



2024
SUSTAINABILITY REPORT
COLLAHUASI




COLLAHUASI
MUCH MORE THAN COPPER



Company name:

Collahuasi

Trade name:

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OUR PURPOSE

Because we are much more than copper, we challenge the present to contribute to a better society.









**STRATEGJC
FRAMEWORK**



PEOPLE



BUSINESS



ENVIRONMENT



COMMUNITIES



**SUSTAINABILITY
INDICATORS**



STRATEGIC
FRAMEWORK



PEOPLE



BUSINESS



ENVIRONMENT



COMMUNITIES



SUSTAINABILITY
INDICATORS

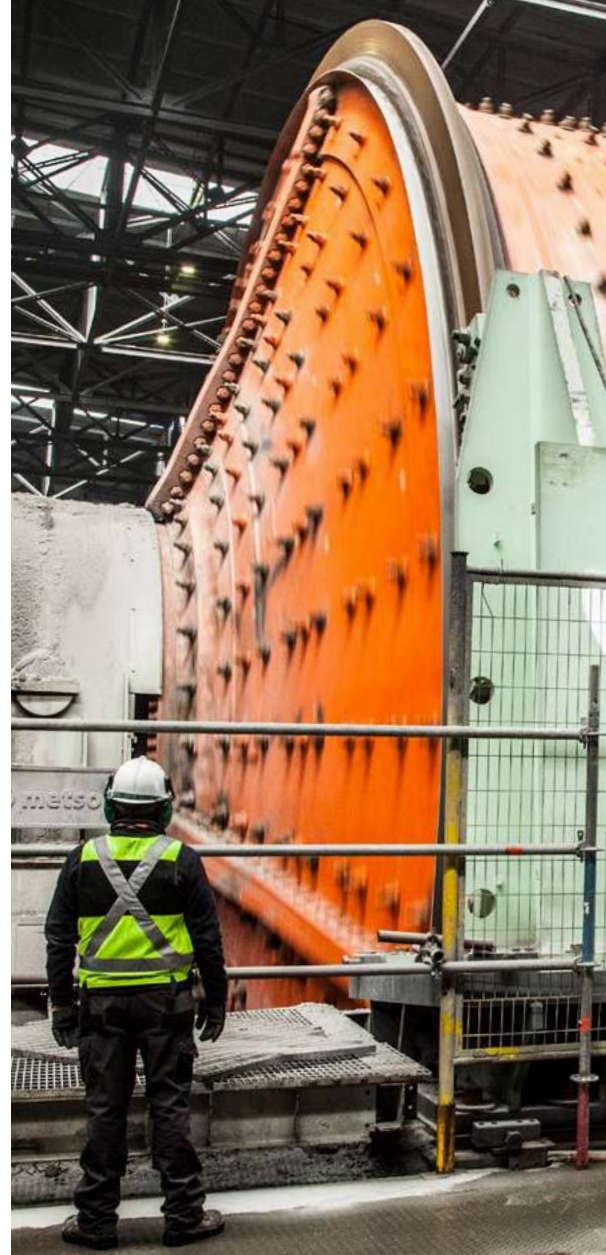


Strategic Framework

01

About this report

Following Global Reporting Initiative guidelines and addressing our performance between January 1st and December 31st, 2024, the nineteenth version of Collahuasi's Sustainability Report seeks to inform our various stakeholders about the strategy and performance in the company's material topics and its surroundings, considering environmental, social and governance (ESG) variables. These were set out in 2021 and updated during the period presented in this report. Thus, the contents included here are guided by our corporate strategy for the management of said variables. This is a process related to sustainability matters in which we established objectives, commitments, indicators, and medium- and long-term goals. This document also represents the Communication of Progress of the UN Global Compact (UNGCC), reflecting the company's commitment to its ten principles. In addition, it presents the company's contribution to the Sustainable Development Goals (SDGs), aligned with the global 2030 Agenda for Sustainable Development. In line with our 2023 Report, and for the second year in a row, some contents in different areas in this document included an external assurance process.



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This version of the report is **provisional**, as we wait for the assurance of indicators by an independent third party. Therefore, the figures in this report may change in later versions.



Letter from the CEO

Jorge Gómez

I invite you all to review our 2024 Sustainability Report, which reflects a year of important advancements, but also operational and organizational challenges.

Thanks to the commitment, experience and collaboration of all who are part of Collahuasi, in 2024, we confirmed the solidity of our company, even in a particularly challenging context for the attainment of production goals. We achieved what had been committed to our shareholders and we continued to make decided progress on our calling for a type of mining that is sustainable, competitive and committed to the country's development.

From an operational point of view, we faced complex conditions, such as the lack of summer rains, which affected water availability. Even so, we were able to maintain our production levels as planned, reaching a record-breaking 60 million tons treated, boosted by the commissioning of the Fifth Mill and the adoption of technical and operational measures that we will continue monitoring and adjusting.

The efficiency of our operation, with a productivity of 112.4 tons of copper fines per worker - one of the highest in the sector nationally-, allowed us to maintain competitive costs. As a result, we recorded revenues of US\$4,819 million and tax contributions of over US\$1,000 million, between taxes and royalties.

Altogether, Collahuasi's direct and indirect contribution to the national economy in 2024 amounted to 1.77 of the country's GDP and more than half of Tarapacá's GDP. Thus, our performance is translated as growth and long-term value for the country, even in a scenario of high volatility of prices and costs.

Another relevant aspect in 2024 was related to our growth roadmap. The desalination plant from project C20+ finished the year with a progress of 86% of completion, looking to be commissioned in 2026.

In parallel, we received the environmental approval for the "Adecuación Cronograma y Obras Collahuasi" ("Collahuasi Timeline and Works Adaptation"), which seeks to ensure water sustainability and long-term operational continuity. We also started engineering development for a new expansion phase that will strengthen our future production capacity.

In Collahuasi, our workers and contractors are the pillar of our competitiveness and development. Protecting their health and safety is an essential and unwavering commitment. In 2024, we experienced a profoundly painful event: the passing of Jeremías Barrera, Innomotics worker, while he carried out his duties in our concentration plant. This loss affects us deeply and spurs us on to continue reinforcing our processes, integrating what we learn to our Risk Management Cycle (RMC). We, therefore, confirm our conviction that a culture of prevention, based on mutual care and risk preemption, is essential in safeguarding our most valuable asset: people.

Similarly, we made progress in strengthening an inclusive, participatory and safe work culture. We reached our eighth collective negotiation in eleven years with low labor conflict, we hired more women - representing 26% of new hires-, and we implemented new development plans and equality policies.

Moreover, we digitalized key processes in people management, improving decision-making and access to internal opportunities. This was reflected in 87% organizational positivity, according to a climate assessment.

With the entry into force of Law N. 21,595 regarding economic and environmental crimes, we updated our Crime Prevention Model and appointed Persons Responsible for Prevention. This way, we confirmed our commitment to an organizational culture that is based on ethics, transparency and corporate responsibility.

In 2024, we delved deeper into our operations' digital transformation, with what we call "technology with purpose": algorithms, automation, data science and generative artificial intelligence, to reinforce security, improve productivity and advance towards circularity. For this purpose, we trained teams on digital skills, establishing the foundations of a 4.0 mining.

This focus was also extended to our educational area. I would particularly like to highlight Hans Schulz and Patricio Jara, students from Liceo Padre Alberto Hurtado Cruchaga from Pica and Liceo Juan Pablo II from Alto Hospicio, respectively, who achieved the highest score in the Higher Education Access Test (known as PAES) for mathematics. These milestones not only fill us with pride: they reflect concrete progress in education and confirm that quality and excellence are possible when the private and public sectors and the communities join efforts.

In 2024, Collahuasi continued executing its commitment to development and employability in Tarapacá, with programs that include young people from technical high schools in Pica and Alto Hospicio. Likewise, through the Apprentices Program, aimed at young people between 18 and 24 years old with technical education in electricity, electronics and industrial mechanics, we have encouraged regional talent. This is how, currently, 95% of high-tonnage extraction truck (CAEX) operators come from those education opportunities.

Through Fundación Collahuasi, we also extend our territorial presence with programs with economic, social, environmental and educational impact that directly benefited more than 10 thousand people. We are proud to be a relevant actor in opportunity generation for the communities in the north of the country, with concrete initiatives in health, infrastructure, technical education and local entrepreneurship.

All these advancements renew our commitment and energy, especially in the face of a 2025 that will be particularly challenging. The uncertainty from global tensions, regulatory adjustments, greater pressure for energy efficiency and growing social expectations regarding sustainability will require preparation, dialogue and flexibility. The speed of technological changes and environmental demands challenge traditional models, which means we have to keep adapting with determination.

We are confident that the road traveled has prepared us to overcome these challenges, maintaining our commitment to operational excellence and our purpose: to challenge the present to contribute to a better society.

Jorge Gómez D.

Collahuasi CEO



Profile

Compañía Minera Doña Inés de Collahuasi holds operations in the region of Tarapacá, from the high plateau at over 4,400 meters above sea level to the coast. We extract and produce copper concentrate, and we stand out as one of the four producers of molybdenum concentrate in Chile.

According to the results of the 2024 **The World Copper Factbook**, by the **International Copper Study Group**, Collahuasi is among the twenty main copper producers in the mining category worldwide, ranking third largest in terms of its capacity.

In 2023, Collahuasi recognized taxes of US\$ 970 million, a figure that includes US\$ 382 million of mining royalties calculated from the taxable operational income.

In addition, the company reported US\$ 44 million from the ad valorem component calculated over sales, totaling tax contributions of US\$ 1,014 million in taxes and royalties for 2024.

Together with this, we are proud to say that Collahuasi's direct and indirect contribution to the economy in 2024 totaled US\$ 5,835 million, equivalent to 1,77% of the national Gross Domestic Product (GPD) and almost 58% of Tarapacá's GDP.

OUR PURPOSE

Because we are much more than copper, we challenge the present to contribute to a better society.

OUR VALUES

Honesty

Respect

Responsibility

Passion

Recognition

Safety

Value chain



Ownership

Collahuasi is a contractual mining company, whose shareholders, Anglo American plc, Glencore and Japan Collahuasi Resources B.V., are represented in its board of directors, participating in the company's strategic decisions.

44%

 **AngloAmerican**

One of the largest mining companies in the world. With its headquarters in the United Kingdom, it has operations in Africa, South America, North America, Asia and Australia.

44%

GLENCORE

World leader in raw material production and trading. Its activities are supported by a global network of about 90 branches in more than 50 countries.

12%

Japan Collahuasi Resources B. V.

It belongs to Mitsui & Co. LTD, one of the largest commerce and investment companies in Japan.

History

Collahuasi has a long history in mining: in 1880, its operations began with the extraction of copper and silver. However, the 1930 economic crisis forced the closure of its operations. Decades later, in 1978, the geological studies that allowed the identification of the Rosario site resumed, preparing the foundations for the resurgence of mining activities in the area.

In 1991, new geological studies made possible the discovery of Ujina, boosting the development of the industry in the region. After receiving feasibility and environmental impact approvals in 1995, the building of Compañía Minera Doña Inés de Collahuasi began. The beginning of trading in 1999 marks its consolidation as one of the main copper and molybdenum producers in the world.

In line with its sustainable growth strategy, in 2021, the company obtained the Environmental Qualification Resolution (acronym RCA in Spanish) for its Infrastructure and Production Capacity Improvement Project, ensuring continuity of its operations for at least twenty years and reasserting its commitment to efficiency and responsible resource management.

With a projected lifespan of more than 75 years and an average grade of 0.8% CuT, Collahuasi reasserts its position as a strategic actor in mining development in Chile.

Image: Rajo Ujina, 1998



1996

Construction and opening of the Ujina open pit began, marking the start of production operations.

1999

Start of our commercial operation.

2004

We published our first Sustainability Report.

Extraction activities move from the Ujina pit to the Rosario pit and our molybdenum operations began.

2008

We launched a water and energy efficiency program and installed the first pilot solar power plant.

We established Fundación Educacional Collahuasi, seeking to improve the quality of education in Tarapacá.

2011

We were the first mining company in the country to calculate their carbon footprint with external assurance and to carry out a tender process for our electricity supplier based on renewable energies.

2012

We restructured with the purpose of increasing safety, productivity and sustainability levels.

We started applying a three-phase strategy: stabilization of operations, process optimization, and growth with a model based on the Risk Management Cycle (RMC).

2014

We opened the photovoltaic plant in Pozo Almonte, which supplies 13% of the company's electricity consumption.

We supported the communities affected by the earthquake that hit the north of the country.

2015

We defined our strategy to become a business of excellence and increase social contribution in the region and the country.

2020

We launched the Impulso Tarapacá plan, with the purpose of helping MSMEs affected by the pandemic and strengthen the region's health system.

We initiated the biggest renewable energy supply contract in the country.

2021

Collahuasi included the circularity attribute in all its contracts for services and purchases.

We obtained the RCA for the Infrastructure Development and Production Capacity Improvement, extending our operations by twenty years.

2022

We sought to reduce Collahuasi's continental water consumption through our C20+ project, with which we will build a desalinating plant and a pipeline running to the Cordillera site.

2023

We commissioned the fifth ball mill and started a growth phase, allowing us to increase the tonnage of processed ore from the Ujina plant.

Fundación Collahuasi expanded its scope to include education, environment development and work with the communities.

We began the Cuidemos Tarapacá (Let's Take Care of Tarapacá) plan, aimed at restoring public spaces, improving waste management, supporting female entrepreneurs and providing dental health for women.

2024

Fundación Collahuasi's new scope has deepened its impact in the communities' economic, social, environmental, and educational development, directly contributing to over ten thousand people's ability to overcome poverty.

We made progress in the introduction of algorithms and digitalization of our activities, incorporating generative artificial intelligence and optimizing processes with a focus on people's wellbeing and operational efficiency. We also promoted productivity and circularity.

We achieved 87% of positive responses in the annual workplace climate survey, with a participation of almost 90%, reflecting an environment of solid and collaborative work, in a context of reduced undesired turnover and absenteeism compared to 2023.

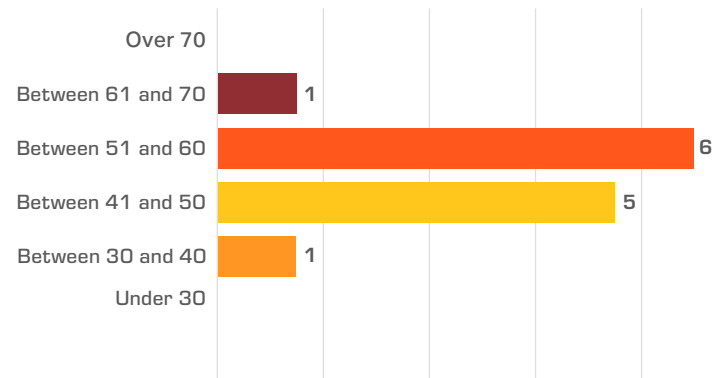
Governance and management

Collahuasi's two main leadership bodies are the Board of Directors and the Executive Committee. The first is responsible for defining the corporate strategy, supervising performance and making key decisions for the company's sustainable development. Whereas the Executive Committee is in charge of executing that strategy, guaranteeing operational efficiency and the attainment of business goals. This governance structure allows for balance between strategic planning and its implementation, ensuring informed decision-making that is also aligned with the best practices in sustainability and corporate management.

BOARD OF DIRECTORS

Our Board of Directors is formed by seven directors and their respective deputies, appointed by shareholders in proportion with ownership structure. Its main mission is to align the company's strategy with its performance goals and control systems, ensuring that decisions and corporate management are in line with the guidelines and targets defined by the shareholders.

Board Age Range Director and Deputies



Gender distribution in Board Directors and Deputies



DIRECTORS

Director	Date of Appointment	Profession or occupation	Nationality
Mike Westermann	April 17, 2021	Mining Engineer	Australian
Abraham Chahuán	April 2, 2020	Metallurgical Engineer	Peruvian
Andrés Souper Herrera	June 13, 2016	Business Management	Chilean
Patricio Hidalgo Zapata	November 3, 2022	Mining Civil Engineer	Chilean
Ruben Fernandes	April 1, 2021	Metallurgical Engineer	Brazilian
Matt Daley	January 17, 2023	BA in Mining Engineering	Australian
Masashi Nakazaki	April 24, 2024	Business Administration and Commerce	Japanese

DEPUTY DIRECTORS

Nathan Bullock	April 12, 2021	Geologist	Australian
Michael A. Farrelly	September 30, 2021	BA in Commerce and Law	Chilean
Eleanor Mary Blyth	April 25, 2023	Accountant	English
Claudia Garrido Stuardo	April 25, 2023	Chemical Civil Engineer	Chilean
Tzveta Tchorbadjieva	April 1, 2021	Certified Financial Analyst	English
Fernando Torres Ardiles	April 25, 2023	Civil Engineer	Chilean

EXECUTIVE COMMITTEE

Consisting of the Executive President (or CEO), the Vice Presidents and the Heads of Occupational Health and Legal, it oversees development, approval and update of the company's purpose, as well as its strategies, policies and goals in environmental, social and economic areas. Its members must keep the Board of Directors informed about all these matters and propose and incorporate actions to mitigate risks and increase the business' value.

The Executive Committee operates independently, given that the company does not have a sole controlling partner.



