studies, environmental permits, groundwater management, and construction and operation of mines of different sizes.	 Sofia Bianchi Tenure •2024• Economist from George Washington University, with an MBA from The Wharton School, with more than 35 years of experience in Boards of Directors, strategy, corporate finance, corporate governance and sustainability, as well as company restructuring and capital fund management.	 Augusto López Valencia* Tenure •2025• He has played a crucial role in the management of important Colombian companies such as Avianca, Valores Bavaria S.A., Colseguros, Sofasa, Caracol and Bancóldex. Her achievements have earned her numerous recognitions both nationally and internationally, including the Order of the Congress of the Republic and the Ordre National du Mérite of France.
 Hernán Rodríguez Tenure •2025• As Vice President of the Board of Directors of the Colombian Mining Association, he has actively participated in discussions of the latest regulations for the mining industry, including social and environmental issues. Accordingly, Hernán has extensive experience in the review, drafting and projection of regulatory projects in the mining field and in regulatory matters specific to the mining industry.	 Natalia Correa Tenure •2025• Do they represent any stakeholder? SHAREHOLDERS Finance Professional with extensive experience in various areas of corporate finance, including mergers and acquisitions, capital structuring, project valuation, tax planning, and risk management. He has a strong academic background in corporate finance and business administration, including a Master's degree in Investment Management from Bayes Business School in the United Kingdom.	 Filipe J Martins Tenure •2025• Extensive experience in the financial and mining sectors. He has a proven track record of success in investment banking, investment analysis and engineering, specializing in advising on mergers and acquisitions, capital agreements and portfolio management within the mining, infrastructure and energy sectors.

* GRI 2-11 - Chairman of the Board of Directors



Consult the profiles of our Board members at the following link:

<https://www.mineros.com.co/about/board-of-directors>

Training spaces 2025

GRI 2-17

At Mineros, we have formal mechanisms for the training and continuous development of members of the Board of Directors, which are defined in the Internal Regulations and in the Sustainability Policy. These mechanisms include onboarding processes for new members, as well as periodic updates on key business matters.

In this context, Senior Management regularly reports to the Board of Directors on the main social, environmental and climate risks, strengthening their oversight capabilities. Additionally, as part of the annual work plan, visits to mining projects and support from external advisors are planned when in-depth expertise on specialized technical aspects is required.

Additionally, periodic assessments are carried out to identify knowledge gaps and define the training plans for the Board of Directors.



Appointment and selection of the members

GRI 2-10

The selection of members of the Board of Directors is based on criteria aimed at ensuring strategic, objective decision-making aligned with the expectations of stakeholders. These criteria include the participation and representation of shareholders and other stakeholder groups, in order to strengthen trust, legitimacy and consistency of the corporate strategy with the economic, environmental and social impacts of mining operations. Likewise, the principles of diversity are considered, understood as the integration of different knowledge, genders, sectoral experiences and visions, as well as the independence of certain members to guarantee objectivity and impartiality in the performance of their functions. Finally, experience and knowledge in economic, environmental and social matters are prioritized, ensuring a comprehensive triple bottom line view in strategic decision-making.

Detailed information on the processes and criteria for the appointment and selection of members of the Board of Directors and its committees is detailed in the Policy for the Election, Performance and Remuneration of the Board of Directors.

Get to know it at the link:

<https://www.mineros.com.co/about/governance>



Support committees

GRI 2-9

The Board of Directors has four support committees:

Support committees	Number of members	Functions
 Auditing and risks	5	The Board of Directors has an Audit and Risk Committee responsible for assisting the Board in fulfilling its oversight responsibilities with respect to: (i) compliance with financial reporting and disclosure requirements; (ii) evaluation of accounting procedures, interaction with the auditor for the preparation of financial statements and other related matters; and (iii) generally ensuring that the Company's management has implemented and evaluated an effective framework for financial control and risk management. The functions and rules of procedure of the committee are contained in the Audit and Risk Committee Regulations, published on the website.
 Corporate Governance and Sustainability	3	The Board of Directors has a Corporate Governance and Sustainability Committee responsible for the analysis, assessment, supervision and compliance with the Company's corporate governance matters, its subsidiaries, and the Board committees. The functions and rules of operation of the committee are contained in the Regulations of the Corporate Governance and Sustainability Committee, published on the website.
 Executive Compensation	3	The Board of Directors has an Executive Compensation Committee responsible for supporting the Board of Directors in fulfilling its responsibilities related to the appointment, hiring, compensation, succession planning, and other human resources matters concerning the Company's senior management. The functions and rules of operation of the committee are contained in the Remuneration Committee Regulations, published on the website.
 Businesses and optimization	5	The purpose of the Business and Optimization Committee is to support the Board of Directors in developing and implementing a growth and technological optimization strategy for the Company. The functions and rules of operation of the committee are contained in the Business and Optimization Committee, published on the website.

Learn about the regulations of the support committees at the following link:

<https://www.mineros.com.co/about/board-of-directors>

Evaluation

GRI 2-18

Each year, the Board of Directors, with the support of the Corporate Governance Committee, conducts (i) a self-assessment, (ii) an assessment of its committees and (iii) an assessment of its individual members. In accordance with the provisions of the Board's Policy on Selection, Performance and Remuneration, this process may alternate between a self-assessment and an external evaluation conducted by independent advisors. Upon completing the assessment, the Board of Directors considers, among other inputs, the results of the Consultative Vote.

As a result of this process, the Company implements training programs aimed at addressing the identified gaps and reviews the skills matrix of the Board of Directors, with the support of the Corporate Governance and Sustainability Committee. This analysis may lead to the nomination of new candidates for consideration at the next General Shareholders' Meeting.

Learn about the latest Board of Directors assessment report at the link:

<https://www.mineros.com.co/about/board-of-directors>



Remuneration

GRI 2-19

The remuneration policy for the members of the Board of Directors is approved by the General Shareholders’ Meeting, in accordance with the Bylaws and current corporate policies, based on criteria of transparency, objectivity and competitiveness, seeking to ensure that compensation is adequate to attract and retain suitable members in accordance with the needs of the Company.

The remuneration scheme for the Board of Directors corresponds exclusively to fixed fees, without considering short- or long-term variable components or additional incentives, including signing bonuses. The fees set by the General Shareholders Meeting, applied to the total number of meetings of the Board of Directors or its committees attended by each member, constitute the maximum cost and the sole element of remuneration for the members of the Board.

GRI 2-20

The design, supervision and approval of remuneration policies are carried out within a framework of independence, good corporate governance and shareholder engagement. The remuneration of the members of the Board of Directors is included annually as an item on the agenda in the call for the General Shareholders’ Meeting, the body with the exclusive and non-delegable power to approve fees and any modification to the remuneration policy. In 2025, the fees of the Board of Directors were approved by 99.65% of the shares represented at the General Shareholders’ Meeting.

The Board of Directors is supported by the Corporate Governance and Sustainability Committee in matters related to the remuneration of its members, as well as by the Executive Compensation Committee, responsible for supporting the hiring, appointment and compensation processes of Senior Management. The latter ensures that remuneration practices are competitive and aligned with the market, periodically relying on benchmarking studies conducted by specialized and independent external consultants.

Additionally, shareholders representing at least 5% of the subscribed shares may submit proposals related to corporate governance matters, including remuneration aspects, for consideration at the General Shareholders’ Meeting. With regard to the remuneration of Senior Management, the policies and guidelines are defined by the Board of Directors with the support of the Executive Compensation Committee.

Learn about the Policy for the Election, Performance and Remuneration of the Board of Directors of Mineros S.A. at the link:

<https://www.mineros.com.co/about/governance>

Conflicts of interest

GRI 2-15

The Board of Directors Regulations of Mineros establish the guidelines for identifying, reporting and managing situations of potential conflict of interest by its members. All directors must proactively or specifically disclose any personal, financial or family interests that may influence matters submitted to the Board for decision.

When a conflict of interest is identified, the director involved must abstain from participating in the deliberation and decision-making related to it, withdrawing from the session while the matter is discussed. Decisions are taken exclusively by members of the Board who are not in a conflict of interest.

The management of the conflict of interest and the measures taken are duly recorded in the minutes of the Board of Directors, including the nature of the conflict and the outcome of the vote. These situations are brought to the attention of the Audit Committee for analysis and, where appropriate, for the issue of recommendations.

Learn about the Board of Directors Regulations at the link:

<https://www.mineros.com.co/about/governance>

Executive Team

Senior Management is responsible for the ordinary management of the Company, under the leadership of the President, who serves as its principal executive officer. In this role, he/she is responsible for implementing the decisions of the General Shareholders’ Meeting and the Board of Directors, as well as the direction, Management and legal representation of the Company.







Remuneration of Senior Management

GRI 2-20

The remuneration structure of Senior Management incorporates variable components linked to the achievement of strategic objectives, which are not limited to financial results, but also include goals related to safety, environmental management and organizational climate.

The Executive Compensation Committee is responsible for ensuring that compensation schemes remain aligned with the Company’s sustainability vision towards 2030, focused on optimal, safe, and environmentally committed production.

Additionally, the control framework, led by the CEO, assesses the performance of Senior Management in mitigating operational risks with an impact on financial results and the communities where the Company operates. The results of these evaluations are considered within the economic incentives granted to management.

The remuneration policies for Senior Management are defined by the Board of Directors, with the support of the Executive Compensation Committee.

Management of environmental, social and climate issues and risks

Strategic management of environmental, social and climate issues

GRI 2-12

The Board of Directors is responsible for overseeing the management and performance of the Company, acting as a link between shareholders and Senior Management. In this role, it defines management objectives, assesses their achievement—with the support of the Executive Compensation Committee—and links results to the remuneration and development of the management team. Furthermore, approves the strategy and the Strategic Plan, monitors and controls it, and authorizes relevant investments or divestments. In the performance of its duties, the Board sets the “tone at the top” by approving the Code of Ethics and integrating social and environmental criteria into the corporate strategy, considering the interests of key stakeholders.

GRI 2-22, GRI 2-24

In line with this governance framework, the Board of Directors Regulations establish that the Corporate Governance and Sustainability Committee is the body responsible for defining the Company’s sustainability strategy. To implement this, the Committee delegates to the Management —through the Vice Presidency for Sustainability— the drafting and presentation of statements on the relevance of sustainability for the organization, as well as the development of the corresponding strategy. The Vice-Presidency for Sustainability reports periodically to the Committee on progress in implementing the strategy throughout the year.

GRI 2-14

As part of the same governance and accountability system, sustainability information is reviewed by the Corporate Governance and Sustainability Committee, validated by the Board of Directors and, finally, approved by the highest corporate body at its ordinary meeting.

Management of environmental, social and climate risks

GRI 2-13

At Mineros S.A., risk management is a fundamental pillar of our governance, ensuring business resilience and continuity under sustainability standards. The Board of Directors, in close coordination with Senior Management —led by the CEO and the Vice Presidency team— assumes responsibility for overseeing the actions necessary to fulfill the company’s purpose. This leadership ensures that the management of environmental, social and climate risks (ESG) is integrated into strategic decision-making, delegating the necessary authority to process leaders for the operational execution of these matters, as established in our bylaws.

Our control structure is governed by the Corporate Sustainability and Risk Policies, which empower the Presidential Strategic Committee to support the Board in identifying and analyzing strategic risks. This committee has the technical responsibility of assessing the criticality of ESG and climate factors, identifying both threats that could impact corporate objectives and the most relevant opportunities in the environment. Furthermore, this body acts as an early warning system for any materialization or substantial change in the organization’s risk profile.

The management and monitoring of these risks is carried out in a comprehensive manner, recognizing that their impact may manifest at the operational, holding company or corporate group level. A clear example is our strategy for addressing climate risk, where corporate areas lead the formulation and monitoring of the global strategy, while operations implement mitigation and adaptation actions on the ground. In this process, the corporate risk area plays an essential technical role as a second line of defence, advising the Strategic Committee to ensure objective and rigorous management.

Finally, the control system is closed with a quarterly reporting cycle to the Corporate Governance and Sustainability Committees, and the Audit and Risk Committees. In these instances, Senior Management presents the status of strategic risks for their review, assessment and approval. These committees recommend to the Board of Directors the necessary adjustments to policies and verify the effectiveness of risk transfer mechanisms. Complementarily, the Board retains the authority to appoint specialized advisors or directors to delve deeper into the assessment of specific risks, thereby ensuring the highest levels of due diligence and transparency for our stakeholders.

Learn about the delegation mechanisms and our corporate policies in the link:

<https://www.mineros.com.co/about/governance>



Comprehensive risk management

Connecting our strategy with comprehensive risk management



Increase production

Shareholder's Value

GRI 3-3

At Mineros S.A., we focus on managing the risks that may affect the fulfillment of our strategy, the continuity of operations, and the sustainability of processes. Comprehensive risk management supports decision-making at the strategic, tactical and operational levels, allowing anticipation of events that may compromise the achievement of business objectives and taking advantage of opportunities inherent in the context in which we operate.

During 2025, comprehensive risk management continued to consolidate as a fundamental element of the corporate governance system, providing a view of business risks that integrates environmental, social and governance (ESG) aspects within the corporate system.

Our risk management model is aligned with the recommendations of the COSO ERM (2017) framework and is geared towards strengthening governance, informed decision-making and the comprehensive management of risks that may affect the achievement of the Company's strategic objectives.

Comprehensive Risk Management System

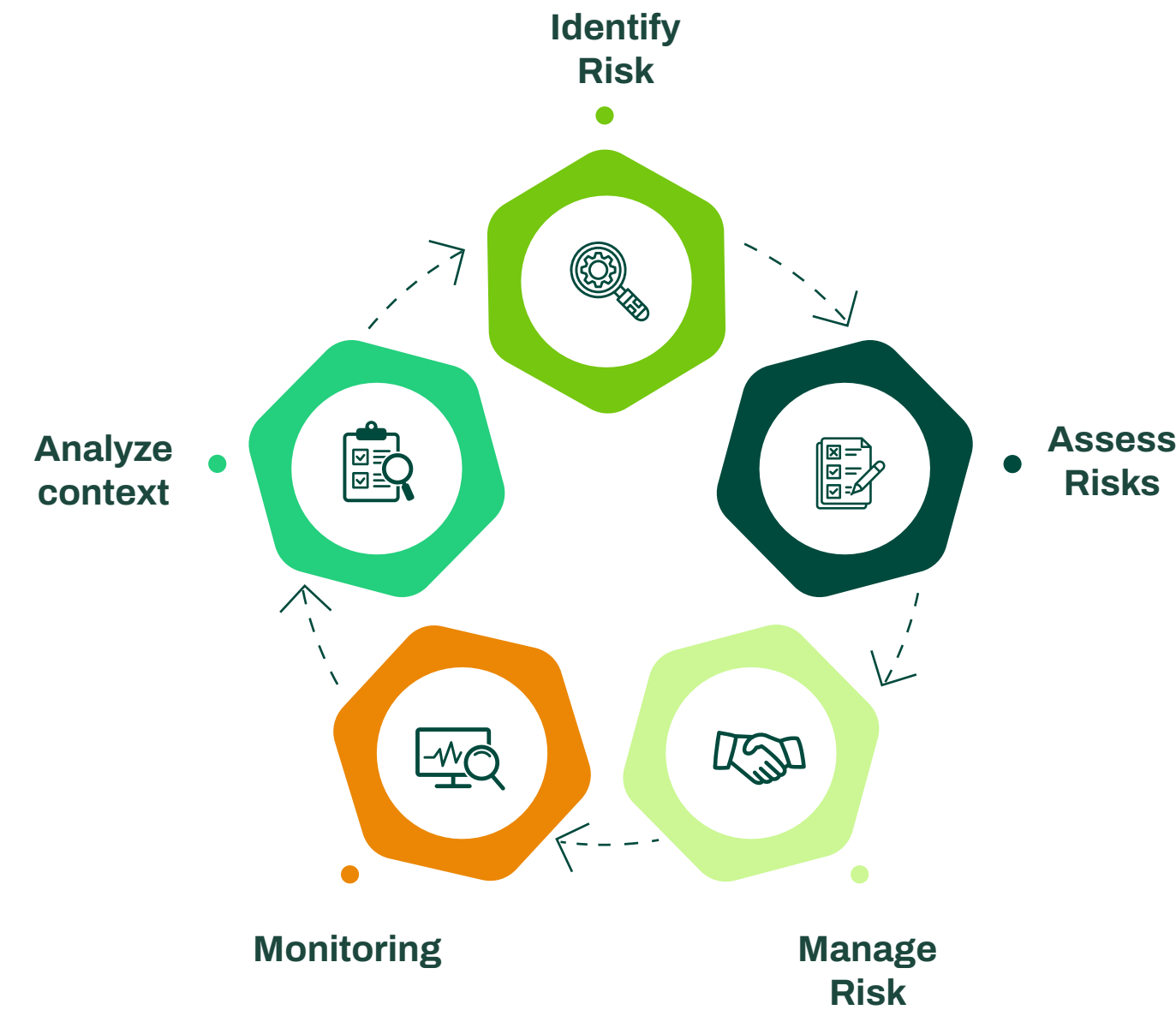
We have an Integrated Risk Management System (IRMS) designed and implemented under the guidelines of ISO 31000 and the COSO ERM framework, aligned with international best practices. The Risk Management System allows for the structured management of strategic, tactical, and operational risks, integrating identification, analysis, assessment, and monitoring into decision-making.

The system is supported by formal corporate instruments and a technological tool that standardises risk management processes and ensures the timely flow of information between the different roles in the governance model, in accordance with the three lines of defence scheme.

The SGIR methodology defines the criteria for risk appetite, tolerance and capacity, as well as the assessment scales that allow risks to be prioritized according to their level of exposure and scope. The management framework is supported, among others, by the following corporate instruments:

- Corporate Risk Policy
- Corporate Internal Control Policy
- Comprehensive Risk Management System Manual

The risk management process systematically contemplates the following stages:



Governance, roles and responsibilities

The governance and internal control framework assigns responsibilities at all levels of the organization under the three lines model, involving the Board of Directors, Senior Management, support committees, corporate areas, and operations. Risk management is primarily assigned to processes or units, while the second line is supported by risk, internal control and other specialized functions, advising and supporting the proper identification, analysis and monitoring of risks.



In the case of strategic risks, Senior Management defines and periodically reviews them, which are approved and supervised by the Audit and Risk Committee as part of the corporate governance framework.



Our performance and key results.

During 2025, the Company made significant progress in strengthening its comprehensive risk management approach. We carried out a comprehensive update of the risk management methodology, aimed at closing gaps particularly in terms of standardization and methodological updating and integration with other management systems. This update focused on the unification of methodological criteria, the clarification of the interaction of the SGIR with other specialised systems (ASG, OSH, compliance and technology) and the strengthening of the operational approach to controls.

This technical effort was complemented by the development of awareness and training activities aimed at senior management and tactical levels, focused on understanding risk as a strategic tool for decision-making.

Finally, the systematization of the IRMS was completed through a standardized risk application for the entire organization, which will allow us to unify information and optimize the monitoring of our management in real time.

In relation to crisis management and business continuity, a process of review and reformulation of the corporate approach was initiated during the reporting period, including the redefinition of the operation of crisis committees and greater coordination with operations.

Future challenges

Looking ahead to upcoming reporting periods, we have set priority goals to improve the maturity of our management system. We will begin a second phase of methodological updating to integrate environmental, social and governance (ESG) risks in a more structured way into the IRMS, taking into account the specific characteristics of global sustainability standards.

This technical advancement will be supported by the continued strengthening of the capabilities of our second line of defense and by consolidating an organizational culture where risk is a pillar of strategic management. Similarly, we will focus on redefining our crisis management and business continuity approach, optimizing the operational coordination of our specialized committees.

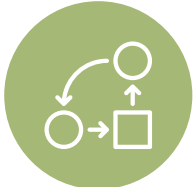
Finally, we will delve into the integration between the corporate system and specific management systems, ensuring that the IRMS is the definitive tool for the periodic review of strategic risks and their full alignment with our sustainability objectives and the Company's strategy.



We define risks under strategic, tactical and operational approaches, which are identified based on the organizational context and evaluated according to the levels of risk appetite, tolerance and capacity of the Company.



Strategic risks: these are those whose materialization may significantly affect the implementation of the Company's strategy and value for shareholders. They are identified, analysed and monitored in the Strategic Committee.



Tactical risks: those whose materialization may significantly affect compliance with cross-cutting issues for the business group and the continuity or sustainability of operations or projects. They must be known and managed within each responsible unit and be brought to the attention of the Vice Presidency leading the process.



Operational risks: those whose occurrence may significantly affect compliance with previously defined and standardized organizational processes. They must be known and managed in each process and have defined and verifiable controls.

GRI 3-3b TCFD 3c

Risk	Description	Mitigation mechanism
RC2	Legal Uncertainty and political instability	Unexpected changes in regulations, stemming from the political and institutional context of the countries where we operate, may restrict operations, generate unforeseen increases in costs and expenses, or affect the viability of projects.
RC4	Difficulties in obtaining and maintaining licenses and permits to operate	Regulatory changes or gaps in project planning, monitoring and control can lead to failure to obtain, renew or experience delays in granting the environmental and legal permits necessary to operate, affecting the continuity of operations.
RC8	Deterioration of public order in areas of influence.	The context of the local conflict, the existence of illegal mining, the degree of intervention by the Public Security Forces, among other causes, exposes the company to the occurrence of malicious acts, blockades by third parties, sabotage or terrorism, which could affect or disrupt operations and endanger the safety and integrity of people.
RC19	Business relationships or operation in jurisdictions with high exposure to ESG, compliance or Human Rights risks	Organizations or jurisdictions that fail to comply with socio-environmental standards, policies and practices, transparency, and respect for human rights may be subject to sanctions that extend to Mineros, affecting the continuity of supply, relationships with customers and capital providers, and the company's reputation and profitability.

Risk	Description	Mitigation mechanism
RC9	Loss of resources and reserves due to the actions of external agents	In times of high prices and in areas with constant disruptions to public order, external agents may access the company's confidential information and use force to carry out the illegal extraction of minerals, reducing the estimated amount of resources available for exploitation and therefore affecting the company's results and growth.
RC10	Interruptions in information systems	Cyberattacks, natural or public order events, impacts to suppliers, internal attacks, among others, can affect computer systems, impacting the availability, integrity, and confidentiality of information, the execution of processes, and the continuity of operations.
RC11	Failures in the maintenance or replacement of critical infrastructure	Inadequate planning for the replacement and maintenance of critical infrastructure for production can lead to operational failures, increasing costs or affecting production and business continuity.
RC20	Failures in managing the ESG criteria required by stakeholders	Recent regulatory, compliance and transparency demands regarding ESG matters from stakeholders represent a challenge for the company in terms of the transparency, timeliness, accuracy and depth of disclosed information, as well as the management of environmental, social and climate issues that must adapt to increasingly stringent standards.

Risk	Description	Mitigation mechanism
RC16	Price volatility affecting financial performance, profitability and project viability	The volatility of the gold price, especially when the price approaches our operating costs, can affect financial performance (profits, EBITDA, etc.), the profitability of operations and the viability of mining projects.
RC17	Failures in management and response to natural and climatic events	Inadequate management of risks arising from natural events, as well as acute and chronic climate change threats, affects personnel, property, and equipment, as well as business continuity and stakeholder relations.
RC1	Opposition to mining activity	Gaps in relationships with stakeholders at the local level can generate opposition from them to Mineros' activities, causing, among other things, interruptions to operations or the development of new projects.
RC5	Information spread maliciously that affects the reputation of Mineros	Unfounded publications in the media and on social networks regarding ESG issues, operational matters, among others, can negatively affect the reputation of Mineros, hindering relationships with stakeholders.
RC3	Failures in the acquisition and integration of new mining projects	Unfounded publications in the media and on social networks regarding ESG issues, operational matters, among others, can negatively affect the reputation of Mineros, making it difficult to engage with stakeholders.

Risk	Description	Mitigation mechanism
RC6	Inadequate management for the replacement or growth of production	Fewer discoveries of significant deposits, declining grades in existing deposits, and less exploration hinder the replacement, maintenance, or growth of production, affecting the achievement of strategic objectives and market perception.
RC13	Unfavorable macroeconomic conditions for investment and carrying out strategic businesses	Market environments characterized by macroeconomic instability, high inflation, information asymmetries, among others, may hinder the implementation of new expansion projects or the continuation of existing extraction projects, affecting business plans in the short and medium term.
RC12	Impacts on the health and safety of employees	Catastrophic events or failures in the definition of processes, application of controls, execution of tasks, or gaps in emergency preparedness and response, can lead to fatalities or major disabilities in employees and contractors, affecting their integrity, the continuity of processes, and the company's reputation.
RC14	Failure to comply with legal requirements	Failures in managing legal obligations can lead to breaches before authorities and control bodies, resulting in the imposition of sanctions or fines, and affecting the continuity of operations and the company's reputation.

Risk	Description	Mitigation mechanism
RC7	Inadequate human capital management	More dynamic and challenging environments increase the demand for qualified personnel to lead the growth, management, and operation of businesses. Problems may arise in attracting, retaining and motivating key personnel, affecting the company's continuity and adaptability.
RC15	Inadequate financial and cost management	Unapproved expenses and investments or the allocation of financial resources to marginal projects that do not exceed the minimum thresholds defined by the company may compromise the achievement of financial results and goals.
RC18	Inadequate government and corporate conduct	Lack of knowledge and compliance with policies and frameworks that determine the corporate governance of Mineros may lead to behaviors and decision-making that run counter to the interests of the business and the implementation of strategy, which affects the vision that investors and the market have of the company, and increases its exposure to significant sanctions.



Ethics and transparency

Connecting our strategy with ethics and transparency



GRI 3-3

At Mineros, ethics, transparency and integrity are fundamental pillars for the sustainability of the company and the consolidation of a responsible, competitive business model aligned with the highest international standards. Given the nature of our business and the sensitivity of gold to risks of corruption, bribery, money laundering and terrorist financing, rigorous management of these risks is crucial to protect the Company's reputation, operational continuity and financial sustainability.

Furthermore, the regulatory environment of the countries in which we operate, along with our commitment to legality and transparency, requires the implementation of a robust compliance model that allows us to prevent, identify and mitigate risks associated with unethical conduct and potential regulatory breaches, always acting with political neutrality and in strict compliance with the current law in the jurisdictions.

Therefore, we manage these risks as a key enabler for engagement with our stakeholders, particularly with financial institutions, customers, and international suppliers operating under demanding regulatory frameworks. In this regard, we continuously strengthen our compliance model as part of Mineros' new strategic direction, focused on growing, evolving, and positioning ourselves with greater visibility in the market as a solid and reliable multi-Latin American company.

Thus, we continue to strengthen our responsible business model, ensuring trust and sustainable value for all our stakeholders.

Our management and key results

Mineros is subject to compliance with applicable regulations on business ethics, anti-corruption, and prevention of money laundering and terrorist financing. Consequently, we manage and implement the programs and systems required by law in both countries, ensuring a standardized and coherent approach across our operations.

We have the Comprehensive Risk Management and Internal Control System for Money Laundering and Terrorism Financing (SAGRILAF) and the Business Transparency and Ethics Program (PTEE), which guide our preventive management and strengthen an organizational culture based on integrity. These programs are underpinned by an internal regulatory framework consisting of policies, procedures, and guidelines that clearly define roles and responsibilities at all levels of the company.

In terms of regulation and self-regulation, during 2025 we made progress in strengthening our internal framework by updating the Code of Ethics, adopting a specific Code of Ethics for suppliers —aligned with OECD standards— and updating the Corporate Governance Policy of Mineros. These actions seek to establish the foundations of a corporate supply chain due diligence process and reinforce the guidelines that govern conduct, decision-making, and transparent engagement with our stakeholders, in strict compliance with the law and with neutrality towards political and regulatory contexts.

Similarly, we have a policy for compliance with international economic sanctions that is part of the current regulatory framework and guides the management of risks associated with transactions and relationships in international contexts.

Governance, roles and responsibilities

The Board of Directors is responsible for approving the strategic guidelines of the compliance model, while leaders and employees are responsible for its proper application in daily management. This approach reinforces our evolution towards a mature, consistent governance model aligned with the best international practices in the sector.

Our compliance model relies on risk and control matrices that allow us to identify risks associated with critical positions, critical processes, and relevant

decisions. We assign specific controls to each risk, which we periodically review and update as part of a continuous improvement process that allows us to evolve to a higher level of maturity in compliance management.

We assess the effectiveness of ethics, transparency and anti-money laundering and counter-terrorist financing programmes through annual reviews carried out by internal and external audit. These evaluations allow verifying the proper functioning of controls, compliance with established guidelines and the identification of improvement opportunities.

Through this process, we strengthen our continuous improvement approach, reaffirming Mineros' commitment to legality, transparency and integrity as central elements of our sustainable growth strategy.

GRI 2-23

Learn about our Code of Ethics and Compliance Policies at the following link:

<https://www.mineros.com.co/about/governance>

Our business conduct

GRI 2-24

At Mineros, integrity is a tangible value that strengthens the trust fabric with our communities, strategic partners and stakeholders. By integrating ethical standards into our business model, we strengthen our reputational soundness and ensure preferential access to international financial markets and strategic relationships in the territories where we operate, thereby driving the sustainable growth of our organization.

We assign clear responsibilities for implementing our commitments to ethics and transparency through the CEAP, which is mandatory for all levels of the organization. In this way, we guarantee the commitment of the Board of Directors and all employees to the principles of integrity.



We integrate our commitments to transparency and ethics into organizational strategies through objectives defined by senior management. These commitments are formalized through policies that establish the regulatory framework and required standards of conduct, and are implemented in procedures and controls incorporated into the organization's operational processes.

We apply these commitments in our business relationships by conducting prior verification of suppliers' backgrounds in terms of human rights, ethics, and legal compliance. Once the business relationship is established, we implement ongoing monitoring mechanisms to ensure compliance with these standards throughout the term of the contractual link.

Additionally, we provide training on the application of our ethical commitments to all employees. All new hires receive an induction that presents the Code of Ethics, as well as the corporate principles and values. We periodically hold training sessions aimed at updating personnel on risks and applicable regulations.

Training in business ethics and transparency

GRI 2-23

We foster a culture of integrity through a continuous awareness program on ethics and transparency. As a key milestone of 2025, we deployed a comprehensive training plan that reached 100% of our team, strengthening the adoption of internal protocols and ensuring that each employee acts in accordance with our values and policies.

GRI 205-2

In this context, the training programs developed during 2025 focused on administrative staff and decision-makers within the organization. Policies are clear and accessible, allowing personnel to identify and report any ethical breaches in a timely manner. For the year 2026, dissemination to administrative and operational personnel will be carried out.

GRI 2-26

In addition, during 2025, employees were trained in the organization's policies and procedures, including the operation of the Whistleblowing Line and the established protocols for its proper management and follow-up. In total, 80 employees were trained, which corresponds to 100% of the target personnel of the program.

GRI 205-2

Communication and training to employees	Total	Senior Corporate Management	Senior Management Operations	Leaders/ Senior Specialists	Administrative/ Operational Positions
Number of employees informed of anti-corruption policies and procedures	555	10	14	89	442
Percentage of employees to whom policies have been communicated and procedures	22,29	200	26.42	23,86	21,47
Number of employees who have received anti-corruption training	569	17	19	91	442
Percentage of employees who have received anti-corruption training	22,85	340	35,85	24,4	21,47



Ethics Line

GRI 2-26

At Mineros, we have official, secure and strictly confidential reporting channels designed for our stakeholders to confidently report any situation that contravenes our Code of Ethics, including potential fraud or human rights violations. These mechanisms guarantee non-retaliation and operate under the highest standards of due diligence, ensuring objective and timely management of each report.

GRI 2-25

We have a protocol for managing reports received through the Ethics Line, aimed at ensuring transparency of the process and protection of the whistleblower. We manage the Ethics Line through an Ethics Committee, whose decisions are binding.

Once we receive the report from the independent third party, we document it in our internal application and assign the investigation to the members of the Ethics Committee according to the categorization of the case, under principles of impartiality and confidentiality. The process concludes with the presentation of findings to the Ethics Committee, where we define the corrective or disciplinary actions as appropriate, ensuring rigorous follow-up of each communication.

GRI 2-26

Reports to the ethics hotline	Colombia	Nicaragua	Corporate Mineros S.A.	Total
Closed	18	21	4	43
Pending	2	2	0	4
Total reports	20	23	4	47



Contact our 24/7 Ethics Hotline



Reports may be made through:



01-8000-11-77-22



001 800 220 2474



Email:

grupomineros@lineatransparencia.com

Web form permanently available on our corporate website

www.mineros.com.co



reporte.lineatransparencia.co/grupomineros



All reports are treated with absolute discretion and confidentiality.

GRI 2-16

Mineros S.A. has a procedure that ensures attention to each critical concern received through the Ethics Line. This process is shielded by confidentiality protocols that ensure the protection of the informant and the integrity of the investigation.

We present a management report to the Audit and Risk Committee of the Board of Directors on a quarterly basis, including the status of cases, corrective actions and trend analysis.

Finally, we maintain our commitment to transparency with the capital markets by timely disclosure of any relevant information in the ISV, annually consolidating our ethical management before the General Assembly of Shareholders.

06

ECONOMIC DEVELOPMENT



SUSTAINABILITY REPORT



SUSTAINABILITY
REPORT



Financial
sustainability

Connecting our strategy with financial sustainability



Increase production

Shareholder's Value

ECONOMIC
DEVELOPMENT

GRI 3-3

The economic performance of Mineros is closely linked to the dynamics of the gold market and its role as a strategic asset within the global economy. We operate in a context characterized by macroeconomic uncertainty, inflationary pressures and market volatility, in which gold maintains its relevance as a medium of exchange and store of value internationally. This reality shapes the environment in which we manage our economic and financial strategy, with a long-term vision and a disciplined focus on value creation.