Jorge Gómez

CEO



Dalibor Dragicevic

Executive Vice President of Operations



Mario Quiñones

Vice President of Development and Sustainability



Trevor John Dyer

Vice President of Finance and Administration



Alejandro Verdugo

Vice President of Projects



Claudio Muñoz

Vice President of Processes



Carlos Nuñez

Vice President of Mining



Fernando Hernández

Vice President of Human Resources



María Soledad Martínez

Legal Manager



Javier Cantuarias

Occupational Health and Safety Manager



James Galatoire

Director of Production Capacity Expansion Project

* In 2025, Claudio Muñoz replaced Marcos Guerrero, who had the role in 2024.



Sustainable business model

Collahuasi has an ambitious business strategy that is based on five strategic goals:



Said strategy is divided into three stages. Two of them have been successfully completed: operational stabilization (2013 to 2017) and process optimization (2018 to 2021), with the third one, growth, currently in execution.

After obtaining the RCA for the “Infrastructure Development and Production Capacity Improvement” project, the company is making progress in the construction of its first desalinization plant, with a progress of more than 86% as of the end of 2024. This facility is part of the C20+ project, which will allow to extend the site’s lifespan by 20 years, ensuring the necessary water resource for the operation by means of a plant with a capacity of 1,050 liters per second. Moreover, in August 2024, we obtained the RCA for the project named “Collahuasi Timeline and Works Adaptation”, which adjusts the water extraction schedule from the Coposa basin to strengthen the operation’s water sustainability. We expect the desalinization plant to be commissioned in 2026, becoming a key milestone for the continuity and sustainability of Collahuasi’s operations.

STRATEGIC GOAL 1:

People

At Collahuasi, we believe that people are the pillar of our competitiveness and development. Therefore, in process transformation, based on data from the introduction of algorithms and elements of artificial intelligence (AI), we have developed different strategies to contribute to efficient team management and their safety.

On the other hand, we are proud to have reached 87% of positivity in the annual workplace climate survey, which had 90% of participation. This was achieved in a context that has seen a reduction in undesired turnover [-27%] and lower absenteeism [-15%] compared to 2023.

**1857**

Collahuasi's own staff

50.8%

Own staff from Tarapacá

8.2%

Female staff

3113

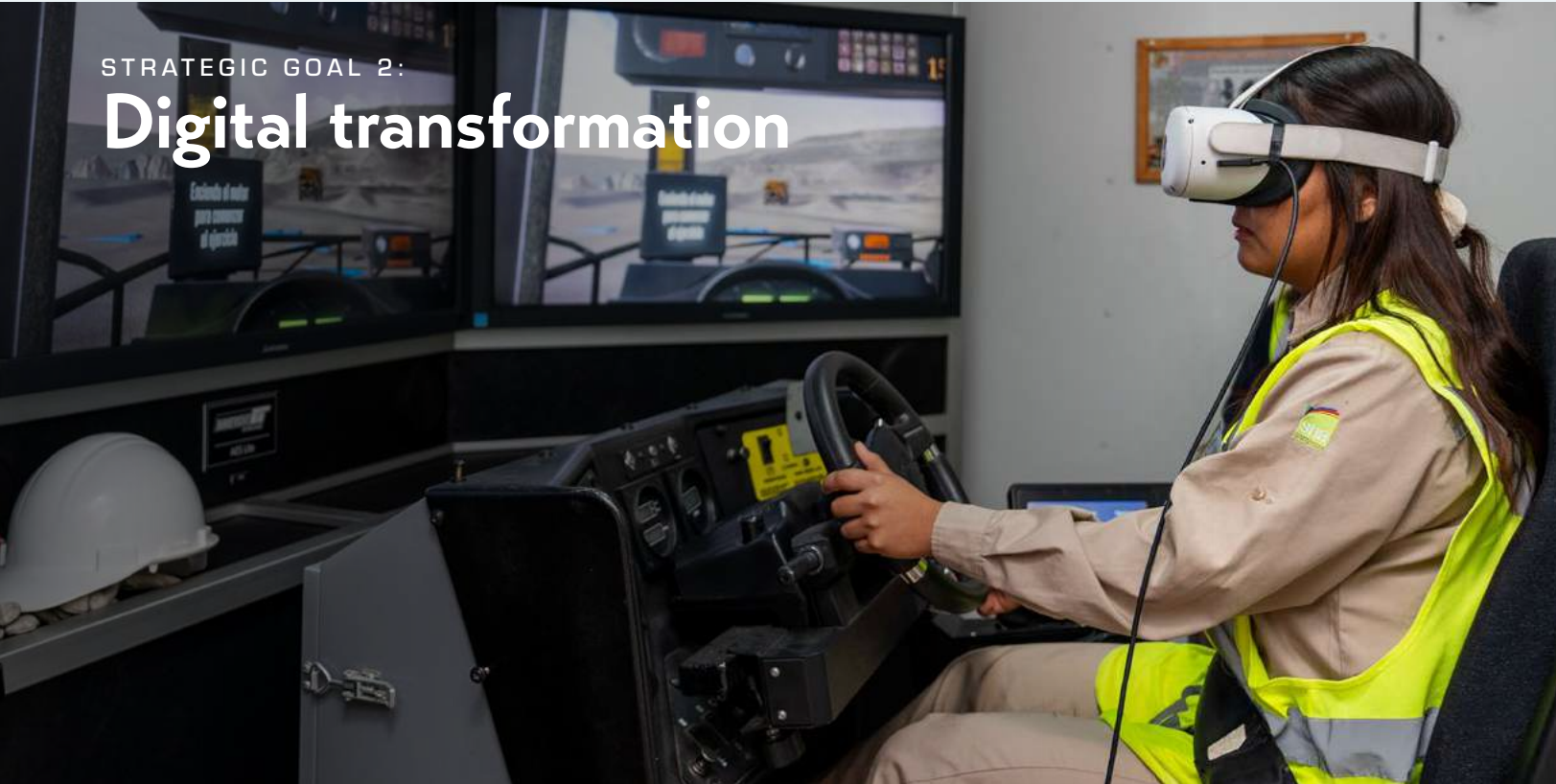
Collaborator staff

65%From the Great North
(Antofagasta, Arica and Tarapacá)**0.25%**

Frequency rate

STRATEGIC GOAL 2:

Digital transformation



Our company is defined by its constant search for opportunities to improve efficiency levels, endeavoring to reduce the operation's total cost and add value, in terms of circular economy and inclusion. In 2024, we consolidated a technological roadmap that responds to the needs of the business, anticipates risks and is coherent with our organizational culture.

Our digital strategy emphasizes the combination of technological trends, such as artificial intelligence, cloud computing, cybersecurity and automation, with a solid business architecture and good ITIL (Information Technology Infrastructure Library) practices, to optimize processes, costs, productivity and safety. We constantly review our Processes Map, strengthening data-based decision-making, with a focus on knowledge generation, risk reduction and boosting circular economy. At the same time, we promote personal data protection through training and internal tests, while we continue to make progress with decarbonization, operational efficiency and collaboration with local entrepreneurs.

STRATEGIC GOAL 3:

Management model



After the design and implementation of the Risk Management Cycle (RMC, or CGR in Spanish), Collahuasi has gone deeper into operational stabilization and optimization by means of a management model that has permitted continuous improvement in people's safety. Said strategy is applied in each activity of the value chain, allowing to capture lessons and opportunities that generate value, both for the business as well as the environment. It considers six stages.

Risk Management Cycle (RMC)



STRATEGIC GOAL 4:

Corporate sustainability

Sustainability is an integral part of our business management at all levels of the organization. Therefore, we have a policy on this matter which is applicable to all our activities. It exists within a context that seeks economic growth linked to sustainable development and the construction of a transparent relationship with all interested parties, as well as considering reasonable expectations from the communities.

Our sustainability policy looks to marry four dimensions considered to be essential: business, environment, communities, and people. In addition, we have been executing an environmental, social and governance (ESG) strategy for four years, and it includes concrete short- and medium-term commitments.

As part of our commitment to sustainable development, we promote an active and collaborative alliance with neighboring communities, contributing to their social, economic and educational progress. Through a joint effort with public institutions and civil society, we seek to strengthen their capacity for resilience and autonomy, as well as building long-term collaborative relationships that boost regional development.



TWELVE INITIATIVES TO ADDRESS RISKS AND OPPORTUNITIES IN TERMS OF SUSTAINABILITY:

Business

We develop a mining of excellence with a long-term perspective that generates opportunities for the transformation of the value chain and development for Tarapacá and the country.

- 1 Consolidate operational excellence across the value chain and with a long-term sustainability perspective.
- 2 Increase competitiveness by means of the introduction of algorithms, promoting productivity and reducing global costs.
- 3 Strengthen the governance system to manage ethics, collaboration and inclusion.

Community

We work with our neighboring communities daily, seeking to contribute significantly to their social, economic, cultural and educational development as pillars of the growth of different human groups.

- 7 Consolidate regional development, joining efforts with public institutions and civil society.
- 8 Contribute to the development of communities and their capacities for resilience and autonomy.
- 9 Maintain long-term collaborative relationships with the environment.

Environment

We minimize the impact of our operations and implement solutions to enable conservation and care for the biodiversity that surrounds us, contributing to diminishing the agents that accelerate the effects of climate change.

- 4 Protect biodiversity, promote environmental additionality and fulfilment of our commitments.
- 5 Adapt our assets and processes to climate change and gradually reduce water consumption and fossil fuel use.
- 6 Promote the implementation of the circular economy across our value chain.

People

We manage and promote the skills of our company's workers (our own as from third parties), in the best workplace health and safety climate, encouraging increasing diversity and inclusion.

- 10 Always foster a climate that safeguards our collaborators' health and safety.
- 11 Strengthen the delivery of tools for the development of skills in our team.
- 12 Promote an organizational culture that encourages diversity, inclusion and modern work relations.

STRATEGIC GOAL 5:

Growth

Collahuasi's growth plan reinforces our commitment Taracapá's development and seeks to expand our economic and social contribution in the region and the country. With the support of the Fifth Mill, commissioned at the end of 2023, in-plant treatment in 2024 totaled 60Mton, reaching a record-breaking figure for the company.

This forward-looking perspective is strengthened with production levels and efficiency that the operation has shown in the last years: in 2024, productivity reached 112.4 copper fines tons per worker.



Cordillera Site

- Expansion of Rosario Pit and dumps.
- Extension of tailings deposit in Pampa Pabellón.
- Implementation of the fifth mill.
- 6 new flotation cells for rougher operation.



Patache Port

- Modification of the molybdenum plant and incorporation of a new line.
- Increase of transportation of concentrate in trucks.

Commitments to SDGs

In line with our company's strategic goals and our ESG strategy, as well as the firm commitment we have to neighboring communities, we promote a more sustainable mining that generates a significant impact in their social, economic, cultural and educational development. In this context, our focuses were aligned with the following Sustainable Development Goals (SDGs) proposed by the United Nations (UN) for 2024.

Social Investment and Territorial Wellbeing

We promote initiatives that strengthen communities' quality of life, fostering health, education, inclusion, gender equality and access to essential basic services.



Local Development and Socioeconomic Impact

We contribute to regional and national development, generating local employment and supporting local suppliers.



Local Engagement

We foster trusting relationships with the communities and key stakeholders, based on dialogue, justice and collaboration to reach common goals.



Memberships

At Collahuasi, we believe that collaboration is the main driver to advance towards sustainable development. Therefore, and in order to contribute to the attainment of common goals between industry and society, we participate in different local and national organizations, while maintaining alliances and agreements with governmental bodies.



REGIONAL MEMBERSHIPS

Iquique Chamber of Commerce, Industry and Tourism.
Corporación de Desarrollo de Tarapacá.
Asociación de Industriales de Iquique y El Tamarugal A.G.
Corporación Museo del Salitre.
Centro Tecnológico de Economía Circular de la Macrozona Norte.
Chilean-British Chamber of Commerce.

ENVIRONMENT

Chilean National Mining Association (SONAMI).
Consejo Minero de Chile A.G.
Energy and Climate Change Committee.
Consejo Nacional de Seguridad Chile Transparente.
Acenor.
UN Global Compact Network, Environment.

COMMUNITY

UN Global Compact.
International Copper Association.



Collahuasi at a Glance

PEOPLE	BUSINESS	ENVIRONMENT	COMMUNITIES
51% of our team comes from the Tarapacá Region.	558,611 tons copper fines produced.	USD \$17.8 million destined to environmental actions.	95% of CAEX operators in Collahuasi come from Programs managed by Fundación Collahuasi.
65% is from the regions that make up the Great North (Arica, Tarapacá and Antofagasta).	1.35 US\$/lb was our cash cost (C1) or competitiveness indicator.	80.8% of water used in the production process is recycled water.	80,000 beneficiaries (direct and indirect) from our Impulso programs (Social, Productive, Environmental and Educational).
112.4 tons of copper fines is the productivity per employee.	USD\$ 5,835 million of total economic contribution (direct or indirect) equates to: 1.77% of national GDP. 57.9% of regional GDP	0.44 m3/ton was the water makeup.	75 flow-rate measurements , as part of participatory monitoring with the communities.
USD 1.3 million spent in training with a participation of 2.150 of our own staff.	USD\$ 1.543 million net profit after taxes.	78% of industrial waste is currently recycled.	813 formal jobs generated by the Productive Development Program on the territories of Coast, Pampas, and Gorges.
8.2% of the workforce are women.	USD\$ 1,014 million contributed to the state via taxes.	100% of electricity comes from renewable energy.	103.8 tons recycled, equivalent to avoiding 244.6 metric tons of CO ₂ emissions.
0.25 was the accident Frequency Rate.	USD\$1,856 million invested in C20+ Project.	21.5 GJoule/ton copper fines was the energy intensity.	1,859 Dialogs , activities or meetings with indigenous and coastal organizations.



People

002

At Collahuasi, we recognize that people are the driver of our operational excellence, sustained growth and the company's sustainability. Their talent, commitment and innovation are fundamental for facing contextual challenges and continuing to generate long-term value.

In 2024, we promoted several initiatives aimed at strengthening a more diverse, inclusive, sustainable and digital culture. These actions have been focused on incorporating technology with purpose, which bolsters both people's safety as well as our processes' productivity.

Among the main milestones of the year we find the implementation of new development programs, the strengthening of our diversity and inclusion policies, and the digitalization of key processes in people management. This has allowed for the optimization of decision-making in all levels, improving our teams' experience.

We also began a process of role enhancement and expected behaviors in the Risk Management Cycle, a central part of our management system, which seeks to standardize the above for our own staff as well as that of collaborating companies. This initiative aims at reducing operational variability and capturing opportunities for value creation in terms of safety and productivity, which will continue in 2025.

As for our Diversity and Inclusion Strategy, we are still making progress in building safe, respectful and discrimination-free work environments. The goal is to create the necessary conditions to attract, deploy and retain the best talent, ensuring spaces in which people can fully develop.





Workforce profile

On average, in 2024, Collahuasi had an operational workforce of 1,8571 people (own staff). 51% of them come from the Tarapacá Region. Likewise, 65% of our workers come from one of the three regions that make up the Great North (Arica, Tarapacá and Antofagasta), a percentage point higher than in 2023. Moreover, in addition to our team, there are 3,1132 people from our contractor operational workforce, who allow to amplify our contribution to local employment.

 **1,857**
Own staff

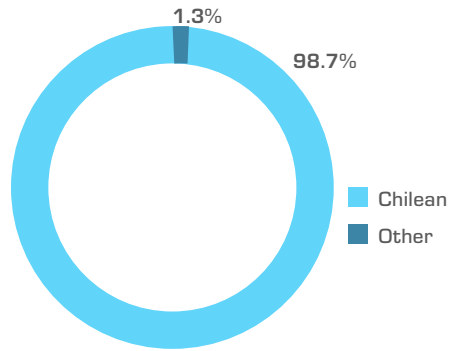
 **3,113**
Contractor staff

 **65%**
from the Great North

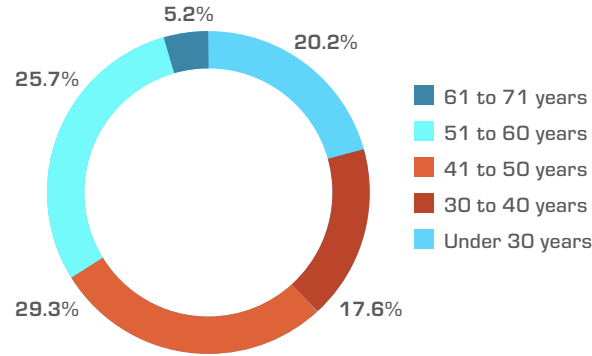
¹ Own operational staff considers own employees with permanent contracts, measured through the FTE model equating it to full-time hours. It excludes own employees with fixed-term contracts or contracts of mandate, and own staff hired for projects.

² Operational contractor workforce considers contractor employees with permanent contracts, measured through the FTE model equating it to full-time hours. It excludes contractor employees with fixed-term contracts or contracts of mandate, and contractor staff hired for projects.