During the reporting period, the international price of gold reached historically high levels, reflecting sustained demand in the face of volatility scenarios. This market behavior strengthened the conditions to improve the Company's economic performance, consolidate its competitive positioning, and advance its visibility as a relevant player in an industry increasingly integrated into international dynamics.

In this context, we manage economic performance responsibly and strategically, capitalizing on favorable market conditions without losing sight of the risks associated with price volatility and economic cycles. This approach allows us to move towards a higher level of financial maturity, strengthen our resilience and ensure the creation of sustainable value for our shareholders and other stakeholders.

Through comprehensive financial management, we continue to consolidate a foundation that supports the strategy of responsible growth and the projection of Mineros as a multi-Latin American company with a presence and relevance in international markets.



Main economic results 2025

GRI 201-1, 201-4, 207-1, 207-2, 207-3 y 207-4



GRI 201-1

Economic value generated and distributed

*Figures in thousands USD

Economic value generated	2024	2025
Income	538.566	799.674
Participation in the results of the associates.	-99	-59
Impairment of assets, net	0	0
Other income	2.751	4.274
Financial income	1.798	5.255
Income (1)	543.016	809.144

Economic value distributed	2024	2025
Direct mining costs (Does not include payroll costs)	(241.524)	(325.750)
Taxes and royalties (3)	(12.627)	(29.860)
Services (3)	(9.396)	(9.066)
Various (3)	(750)	(639)
Taxes assumed (3)	(553)	(980)
Payroll costs (3)	(52.986)	(62.865)
Payroll expenses (3)	(10.631)	(12.110)
Other expenses (3)	(10.645)	(64.354)
Exploration expenses (3)	(6.354)	(5.878)
Financial expenses (3)	(174)	(205)
Net change difference	1.000	(1.738)
Interests (4)	(8.259)	(8.102)
Dividends paid (5)	(27.663)	29.772
Community support and social management (6)	3.126	3.323
	(377.436)	(488.452)

Economic value retained	2024	2025
Depreciations	47.430	54.945
Amortisations	1.118	1.151
Reserves	233.652	263.591
	282.200	319.687

Notes:

- (1) The amount includes income determined based on revenue generated, in accordance with the audited consolidated Income Statements.
- (2) Direct mining costs are determined based on the costs incurred by the Group in the operation, in accordance with the audited consolidated income statements. These do not include payroll costs, depreciation, and amortization; nor taxes.
- (3) This corresponds to the costs and expenses incurred during the year, in accordance with the audited Consolidated Income Statements.
- (4) The amount includes accrued interest during the year, taken from note 15 of the audited Consolidated Income Statements.
- (5) Includes the total amount of dividends paid to shareholders during the year, in accordance with the audited Consolidated Statement of Cash Flows.
- (6) The balance includes expenses incurred in support of the different communities in various aspects such as: works, joint community action activities, provision and expenses of social coordinators, education, community development, cultural programs, patron saint festivals, mining training and awareness programs, sports programs.



Taxation

GRI 207-1, GRI 207-2

At Mineros, we manage our tax strategy through the Corporate Tax Department, under the leadership of our CFO, always guided by the principles of legality, transparency, and fiscal responsibility. We ensure we optimize our cash flow and efficiently manage our tax burden, fully complying with current regulations in each jurisdiction where we operate. The proactive recovery of credit balances and the management of our effective rate are part of our financial efficiency and sustainable growth objectives. By integrating these technical controls with a sustainability vision, we ensure that our contributions and royalties translate into direct support for the social development of mining regions, strengthening our corporate integrity and promoting shared value generation.

GRI 207-3

We reaffirm our commitment to tax transparency and rigorous regulatory compliance in all jurisdictions where we operate. By timely payment of taxes, royalties, and other legal contributions, we position ourselves as a strategic ally for strengthening public finances. These capital flows not only support the macroeconomic stability of States, but also translate into direct social investment, driving the well-being, infrastructure and sustainable development of communities in our mining areas of influence.

GRI 207-4

We maintain tax entities resident in six jurisdictions: Colombia, Nicaragua, Chile, Canada, Netherlands, and Switzerland. Each entity develops specific activities that correspond to the corporate structure of the Group, including alluvial and underground mining operations, corporate services, holding companies, agroforestry activities, and entities in a pre-operational state. Below is the tax information of our entities for the period from January 1 to December 31, 2025.

Resident entities	Tax Jurisdiction	State	Main Activity
Mineros S.A.		Active	HOLDING COMPANY
Mineros Aluvial S.A.S. Bic		Active	ALLUVIAL GOLD MINING
Agroforestry Businesses S.A.S.		Active	ENVIRONMENTAL AND AGRO-INDUSTRIAL COMPENSATION
Compañía Minera De Ataco S.A.S.		Inactive	N/A
Hemco De Nicaragua S.A.		Active	GOLD UNDERGROUND MINING AND HOLDING COMPANY FOR OPERATIONS IN NICARAGUA
Vesubio Mining S.A.		Active	UNDERGROUND GOLD MINING
Rosita Mining S.A.		Active	UNDERGROUND GOLD MINING
New Castle Gold Mining S.A.		Inactive	N/A
Roca Larga Mining S.A.		Inactive	N/A
Distribuidora Caribe Norte, S.A.		Inactive	N/A
Minerales Matuzalen S.A.		Active	UNDERGROUND GOLD MINING
Mineros Chile Spa		Active	PREOPERATIVE
Mineros Chile Rentistas De Capitales Limitada		Active	HOLDING COMPANY
Mineros Canada (Inc)		Active	CORPORATE SERVICES
Mineros Argentina Holdings Bv		Active	HOLDING COMPANY
Mineros Cavancha SPA		Active	OPEN-PIT MINING EXPLORATION
Mineros Switzerland AG		Inactive	N/A

Tax Jurisdiction	Third-party sales revenue	Intragroup income with other jurisdictions	Intragroup income before tax	Tangible assets	Income tax paid	Tax on accumulated profit	Tax withheld and paid on behalf of employees
	315.960.502	6.220.849	281.470.516	151.552.330	16.729.083	50.033.869	1.917.542
	480.836.717	58.773	88.763.943	218.544.412	72.446.610	39.235.453	2.843.306
	0	0	-995.780	0	0	31	1.498
	0	992.365	19.612	0	7.632	7.435	0
	0	0	-175	0	0	0	0
	0	0	0	0	0	0	0
Total	796.797.219	7.271.987	369.258.116	370.096.742	89.183.325	89.276.788	4.762.346

*Figures in USD

Tax Jurisdiction	Concept	Payment of ther taxes (USD)	Tax Jurisdiction	Concept	Payment of ther taxes (USD)	Tax Jurisdiction	Concept	Payment of ther taxes (USD)
	Property, bearing and seals	75.165		Levy on Financial Transactions	941.048		Property and Rolling Stock	1.767.118
	Tax on gold, silver and platinum	9.643.751		VAT (Value Added Tax)	6.085.126		Royalties	13.124.907
	Royalties	4.821.876		Consumption	7.653		VAT (Value Added Tax)	408.038
	Industry and trade	1.155.572		Other	518.362		Customs officers	1.982.105
	Environmental fees	573.349					Carbon dioxide and fuel	1.355.203
							Other	449.002

*View explanatory notes in the content index at the end of this report.



Supply chain management



GRI 3-3

At Mineros, we manage the supply chain under a differentiated approach that recognizes the local context and our role as development agents in the territories where we operate. This matter is material to the Company, given that we operate in a sector intensive in natural resources and with extraction processes that entail inherent environmental, social, labor and human rights risks. Our supply chain is made up of suppliers of different types and sizes, with heterogeneous levels of maturity in the management of these risks, which requires reinforced and differentiated control. Additionally, we conduct operations in various jurisdictions and local contexts that present specific and sensitive risks, associated, among others, with labor conditions, community relations and regulatory compliance, which may directly impact the Company's operational continuity, reputation and sustainability.

Our performance and key results.

Since 2024, Mineros has been consolidating its supply chain due diligence process, moving towards a comprehensive system aimed at promoting responsible business conduct in our relationships with suppliers, supported by the standardization of purchasing processes and the adoption of best practices across different operations, in order to strengthen risk management, operational consistency, and environmental, social and human rights performance throughout the value chain. This approach applies to all our operations and involves suppliers of goods and services, contractors and strategic partners throughout the value chain, adapting to the operational and regulatory particularities of each country and prioritizing the strengthening of local development and the regional economy.

Based on the analysis of environmental, social and human rights risks, we aim to advance in the coming years in identifying suppliers with a higher level of exposure to such risks, with the purpose of progressively consolidating work plans aimed at strengthening their capabilities and improving their performance in responsible sourcing.

Supply chain due diligence is projected as a cross-cutting process at Mineros, comprehensively accompanying all stages of the relationship with third parties, from selection and contracting to monitoring, closure and supplier evaluation. This model is based on the prevention of risks associated with our activity and the operational context in which we operate and is aligned with international standards, such as the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, guiding the continuous improvement of our value chain performance.

Throughout 2025, to manage risks, we carried out a process focused on procurement and strengthening local suppliers, published the **Code of Ethics for suppliers** and established business relationships based on monitoring regulatory compliance and our internal responsible sourcing policies.

Work plan for strengthening the supply chain





Procurement approach and strengthening of local suppliers

At Mineros Colombia, we have prioritized the purchase of goods and services from suppliers located in our areas of influence, including rural associations and Community action Boards (JACs). Likewise,we hire national suppliers for general services such as security, food, cleaning and other services, ensuring local hiring.

In order to ensure the timely delivery of critical materials, we have shifted to consignment inventory schemes and direct trade agreements with maintenance, repair and operations material representatives, reducing dependence on imports. For original equipment manufacturers, we maintain direct negotiations that allow for timely responses in quotation, manufacturing, and dispatch processes.

At Mineros Nicaragua, due to the country's high dependence on imports and the nature of the extraction process, it is necessary to import certain critical products. However, Mineros Nicaragua has developed alliances with local and regional suppliers for the hiring of labor, civil works and specialized services, progressively increasing local purchases and contracts during the period. Furthermore, during 2025 we continued to develop campaigns to strengthen workplace safety and health practices in local suppliers with the aim of preventing any type of physical risk in the areas of influence.



Supplier evaluation and monitoring

At Mineros Colombia, we have a monitoring program for suppliers awarded framework contracts, through which their environmental performance and occupational health and safety are assessed in the pre-contractual, contractual (monthly) and post-contractual stages, in accordance with the requirements established by the Company.

During 2025, to manage supply chain risks in our operations in Colombia and Nicaragua, we carried out a process focused on procurement and strengthening local suppliers, in line with our corporate guidelines, which include the Procurement Policy, the Code of Ethics, and the Code of Ethics for Suppliers. Within this framework, in our contracts include clauses requiring the adoption of good practices in environmental and social management, workplace safety and health, and respect for human rights, in line with our Sustainability, Human Rights and Procurement policies, and we have established business relationships based on monitoring compliance with regulations and our internal responsible sourcing policies.

GRI 308-1

During 2025, a total of 44 suppliers were evaluated in terms of environmental matters, of which 5.59% were new:

New suppliers assessed with environmental criteria	Unit of measure	2025
New suppliers assessed with environmental criteria	#	16
Total new suppliers	#	286
Total suppliers assessed with environmental criteria	#	44
Percentage of new suppliers assessed with environmental criteria	%	5,59
Percentage of suppliers assessed against environmental criteria	%	3,2

GRI 414-1

During 2025, we assessed a total of 795 suppliers with social criteria, of which 49.65% were new:

New suppliers assessed with social criteria	Unit of measure	2025
New suppliers assessed with social criteria	#	142
Total new suppliers	#	286
Total suppliers evaluated with social criteria	#	795
Percentage of new suppliers assessed against social criteria	%	49,65
Percentage of suppliers assessed using social criteria	%	57,98



Likewise, all evaluated suppliers were participants in bidding processes for the award of framework contracts or services advanced by the procurement process; In Colombia, for environmental and social assessment, we use the validation of the following documentary requirements, in order to align them with the sustainability standards of Mineros.

1. Environmental Management System

Documentation demonstrating the environmental structure and strategy of their company.

Environmental Management Plan: Submit the document that details the activities, programs and goals defined to ensure compliance with legal requirements and the implementation of initiatives with a focus on sustainability.

Environmental Management Report: Submit a consolidated report of the activities carried out within the framework of its management. It must include at least:

- Company environmental policy.
- Organizational chart and environmental responsibility roles.
- Training and staff development records.
- Environmental master plan description.
- Evidence of the application of internal procedures.

2. Risks identification and legal compliance

Documentation evidencing the analysis and control of its operations.

Environmental Aspects and Impacts Matrix: A document identifying the environmental aspects generated by its processes or services, their potential impacts and the operational controls implemented to mitigate them.

Environmental Legal Requirements Matrix: Document identifying the environmental regulations applicable to its operations, demonstrating knowledge and monitoring of current legislation.

3. Waste Management and Final Disposal Certificates

Verifiable evidence of proper handling of all generated waste.

Final Disposal Certificates: Attach current supporting documentation of recovery, treatment or final disposal, authorized waste management operators, for the following types of waste or as applicable:

- Construction and Demolition Waste (CDW).
- Hazardous Waste (including chain of custody).
- Utilizable Non-Hazardous Waste.
- Non-Hazardous Non-Recoverable Waste.
- Organic Waste.
- Sanitary Sludge.

GRI 204-1

During 2025, purchases from local¹ suppliers reached \$215.57 million USD, of which nearly 80% originated in the country where our operations are located. \$47.9 million USD was procured from suppliers belonging to our areas of influence, representing 22.23% of total purchases.

Local supplier purchases	2024		2025	
	Amount (Thousands USD)	%	Amount (Thousands USD)	%
Domestic purchases	162,12	83,2%	174,2	80,8%
International purchases	32,7	16,8%	41.3	19,2%

¹ "Local" is defined as the area of influence of the Company's operations.





Contribution to the Sustainable Development Goals (SDGs)

SDGs	Goal	Mineros' Contribution
	8.3: Promoting economic development through decent employment, entrepreneurship, innovation and support for micro, small and medium-sized enterprises.	Boost to local economic development through prioritizing purchases from suppliers in the areas of influence and strengthening business capabilities.
	8.5: Achieve full and productive employment and decent work for all women and men.	Promoting decent work in the supply chain by demanding good labor practices, safety and health at work.
	10.2: Promoting the social, economic and political inclusion of all people without discrimination.	Promoting the economic inclusion of local and community suppliers, reducing access gaps and strengthening territorial economies.
	12.2: Achieve sustainable management and efficient use of natural resources.	Sustainable management of natural resources through environmental due diligence, supplier assessment and control of environmental impacts.

Artisanal and small-scale mining



GRI 3-3, GRI 14.13.1

Artisanal and small-scale mining (ASM) transcends being a relevant economic activity in our geographies to consolidate as a fundamental component of our corporate strategy and business continuity. At Mineros, we understand that coexistence is not only a collaborative business model, but a strategic business alliance based on mutual development under competitive market conditions. By establishing robust coexistence alliances aligned with international standards, we not only strengthen territorial governance and shared value creation but also guarantee the trust of our stakeholders and ensure a responsible, ethical and sustainable supply chain.

Our performance and key results.

GRI 3-3, GRI 14.13.1, GRI 14.13.2, GRI 14.13.3

We adopt a continuous, preventive and cross-cutting governance approach at all stages of the life cycle of our operations in Nicaragua and Colombia. We responsibly manage the risks and impacts associated with the ASM through due diligence processes and operational controls.

The governance of the ASM at Mineros is structured around formal, participatory and verifiable schemes that define clear operating rules, roles and responsibilities, and permanent supervision mechanisms. These schemes integrate binding contracts, inter-institutional coordination instances and operational control processes, allowing for orderly territory management, conflict prevention and mitigation of legal, social and reputational risks. Shared governance is consolidated as a key enabler for business continuity, stakeholder trust, and alignment with international standards of due diligence and responsible business conduct.

At Mineros, we understand that the ASM is not a homogeneous phenomenon and that addressing it requires differentiated solutions, built on a deep understanding of local dynamics and ongoing dialogue with stakeholders in the territory. Therefore, we have developed specific models in Colombia and Nicaragua that, although responding to different regulatory and social realities, share a common purpose: to integrate artisanal and small-scale mining into the following two fronts:





Our models are based on recognizing coexistence through planned management, with clear rules, technical support and institutional shared responsibility. In this way, we contribute to the elimination of high-risk practices, such as the use of mercury, child labor and operation in unsafe areas, while strengthening formal employment, regulatory compliance and social stability in our areas of influence.

The traceability of the mineral constitutes a cross-cutting axis of our ASM management and an essential requirement to guarantee a responsible supply chain. At Mineros, we ensure that artisanal material comes exclusively from authorized areas and formal operating schemes, through controls that allow us to identify its origin, transfer, processing, and marketing. This approach is implemented through operational and contractual mechanisms defined for each context, and is reflected in specific management models in the territories where we operate.

Our milestones and challenges

Models of coexistence are the result of learning processes and constant adaptation to the reality of the territory. This implies that they are not static solutions, but are constantly evolving.

Short term:

- Consolidate the filing of new formalization subcontracts in Colombia with local associations.
- Strengthen the implementation of the UPMA in strategic areas of Nicaragua.

Medium and long term:

- Strengthen responsible supply chain management practices by implementing expanded due diligence processes and reinforcing mechanisms to ensure material traceability.
- Continue strengthening the safety model in artisanal mining.
- Co-create with artisanal miners conditions of economic stability and diversification pathways that ensure their long-term well-being.



Contribution to the Sustainable Development Goals (SDGs)

SDGs	Goal	Mineros' Contribution
	8.3. Promote productive activities, the creation of decent jobs, entrepreneurship, creativity and innovation, and encourage formalization.	Through the generation of formal employment, strengthening decent work and integrating artisanal miners into legal, safe and traceable production schemes.
	8.5. By 2030, achieve full and productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value.	
	10.2: By 2030, enhance and promote the social, economic and political inclusion of all people, regardless of age, sex, disability, race, ethnicity, origin, religion or economic situation or other condition.	By promoting the social, economic and productive inclusion of previously informal artisanal miners, recognizing their activity as legitimate and facilitating their integration into legal mining.
	12.2. By 2030, achieve the sustainable management and efficient use of natural resources.	Through the elimination of mercury, the adoption of cleaner technologies, environmental control and the efficient management of natural resources.

Mineros Colombia: Partnerships for formalization

In Colombia, we have defined mining formalization as a strategic axis for responsible land management, mitigation of environmental and social risks, and consolidation of trust-based relationships with communities. We recognize that formalization requires technical, legal and operational support to transition to schemes that guarantee regulatory compliance, the protection of human rights and long-term sustainability.

The model promotes collaborative work schemes that allow previously informal miners to be integrated into the value chain of legal mining. This approach contributes to reducing informality, strengthening territorial governance and generating shared value, while decreasing risks associated with the use of inappropriate technologies, unsafe practices and environmental impacts.



Formalization model

Opportunities for traditional mining.

Coexistence, formalization, compliance.

Fiscal and environmental responsibility.

Environmental, labor, Human Rights. Shared Values

Binding participation.

Value Connections, Sponsorships in the Area of Direct Influence with each Unit, Occupational Health and safety

Strengths of the model:

Mercury-free operations

Non-use of mercury in mining operations

Local employment operations

Local employment generation with full social benefits

Support of surrounding communities

Support for communities located in the areas of influence of operation

Management is structured through a mining formalization model via contracts with third parties, which requires compliance of technical, environmental, labor and safety standards defined by the Company. This model incorporates regulatory compliance, the elimination of mercury, the generation of formal employment and the adoption of responsible practices in occupational health and safety.

Our commitment to environmental sustainability is reinforced through institutional alliances, such as the signing of the “Formalize to Regenerate” agreement with Corantioquia, aimed at strengthening responsible mining practices and environmental recovery processes. Similarly, we link our formalized operations to Swiss Better Gold certification, ensuring compliance with international standards in occupational safety and health, environmental management, ethics, transparency and social responsibility.

Learn more about our partnership model for formalizing mining in Colombia in the following video:

[https://www.youtube.com/watch? v=WWMOW1gzxiY&t=266s](https://www.youtube.com/watch?v=WWMOW1gzxiY&t=266s)

GRI 14.13.3

Locations in Colombia where the model for formalization is developed (Directly and indirectly)	Bagre, Nechí, Caucasia (SF)
Total number and nature of incidents linked to the ASM in Colombia	0



Results 2025: Alliances for formalization

In 2025, the mining formalization model in Colombia generated 266 direct jobs integrating previously informal miners into legal and safe work schemes.	The units are consolidated, in 2025 no dredge is withdrawn from the formalization process, we managed to incorporate 2 dredges by the end of the year , which would begin operations in January 2026.
3 LAT (Temporary Environmental Permits) and PTOCs are filed for formalization of subcontracts. Implementation of the depth gauges and inclinometer in formalized units has been a relevant step to improve mineral recovery from the units, thus allowing for better productions and a better utilization of the mineral resource.	A total of 11 Subcontracts have been filed with the ANM. The participation of the super operator in OSH matters is strengthened, and training campaigns are carried out, as well as the identification and mitigation of risks. Our formalized operations are mercury-free and linked to Swiss Better Gold certification , guaranteeing international standards of ethics and transparency.

Bonanza Model for Artisanal Mining

At the heart of the Mining Triangle, artisanal mining is not only a historical activity, but the engine of a strategic alliance that redefines regional development. By integrating traditional knowledge with robust management schemes, Hemco Mineros Nicaragua and artisanal miners consolidate as partners in a responsible value chain. This union becomes a mutual commitment to security, human rights, and environmental protection. In this model, active management is understood as structured cooperation that ensures the traceability of gold and guarantees that the prosperity generated is a shared benefit, transforming operational challenges into a joint opportunity for dignity and sustainability.

Pillars of consolidation:

- 1

Governance and trade transparency
- 2

Environmental Management
- 3

Operational safety and accident prevention culture
- 4

Welfare and Social Protection

The strategic approach of the Bonanza Model is based on coordination with artisanal miners and authorities, to ensure effective governance of artisanal mining activities. Traceability of the mineral, risk management, elimination of unsafe practices, and protection of the life and dignity of the artisanal miner are central pillars of the model.

Learn more about our Bonanza partnership model in the following video:

<https://www.youtube.com/watch?v=TqIEcnBQGrl>

Locations in Nicaragua where artisanal mining is carried out (Directly and indirectly)	Comal Cable, La estrellita, Luna y la noche, Pioneer, Los cocos, Vesubio, La Colonia, San Antonio
Total number and nature of incidents related to the ASM in Nicaragua.	0

The implementation of the Bonanza Model is structured through a participatory governance system that integrates the Municipal Mining Artisanal Commission (CMMA) as the governing body, artisanal miners organized into cooperative or independent groups, and Mineros Nicaragua as the process facilitator. Artisanal miners operate in groups, at defined extraction points, under technical, environmental and safety standards established by the model.

This governance scheme is operationalized through the Artisanal Mining Framework Agreement and the purchase and sale agreements, which establish binding obligations regarding Human Rights, safety, environmental management and mineral traceability. The Municipal Commission of Artisanal Mining (CMMA) acts as a formal body for coordination, supervision and conflict resolution, with the participation of the State, organized artisanal miners and the company, ensuring continuous supervision and transparency in the operation.



Additionally, we develop environmental training and awareness programs, along with offsetting initiatives such as tree planting on artisanal miners’ land, in order to strengthen responsible and sustainable practices in the territory.

Occupational safety and health is a critical component of the model. We prohibit the extraction and receipt of material from areas declared to be high risk, promote a preventative culture and apply a zero-tolerance policy towards child labour. These controls are integrated into an operational governance system that prioritizes prevention, ongoing monitoring, and the shared responsibility of all actors involved in artisanal mining activities.

As part of the model’s innovation, we implemented the Artisanal Mining Production Unit (UPMA), a scheme that allows miners to operate sustainably, efficiently and cleanly in areas where Mineros Nicaragua has knowledge and control of the resource, favoring an orderly development of artisanal activity.

Learn more about the Artisanal Mining Production Unit - UPMA, origin and development in the following video:

<https://www.youtube.com/watch?v=zOGUKf-HS2w>

Advances in management

The evolution of the Bonanza Model is based on key governance and control milestones, including the creation of the Municipal Commission for Artisanal Mining (CMMA), the signing of the Artisanal Mining Framework Contract, the implementation of information systems for the registration and payment of minerals, the development of industrial plants exclusively for mercury-free artisanal mining, and the launch of Artisanal Mining Production Units (UPMA). These milestones have made it possible to transform an activity that has historically been informal into a regulated scheme, traceable and aligned with international standards.

At the operational level, the following advances stand out for 2025:

Results 2025

Approximately 100% of associated miners have private life and accident insurance. It is equivalent to 5,710 people.



07

HUMAN RIGHTS



SUSTAINABILITY
REPORT



Connecting our strategy with Human Rights management



Developing territory

High performance

GRI 3-3

The people who contribute to the purpose of Mineros are at the heart of our organization. We assume the protection and respect of human rights as an essential and non-negotiable responsibility, guiding our management towards generating well-being, dignified conditions and relationships based on respect and integrity.

This approach is fundamental to fulfilling our corporate vision and developing our strategic levers, in particular “Develop territory,” in terms of permanence, social license and shared value creation, and “High performance,” where people, culture and ethics act as enablers of results. Additionally, we recognize human rights risk management as a fundamental component in building trust between Mineros and its stakeholders.

This commitment guides our decisions and drives us forward towards responsible mining, which tangibly contributes to the well-being of people and the environment where we operate.

Our performance and key results.

GRI 3-3

We have consolidated a corporate framework, led by senior management, that guides our management and strengthens the protection and respect of the human rights of employees, contractors, artisanal and formal miners, communities, indigenous peoples and other stakeholders.

Regulatory and corporate framework

- Corporate Human Rights Policy.
- Corporate Sustainability Policy.
- Talent Management Policy.
- Diversity, Equity and Inclusion Policy.
- Procurement Policy.
- Code of Ethics.
- Supplier Code of Ethics.
- Corporate Policy to Combat Bribery and Corruption.
- Policy for the Prevention of Money Laundering and Terrorist Financing.
- Corporate Data Protection Policy.
- Comprehensive Risk Management Policy.

It should be noted that, through our Corporate Human Rights Policy, we reinforce our commitment and establish the mechanisms to integrate this approach transversally into management, including due diligence and effective grievance mechanisms.

In 2025, we have continued to address gaps in the implementation of protection, respect and remedy mechanisms derived from human rights due diligence, incorporating the vision of international standards. The Human Rights Due Diligence Manual is the corporate document that consolidates the guidelines, procedures, and risks and controls that will determine the actions to be taken in the coming years.

HUMAN RIGHTS



Human rights due diligence process

GRI 3-3, GRI 14.18.1, SASB EM-MM-210a.3, SASB EM-MM-210b.1

Our human rights due diligence process has evolved progressively and systematically, and is formalized in the Human Rights Due Diligence Manual. This manual consolidates the methodological framework, roles, risks, controls, and monitoring mechanisms that guide the management of actual and potential impacts on human rights at Mineros.

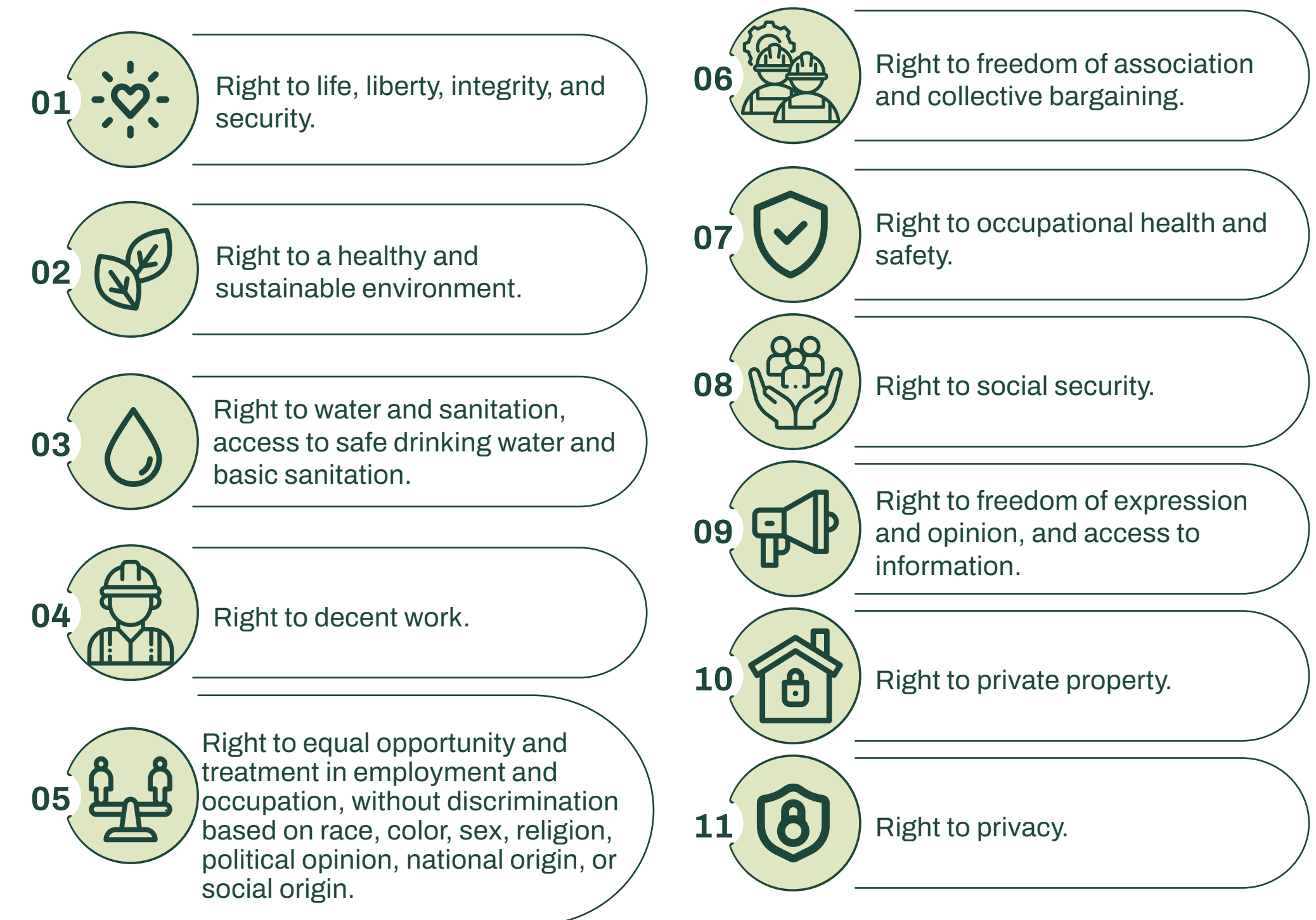
The process is structured under a continuous improvement (PDCA) approach and consistently integrates the identification, assessment, prioritization, management, and remediation of risks and impacts on human rights, both in its own operations and in the value chain.



Risks and impacts identification and assesment

In 2024, we updated the identification and assessment of human rights risks, incorporating the local and national contexts of our operations in Colombia and Nicaragua, the specificities of mining activity, progress made in protection mechanisms, and feedback from stakeholders.

Since 2025, we have had human rights risk matrices for each active operation, which integrate the severity criteria established by the UN Guiding Principles (scale, scope, and possibility of remediation) and the methodology of Mineros' Integrated Risk Management System (SGIR). These matrices allow for the incorporation of specific prevention, mitigation, remediation and continuous monitoring measures, strengthening the timely management of actual and potential impacts.





These measures, additionally, follow the recommendations established in the Responsible Mining Principles of the World Gold Council and the Conflict-Free Gold Standard.

Prioritisation and risk management

Based on our risk matrices, in 2025 we began developing a roadmap to guide the implementation of these actions, strengthening our ability to respond to actual and potential negative impacts on human rights.

Following this prioritization process, we identified a set of human rights issues that require enhanced management due to their level of criticality and the nature of our operations. Below, we present how we integrate these priority risks into our management.

Rights of Indigenous Peoples

GRI 14.11.3, GRI 14.11.4, SASB EM-MM-210a.2.

We manage the risks and impacts associated with the rights of Indigenous Peoples by applying the principles of ILO Convention No. 169 on Indigenous and Tribal Peoples, in all areas where our operations may generate real or potential impacts. We guarantee the right to consultation with free, prior and informed consent (FPIC), through structured dialogue mechanisms and concertation processes aimed at protecting the integrity of Indigenous Peoples, as well as their property and possession rights over the territories they inhabit. Complementarily, we contribute to the preservation of its culture, customs and heritage in the areas of influence of our operations.

In the area of influence of Mineros Colombia, we maintain ongoing engagement with Indigenous communities, Indigenous reserves, and local councils, as well as Afro-descendant communities. In a coordinated and institutional manner, we promote and support community social infrastructure and productive initiatives that strengthen their ethnic and cultural development processes. In compliance with the national regulatory framework, we guarantee the exercise of the fundamental right to prior consultation, in accordance with the mechanisms established by law and the Political Constitution of Colombia. Upon the development of any project, work or activity, we request the National Directorate of Prior Consultation to determine the suitability of this right. Ethnic groups are an integral part of our social management plan and receive priority attention to identify, prevent and manage the risks that our activities may generate in their territories.

In Nicaragua, the Indigenous territories of the Mayangna people of Matumbak, Tuahka, and Sauni overlap with the mining concessions of Mineros Nicaragua. In these contexts, consultation processes are developed in accordance with the guidelines of the United Nations Declaration on the Rights of Indigenous Peoples, guaranteeing consultation and good-faith collaboration with communities through their own representative institutions, with the aim of obtaining their free, prior and informed consent regarding measures that may affect them. Likewise, consultations with mestizo peoples are carried out through spaces for dialogue with community leaders, the signing of social agreements and validation mechanisms between authorities and communities, aimed at obtaining the required permits on private properties.

Our roadmap will allow us to advance the standardization, strengthening and monitoring of these mechanisms, there by ensuring oversight of compliance with organizational commitments in current and future operations.

Child labour

GRI 408-1, GRI 14.18.2

Mineros categorically rejects any form of child labor and manages this risk through preventive and control actions in those areas, segments, and activities where it could materialize, either directly or indirectly. In order to minimize this risk, all of our operations in Colombia and Nicaragua incorporate specific clauses in their contracts prohibiting child labor, both in the Company's own activities and in those of its suppliers and business partners.

In Nicaragua, where we have identified this risk associated with artisanal mining in areas adjacent to our operations, we have taken a firm and decisive approach. Mineros Nicaragua does not allow artisanal miners linked to the Bonanza model to employ or promote the employment of children. This commitment to eradicating child labor is incorporated into our general policies for mineral purchase contracts, in accordance with Law 1098 of 2006, the breach of which shall lead to suspension of the contract. Complementarily, at Mineros we develop permanent awareness-raising actions aimed at cooperatives and workers who are part of the municipal Mining Artisanal Commission, reinforced through talks, information campaigns and the dissemination of content through internal and external networks, with the aim of strengthening a culture of shared responsibility and protection of children's rights.

Our roadmap will allow us to advance the standardization and strengthening of due diligence processes at the corporate level, which will strengthen existing controls in operations.



Freedom of association and collective bargaining

GRI 2-30, GRI 14.20.1, GRI 413-1, GRI 14.10.2, SASB EM-MM-310a.1

At Mineros, we respect our employees' right to freedom of association, maintaining an open dialogue in an atmosphere of trust and respect. In total, we have **1,502 unionized employees**, mostly distributed in our operations where collective bargaining has a long tradition. Currently, 60.32% of our direct staff are covered by collective bargaining agreements.

In our operation in Nicaragua, we have three labor unions, with which we maintain a relationship based on cordiality, mutual respect, and timely attention to any situation that may lead to a possible labor conflict. To facilitate this relationship, we have established a committee made up of representatives from the union and the company, responsible for continuously reviewing labor relations. The most recent collective agreement was signed on April 8, 2025. It was formally negotiated with the support of the Ministry of Labor and has a validity of two years.

At Mineros Colombia, we operate with a sector-based union called the “National Union of Workers in the Mining, Extractive, Petrochemical, Agrofuel and Energy Industry” (Sintraminenergética, El Bagre Section). On May 30, 2025, we signed a new collective bargaining agreement with this union, with a term of two years, between May 1, 2025, and April 30, 2027.

Likewise, we maintain solid and constructive labor relations with the union, based on mutual respect and a permanent willingness to engage in dialogue. As part of our strategy to strengthen the work environment, we have established a Labor Relations Committee with a monthly meeting schedule, comprised of representatives from the union and the company. This space allows addressing issues of common interest, promptly addressing union requests, and identifying and resolving potential situations preventively. Over the past decades, this mechanism has been key to preventing labor disputes, strengthening trust between the parties, and consolidating a stable, collaborative and sustainable work environment.

Physical security

We comply with the security policies defined by the State and its legitimately constituted institutions, acting in strict respect of citizens' rights and in accordance with the Voluntary Principles on Security and Human Rights. We recognize the Public Security Forces as the legitimate guarantor of public order and, within this framework, we promote relationships based on respect, legality and cooperation with society and the government. We also prioritize dialogue as a means of preventing and managing potential conflicts, in order to safeguard the integrity of persons and the protection of the Organization's assets.

GRI 410-1, GRI 14.14.2

During 2025, we advanced training in human rights policies or procedures to 100% of our security personnel, a 22% increase from the previous year, which had 78% coverage of all security personnel.

Complaints and participation mechanisms

Responsible management of human rights is built on active listening and ongoing dialogue. To identify perceptions, anticipate risks, and adjust our response to actual and potential impacts on people's rights, we have defined the following ecosystem of consultation and feedback mechanisms, adapted to the diversity of our stakeholders and the territorial contexts in which we operate:

1. Formal alert and reporting channels.	Ethics Line: allows for the confidential and secure reporting of situations that may constitute human rights violations, misconduct, or non-compliance with the organization's ethical framework.
2. Dialogue mechanisms and grievance management.	Petitions, Complaints, and Claims (PQR): provide communities and other stakeholders with accessible and timely channels to express concerns regarding our operations and their potential impacts on rights.
3. Structured spaces for participation.	• Stakeholder Consultations: gather perceptions, expectations, and recommendations to strengthen informed decision-making. • Prior Consultation Processes: guarantee the right to participation for ethnic communities, incorporating their visions into the design and development of projects.
4. Internal listening and workplace well-being.	• Workplace Climate Pulse: periodically evaluates employees' perceptions of working conditions, dignified treatment, equity, and well-being, identifying opportunities for improvement in labor management and human rights.

Our roadmap will allow us to incorporate more specific human rights criteria into the handling of cases submitted through consultation and claims mechanisms, so that there is a specialized and standardized protocol to address and, where appropriate, remedy potential negative impacts that may occur.



Our milestones and challenges

Short term

We will address the residual human rights risks through strengthening critical controls, such as the Human Rights Training Program, the implementation of due diligence processes in suppliers and the standardization of human rights criteria in the complaint mechanisms.

Medium and long term

To ensure effective management of human rights risks, we will advance the implementation of monitoring and follow-up mechanisms to assess the effectiveness of the measures adopted, adjust actions and strengthen internal controls both in our operations and in the supply chain.

Contribution to the Sustainable Development Goals (SDGs)

Human Rights management at Mineros is a fundamental pillar for fulfilling the 2030 Agenda, as it integrates due diligence, social dialogue and the protection of vulnerable groups directly with the Sustainable Development Goals:

SDGs	Goal	Mineros' Contribution
	8.7. Eradicate child labour and forced labour.	We categorically reject any form of child labour. To achieve this goal, we implement strict contractual clauses in Colombia and Nicaragua prohibiting this practice in our operations and those of our suppliers.

SDGs	Goal	Mineros' Contribution
	8.8. Protect labour rights and promote a safe and healthy working environment for all workers.	At Mineros, we respect freedom of association and maintain labor relations based on dialogue, respect, and trust. We have current trade unions and collective bargaining agreements in Nicaragua and Colombia, supported by permanent joint committees.
	16.6. Effective, transparent and accountable institutions.	At Mineros, we have consolidated a governance structure led by the Vice Presidency of Corporate Sustainability, where we ensure the implementation and continuous improvement of the human rights approach.
	16.7. Inclusive, participatory and representative decisions.	We guarantee the right to Consultation with Free, Prior and Informed Consent (FPIC) through structured dialogue mechanisms with Indigenous and tribal peoples.

08

SOCIAL MANAGEMENT



SUSTAINABILITY REPORT



SUSTAINABILITY
REPORT



Connecting our strategy with social management



Developing territory

GRI 3-3

Social management and stakeholder engagement are a material issue for Mineros and an enabler for fulfilling our corporate vision and strategic levers.

We operate in diverse and complex social contexts, characterized by the coexistence of industrial and artisanal mining, structural gaps in access to basic services, fragile economic dynamics, and a high sensitivity to the social and environmental impacts of mining activity. In this context, we recognize that our operations can generate positive and negative impacts on population dynamics, land use, the local economy, social cohesion, the provision of public services, and the livelihoods of communities.

For this reason, social management is a cross-cutting axis of our strategy and is conceived as a key tool for:



Maintain and strengthen our Social License to Operate.



Prevent, mitigate and manage social, reputational and operational risks.



Contribute to territorial development and economic diversification.



Generate shared value and contribute to the stability and resilience of territories.

Our performance and key results.

Model and management approach

GRI 3-3, GRI 14.10.1, GRI 14.11.1

Our social management is structured around a territorial, participatory, preventive and long-term approach, which seeks to maximize the positive impacts of our presence and prevent, mitigate or manage adverse social impacts. We operate in a coordinated manner with local authorities, public institutions, community organizations and other relevant actors, without replacing the State's responsibilities and promoting shared responsibility.

Regulatory and corporate framework

- Corporate Human Rights Policy.
- Corporate Sustainability Policy.
- Philanthropy Policy.

We adopt an approach that integrates a continuous, preventive and cross-cutting process at all stages of the life cycle of our territorial operations in Nicaragua and Colombia. We responsibly manage real and potential social risks and impacts, strengthen trust with our communities, and contribute to the sustainability and continuity of the business.

SOCIAL
MANAGEMENT



Approach, prior consultation and formal relationship

GRI 2-25, GRI 14.11.4, GRI 413-1, GRI 14.10.2

Our approach to communities and stakeholders is structured through planning and social management tools that allow for formal, participatory relationships aligned with territorial development. This approach recognizes communities as strategic actors for the sustainability of our operations and prioritizes early, ongoing, and transparent dialogue.

In Nicaragua, relationships are primarily structured through the Bonanza Urban Planning and Development Plan (PODU) and the Artisanal Mining Planning and Development Plan (PODMA or “Bonanza Model”), built in alliance with the Municipal Government, artisanal miners and local communities. These instruments constitute the institutional framework for negotiation, social investment and the management of impacts associated with mining activity.

The PODU was consolidated through participatory processes that captured the municipality's vision for urban and rural development, prioritizing high-impact social investments aimed at building an orderly, safe, and functional territory. In this context, consultation and dialogue processes are integrated into territorial planning with a socio-demographic analysis, strengthening the legitimacy of gender-inclusive decisions and the social viability of projects.

In Colombia, formal engagement is developed with the communities located in the direct and indirect area of influence of our operations in the Bajo Cauca and Northeast Antioquia subregions. These communities are key stakeholders for the sustainability of our operations; therefore, early identification and management of social risks and impacts are an integral part of our social management plan, in coordination with the competent authorities and in compliance with the current regulatory framework on prior consultation and inclusive gender participation.

Complementarily, we participate in various institutional coordination and engagement forums, including the Municipal Disaster Risk Management Councils, CIDEAM, the Municipal Environmental Table, POMCA, the CUEES – University, business, state, society Committee of Bajo Cauca, as well as periodic meetings with municipalities and health secretariats, which allows for coherent and coordinated action in the territories.

During 2025, we implemented the Plan for Engagement and Support for Communities of Interest, which defines the distribution, categorization, and prioritization of social intervention in 5 municipalities and 55 territorial units, strengthening the planning and monitoring of our social management.

As part of the social development actions, we have an alliance with the Oleoductos de Colombia Foundation to work with the Community Action Boards and ethnic groups for community strengthening. As a starting point, a diagnosis was carried out of 45 Community Action Boards and 15 ethnic communities through the application of the Organizational Capacity Index – ICO tool. In accordance with the needs of the organizations, a strengthening process was developed consisting of: training meetings with the leaders of the community action boards and with ethnic communities in the municipalities of El Bagre, Caucasia, Nechí, Zaragoza and Anorí.



Figure 1. Avancemos Bajo Cauca.



Communication mechanisms, PQR and remediation

GRI 2-25, GRI 413-1, GRI 14.10.2

In addition, and in line with our human rights due diligence approach, we have formal communication and grievance mechanisms in place to identify risks, manage social impacts and, where appropriate, initiate remediation processes.

These mechanisms are designed to be accessible, legitimate, predictable, transparent and compatible with human rights, in accordance with the UN Guiding Principles on Business and Human Rights. Through them, communities can submit concerns, requests, complaints, or reports related to our operations.

In Colombia and Nicaragua, we have local Request, Complaint, Claim (PQR) and Request, Complaint, Claim and Suggestions (PQRS) mechanisms adapted to territorial dynamics, which guarantees formal communication channels at both the local and corporate levels. Complaints, queries and suggestions may be received through different channels and are recorded and managed in accordance with the established internal procedures.

In both countries, the Social Management area coordinates the handling of PQR (grievances) and defines the internal parties responsible for their analysis and response, in coordination with the technical, legal or environmental areas as appropriate. The handling of complaints, questions and requests (PQR) is framed within the “Act” phase of the due diligence cycle (PDCA) and includes, where applicable, the adoption of remedial actions, such as agreements, compensation or restitution.

During 2025, thirteen complaints and claims were received, all closed, four of which involved remediation commitments agreed upon with the parties involved. The information collected through these mechanisms constitutes relevant input for impact assessment and continuous improvement of social management. Below, we detail the number of Complaints and Claims received in the period 2025:

	Nicaragua	Colombia	Total
Closed complaints and claims	3	10	13
Pending complaints and claims	0	0	0

	Nicaragua	Colombia	Total
Total complaints and claims	3	10	13
Total Claims that acquired a remediation commitment	3	1	4

Social and environmental impact assessment

GRI 2-25, GRI 413-1, GRI 14.10.2

The assessment of social and environmental impacts is carried out systematically and is informed by community engagement processes, the PQRS mechanisms, territorial diagnostics, and environmental and social studies developed from the licensing stages and during the execution of all our projects.

In Colombia, we conducted social impact assessments in nine prioritized territorial units through stakeholder consultations, achieving a 70% approval rate, which allowed us to maintain the indicator in a favorable category compared to the previous year. Complementarily, we applied the measurement of the Multidimensional Poverty Index (MPI) in these same territorial units, showing a reduction in the proportion of people in a situation of poverty between the entry and exit of the project, going from 52.3% to 45.8% in the period analyzed. These results suggest a net positive social impact, associated with improvements in key well-being variables, although with differentiated behaviors between communities.

In Nicaragua, social assessments and diagnoses are systematically integrated into Environmental Impact Studies and the company's Environmental Management Plans, allowing for the identification and management of social impacts from the planning and execution stages of projects.

In environmental matters, during 2025 we will develop semesterly processes of public socialization of the Environmental Management Plan in Colombia, addressing its biotic, abiotic and socioeconomic components in a comprehensive manner. In the first semester, 17 socializations were held and 18 in the second, for a total of 35 socialization spaces annually. Complementarily, in Nicaragua we will update the Environmental Impact Assessments and environmental monitoring processes for 10 strategic projects for operation during 2025, strengthening the monitoring and control of associated environmental impacts.

Management of significant negative impacts

GRI 2-25, GRI 413-2, 14.10.3, EM-MM-210b.1

Based on the results of impact assessments and information gathered through dialogue and PQR mechanisms, we systematically manage significant negative social impacts associated with our operations.

This management is aimed at preventing, mitigating and, where appropriate, remedying the identified impacts through the implementation of action plans, operational controls and corrective measures, in coordination with communities and local authorities.

In Colombia, our social management is based on a systematic analysis of the environmental and social risks and impacts associated with gold mining projects. We recognize that mining activity can generate significant transformations in territories; therefore, we adopt a preventive, participatory and coordinated approach with authorities and communities.

Below, we describe the main impacts and remediation actions implemented in 2025:

Project and Location	Description of the impact	Remedial actions
The Gold Mining Project in the Nechí River basin is developed in the municipalities of El Bagre, Zaragoza, Caucasia, Anorí and Nechí, in the Bajo Cauca subregion of Antioquia (Colombia).	• Change in population dynamics. • Generation and/or alteration of social conflicts. • Temporary boost to the local economy. • Increase or decrease in municipal revenues. • Improvement in the quality of life. • Alteration in the provision of public services. • Change in productive activities in the primary sector. • Changes in the social organization of the community. • Increase in morbidity. • Increase in the generation of liquid waste, ordinary solid waste and hazardous waste. • Increase in royalties. • Increase in job availability. • Change in land use. • Alteration of basic services of fauna, flora and soil. • Alteration of mobility (modification of accessibility, mobility and local connectivity).	Social and Community Management and institutional coordination: • Support for communities through inter-administrative management. • Inter-institutional coordination days. Strengthening and training: • Diagnosis with presidents and leaders of organizations. • Capacity-building training. • Training for entrepreneurship (finance, association and productive linkages). • General training (technical and operational). Engagement with stakeholder groups: • Relationship with ethnic groups. • Construction and updating of a stakeholder database. • Informative meetings with communities (prior to construction and during operation). Attention and contingencies: • Registration and handling of PQRS (requests, complaints, inquiries and claims) with their corresponding closing minutes. • Handling of potential impacts on third parties and infrastructure (includes neighborhood agreements).

Project and Location	Description of the impact	Remedial actions
		Planning and Productive Development Studies and agreements: • Project anticipation and continuity. • Socioeconomic baseline of the area to be intervened. • Review of background and development of basic designs. • Formalization of implementation agreements and land policy. Productive projects: • Implementation of agreed productive alternatives and their proper follow-up. • Infrastructure and Operational Security. Maintenance and mobility: • Maintenance of channels and embankments. • Installation of preventive signage. • Actions to ensure mobility.
Property owners neighboring the Cola San José Dam project (Nicaragua). The project is in an expansion phase, for which considerable earthmoving and rock utilization are being carried out for the project.	Bonanza is an area where rainfall is very erratic and persists constantly throughout the year, which causes intense rainfall to carry a lot of rocky sediment to water sources and these reach the property of the company's neighbors.	The project, since its inception, has built sedimentation basins to reduce the amount of sediment carried by the water that flows naturally. Similarly, the company has carried out actions to improve ditches, and reviews with veterinarians to know the health status of farm animals, so that the owners know their conditions and that any health affectation of the animals does not confuse with the intake of water with sediments. The water sources have also been reviewed and do not contain any chemicals.



Social programs and productive projects

GRI 203-1, GRI 14.9.3, GRI 203-2, GRI 14.9.4, GRI 413-1, GRI 14.10.2

Our social investment is based on the commitments made and the needs of the local communities of the Environmental Management Plans (PMA Colombia) and our support for the Land Use and Urban Development Plan (PODU Nicaragua).

Social investment is a fundamental pillar for advancing our strategic commitments. In that regard, in 2025 we invested more than USD 2 million in 60 direct social programs.

Through our investments, we implement community development programs with which we seek to contribute to the development and well-being of communities, increasing installed capacity in the territory beyond mining. In addition to direct social programs, actions are also implemented in Colombia through the **Mineros S.A. Foundation**, which was created in 2010 to strengthen the social management of our operations in the country.

The Foundation promotes alliances and local development projects, manages agreements, and leverages resources aimed at improving the quality of life of communities in its areas of influence. During 2025, it developed its social management in Bajo Cauca, Antioquia, through an intervention model based on three strategic lines: Education; Culture, peace and harmonious coexistence; and Inclusive Economy. In coordination with public entities, private organizations and social organizations, it promoted initiatives aimed at strengthening capacities and generating opportunities in municipalities such as El Bagre, Nechí, Zaragoza, Caucaasia and Anorí. Positive impacts were generated for 10,975 people between beneficiaries and participants of the various programs, including, as a complement, the initiative “Sponsor Your Hamlet” through which we delivered gifts to boys and girls aged 0 to 12 in hamlets of El Bagre, Nechí, Zaragoza, Caucaasia and Anorí. These gifts are made possible thanks to the voluntary contribution of collaborators, contractors and suppliers, along with a 50% contribution from the company, reaffirming the organization's commitment to the social and sustainable development of the territory.



Social management - Mineros Colombia*

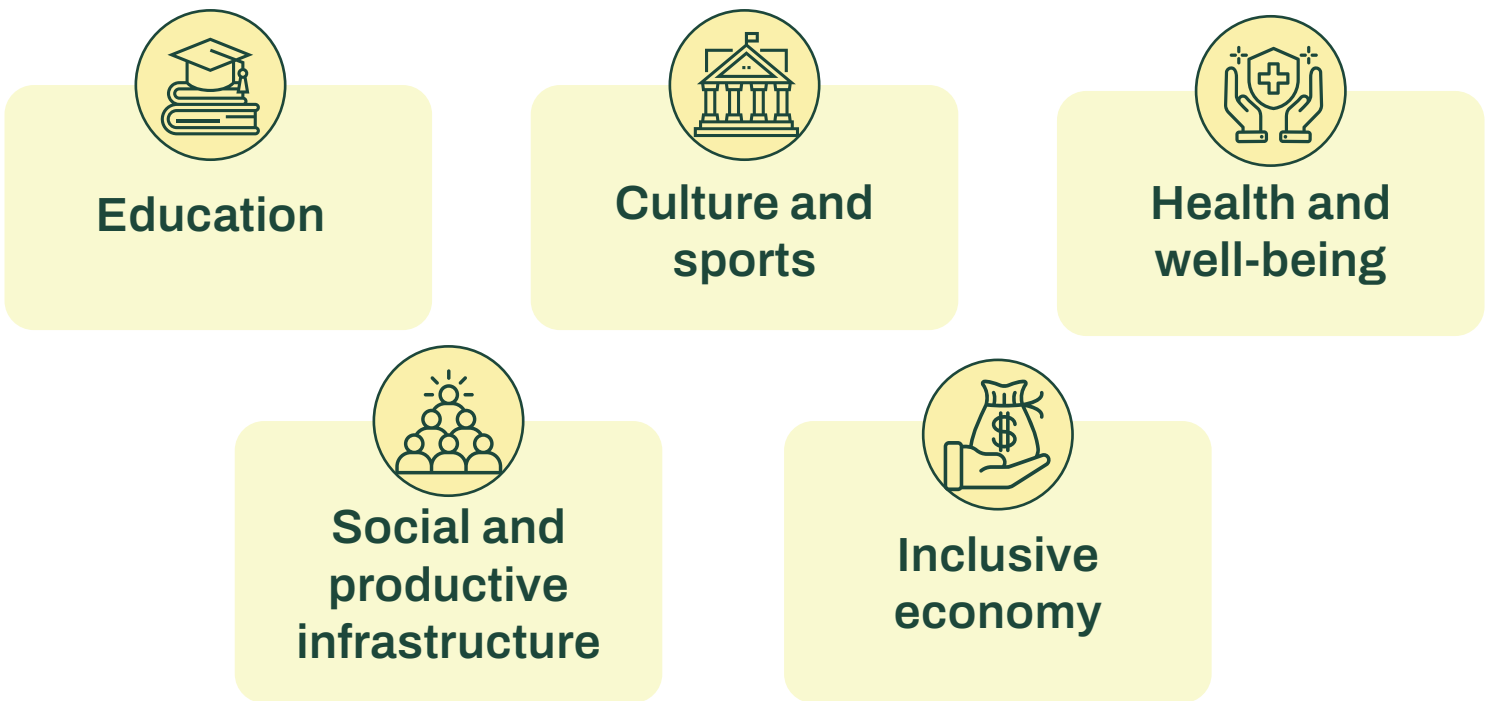


Mandatory social investment
USD 1,1 million



Voluntary social investment
USD 1,24 million

Together, in Colombia and Nicaragua, the programs we promote and support are related to:



Education

In Nicaragua, through the PODU, in 2025 we will implement education and local capacity-building projects, as they are priority areas of our social management, and constitute a fundamental basis for the sustainable development of the municipality and for the generation of opportunities beyond mining activity. Among which the following stand out:

• **Municipal Library as a space for educational strengthening in science and literature:**

We contribute to the construction and operation of the Bonanza Municipal Library as a safe, accessible and reference space for boys, girls, youth and adults. This library was conceived as a place for learning, school support and the promotion of reading, as well as for the development of educational and cultural activities. Its design and equipment were developed in coordination with the Municipal Office and local educational actors, seeking to respond to the real needs of the urban student population.

• **PODU Scholarship Program:**

We are implementing a scholarship program aimed at young people from Bonanza to access technical studies, with the aim of strengthening the local human capital and expanding labor insertion opportunities. This program prioritizes young people with economic limitations and is aligned with the municipality's development vision, contributing to the development of skills that benefit both the territory and the sustainability of productive activities.

• **Quality Education:**

Through the 2.0 Social Management program– Mineros Hemco-community, we grow together! The relationship with the 18 core schools of Vesubio was strengthened, identifying infrastructure and equipment needs. In partnership with parents, community leaders, and educational authorities, investments were made in materials, equipment, school gardens, and the construction or improvement of schools.



Figure 2. Alianza ERA.



Figure 3. Let's All Learn to Read (Aprendamos Todos a Leer).

In Colombia, during 2025, through the Mineros S.A. Foundation, we continue to fulfill our social purpose in the area of education. We contribute to the social development of Bajo Cauca Antioqueño through processes and strategic alliances aimed at improving the quality of life of the communities. Below, we detail the active and current alliances during this period in matters of education:

- **Gold Leaders Scholarship – Universidad de Antioquia Foundation:**
Provision of economic support scholarships, awarded each semester to 31 undergraduate students at the Universidad de Antioquia, Bajo Cauca Section, contributing to improving the quality of life of students and reducing the risk of academic dropout.
- **Schools for Life – CORANTIOQUIA:**
Implementation of environmental education processes promotes community environmental education for children, youth and adults in rural areas, fostering sustainability and respect for the environment, supported by the Mineros Foundation in its implementation in 15 educational institutions in the municipalities of Bagre, Nechí and Anorí.
- **ERA Alliance / Secrets to Tell – Rural Education for Antioquia:**
Teacher training, pedagogical supplies and support with 21 educational institutions. This effort seeks to transform rural education through innovative methodologies adapted to rural and dispersed contexts, under the direction of the territorial operator Secretos para Contar.
- **Let's Learn to Read ATAL – Luker Foundation and Sin Fronteras Corporation:**
Training was provided to teachers who attended to 661 students from two educational institutions in El Bagre and Nechí.
- **Knowledge Olympics – Municipalities of Nechí, El Bagre and Anorí:**
Municipal initiatives whose purpose is to promote education as a key social agent that connects, convenes and mobilizes.



Culture, peace and sport

At Mineros Nicaragua, we recognize culture, sport and community meeting spaces as key elements for social cohesion, well-being and the construction of territorial identity. Therefore, through the PODU we promote projects aimed at strengthening these areas:

- **Municipal Park:**
We support improving soil conditions in children's play areas and the general maintenance of the municipal park, with the purpose of offering adequate, safe and dignified spaces for family recreation.
- **Bonanza Museum:**
We are making progress in the third stage of construction of the museum buildings, as a space dedicated to the preservation of the historical, cultural and mining memory of the municipality, strengthening the sense of belonging and local identity.



• **Municipal Auditorium:**

We contributed to the final arrangements of the municipal auditorium, located in the park area, for the development of cultural, educational and community activities of municipal and regional scope.

• **Municipal Sports Center:**

We begin the first stage of construction of the new municipal sports center, expanding the infrastructure available for sports practice and the holding of community events.

• **Caribbean Series:**

We support the development of this regional sporting event, which integrates teams from municipalities in the North and South Caribbean Region, promoting regional integration, coexistence and cultural exchange.

In Colombia during 2025, through the Mineros S.A. Foundation, we continue to fulfill our social purpose in matters of Culture, peace and harmonious coexistence. Below, we detail the active and current alliances during this period:

• **Dialogues to the countryside:**

Tools and capabilities for artists residing in the region. - COCREA - La Pascasia.

• **Memories of Bajo Cauca Antioqueño:**

Cocrea - Museum of Modern Art of Medellín.

• **IBERACADEMY – Batuta Agreement:**

Music initiation, ensemble, choir and symphony seedbed with the participation of 284 children and young people.

• **Nido Bajo Cauca Stage III – COCREA and Mary Studios S.A.S:**

Development of musical skills with the participation of 550 children.

• **A goal for Nechí – Comfenalco Antioquia and Football with Heart:**

Productive use of free time through sport with the participation of 80 children and young people.

• **Atlético Nacional Cup Bajo Cauca – Bajo Cauca Municipalities and Corporación Club Xeneixe:**

Training process for 36 sports coaches, who subsequently supported 192 boys, girls and adolescents.

 Health and well-being

In Nicaragua, access to health services and the comprehensive wellbeing of the population are recurring priorities identified by communities. In response, we are directing part of our social investment to strengthen local capacities and improve care conditions:

• **Health for All – Bonanza Hospital:**

We contribute to facilitating infrastructure conditions and supporting specialized care at the local hospital, in order to improve the quality and timeliness of health services for the urban and rural population of the municipality.

• **Citizen security and emergency response:**

We support initiatives aimed at strengthening security and response capacity to natural emergencies and risk situations, benefiting the population of Bonanza.

• **Maternity House:**

We support the operation of the Maternity House, which provides care and support to pregnant women with limited resources from rural areas, contributing to the reduction of maternal and infant risks.

• **Psychosocial program with teachers:**

Through the 2.0 Social Management program – Mineros Hemco-community, we grow together! oriented towards self-care, emotional management, and strengthening the social fabric. This process allowed us to identify high levels of stress, the impact of alcoholism on family life, and a lack of psychosocial support spaces, as well as a strong sense of vocation and community service. As a result, progress was made in building a community care model and in developing guides and training processes with a view to a diploma program.



Figure 4. Health brigade in Guamo Guachí – El Bagre

In Colombia, during 2025, in coordination with hospitals, health entities, the police station and the municipal administration, we will carry out 15 health brigades in the territories of our area of influence.

As part of inter-administrative management in health matters, we support two specialized days: one developed in alliance with the “IQ Te Quiere” program, which included both medical evaluations and surgical procedures, and another focused on the care of people with diseases related to pemphigus.



Figure 5. IQ Te quiere Community Day.



Figure 6. Nechí health brigade.

Social and productive infrastructure

In Nicaragua, road connectivity is a determining factor for access to services, the marketing of products and the mobility of communities. Through the OPDU and other operational programs, we invest in:

- **Improvement of urban streets and productive roads:** we carry out improvement and maintenance works on urban streets and productive roads, facilitating transit, access to markets and the integration of rural areas with the urban center.
- **Through the Social Management 2 program – Hemco-community Mineros,** we grow together! During 2024 and 2025, more than 40 km of community and productive roads, as well as internal roads in Vesubio, were improved, facilitating mobility, access to services and economic activity.

Access to potable water

In Nicaragua, access to drinking water has been consistently identified as one of the main needs of the municipality, as well as specific communities such as Vesubio. In response, we developed actions aimed at both strengthening existing systems and structuring long-term sustainable solutions.

In the municipality of Bonanza, we implemented a plan to sustain the water system, supporting actions aimed at improving its operation and maintenance conditions in the urban area. Complementarily, we contribute to the design of technical alternatives to optimize stormwater drainage in the municipal market, in order to reduce flood risks and mitigate impacts on commercial activity.

For its part, in the Vesubio community we promoted the design of the drinking water supply project in coordination with the municipal government and the Drinking Water and Sanitation Committees (CAPS), as a prior step to its implementation.



In Colombia, through the Works for Taxes Mechanism (OXI), we contribute to closing socioeconomic gaps in the municipalities within our areas of influence.

Furthermore, we are advancing with some communities the processes of improvement and beautification of community infrastructures such as community shelters and educational centers.

During 2025, we made progress in the execution of the following projects:

Project	Value (COP million)	Beneficiaries	Allies
Bibliographic provisions for PDET and ZOMAC municipalities	21,766.5	1,559 educational venues 51 Municipalities 132,249 students	Molino Santa Marta
Sports allocations Bajo Cauca	16,708.7	836 educational venues 26 Municipalities 90,627 students	• Novaventa • Colombian Mushrooms
Pedestrian bridge Cáceres	18,346.6	31,000 inhabitants	• In-Deleble • Logitrans • Free Zone
Educational institution El Bagre	38,705.5	1,080 students	• Novaventa • Zona Franca • EPM
Improvement of Zaragoza - El Bagre road	15,339.9	82,500 inhabitants	• Mining Operator • Hidroituango • EPM • AgroIndustrias Los Robles
Vía Colorado – Nechí	43,964.1	27,901 inhabitants	• Argos Group • Grupo Bios • EPM

Project	Value (COP million)	Beneficiaries	Allies
Vía Campamento Anorí Stage 1	24,863.6	19,675 inhabitants	• Hidrapor • EPM • Aris Mining • Raffinate • Grupo San Pío • Constructions and Urban Planning
Vía Campamento Anorí Stage 2	24,199.9	9,755 inhabitants	• Hidrapor • Raffinate • EPM • Aquila Global Group • Constructions and Urban Planning

Through Social Management processes, we are advancing joint agreements and projects with the aim of improving educational, community and social infrastructure. These efforts are carried out in a coordinated manner with communities, Community Action Boards (JACs), municipal governments and various institutions.

Project /community initiative	Location	Beneficiaries	Allies
Improvement of systems classroom	I.E. La Arenosa, Cañoñequé, El Bagre	37 students	Junta de Acción Comunal Cañoñequé
Improvement of the roof covering of the educational infrastructure	Indigenous Rural Institution Manexka, Sohaibadó Headquarters, Nechí	20 students	Sohaibadó Indigenous Community
Enclosure of the educational infrastructure	I.E.R Jorge Eliecer Gaitán, Cargueros, Nechí	564 estudiantes	I.E.R Jorge Eliécer Gaitán, Cargueros

Project / community initiative	Location	Beneficiaries	Allies
Improvement of the access road	Guamo Guachí, El Bagre	170 people	Guamo Guachí Community Action Board
Improvement of the children's playground	Bella Sola, Nechí	135 people	Junta de Acción Comunal Bella Sola
Installation of flooring and enclosure of the community hut	San Pedro Abajo, El Bagre	50 people	Junta de Acción Comunal San Pedro Abajo
Improvement of floors and sanitary units of dwellings	Providencia, Anorí	6 households	Junta de Acción Comunal Providencia
Improvement of 2 rural educational institutions	Isla Verde and La Concepción Rural Education Centers, Nechí	114 students	Nechí Mayor's Office
Installation of luminaires	Townships Bijagual, Cargueros and Vereda Puerto Gaitán, Nechí	2.397 people	Swiss Better Gold - SBG

Project / community initiative	Location	Beneficiaries	Allies
Construction of court and installation of lighting	Sabalito Sinaí, El Bagre	110 people	Swiss Better Gold - SBG
Construction of court and installation of lighting	San Carlos, El Bagre	180 people	Swiss Better Gold - SBG
Installation of lighting fixtures in a soccer field	Liberia, Anorí	400 boys, girls and young people	Liberia Community Action Board
Supplies for beautification of educational institution	I.E.R Madre Seca, Sede Usurá, Anorí	10 students	Junta de Acción Comunal Usurá
Improvement of Anorí – Dos Bocas access road, Providencia - Toná section	Vereda Providencia, Anorí	2,000 people	Community Action Boards of Providencia, Usurá, Liberia and Toná and Municipality of Anorí

Inclusive economy

In Nicaragua, we implemented the “Miner to Miner” program, aimed at strengthening community relations and promoting sustainable production practices in agriculture and environmental care. The program has benefited local producers through technical training, delivery of inputs, and improved yields in crops such as corn, beans, and improved grasses, promoting productive diversification, food security, and protection of water sources.