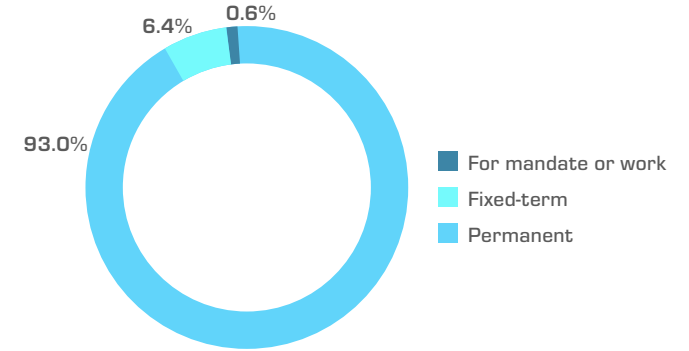
Workforce distribution by nationality



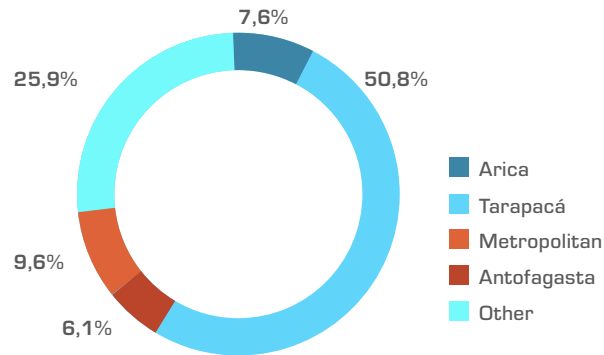
Workforce distribution by age range



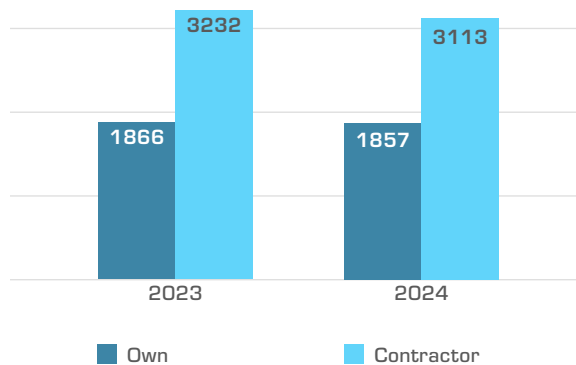
Workforce distribution by type of contract



Workforce distribution by region of origin



Average workforce



At Collahuasi, 76% of our contractor workers have a permanent contract.

Some of their main duties include operation and maintenance tasks, among other services.





Inclusion, innovation, and dialogue for sustainable growth

Our workers and contractors are Collahuasi's main pillar for competitiveness and contribution to sustainable growth. This conviction gains even more importance in a global context in which we need teams that are diverse, competent, motivated and aligned with our management vision (RMC), considering the challenges from the sociocultural context, as well as the expectations from new generations.

Collahuasi's sustainability policy is based on the promotion of modern and egalitarian labor relations, encouraging dialogue with trade unions and building connections based on trust and collaboration. We are inspired to generate a positive impact that transcends economic aspects, contributing to the development of our workers, communities and all of society.

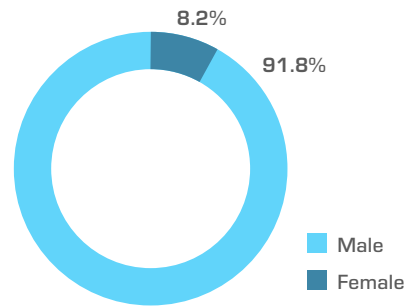
This commitment is reflected in the creation of respectful, safe and healthy work environments, where people's wellbeing, together with diversity and inclusion, boost development and growth.

At the end of the year, we hired 30 collaborators that are registered in the National Disability Registry – 11 people above the number required by law.



Likewise, we foster innovation in process management and the development of teams of excellence, certain that talent and motivation are key to promoting a solid organizational culture. With this integral vision, we seek to generate a work environment where each collaborator can grow, contribute and be part of a sustainable future for present and future generations.

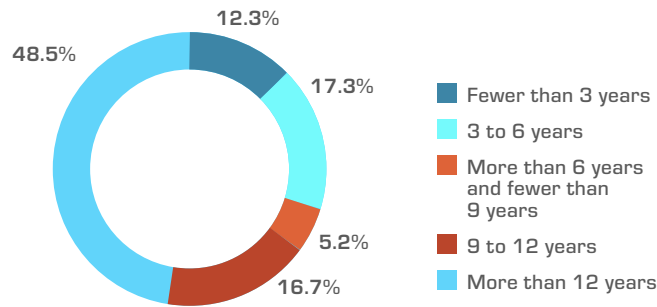
Own workforce distribution by gender



Women represent 8.2% of the 1,857 workers that make up Collahuasi's workforce.



Own workforce distribution by years of service



49% of our own staff have worked at Collahuasi for more than 12 years.



29% of our workers is between 41 and 50 years old, becoming the largest age group in our workforce.



Occupational Health and Safety Management

At our company, people's health and safety is an essential value and a shared responsibility. We have a management system that is structured and under continuous improvement, also promoting safe work environments, workers' overall wellbeing, and a solid prevention culture, covering both the company's own staff as well as contractors. In 2024, 13,237 people were covered by the system, including permanent staff, contractors and project teams (such as C20+).

In 2024, however, we faced a deeply regrettable event: the death of a worker from contractor company Innomotics while carrying out maintenance tasks in the concentration plant. The loss of a life is a great frustration, but, at the same time, it makes us reinforce our management model, which has allowed us to improve continuously in terms of people's safety and integrate lessons learned that

assures us that, in the future, there will be no other accidents like these or with similar consequences.

From this conviction, during the year, we delved further into different initiatives to strengthen operational control, improve early detection of risks and bolster the role of leaders and supervisors in incident prevention.



In 2024, we were able to go back to pre-pandemic occupational health standards, reaching 99.75% confidence in workers able to work at high altitude and maintaining high safety indicators in contractor companies. Moreover, we reinforced the prevention focus in health with a cardiovascular category, reaching 98.2% of staff.





Advancements in safety

PARTICIPATION AND DIALOGUE IN HEALTH AND SAFETY HYGIENE AND SAFETY JOINT COMMITTEE (HSJC)

The HSJC (or CPHS in Spanish) functions with a structure, is integrated to the Risk Management (RMC) area's corporate governance, and has responsibilities regarding the identification, evaluation and monitoring of occupational risks. In 2024, its members were renewed, both the group belonging to the company as well six other committees from contractor companies.

The integration between the company's own and third-party committees by means of monthly meetings and an annual instance, sharing indicators, strategic priorities and technologies applicable to safety management. Likewise, the Joint Committee Fair was held once more. This is a key instance for communicating lessons learned and highlighting the impact these committees have in the prevention of critical risks.



STRENGTHENING OF THE PREVENTATIVE MANAGEMENT AND LEADERSHIP SYSTEM

In 2024, Collahuasi furthered its progress from a methodological standpoint towards a more robust, structured and integrated Risk Management System, with the goal to strengthen prevention at all levels of the organization. This process was focused on consolidating the system's operational pillars and reinforcing the central role of frontline supervisors and leaders, who fulfill a key role in early detection of unsafe conditions and in the timely implementation of corrective actions. Anticipating risks and rigorous compliance with defined standards were established as essential elements to ensure safety and operational continuity.

At the same time, there were advancements in the progressive digitalization of key tools in the Risk Management Cycle (RMC), which allowed for significant improvements in traceability, efficiency and standardization of critical processes. This transformation not only enabled more agile information management, but also strengthened response capacity in the face of unsafe conditions and operational deviations.

These advancements complemented organizational control actions aimed at assessing alignment between defined standards and behaviors observed on site, reinforcing the role of leaders as guarantors of the effective application of safety practices in each stage of the operational process.

TECHNOLOGICAL INNOVATIONS FOR ANTICIPATION AND CONTROL

Among the main milestones in the year, we want to highlight the implementation of a real-time biomonitoring system for 795 mine workers, focused on the early detection of conditions related to fatigue and drowsiness. This technology, applied mainly to high-tonnage truck operators, allowed us to continuously evaluate their level of alertness, especially during night shifts or long hours. With this, prevention controls were reinforced for one of the most critical risk factors in sites with high operational demand, thus contributing to the direct protection of people and safe operation continuity.

In this same line, we set up a new digital platform for the planning of hoisting maneuvers, incorporating detailed records of teams, people and their roles, improving control and traceability of these critical operations. Likewise, we optimized the fleet monitoring

system, including pick-up trucks that operate in both mountain and harbor, and we made progress in the consolidation of a seven-year historical database, a key input for the development of predictive models aimed at identifying root causes and prioritizing prevention controls.

The inclusion of artificial intelligence technologies has strengthened alert systems, traceability and anticipation capacity, as well as making the work of supervisors and executives easier in terms of risk management.





CONTINUOUS IMPROVEMENT IN MANAGEMENT AS STRATEGIC PRIORITY

Durante el año, los desafíos enfrentados pusieron en evidencia la necesidad de revisar con mayor profundidad la gestión de seguridad en nuestras empresas contratistas. A partir de esta reflexión, se impulsó una revisión integral de los procesos y estándares aplicados a estas compañías, especialmente aquellas de mayor dotación, con el fin de detectar oportunidades de mejora y reforzar los mecanismos de control y acompañamiento preventivo. Este trabajo se tradujo en la actualización del diagnóstico de contratistas críticos y en la implementación de nuevas acciones para fortalecer su desempeño en seguridad, estableciendo este ámbito como una línea de trabajo prioritaria para 2025.

RIGOROUS INCIDENT INQUIRY AND ORGANIZATIONAL LEARNING

On the other hand, we reinforced the process of incident inquiry, applying a methodology that reviews deviations detected in each stage of the Risk Management Cycle in detail. This allows to identify both immediate causes, linked to execution, as well as basic causes, related to planning. Inquiries include the leader of the affected process, specialists depending on the nature of the event, representatives of joint committees and Safety Management. Each case is presented and assessed weekly in the Operational Performance Committee (OPC, or CDO in Spanish), the space in which we can share lessons, reinforce standards and prioritize corrective actions.

Incident Inquiry Process at Collahuasi



1. DEVIATION DETECTION AND ANALYSIS

Deviations detected in each stage of the Risk Management Cycle are reviewed in detail.



2. IDENTIFICATION OF CAUSES

- Immediate causes: related to execution of the work.
- Basic causes: related to failures in the planning or design stages of the process.



3. MULTIDISCIPLINARY PARTICIPATION

The inquiry includes the following participants:

- Leader of the affected process.
- Technical specialists (depending on the type of event).
- Hygiene and Safety Joint Committee.
- Safety Management.



4. EVALUATION IN THE OPERATIONAL PERFORMANCE COMMITTEE (OPC)

Each incident is presented at the weekly OPC, where findings are reviewed, lessons are shared and priority corrective actions are defined.



These advancements reflect the conviction that a solid prevention culture is not solely built with tools and procedures, but with the active and continuous commitment of all the people that are part of the organization. Incorporating safety as a shared value involves making conscious decisions in each part of the operational process, promoting behaviors that are coherent with defined standards and collectively assuming the responsibility of taking care of everyone's life and wellbeing.

Injury and Occupational Illness Prevention

1. HAZARD IDENTIFICATION AND EVALUATION

The identification of hazards in the workplace and the evaluation of associated risks is a systematic and recurrent activity within the company's health and safety management system. This process is developed in two main levels:

- Activity and task analysis: Each operational activity is broken down into specific tasks, to which we then apply a risk matrix that allows to classify the level of exposure and define appropriate mitigation controls. This tool is used continuously and across all work areas.
- Application of Fatality Prevention Standards: In addition to the routine analysis, we implement a second method focused on identifying hazards with the potential to generate serious accidents or fatalities. This evaluation allows us to apply additional measures and enhanced controls in critical tasks.

2. IDENTIFIED CRITICAL HAZARDS

During the year, we identified critical hazards mainly in maintenance processes, related to:

- Load hoisting and handling tasks.
- Working at height.
- Driving small and heavy-duty vehicles.
- Use of torque tools and rotating equipment.

These risks represent a priority in our prevention management, due to their ability to generate highly serious injuries.

3. CONTROL AND MITIGATION MEASURES

Considering these risks, measures are applied with a hierarchy of controls, combining different types of measures:

- Administrative controls: instruction procedures, regulations, signage and use of personal protection elements.
- Engineering and elimination controls: inclusion of robotics, isolation of the hazard and tools that reduce direct exposure.
- Specific training and constant learning: Each worker executing critical tasks receives specialized training, emphasizing risk awareness and strict compliance with safety protocols.

Occupational Health & Safety performance Indicator

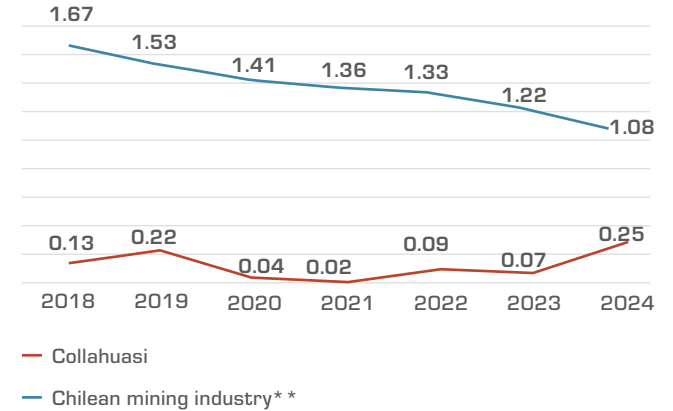
A culture of safeguarding people's lives and wellbeing that prevails at Collahuasi is reflected in our different safety indicators, which have stayed well under the average number of accidents for the industry in the last few years

Accident rate

Indicator	2023	2024
Total number of worked hours	24,094,944	32,065,344
Number of actual worked hours	24,094,944	32,065,344
Number of fatalities due to workplace accidents	0	1
Number of high-severity professional injuries	0	1
Number of accidents with lost time	3	5
Total number of incidents with and without lost time	27	32
Total number of high-potential incidents	0	3
Number of days lost due to accidents	109	6,341
Accident rate	0.026	0.038
Fatality rate	0.00	7.55
Average number of lost days per accident	36.3	1.268.2
MSHA rate of all incidences ¹	0.224	0.199

¹ MSHA incidence rate = (Total number of injuries and illnesses / Total number of worked hours by all employees) x 200,000 The health & safety indicator rates consider 13,237 own workers and contractors, according to the monthly average number of staff.

Frequency rate*



* TRIFR = (Total number of accidents / recorded worked hours) x 1,000,000.
 ** According to figures from Sernageomin, preliminary 2024 figure.



Professional Illnesses

In 2024, we recorded two cases of confirmed professional illnesses:

- Hearing loss (1 case): related to prolonged exposure to industrial noise.
- Hypobarica (1 case): related to exposure to low pressure in high-altitude site.

Both cases were managed with clinical, technical and preventative measures to avoid recurrences.

Indicator	2023	2024
Number of professional illnesses	10	10
Number of new professional illnesses (which started during the reported period)	2	2
Number of older professional illnesses (which started before the year reported)	7	8
Occupational illness rate	0.09	0.08

Health & Safety Education and Training

In 2024, we had various training instances focused on operational risks and the strengthening of preventative capacities. Among them we can highlight:

- Potential energies management.
- Induction and re-induction at Collahuasi site.
- Update on the Risk Management Cycle method and its tools.
- “Role and Expected Behaviors in Risk Management”, workshop for supervisors.
- Update course on Fatality Prevention Standards.
- Winter and High-plateau operation.
- MINSAL (Health Ministry) Protocols course, biological energy (silica, noise exposure, hypobarism due to high altitude, musculoskeletal disorders, UV radiation, and manual handling).

At the same time, we made progress in the planning of an annual training program on safety, health, emergencies, regulations and inclusion, aimed at our own staff as well as contractors.



Health & safety training for workers

Indicator	2024
Total training hours in health & safety (including emergency response) for employees	15,195
Total training hours in health & safety (including emergency response) for contractors	63,778
Average training hours per employee	7.0
Average training hours per contractor	5.8

Health Network

At Collahuasi, we have a health network that is robust and in permanent operation. It provides medical care to both own staff and contractor companies, whether for common morbidity or in case of accidents in the workplace. This network is made of five polyclinics that are distributed strategically: one in Puerto Collahuasi and four in the Cordillera site. All of them operate 24 hours a day, 365 days a year.

The health care team is made up of medical professionals, nurses, dietitians and physical therapists. In addition, we have an on-site clinical laboratory that allows us to carry out workplace health exams quickly and efficiently, improving quality of care for common health conditions. Likewise, we have recruited specialist personnel to monitor fatigue, assessing high-tonnage truck operators' alertness in real time while they are working.

Moreover, to promote physical and mental wellbeing, we have gyms, soccer, basketball, padel, and cycling facilities, which are available to all workers on site.



Worker Health and Wellbeing

Our health strategy is focused on illness prevention, wellbeing promotion and equal access to workplace health programs. The initiatives include:



HEALTH PROMOTION AND DEVELOPMENT

We carry out monthly clinical exam campaigns focusing on relevant health issues (diabetes, skin, prostate, breast and uterine cancer, thyroid disorders and other illnesses, depending on health risks our workers are exposed to).

PHYSICAL ACTIVITY

We implement focused and structured activities for staff who are at risk of chronic diseases.

SLEEP QUALITY PROTECTION

We investigate respiratory disorders on site, detecting and providing treatment options according to the person's health scheme. In 2024, we signed an agreement with a specialist clinic in sleep promotion as part of this process.

HEALTH TRAINING

We provide information about health, incorporating legal aspects contained in regulations, according to the risks to which workers are exposed.