Figure 7. Experiential tour in Gramalote.

In Colombia during 2025, to generate productive alternatives in line with the productive vocation and needs of the communities, 21 productive initiatives were implemented with grassroots community organizations and ethnic communities: 11 poultry farms, 5 pig farms, 2 fish farms, 2 livestock farms. Additionally, as part of the technical support process for producers, experiential tours and training courses were provided.



Figure 8. Productive project follow-up.

Agreement with the Municipal Government of Nechí, SENA, FEDEARROZ and AGRIPEG - Association of farmers, fishermen and ranchers to strengthen the productive capacities of farmers through the establishment of 50 hectares of technified rice for the improvement of family economies in the Township of Colorado, Nechí, through the delivery of supplies, training and technical assistance.

30 entrepreneurs participated in the Progress Ambassadors II Alliance in agreement with Comfama and Corpoemprende. In this programme, 10 workshops, 240 personalised advisory services and 147 business continuity plans associated with SG-OSH, Finance, Business Sustainability and traditional and digital sales channels were carried out.

During 2025, positive progress was also made in offsetting its environmental obligations, achieving this through the network of **Siembra Vida community nursery** made up of 26 social organizations. 1,590.5 ha were enabled and 1,210.2 ha were sown. The Siembra Vida network of community nurseries is a key strategy to promote green and sustainable economies in the region. Through it, participating social organizations (communal action

boards, associations, etc.) have received support from the company in the construction and development of nurseries, as well as training in forestry and socio-business topics, allowing them to register as suppliers of Mineros Aluvial. Thanks to the alliance with SENA, 30 members of the Siembra Vida network graduated as technicians in nurseries and agricultural crops.

Within the company's environmental compensation plan, the Apícola project was implemented with 15 environmental custodians in partnership with local supplier Asapibas. The project also contributes to family economy processes and seeks sustainability of environmental investments in the territory through income generation via productive projects with scattered rural populations in the municipality of Nechí.

From the Mineros Foundation, we continue to advance in fulfilling our social purpose through the implementation of an intervention model based on Inclusive Economy. Through this approach, we promote initiatives aimed at strengthening productive, technical and commercial capabilities in the territories, in partnership with public and private actors, including:

- Advancing Bajo Cauca – Comfama and Interactuar:**
 Strengthening capabilities for the development of local suppliers with the participation of 217 entrepreneurs.
- ASOAGROLLANA – Colombia Peace Fund:**
 Technical and financial strengthening for the project's sustainability through the construction of nursery tanks, improvement of the aeration system, and installation of a photovoltaic system.
- Safe Environments for Barequera Women – Institute of Conversation:**
 Training on gender-based violence with 13 women and 25 men from the Barequera community of the San Carlos hamlet through baseline surveys that allowed identifying needs and critical points for the construction of coexistence agreements.
- ASPROQUEMA Association:**
 Consolidation of the operational and commercial capabilities of 200 families producing cheese, based on the remodeling of the physical infrastructure used for food processing.



- **APANOR Association:**
Strengthen the technical capabilities of 150 coffee-growing families to consolidate the commercial chain through technical support to coffee cultivation and processing, and thus obtain quality certifications for the product.
- **Descomunal, Government of Antioquia and Comfama:**
Strengthening aimed at 30 young entrepreneurs and businesspeople in the music industry. This program was aimed at promoting their personal and professional development through art, and generating opportunities for training, circulation and economic sustainability.

Our milestones and challenges

Looking ahead to the coming years, we seek to deepen and scale our social management with a strategic and long-term vision. Our goals include:



Short term

- Update and strengthen territorial and social planning instruments in all operational units.
- Execute the projected investment in educational and road infrastructure projects under the Works for Taxes mechanism in Colombia.
- Implement the drinking water supply project for the community of Vesubio in Nicaragua.



Medium and long term

- Develop a corporate social management strategy with unified baselines, standardized management goals, and corporate-level tracking and monitoring mechanisms.
- Scale up productive and inclusive economy programs to ensure the economic autonomy of communities.
- Ensure that the promoted productive alternatives are fully sustainable and independent of mining activity, guaranteeing post-closure development.

Contribution to the Sustainable Development Goals (SDGs)

SDGs	Goal	Mineros'Contribution
	1.2. By 2030, cut by at least half the percentage of men, women, and children of all ages living in poverty in all its forms, based on national definitions.	We contribute to poverty reduction through MPI measurement and the systematic management of social impacts, demonstrating a decrease from 52.3% to 45.8% in Colombia. Additionally, we strengthen productive capacities and sustainable income generation through local development programs in Colombia and Nicaragua.
	10.2. By 2030, enhance and promote the social, economic and political inclusion of all people, regardless of age, sex, disability, race, ethnicity, origin, religion or economic situation or other condition.	We promote social, economic and political inclusion through participatory processes, community development programs, organizational strengthening and productive alternatives.
	16.7. Ensure responsive, inclusive, participatory and representative decision-making at all levels	We ensure more inclusive, participatory and representative decisions through participation mechanisms, consultation, permanent dialogue and attention to complaints and claims, strengthening legitimacy and informed decision-making.



“CORAZÓN DE ORO” Volunteering



In 2025, the Corazón de Oro corporate volunteering program solidified as a strategic component of our sustainability management, with greater internal alignment, expanded participation and a focus consistent with our corporate values. Through actions tailored to each territory, we strengthened the link between the company and the communities, generating sustainable social, environmental and educational impacts in Colombia and Nicaragua.

Corazón de Oro articulates our social, environmental and community commitment in the territories where we have a presence. We understand volunteering not only as an act of solidarity, but as a learning experience, shared responsibility and joint construction with communities, which strengthens the bond between the company, its employees and the territory. Our approach is based on an ambidextrous way of acting: serving and learning, with a supportive nature and a vocation as an agent of change, and it develops through three articulated lines of action: social, environmental and educational, common to our operations, with differentiated implementation according to local contexts.

During 2025, we developed social, community, and environmental actions, including:



Mineros Colombia:

Social and community action

- Solidarity bazaar in El Bagre (June 14), whose resources allowed the purchase of an electric tricycle for a person with reduced mobility.
- Intervention in 11 rural educational institutions and community organizations (Asoagrollanas), starting July 17th, with the support of artist Ilona Tarcitano.
- Mercadito” Bazaar in Nechí (December 12th), with a collection of COP 5 million destined for a local social work.
- The "Sponsor Your Community" program was carried out, delivering 4.424 gifts to children in 55 communities thanks to the voluntary contribution of employees, contractors, suppliers, and the company.

Environmental action

- Baby turtle release days (July 30 and 31).
- Fish restocking days (October 31 and November 7), in coordination with the Ecosystems area.

Participation of the Medellín team

- Volunteering A day as a recycler (October 17th), together with Essity and Familia.
- Curation and responsible reuse of clothing for the Nechí bazaar (November 24).



In total, over 35 days of volunteering were carried out, with nearly 1,200 volunteer hours, an average participation of between 10 and 15 people per day, and ongoing processes in rural education, social programs, and environmental actions.



Mineros Nicaragua

• #ChristmasCaravan:

For the third consecutive year, through the CSR team we organized this initiative that brought joy to 3,500 students between 4 and 11 years old, in 34 schools (30 in Bonanza, 3 in Rosita and 1 in Siuna). The activity involved 34 volunteers, of whom 25 were active collaborators and 9 were community members.

• #ReforestationDays:

As part of our environmental sustainability strategy, we carried out a reforestation day in which 150 people participated, including students, teachers, community members and collaborators, achieving the planting of 11,300 plants.

• #MiBarrioLimpio:

Initiative that is part of a comprehensive plan led by the sustainability teams and the corporate clinic, aimed at promoting cleaning practices, health care and social well-being in neighborhoods. Currently, the program has five community groups, made up of 125 people, who carry out weekly activities over a period of three months.

• #CommunityCare:

A training program aimed at strengthening the comprehensive well-being of teachers, health personnel, and community leaders in Bonanza, through self-awareness processes, emotional management, and psychosocial support. As part of the process, each participant identifies individuals or groups to whom they provide support, applying the tools and methodologies acquired.

09

OCCUPATIONAL HEALTH AND SAFETY



SUSTAINABILITY REPORT



SUSTAINABILITY
REPORT



Connecting our strategy with the management of occupational health and safety



Increase
production

High
performance

GRI 3-3

At Mineros, we embrace safety and health at work as a paramount commitment and a value that guides our way of operating. Taking care of people's lives and wellbeing is above any result and guides our decisions at all levels, from planning to execution and supervision of activities with exposure to critical risks. This principle also underpins our social license to operate, as some of our employees come from the areas of influence and trust is consolidated when care is visible, consistent and reflected in our preparation and response to unwanted events and emergencies.

We integrate Occupational Safety and Health (OSH) as an inherent pillar of our culture and management, promoting visible leadership and interdependence that transcends procedures to achieve the goal of zero accidents. Through continuous improvement, gap closure, and proactive risk anticipation with the involvement of workers and contractors, we strengthen operational resilience and ensure that safety is the cornerstone of our responsible management.

OCCUPATIONAL HEALTH AND SAFETY

Corporate standards and Management Systems on Occupational Safety and Health (MSOSH)

GRI 403-1, 403-7

We have corporate HSE guidelines that provide consistency in our management and performance across all operations and projects. To manage risk and improve performance, we integrate these standards into a framework of policies and strategies that we implement throughout the organization, supported by effective management systems and internal controls.

We structure our corporate standards in four stages and eleven fundamental components:

 Politics	Visible leadership.
 Planning	Risk management and health management.
 Operation	Catastrophic and fatal risks, training and education, reporting and investigation, contractor management, communication and crisis and emergency management.
 Monitoring	Performance metrics and audit.



Our operations have Occupational Health and Safety Management Systems (OHSMS) certified under the international ISO 45001 standard, based on the Plan-Do-Check-Act (PDCA) cycle. These systems are framed within the current legislation of the countries where we operate; particularly, in the case of Colombia, the SG-OSH is also governed by Decree 1072 of 2015.

Through our OHSAS, we demonstrate our commitment to preventing and controlling accidents and incidents, with the goal of effectively identifying and managing occupational hazards and risks. To that end, we apply a hierarchy of controls comprising:

Elimination

Consists of physically removing the hazard from the work environment. It is the most effective measure.

Substitution

Replacing a hazardous material, process, or piece of equipment with one that poses a lower risk.

Engineering controls

Isolate workers from the hazard through physical barriers, ventilation, equipment design or automation.

Administrative controls

Include procedures, standards, manuals, and operating practices.

Controls on the employee

Through the timely delivery and training in the use of Personal Protective Equipment (PPE).

Likewise, we promote empowerment and the implementation of strategies that ensure safe working conditions, prevent injuries, and minimize occupational illnesses. We complement this management with training, drills and simulations aimed at both our employees and contractors.

MSOSH Coverage

GRI 403-8

Our OHSMS covers 100% of employees and contractors during the reporting period. Similarly, 100% of both groups were covered by the system subject to internal audit or certified by a third party. In this way, no exclusions of any kind were made regarding the coverage of this system to employees and contractors.

Coverage of the occupational health and safety System	Number of employees	Percentage of employees	Number of contractors	Percentage of contractors
Covered by the system	2.473	100%	1.652	100%
Covered by the system, subject to internal audit	2.473	100%	1.652	100%
Covered by the system, subject to internal audit or certification by a third party	2.473	100%	1.652	100%

Identification of hazards, risk assessment and incident investigation

GRI 403-2

We manage hazard identification and risk assessment as an integral part of our Occupational Health and Safety Management System. For our operations in Colombia and Nicaragua, we adopted GTC 45 guidance to identify activities and hazards by process, assess risks and define controls in accordance with the hierarchy of control, performing this assessment annually or when circumstances warrant it.



For contractor personnel, we maintain a consistent preventive management approach, without substituting the legal responsibilities of each company. In Colombia, we consider contractors within our risk identification, valuation, and assessment matrix, while strengthening their performance through advice, assurance, and follow-up oversight of their matrices. In Nicaragua, before starting any activity we request the Safe Job Analysis, which describes tasks, hazards and controls to be implemented.

Based on the characterization of our operation, we have identified hazards that may contribute to work accidents or illnesses:

Mineros Colombia		Mineros Nicaragua	
Employees	Contractors	Employees	Contractors
• Mechanical • Facility • Biological • Ergonomic • Public • Biomechanic • Physical	• Mechanical • Facility • Electrical • Biological • Ergonomic • Environmental	• Chemical • Physical • Biomechanic • Mechanical • Facility	• Chemical • Physical • Biomechanical • Mechanical • Facility

Reporting of hazards and risk situations is managed through channels and practices tailored to each country and type of operation.

- **Colombia:** cards for unsafe condition, Kaizen, DataScope, forums, WhatsApp, email and direct communication with process leaders.
- **Nicaragua:** verbal communication to supervisors, participation and consultation formats, online forms accessible by QR, telephone calls, email, safety stops led by management and OSH management, and monitoring by CCTV.
- **Mineros S.A. (Holding Company):**): email, verbal communication to the OSH area and also collected through inspections carried out by support teams such as COPASST, emergency brigade, OSH or ARL.

We promote a culture in which any employee has the autonomy and institutional support to stop an activity when identifying a substandard condition or unsafe practice, ensuring that this report does not generate retaliation. Our framework of responsibilities empowers personnel to refrain from performing work that involves uncontrolled risks, relying on risk analysis tools and validation with process leaders and OHS teams.

To ensure timely management, we have standardized reporting channels – from direct notifications to supervisors and monitoring committees, to specific mechanisms for contractors such as reporting cards and digital media. In the event of any alert, we activate inspection and evaluation protocols to confirm security and define the necessary corrective measures before resuming operations.

Likewise, we develop incident and accident investigation under structured methodologies seeking to identify root causes and prevent recurrence, such as ICAM, the five whys, and the cause-and-effect diagram. These processes align with both local legal requirements (such as Resolution 1401 of 2007 in Colombia) and our corporate standards, and in some operations we manage information through unified platforms such as AMATIA and/or Xipe.

Our guidelines establish immediate reporting of events through a flash report (with a target timeframe for investigation management of 15 days) and the formation of multidisciplinary investigation teams with the participation of the COPASST, CMHST and area leaders. The process includes documenting findings, defining action plans, and sharing lessons learned with management. Likewise, we require contractors to align with these methodologies, auditing their investigations and directly leading the analysis of the most complex or potentially fatal cases to ensure effective closure and continuous updating of the hazard matrix (MIPVRDC).

Our contractors

GRI 2-8

Our operation relies on a network of strategic partners and contractors who are fundamental to the continuity and efficiency of the business. Although they do not have a direct employment relationship with the Company, their work is governed by our principles of safety, ethics and responsibility. As of the end of 2025, we have the support of 2,670 people in this category, distributed geographically as follows:





This support group is vital to the daily operations of Mineros, performing specialized tasks that complement our core business. The main activities they carry out include:

- **Operations and Maintenance:** Mechanical, welding, electrical, plumbing work and operation of dredging equipment.
- **Logistics and General Services:** River and land transport (drivers), catering services, cleaning and general maintenance of the complexes.
- **Security and Protection:** Private security and comprehensive protection services to safeguard our assets and care for our people.
- **Environmental and Technical Management:** Environmental services (sowing, recovery), waste collection, mineral sampling and firefighters for exploration operations.
- **Infrastructure:** Civil works and metalworking.

We manage this relationship with rigor, ensuring that every person entering our facilities, regardless of their type of affiliation, shares our commitment to excellence and regulatory compliance.

Work-related injuries, illness and diseases¹

GRI 403-9, 403-10

In 2025, we recorded no fatalities from work accidents or serious injuries to employees. Compared to 2024, recordable employee injuries increased from 41 to 59, with an increase in the TRIR from 1.242 to 1.825. Lost time injuries also increased from 4 to 8, which was reflected in an LTIFR of 0.618 versus 0.151 in 2024.

In employees, reportable occupational diseases remained at 7, the same as in 2024. For contractors, the indicator remained at 0 during 2023, 2024 and 2025. We have not recorded any deaths from occupational illness in employees or contractors.

Employees			
Work injuries and occupational diseases	2023	2024	2025
Workplace accident fatalities	0	0	0
Deaths from occupational disease	0	0	0
Reportable occupational diseases	4	7	7
Workplace accident injuries with major consequences	0	0	1
Recordable work-related injuries	72	41	59
Injuries from work accidents with lost time	7	4	8
Medical Treatments	54	36	39
Restricted Tasks	11	1	12
First Aid	71	69	43
Hours worked	6.767.542	6.604.844	6.465.056
Fatality Frequency Rate (FFR)	0	0	0
Lost Time Injury Frequency Rate (LTIFR)	0	0	0.03
Total Recordable Injury Frequency Rate (TRIFR)	2.128	1.242	1.825
Lost Time Injury Frequency Rate (LTIFR)	0.532	0.151	0.618

¹. For the FFR, HSIFR, TRIFR and LTIFR indicators, a factor of 200,000 hours worked was used.

Contractors			
Work injuries and occupational diseases	2023	2024	2025
Workplace accident fatalities	0	0	0
Deaths from occupational disease	0	0	0
Reportable occupational diseases	0	0	0
Workplace accident injuries with major consequences	2	0	1
Recordable work-related injuries	34	22	18
Injuries from work accidents with lost time	9	6	3
Medical Treatments	25	15	11
Restricted Tasks	0	1	4
First Aid	41	26	25
Hours worked	4.187.523	4.620.976	4.660.492
Fatality Frequency Rate (FFR)	0	0	0
Lost Time Injury Frequency Rate (LTIFR)	0.096	0.000	0.04
Total Recordable Injury Frequency Rate (TRIFR)	1.24	0.952	0.772
Lost Time Injury Frequency Rate (LTIFR)	0.430	0.303	0.300

In contractors, compared to 2024, recordable injuries decreased from 22 to 18, with a reduction in the TRIFR from 0.952 to 0.772. Lost time injuries decreased from 6 to 3, and the LTIFR went from 0.303 to 0.300.

These data include the record of two (2) accidents involving employees and contractors during the performance of duties for the Company, associated with public order disturbances in the operational area. In accordance with GRI 403 Standard criteria, these events were classified as work-related injuries and are included in the reported occupational safety indicators. Although these events were caused by external public order factors beyond the Company’s direct operational control, they have been incorporated into the safety metrics in line with the principles of transparency and completeness of information.

GRI 403-9f

As part of our engagement and formalization strategy, we interact with artisanal mining groups and operators in the process of regularization. Although these groups are currently excluded from the scope of the consolidated security metrics presented in this report, we are actively managing their progressive integration into our standards. In Nicaragua, the Bonanza Model covers approximately 6,000 artisanal miners. Through the Municipal Commission of Artisanal Mining (CMMA), we strengthen the mechanisms for systematization, accounting, and monitoring of its accident statistics. Likewise, we are working on cultural adoption and change management processes so that the data reaches the maturity and reliability needed to be integrated into our future reports.

Similarly, in Colombia we integrate various informal mining operators who, with our advice, are making progress in their formalization process to comply with local regulations. Currently, their performance indicators are not included in the Company’s figures, as they are in the process of adopting standards. Nevertheless, we actively support them through training focused on compliance with requirements, the proper use of Personal Protective Equipment (PPE), and the implementation of risk prevention and mitigation techniques.

Finally, to mitigate the risks that arose during the year, we applied the hierarchy of controls and the risk control standards that are mandatory for all employees and contractors. No high-risk task is performed without prior validation of critical controls, work permits and the use of specific protective equipment, thus ensuring that safety takes precedence over any operational goal.



Health services

GRI 403-3

Occupational health services are aligned with our OHS approach to strengthen prevention, monitoring and timely response to conditions that may affect the health of our employees. Below, we summarize some of these services:

Mineros Colombia	Mineros Nicaragua
• Epidemiological surveillance programmes. • Lifestyles and a healthy environment. • Workplace inspections and assessment. • Training. • Health days. • Risk assessment. • Hygiene condition monitoring. • Pre-employment, periodic, and exit occupational medical evaluations.	• Epidemiological Surveillance Programme. • Workplace inspections and assessments. • Monitoring of industrial hygiene conditions. • Pre-employment, periodic, and post-employment occupational medical examinations. • Risk Matrix Update. • Execution of action plans • Regulatory compliance. • Urgent intervention.

In the case of contractors, in Colombia each company manages its occupational medical evaluations for admission, control and retirement under its own context, with the purpose of identifying the health status of its employees and monitoring it. In Nicaragua, when an accident occurs within the facilities, the contractor may use the Nueva Esperanza clinic for emergency care and first aid. For other health services, the contractor attends his/her temporary clinic (CMP) of the IMSS, for both common illness and work accident.

Promotion of workers' health

GRI 403-6

In Colombia, we facilitate access to non-work-related medical and healthcare services for our direct employees through their affiliation with the general social security system, and we supplement this with benefits for unionized employees, prepaid medical subsidies, and agreements with health networks. For contractors, we promote affiliation with the general occupational risk system, monitor affiliations and provide advice on health issues. In Nicaragua, we have a medical clinic for direct employees and their beneficiaries, with general consultations, specialties, and 24/7 emergency care. For contractors, we do not provide regular medical services, except in cases of common illness or accident emergencies.

As regards voluntary health promotion programmes for relevant non-occupational risks:

- **Colombia (employees and contractors):** vaccination days; Promotion of recreational activities, active breaks; Promotion of recreational and wellness activities; Volunteering; Health brigades in the population of areas of influence; Health campaigns; Prostate antigens; Biomarkers in Blood and Urine.
- **Nicaragua (employees):** breast cancer prevention; cervical cancer prevention; Healthy Lifestyle Program; public health programs encompassing vaccination days.

Finally, for contractors, we monitor compliance with the social security affiliation mandate through annual assessments and periodic requests for the payroll sheet evidencing current coverage, and we include them in the health promotion and prevention activities that we develop in our facilities.

Participation, consultation and communication of employees in OSH

GRI 403-4

We promote the participation of our employees in the management of safety and health at work, through formal representation spaces and permanent consultation and communication mechanisms. In Colombia, the Joint Committee on Safety and Health at Work (COPASST) is one of the main communication channels between employees and employers, and plays a role in promoting and monitoring compliance with applicable standards and guidelines, with a focus on the prevention and control of occupational hazards.

This committee meets monthly and supplements its management with activities such as bi-weekly and monthly inspections and a weekly frequency accident committee. When a serious accident occurs or an imminent risk is identified, an extraordinary meeting is convened within five days, with the participation of the head of the area involved, to address the event and strengthen controls; among other spaces, we have a bi-monthly workers' forum and meetings with the Vice Presidency on a monthly basis.

In Nicaragua, employee participation is channeled through the Joint Commission on Hygiene and Workplace Safety (JCHWS), which operates with a structure of chair, secretary, and titular and alternate members. This committee chairs and convenes sessions, defines agendas, documents minutes and promotes preventive measures. Its members cooperate in risk assessment, monitor compliance with provisions, propose measures and encourage the cooperation of employees in the implementation of prevention and protection actions.



In the case of contractors, each company has its own OSH committee, and at Mineros we hold monthly working meetings to review prevention strategies, strengthen leadership skills in OSH, and align expectations with legal representatives. When deviations in processes are identified, we immediately activate meetings to address the issues and agree on control actions.

Personnel training in safety and health at work

GRI 403-5

We develop training and development processes from the talent areas of each operation, and from OSH we build a matrix that consolidates training needs based on legal requirements and the characterization of workplace accidents during the year, to guide its implementation. We complement this approach with an onboarding process that addresses, among others, legal and general guidelines for occupational health and safety (OSH), OSH policy, emergency plan, hazards and risks associated with the position and their controls, safe procedures for high-risk tasks and use of personal protective equipment, as well as components of a culture of care, psychosocial risk, safe work at height, and preventive and occupational medicine. Furthermore, we maintain a training and development program that is adjusted according to job competencies and organizational needs, and is reviewed annually with the participation of the COPASST and CMHST to analyze compliance, coverage and effectiveness indicators.

In general, each contractor has its own training plan, and Mineros personnel review and monitor its compliance through monthly reports in which we validate attendance lists. Complementarily, we link our contractors to training and campaigns defined by the company, as applicable to the operational scope.

Our milestones and challenges

2025 Milestones

- We are consolidating the goal of zero fatalities in Colombia and Nicaragua, systematically monitoring results and the effectiveness of campaigns, reports, and implemented strategies.
- We formalize corporate HSE standards, incorporating corporate guidelines to ensure consistency in management and performance across all operations.
- We deepen actions of culture and operational control focusing on visible leadership, contractor management and emergency preparedness, leveraging inspections, field verification and simulation exercises and associated investments.



Mineros Colombia

During 2025, management in Colombia focused on operational excellence and technical prevention, successfully closing the year without any fatalities and maintaining ISO 45001 certification. The operation achieved 100% compliance with Minimum Standards, standing out for the effective management of critical risks without incidents. Among its main milestones is the strengthening of the lines of Management and Supervision in “visible leadership”, “valuable contacts” and “cross-inspections”; the certification of its own training field with the Ministry of Labor for work at heights and confined spaces competencies. Furthermore, emergency response capacity was strengthened through the provision and specialized training of the brigade and diving teams, ensuring safer dives.



Mineros Nicaragua

In Nicaragua, the strategy focused on consolidating the leading-edge program “Cultura Vida,” which integrates security directly into the governance structure and visible leadership of each department head. Through the “I take care of myself, you take care of me, we take care of each other” campaign, accident rates were reduced through recognition pillars (Safety Heroes and Superheroes) and prevention tools such as Pre-operational Assessment. Furthermore, the standard of the value chain was raised by including security officers from contractor companies in specialized training programs, strengthening risk awareness and ensuring operational continuity under the "Zero Accidents" objective.

Future challenges

- Reduce exposure to OHS events associated with contractors, particularly where an increase in events is evident, as well as sustain supervision, verification and third-party support capabilities.
- Strengthen controls against fatal and catastrophic risks identified in the operation on a sustained basis, including facility and river transport risks for personnel, to prevent high-potential deviations.
- Address the prevention and management of occupational diseases and their recurrence, considering registered cases and the need to strengthen preventive measures and occupational health monitoring.
- Strengthen support for OSH management in Artisanal Mining and Mining Formalization, promoting risk mitigation and accident reduction.

Contribution to the Sustainable Development Goals (SDGs)

Our Occupational Health and Safety Management in Mineros is a fundamental pillar for compliance with the 2030 Agenda, especially with the Sustainable Development Goals:

SDGs	Goal	Mineros'Contribution
3 GOOD HEALTH AND WELL-BEING	3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.	We contribute to wellbeing and prevention by extending health actions beyond the workplace when applicable. This includes community prevention initiatives such as “clean neighborhood” and waste management competitions with educational institutions, care for employees and their families through “Nueva Esperanza Clinic,” preventive campaigns and capacity-building actions in first aid with the delivery of first aid kits, drills with the communities in the area of influence, in addition to a collaborative care diploma focused on mental health for the community.
8 DECENT WORK AND ECONOMIC GROWTH	8.8 Protect labour rights and promote a safe and healthy working environment for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	We contribute to safe and healthy work environments through an SGST supported by consistent standards and practices. This is reflected in ISO 45001 certification, the system coverage for both employees and contractors, and the implementation of corporate standards to improve performance and risk control. Work is also integrated with areas of influence to strengthen capabilities and the prevention of social risks linked to operations, including the prevention of child labour in artisanal mining contexts, along with a management focus on visible leadership, critical controls and contractor support.



10

ENVIRONMENTAL AND CLIMATE MANAGEMENT



SUSTAINABILITY REPORT





Corporate water and climate change strategy

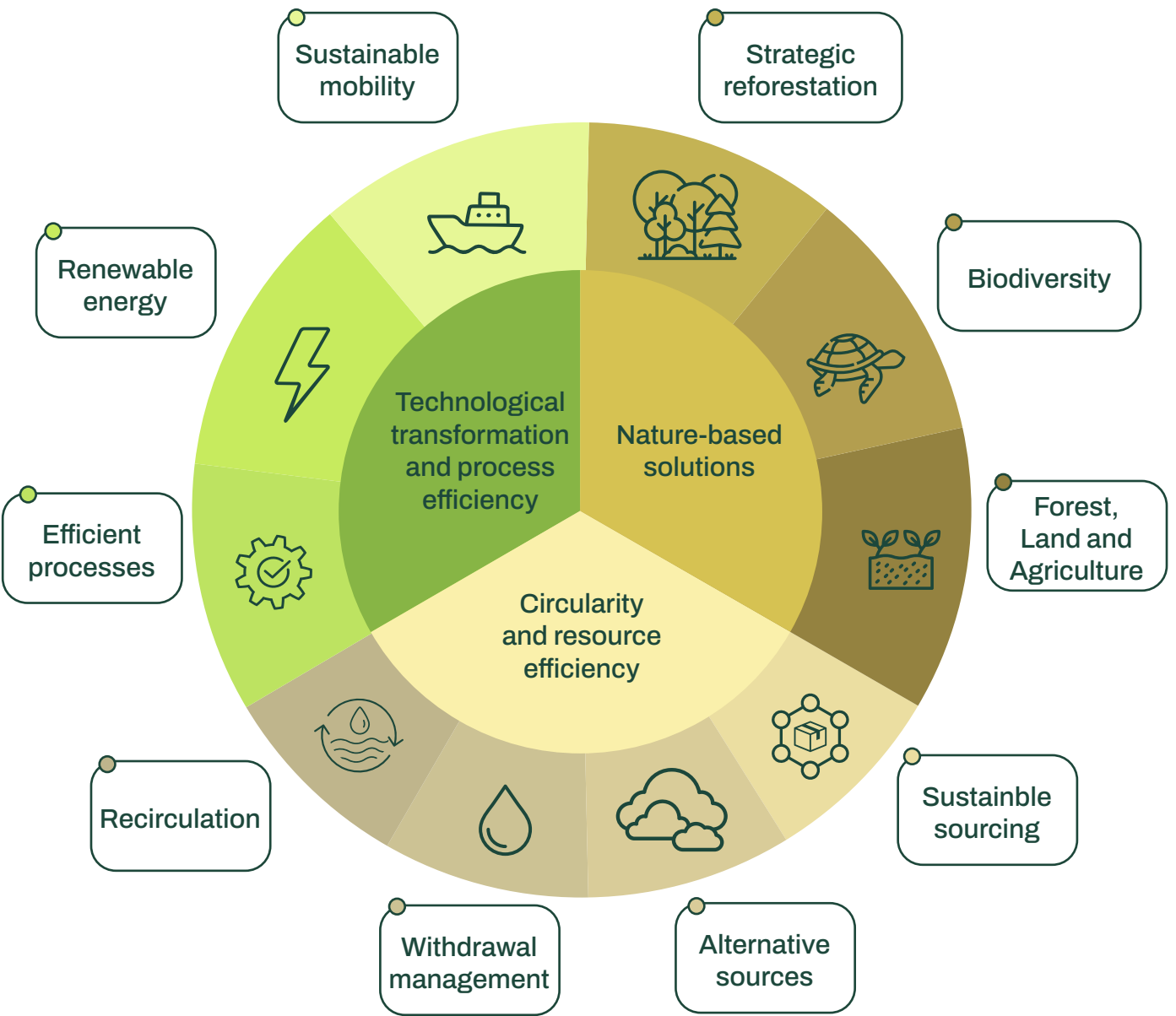
In recent years, Mineros S.A. has transformed its approach to environmental sustainability, moving towards the consolidation of a unified corporate strategy. This process began with the identification of baselines for the carbon footprint and water management under international standards, recognizing, as a result, the critical interdependence between ecosystems and our operations.

Therefore, as of 2024, we began integrating these fronts under a single governance framework. We strengthened oversight from the Board of Directors and the Corporate Governance and Sustainability Committee, aligning the management of climate and water risks with the Comprehensive Risk Management System (SGIR) and ensuring that investment decisions (CAPEX/OPEX) respond to a holistic vision of operational and financial resilience.

As a result, in 2025 we formalized this integration through the Corporate Water and Climate Change Strategy, seeking to eliminate methodological and resource duplication. We established 2023 as the baseline year for both

our Scope 1 and 2 carbon footprint and our corporate water footprint under ISO 14046, and we have developed integrated roadmaps that will lead our companies to feasible reduction targets in the short and medium term, as well as strengthening risk management mechanisms.

These roadmaps outline our actions across three cross-cutting pillars: **Technological Transformation**, focused on decarbonization through renewable energies and sustainable mobility; **Circularity and Efficiency**, aimed at closing water cycles and zero discharge; and **Nature-Based Solutions (NbS)**, which simultaneously act as carbon sinks and hydrological regulation mechanisms.



ENVIRONMENTAL

AND CLIMATE MANAGEMENT



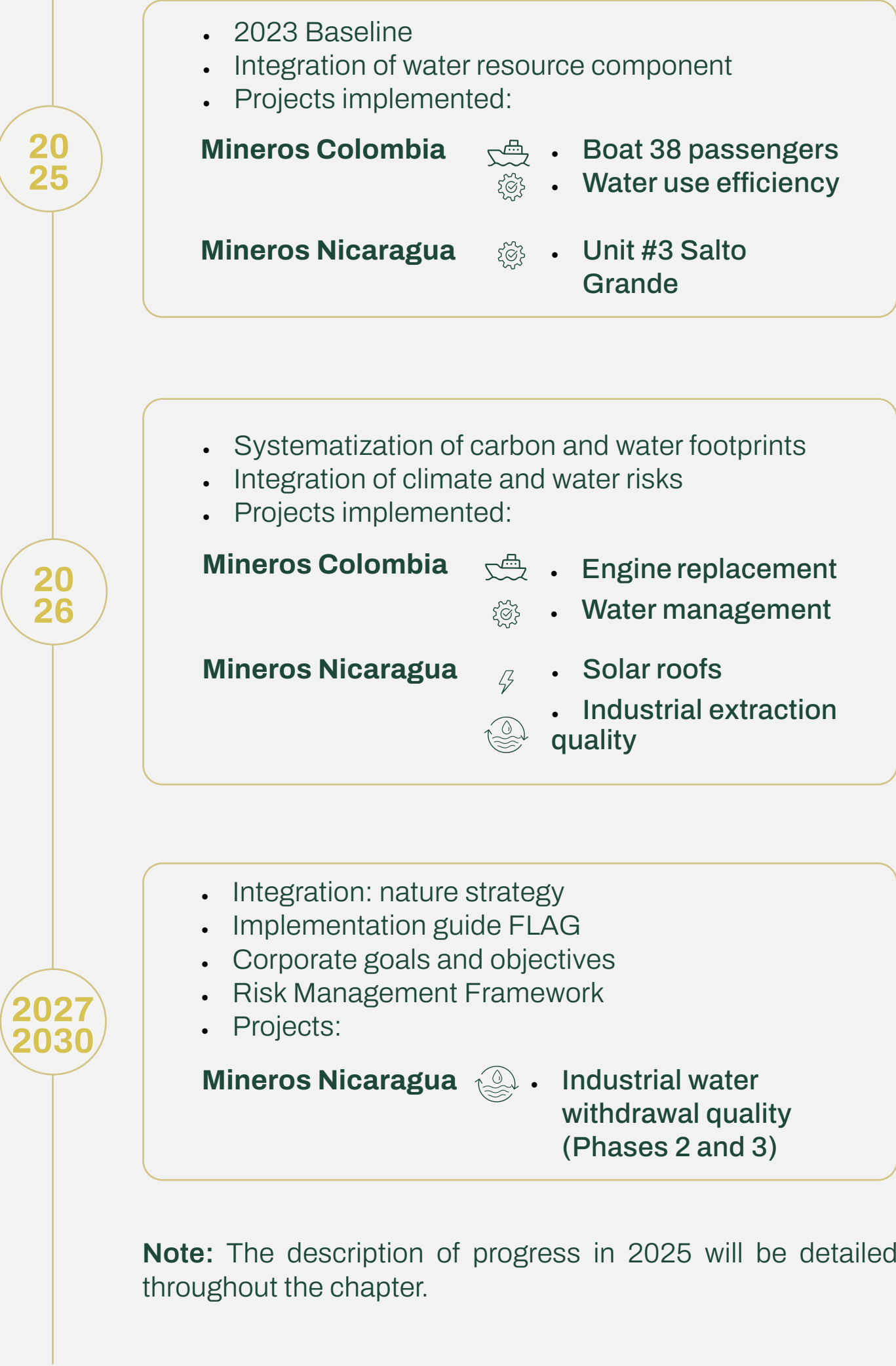
The implementation of our roadmap confirms that the circular economy and resource optimization have ceased to be isolated initiatives to become cross-cutting operational enablers of our management. By closing material cycles and maximizing efficiency in each process, we are building the technical and financial foundation essential to realize our integrated ambitions for Water, Nature and Climate, demonstrating that profitability and environmental regeneration go hand in hand.

As of year-end 2025, the effectiveness of this integrated model has been validated with the execution of strategic projects, such as the optimization of the Salto Grande hydroelectric plant and rooftop solar installations in Nicaragua, as well as the implementation of efficient river mobility in Colombia, demonstrating that profitability and environmental performance go hand in hand.

Implemented projects and action plans: water and climate change



Annual goal:
At least two projects with feasibility analyses.
At least two projects implemented.



Note: The description of progress in 2025 will be detailed throughout the chapter.

Looking to the future, our ambition is to complete this strategic triad with the formal integration of the Nature and Biodiversity component. We are making progress in adopting the FLAG (Forest, Land and Agriculture) guide to manage emissions from land use in our alluvial mining and quantify our carbon removals. This step is the preamble to adopting the guidelines of the TNFD framework and GRI 101: Biodiversity standard, which will allow us to comprehensively assess our impacts and dependencies on natural capital. The ultimate objective, projected to be consolidated in 2026, is to operate under a single **Integrated Corporate Strategy for Water, Nature and Climate**, which will position us on a solid trajectory towards Net Zero and Positive Net Impact on biodiversity by 2030, complying with the highest sector standards.

Water

Connecting our strategy with water management



GRI 3-3, 303-1, 14.7.2

At Mineros, we understand that water is essential for life, for our operations, and for the well-being of the communities around us. Therefore, we assume the responsible management of the resource as a fundamental commitment, working to use water efficiently, protect water sources and generate shared value in the territories where we are present.



For Mineros S.A., water transcends its function as an industrial input to become a strategic asset that ensures operational continuity and resilience, being indispensable both for mineral extraction and processing as well as for renewable energy generation in our hydroelectric plants. We understand that our management operates on a shared resource, so efficiency in capture and treatment not only seeks to optimize our costs, but also to protect the availability and quality of water for ecosystems, our staff and neighboring populations. This co-responsibility approach is crucial to maintaining social harmony and the license to operate, demonstrating that mining activity can coexist with community well-being through the active protection of watersheds and respect for local supply sources.

GRI 303-1, 14.7.2

We are aware of the risks associated with the availability and quality of water, especially in the context of climate change. Faced with this challenge, we assume the responsibility of caring for it, optimizing its use and guaranteeing its quality, proactively moving beyond compliance with regulatory requirements.

GRI 3-3

Our management is based on local management plans and the corporate strategy, which guide our actions towards efficiency, recirculation and impact reduction. Our strategy is formulated based on the analysis of the corporate water footprint established in 2023, with the aim of understanding the water context, identifying and evaluating risks, and quantifying impacts and opportunities associated with water in our operations.

Corporate water footprint (2023 baseline)

In 2023, we established our corporate water footprint as a baseline under the ISO 14046:2014 framework and the Life Cycle Assessment methodology, which allowed us to estimate and evaluate the impacts throughout all stages of the life cycle. From this analysis, it was concluded that:

- **Scarcity:** The extraction sources and discharge destinations of our operations are located in areas of low water stress*, therefore the greatest impacts on scarcity are concentrated in the indirect use associated with inputs and raw materials, and not in direct operations.
- **Quality:** The most relevant impacts correspond to freshwater ecotoxicity and acidification, which represent around 75% of the total aggregated impact, concentrating mainly on the activities of HEMCO Mineros Nicaragua.

* GRI 303-3b, GRI 303-4c Classification by the World Resources Institute - Aqueduct

Our management and key results

During 2025, we advanced in the consolidation of the water footprint reduction plan, by prioritizing reduction initiatives focused on impact mitigation, which will allow the formulation of medium- and long-term objectives. Among the main initiatives implemented, the following stand out:

Rainwater harvesting

In operations in Colombia, the use and recirculation of rainwater was achieved during 2025 in the Mineros aqueduct, the Circular Economy Center, and the Diesel Workshop of the Astilleros Camp, reaching a total use of 193.06 m³.

Water recirculation

At Mineros Colombia, 23% of the water extracted was recirculated for use in the gold beneficiation process at the Processing Plant in the Industrial Zone. This result was achieved through the implementation of a chemical and physical treatment of the wastewater generated in the process, allowing for the achievement of adequate solid concentrations for its recirculation and a total recirculated volume of 168,008 m³.

At Mineros Nicaragua, 27% of the total water volume extracted corresponded to recirculated water used in the exploitation activities of the Panamá and Pioneer mines, as well as in the recirculation of cyanide solution from tailings dams for the gold beneficiation process at the Hemco, Vesmisa and La Curva plants. This practice contributes to reducing pressure on the natural availability of surface and groundwater sources in the areas of operation, reaching a total recirculated volume of 1,491,889 m³.

Quantification of infiltration water and water consumption control

In Nicaraguan operations, progress was made in improving the measurement of infiltration waters through flow measurements, strengthening the capacity to quantify and understand the water component. Likewise, the installation of micrometers at strategic points will contribute to the control, quantification, and monitoring of water consumption in the different operational fronts. Additionally, an additional meteorological station was installed at Hemco, expanding the coverage of weather condition monitoring and contributing to a better understanding of the water cycle in the area.

Optimization of PTARnD

In Mineros Nicaragua, during 2025, an improvement was achieved in the treatment of mine water infiltration at the Pioneer mine, through the migration to a system with double filters in the Lone Star sector, replacing the previous seven-pile system. Complementarily, the environmental laboratory's management system was strengthened for monitoring industrial discharges, through new infrastructure, the hiring of a laboratory supervisor, and the provision of external training.

Through these initiatives, we contribute to the reduction of water intake and discharges, to the increase in recirculation, to the reduction of operating costs, and to the decrease in the water footprint associated with indirect use.

Interaction with water as a shared resource.

GRI 303-1, 14.7.2

In Colombia, we capture water from surface sources under the framework of concessions authorized by the environmental authority, which is then treated to obtain water suitable for human consumption in accordance with the quality parameters required by current regulations. This management allows for the control of impacts associated with changes in the supply and availability of surface water resources, increased morbidity, and improved quality of life, as well as monitoring the physicochemical and microbiological conditions of the capture sources.

During the operation, we implemented actions focused on responsible resource management, including the supply of drinking water to alluvial operation projects and the Providencia hydroelectric plant, the allocation of trained personnel for the operation and control of water treatment systems, preventive maintenance of intake and distribution infrastructure, the execution of water quality monitoring for human consumption, consumption control and optimization of pumping systems, continuous training programs for efficient water use, and the establishment of an environmental emergency reporting hotline for internal personnel.

At Mineros Nicaragua, we utilize water for exploration, exploitation, and gold processing activities, as well as for domestic uses associated with the camps. The use of groundwater, associated with the exploitation activities in Mina Pioneer and Mina Panamá and domestic consumption, represents 74% of the total extraction. To reduce impacts, total water recirculation is implemented within the mine, with prior treatment for pH and solids control.

The use of surface water accounts for 26%, of which 86% is recirculated from the solutions deposited in the San José, Vesmisa III 1ª and La Curva tailings dams, used in the beneficiation processes. This recirculation contributes to the optimization of resource use and the availability of natural water sources.

With regard to discharges, the organization has industrial and domestic wastewater treatment systems that ensure compliance with Decree 21-2017. 0.2% of the discharges correspond to domestic wastewater, 14% to industrial discharges and 86% to mine infiltration water.

Water Withdrawal

GRI 303-3, 14.7.4, EM-MM-140a.1

Water extraction from sources	2023 ML	2024 ML	2025 ML	2025 m³
Aqueduct	0	0	0	0
Superficial	1,624.97	1,934.56	2,177.05	2,177,055
Underground	2,631.74	2,738.87	4,121.98	4,121,987.75
Marina	0	0	0	0
Produced	0	0	0	0
Total	4,256.71	4,673.43	6,299.04	6,299,042.75

Fresh water and other water extraction	2023 ML	2024 ML	2025 ML	2025 m³
Sweet	4,256.71	4,668.85	6,299.04	6,299,042.75
Other waters.	0	4.58	0	0
Total	4,256.71	4,673.43	6,299.04	6,299,042.75



In Colombia, the main water extraction sources correspond to Campamento El Bagre (Quebrada Villa), Campamento Astilleros (Río Nechí), Campamento Providencia, and Campamento Aljibes (Quebrada Sin Nombre).

The annual increase in extraction is concentrated in the operation of Mineros Nicaragua, where water extraction was 41% higher compared to 2024. This increase is mainly explained by the incorporation of two new measurement points, improving the estimates made in previous years. Additionally, the highest rainfall recorded in 2025 impacted the generation of greater volumes of infiltration water in the Pioneer and La Mars portals, as a result of the intrinsic recharge of the aquifers.

Discharges

GRI 303-4, 14.7.5, 303-2, 14.7.3

Water discharges	2023 ML	2024 ML	2025 ML	2025 m³
Superficial	985.43	1,179.49	918.13	918,125.40
Underground	2,247.92	2,535.09	3,864.89	3,864,892.61
Marina	0	0	0	0
Third-party water	0	0	0	0
Total	3,233.345	3,714.58	4,783.02	4,783,028.01

GRI 303-4, 14.7.5

The entirety of the disposal destinations corresponds to freshwater. In Colombia and Nicaragua, we continuously monitor the quality of water and effluents through accredited laboratories, complying with the limits established by environmental regulations.

GRI 302-2, 14.7.3, 303-4, 14.7.5

At Mineros Colombia, we monitor the effluents from the operation and camps according to the sampling procedures defined by an external, accredited laboratory before the Institute of Hydrology, Meteorology and Environmental Studies (IDEAM). All effluents generated (R&D and WW) are managed through treatment systems that ensure efficient management and compliance with the maximum permissible limits established in current environmental regulations, in particular Resolutions 0631 of 2015 of the Ministry of Environment and Sustainable Development for discharges to surface water sources and 0699 of 2021 for discharges to soil, as well as the authorized discharge flows.

In Mineros Nicaragua, the main priority substance used by the company is sodium cyanide, employed in the production process, from which tailings solutions are generated as waste. For their management, the company has two Tailings Dams, San José and Vesmisa III 1A, designed and operated under international standards of construction and control.

Additionally, the company has two treatment plants for excess water generated by rainfall at both tailings dams. These plants are comprised of physicochemical treatment units and are activated to manage solution levels within the dams, keeping them within the established safety margins. Both facilities have environmental laboratories that monitor the quality of water discharged into receiving bodies.

In Nicaragua, the quality of industrial wastewater discharges is regulated by Decree 21-2017, which establishes the provisions for wastewater discharge, including the applicable limits for cyanide in its forms of total cyanide and free cyanide.

Consumption

GRI 303-5, 14.7.6, EM-MM-140a.1

Total water consumption	2023 ML	2024 ML	2025 ML	2025 m³
Total water consumption	1,023.36	958.85	1,516.01	1,516,014.74



Contribution to the Sustainable Development Goals (SDGs)

SDG	Goal	Contribution of Mineros
6 CLEAN WATER AND SANITATION	6.3 Improve water quality by reducing pollution and increasing the treatment and safe reuse of wastewater. 6.4 Promote the efficient and sustainable use of water to address scarcity and ensure its availability.	Through the treatment and permanent monitoring of wastewater, recirculation in production processes, the use of rainwater, and the optimization of capture.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.2. From here to 2030, achieve the sustainable management and efficient use of natural resources. 12.4. To guarantee the environmentally responsible management of chemicals and waste to reduce their impact on health and the environment.	By promoting the efficient and responsible use of water resources throughout our operations, through water recirculation in production processes, rainwater harvesting, optimization of capture systems, and improvement in wastewater treatment, we contribute to reducing the demand for fresh water and the generation of discharges.

Climate change

Connecting our strategy with climate change management



Operational excellence

GRI 3-3

Climate change impacts our processes, our businesses, and people, and may intensify over time. Therefore, we manage it as a matter of continuity and responsibility towards our business and the territories where we operate, seeking to consolidate a corporate strategy that allows us to adapt to potential risk events, manage opportunities and fulfill commitments with our stakeholders, especially with the communities, to protect safety, stability and trust in the environment.

As a Company, we need to consistently advance in mitigation and adaptation. Mitigation focuses on reducing emissions and improving environmental performance with technical and verifiable decisions. Adaptation strengthens resilience to physical and transition risks, and allows us to respond more promptly to events that may affect operations, infrastructure and relationships.

Energy management as part of our corporate strategy connects both fronts and therefore has a cross-cutting role. Improving energy efficiency, diversifying sources, and ensuring supply reliability enables mitigation and also reduces vulnerabilities in scenarios of drought, heavy rainfall, or contingencies. Therefore, we integrate mitigation, adaptation, and energy management as permanent pillars of our climate action.

Our performance and key results.

Adaptation

In our operations, climate change manifests in acute and chronic physical risks, and in transition risks associated with the adjustment towards a lower-carbon economy. To adapt, we have implemented specific plans per installation that follow the cycle of plan, do, check, and act, and that are supported by the integration of physical risks into the Comprehensive Risk Management System (SGIR) and the use of climate scenarios for planning. In this way, we prioritize measures for high or severe residual risks, and the plans maintain a minimum validity from 2030 to 2050, which may include infrastructure interventions, process adjustments, projects and nature-based solutions, among other relevant alternatives according to each facility.

Risks and opportunities of climate change

For 2025, we have identified the following risks and opportunities that may globally affect our financial performance and be associated with scenarios of materialization of strategic risks:

GRI 201-2; GRI sectorial 14.2.2; TCFD 2a, 2b, 2c, 3a, 3b, 3c, 4a

Cross-cutting risks

Risk	Risk description	Processes that are affected	Mitigation measures that were implemented or advanced during the year
Litigation and sanctions	The development of litigation and/or sanctions related to a presumed liability of the Company or sector regarding the effects of climate change could represent the amount of payments by the Company.	- Legal management. - Compliance. - Sustainability.	- Proactive monitoring of ESG trends and risks. - Roadmaps for water and climate change strategies.
Scarcity of availability of mechanisms for the risk transfer, by contraction of the markets of reinsurance or increases in the exposure to risks climatic	The contraction of insurance markets or increased exposure to climate risks would lead to an increase in insurance premiums for physical events, causing cost overruns for the Company. Could lead to a more thorough search of reinsurers to find risk transfer mechanisms, or make improvements to the infrastructure of the organization to reduce climate vulnerability of the facilities.	- Insurances. - Operational processes.	- Active supplier management and alternatives to map insurance options for risks with lower market appetite. - Search for alternative risk transfer mechanisms.
Implementation of mechanisms of carbon pricing mechanisms in the countries where we operate	Implementation of mechanisms of carbon pricing taxes, systems of emissions trading) may bring as a consequence significant cost overruns for the Company.	- Legal management. - Compliance. - Sustainability. - Financial planning.	- Proactive monitoring of ESG trends and risks. - Roadmaps for water and climate change strategies.
Greater obligations of information on GHG emissions	Emerging regulations in the disclosure of information regarding climate change management may generate additional costs for the Company intended for capacity building.	- Legal management. - Compliance. - Sustainability.	- Proactive monitoring of ESG trends and risks. - ESG reporting strategy and annual action plans encompassing, among others, systematization of the carbon footprint and identification and assessment of climate risks.

Mineros Nicaragua:

Risk	Risk description	Processes that are affected.	Mitigation measures that were implemented or advanced during the year.
Mandates and regulation of existing products and services related to climate agendas, which limit business plans	Regulations that limit or modify current products and services to align with climate agendas, generating additional costs.	Exploration (Drilling, Brownfield, Greenfield)	More efficient drilling rig engines.
Failed investment in new technologies that become inefficient due to climate change factors	Risk that investments in new technologies become inefficient due to climatic factors, reducing the return on investment of ongoing energy projects.	Energy Generation	Feasibility study for the implementation of a hydroelectric plant downstream of the always-alive machine house.
Uncertainty in energy market signals due to regulatory or climate issues	Instability in the energy market due to regulations or weather conditions, which increases operating costs for energy production.	Energy Generation	- Negotiation of a power purchase agreement in the national electricity market under a fixed contract and rate. - Hydroelectric capacity expansion of the Salto Grande Power Plant.
Increase in the cost of raw materials related to fossil fuel markets	Increase in the prices of natural resources, especially those related to fossil fuels, increasing operating costs for production.	- Supplies - Exploration (Drilling, Brownfield, Greenfield)	Supplies: - Explore new alternatives for the most profitable generation of energy (solar power plant project, expansion of the Salto Grande hydroelectric capacity). - Acquisition of more efficient equipment for power generation (Caterpillar yellow line). - Acquisition of supplies (additives) to increase equipment performance. Exploration: - Acquisition of new, more efficient engines.
Stigmatization of the sector due to the company's alleged contribution to the effects of climate change	Negative perception of the sector by stakeholders due to its contribution to climate change.	- Exploration (Drilling, Brownfield, Greenfield)	Social work in communities and responsible work in areas of operation.

Risk	Risk description	Processes that are affected.	Mitigation measures that were implemented or advanced during the year.
Cyclone, hurricane, typhoon, gale*	Intense storms with strong winds and torrential rains that can cause significant damage to equipment and infrastructure, affect production, damage the ecosystem, and health and safety incidents.	- Underground Mine Exploitation - Administrative Services - Exploration (Drilling, Brownfield, Greenfield) - Energy Generation - Artisanal Mining - Beneficiation	Underground Mining Exploration: - Pump Installation. Administrative Services: - Roof, floor and wall maintenance for homes. Exploration (Drilling, Brownfield, Greenfield): - Early warnings according to the Company's emergency plan. Energy Generation: - Clearing for transmission line corridors and ongoing clearing around dams. Artisanal Mining: - Creation of Technical Unit (Geologists, Topographers, Engineering). - Operation and access protocols for areas suitable for extraction. Beneficiation: - Expansion of the general shoulder of the HEMCO plant.
Drought*	Prolonged periods of water scarcity affecting agriculture, water supply, and ecosystems. Generates impacts on production, increases in costs, and water shortages in the camps.	- Underground Mine Exploitation - Administrative Services - Exploration (Drilling) - Beneficiation	Underground Mine Exploitation: - Installation of polyethylene piping for the collection of infiltration water. Administrative Services: - Study of water capacities suitable for domestic consumption in the camp, offices. Beneficiation: - Cessation of operation of the treatment system to guarantee the return flow for plant operation.

Risk	Risk description	Processes that are affected.	Mitigation measures that were implemented or advanced during the year.
Flooding (coastal, river, rainfall, underground)*	Excessive accumulation of water in areas normally dry, caused by heavy rains, river overflows or high tides. Causes effects on production, damage to infrastructure and/or equipment.	- Underground Mine Exploitation - Artisanal Mining	- Creation of a technical unit (Geologists, Topographers, Engineering). - Operation and access protocols to areas suitable for extraction.
Heat wave*	Prolonged periods of extremely high temperatures that can affect health and infrastructure, impacting people's health and productivity (heatstroke and dehydration, increased exposure to errors and accidents), affecting the availability of equipment, increasing costs and causing delays in equipment maintenance.	All	Underground Mine Exploitation: - Installation of fans, Construction of ventilation chimney The reform, Construction of ventilation chimney Patricia. Occupational health and safety: - Implementation of the Epidemiological Surveillance System (SVE) for monitoring (awareness, serum supplies, identification of working conditions) in the company's critical processes. Awareness campaigns: - Reinforce messages about hydration, use of appropriate clothing and recognition of symptoms. Maintenance of Facilities: - Electrical room air conditioning system. - Forced ventilation system. Workshop Maintenance: - Installation of forced ventilation systems in the different workshops, installation of extractors in welding stations, and adaptations to workshop infrastructures to improve ventilation flow.

Risk	Risk description	Processes that are affected.	Mitigation measures that were implemented or advanced during the year.
Intense rains (rain, hail, snow/ice)*	Extreme rainfall that can cause flooding and damage to infrastructure, reducing ore transport, affecting infrastructure, equipment, and production.	- Underground Mine Exploitation - Administrative Services - Heavy Machinery Operation - Artisanal Mining - Beneficiation	Underground Mine Exploitation: - Track maintenance. Administrative Services: - Maintenance of roofs, floors and wall coverings of homes. Artisanal Mining: - Creation of a technical unit (Geologists, Topographers, Engineering). - Operation and access protocols for areas suitable for extraction. Beneficiation: - Installation of Abel 3 pump, roof and rainwater downspout repair.
Landslides*	Downslope mass movement of earth due to gravity, often caused by heavy rains, earthquakes, or human activities. It can result in loss of human life, destruction of infrastructure and equipment, disruptions to production, and damage to the ecosystem.	- Underground Mine Exploitation - Administrative Services - Heavy Machinery Operation - Workshop Maintenance - Exploration (Drilling, Brownfield, Greenfield) - Energy Generation - Artisanal Mining - Beneficiation	Administrative Services: - Slope stabilization Heavy Machinery Operation: - Construction of drainage systems on roads, improvement of slopes. Workshop Maintenance: - Shotcrete applied to reinforce slope adjacent to the workshop. Exploration(Drilling, Brownfield, Greenfield): - Risk identification with preliminary field assessments, excavation of trenches complying with construction standards, and early warnings according to the company's emergency plan. Artisanal Mining: - Creation of Technical Unit (Geologists, Topographers, Engineering) - Operation and access protocols for areas suitable for extraction. Beneficiation: - VESMISA floor grinding waterproofing.

Risk	Risk description	Processes that are affected.	Mitigation measures that were implemented or advanced during the year.
Storms (including lightning strikes, blizzards, dust and sandstorms)*	Severe weather phenomena that can cause significant damage and affect visibility and health, generating impacts on production, damage to equipment and technological, communications and electrical protection infrastructure.	- Underground Mine Exploitation - Administrative Services - Facilities Maintenance - Exploration (Drilling, Brownfield, Greenfield) - Beneficiation	Underground Mine Exploitation: - Repair of pump and fan motors. Administrative Services: - Voltage protectors for appliances and devices. Maintenance of Facilities: - Electrical protection study. - Development and implementation of electrical standard under NTC 2050 standard. Exploration (Drilling, Brownfield, Greenfield): - Early warnings according to the company's emergency plan. Artisanal Mining: - Creation of a technical unit (Geologists, Surveyors, Engineering). - Operation and access protocols to areas suitable for extraction.
Ground subsidence*	- Ground collapse that may damage infrastructure and endanger safety. - Impacts to production. - Damage to infrastructure and/or equipment. - Changes in soil morphology.	- Underground exploitation - Energy Generation - Beneficiation	Energy Generation: - Relocation of part of the electrical distribution line of the transmission line in an area of risk due to artisanal mining works. Artisanal Mining: - Creation of a technical unit (Geologists, Surveyors, Engineering). - Operation and access protocols to areas suitable for extraction.

Risk	Risk description	Processes that are affected.	Mitigation measures that were implemented or advanced during the year.
Tornado*	Extremely strong and swirling winds that can cause significant destruction, generating impacts on production, damage to infrastructure and/or equipment, and damage to the ecosystem.	All	Early warnings according to the company's emergency plan.
Forest fire*	Uncontrolled fires in wooded areas that can destroy large areas of land and affect air quality, causing power outages and damage to the ecosystem.	Energy Generation	Transmission line corridor clearing and ongoing clearing around dams.
Thermal stress*	Extreme heat conditions that can affect human health and labor productivity, for example, by exacerbating cardiovascular and respiratory diseases in continuously exposed workers. Additionally, it may cause delays in maintenance interventions and affect the availability of equipment.	All	Occupational health and safety: - Industrial hygiene assessments of the work environment: measurement of WBGT (Wet Bulb Globe Temperature) at work sites and initial risk assessment. - Evaluation of insensible losses in critical activities (hot work), active breaks and scheduled rest periods: in cool areas, with ventilation and hydration. Continuous training: - Train brigades and workers to identify early symptoms of heat stress and hydration standards. Workshop Maintenance: - Installation of forced ventilation systems in the different workshops, installation of extractors in welding stations, and modifications to workshop infrastructures to improve ventilation flow. Beneficiation: - Unification of the HEMCO and VESMISA casting processes. Modernization of the foundry area.

Mineros Colombia:

Risk	Risk description	Processes that have an impact.
Cyclone, hurricane, typhoon, gale*	Possibility of impacts to assets, infrastructure, continuity of operations, and the physical integrity of employees due to strong winds. It may generate water overflows that cause breaches in the Jarillón, affecting operations and assets in the area.	• Preparation • Mass extraction • Selective production • Transportation logistics
Drought*	Impacts on the continuity of energy operations, transportation, extraction, recovery, and compensation for the absence of rainfall and low river flow. Increase in electricity costs derived from energy purchases from the system, generating operational overcosts; impact on navigability and mortality in recovery zones.	• Energy • Preparation • Mass extraction • Selective production • Transport logistics • Recovery • Compensation
Intense rains (rain, hail, snow/ice)*	Possibility of impacts to assets, infrastructure, and operational continuity as a result of heavy rains.	• Preparation • Mass extraction • Selective production • Transport logistics
Forest fire*	Impacts on ecosystems, losses in recovery processes, environmental compensation and Agroforestry Businesses, resulting from the spread of uncontrolled fire. Potential damage to ecosystems, losses in recovery processes, environmental compensation, and losses for Agroforestry Businesses.	• Ecosystems • Recovery • Compensation • Agroforestry Businesses



Opportunity	Opportunity description	Processes that have an impact	Description of the impacts
Employment opportunity for low-emission energy sources and new technologies in self-consumption and promotion of decentralized generation*	Energy model based on self-generated hydroelectric power with low carbon emissions, and Integration of energy efficiency technologies to optimize fuel consumption in logistics and transportation operations.	• Energy • Transportation logistics • Mass extraction • Preparation	Cost reduction due to fuel and electricity consumption and contribution to the decarbonization of operations.
Recycling opportunity*	Circular economy model for the utilization of waste derived from operation.	• HSE • Operations • Supplies	Extension of the lifecycle of materials, reduction of costs in final disposal, and strengthening of environmental performance.
Opportunity to reduce water use and consumption*	Implementation of plans for efficient use and water conservation.	• Operations • HSE	Risk mitigation due to scarcity (droughts), reduction of operating costs.

Scenarios and financial impacts:

For our climate management, we have defined the following time horizons:

- **2030 (short term):** a temporal reference aligned with the horizon of our current water and climate change strategy.
- **2040 (medium term):** intermediate reference point for evaluating the impacts of climate risks and opportunities.
- **2050 (long term):** temporal reference aligned with the Paris Agreement and the global commitment to net zero emissions.

Additionally, we constructed our reference scenarios based on a combination of those proposed by the International Energy Agency (IEA), the Intergovernmental Panel on Climate Change (IPCC), and the Network for Greening the Financial System (NGFS), with two scenarios in which the global temperature will not increase by more than 2°C by 2100 with respect to the pre-industrial era.





Reference scenarios	 Net Zero: SSP 1-1.9; NZE; 1.5 °C	 Conservative Transition SSP1-2.6; APS; 1.7°C	 No Transition: SSP2-4.5; STEPS; 2.8°C
■ IPCC ■ IEA ■ NGFS	■ SSP1-1.9 Sustainability Net Zero emissions by 2050 ■ NZE ■ NetZero 2050	■ SSP1-2.6 Middle of the road Announced pledge ■ APS ■ Below 2°C	■ SSP2-4.5 Regional rivalry Stated Policies ■ STEPS ■ Determined contributions
Narrative of scenarios	• Net Zero emissions in 2050 through international cooperation and social involvement. • Unparalleled investment in sustainable and high innovation technologies. • Rapid reduction in the use of fossil fuel and high Co² prices.	• It is assumed that only economies that have the objective of achieving zero net emissions by 2050 will achieve this, through international cooperation and social involvement. • The use of fossil fuels and their prices will gradually decrease, while Co² prices will rise.	• The economies do not achieve zero net emissions in 2050. There is not great momentum by the political actor and carbon emissions will decrease, but slowly. In order to achieve this reduction, the hydrocarbon sector will have to undergo regulatory changes.

To estimate the quantitative impact of the identified risks in the short, medium, and long term, we considered the physical, global market, and business variables relevant to Mineros and established by the scenarios. Projections of the variability of physical climate events are derived from various climate models from the World Bank and Copernicus (CMIP6).

First, we define the value of current economic losses (2024 baseline) per year for the identified risks and then project them according to the trajectories defined by the scenarios. The quantification of risks and opportunities consists of the analysis of their impacts on the Company's present and future cash flow (2030, 2040, 2050).

As an illustrative example and to establish a baseline, we assume that there will be no significant changes in the business model as of 2030.

While current impacts are those we recognize as losses resulting from the materialization of an event, for the future we can attribute to climate change only the increases in these impacts that result from projections based on scenarios.

Faced with uncertainty, we also considered expected losses and maximum losses that we estimate through stochastic models.

We project the identified financial impacts of the aforementioned risks in accordance with assumptions provided by the climate scenarios detailed in section 11.2.1. The impact of the risk event that exceeds the financial materiality criterion defined by the Company (see chapter 7.3). Analysis of double materiality), is the increase in the costs of risk transfer mechanisms.