QUALITY OF LIFE AT WORK

We continue promoting sport activities for our own as well as contractor staff, by providing good-quality facilities with a wide range of indoor and outdoor sports including gyms, cycling, padel, soccer and basketball facilities, in order to promote a healthy lifestyle.



In addition, we have a health-care network that deals with common and workplace morbidity, vaccination campaigns, early illness detection, and the promotion of physical and recreational activity.

Talent management

We seek to attract, hire and develop talent with high potential in a safe and healthy work environment, aligned with the current business focuses and future growth, acknowledging contextual challenges and promoting a culture that values different perspectives and experiences to boost sustainability and competitiveness in the company.

As part of our strategy focused on the development of new talent, in 2024, we consolidated the strengthening of SPS training programs, giving priority to developing professionals in training and young talent. In addition, this year, we also carried out the Career Anchors Program, with the participation of 21 professionals that just started in the company, as well as the Young Professionals Development program, which had 41 participants. The latter's objective was to leverage the empowerment and motivation of young professionals in SPS roles, contributing to the business and stimulating their development to take on the challenges that the company may present them with.



Professional development programs

PROFESSIONALS IN TRAINING

ocused on the incorporation of young professionals, its aim is to prepare them as future supervisors for the company. Through a structured learning process and following a “learning by doing” methodology, we seek to strengthen their technical and leadership skills, allowing them to take on greater responsibilities and contribute to the business’ development.

The program has been expanded to include professionals in non-operational areas, diversifying the disciplines covered and opening doors to different engineering professionals.

2024 MILESTONES

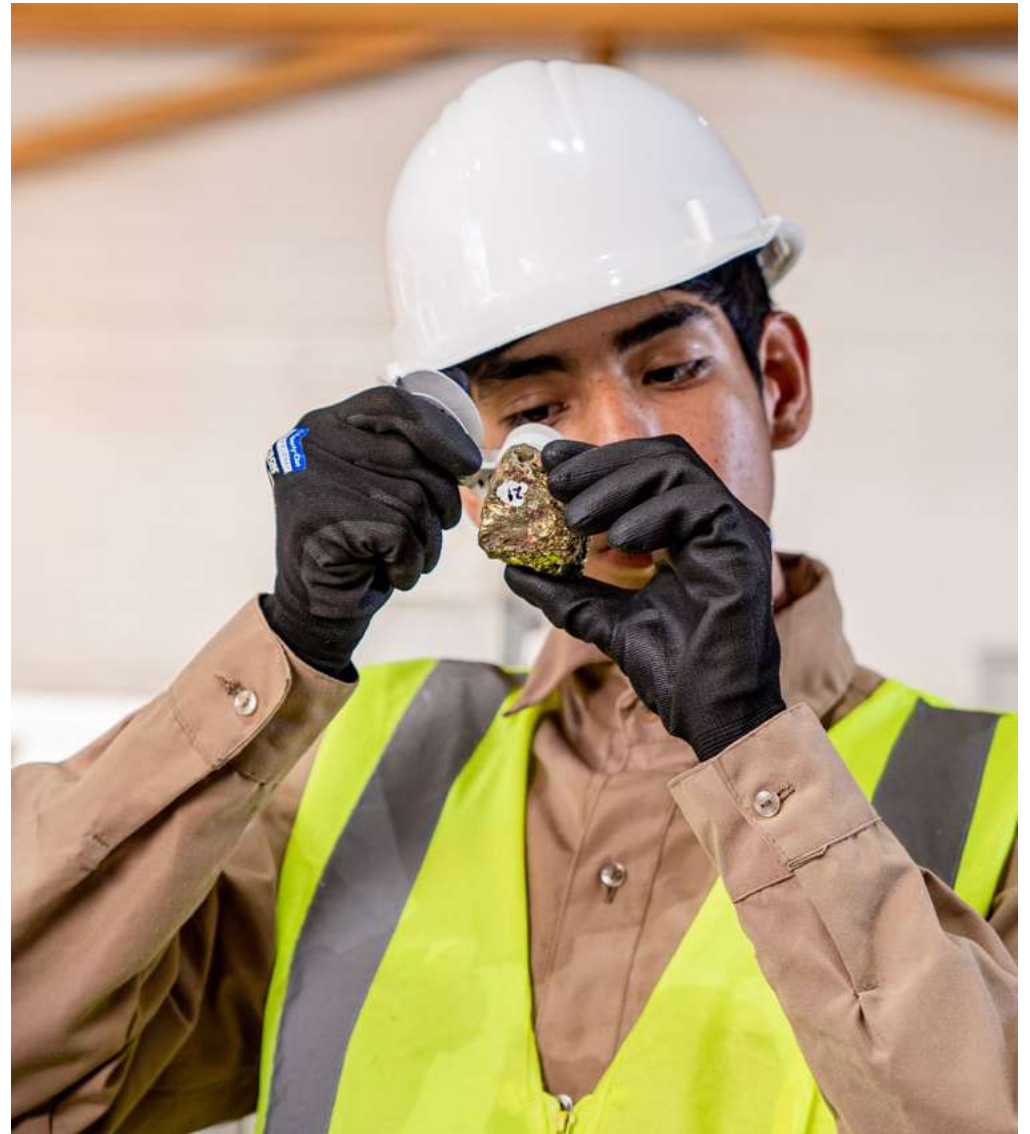
With the expansion of the program, 25 professionals in training enrolled, strengthening the initiative’s growth and reach. Moreover, as part of their education process, they also participated in the Career Anchors Program, reinforcing their integration and development in the company. Female participation reached 40%, surpassing last year’s 32%.

PARTICIPANTS

 **25 total**

 **10 women**

 **15 men**



YOUNG PROFESSIONALS

We executed two programs that seek not only to train young professionals but also bolster their commitment and development inside the company, ensuring a solid talent pipeline for the future.

- Career Anchors: aimed at recently hired professionals, it provides overall education to develop within the organization. In 2024, 21 people took part in this program.
- Young Professionals Development: designed to support the company's young talents, with an emphasis on their empowerment and motivation, preparing them to face the business' challenges and contribute Collahuasi's strategic goals. In 2024, a total of 24 young professionals took part in this program.

2024 MILESTONES

In 2024, Collahuasi continued strengthening its programs aimed at young professionals, with the purpose of promoting internal talent development and preparing future leaders to take on key roles in the company.

PARTICIPANTS

Career Anchors: 21 total

Young Professionals: 40 total

 **18 women**

 **22 men**



PRACTICUMS AND DISSERTATIONS

It seeks to identify diverse talents early in young people that have their first professional experiences, creating a reciprocal benefit in terms of strength and skill development, whose aim is to respond to the requirements of processes. In turn, at Collahuasi, we consider this space as a basis for the Professionals in Training program, which seeks to be a source of staffing for front-line supervisory roles.

2024 MILESTONES

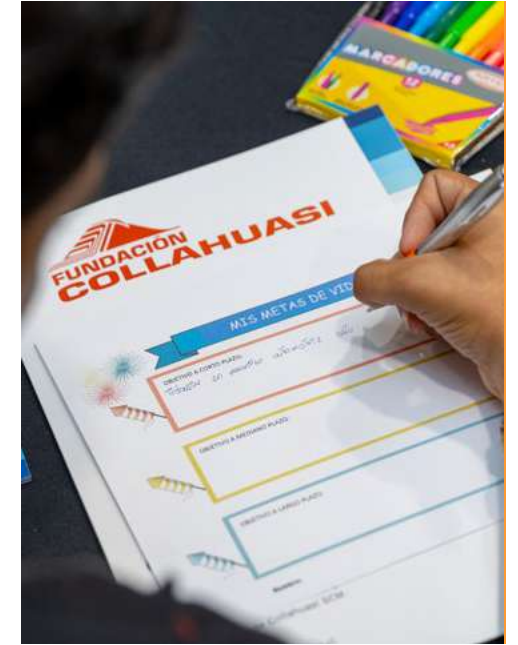
We achieved a female participation of 54% and received 2,110 applications, which meant carrying out 225 panel interviews with process leaders, looking to fill 61 vacancies in operational and staffing positions. Thus, Collahuasi was recognized as one of the organizations that contributes to gender inclusion the most.

PARTICIPANTS

 **61 total**

 **34 women**

 **27 men**



CAREER DEVELOPMENT

One of Collahuasi's main initiatives to promote professional growth and advancement opportunities for operators and maintenance workers, ensuring operational sustainability.

With this program, participants have access to an educational activity that allows them to update and acquire new essential skills to perform roles with greater responsibility. This initiative not only contributes to internal mobility but also promotes a continuous learning and professional development culture, guaranteeing that Collahuasi has qualified workers who are prepared for present and future challenges.

2024 MILESTONES

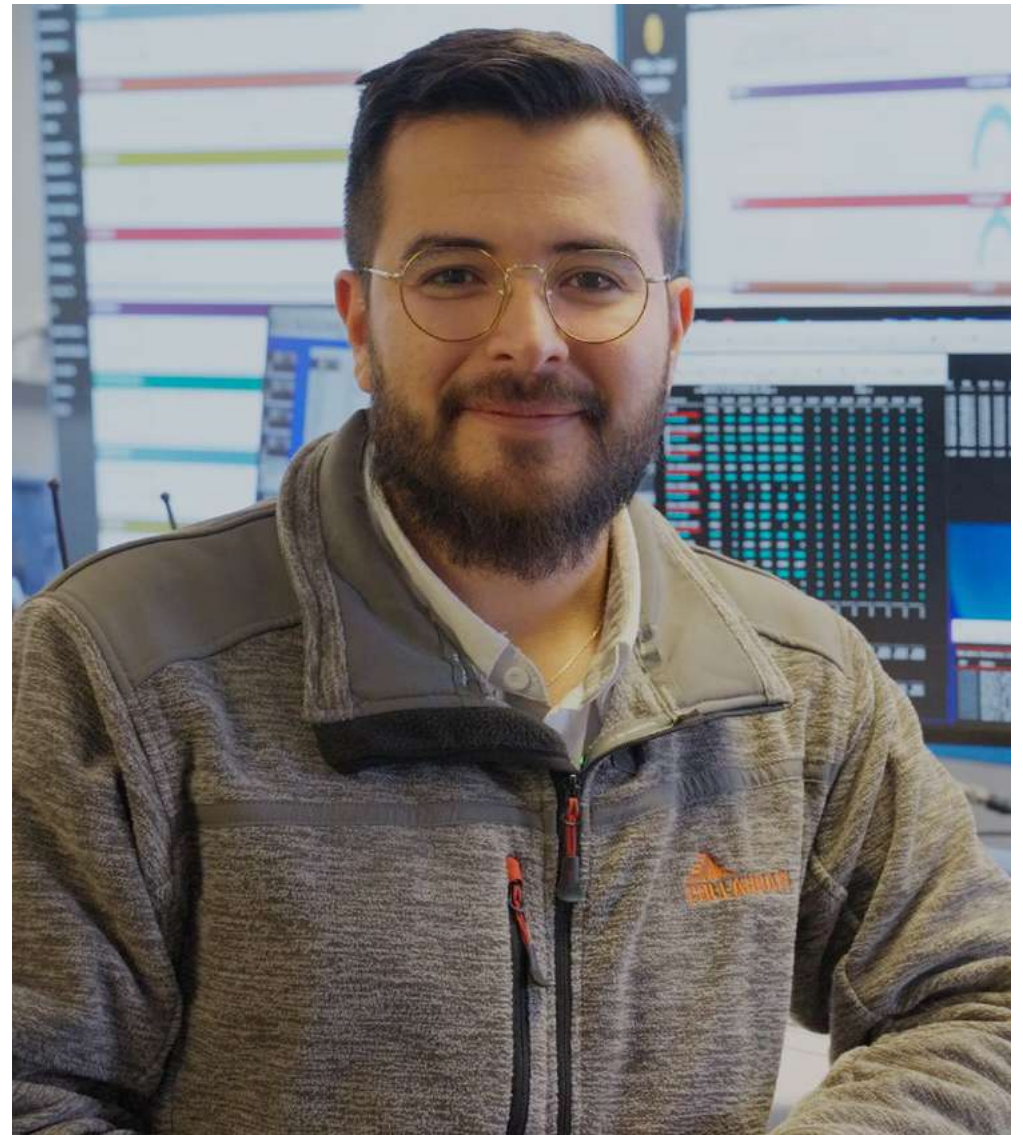
A total of 136 collaborators finished the program successfully.

PARTICIPANTS

 **136 total**

 **7 women**

 **129 men**



APPRENTICES

Driven by Fundación Collahuasi, it is designed to attract and develop young talents from the region, giving them the opportunity to gain practical experience in a professional environment. The apprentices take part in this program with “guiding masters”, experts that instruct them on the operation and maintenance of mining equipment. The goal is to train these young people so that they can occupy the operator and/or maintenance roles, improving their technical and leadership skills.

2024 MILESTONES

The program that started in July 2024 had an enrollment of 30 young people from the region, consolidating as the main recruitment source for the Mine Operations area. Moreover, female participation reached 30%.

PARTICIPANTS

July 2023-April 2024 program: 63 apprentices

 **15 women**

 **48 men**

July 2024-April 2025 program: 30 apprentices

 **10 women**

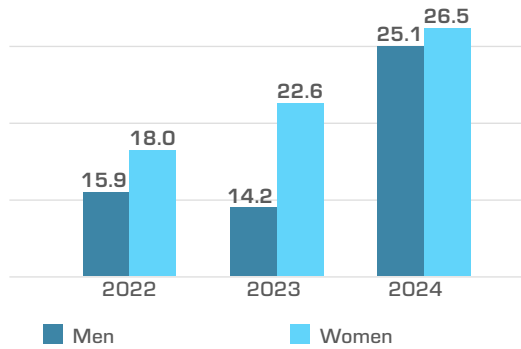
 **20 men**



Internal training programs

Area	Description	Figures
Sexual and workplace harassment prevention (Karin's Law)	We develop activities to prevent workplace and sexual harassment, facilitating access to essential information. We implement a course focused on gender equality and inclusion. Moreover, we have webinars for supervisors and executives, as well as training sessions for those investigating claims.	1,878 workers trained 3,494 hours of training
Certifications	We implement initiatives to strengthen our workers' competences on fatality prevention standards and the operation of mobile equipment, as well as ensuring compliance with regulations, team development, knowledge updating and safety improvements in operations.	545 workers trained
Specific technical training	In order to strengthen our collaborators' skills, we designed and executed technical training activities in line with each area's operational challenges, promoting our teams' professional development and fostering a continuous learning culture.	993 workers trained
Annual corporate program	Aimed at executives, SPS and OAS, this program had ten activities focused on the areas of regulations, the law and strategic guidelines. We incorporated a digital tool called Clikma, where the ESED training platform migrated to, allowing to centralize learning management, ensure greater accessibility and improve traceability.	2,067 workers trained
Supervisor role and expected behaviors in the Risk Management Cycle (RMC) reinforcement program	With a focus on those who carry out supervisory duties, we implemented in-person workshops aimed at decreasing process variability and capturing value creation opportunities.	431 workers trained 97% coverage
Internal training reinforcement program	Focused on guiding masters, internal instructors and tutors, it seeks to strengthen training and ensure knowledge transference. A key milestone was the structuring of a cross-cutting learning model in the Mining and Process Vice-presidency, focused on optimizing training, knowledge transference, feedback and the development of socio-emotional abilities.	137 workers trained
Digital Transformation Program	It aims at strengthening workers' digital skills by means of training on technological tools and key digital solutions, with the purpose of improving productivity, data based decision-making and the efficient management of operational and support processes, all in line with the digital transformation and safety challenges in the company.	505 workers trained

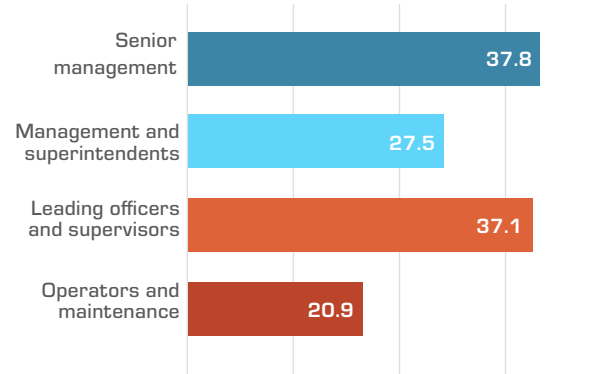
Average hours of training per collaborator



In 2024, our own staff reached an average of 25.3 hours of training.



Average hours of training per role



In addition, we invested a total USD\$ 1.3 million in training, with 2,150 of our own collaborators benefiting from it.



Succession plans

In 2024, the way we manage talent development continued focusing on the identification of potential and the consolidation of succession plans for executive and critical roles within the organization, given that internal promotion is still a key strategy for guaranteeing continuity and strengthening of executive leadership at Collahuasi.

This time, the focus was on delving into the identification and measurement of potential, reaching 90% of executive positions with an identified successor. Moreover, we achieved 100% participation in the talent identification process, with 22% identified talent - now in the talent pool for future critical roles in the company. This progress reflects Collahuasi's commitment to the strengthening of internal leadership and preparation for future challenges.