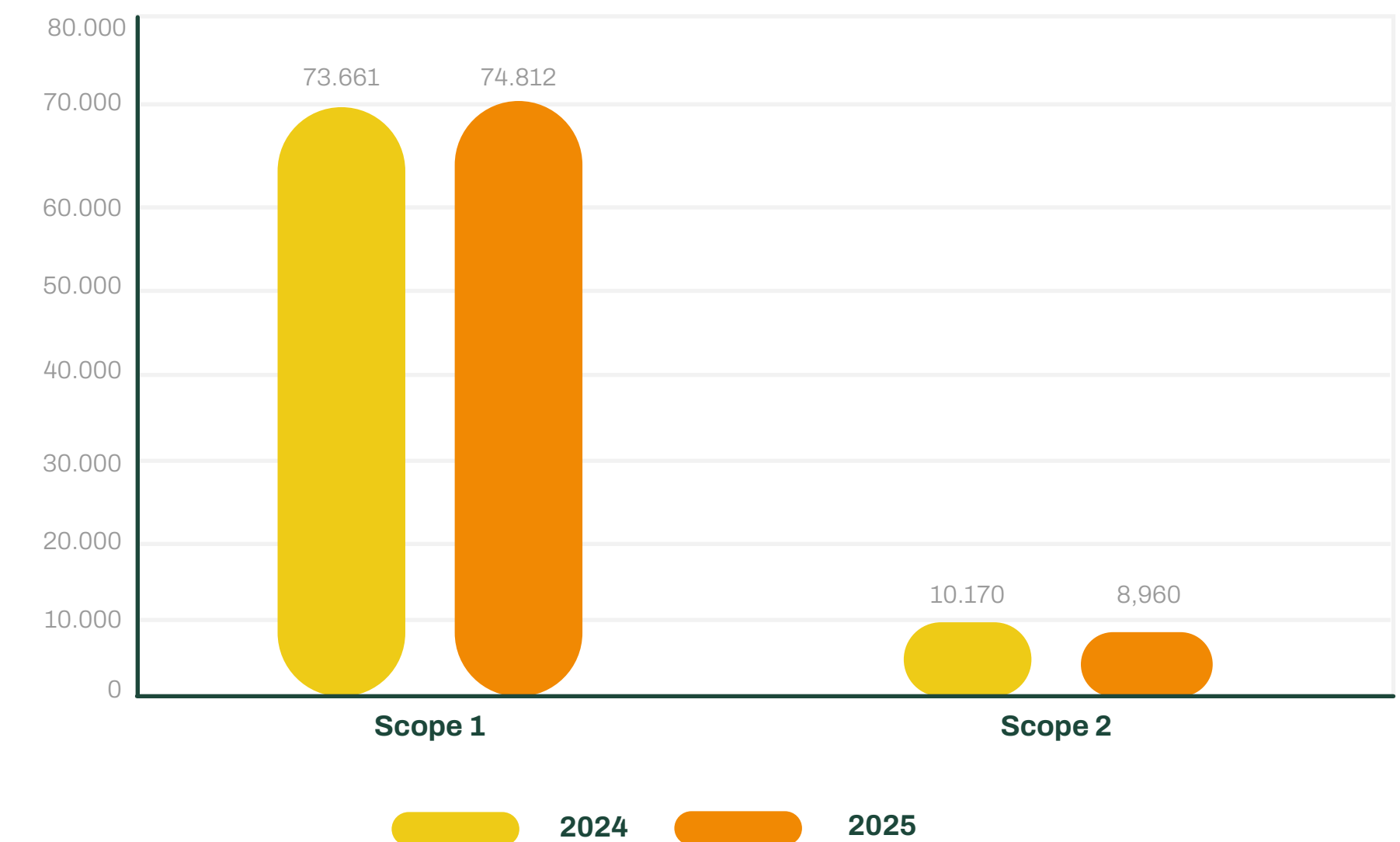
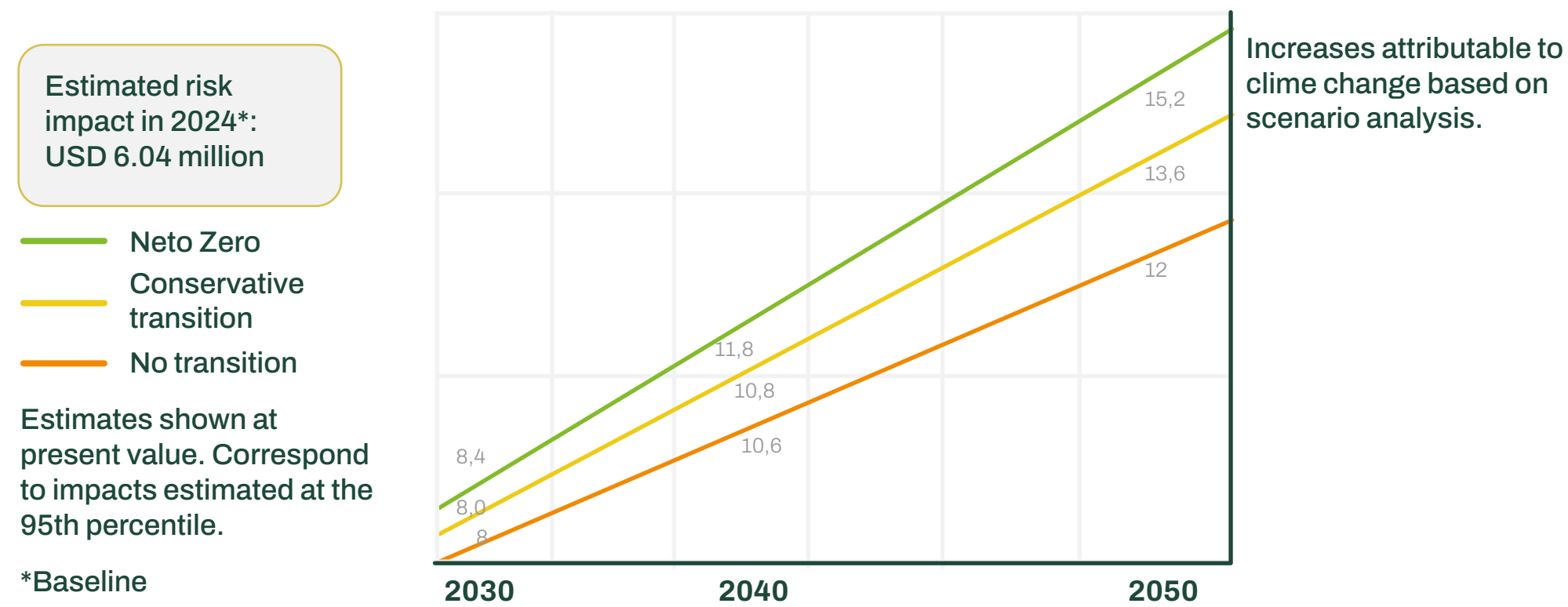


The impacts stem mainly from the costs allocated to measures for transferring the risks that may be affected by climate change. Transition narratives indicate that if the requirements to achieve the global goals of the Paris Agreement increase, the impacts on insurance and reinsurance markets could mean additional costs for the Company of up to USD 2 million annually in 2030 and up to USD 9.1 million annually in 2050.

Mitigation

GRI 305-1, 301-2, 305-5; GRI setorial 14.1.5, 14.1.6, 14.1.9; SASB EM-MM-110a.1, EM-MM-110a.2; TCFD 4a, 4b, 4b, 2c

We are committed to contributing to global goals by reducing GHG emissions, supported by a strategy and roadmaps aligned with these targets. In 2025, our total carbon footprint reached 83,773.4 tCO2e, representing a 1.3% variation compared to 2024. The increase in scope 1 is explained by increases in other sources and in refrigerants, in addition to stable behavior in fuels. In Scope 2, the reduction focused on non-renewable energy and lower emissions associated with renewable energy.



Scope 1	Unit of measurement	2024	2025
Fuels	tCO ₂ e	35,358	35,358
Refrigerant gases	tCO ₂ e	354	374
Other sources	tCO ₂ e	37,950	38,729
Total	tCO ₂ e	73,661	74,812

Scope 2	Unit of measurement	2024	2025
Non-renewable energy	tCO ₂ e	9,993	8,884
Renewable energy	tCO ₂ e	177	35,8
Total	tCO ₂ e	10,170	8,960

At a consolidated level, approximately 50% of our total carbon footprint (scopes 1 and 2) is generated in alluvial operations. 45% of our total carbon footprint is attributed to land use change derived from the dredging process. Approximately 45% of our total emissions are generated in Nicaragua, mainly due to diesel consumption for self-generation of electricity.

At the operational level, in Colombia, Scope 1 emissions are mainly attributed to land use change associated with dredging activities, which represents 85%, while the remaining 15% corresponds to the consumption of gasoline, diesel, jet fuel and LPG. Likewise, we recorded an increase in energy consumption in the corporate offices due to the return of corporate personnel to full on-site work. On the other hand, in Nicaragua, the generation of total emissions increased by 4% in 2025 compared to 2024, mainly explained by the 3% increase in total diesel associated with projects, including the expansion of the Cola San José Dam.

Energy management

GRI 302-1, 302-2, 302-3, 302-4; GRI sectorial 14.1.1, 14.1.2, 14.1.3; SASB EM-MM-130a.1; TCFD 4a

Energy management supports mitigation and also adaptation to supply restrictions and extreme weather conditions. In Colombia, we seek our own hydroelectric generation as the primary source, backup for the interconnected system, and diesel generation for contingencies. In Nicaragua, we are promoting efficiency to reduce dependence on diesel in drought contexts, and we are maintaining studies of solar projects as an option to strengthen reliability and resilience.

In 2025, we increased energy consumption from non-renewable sources by 6%, going from 339,159 GJ in 2024 to 360,844 GJ. This result is mainly explained by the increase in gasoline of 14% and in diesel and/or ACPM of 6%, which are the energy sources with the greatest weight in the total. At the same time, we observed significant reductions in propane gas of -21%, coal of -35%, and others of -39%, which partially offset the growth in gasoline and diesel.

We also increased the consumption of renewable energy by 18%, from 424,509 GJ in 2024 to 501,481 GJ. The main driver was the hydroelectric component, which grew, while the other category decreased. Taken together, the trend indicates a greater contribution from renewable sources in 2025, with a high concentration in hydroelectric generation.

Consumption of energy from non-renewable sources	2024	2025
Gasoline	59,134	67,133
Diesel and/or ACPM	275.510	290.740
Propane gas	1.168	927
Carbon	260	168
Others	3,087	1,876
Total	339,159	360,844



Renewable energy consumption	2024	2025
Hydroelectric	418,485	498,622
Others	6.024	2.859
Total	424,509	501,481

*Others: Renewable Energy Certificates (RECs)

Energy consumption from other sources and/or activities	2024	2025
Electricity consumption	50.024	44.103

Energy intensity went from 3.816 GJ/oz in 2024 to 4.090 GJ/oz in 2025, which represents a 7% increase. The key factor is that total energy consumption grew by 11%, while the ounces of gold produced increased by 4%, from 213,245 to 221,608.

Energy intensity	2024	2025	Variación
Total energy consumption	813,693	906,429	11%
Ounces of gold produced	213,245	221,608	4%
Intensity	3,816	4,090	7%

¹Gigajulios por onzas de oro producidas.

In our **roadmap for water and climate strategies**, we have defined some energy efficiency measures, expansion of renewable energy consumption, and sustainable mobility:

Colombia			
Line	Project	Investment	State
Sustainable Mobility	Canoes LPG	USD 26,6 miles	The pilot program for canoes with liquefied petroleum gas engines has been launched. Mechanical adjustments are being made to begin phase 2 in 2026.
Sustainable Mobility	High-capacity container	USD 50 million (pilot) USD 758 miles (CAPEX total)	A high-capacity boat (38 passengers) was implemented to optimize personnel transport, reducing unit trips and associated fuel consumption. Currently, technical optimization actions are being implemented in the flotation process.

Nicaragua			
Line	Project	Investment	State
Energy efficiency	Optimization of Salto Grande Unit 3	USD 2.4 million	The optimization of Unit 3 of Salto Grande was implemented, which significantly contributed to energy efficiency and the reduction of the carbon footprint by decreasing thermal dependence. The team is now operating in semi-automatic mode, delivering a power of 1.45 MW to the internal network. With an approximate investment of USD 824,000, this initiative displaces thermal generation, reducing operational costs and Scope 1 emissions.



Nicaragua			
Line	Project	Investment	State
Renewable energy	Solar Panels on Roofs (in execution by 2026)	USD 1,06 million (total projected)	Global execution reached 55% as of the close of 2025. Its completion and full commissioning are scheduled for the first half of 2026.

We monitor the effectiveness of this management with objectives and indicators that link environmental performance and financial sustainability. We are following up on the reduction of the carbon footprint and the mitigation of potential financial impacts, as well as periodically reviewing information to adjust work plans, strengthen controls and ensure traceability of the approach on this issue.

Our milestones and challenges

Milestones 2025

- We are making progress with climate change management objectives in all our operations.
- We identified the potential for reducing feasible projects of greater scope and the possibility of including them in the Company's financial planning, based on their feasibility analyses.
- We are making progress in implementing feasible projects (energy and efficiency), including initiatives referenced as a solar park, energy efficiency, and transportation solutions with greater capacity.

Future challenges

- **Implementation of the FLAG Guide:** We will evaluate the relevance of implementing the FLAG (Forest, Land and Agriculture) standard from the GHG Protocol, applied to our land use change processes.
- **Automation and expansion of carbon footprint measurement (MERO and Scope 3):** The inclusion of Scope 3 in the measurement of the baseline of the strategy is essential, not only to comply with the disclosure requirements of the ICMM and the WGC, but fundamentally to validate the adoption of the FLAG guidance.

Contribution to the Sustainable Development Goals (SDGs)

Our Climate Change management at Mineros is a fundamental pillar for fulfilling the 2030 Agenda, especially with the Sustainable Development Goals:

SDG	Goal	Contribution of Mineros
	13.1 Strengthen resilience and adaptive capacity to climate-related risks and natural disasters in all countries.	We strengthen resilience and adaptive capacity through the identification and management of climate risks, scenario planning, and the implementation of adaptation measures that reduce operational vulnerabilities.
	13.3 Improve education, awareness, and human and institutional capacity with respect to climate change mitigation, adaptation, reduction of its effects, and early warning.	We strengthen capabilities and internal management for climate action through guidelines, integration of responsibilities and continuous improvement, in addition to networking and communication when applicable to the management context.
	7.2 From here to 2030, significantly increase the proportion of renewable energy in the overall energy sources.	We increase the share of energy from renewable sources through procurement decisions and technological alternatives that reduce dependence on fossil fuels when feasible.
	7.3 To double the global rate of improvement in energy efficiency by 2030.	We improve energy efficiency through operational and technological initiatives, aimed at reducing consumption and optimizing energy use in processes and assets.



Biodiversity

Connecting our strategy with biodiversity management



Developing territory Operational excellence

GRI 3-3, EM-MM-160.a.1

At Mineros, biodiversity management goes beyond regulatory compliance. We act with the conviction that our responsibility goes beyond mitigating impacts, and we work to generate environmental value in the territories where we operate. Therefore, we promote voluntary conservation and restoration actions that strengthen ecosystem resilience and contribute to the well-being of communities.

We recognize biodiversity as a material issue due to its direct relationship with operational continuity given the nature of our extractive processes, risk management, and long-term value generation. This approach is based on three fundamental strategic reasons: the preservation of ecosystem services, the strengthening of the social license to operate, and the reduction of financial, legal and operational risk.

In this context, biodiversity is addressed not as an operational cost, but as a strategic axis of comprehensive business management, which generates environmental, social and legal value. This commitment is materialized through the implementation of specific plans, programs and actions, oriented to prevent, mitigate and compensate for the impacts associated with our activities. We work to progressively restore the ecological balance that sustains life and well-being in the territories where we operate.

Our performance and key results.

Biodiversity management is based on due diligence and strict compliance with environmental plans and permits in each country where we operate, complemented by voluntary initiatives that seek to generate positive and lasting impacts on ecosystems.

Mineros Colombia

GRI 3-3, EM-MM-160.a.1

In Colombia, we operate under a robust and demanding regulatory framework regarding biodiversity, which promotes the protection of ecosystems, the prevention of environmental damage, and citizen participation. This context drives us to manage our impacts under clear principles of environmental compensation, such as ecological equivalence, proportionality, additionality, and direct responsibility in the implementation of the measures.

GRI 101-2, 14.4.3

We focus our management on avoiding and minimizing negative impacts, and enhancing positive impacts on biodiversity, through the comprehensive implementation of the Environmental Management Plan (PMA) and our Biodiversity Management Plan, which covers all phases of the operation. The Environmental Management Plan defines specific actions for the prevention, management, control, and monitoring of flora, fauna, and water resources, and includes rescue, deterrence, relocation, and release protocols for wildlife, as well as the rescue, maintenance, and relocation of vascular epiphytes, ensuring that our interventions are carried out with the utmost care possible.

During 2025, we continued to develop voluntary programs with and for communities, as well as initiatives aimed at strengthening conservation and the protection of biodiversity and local well-being, including the following:

Community Agroforestry Plots Program with a Regenerative Approach

Within the framework of the mine closure, together with the communities we built the roadmap for future agrodiverse landscapes through the Community Agroforestry Plots Program with a Regenerative Approach, aimed at the ecological and productive restoration of the affected areas. The model integrates community nurseries, seed collection, planting of native species and maintenance of planted trees, integrating rehabilitation actions with local knowledge. In 2025, we achieved the delivery of **two regenerative agroforestry plots**.

“Siembra Viva” Forest Plan

This plan contemplates the planting of 350,000 native trees in coordination with 27 community organizations in 23 local native plant nurseries. During 2025, we achieved the hiring of 385 people and planted 218,198 trees, equivalent to 904.26 hectares.

OTUS monitoring network

We developed this initiative in partnership with Conservation International – CI, the Alexander Von Humboldt Institute, and the Association of Regional Autonomous Corporations – ASOCARS, and it promotes an information network based on camera trapping to demonstrate behavioral patterns and guide conservation strategies at the national and international levels. We share the generated information through the Wildlife Insights platformWildlife Insights, in which we participate as employees.



Development of the CRAIX AI

We have developed a technological innovation from the Technology and Information area (R&D), consisting of an executable package for any personal computer that automatically identifies the presence or absence of wildlife in photographs and videos obtained through camera traps, reducing manual identification times and human errors associated with this process by 98%.

Linkage to the FASCÍNATE program
(Conserved, Inventoried and Attended Wildlife)

We participate in an innovative, coordinating, and voluntary strategy led by Corantioquia, focused on the comprehensive management of wildlife through technology, a specialized network, and the participation of communities and strategic allies, through the following lines:

• **Conservation:** We develop management and conservation programs for turtles, and in 2025 we achieved the release of 1,241 hatchlings of the species Trachemys callirostris and Podocnemis lewyana, as well as fish restocking programs in the Nechí River basin.

• **Inventory and monitoring:** We prepare information reports based on records obtained through 80 camera traps present in the area of operation under the jurisdiction of Corantioquia.

• **Attention and recovery:** Through the Wildlife Care Point (PAF), we are making progress in the reception, assessment and care of individuals from operational areas, seizures and voluntary deliveries. In 2025, this effort allowed for the rescue of a total of 18,415 individuals, of which 17,619 correspond to fish, 865 reptiles, 31 amphibians, 95 mammals, and 12 birds.

Furthermore, we voluntarily participate in the “Wildlife Relocation Properties of Civil Society” program of the Regional Autonomous Corporation, meeting ecological criteria and natural wooded coverage for the release of recovered wildlife. Within this strategy, the properties Natalia and Yocasta, as well as those located in the DRMI El Sapo and Corrales, were consolidated as key spaces for conservation, achieving the provision of safe and ecologically functional environments.

Areas with impacts on Biodiversity 2025

GRI 101-5, 14.4.5

Currently, the operation site is designated as Stage 2, in accordance with Resolution 812 of April 25, 2022 “Which modifies an Environmental Management Plan and adopts other determinations” of the National Environmental Licensing Authority (ANLA). The area associated with this stage covers an area of 1,010 hectares.

Site name	Impacts	Location	Coordinates
Stage 2	- Change in hydrobiota communities. - Habitat modification. - Alteration of vegetation cover. - Alteration of animal and plant communities.	Colombia, department of Antioquia, Municipality El Bagre.	7°56’09.5” N 74°47’55.2” W

GRI 101-2, 14.4.3

The restoration practices for the impacts generated on forest resources are defined by the Biotic Component Environmental Compensation Manual. The environmental compensation manual contains the tools, mechanisms and instruments framed under the guidelines of the Policy for Integrated Biodiversity Management and its Ecosystem Services (PNGIBSE). Within the framework of compensation actions during the year 2025, 1,295.96 hectares were implemented with various ecological restoration approaches to recover and maintain ecosystem services that generate shared value.

The actions implemented in the “in situ” areas seek to restore ecosystem functions through environmental rehabilitation activities; 588.17 hectares were rehabilitated during 2025.

Factors that determine the loss of Biodiversity

GRI 101-6, 14.4.6, 101-7, 14.4.7, 101-8, 14.4.8

Reference date before the transaction	2016 ¹
Area where changes have occurred in the ecosystem since the reference date (ha)	369.78
Ecosystem type prior to the operation	Land – Fresh water
Area where changes have occurred in the ecosystem during the reporting period	169.53
Affected beneficiaries	Communities

1. The year 2016 is defined as the baseline for comparing measurements of environmental changes.



Mineros Nicaragua

GRI 3-3, EM-MM-160.a.1

In Nicaragua, our biodiversity management is framed within the General Environmental Law, which establishes the obligation to prevent, repair, and restore environmental damage. This regulatory framework requires us to incorporate mitigation and correction measures into our environmental permits, and drives us to effectively compensate for significant impacts on ecosystems.

GRI 101-2, 14.4.3

At Mineros Nicaragua, we have an Environmental Management Plan that includes a specific biodiversity component, which defines the actions to manage the impacts associated with our operations. Likewise, we implemented forest restocking plans for the San José and Vesmisa III 1A Tailings Dams, which include silvicultural activities aimed at the protection and conservation of native forest plantations in the municipality of Bonanza. These plans are implemented through annual activity schedules and include wildlife monitoring plans and wildlife talks developed through scheduled visits to the dam.

Our forest restocking plans are developed through strategic alliances with local stakeholders, including small-scale miners and producers. Through temporary assignment agreements, we intervene in degraded areas and water protection zones for their ecological restoration. In compliance with Law 462 (Law for the Conservation and Promotion of the Forestry Sector), the company assumes custody and maintenance of these reforested lands for a guaranteed period of four years.

During 2025, we continued to develop programs and initiatives that strengthened our relationship with the territory and contributed to the preservation and protection of biodiversity in all operational stages, including the following:

Green Alliance Program

Through this program, we promote the creation of shared value and landscape restoration by planting 100,000 native plants. In 2025, we strengthened the program with a new alliance with local artisanal miners, focused on the restoration of the Bonanza forests in their areas of influence. In HEMCO properties and artisanal miners' lands, the planting of **57,604 trees**, equivalent to 51.84 hectares, representing the net expansion of our reforested area. The **42,396** remaining trees were allocated to replanting efforts in previously established areas and HEMCO properties, ensuring the viability and survival rate of the intervened ecosystems.

Wildlife Rescue, Management, Repelling, Relocation and Release Program

This program, as a comprehensive management strategy aimed at generating environmental, social, and legal value, aims to guarantee the preservation of ecosystems and the protection of wildlife in all operational stages. During 2025, the rescue of 206 wild fauna individuals was achieved, of which 165 corresponded to HEMCO management and 41 to community management, including birds, mammals, reptiles, amphibians, and crustaceans.

Environmental Heroes Program

As a complement to the wildlife program, we developed the “Environmental Heroes” initiative, a tool for awareness and participatory monitoring that integrates employees, contractors, and communities in the preservation of species. In 2025, we consolidated a network of 183 Environmental Heroes. The program, created in 2021 following Hurricanes ETA and IOTA, has evolved into a joint effort involving contractors, universities, state institutions, and the civilian population.

Update to the Management Plan for the Wastuna Private Wildlife Reserve

We comprehensively updated the Wastuna Private Wildlife Reserve Management Plan based on new biodiversity monitoring that combined forest inventory and wildlife sampling. 51 species of trees and 156 species of fauna were documented, including birds, mammals, reptiles and amphibians.



With this baseline, we redefine the conservation objectives and protection, restoration, and educational use zones, consolidating Wastuna as a strategic environmental asset that contributes to water and climate regulation in the environment surrounding our operations.



Areas with impacts on Biodiversity

GRI 101-5, 14.4.5, 101-2, 14.4.3

In 2025, as part of the development of the Porvenir project (Main Road and Underground Mine), a total area of 30 hectares was affected. Having evaluated the required forestry interventions, the company launched a Forest Compensation Plan for 2026, which establishes the reforestation of 127 hectares through the planting of 127,199 trees of native species, ensuring the regeneration of the local ecosystem.

Site name	Impacts	Location	Coordinates
Project Porvenir	- Habitat loss. - Alteration of ecosystems (Loss of forest cover, displacement of wildlife).	Nicaragua, Municipality of Bonanza, Vesubio community	84.6628735°W 13,9781462°N

The operational management of HEMCO Mineros Nicaragua is based on strict compliance with national legislation, aligning with the standards of the General Environmental Law (Law 217) and the Law for the Conservation and Promotion of the Forestry Sector (Law 462).

With respect to the environmental restoration activities developed within the framework of the reforestation plans, to date a cumulative total restored area of 247.77 hectares has been recorded for the San José tailings dam and 17.39 hectares for Vemisa III 1A.

Factors that determine the loss of Biodiversity

GRI 101-6, 14.4.6, 101-7, 14.4.7, 101-8, 14.4.8

Reference date before the transaction	2025
Area where changes have occurred ecosystem as of the reference date (has)	30
Ecosystem type prior to the operation	Land-based
Area where changes have occurred in the ecosystem during the reporting period (ha)	30

Reference date before the transaction	2025
Name of the ecosystem service	Support and regulation services associated with habitat maintenance, erosion control, and climate regulation
Affected beneficiaries	Communities
Introduction of invasive species	Not applicable: within our forest compensation program, we plant native species of the area in compliance with Administrative Resolution 11-2015 of Law 462 (Law for the Conservation and Promotion of the Forestry Sector)

Protected areas and zones of great value for Biodiversity.

GRI 101-5, 14.4.5, EM-MM-160a.3

The Regional Integrated Management District (DRMI) El Sapo is located 1.3 km from stage 2 of the operation in Colombia, and is an area protected by the environmental authority of the department (Corantioquia); within this District, we fulfill our biodiversity loss compensation obligations.

The Sapo Marsh Complex is fed by 7 drains, its main tributary being the El Sapo Stream. This complex is made up of:

- Four main bodies of water – Ciénaga Las Palmas, El Carmen, La Taponera and Cuatro Bocas – covering a total of 279.03 hectares.
- The La Pomposa and La Cristalina swamps to the southeast of the micro-watershed.
- 179 bodies of water of smaller size associated with the swampy complex El Sapo and the depressions existing between the hills that are fed by the overflow of the Quebrada El Sapo, small streams that dissect the hills and surface runoff.

The extent, shape, and water volume of these bodies vary depending on the time of year. This system corresponds to a complex combination of streams and swamps, associated with the floodplain of the Nechí and Cauca rivers.

In Nicaragua, the Bosawás Biosphere Reserve is located more than 5 km from the operation and covers an area of 12,399 hectares. This territory of flora and fauna constitutes the largest forest conservation area in Central America and one of the most extensive worldwide, along with the Plátano River Biosphere Reserve. It represents a reference point for tropical rainforest and cloud forests in the region. It is mainly found in the northeast of the Jinotega department and, to a lesser extent, in the northwest of the North Caribbean Coast Autonomous Region (RACCN). The buffer zone, with an area exceeding 12,000 km², is delimited by the administrative limits of the municipalities of Bonanza, Siuna, Waspán, Waslala, Wiwilí de Jinotega, El Cuá and San José de Bocay, which border the core zone of the conservation area.



Species of fauna and flora

GRI 101-6, 14.4.6

The Red List of Threatened Species of the International Union for Conservation of Nature (IUCN) assigns a category to each species according to its risk of extinction.

- Critical Hazard (CR)
- In danger (EN)
- Nearly threatened (NT)
- Vulnerable (VU)
- Minor concern (LC)

Colombia

Scientific name	Common name	CR	EN	VU	NT	LC
Chauna chavaria	Chavarrí					
Crax alberti	Paujil, Paujil Piquiazul					
Agamia agami	Garza Agami					
Bradypus variegatus	Sloth					
Mexican tamandua	Anteater					
Leopardus pardalis	Tigrillo, Ocelot					
Panthera onca	Jaguar					
Herpailurus yagouaroundi	Yaguarundí					
Eira barbara	Tayra					
Lontra longicaudis	Nutria					
Aotus griseimembra	Marteja					

Scientific name	Common name	CR	EN	VU	NT	LC
Alouatta seniculus	Howler Monkey					
Saguinus leucopus	Titi Gris					
Cebus versicolor	White-faced Capuchin Monkey					
Dendrobates truncatus	Yellow-striped Poison Dart Frog					
Trachemys callirostris	Hicotea, Galapagos					
Podocnemis lewyana	River Turtle					
Pseudoplatystoma magdaleniatum	Striped catfish					
Pimelodus grosskopfii	Capaz					
Caryocar glabrum	Cagüí, Almendrón					
Machaerium capote	Cuchillito					
Eschweilera microcalyx	Coco					
Parinari pachyphylla	Perehuétano					
Prioria copaifera	Captive					
Swartzia oraria	Frijolillo					
Swartzia robiniiifolia	Black lemon grass					

Nicaragua

Scientific name	Common name	CR	EN	VU	NT	LC
Swietenia macrophylla	Atlantic Mahogany					
Cedrela odorata	Royal Cedar					
Ceiba pentandra	Ceiba					
Dalbergia retusa	Cocobolo, Granadillo					
Nasua narica	Pizote					
Oxybelis aeneus	Bejuquilla Café					
Bothriechis schlegelii	Eyelash viper					
Philander opossum	Four-eyed fox					
Spilotes pullatus	Mica Snake					
Lampropeltis abnorma	False coral					
Didelphis marsupialis	Opossum					
Boa imperator	Serpiente Boa					
Porthidium nasutum	Tamagas, big-nosed					
Bothrops asper	Yellow beard					
Caiman crocodilus	Cuajipal					

Scientific name	Common name	CR	EN	VU	NT	LC
Agalychnis callidryas	Red-eyed tree frog					
Pionus senilis	Loro Gorgiblanco					
Cairina moschata	Royal Duck					
Amazona farinosa	Loro Verde					
Iguana rhinolopha	Green Iguana					
Cebus imitator	White-faced Capuchin					
Aloutta palliata	Howler Monkey					
Chaetura pelagica	Chimney Swift					
Charadrius vociferus	Chorlitejo Tildío					
Calidris minutilla	Least Sandpiper					
Eupsittula nana	Perico Pechiolivo					
Contopus cooperi	Pibí Colicorto					
Antrostomus carolinensis	Pocoyo of Carolina					
Crax rubra	Pavón Grande					
Ramphastos sulfuratus	Iris-beaked Toucan					

Our milestones and challenges

- **Development of the biodiversity component and consolidation of the Water, Nature and Climate Strategy:** Recognizing that biodiversity is the component to be developed within the integrated framework, the organization will focus on conducting a comprehensive assessment of its impacts and dependencies on natural capital. The final milestone of this process is the transition to a single Integrated Corporate Strategy where redundancies are eliminated and climate mitigation actions, water efficiency, and biodiversity conservation are managed under a single governance and financial planning framework.

Colombia

- Advance the plan to recover 369.78 new hectares, focused on the ecological restoration of intervened areas.
- Deliver an additional agroforestry plot, strengthening sustainable production models with communities.
- Replicate and scale the agroforestry plot model, seeking to strengthen the production models of local communities.

Nicaragua

- Ensure a survival rate of over 85% of the 100,000 native trees planted in 2025 through maintenance and monitoring systems.
- Execute the Forest Replenishment Plan of 127,199 native forest trees in the area.
- Expand the alliance with artisanal miners, jointly achieving the restoration of areas degraded outside of Mineros' direct operations.
- Involve environmental heroes in the collection of Biodiversity data through digital platforms such as iNaturalist.
- Establish permanent wildlife monitoring in the Wastuna Private Wildlife Reserve.
- Obtain the renewal of the ministerial resolution for the management plan of the Wastuna Private Wildlife Reserve.

Contribution to the Sustainable Development Goals (SDGs)

SDG	Goal	Contribution of Mineros
	6.6 Protect and restore water-related ecosystems.	Through the implementation of prevention and control measures for impacts on aquatic ecosystems, and the development of programs for restoration and restocking of native species.
	12.2. From here to 2030, achieve the sustainable management and efficient use of natural resources.	Implementing responsible practices in land and natural resource use, applying environmental compensation principles, and executing ecological restoration and wildlife management programs.
	15.1. Conserve and sustainably use terrestrial and freshwater ecosystems. 15.4. Protect mountain ecosystems and their biodiversity. 15.5. Stop biodiversity loss and protect endangered species. 15.6. To guarantee equitable access to and sharing of the benefits arising from genetic resources.	Through instruments and conservation actions developed in coordination with communities and environmental authorities, we contribute to the recovery and conservation of strategic ecosystems in our areas of influence.



Materials, waste and tailings

Connecting our strategy with materials, waste and tailings m anagement



Developing territory Operational excellence

GRI 3-3, 14.5.1, 14.6.1

For Mineros, the management of materials, waste and tailings is a material issue, given that it concentrates the main environmental and social impacts associated with our operations, as well as relevant risks to the business. The responsible use of materials, the utilization of waste, and the safe management of tailings are fundamental to the protection of soil and water, compliance with applicable regulations, and the maintenance of our social license to operate.

Our performance and key results

Significant environmental events

In line with international ESG information disclosure guidelines, at Mineros we consider a significant environmental event as a situation that alters the normal operating conditions of our processes and that may put the integrity of one or more ecosystems or environmental compartments at risk. In the face of these types of events, it is essential to act immediately, as well as to promptly inform the relevant authorities and, when applicable, the communities involved.

These events may originate from both human activities and natural phenomena, and be associated with existing adverse conditions or the possibility of their imminent occurrence. Likewise, they may respond to internal or external factors to the operation, and their effects may remain within the operational control points or extend beyond them, depending on their magnitude and scope.

GRI 14.15.3, EM-MM-150a.9

During 2025, no significant environmental events were recorded. However, at Mineros Colombia, the partial reports associated with the contingency opened in 2024 were managed, corresponding to the breach of the PIT 280 Puerto Arenas dam due to the illegal extraction of mining deposits. Currently, this PIT is inactive and designated as a recovery area.

GRI 14.15.4

100% of our active operations have emergency preparedness and response plans in place, enabling us to address these types of contingencies promptly and appropriately.

Materials

In our mining operations, we use materials from both renewable and non-renewable resources, which we manage responsibly according to their type and use. To that end, we apply procedures and measures aimed at reducing its consumption and ensuring its maximum utilization.

We promote the reuse of materials whenever possible, incorporating them back into our facilities or allocating them to support the communities in our area of influence. Likewise, we manage waste properly, through its separation at the source and its treatment in accordance with current regulations, prioritizing its reduction and utilization.

Through environmental education programs, we strengthen the knowledge of our employees and communities regarding the proper management of materials and waste, and we contribute to the generation of local employment through recycling.

Materials used

GRI 301-1

In 2025, the consolidated amount for our operations, including Mineros Nicaragua and Mineros Colombia, consumed a total of 17,571.18 tons of materials, which include raw materials, auxiliary materials, and semi-finished products.

Materials	2025 (Ton)
Raw materials	2,648.9
Auxiliary materials	5,517.37
Semi-finished products	9,403.91
Total materials	17,571.18

Raw materials

GRI 301-1

Steel and iron are the most representative inputs within our raw material consumption, and they account for 94.26% of total consumption.

Raw materials	2025 (Ton)
Paper	5.61
Wood	132.71
Iron	1,253.43
Aluminum	13.5
Steel	1,243.65
Total	2,648.9

The classification of materials and the procedures for their handling correspond to the characteristics of each operational process. Next, we present the specific characteristics in the use of materials and their behavior during 2025 in each operation:

Raw materials	Colombia	Nicaragua
Paper	Paper consumption decreased by 7% compared to 2024, as a result of the continued implementation of strategies aimed at its reduction, especially through the digitization of records and reports.	A 13% reduction was achieved in paper consumption, a category that includes bond paper and plotter paper. This result is due to the implementation of measures aimed at reducing its use, such as the “Every Sheet Counts” campaign, as well as the promotion of practices such as double-sided printing.
Wood	The consumption of this material was allocated to maintenance work on the pontoons of the bucket dredgers. In 2025, a 62% increase was recorded compared to 2024, associated with the entry of new projects, such as the Aurora Plant, and with the execution of special repairs that required the acquisition of material for the replacement of some parts.	Wood consumption was reduced by 37%, as a result of wood reuse in the mine, the use of alternatives such as plastic wood, and the mechanization of mining operations. Likewise, the modernization of infrastructure specifically allowed for a decrease in the use of wood in repair and maintenance activities. Additionally, a monthly sustainable wood consumption committee was established, with the participation of all managers, aimed at generating initiatives for its continuous reduction.
Iron	Consumption decreased by 17% compared to 2024, as a result of the continued implementation of circular economy strategies within processes, which allow extending the useful life of materials and avoiding new purchases.	Iron is used in construction and infrastructure improvement, both inside the mine and on the surface. In 2025, its consumption increased significantly compared to the previous year, mainly due to the expansion projects of the Hemco plant.

Raw materials	Colombia	Nicaragua
Aluminum	An increase of 5% was recorded compared to 2024, associated with the conditioning of the infrastructure of the mining operation.	Not applicable.
Steel	Steel consumption increased by 34% compared to 2024, associated with the replenishment of cables and materials used in the bow winches and in the anchoring points of the production units of the mining operation.	The consumption of steel balls increased by 3% compared to 2024, explained by the need to restore the optimal load of the mills.

Auxiliary materials

GRI 301-1

Below is the consolidated list of supporting materials used by Mineros Nicaragua and Mineros Colombia. The use of these materials varies according to the nature of each operational process. In particular, cyanide and explosives consumption is directly associated with the underground mining activities carried out by Mineros Nicaragua.

Auxiliary materials	2025 (Ton)
Cyanide	2,204.3
Drilling fluids	8.44
Cal	2,643.45
Explosives	662.18
Total materials	5.518.37

Supporting Materials	Colombia	Nicaragua
Cyanide	Not applicable.	During 2025, sodium cyanide consumption increased by 12% compared to 2024, due to the increase in gold recovery and the change in the processed ore, which has a higher sulfur content.
Drilling fluids	Corresponds to the sparkling wine.a-65 soluble water (tb x 209kg) employed for the process of gold Beneficiation. A reduction of 85% was presented in comparison with the 2024 consumption, as a result of the optimization of the processes at the processing plant.	Among the main biodegradable chemical inputs we use, the Poly Plus polymer stands out, employed primarily to reduce friction in drilling machines. The use of this type of supplies, especially in exploration projects, contributes to reducing soil and water body contamination, as well as reducing the needs for treatment and waste disposal. In 2025, Poly Plus consumption increased significantly compared to 2024, due to the increase in drilling surveys conducted.
Cal	Used as a pH stabilizing agent in water purification processes and in the transformation of organic waste.	This category includes quicklime, hydrated lime, and national lime. In 2025, its consumption decreased by 0.18% compared to 2024. Lime is used in the processing to maintain an alkaline pH and in the treatment of wastewater from the Cola San José and Vesmisa dams.
Explosives	Not applicable.	In 2025, a reduction of 15.64% was recorded. This is calculated by comparing the same explosives reported in 2024. The transport of explosives is carried out under strict security measures and in compliance with the current regulations in Nicaragua, which establishes requirements such as adequate safeguarding, corresponding signage, and the participation of duly trained personnel.





Semi-finished products

GRI 301-1

Diesel remains the semi-finished product with the highest representation, accounting for 98.9% of total consumption and being entirely associated with the operation in Nicaragua. In 2025, this operation recorded a 3% increase in diesel consumption, explained by its use in mobile sources, mainly heavy machinery equipment destined for the San José tailings dam expansion project, stage III.



Semi-finished products	2025 (Ton)
Gasoline	191.66
Diesel	9,030.48
Grease	20.71
Oxygen	128.36
Acetylene	1.99
LPG	30.71
Total	9,403.91

Variations in semi-finished product levels compared to 2024

Auxiliary materials	Colombia	Nicaragua
Gasoline	12% increase	28% reduction
Diesel	5% reduction	3% increase
Grease.	65% reduction	10% reduction
Oxygen	40% increase	10% reduction
Acetylene	72% reduction	5% reduction
LPG	13% reduction	46% reduction

Responsible management of hazardous and non-hazardous waste

GRI 306-3, 14.5.4, SASB EM-MM-150a.4, SASB EM-MM-150a.7

In 2025, 681,891 tons of waste were generated, the largest proportion of which corresponded to special handling mining waste, which includes tailings. The significant increase in the total amount of waste compared to the previous year is mainly due to the inclusion of the quantification of tailings generated by the operation of Mineros Nicaragua. This inclusion responds to specific recommendations for the mining sector and seeks to strengthen the transparency, traceability, and comparability of the reported information.

Waste generated	Colombia
Hazardous waste	330.07
Non-hazardous waste	2,100.34
Total hazardous and non-hazardous waste	2,430.42
Special handling waste (tailings)	679,461.42
Total waste generated	681,891.84

GRI 306-2, 14.5.3, SASB EM-MM-150a.10

At Mineros Colombia, we manage waste in compliance with current legal regulations. The disposal of hazardous waste intended for elimination is carried out through suppliers that have the corresponding environmental licenses, in accordance with the provisions established in Decrees 4741 of 2005 and 1076 of 2015.

As part of this process, we conduct audits aimed at evaluating the comprehensive management of hazardous waste by managers, including the stages of storage, transportation, and final disposal, in accordance with applicable environmental regulations. To that end, we verify that the managers have the necessary licenses and authorizations to carry out these activities, have the ability to identify and properly classify hazardous waste, and ensure safe storage conditions in accordance with current regulations.

Likewise, we evaluated that the transport of hazardous waste is carried out in accordance with the provisions for hazardous substances, that complete records are maintained of the activities associated with its management, and that the personnel involved receive the training required to perform their duties. Additionally, we confirm the existence of emergency plans to address possible incidents or accidents and compliance with the established document management system.



At Mineros Nicaragua, we manage hazardous and recyclable waste through specialized third parties, while the Company directly handles domestic and organic waste. We annually request documentation from external managers responsible for the handling and final disposal of hazardous and recyclable waste, attesting to the environmental permits and guarantees granted by the competent authorities.

The waste management process begins with the assignment of codes to each process and to the contractors involved, which allows us to ensure traceability from the generation of the waste and verify compliance with its classification by categories. During collection, the waste is verified, then weighed and finally distributed to the different areas of the Wastuna health complex, which include the health complex, composting areas, temporary storage of hazardous waste and areas designated for recycling.

The administration and operation of the Wastuna healthcare complex are the responsibility of a third party, which provides the services of collection, transportation, registration and handling of waste at the collection center, guaranteeing its proper management in accordance with established procedures.

Non-hazardous waste destined for disposal

GRI 306-5, 14.5.6

Mineros Colombia

Residue	Method of elimination	Kilogram (kg)	Percentage (%)
Not recoverable.	Landfill	147,961	100

Mineros Nicaragua

Residue	Method of elimination	Kilogram (kg)	Percentage (%)
Domestic	Landfill	243,461	100

Hazardous waste destined for disposal

Mineros Colombia

Waste name	Elimination method	Kilogram (kg)	Percentage (%)
Solids contaminated with hydrocarbons	Incineration	33,967	69.40
Contaminated fats	Incineration	9,151	18.69
Paint waste	Incineration	5,626	11.49
Laboratory waste ³	Storage	78	0.15
Hospital waste	Incineration	120	0.24

Mineros Nicaragua

Waste name	Elimination method	Kilogram (kg)	Percentage (%)
Hazardous waste with hydrocarbons (soils and solids)	Hydrocarbon-impregnated solids and sands: bioremediation. Hydrocarbon-impregnated solids: incineration	50,526.45	34.44
Hazardous waste chemical substances (solids impregnated with chemical substances, dust filters, oil and aerosols)	Incineration	77,521.57	52.84

3. This waste corresponds to a specific laboratory cleanup and order event. Mercury contamination is presumed, which justified its special handling to avoid any risk. It does not correspond to a usual operational flow.

10

**Enviromental
and climate
management**

Message
from the CEO

About this
report

Our
company

Our sustainable
strategy and vision

Governance
Structure

Economic
development

Human
rights

Social
management

Occupational
health and safety

Our
talent

Annexes



Mineros Nicaragua

Waste name	Elimination method	Kilogram (kg)	Percentage (%)
Hospital expenses	Incineration	1,197.64	0.81
Hazardous waste with hydrocarbons - Oily water	Filtration and oxygenation	17,441.98	11.89

Special handling waste destined for disposal

Mineros Nicaragua

Waste name	Elimination method	Kilogram (kg)	Percentage (%)
Tailings generated by the operation of Plantel Vesmisa and Plantel Hemco	Confinement in tailings dams	679,366,045	99.98
Valluna - Cyanured pulp impregnated with hydrocarbons	Confinement in tailings dams	95,384.55	0.01

Circular economy

GRI 306-1, 14.5.2, 306-2, 14.5.3

We have centers in Colombia and Nicaragua that allow us to properly manage the materials and waste generated in our processes. Over time, these spaces have become points of reference for nearby communities and the sector, by promoting practices that seek to make better use of waste.

At Mineros Colombia, we transformed our healthcare complex through reuse and recycling actions, which allowed us to move towards a Circular Economy Center focused on the utilization of solid waste. In 2025, we managed to utilize nearly 80% of the total waste generated, strengthening our shared value strategy.

At Mineros Nicaragua, we manage waste through practices such as separation at the point of generation, temporary storage, and proper disposal. These actions have also generated opportunities from the utilization of recyclable waste, which is delivered to local collectors, contributing to the revitalization of the region's economy.

Additionally, the Wastuna healthcare complex contributes to job creation and the strengthening of local capacities through waste collection, sorting, and compaction activities, being the only sanitary landfill in the region.

As a result of the programs implemented in our operations, **in 2025 at the consolidated level, we utilized 76.43% of the hazardous and non-hazardous waste generated.**

GRI 306-4, 14.5.5

Waste management	2025
Hazardous waste disposed of.	7.69%
Non-hazardous waste disposed of.	1.86%
Hazardous waste utilized	5.73%
Non-hazardous waste used for recovery purposes.	70.70%

During 2025, at Mineros Colombia we managed to reduce total waste generation by 9.2% compared to the previous year, going from 1,141.0 to 1,036.1 tons. This progress was possible thanks to the implementation of good operational practices aimed at optimizing the use of materials, improving process control, and minimizing spills.

For its part, at Mineros Nicaragua we will achieve a 27% reduction in the total generation of hazardous and non-hazardous waste in 2025. This result was obtained thanks to the implementation of waste sorting initiatives at the source, as well as the promotion of internal campaigns focused on waste reduction and the responsible use of materials.

Hazardous wastes not destined for disposal

GRI 306-4, 14.5.5, SASB EM-MM-150a.1, SASB EM-MM-150a.8

 Mineros Colombia

Residue	Method of exploitation	Kilogram (kg)	Percentage (%)
Luminaries	Post-consumption	383.5	0.47
Batteries and piles	Post-consumption	729.1	0.89
WEEE (Waste Electrical and Electronic Equipment)	Post-consumption	2,369.5	2.90
Used cooking oil - UCO	Recycling	1,818.6	2.23
Printer toner	Post-consumption	38	0.04
Porcelain insulators	Post-consumption	12,249	15.02
Used industrial oil	Recycling	63,920.2	78.42

 Mineros Nicaragua

Residue	Method of exploitation	Kilogram (kg)	Percentage (%)
Electronic waste: luminaires, electronics, electrical equipment, toners, screens and ballasts.	Disassembly and recycling.	5,155.47	9.73
Used oils	Filtration and oxygenation Energy recovery	45,144.05	85.28
Automotive batteries	Recycling	2,636.19	4.97

Non-hazardous waste not intended for disposal

GRI 306-4, 14.5.5, SASB EM-MM-150a.1

 Mineros Colombia

Residue	Method of exploitation	Kilogram (kg)	Percentage (%)
Organic	Composting	90,522	11.28
Septic sludge	Composting	36,112	4.50
Usable	Recycling	46,440	5.78
Ferrous and Non-Ferrous Waste Materials	Recycling	529,718	66.02
Filter cloths	CDR Utilization	1,574	0.19
Pasta	Recycling	9,218	1.14
Metal and/or plastic laboratory seal	Recycling	2,577	0.32
Sands resulting from Beneficiation process	Reuse	75,920	9.46
Recoverable Waste	Reuse	10,256	1.27

The categories of utilization that showed growth were organic waste, with an increase of 2%; sands resulting from the beneficiation process, with an increase of 21.62%; and recoverable construction and demolition waste (RCD), which grew by 25.68% compared to 2024.

Mineros Nicaragua

Residue	Method of exploitation	Kilogram (kg)	Percentage (%)
Recyclable waste: paper, cardboard, aluminum, plastic and glass	Recycling	72,099.54	7.95
Organic waste	Composting	31,685.15	3.49
Waste for reuse - Ferrous, Metals, Copper, Bronze	Recycling	370,220.91	40.83
Rubber and PPE	Recycling	39,325	4.33
Wooden poles, wood waste hoops, HDPE, PVC, polyethylene, plastic and metal containers, zinc sheets, mine rails and tires	Reuse	393,258.05	43.37

Waste management initiatives

GRI 306-2, 14.5.3

During 2025, some waste with potential for recovery showed a decrease. In particular, recyclable waste registered a reduction of 53.61%; cardboard pulp registered a reduction of 38.49%; and recoverable construction and demolition waste decreased by 25.68%.

Mineros Colombia

Initiative	Type of waste managed	Amount of waste reduced or managed (kg)
Shared Value Strategy: promote environmental exchange to request waste generated in the Circular Economy Center that is of interest to our employees, institutions and communities.	Not dangerous.	5,456
Zero Waste Management System: accreditation in the SGBC to promote through the Circular Economy the management, monitoring and continuous improvement of solid waste.	Not dangerous.	1,080,747.9

Mineros Nicaragua

Initiative	Type of waste managed
Establish limits for the generation of hazardous waste and update them annually, in order to reduce both the amount generated and the costs associated with its transport and treatment.	Dangerous
Waste and debris classification at the source, allowing for better and greater utilization.	Dangerous
“+ Control – Impacto” campaign aimed at reducing environmental incidents, through which it is expected to decrease both the occurrence of incidents and the generation of waste.	Dangerous



Mineros Nicaragua

Initiative	Type of waste managed
Waste and debris classification at the source, which allows for increased recovery of recyclable waste and extends the useful life of the landfill.	Not hazardous
Training and support for processes to ensure proper handling of waste and debris from the source of generation, and to reduce cross-contamination resulting from inadequate separation.	Dangerous Not dangerous

Recycling and reuse

GRI 301-2, 301-3

Next, the inputs and recycled and reused materials in our operations during 2025 are detailed below:



Mineros Colombia

Name and nature of the material	Amount of recycled and/or reused materials (Ton)	Percentage of recycled and/or reused materials	Observations
Organic fertilizer (Donated).	2.1	0.149%	Fertilization and establishment of ornamental plants and home gardens.
Metal can (Reused).	3.08	0.219%	Conditioning of ecological points for waste separation.



Mineros Colombia

Name and nature of the material	Amount of recycled and/or reused materials (Ton)	Percentage of recycled and/or reused materials	Observations
Isotankes (Donated).	0.14	0.009%	Collection of water for non-domestic processes.
Zinc (Reused).	0.1	0.007%	Installation of roofs and communal fencing.



Mineros Nicaragua

Name and nature of the material	Amount of recycled and/or reused materials (Ton)	Percentage of recycled and/or reused materials	Observations
Category 1: Cardboard, paper, glass and aluminum (Recycled).	58.96	0.364%	Donated to the Los Pipitos foundation and other recycling companies.
Categoría 2: Metals (bronze, iron, copper, mine rails, vehicle rims, zinc sheets, metal containers) (Recycled).	402.69	2.491%	Marketed (Grupo Oriental) and donation for reuse to stakeholders.

 Mineros Nicaragua

Name and nature of the material	Amount of recycled and/or reused materials (Ton)	Percentage of recycled and/or reused materials	Observations
Category 3: Tires (Reused).	15.76	0.097	Donated to the community mainly for soil filling.
Category 4: Plastic (HDPE, Packaging and containers plastics) (Recycled).	36.14	0.223	Donated to the community and to national recycling companies.
Category 5: Organic (Recycled).	31.69	0.196	Composting.
Category 6: Rubber (Recycled).	37.42	0.231	Donated to recycling companies (REDNICA)
Category 7: Wood (poles and laths) (Reused).	322.03	1.992	Waste wood, from demolition of structures and wood originating from underground mine. Polines come from cyanide and lime packaging.
Category 8: PPE (Recycled).	1.9	0.011	Donated to recycling companies (REDNICA).

Tailings management: Mineros Nicaragua

GRI 14.6.2, SASB EM-MM-150a.3

At Mineros Nicaragua, we manage tailings through tailings dams, commonly known as tailing ponds. Currently, we operate two active facilities: Presa San José and Vesmisa 3-1A.

GRI 14.6.3, SASB EM-MM-540a.1

Both dams are privately owned, are located in the municipality of Bonanza, and we operate them directly. These tailings dams have been designed using the downstream dam methoddownstream.

State of the tailings facilities

Facility name	Maximum storage capacity (Ton)	Weight of stored tailings (Ton)	Operational status
San José	7,420,000	35,580,417	Activa
Vesmisa 3-1A	2,207,296	2,027,266	Activa
Clear Waters	192,733,766	192,733,766	Inactive
Concha Urrutia	2,100,000	2,100,000	Inactive
Vesmisa 1	172,799	172,199	Inactive
Vesmisa 2	3,021,928	3,021,928	Inactive

Monitoring and control of tailings

SASB EM-MM-540a.2

Both active and inactive dams are monitored on a weekly basis. This monitoring includes the condition of slopes, perimeter channels, mechanical equipment and treatment systems, as well as the behavior of geomembranes, water levels and the stability of dikes through instrumentation and topographic control. Based on the monitoring results, we manage maintenance actions with the support areas to ensure the integrity of the structures and associated systems.



Our tailings management systems consider monitoring variables related to their operation and stability, such as the content of discharged solids, solution levels, sludge behavior in return systems, turbidity of recovered water, and water quality in drainage systems and in the groundwater level.

Monitoring activities are carried out at two frequencies: one regular, applied during normal operation of the tailings dam, and another extraordinary, which is activated after events such as earthquakes, hurricanes, floods, or upon identification of failures in any of the dam components.

Risk management and emergency preparedness

SASB EM-MM-540a.2

During 2025, we initiated the first risk assessment exercise in the San José tailing dam, establishing a commitment to carry it out annually. This process will be permanently integrated into the new Tailings Management Standard that we are developing for all dams of Mineros Nicaragua, in line with the Global Dam Management Standard. With this, we seek to strengthen incident prevention, the protection of life, and the reduction of socio-environmental impacts, ensuring compliance with Decree 20-2017 of MARENA and alignment with international references.

SASB EM-MM-540a.3

In the event of an emergency at the tailings dam, we have a crisis management committee and defined alert systems in the emergency response plan. This plan considers the scenarios, alert types, and levels of attention for events such as dike breaches, slope instability, spills due to sudden increases in the dam level, accidents during operational tasks within the reservoir, and soil and water source contamination situations associated with damage to tailings management pipelines.

The activation of the contingency plan is based on the occurrence of severe impacts in critical areas, monitoring results that exceed established ranges, or large-scale environmental events that could compromise the integrity of the dam, such as earthquakes, floods, and hurricanes. For each of these scenarios, the plan defines the general actions that our employees must follow and establishes protocols for handling situations not specifically anticipated.

Future challenges

Our work plan for tailings management at Mineros Nicaragua integrates the operation and continued expansion of the San José Dam, whose third stage is projected to be completed by mid-2026, incorporating water recirculation systems and a cyanide destruction plant for the treatment of surpluses. In parallel, we will advance the operational transition of the Vesmisa complex to stage III (1A), once dams I and II have been exhausted.

Additionally, we will continue implementing the closure and monitoring plans for historical facilities such as Concha Urrutia and Aguas Claras, the latter through the construction of a buttressing berm aimed at its stabilization. Likewise, we project the implementation of high engineering and environmental performance standards for the future Porvenir Dam, ensuring that its design responds to criteria of safety, operational efficiency, and responsible tailings management.

Contribution to the Sustainable Development Goals (SDGs)

SDG	Goal	Contribution of Mineros
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.2. From here to 2030, achieving sustainable management and efficient use of natural resources. 12.5. To significantly reduce waste generation by 2030 through prevention, reduction, recycling, and reuse activities.	Through the optimization of material consumption, the reuse and utilization of waste, source separation and recycling, as well as the safe management and permanent monitoring of tailing dams, preventing impacts on soil and water, reducing environmental risks and strengthening responsible production and consumption practices.



11

OUR TALENT





SUSTAINABILITY
REPORT



Connecting our strategy with labor relations management



High performance

GRI 3-3

At Mineros, we understand that our talent is a direct enabler of operational performance, productivity, and business sustainability. In an environment with greater technical, regulatory, and market demands, the ability to have competent and committed teams determines the quality of execution, risk management, and business continuity. Therefore, we understand talent as a strategic asset that must be planned and developed with a medium- and long-term vision.

OUR
TALENT

The evolution of our corporate strategy requires comprehensive support for our people, as having competent and committed teams is a direct enabler of operational performance and business sustainability. To address the new challenges implied by our transformation, we prioritize the development of technical capabilities and the strengthening of human and leadership skills, aligning training with strategic priorities. This approach allows us to close capability gaps, protect critical knowledge, and foster a culture of adaptation to change, ensuring that the Company's growth advances simultaneously with the professional development and well-being of our employees.

Furthermore, talent is a central component of our social license. The way we connect with, develop, and care for people directly impacts the well-being of employees and the trust of communities and other stakeholders. By promoting decent work practices, inclusion, and transparency in people management, we strengthen long-term relationships and consolidate an organizational culture consistent with responsible mining.

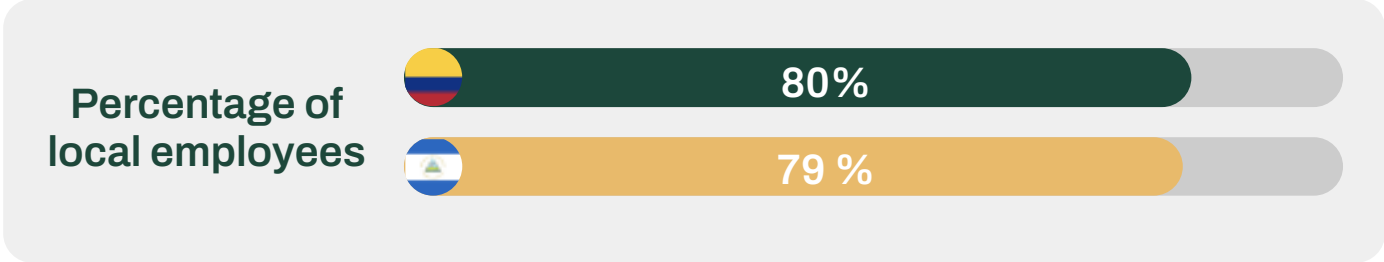
Our performance and key results.

GRI 2-7

We recognize that the achievement of our strategy and progress towards a higher level depend on the talent and commitment of our human team. During 2025, we hired **2,487¹** people directly.

Next, we present the distribution of our employees by region and gender, highlighting our presence in Colombia, Nicaragua, and at the Corporate level:

	Colombia	Nicaragua	Corporate	Total
Number of full-time employees	1.032	1.378	77	2.487



1. This total does not include 3 employees from Canada who belong to the company's management. For the report of all employee indicators that are in the chapter, only the figure of 2,487 will be considered.

	Colombia		Nicaragua		Corporate		Total	
	Women	Men	Women	Men	Women	Men	Women	Men
Permanent direct employees	85	775	159	1.130	44	33	288	1.938
Temporary employess	4	72	9	80	0	0	13	152
Direct employees for a specific project/task	3	93	0	0	0	0	3	93
Total temporary	7	165	9	80	0	0	16	245
Total direct	92	940	168	1.210	44	33	304	2.183
Apprentices and trainees	0	0	15	35	1	0	16	35
Total	92	940	183	1.245	45	33	320	2.218



Diversity, equity, and inclusion

GRI 405-1

At Mineros, we are convinced that diversity of perspectives and experiences is a fundamental driver for our evolution and for achieving a higher level in our management. We formalize this commitment through our Corporate Diversity, Equity and Inclusion Policy, where we establish the guidelines to manage differences as a competitive advantage, under two strategic areas of action:

- **I AM:** Aimed at strengthening the self-confidence of our employees so that they feel secure in being who they are.
- **I BELONG:** Focused on building a collaborative, equitable, and discrimination-free workplace.

This framework allows us to guarantee fair conditions and promote the participation of all our talent in achieving our objectives as a multinational company.

Taking into account these guidelines, during 2025 we will consolidate a structure where female participation stands out especially at the senior management levels. At a global level, our distribution by gender and category is as follows:

Employees by job category	Percentage of women	Percentage of men	Total
Senior Corporate Management	40,00%	60,00%	0,20%
Senior Operations Management	18,00%	82,00%	2,01%
Senior Leaders/Specialists	21,18%	78,82%	15,00%
Administrative/Operational	10,39%	89,61%	82,79%
Total	12,22%	87,78%	100%

Our workforce is predominantly young and dynamic: **68.2% of our team is under 42 years old**. This diversity allows us to face the challenges of the international market with a renewed and resilient vision. The distribution by age ranges in the different categories is as follows:

Percentage of job category by age	18 to 30 years	31 to 42 years old	43 to 55 years old	Over 55 years old	Total
Senior Corporate Management	0,00%	60,00%	20,00%	20,00%	0,20%
Senior Operations Management	0,00%	28,30%	43,40%	28,30%	2,13%
Senior Leaders/Specialists	20,38%	49,87%	23,86%	5,90%	14,98%
Administrative/Operational Charges	28,80%	40,07%	22,00%	9,13%	82,69%
Total	26,87%	41,33%	22,73%	9,08%	100%

Talent attraction

GRI 401-1

During the year, we hired 346 new employees. This hiring dynamic reflects the vitality of our operations in both Colombia and Nicaragua, achieving a global hiring rate of 13.91%. We especially highlight the incorporation of young talent; 58.7% of new hires (203 people) corresponded to employees between 18 and 30 years of age.

New hires by gender and region	Colombia	Nicaragua	Corporate	Total	New hire rate by gender
Women	12	17	4	33	10,31%
Men	155	150	8	313	14,11%
Total	167	167	12	346	-
Hiring rate by gender	16,18%	12,11%	15,58%	-	13,91%



New hires by age and region	Colombia	Nicaragua	Corporate	Total	New hire rate by age
18 to 30 years	92	108	3	203	30,34%
31 to 42 years old	68	52	3	123	11,95%
43 to 55 years old	7	7	3	17	3,00%
Over 55 years old	0	0	3	3	1,32%
Total	167	167	12	346	-
Hiring rate by age	16,18%	12,11%	15,58%	-	13,91%

As of the close of 2025, we observed that 31.15% of our personnel have between 1 and 5 years of service, and 20.23% have remained with us between 10 and 15 years, which demonstrates the stability and sense of belonging we foster.

Talent rotation

GRI 401-1

During 2025, we recorded a total of 246 resignations, representing an overall turnover rate of 9.89%. Our figures demonstrate the promotion of solid job stability, constantly monitoring these indicators to ensure that Mineros remains an attractive place for the professional development of our people.

Rotation by gender and region	Colombia	Nicaragua	Corporate	Total	Turnover rate by gender
Women	17	24	3	44	13,75%
Men	47	150	5	202	9,1%
Total	64	174	8	246	-
Turnover rate by gender	6,20%	12,62%	10,38%	-	9,89%

Rotation by age and region	Colombia	Nicaragua	Corporate	Total	Turnover rate by age
18 to 30 years old	23	67	0	90	13,45%
31 to 42 years old	29	71	2	102	9,91%
43 to 55 years old	11	24	4	39	6,89%
Over 55 years old	1	12	2	15	6,63%
Total	64	174	8	246	-
Turnover rate by age	6,20%	12,62%	10,38%	-	9,89%

Benefits and quality of life

GRI 401-2

We are committed to improving the quality of life of our human team and their families. Therefore, in line with our Corporate Talent and Compensation Policies, we offer:

- **Benefits:** We offer our full-time direct employees a comprehensive package of legal and supplementary benefits designed to provide protection, well-being, and development opportunities in each of our geographies.
- **Total compensation:** based on meritocracy and the assessment of organizational and individual performance, we offer competitive fixed and variable compensation with the market, framed within transparency, technical reasonableness, and financial sustainability.

Likewise, we adapt our wellness offering to the needs and contexts of each country where we operate, offering a robust portfolio of incentives. In Colombia, we offer a comprehensive scheme that includes life insurance, health benefits (prepaid medicine, complementary plan, dentistry and eyeglasses), educational scholarships for the employee and their family, as well as access to loans for housing, vehicles and emergencies.

In Nicaragua, our proposal encompasses medical and life insurance, a basic food basket, and bonuses linked to performance (production) and seniority. Additionally, we support the family economy through medical assistance for dependents, educational allowances, and loans for various needs.

Parental leave

GRI 401-3

We value the importance of family and support our employees in their roles as parents. We rigorously comply with parental leave regulations in each country and facilitate the return to work, ensuring that motherhood and fatherhood are not barriers to professional development.

Parental permission	Colombia			Nicaragua			Corporate		
	Total	Women	Men	Total	Women	Men	Total	Women	Men
Employees eligible for parental leave	1.032	92	940	1.378	168	1.210	78	45	33
Employees who availed themselves of parental leave	44	3	41	53	7	46	1	1	0
Employees returned to work after completing their parental leave.	44	3	41	52	6	46	0	0	0
Employees who must return after completing parental leave.	44	3	41	53	7	46	1	1	0
Return-to-work rate	100%	100%	100%	98%	86%	100%	0%	0%	0%



Parental permission	Colombia			Nicaragua			Corporate		
	Total	Women	Men	Total	Women	Men	Total	Women	Men
Employees who returned to work after completing parental leave and were still employed 12 months later.	38	1	37	48	4	44	3	2	1
Employees who returned to work after completing parental leave during the previous period (2024)	34	1	33	50	5	45	4	2	2
Retention rate	111%	100%	112%	96%	80%	96%	75%	100%	50%

Training and development of excellence

GRI 404-1

In 2025, we provided a total of 79,760 hours of training, reaching a global average of 32.03 hours per employee. **It is relevant to highlight the effort in the training of our employees, who recorded an average of 87.22 hours of training, a figure higher than the male average (24.3 hours)**, which ratifies our commitment to empowerment and closing gaps.





Training and education by gender	Training and development hours	Average hours of training and education	Percentage of training and development hours
Women	26.688	87,22	33,46%
Men	53.072	24,30	66,54%
Total	79.760	32,03	100%

Training and development by job category	Training and development hours	Average hours of training and education	Percentage of training and development hours
Senior Corporate Management	715	143,00	0,90%
Senior Operations Management	3.933	74,21	4,93%
Senior Leaders/ Specialists	16.542	44,35	20,74%
Administrative/ Operational Charges	58.570	28,45	73,43%
Total	79.760	31,39	100%

GRI 404-2

We manage knowledge through robust programs that not only strengthen technical skills, but also cultivate the leadership and overall well-being of our employees. Therefore, in 2025 we will implement training strategies adapted to the needs of each geography and organizational level:

- **Corporate Training and Well-being:** At a cross-cutting level, we promote self-development through Ubits, our virtual learning platform. We complement this with Selia, a digital tool focused on mental health that offers psychology, coaching and emotion tracking, allowing each employee to schedule up to five psychological therapies.

- **Colombia:** We strengthened our Leadership School and maintained mentoring programs to enhance internal talent. Furthermore, through specific training courses by area, we ensure the technical updating of our teams.
- **Nicaragua:** We are deploying a social and technical approach with high impact. We implement literacy and secondary education leveling programs for employees, along with the operational technical training plan (90% attendance) and the Leadership Brand for soft skills. Likewise, we extend our impact to the community through the Mining School and the Electromechanical School for youth.