EXECUTIVES AND SUPERVISORS



In 2024, 23 executive vacancies were filled at Collahuasi. Eight of them were taken up by external hires (35%), while the rest were filled through internal movements (7-30%) and promotions (8-35%). This reflects an effective balance between the integration of new talents from outside the organization and the strengthening of our internal leadership, with 65% of vacancies filled by internal talent.



In 2024, training programs were still a key strategy in the incorporation of supervisors to our company, strengthening their development through the standardization and execution of practicum programs, dissertations and the professionals in training program. This effort focused on the direct development of professionals in training, with an emphasis on preparing them to take on leadership and supervisory roles.

Moreover, work was done to reinforce the supervisor role's behaviors, making sure supervisors actively participated in the assessment of their strengths and in development workshops focused on improving necessary behaviors for performing their roles effectively. This allowed us to align behavioral competences with organizational expectations.

This year, five of the eight executive promotions (62.5%) were focused on the supervisors' group, reflecting the effort made to strengthen leadership at an operational level and ensure talent continuity in critical areas for the company.

Strategic workforce planning

In 2024, we incorporated a new strategic workforce planning methodology, with the purpose of defining critical competences for operational processes in a ten-year horizon, as well as seeking to anticipate future needs for the company regarding talent.

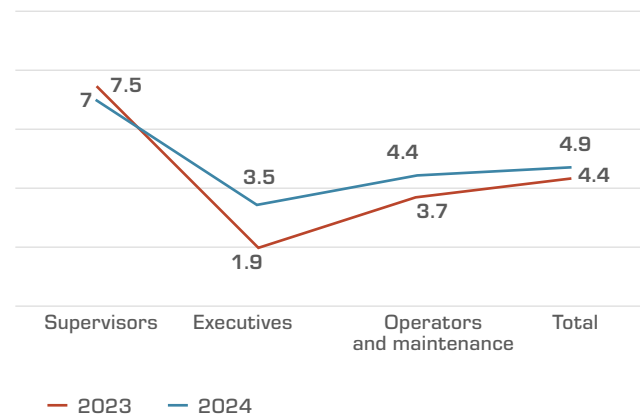
During the year, we worked on two action plans in relation to gap analysis, going deeper in the diagnosis of talent needs in different key areas. Moreover, the Mine Vice-presidency also subscribed to this methodology, widening the reach of the efforts to address global human resource challenges.

We are currently in the process of designing a global strategy that leverages future challenges for the company, promoting projects that strengthen the labor dimension and are in line with our strategic goals.

Turnover and new hires

In 2024, there were 155 new hires, of whom 27% are women. In turn, 57% come from Tarapacá and, at the time of hire, the age of 63% of them was below 30. With this, the new hires rate reached 4.9%.

Turnover rate (%)



Performance evaluation

Our performance evaluation process is designed to boost company results through constant monitoring and feedback, promoting a high-performance culture. In 2024, we carried out an exhaustive work with supervisors and executives, evaluating 100% of those roles in the company. In total, 543 people participated, which is 100% of workers who met the requirements to participate. This evaluation granted a clear view of our strengths and areas of opportunity, allowing for the creation of specific reinforcement plans for our supervisory and executive line, with the aim to effectively address Collahuasi's strategic challenges and boost greater performance at all levels.

Labor relations

For Collahuasi, it is essential to maintain sustainable labor relations, based on mutual respect, permanent dialogue, collaboration and responsible agreements that promote workers' wellbeing and the company's sustainable development, ensuring, in turn, high-quality employment.

Effective management requires a smooth and transparent relationship with supervisor and operator trade unions, with whom we have maintained early collective negotiations for about ten years. For this reason, we value union representation not only as a labor right, but also as an opportunity to strengthen relations, align objectives and identify improvements in different areas of the business.

The company promotes good labor practices in their contractor companies, monitoring relevant aspects in the framework of a collaborative relationship. This seeks to promote compliance with current regulations, without intervening in

how each company may want to directly manage their personnel. Therefore, we provide spaces for dialogue and support mechanisms that allow us to anticipate and address possible labor situations that may arise on site.

One of the key goals in the area of Labor Relations is to manage our workers' alignment and motivation. To achieve this, we use a multi-channel internal communications strategy (in person, digital, audiovisual, radio, among others), ensuring that all employees are well informed and promoting their commitment with the company's goals. We also develop working groups and quarterly meetings.

We understand that we are a company that not only generates value for its shareholders, but also for its workers, collaborators, communities and all of society.

At our company, 84% of the active workforce is covered by collective agreements.



In 2024, we had:

0

strikes or lockouts

0

days of strike action and lockouts



Diversity and Inclusion

As a strategic initiative with great value for Collahuasi, and which is also integrated in the areas of People and Sustainability, Diversity and Inclusion management directs its efforts to generating actions that support an organizational culture that respects and promotes an inclusive and respectful environment and that ensures all workers' wellbeing.



We focus our efforts on actions that promote:

- **Gender equality**
- **Inclusion of disabled people in the workplace**
- **Cultural diversity**
- **Sexual diversity**
- **Age diversity**

Management plan: Advancements of the Diversity and Inclusion Strategy

In 2024, we made progress in the aspects of diversity and inclusion by means of informative and awareness-raising actions that were evaluated continuously in order to eliminate barriers and guarantee equal opportunities in employment and professional development for all workers. Likewise, we advanced in the establishment of cultural and labor conditions in line with our Diversity and Inclusion Policy and new legal regulations.



ADVANCEMENTS IN CULTURAL DIMENSION

- Launch of campaigns for the promotion of fair treatment.
- Development of “Treatment Agreements” within teams.
- Provision of a training plan aimed at own staff and contractors, which was presented on the training platform.
- Application of our Diversity and Inclusion Survey, whose results allow us to adjust action plans.
- Communication and visibility of awareness days related to diversity.
- Executive companion program.



ADVANCEMENTS IN LABOR DIMENSION

- Consolidation of diversity and gender equality as strategic axes, ensuring integration in all selection, training and development processes in the company.
- In the area of training, we adopted concrete measures to guarantee that all the company’s courses, especially e-learning ones, use inclusive and accessible language (subtitles, audio options, design that is adaptable to different devices, among others).
- We actively promoted equity in the participation of men and women, as well as strengthening the representation of different generations in the roles of actors.

Karin's Law

Collahuasi's efforts to maintain an optimal workplace environment, both for the development of the business as well as for the people in it, were reinforced by the implementation of Law No. 21,643. This is how, from the second half of 2024, we deployed several actions related to the prevention of workplace and sexual harassment. Some of them are:

- The development of an awareness-raising and training initiative, for our own staff as well as from collaborating companies.
- Update of the Internal Order, Hygiene and Safety Manual, which includes the Protocol for the Prevention of Sexual and Workplace Harassment and Violence at Work.
- The implementation of the behavior modeling plan, which included the development of cross-cutting awareness raising and workshops with a legal and behavioral perspectives, as well as featuring the opportunities that Karin's Law brings to healthy environments. These were aimed at people with supervisory and executive duties.
- The application of a survey for the internalization of Karin's Law for supervisors and executives, with the aim of adjusting action plans according to the results.

In 2024, 1,878 Collahuasi workers received training on preventing sexual and workplace harassment and violence at work.



During the 2024 exercise, we did not receive claims related to sexual harassment, workplace bullying or violence at work at the company or via the Labor Office.



Gender Equality

Collahuasi has a compensation and benefits policy aimed at maintaining internal equity between male and female workers. To put this into practice, the following controls are applied:

1. Job description, in order to keep standardized information about the duties and requirements for different positions.
2. Job evaluation based on a methodology used internationally, in order to define each position's relative weight within the role structure, independent of who holds the position.
3. Biannual review of gender wage gaps to ensure no gaps are created.

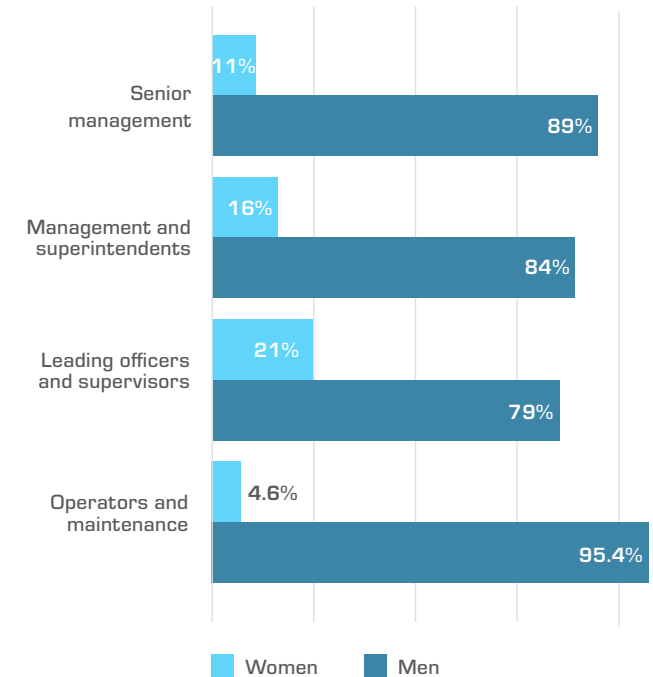
Moreover, in 2024, we took part in the bi-ministerial Mining and Gender Equality working group, at a national and regional level, where crucial issues for the integration of women in the mining sector were addressed.

To achieve this, committees were organized in the following areas:

- Risk prevention and infrastructure.
- Female labor integration.
- Sexual and workplace harassment protocol standardization.
- Vocational orientation.

Collahuasi had an active participation in the committees for sexual and workplace harassment protocol standardization and vocational orientation.

Gender distribution by tier





Percentage of women by tier

16%

of the manager and superintendent tier

+ 3.9pp vs 2023

21%

of the supervisor tier

- 0.1pp vs 2023

5%

of the operator and maintenance tier

- 0.9pp vs 2023

Parental leave	Men	Women	Total
Workers eligible for parental leave	1927	224	2151
Workers that took parental leave	0	11	11
Workers that returned to their job after taking parental leave	0	10	10
Number of employees that returned to their job that took parental leave and are still employed by the company after 12 months from returning	0	9	9
Return rate of employees that took parental leave	-	91%	91%
Retention rate of employees that took parental leave	-	82%	82%

PP: percentage points

Tier	Median wage gap
Senior management	N/A
Management and superintendents	98.7%
Leading officers and supervisors	100.8%
Operators and maintenance	100.1%
Administrative	N/A

Workplace climate and worker satisfaction

Our organizational climate survey allows Collahuasi's workers to evaluate their level of satisfaction with the workplace by analysing seventeen dimensions. In 2024, the measurement was carried out online and had a participation of 89%.

According to the general report, 86.7% of answers provided by our workers were positive, highlighting aspects such as general satisfaction of being part of Collahuasi (96.9%) and workplace satisfaction (95.1%).

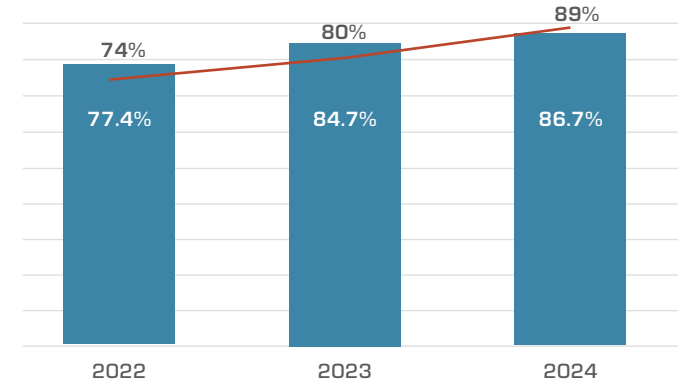
Likewise, all vice-presidencies achieved an outstanding grade, allowing for a general alignment of the organization in the challenging business goals.

The communication of these results was done by means of a plan that involved mass and area-specific communications, depending on the opportunities detected.

For Collahuasi, it is a source of pride to see the high level of commitment shown by our female collaborators, which evidences our progress in the cultural aspect of the Diversity and Inclusion Policy.

Employee commitment

■ Commitment
— Survey participation



Remote work

During the period, we continued implementing remote and hybrid work for supervisors and executives. As of December 2024, 88 staff members worked remotely and 62 workers had hybrid work patterns.



Business

03

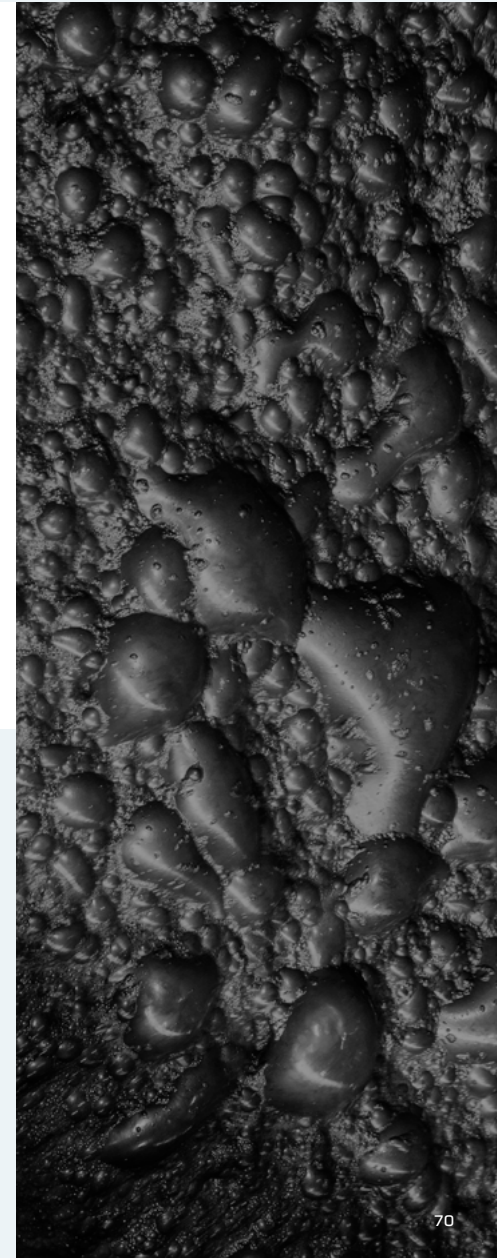
Market context

Considering the global interest for greenhouse gas reduction, copper is an essential element for the transition towards a low-carbon economy. Therefore, the growing adoption of renewable energies, the electrification of transportation, the development of more efficient infrastructures, emerging technologies like Artificial Intelligence and the surge of niches for copper demand (e.g. refrigeration equipment and chips) have boosted a sustained demand for this metal, which is key for technological innovation and sustainability.

In 2024, the copper market was impacted by a complex interaction of macroeconomic and geopolitical factors as well as supply-demand dynamics. In the first half of the year, the metal's price showed an upward trend, reaching a daily quote of USD\$ 4.92 per pound, driven by a lower global offer and cuts announced by Chinese foundries due to the scarcity of concentrate in the spot market. However, the price lost

momentum in the second half of the year, as a result of the global economy's de-acceleration, the rise of stocks in Asia and greater international uncertainty, closing the year with an average price of USD\$ 4.15 per pound. In addition, international conflicts restricted global trade, affecting the market's stability. Nevertheless, according to estimates by the Chilean Copper Committee (Cochilco), national copper production in 2025 is forecast to reach 5.76 million tons, which represents a projected growth of 4.6% compared to 2024.

**Committed to the country's development,
Collahuasi is the leader in royalty payments
per pound of copper produced in Chile.**



SP Global has forecast that, in 2025, annual copper consumption will be above 50 million tons. This confirmed the metal's importance as a strategic resource. In this context, Collahuasi ranks as one of the most efficient mining sites in the world, establishing itself as a key actor in responsible copper supply to the region, with an average grade of approximately 0.8% CuT and a lifespan of one hundred years for the current plant's treatment rate.

Likewise, in 2024, productivity reached 112.4 tons of copper fines per worker and the processing plant achieved a record-breaking 60 million tons treated in the same year, maintaining the trend of previous periods. Through the Risk Management Cycle (RMC), we implemented operational excellence strategies across our production chain, ensuring a tangible contribution to energy transition and the development of a sustainable mining industry. We continued evolving to respond to the market's challenges and contribute actively to the future of a sustainable mining, aligning its growth with global progress and the needs of other actors involved.



Operational and financial results

2024 was marked by important operational challenges, and, although our production was within expectations, it was slightly lower than what had been set out in the mining plan.

Despite the complexities we faced, financial statements reflect the company's efforts to find itself among the best businesses in the world.



In terms of **competitiveness**, our C1 cash cost achieved a result of **1.35 USD\$/Lb, 7c below budget**. On the other hand, revenues from copper concentrate and by-product sales totaled **USD\$ 4,819 million**, showing a solid commercial performance, in line with projections for the period.



The year's **earnings** before interest, taxes, depreciation and amortization (EBITDA) totaled **USD\$ 3,146 million**, with a **margin of 68%**, one of the highest in the national industry. This result was boosted by an average price for copper of **USD\$ 4.15 per pound, 8% higher than 2023**, as well as an efficient management of operating costs.



In the year reported, the company distributed dividends of USD\$ 380 million to its shareholders (USD\$ 700 million in 2023). This is coherent with our investment compliance plan that was approved for the period and follows conditions established in our current loan contracts as well as market conditions.

Investments in capital projects reached USD\$ 1,856 million in the year and were mainly focused on the construction of the desalinization plant and, in general, on ensuring and optimizing the company's production capacity.

All of the above reflects a significant contribution at a regional and national level in 2024, especially considering a total contribution of USD\$ 1,014 million in taxes. This amount includes USD\$ 383 million in mining royalty, calculated over taxable operating income. In addition, the company reported USD\$ 44 million from the ad valorem component, calculated over sales, and which compares positively against the USD\$ 202 million from the Specific Mining Tax recognized in 2023. This represents an increase of 111%, explained by the entry into force of the new Mining Royalty Law in January 2024, allowing for bigger tax collection for the State in periods in which the price of copper is high.

Thus, Collahuasi not only contributes directly to the State, but also to the development of more than 300 municipalities in the country, reinforcing our commitment with the territory's economic and social growth.

ESG Goals	2024 Advancements
2024 operational productivity index	112.4 tons of copper fines per worker
Lead with C1 cost in the industry's second quartile	USD\$1.35/lb



Copper production, material ready for sale:

2024
558,611
tons

2023
573,183
tons

Investments

Throughout 2024, we maintained a sustained investment pace, mainly driven by the execution of works related to our C20+ project. This initiative is part of a long-term strategic vision that seeks to create the conditions for future growth without compromising on the business' financial sustainability. Between 2023 and 2025, investments related to this system totaled an estimated USD\$ 1,856 million, representing a significant proportion of the USD\$ 5,000 million that we have invested in the past three years. Given how capital-intensive our industry is, we know that growing also means preserving financial solidity. Therefore, we move forward with a strategic and disciplined approach, which seeks to balance the development of new capacities, operational stability and long-term sustainability.

The company's policy is to finance its operations and capital investments, essential for its normal functioning, through own resources or loans from third parties, depending on the conditions and scenarios of the industry and the market in which it finds itself.



Projects for growth

In 2024, Collahuasi continued making progress in its organic growth strategy, focused on strengthening the sustainability and efficiency of its long-term operations. One of the most relevant milestones was the commissioning of the fifth ball mill, which came into operation in the fourth quarter of 2023 and allowed for an increase of mineral treatment capacity to 170,000 tons per day (ktpd). This expansion in capacity was key in partly offsetting the year's operational challenges, such as the lower ore grade forecast in the mining plan for the year, and the decrease in copper recovery due to the reduction in water availability, reinforcing the company's production resilience.

In 2024, we also had significant advancements in the strategic C20+ and Ujina projects, which seek to enhance the operation's capacity and efficiency.





UJINA GROWTH PROJECT

The Ujina Growth Project is an initiative that seeks to organically increase treatment capacity in Ujina's concentration plant up to a maximum of 210,000 tons per day (ktpd), as per the approved environmental permit. This program includes a series of individual and sequenced projects designed to avoid stagnation and optimize existing processes. Among the main initiatives we find:

- **6 Rougher Cells Project:** the scope of this initiative includes the installation of a row of six primary flotation cells of 300 m³. The project's aim is to increase ore recovery capacity, supporting the expansion to 170,000 tons per day (ktpd) that was achieved by incorporating the fifth ball mill. Commissioning of these new cells is scheduled for the first quarter of 2025.
- **Increase in Treatment Capacity to 185 ktpd (PG3A):** this project considers an increase in treatment capacity to 185 ktpd and includes the refurbishment of crusher #3. Commissioning is scheduled for the third quarter of 2026.
- **Balance of the Project to 210 ktpd (PGP210):** this phase considers different improvements, such as repowering the ore transportation system, installing six additional cells, and expanding stockpile in the port. These works are scheduled for commissioning in the fourth quarter of 2027.

The Ujina concentration plan capacity increase program's sequential approach allows us to capture value early, optimizing resources and ensuring progressive results in the short, medium and long term. This modular strategy not only reduces risks associated to the simultaneous execution of big projects, but it also enables a greater operational adaptability in the face of changing scenarios, such as water availability or ore conditions. Each phase is designed to escalate processing capacity in order, improving metallurgical and energy efficiency.

C20+

Desalination Plant, Pumping System and Electrical System Development Project

Project C20+ is an emblematic initiative for Collahuasi. Its main goal is to ensure the mine's operational continuity for another two decades, strengthening its sustainable growth and environmental commitment.

This initiative, which is at a global level of completion of 86.6%, considers the construction of a desalination plant with a capacity of 1,050 liters per second (l/s), located in Puerto Patache, in the region of Tarapacá. Salt water will be carried by means of a pumping system of approximately 195 kilometers, from sea level to the mining operation at 4,400 meters above sea level in the mountain range. The pumping system includes the construction of five pumping stations and a transference station that will have a pool with a capacity of 49,500 cubic meters of water. Moreover, it will implement a Pelton turbine that will take advantage of the hydraulic gradient between the transference station and the terminal station, generating approximately 2.5 megawatts of electrical energy. This solution not only allows it to recover energy in the pumping process but also contributes to the project's energy efficiency and carbon footprint reduction, aligning with Collahuasi's commitments regarding sustainability and the responsible use of natural resources.

Project's milestones in 2024

MARCH:

The project reaches **51,5% of completion**, reflecting significant progress within the set timeline.

APRIL:

The first hydraulic tests in the pumping pipeline begin, marking **the start of the system's test phase**.

JUNE:

The project reaches **69% of completion**.

JULY:

More than **175 kilometers of pipeline** are completed using automatic welding technology to improve the efficiency of the process.

OCTOBER:

Microtunnel boring machine “Piqai” **begins construction of the discharge tunnel** on the coast, allowing for the project’s maritime works.

DECEMBER:

The initiative reaches **86.6% of completion**, including the construction of the desalination plant, the electrical system and the pumping system.



ENVIRONMENTAL PERMITS IN 2024:

Anticipation, adaptation and compliance

In 2024, Collahuasi strengthened its proactive environmental management approach, with an emphasis on water assurance and compliance with regulatory commitments in the context of its operation in the Coposa basin. A key milestone was obtaining the Environmental Qualification Resolution (RCA in Spanish) for the “Collahuasi Timeline and Works Adaptation”, which will allow us to temporarily adjust the water extraction schedule to face the water gap forecast for 2025-2026.

As part of the lessons learned from previous experiences with applications for environmental permits, Collahuasi has adopted the policy that all projects to be submitted to SEIA should have an approved engineering study. This strategic decision has strengthened the technical quality of projects from their origin, resulting in more efficient and agile environmental qualification processes, as well as making it easier to make modifications later.

This project was designed based on rigorous modeling studies, field surveys and impact evaluations. As part of a voluntary environmental commitment, we reduced the maximum flow requested from 275 to 245 liters per second and shortened the extraction increase period from 18 to 15 months, minimizing potential impact on local ecosystems. Later, we consider a progressive reduction of volume extracted, going even lower than what had been previously authorized, reinforcing the water model’s sustainability in the long term.

It is worth noting that this process was carried out with active participation of the Coposa Aymara Indigenous Community, who were informed and considered in the project’s design and adjustment stages. Likewise, the permanent monitoring mechanisms were reinforced by connecting the wells to the DGA directly, implementing

Early Alert Plans (PAT in Spanish) and strict compliance with the water extraction rights established per spot.

At the same time, there was progress in the implementation of an environmental compliance program related to the observations made by the SMA in 2018, together with the strengthening of the environmental commitments established in the RCAs of 2021, 2023 and 2024. These actions are reinforced with the development of complementary measures, among which we find the active conservation of priority areas; the protection of native species like vicuña, queñoa and Markham's storm petrel; and close coordination with the communities through participatory monitoring, working groups and on-site conservation programs.

Contribution to regional and national development

In 2024, Collahuasi made a direct contribution of USD\$ 3,494 million to the country's GDP, equating to 1.06% of the national total, and 34.7% of Tarapacá's GDP. Thus, its total economic contribution (direct and indirect) to Chile reached USD\$ 5,835 million, contributing 1.77% of Chile's GDP and 57.9% of the region's, including direct and indirect impact.



Direct contribution to the national GDP (%)

1.06%

Direct and indirect contribution to national GDP (%)

1.77%

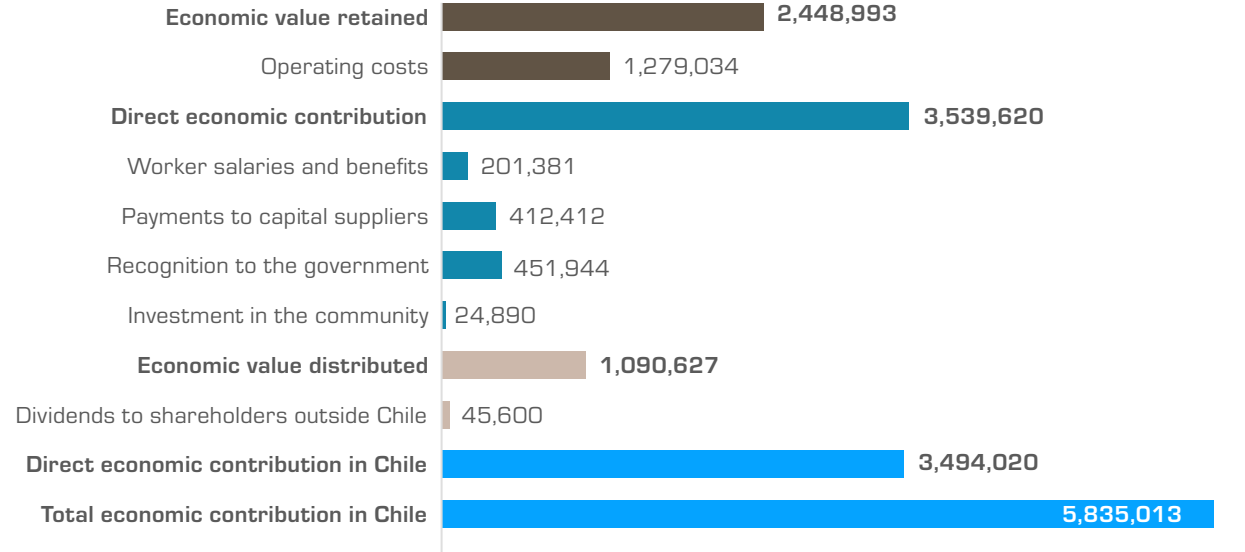
Direct contribution to Tarapacá's GDP (%)

34.7%

Effective Tax Rate (%)

38.6%

Economic value generated, distributed and retained in 2024



Amount (US\$)



Risk Management Cycle (RMC)

Collahuasi seeks ensure a rigorous risk management, understanding how important this is to assure fundamental aspects like protecting our workers, optimizing asset utilization, preserving the environment, building solid relations with neighboring communities, strengthening our corporate reputation and creating value for our shareholders.

Along these lines, the Risk Management Control Model (RMC) has consolidated as a mature system that is integrated into our business. The model encourages risk management, monitoring and reportability to be incorporated directly as attributes in the execution of operational processes.

In addition, Risks leaders have the responsibility to coordinate the review, update, validation and reporting of strategic risks for the company, as well as their action plans.

This also considers the elaboration of reports for the Strategic Risks Control Manager, ensuring traceability and visibility of these aspects at a corporate level.



Tactical and operational risks

At Collahuasi, tactical and operational risks—such as those related to people’s safety, the environment and compliance— are not managed through an integrated matrix, but by means of process-specific matrices.

Each of these tools are made and managed by the responsible areas, incorporating as inputs the key attributes that must be considered at the time of defining controls for the right execution of its activities.

Strategic risks

To manage this type of risk, we have an integrated matrix that is updated every quarter. It identifies and presents the ten main risks from a strategic perspective. These are defined as those factors that may significantly compromise Collahuasi’s integral viability in the long term.

In terms of governance, these strategic risks are reviewed in depth in the Audit Committees, which meet with the Board of Directors. This is in addition to the external audits started in 2023, which reinforce the control and monitoring of these matters.



Suppliers

Creating value with the territories and their inhabitants is a priority to Collahuasi. In this respect, supplier management gains great relevance, given that it is a process that requires meeting deadlines, efficiency levels and sustainability levels. This is executed in agreement with our contracts policy, where suppliers and contractors have the same requirements and demands in aspects such as safety, occupational health, the environment, people management, commitments to the community, ethics and keeping contractual relations that are respectful, inclusive and transparent.

Supplier expense (%)

All our local suppliers¹ have a head office and a Tax ID number in the Tarapacá region.

Payment according to supplier classification is established both in the contract and our company's general policy. If the supplier is identified as local or an SME, the invoice is paid within a maximum of fourteen days.



Strategic risk	%
Percentage of local and/or mixed supplier expense across the value chain	43
Supplier companies assessed under ESG criteria	64

10% of our local suppliers, who are recognized as strategic due to their relevance for the operation, have contracts that surpass USD\$ 40 million.



¹ We also consider companies from other regions that have set up facilities in Tarapacá as local suppliers, given that they generate local employment and develop industrialization processes in the region.

Circularity in Collahuasi

After becoming pioneers in the integration of sustainability components as evaluation criteria in all our tendering processes for goods and services, in May 2024, we celebrated a year since the incorporation of the circularity attribute in our activities in another two areas:

1. First, in the processes of transactional goods purchases, milestone with which we incentivized the acquisition of products with a longer lifespan, manufactured by suppliers that offer repair services and buybacks at the end of their service life.
2. Also in contracting services for the company's Projects area.

With this variable, we expect to favor local enterprises that hire labor and buy supplies from the Tarapacá region. Moreover, we demand certain percentages of female and disabled workers in the workforces of companies that participate in our tender processes.



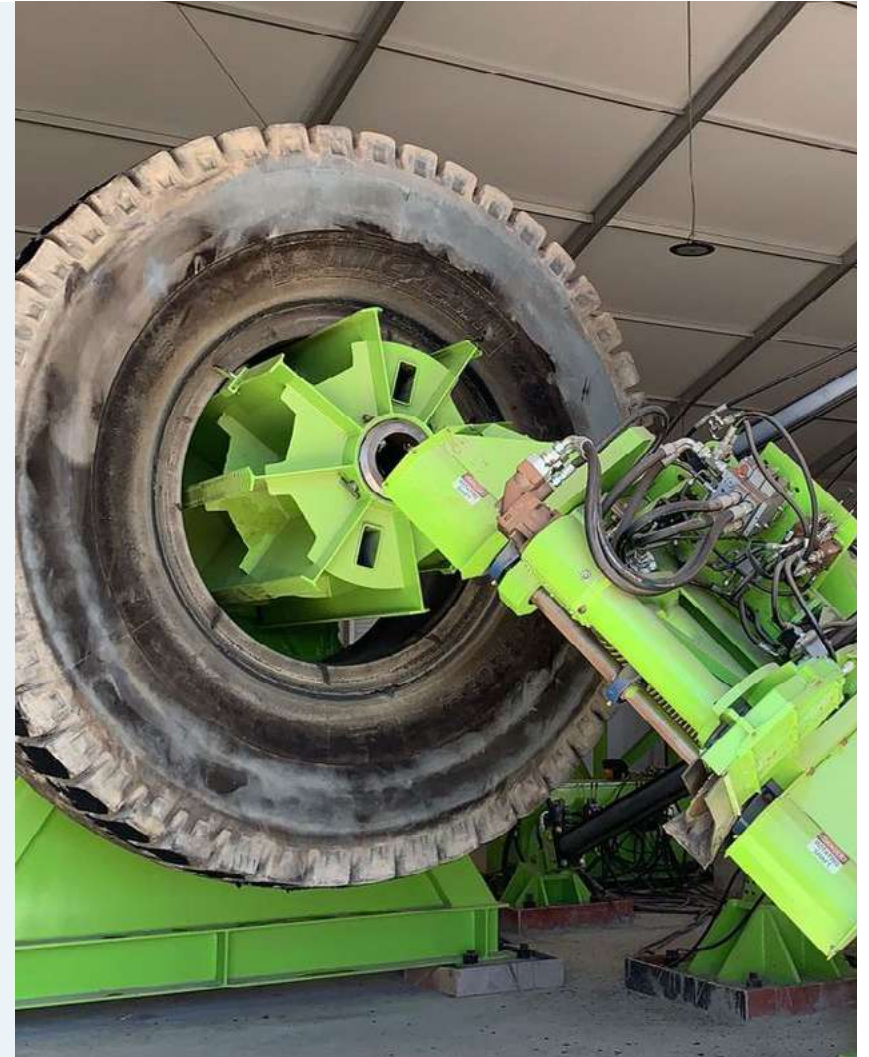
Throughout 2024, 25 suppliers received training and advice to implement circular economy or ESG aspects in their processes.



This policy's results have been evident: our suppliers expressed having signed agreements for 100% renewable energy supplies, as well as increasing their efficiency with the use of technology in some processes. In this context, we also implemented Collahuasi's Energy Efficiency Policy, including this variable in our service tendering processes (with an emission calculator) and in our goods purchases via Unilink.

Likewise, the inclusion of the circularity criterion in tenders keeps contributing to our expenses in local and mixed suppliers. Regarding non-local supplier expense, we must consider purchases and advances related to our growth projects, such as C20+ and the Fifth Ball Mill, whose scale, complexity and deadlines need the support of companies with a wider reach and ample experience in the field. In 2024, moreover, we repaired 1,081 components, which represented an investment of ThUS\$ 36 to extend their lifespan and reduce waste generation.