Finally, we understand work cycles with respect and gratitude, therefore we have transition assistance programs such as:

- **Golden Generation (Colombia):** Comprehensive support to employees in the pre-retirement stage to prepare for their retirement.
- **Outplacement (Corporate):** Support focused on transforming the perspective of retirement towards a vision of opportunity and gratitude, including a coaching assessment and potential feedback.

Performance evaluation and professional development

GRI 404-3

As of the end of the period, 12.21% of our employees received a formal performance evaluation. This process had a significant reach at operational leadership levels, covering 79.25% of Senior Operations Management and 41.55% of Senior Leaders and Specialists.

Periodic performance evaluation by gender	Evaluated employees	Percentage of employees evaluated
Women	50	16,34
Men	254	11,63
Total	304	12,21



Periodic performance evaluation by job category	Evaluated employees	Percentage of employees evaluated
Senior Corporate Management	1	20,00
Senior Operations Management	42	79,25
Senior Leaders/ Specialists	155	41,55
Administrative/ Operational Charges	105	5,10
Total	304	12,17

Additionally, we monitor career development specifically. In 2025, 2.13% of the workforce (53 employees) participated in formal professional development reviews, focusing primarily on administrative and operational positions to identify and enhance future talent.



Our milestones and future challenges

Milestones 2025

- Consolidate a comprehensive talent development model that prioritizes critical competencies for operation, with technical training paths and strengthening of transversal skills to elevate performance and employability.
- Strengthen performance management and leadership practices, integrating feedback, development plans, and follow-up to improve productivity, climate, and retention of key knowledge.
- Deepen wellness, diversity, and inclusion initiatives to ensure dignified working conditions, respectful environments, and growth opportunities, with a focus on equity and non-discrimination in talent processes.

Future challenges

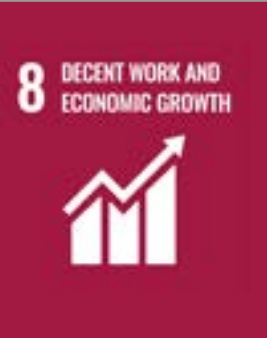
- Consolidate a corporate culture that enables the implementation of the organizational strategy, promoting behaviors aligned with our values at all levels to drive high performance and adaptation to change.
- Close skill gaps in critical profiles and sustain the availability of specialized talent, reducing risks of turnover and loss of organizational knowledge.
- Strengthen the consistency and traceability of talent indicators, so that decision-making is based on evidence and progress can be demonstrated in equity, development, and well-being.
- Ensure that growth and organizational changes maintain homogeneous standards of fair treatment, inclusion, and safety, especially in hiring chains and in operational environments with high demand.





Contribution to the Sustainable Development Goals (SDGs)

Our Human Talent management at Mineros is a fundamental pillar for fulfilling the 2030 Agenda, especially with the Sustainable Development Goals:

SDG	Goal	Contribution of Mineros
	4.4. Strengthen technical and professional skills to promote employment and entrepreneurship.	We strengthen the technical and transversal competencies of our employees through training and development processes, improving their employability and performance.
	8.5. Strengthen technical and professional skills to promote employment and entrepreneurship.	We promote productive employment with equal opportunities.
	8.8. Protect labor rights and promote a safe and hazard-free work environment for all workers.	Consolidate safe and healthy work environments, integrating a culture of prevention and safety leadership as factors that protect well-being and business continuity.
	10.2. Promote the social, economic, and political inclusion of all persons.	We promote inclusion and full participation of people within the organization, removing internal barriers that limit access to development opportunities.
	10.3. Ensure equal opportunities and eliminate discrimination.	We guarantee selection and development processes based strictly on merit and competencies, eliminating biases and closing gender gaps through training programs that empower our employees.
	10.4. Implement fiscal, salary, and social policies that reduce inequality.	We raise the quality of life of our team through a robust package of supplementary benefits and fully respect freedom of association and collective bargaining, ensuring fair and stable working conditions.
	16.6. Create effective and transparent institutions at all levels that are accountable.	We strengthen talent management processes with criteria of transparency and traceability, supported by internal rules and control mechanisms that sustain effective and reliable management.



12

ANNEXES



General contents								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
2-1				Organizational Details. Comment: Corporate headquarters location: Medellín Telephone +57,604 2665757.			Our company	7
2-2				Entities included in the Sustainability Report. Comment: Sustainability Report: Mineros Aluvial S.A.S, BIC, Hemco Mineros Nicaragua S.A, Mineros S.A. Financial statements: https://www.mineros.com.co/es-co/inversionistas/informes-financieros .			Our company	7
							About this record	5
2-3				Reporting period, frequency, and point of contact. Comment: Report publication date: March 2026.			About this record	5
2-4				Update of information.			About this record	5
2-5				External verification practice. Comment: The external verification process was carried out in 2025. The Administration, represented by the Legal and Sustainability Vice Presidency, presents the Audit and Risk Committee with proposals and recommendations regarding the proponents, and the Committee has the final decision to approve the verifier. The verification letter is available at the end of the report.			GRI/SASB Table	

General contents								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
2-6				Activities, value chain and other business relationships. Comment: For the purposes of this report, three significant operations are defined: Mineros Colombia, Mineros Nicaragua and Mineros S.A. Mineros does not sell products or services that are prohibited.			About this record	5
							Our company	7,8,9
2-7		EM-MM-000.B		Employees. Comment: The staff roster as of December 31, 2025 is presented. Includes apprentices and trainees.			Our talent	122
2-8		EM-MM-000.B		Workers who are not employees.			Occupational health and safety	76
2-9				Governance structure and composition.			Governance structure	26,28
2-10				Selection criteria for members of the Board of Directors.			Governance structure	27
2-11				President of the Board of Directors as an executive of the organization and its function. Comment: The President of the Board of Directors is not a senior executive of the organization.			Governance structure	26

General contents								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
2-12				Function of the Board of Directors in the selection of objectives, values and strategies.			Our company	12, 13
							Governance structure	31
2-13			1a 1b	Delegation of authority in economic, environmental and social matters.			Governance structure	31
2-14			1a 1b	Responsibilities in submitting sustainability reports.			Governance structure	31
2-15				Conflicts of interest. Comment: Although cases of affiliation to different boards and cross-participation are reported, they are not considered by law or internal policy as conflicts of interest.			Governance structure	29
2-16				Critical concern reporting procedure.			Governance structure	38
2-17				Training of the Board of Directors in economic, environmental and social issues.			Governance structure	27

General contents								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
2-18				Evaluation of members of the Board of Directors. Comment: Negative evaluation results may result, among other things, in a change in the composition of the Board of Directors. However, this situation did not occur during the reporting period, considering that the majority of board members were elected in the last year.			Governance structure	28
2-19				Remuneration policies. Comment: Members of the Board of Directors are freely appointed and removed by the General Shareholders' Meeting, and there is no severance policy. To the members of the Board of Directors, in addition to their fees, travel expenses are recognized for their travel to attend Board of Directors meetings; in addition to this item, there is no reimbursement policy. There are no retirement benefit policies for members of the Board of Directors as they are not employees but external and independent advisors to whom fees are paid and not a salary.			Governance structure	29
2-20				Votes from stakeholders in relation to policies and compensation proposals.			Governance structure	29,31
2-21				Annual total compensation ratio. Omission: Confidentiality restrictions: due to company policies, information related to personnel compensation is considered confidential.		x		

General contents								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
2-22				Statement on the importance of sustainable development and the sustainability strategy.			President's message	2
							Our strategy and sustainable vision	16
							Governance structure	31
2-23		EM-MM-210a.3		Commitments and policies.			Governance structure	36,37
2-24				Incorporation of commitments and policies.			Governance structure	31,36
2-25				Processes to remedy negative impacts Comment: Our Human Rights Policy provides the commitment to have "complaint mechanisms with the accessibility and guarantees necessary to provide adequate resolution to potential cases of human rights violations".	x		Governance structure	38
					x		Social management	61,62
							Our company	13
2-26				Advisory mechanisms and ethical concerns.			Governance structure	37,38

General contents								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
2-27				Compliance with legislation and regulations. Comment: In 2025, Mineros announced that, after consulting with its legal and tax advisors, it has determined to resolve a tax dispute with the Government of Nicaragua through the payment of approximately \$49,3 million in relation to unpaid ad-valorem taxes and their corresponding interest from 2019 to 2024 claimed by the Government of Nicaragua.	x		GRI/SASB Table	140
2-28				Association membership.			Our company	11
2-29				Approach to stakeholder engagement.			Our company	12
2-30	14.20.1	EM-MM-310a.1		Collective bargaining agreements.			Human rights	56

Material issues								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
3-1				Process for determining material issues.			Our company	12
							Our strategy and sustainable vision	18
3-2				List of material issues.			Our company	12
							Governance structure	18,19
3-3		EM-MM-000.B EM-MM-210b.1	3c	Management of material issues.			Governance structure	24, 32, 33, 36
	14.5.1 14.6.1						Environmental and climate management	84, 85, 88, 103, 105, 110
							Occupational health and safety	74
	14.10.1 14.11.1	EM-MM-210b.1					Social management	59
	14.13.1						Economic development	40, 44, 47
	14.17.1 14.21.1	EM-MM-210a.3					Our talent	122
	14.18.1	EM-MM-210b.1 EM-MM-210a.3.					Human rights	53, 54

Specific cross-cutting content								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
201-1	14.23.2			Direct economic value generated and distributed.			Economic development	41
201-2	14.2.2		2a 2b 2c 3a 3b 3c 4a	Financial implications and other risks and opportunities derived from climate change.			Environmental and climate management	89
201-3				Defined benefit plan obligations and other retirement plans. Comment: At Mineros, we guarantee the pension obligations of our employees by strictly complying with the legislation of each country and securing resources from our annual budget. Colombia and Corporate: we operate under a shared contribution system to the general social security system, where the Company contributes 12% of the salary and the employee contributes 4%. Nicaragua: the pension plan is administered by social security through direct contributions. In the IVM-RP scheme, the Company contributes 16.5% and the employee 5%; in the Integral scheme, we contribute 22.5% and the employee 7%.			GRI/SASB Table	139
201-4	14.23.3			Financial technical assistance received from the government. Comment: 0.01% of the shares of Mineros S.A. belong to public entities.			GRI/SASB Table	139

Market presence								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
202-1				Ratios between the standard entry-level salary by gender and the local minimum wage. Omission: Confidentiality restrictions: due to company policies, information related to personnel compensation is considered confidential.		x		
202-2				Proportion of senior executives hired from the local community.		x		

Indirect economic impacts								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
203-1	14.9.3			Investments in infrastructure and supported services.			Social management	64
203-2	14.9.4			Significant indirect economic impacts.			Social management	64

Economic performance								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
204-1	14.9.5			Proportion of spending on local suppliers. Comment: The definition of material operating locations established in GRI 2-6 Activities, value chain and other business relationships content is used. For the purposes of this indicator, purchases from local suppliers are understood as those made to suppliers whose origin is in the same country where our operations are developed.	x		Desarrollo económico	46

Anti-corruption								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
205-1				Operations assessed for risks related to corruption. Comment: Operations assessed for corruption risks: 3 (100%).			GRI/SASB Table	141
205-2				Communication and training on anti-corruption policies and procedures.			Governance structure	37
205-3				Confirmed incidents of corruption and measures taken. Comment: In 2025, no confirmed incidents of corruption were reported.			GRI/SASB Table	141

Unfair competition								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
206-1				Legal actions related to unfair competition. Comment: There are no pending or finalized legal actions during the period covered by this report with respect to unfair competition or violations of applicable legislation on monopolistic practices and against free competition.			GRI/SASB Table	141

Taxation								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
207-1	14.23.4			Fiscal focus.			Economic development	41, 42
207-2	14.23.5			Fiscal governance, control and risk management.			Economic development	42
207-3	14.23.6			Stakeholder engagement and management of their tax-related concerns.			Economic development	41, 42
207-4	14.23.7			Presentation of country-by-country reports. Comments: The variations observed between accounting profit and taxable net income are due to the tax reconciliation process we perform in each jurisdiction where we operate. These differences originate, mainly, from the recognition of income that does not constitute revenue, the exclusion of costs and non-deductible expenses according to applicable regulations, and the particular tax treatment of certain items that, under accounting standards (IFRS), generate immediate effects on the financial statements. In this context, some elements are particularly relevant: the profits or losses recorded using the equity method are only reflected for tax purposes when dividends are received or the investment is sold; accounting and tax rules differ in the way depreciation and amortization of assets are calculated, generating adjustments between the recognized expense and that allowed by law; and changes in the value of financial instruments impact accounting when the market fluctuates, but only produce tax effects when these instruments are settled. Similarly, adjustments for exchange rate differences are accounted for at closing, but are only considered for tax purposes when the transaction is settled. Additionally, dividends from domestic companies that have already paid taxes are not included again in the tax base, and in certain cases it is possible to use tax losses from previous years as a tax shield to reduce net income. Together, these factors explain the adjustments necessary to determine the final tax for the period. GRI 207,207-4b x- The differences mainly correspond to non-taxed income and non-deductible costs and expenses in the adjustments to income tax returns, an example of this is: 1. Method of participation; 2. Difference between the accounting and tax methods for the depreciation of fixed assets and amortization of intangibles; 3. Valuations of derivative transactions and other financial instruments; 4. Unrealized exchange difference; 5. Dividends that do not constitute income or capital gain; 6. Use of tax shields.			Desarrollo económico	41,42

Materials								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
301-1				Materials used by weight or volume.			Environmental and climate management	110, 111, 113
301-2				Recycled inputs used.			Environmental and climate management	118
301-3				Recovered packaging products and materials.			Environmental and climate management	118

Energy								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
302-1	14.1.2		4a	Energy consumption within the organization Comment: Other sources: For Colombia and Corporate, this corresponds to energy purchased with REC certifications; in the case of Nicaragua, no consumption is reported under the “other” category. Source of conversion factors (Colombia and Nicaragua): Fuel Emission Factor Calculator — FECOC (UPME). Electricity sold (Colombia): 163,017 GJ. Omissions: Not applicable (items b and d): the company does not consume fuels from renewable sources, nor does it sell heating, cooling, or steam.	X		Environmental and climate management	100
302-2	14.1.3			Energy consumption outside the organization. Omission: Information not available or incomplete: to fully perform the calculation of upstream energy consumption, it is necessary to obtain primary data on the inputs used in extraction and transport by artisanal miners in Nicaragua, whose model covers more than 1,500 groups.		X	Environmental and climate management	87, 100

Energy								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
302-3				Energy intensity.			Environmental and climate management	100
302-4				Reduction of energy consumption.			Environmental and climate management	100
302-5				Reduction of the energy requirements of products and services Omission: Information not available or incomplete: no actions were presented in 2025 to reduce the energy requirements of products and services.		X	GRI/SASB Table	144

Water and wastewater								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
303-1	14.7.2			Interaction with water as a shared resource.			Environmental and climate management	84-86
303-2	14.7.3			Management of impacts related to water discharge.			Environmental and climate management	87
303-3	14.7.4			Water extraction.	x		Environmental and climate management	85, 86
303-4	14.7.5			Water discharge.	x		Environmental and climate management	85, 87
303-5	14.7.6			Water consumption.			Environmental and climate management	87
		EM-MM-140a.1		Total water extracted and consumed; percentage in areas of high or extremely high water stress.			Environmental and climate management	87

Biodiversity								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
101-1				Policies to halt or reverse biodiversity loss. Comment: Omission: While our Corporate Sustainability Policy establishes the mission of achieving a positive balance of the impacts we generate on the environment, it currently does not address a specific approach to halt or reverse biodiversity loss. With the emergence of new reporting standards, risk management and strategy focused on nature, we will work on defining guidelines, objectives and action plans that respond to these best practices.		x	GRI/SASB Table	145
101-2	14.4.3			Management of impacts on biodiversity.			Environmental and climate management	104-106
101-3				Access and participation in benefits. Comment: Omission: This indicator does not apply to Mineros Nicaragua, given that our operations are limited to the exploration, extraction and processing of metallic minerals. During the reported period, no genetic resources or traditional knowledge were accessed or utilized, therefore it was not necessary to implement Access and Benefit-Sharing (ABS) mechanisms. We maintain our commitment to respecting the cultural and territorial heritage of communities, in accordance with Principle 9.3 of the WGC. At Mineros Colombia, we voluntarily conduct research studies with university institutions, support undergraduate and graduate thesis work, and collaborate with research institutes on conservation programs beyond our obligations. Additionally, we participate in the Colombia OTUS monitoring network.		x	GRI/SASB Table	145
101-4				Identification of impacts on biodiversity. Comment: The identification of impacts on biodiversity generated in the supply chain will be deepened in due diligence processes, as they are strengthened.		x		
101-5	14.4.5			Locations with impacts on biodiversity.			Environmental and climate management	104, 106

Biodiversity								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
101-6	14.4.6			Management of impacts on biodiversity.			Environmental and climate management	104, 106
101-7	14.4.7			Changes in the state of biodiversity. Comment: At Mineros Colombia, the ecosystem condition during the base year was functional, featuring vegetation cover, ecological connectivity, and biotic communities characterized through primary data and technical analysis. By 2025, changes associated with operations became evident, such as reduced land cover, community alteration, and ecological fragmentation. This assessment is based on monitoring and compliance reports, taking into account the approved baseline conditions, drivers of biodiversity loss, and management measures such as wildlife flushing, rescue, and relocation, as well as epiphyte rescue. In Mineros Nicaragua, the ecosystem condition in the baseline year consisted of closed broadleaf forest, sparse broadleaf forest, pasture, and scrubland, characterized through environmental studies, flora and fauna inventories, and geospatial analysis. By 2025, the condition reflects changes associated with the operation, showing transformations in land cover and land use. The assessment is based on monitoring, geospatial analysis, and forest inventories, considering the initial baseline condition, the drivers of biodiversity loss, and management and compensation measures, including restoration with native species.			Environmental and climate management	106
101-8	14.4.8			Ecosystem services.			Environmental and climate management	106
		EM-MM-160a.1		Environmental management policies and practices for the protection of biodiversity in active sites.			Environmental and climate management	
		EM-MM-160a.3		Percentage of proven and probable reserves located in or near protected areas or critical habitats. Comment: Information on proven and probable reserves is available in the Technical Reports prepared under National Instrument NI 43-101. These documents can be consulted in SEDAR+, the web system for filing and accessing information supporting Canadian securities regulation (CSA): https://www.sedarplus.ca/landingpage/			Environmental and climate management	106

Emissions								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
305-1	14.1.5	EM-MM-110a.1	4a 4b	Direct GHG emissions (Scope 1). Comments: - Colombia: CO2, CH4, N2O, HCFC, SF6, NF3. - Nicaragua: CO2, CH4, N2O, CFC, HCFC, HFC. - Following the departure of Minas Argentinas S.A. in 2023 and the consolidation of the methodology under the GHG Protocol, the Company has established 2023 as its new baseline for emissions monitoring. For this year, 64,151.52 tCO2eq consolidated from scope 1 were reported. - Sources of emission factors: Mining-Energy Planning Unit (UPME), document Emission Factors for Colombian Fuels FECOC. - Biogenic emissions: 39.99 t CO2eq. - Consolidation approach: operational control. - For the quantification of scope 1, we applied the Corporate standard of the Greenhouse Gas Protocol. The calculations are based on emission factors applied to actual fuel consumption, dredged areas, and self-generated renewable and non-renewable energy. To this end, we employ a tool developed by MGM Innova Consulting that integrates the input data, emission factors, and assumptions. In the case of the dredging process, emissions are deferred over a period of 20 years.	X		Environmental and climate management	99
305-2	14.1.6	EM-MM-110a.1	4b	Indirect GHG emissions associated with energy (Scope 2). Comments: - Gases included: CO2 (Colombia and Nicaragua). - Following the departure of Minas Argentinas S.A. in 2023 and the consolidation of the methodology under the GHG Protocol, the Company has established 2023 as its new baseline for emissions monitoring. For this year, 9,239 tCO2eq consolidated Scope 2 emissions were reported. - Sources of emission factors: National Dispatch Center (XM, Colombia) "UPME, 2024. Year 2023 factor""; Nicaraguan Energy Institute (INA, Nicaragua). - Consolidation approach: operational control.- Location-based emissions: 8,960.57 t CO2 eq.- Market-based emissions: 8,883.51 t CO2 eq.-For the quantification of Scope 2, we applied the Corporate Standard of the Greenhouse Gas Protocol. The calculations are performed under the same standard and from emission factors applied to energy, using the same tool with its input data, emission factors and assumptions.	X		GRI/SASB Table	147

Emissions								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
305-3				Other indirect GHG emissions (Scope 3). Comment: To fully calculate Scope 3 emissions, it is necessary to obtain primary data on the inputs used in the extraction and transport by artisanal miners in Nicaragua, whose model covers more than 1,500 groups. However, incorporating some input data, emission factors and assumptions developed by MGM Innova Consulting, a preliminary calculation of these emissions at a consolidated level would be 42,178.55 tCO2eq.		x		
305-4	14.1.8			GHG emission intensity. Comment: The emission intensity for scope 1 and 2 is 0.378 tCO2e/oz. To fully complete the energy intensity calculation with Scope 3 emissions, it is necessary to obtain primary data on the inputs used in the extraction and transport by artisanal miners in Nicaragua, whose model covers more than 1,500 groups.		x		
305-5	14.1.9		2c	Reduction of GHG emissions.			Environmental and climate management	99
305-6				Emissions of ozone-depleting substances (ODS). Omission: Information not available or incomplete: in Colombia and Nicaragua we use refrigerants containing HCFC such as R22. Its consumption is mainly associated with the use of air conditioners installed in offices, mining operations, and camps.		x		

Emissions								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
305-7		EM-MM-120a.1		Nitrogen oxides (NOx), sulfur oxides (SOx) and other emissions. Omission: Information not available or incomplete: emissions studies are carried out at Mineros Colombia, the most recent being the one carried out on December 10, 2025 in the chimney of the smelting furnace system. The results of the discharge concentrations are:• Particulate matter (PM10) 250mg/m3 - The particulate matter (MP) parameter is below the emission standard by 98.3%.• Nitrogen dioxide (NOx) 550mg/m3 - Nitrogen oxides (NOX) are below the emission standard by 87.65%.• Sulfur dioxide (SOx) 550mg/m3 - Sulfur dioxide (SO2) is below the emission standard by 99.18%.• Metals (Pb, Cu, Cd and Hg) are below the established regulatory limits for each one.According to the company's economic activity and based on the operating conditions during sampling, it can be concluded that: the discharge to the atmosphere from the chimney belonging to the Melting Furnace system for the particulate matter (PM) parameter is below the emission standard by 99.5%, for the nitrogen oxides (NOX) parameter, a result is presented below the detection limit of the method, which indicates 100% compliance below the standard, as well as for the Sulfur Dioxide (SO2) parameter. In Nicaragua, national regulations do not establish limit values for significant air emissions. Only concentrations of emissions are regulated.		x		
		EM-MM-110a.2	4c	Discussion of the strategy or plan for long and short-term management of Scope 1 emissions, emission reduction targets, and an analysis of performance compared to those targets. Comment: Given the departure of Minas Argentinas S.A. in 2023 and the consolidation of the company's methodology for accounting for GHG emissions, in 2024 it was decided to take 2023 as the baseline for Mineros' emissions reduction strategy. The greenhouse gas emission reduction target will be defined based on the projects outlined in the roadmap, considering their reduction potential and following the mitigation hierarchy to achieve a science-based objective.While the metric is being defined, the Company has proposed implementation goals for GHG reduction projects for 2024 and 2025. In 2024 and 2025, the established goal was met (two projects executed and two with feasibility analysis).			Environmental and climate management	99

Waste								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
306-1	14.5.2			Waste generation and significant impacts related to waste.			Environmental and climate management	115
306-2	14.5.3			Management of significant impacts related to waste.			Environmental and climate management	113, 115, 117
306-3	14.5.4			Waste generated.			Environmental and climate management	113
306-4	14.5.5			Waste not intended for disposal.			Environmental and climate management	115, 116
306-5	14.5.6			Waste intended for disposal.			Environmental and climate management	114
		EM-MM-150a.4		Total weight of non-mineral waste generated.			Environmental and climate management	113
		EM-MM-150a.5		Total weight of the tailings produced.			Environmental and climate management	
		EM-MM-150a.7		Total weight of hazardous waste generated.			Environmental and climate management	113
		EM-MM-150a.8		Total weight of hazardous waste recycled.			Environmental and climate management	116
		EM-MM-150a.9		Number of significant incidents related to the management of hazardous materials and waste.			Environmental and climate management	110
		EM-MM-150a.10		Description of policies and practices for the management of waste and hazardous materials for active and inactive operations.			Environmental and climate management	113

Supplier environmental assessment								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
308-1				New suppliers who have passed selection filters according to environmental criteria.			Environmental and climate management	45

Employment								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
401-1	14.17.3			Hiring of new employees and staff turnover.			Our talent	124, 125
401-2	14.17.4			Benefits for full-time employees that are not provided to part-time or temporary employees.			Our talent	125
401-3	14.17.5 14.21.3			Parental permission.			Our talent	126

Employer-employee relations								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
402-1				Minimum notice periods for operational changes Comment: Notice periods and provisions for consultation and negotiation are specified in collective agreements.			GRI/SASB Table	151

Health and safety at work								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
403-1	14.16.2			Occupational health and safety management system.			Occupational health and safety	74
403-2	14.16.3			Hazard identification, risk assessment, and incident investigation.			Occupational health and safety	75
403-3	14.16.4			Occupational health services.			Occupational health and safety	79
403-4	14.16.5			Worker participation, consultation and communication on OSH.			Occupational health and safety	79
403-5	14.16.6			Worker training on health and workplace safety.			Occupational health and safety	80
403-6	14.16.7			Workers' health promotion.			Occupational health and safety	79
403-7	14.16.8			Prevention and mitigation of impacts on health and workplace safety directly linked through business relationships.			Occupational health and safety	74
403-8	14.16.9			Coverage of the occupational health and safety management system.			Occupational health and safety	75



Health and safety at work

GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
403-9	14.16.10	EM-MM-320a.1		Work-related injury. Comment: - Mineros Colombia: data corresponding to employees is collected according to the diagnosis provided by the IPS (healthcare center), in the medical summary where the worker is treated, and the results of the investigation process. Contractors send an email every month with the characterization file and man-hours worked (MHW) to the email address defined by the organization, then the OSH area downloads the information and records it in its files for indicator monitoring. - Mineros Nicaragua: data corresponding to employees is managed by the Occupational Health process. The collaborator is treated at the Nueva Esperanza medical clinic and the doctor populates the report on the intranet platform from where an automatic report email is sent. This information is forwarded to the OSH process, where internal classification is performed monthly in conjunction with the Occupational Physician. The Human Resources area maintains personnel records, which are shared via email with Safety and Health at Work (OSH) on a monthly basis, broken down by gender, detailing regular male hours and overtime male hours. In the case of contractors, information on accidents occurring is requested from contract administrators every month, as well as reports to the relevant institutions for corroboration and validation. Once the information is collected, it is consolidated in the offices of Occupational Safety and Health. The number of contractor workers is reported through a report provided by contract administrators on the fifth of each month. Additionally, the number of workers per contractor can be viewed through the Infocontrol platform.	X		Occupational health and safety	77, 78
403-10	14.16.11			Work-related illnesses and diseases.			Occupational health and safety	77

Training and education

GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
404-1	14.17.7 14.21.4			Average number of training hours per employee per year.			Our talent	127
404-2	14.17.8			Programs to develop employee skills and programs to assist with transitions.			Our talent	128

Training and education								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
404-3				Percentage of employees who receive periodic performance and career development evaluations.			Our talent	128

Diversity and equal opportunities								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
405-1	14.21.5			Diversity of governing bodies and employees.			Governance structure	26
							Our talent	124
405-2	14.21.5			Ratio between the base salary and the remuneration of women and men. Omission: Confidentiality restrictions: due to company policies, information related to personnel remuneration is considered confidential.				

Freedom of association and collective bargaining								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
407-1				Operations and suppliers in which the right to freedom of association could be at risk. Comment: Human rights risk analyses of operations do not show exposure to violations of the right to freedom of association. Further information on the agreements is available in the Human Rights chapter.			GRI/SASB Table	154

Child labor								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
408-1	14.18.2			Operations and suppliers with a significant risk of child labor cases.			Human rights	55

Forced or compulsory labor								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
409-1				Operations and suppliers with a significant risk of forced or compulsory labor cases. Comment: To date, there is no evidence of a high risk of forced labor in operations or suppliers.			GRI/SASB	155

Security practices								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
410-1	14.14.2			Security personnel trained in human rights policies or procedures.			Human rights	56

Rights of indigenous peoples								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
411-1	14.11.2	EM-MM-210a.2.		Cases of violations of the rights of indigenous peoples Comment: No cases of violations of the rights of indigenous peoples have been reported during the 2025 period.			GRI/SASB Table	156
	14.11.3	EM-MM-210a.2.		Operations and proven reserves located in territories with a presence or potential impact on indigenous peoples. Comment: Information on proven and probable reserves is found in the Technical Reports for National Instrument NI 43-101, available on SEDAR+, the web system for filing and accessing information supporting Canadian securities regulation (CSA). https://www.sedarplus.ca/home/			GRI/SASB Table	55
	14.11.4	EM-MM-210a.2.		Free, Prior and Informed Consent (FPIC) Processes.			Human rights	55
							Social management	60

Local communities								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
413-1	14.10.2			Operations involving local community participation, impact assessments and development programs Comment: According to the definition established in GRI 2-6 regarding significant operations, two out of three operations (66.7%) have implemented programs for local community participation, impact assessments and development. The corporate headquarters does not have these programs and evaluations as it is located in the city of Medellín, outside the area of influence of the mining operations of Mineros Colombia and Mineros Nicaragua.	x		Human rights	56, 60
					x		Social management	64
							Our company	13
413-2	14.10.3	EM-MM-210b.1.		Operations with significant negative impacts – real or potential – on local communities.			Social management	64

Social assessment of suppliers								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
414-1	14.17.9			New suppliers who have passed selection filters according to social criteria.			Economic development	45
414-2				Negative social impacts in the supply chain. Omission (partial): The metrics associated with GRI 414-2 content will be updated according to the developments of the human rights due diligence processes and in the supply chain carried out in 2025.		x	GRI/SASB Table	157

Public policy								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
415-1				Contributions to parties and/or political representatives Comment: During 2025, no contributions or donations were made to political campaigns.			GRI/SASB Table	158

Client privacy								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
418-1				Well-founded claims relating to violations of customer privacy. Comment: No well-founded claims relating to violations of customer privacy were presented during the reporting period.			GRI/SASB Table	158

Socioeconomic compliance								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
419-1				Noncompliance with social and economic. Laws and regulations. Comment: In 2025, Mineros announced that, after consulting with its legal and tax advisors, it has determined to resolve a tax dispute with the Government of Nicaragua through the payment of approximately \$49,3 million in relation to unpaid ad-valorem taxes and their corresponding interest from 2019 to 2024 claimed by the Government of Nicaragua.			GRI/SASB Table	158

Sector-specific content								
Climate change								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
	14.1.1	EM-MM-130a.1.		Total energy consumed; percentage of grid electricity and percentage of renewable energy.			Environmental and climate management	100
Economic impacts								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
	14.9.1			Focus on promoting local employment, local purchasing, service contracting, and community training programs.		x		
Relationship with the community								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
		EM-MM-210b.2		Number and duration of non-technical delays Comment: No technical delays were generated in our operations in 2025.			GRI/SASB Table	159

Sector-specific content								
Artisanal and Small-Scale Mining (ASM)								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
	14.13.2			Incidents related to Artisanal and Small-Scale Mining (ASM): total number, nature, and corrective measures adopted.			Economic development	47
	14.13.3			Mining sites with the presence of MAPE in the mine or in its area of influence.			Economic development	47

Tailings								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
	14.6.2			Volume and number of significant spills of hazardous substances (including hydrocarbons).			Environmental and climate management	119
	14.6.3	EM-MM-540a.1		Detailed inventory of tailings storage facilities (status, capacity, risk classification, independent review, EPRP).			Environmental and climate management	119
		EM-MM-540a.2		System for management and governance for stability and tailings monitoring.			Environmental and climate management	119
		EM-MM-540a.3		Approach for developing Emergency Preparedness and Response Plans (EPRP) for tailings.			Environmental and climate management	120

Sector-specific content								
Critical incident management								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
	14.15.2			Significant spills Comment: No significant spills occurred during the reporting period.			GRI/SASB Table	161
	14.15.3			Number of critical incidents in the period, associated impacts and remediation measures.			Environmental and climate management	110
	14.15.4.			Percentage of mining sites with an emergency preparedness and response plan; identification of sites without a plan. Comment: 100% of our active operations have emergency response and preparedness plans. Currently under development of corporate HSE standards, we are designing emergency plans for expansion and exploration projects.			Environmental and climate management	110

Activity parameters								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
		EM-MM-000.A		Production of (1) metallic minerals and (2) finished metal products.			Economic development	41
		EM-MM-000.B		Total number of employees, percentage of contractors.			Economic development	41

Sector-specific content								
Business ethics and transparency								
GRI	GRI Sectorial	SASB	TCFD	Indicator	Verified	Omission	Chapter	Page
		EM-MM-510a.2		Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index Comment: At Mineros, we recognize the crucial importance of transparent management in all our operations. Below, we present relevant information about the countries in which we operate: Nicaragua score Country 14/100 remained the same as in 2024. Position: 175/180 Production: 131.831 oz. Colombia score Country: 37/100 Rank: 99/180 Production: 89.777 oz.			GRI/SASB Table	162