**In 2024,
83% of the
amounts
adjudicated
in contracts
included the
circularity
attribute.**



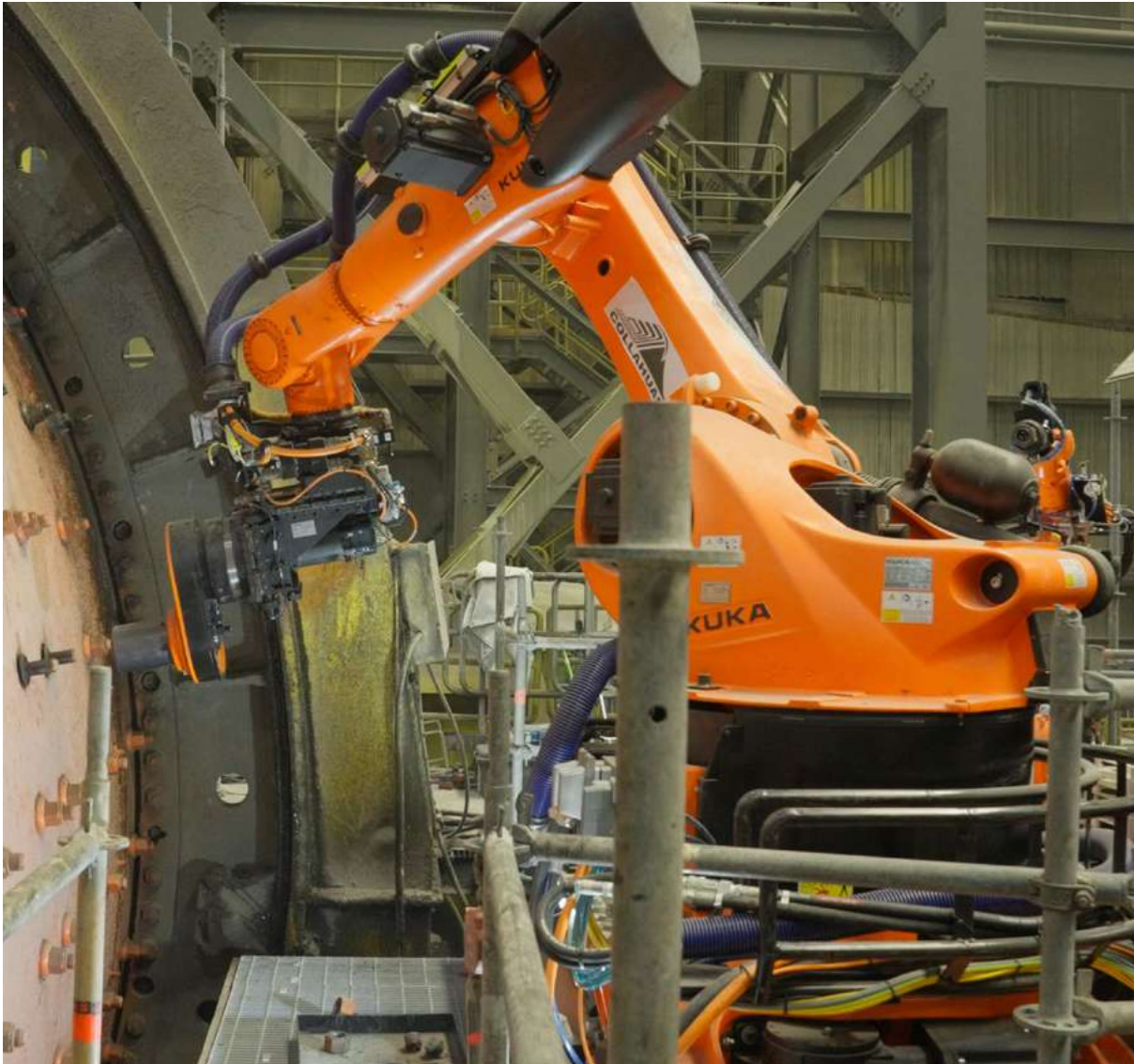
Process transformation and technology

Digital transformation and the circular economy are two central attributes in the evolution of our processes, through which we seek to go deeper into operational excellence, ensuring and improving productivity across our value chain and contributing to our operations' sustainable development. In 2024, the focus was on setting out a technological roadmap in line with the needs of the business, which will promote practical improvements that are coherent with Collahuasi's reality, incorporating emerging technologies like artificial intelligence, automation, cloud computing and cybersecurity.

In the period reported, we saw advancements in the categorization of concepts related to technological standards, among which we can highlight the development of algorithms applied to processes that permit the identification of patterns and trends to project medium- and long-term operational scenarios with more certainty. This line of work was complemented by the strengthening of data

governance, through our Operational Data Lake and improvements in telecommunications, such as the implementation of SD-WAN, redundant links and the renovation of core switches. They allow us to maintain a more resilient, safe and efficient infrastructure.





From an organizational perspective, we also promoted the development of digital skills through courses on collaborative tools, solutions availability like Copilot, and generation of use cases in generative AI applied to areas like training, organizational climate and diversity. Cybersecurity, in turn, was approached as a key enabler for productivity and innovation: we carried out training, tests, emission alerts and threat cards, in addition to the second cybersecurity fair –this time, also open to the community-, anticipating the challenges of the implementation of the Personal Data Protection Law in 2025.

Finally, in collaboration with national startups, we made progress in the development of pilots, POCs and MVPs in areas like equipment wear, advanced analytics and digital security, reasserting our commitment to open innovation and continuous improvement.

Alliances with the entrepreneurial ecosystem

In 2024, we also made progress in formulating projects with Chilean startups. In line with our business strategy, we are constantly promoting alliances that add significant value to our growth and development.

As part of our approach, we explore collaboration opportunities, such as Pilot or MVP (Minimum Viable Products) projects, with the aim of maximizing mutual benefits and keeping our leading position in areas like data science application and Artificial Intelligence in our sector.

Applied digital innovation

In the area of algorithmification, in 2024, we consolidated the operation in normal conditions of different automation projects, such as mill liner change-outs by robots, the use of aquabots to wash trucks, and automatic ball loading. These solutions have generated significant improvements in people's safety, as well as in the processes' productivity and efficiency.

Likewise, there was progress in the active incorporation of generative artificial intelligence, applying it to the migration of heat maps in operational risks, the development of an AI agent to assist workers in the Risk Management Cycle, and the implementation of classification models based on large language models (LLMs) to evaluate the closing of work orders and re-categorizing incidents.



At the same time, we promoted initiatives regarding digital twins and machine vision, such as the study of maximum capacity of ore transportation in the belt system and the simulation of filter 6 in the port. We also saw the beginning of the operation of a video analytics model able to detect uncrushable elements in real time in the conveyor belt, reinforcing the operations' efficiency and safety.



Committed to the **CIRCULAR ECONOMY**

In 2024, we avoided the generation of **3.2 million** plastic bottle waste thanks to UMA.



We were able to **recycle 92.4%** of our non-hazardous industrial waste.

We installed **248 purified water dispensers** in our facilities, reducing the use of single-use plastic bottles.

We installed more than **40 recycling points** for the community, together with the Cuidemos Tarapacá program to promote domestic recycling.



We repaired **1,080 components**, extending their lifespan and avoiding USD\$ 36 million in expenses.

We applied **energy efficiency** criteria in our procurement of goods and services, integrating them into tools such as the emissions calculator and the Unilink system.

We collected more than **36 tons of recyclable materials** in coastal communities and neighborhoods in Iquique through territorial campaigns.

We promoted the circular economy in 4 schools in Pica, benefitting over **1,879 students** with a total collection of 882 kg of paper and cardboard.

We reused **12 tons of tires** to improve Playa Brava park with 780 m² of recycled rubber.



We gave new life to **80% of used oils**, which were reused as a supply for explosives in our operations.

Ethics and transparency

At Collahuasi, we have a commitment to integrity, always acting in compliance with current legislation and our internal regulations. This principle is essential for safeguarding and balancing the rights and interests of all the groups with whom we engage.

We have a Crime Prevention Model (CPM, or MPD in Spanish), which constitutes the central axis of our ethics and compliance management. This model is designed to anticipate and detect behaviors that may go against Collahuasi's values and principles, as well as national and international legislation, including the promotion and respect for human rights.

The main components of the CPM are the **Code of Ethics**, the Declaration of Principles and Values on Ethics and Conflicts of Interest in Business, the Internal Hygiene, Order and Safety Internal Rulebook, clauses in employee and supplier contracts, specific procedures like the Due Diligence Protocol, the



Procedure for Engaging with Civil Servants and the Gifts Procedure, in addition to general and specific training on Law No. 20,393 and new Law No. 21,595, among others.

The Code of Ethics is applied to all members of the Board of Directors, own employees, contractor workers, suppliers, Fundación Collahuasi and other external collaborators. Currently, we are working on an update of this document, whose publication is expected in 2025, with the purpose of reinforcing its alignment with new ethical and regulatory challenges.

In case of any breaches to the Code of Ethics, we apply disciplinary measures according to those established in the Hygiene, Order and Safety Internal Rulebook. Likewise, our system has whistle-blowing channels that go directly to each person responsible, according to their area of responsibility, and an anonymous channel -the Open Line- certified by an external entity who guarantees confidentiality and safeguarding for those who report possible irregularities.

Persons responsible for the first line of prevention

Person responsible	Crime group
Comptroller or Audit Manager	Corporate Crimes, Economic Corruption and Tax Crimes
Contracts and Procurement Manager	Fraud and Customs Crimes
Purchases and Contracts Manager (VP Projects)	Fraud Crimes
Contracts and Acquisitions (C20+) Manager	Fraud and Customs Crimes
Environment and Permits Manager	Environmental Crimes
Environment Manager (C20+)	
Information Technology Manager	Cybercrime and telecommunications crimes
Labor Relations Manager Human	Labor and Welfare Crimes
Resources Manager	
Human Resources and Labor Relations Manager (C20+)	
Director of Legal Affairs	Crimes against Intellectual and Industrial Property
Mining Estate Director	Mining Estate Crimes
Legal Counsel	Freedom of Competition Crimes
Occupational Health and Safety Manager	Crimes against Physical Integrity, Public Health and Damages against Property
Occupational Health and Safety Manager (C20+)	

Update to the Crime Prevention Model (CPM)

In September 2024, and in the context of the coming into force of Law No. 21,595 on economic crimes and attempts against the environment, the CPM was updated to include new crimes relevant to Collahuasi. As part of this task, the Board of Directors approved the appointment of persons responsible of prevention (PRP), as set out by law. Those appointed are the managers identified as the most exposed according to their specialism within the organization, having the responsibility to supervise and monitor the right functioning of the model. In addition, the company BH Compliance was appointed as permanent external and independent auditor, with the goal of guaranteeing an impartial evaluation as per current regulations. This model, which has been certified for its solidity and alignment with legal standards, constitutes a key tool to safeguard integrity and prevent risks within the organization.

Corporate governance of the CPM is articulated on four fundamental pillars and provides quarterly reports to the Audit Committee and the Board of Directors. These reports include regulatory updates and the identification of breaches, which are classified and reported in accordance with a previous risk assessment with the Coordinating Person Responsible.

As part of the strategy for cultural strengthening, we achieved 100% participation in general training for supervisor workers during the year. This training included key concepts for understanding the law, the duties of persons responsible and available whistle-blowing mechanisms, allowing for an adequate internalization of the model at an organizational level.

In preparation for 2025, the goal is to consolidate the model of prevention and accountability culture of the persons responsible, their respective prevention teams and the organization in general, in addition to ensuring the integral functioning of the CPM.

These actions will allow Collahuasi to comply with the requirements of Law No. 21,595, reasserting our commitment to an organizational culture that is based on ethics, transparency and corporate responsibility.



Whistle-blowing channel

Collahuasi has made a whistle-blowing channel available to internal personnel and the general public for reporting behaviors that go against our policies, principles and values, as well as any activity that may constitute a criminal offense, whether for personal benefit or the company's. Claims can be made anonymously or with an identified name, and this information is systematically provided to new workers in all induction processes.

Reception of claims is overseen by an external and independent company, which allows us to guarantee confidentiality, impartiality and traceability in the treatment of each case. The channel is available by different means, making access easier and safeguarding those who may want to make use of this mechanism.



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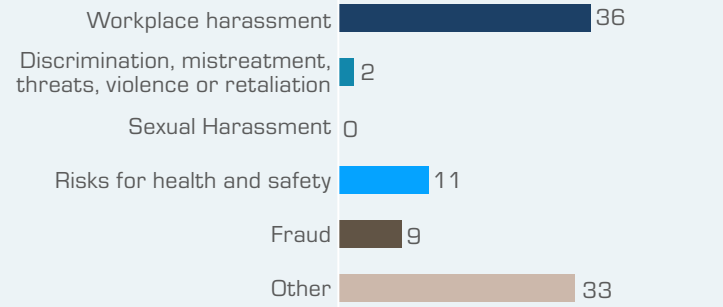


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In addition to the above, the coming into force of Karin's Law in August 2024 meant increasing the efforts to adopt the necessary measures to approach the case, the inquiry and sanction of workplace or sexual harassment or violence at work.

During 2024, we provided 3,494 hours of training for executives, supervisors, operators and maintenance workers for the prevention of all kinds of harassment.

Admissible claims in 2024 by type



1

Claim of conflict of interest, asset laundering, financing of terrorism and corruption in 2024.

3

Claims presented to the Labor Office in Chile.

112

Admissible claims (vs. 111 in 2023).

55

Not proven admissible claims.

31

Resolved admissible claims.

2

Karin's Law claims in Collahuasi.

Crime Prevention

CONFLICTS OF INTEREST:

Conflict of interest declarations are the main prevention mechanism against this crime. These are submitted annually by people who have decision-making responsibilities or when their circumstances change. The Conflict-of-Interest Committee manages those declarations.

FREEDOM OF COMPETITION:

We confirm our commitment to freedom of competition, a fundamental requirement in tendering processes. To prevent unfair competition practices, we provide training and informative material periodically, especially in the areas with higher exposure to these risks, such as Procurement and Contracts.

CORRUPTION, BRIBERY, ASSET LAUNDERING AND FINANCING OF TERRORISM:

We hold annual courses for all staff, and it is also included in the induction process for those starting at the company. In 2024, we made progress in the implementation of the company's Crime Prevention Model, with a special focus on the identification of corruption risks and the identification of related controls. These elements are managed by the Persons Responsible for Prevention (SRP in Spanish), appointed by area, and were reinforced through training for the Board, executives and supervisors. This stage has been key in order to initiate a cross-cutting communications process on the subject.

In line with the above, we expect the Anti-Corruption Policy to be updated in 2025, including its internal communication. We are also planning to have advanced further in a more effective incorporation of Specialized and Dependent Services Enterprises (ESED in Spanish) within its scope.

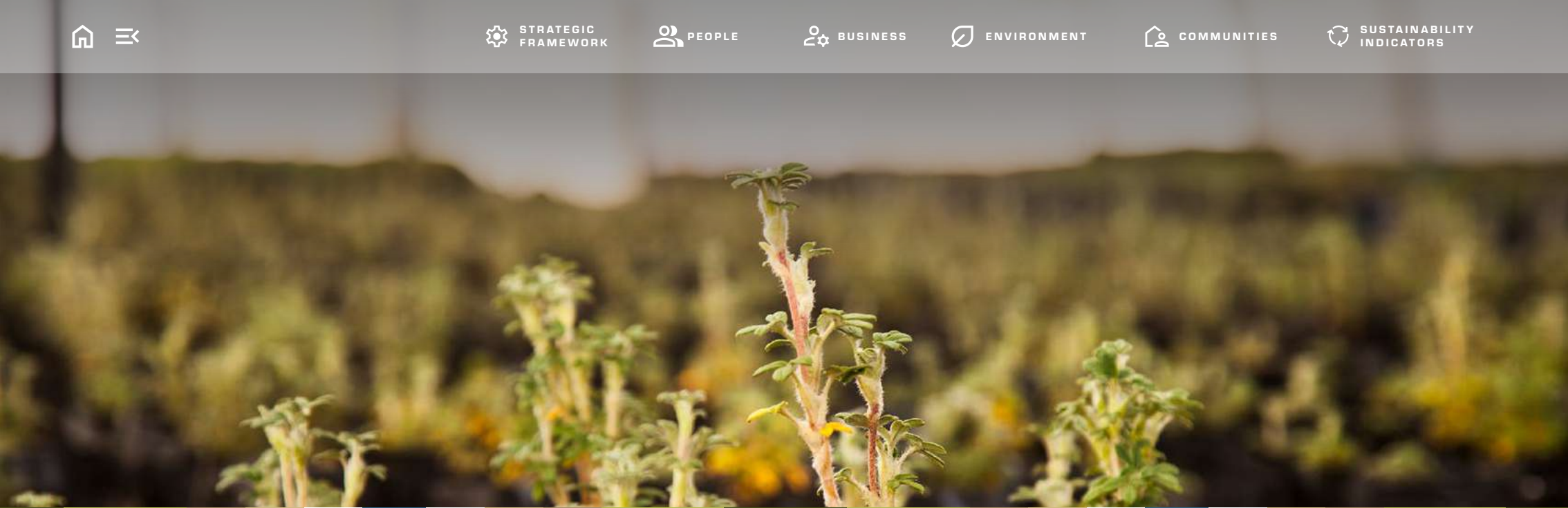
RESPECT FOR HUMAN RIGHTS:

Furthermore, to prevent violations against human rights, Collahuasi permanently communicates its commitments on the matter and clearly expresses its expected behaviors from employees and contractors to all collaborators, contractors and communities.

In 2024, we recorded no confirmed incidents of corruption in Collahuasi. Consequently, it was not necessary to apply any sanctions to employees, terminate contracts with trade partners or face legal action related to this issue. These results reflect the efficacy of our preventative approach and the consolidation of an organizational culture that is based on integrity and compliance.

This year, we also assessed our operation in terms of associated risks to corruption, analyzing 100% of the operations defined as priority. The assessment did not identify any significant risks, which shows the solidity of the implemented controls and the continuous reinforcement of our preventative practices within the Crime Prevention Model framework.





Environment

04

Characteristics of the environmental context

Collahuasi carries out its operation in a diversity of ecosystems and climates, from the Andean high plateau to the coast.



MOUNTAIN AREA

Mine operation

Collahuasi's copper concentrate operations are located in the town of Pica, on the mountain range, about 185 kilometers south-east of Iquique and at an average altitude of 4,400 meters above sea level. This area features a high-altitude steppe climate, with cold temperatures, summertime rains and occasional snow in winter. In the last two decades, a marked year-on-year variability has been observed, which adds a level of complexity to water management in the territory. The operations' environment includes ecosystems that have high environmental relevance, e.g. two salt lakes and high-plateau wetlands, as well as surface and underground water resources which are protected by Dirección General de Aguas (DGA). Among them are lake Jachucoposa, Chusquina, Yabricollita and Ujina meadows, as well as wetland La Represa and salt lake of Michincha, in addition to the aquifers Jachucoposa, Coposito, Chusquina, Yabricollita, Ujina, Represa, Mal Paso and Michincha.

IMPACT

Collahuasi's productive operations focus on the extraction and processing of copper ore concentrate production, by means of an infrastructure that includes open pits, dumps, a concentration plant and a tailings deposit. The Ujina crushing plant is currently in operation, acting as a secondary alternative for feeding sulphides to the concentration plant. Likewise, there are other facilities in operation that may cause an impact on our surroundings: the mining pipeline, the well fields for water extraction and, in the future, the water pumping system associated with the desalinating plant project. The main natural sources of water used are underground, extracting the water from the wells located in Coposa, Michincha and Aguas del Minero.

COAST AREA

Port

In the coastal area of Punta Patache, located 65 kilometers south of Iquique, Collahuasi carries out activities related to molybdenum concentrate production, filtering and copper concentrate shipments. This area features a coastal desert climate, with abundant low cloud and scarce climate variations in the last decades. There is a priority conservation site of marine ecosystems nearby, though no identified land zones of high environmental relevance.

IMPACT

- Productive processes: molybdenum concentrate production, filtering and copper concentrate shipments.
- Main processes that may impact on surroundings: port and molybdenum concentration plant, water evaporation pools, and, currently, the construction of the desalinating plant.
- Natural water resources used: sea water, whose use is currently minimum and is only limited to drinking water purposes. The company does not use continental water sources in the area.

Environmental management and compliance

At Collahuasi, we have a sustainability policy that seeks to minimize our operations' impact and to implement solutions for environmental conservation and care, as well as reducing the agents that accelerate the effects of climate change.

Our goal is to fulfill all the commitments we have made in this respect, which are managed via the Risk Management Cycle by each responsible operating area. To reinforce this principle, we have incorporated the following to the monitoring of environmental commitments: planning of activities, monitoring through On-Site Risk Management (GRT in Spanish) and reduction of incidents. Moreover, we are constantly adding the sustainability attribute, circular economy and emissions management to all our processes.



Thus, our environmental management integrates control, monitoring and supervision of compliance with the commitments made by the company, both in the instruments related to environmental permit applications, as well as the collaborative work carried out with neighboring communities. In addition, we promote a continuous improvement culture through internal audits, compliance reviews, and the application of technological tools for the early detection of deviations and potential impacts. This preventative approach allows us to anticipate risks, strengthen management systems and ensure a prompt and efficient response to any environmental contingency.



Participatory monitoring, considered to be a key aspect for Collahuasi, allows representatives of the communities to participate actively in our sampling and measuring processes of that monitor the most relevant environmental components in the areas of interest, strengthening, therefore, transparency and trust in socio-environmental management.



Current Compliance Program (PDC)



In 2024, we continued implementing the Compliance Program approved by the Superintendencia del Medio Ambiente (SMA; Superintendency of the Environment) in 2022, with the purpose of addressing the 14 charges raised in relation to our Cordillera operations. The plan, which includes 66 actions integrated into the company's risk management systems, reached 98% completion at the end of 2024.

On December 20, 2024, in its Exempt Resolution No.40, the Superintendency of the Environment (SMA) approved the extension of the Compliance Program (PdC, in Spanish) until September 22, 2025, considering the regulated impediment. In this context, quarterly Progress Reports were still provided, and we expect to present the Final Report in October 2025.

In 2024, we carried out all the activities that the PdC promised, which were, in turn, promptly reported to the SMA.

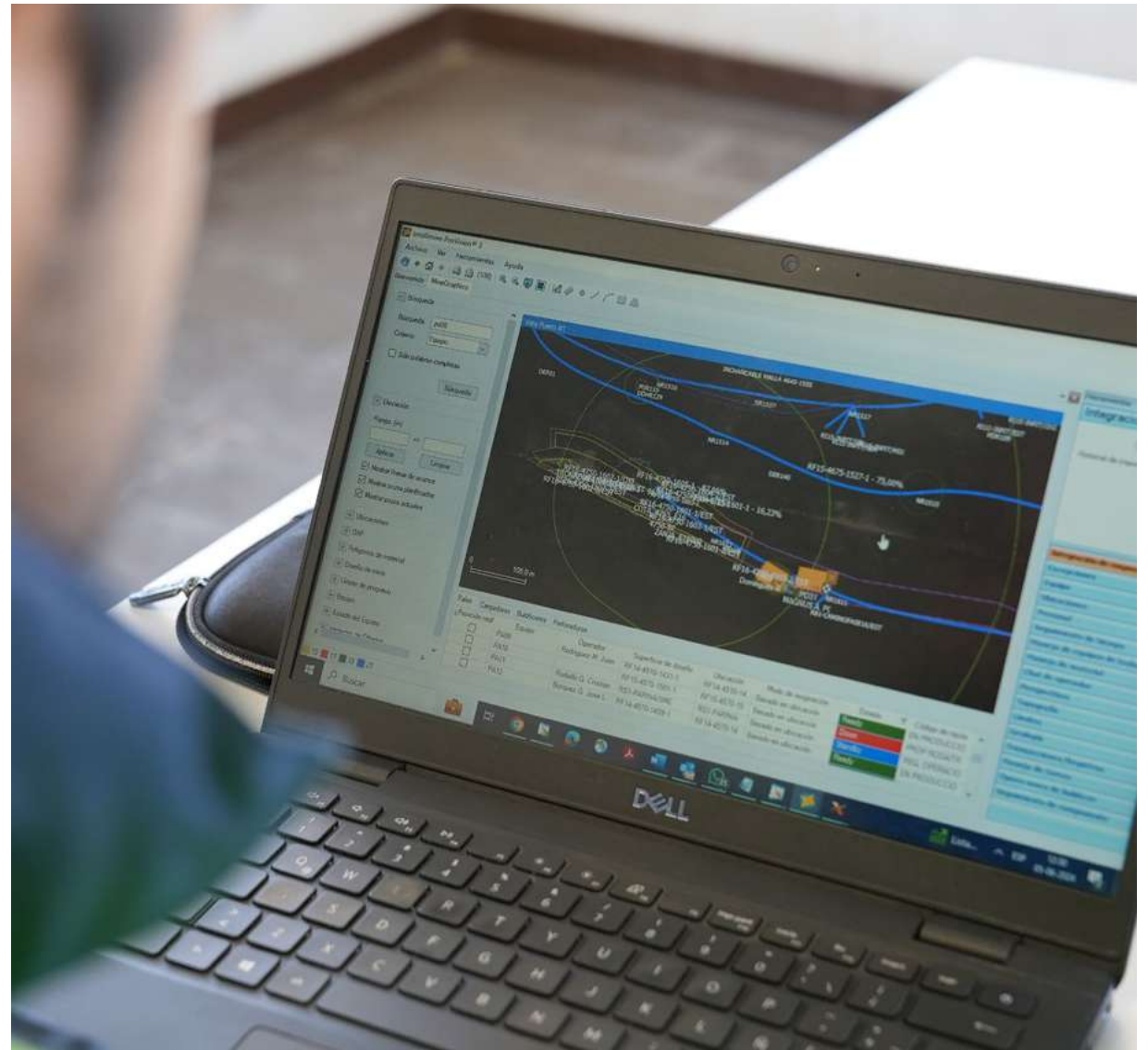
After submitting the final report, we will keep implementing the commitments related to actions that have not been questioned, following what has been established for each type of monitoring.

Throughout the year, we consolidated significant progress in the execution of pending actions. One we can highlight is the strengthening of our collaborative work with the community of Coposa, with whom we agreed ways of implementing the last pending measures. Moreover, we reinforced the environmental tracking and verification mechanisms, with an emphasis on participatory monitoring, online platforms shared with the authority and ecological restoration measures. In line with this process, we maintained a fluent relationship with the SMA, ensuring compliance with regulations and the progressive fulfillment of commitments, with the end of the plan forecast for 2025.

Environmental incidents

In the period analyzed, we recorded 10 environmental incidents and we received a fine for not registering a disabled well in the DGA's official platform.

Given our commitment to biodiversity, we have carried out awareness campaigns and preventative measures in order to reduce road incidents that affect the wildlife, particularly the vicuña (*Vicugna vicugna*), protected species whose population has significantly grown in the area of influence since the start of our operations.



IMPLEMENTED MITIGATION AND CONTROL MEASURES

- Signage installation to alert the presence of wildlife near roads.
- Speed reduction in the sections with the highest presence of wildlife, reinforced by the internal traffic rulebook, which considers sanctions in case of running over wildlife.
- Speed controls via GPS.
- Raising awareness among all members of staff through communication campaigns.



EARLY ALERT PLAN (PAT)

Early Alert Plans (PAT in Spanish) are environmental management tools designed to anticipate and promptly respond to events or conditions that may generate greater impacts to those assessed during the project's environmental permit application. These plans set out critical monitoring parameters, alert thresholds and specific mitigation or contingency actions, with the goal of protecting sensitive environmental components, such as water resources, grounds or biodiversity, identifying early when one of the critical variables deviates from the modeled behavior in the Environmental Impact Study.

The environmental assessment defined the application of four PATs for the project, two of which are currently active. Among them is the PAT related to the tailings deposit, given that during the perforation of monitoring wells, there were anomalies water quality, caused by the construction process of one of the wells. These are currently being cleaned in order to remedy their condition. The second PAT is the one named Border Sustainability, and its preventative activation is because one of the profiles currently being monitored had a greater gradient than what was modeled. The condition of the area will need to be fully evaluated once we have the measurements from all the wells considered in the PAT.

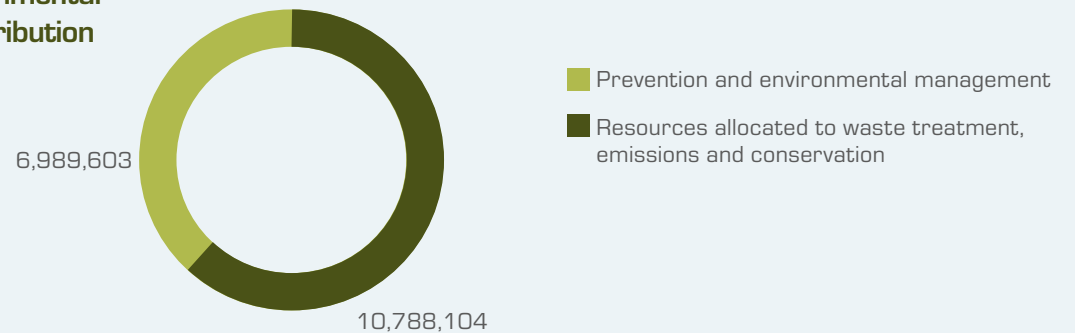
Environmental investment

In 2024, Collahuasi's environmental investment totaled US\$ 17.8 million. This figure represents a 13% decrease compared to 2023, a variation mainly explained by the fact that there was a one-off investment of about US\$ 2.21 million that year for the construction of a new cell in the landfill at the Cordillera site. Since this work was not repeated in the present period, resources were mainly focused on monitoring and environmental compensation activities, keeping our commitment to prevention and ecosystem protection.

It is worth noting that, as a result of investments from previous years, several environmental indicators have shown significant advancements, reflecting positive effects from implemented measures. These results are presented in detail in the next sections of the report.



2024 environmental expense distribution (in US\$)



Water resources

PROCESS WATER RECIRCULATION:

We made progress towards our 83% goal by 2025, reaching 80.8% in 2024.

Water is a strategic resource for the development of Collahuasi's processes and its efficient use is one of the fundamental pillars in our sustainability, operations and business strategy. We recognize, furthermore, that it is an essential element for the communities and ecosystems that surround our operation. Therefore, we are firmly committed to managing it responsibly and complying strictly with the environmental commitments we have assumed in the different current Environmental Qualification Resolutions.

In 2024, this commitment was translated into a water strategy aimed at ensuring supply in a challenging context, marked by the effects of several consecutive years with rainfall well below a normal year, in addition to the gap between the reduction of continental extractions and the future commissioning of the desalinating plant in 2026. In this context, we implemented key measures such as the approval of the "Environmental Impact Declaration of Timeline and Works Adaptation", the agreement with Quebrada Blanca for a temporary supply of desalinated water, the strengthening of the recycling system in the plant, and the improvement of the make-up indicator, which decreased to 0.44 m³ of fresh water/ treated ton.

This indicator reflects the efficiency of the water system, representing the volume of fresh water needed per ton of processed ore. In addition to this, we went further in our collaborative work with the Coposa community, agreeing a voluntary reduction of extracted volumes and a shorter period of use than those authorized, in a joint effort to protect the balance of Coposa Salt Lake's ecosystem.

GOVERNANCE AND STRATEGY

Collahuasi's water management's goal is to manage the resource sustainably, identifying risks promptly, centralizing action plans and ensuring compliance. All this is based on a monitoring system of water conditions and internal processes, which guides and demands compliance with efficiency indicators in each of the processes involved.



Water cycle at Collahuasi

For Collahuasi, water is a resource that is as essential as it is limited, given that it is in all the stages of our value chain and it performs a key role, both in operational continuity and in the development of our future projects. Its availability, quality and efficient use are priority aspects in our activity, whose management aims at ensuring the resource's sustainability from an operational perspective as well as environmental and social.

In this context, we implemented a series of measures to optimize its use, minimize impacts and guarantee the balance with neighboring ecosystems and communities. One of the most relevant initiatives in this topic is project C20+, currently in progress, which considers the construction of a desalinating plant and a pipeline system of over 200 kilometers to transport water from the ocean to our operations in the mountain range. This project, which will be in operation in 2026, will allow us to replace a great part of our current continental water consumption for desalinated water, representing a decisive step in the structural transformation of our water strategy and in the strengthening of our operations' long-term sustainability.

BASED ON RE-USE

Currently, more than 80% of water used in our processes comes from an internal recycling system, reflecting the high level of efficiency in our water management. The remaining 20% represents the fresh water needed to compensate unavoidable losses generated during the operation, such as evaporation or water contained in deposited tailings.

This fraction comes mainly from underground sources, in their majority salt water, located in the

high-plateau basins of Coposa and Michincha, as well as waters that emerge from the Ujina and Rosario pits as they become deeper. Extraction is limited to the duly registered water rights and existing environmental permits, based on the aquifers' capacity to supply water in a sustainable way. Additionally, since December 2024, we have been receiving desalinated water from the Quebrada Blanca mining project.

Regarding water used for ore processing, we recover up to approximately 81% between thickeners and the tailings clarification pond. It is important to note that we do not pour liquid waste into superficial or underground bodies of water as part of our operation, recycling 100 percent of residual domestic water from our settlements after treatment.



Impacts due to water extraction



Water extraction from the area's aquifers is carried out as per Environmental Qualification Resolutions (RCA), which define thresholds and limits for variables that are sensitive from an environmental and community perspective. Moreover, we have an exhaustive monitoring plan that allows us to permanently track the water resource's evolution and ensure compliance with the aforementioned parameters. However, the effects of climate change have caused a reduction of water levels in some sectors of the aquifer, not being sufficiently refilled due to lower levels of rainfall. All this confirms the need to maintain a responsible and adaptable management of water resources to ensure the basins' sustainability.

Quantifying the impacts related to the use of water resources has been a priority since the start of our operations, addressed through environmental impact studies that cover all our activities and which have been duly submitted to evaluation by the competent authorities. All modifications made

during the project's lifespan have been assessed from an environmental perspective as per current regulations. In 2024, this evaluation was reinforced by the approval of a new Environmental Impact Declaration (Timeline and Works Adaptation).

As a tool for these evaluations, we have developed hydrogeological, hydrochemical and geochemical models based on the most advanced international methods, which enable the simulation of the operation's effect on water sources and, specifically, areas of environmental interest. Consequently, environmental evaluations have set out variation ranges for certain parameters of status indicators, which regularly show a contrast with the observations made by certified companies. Likewise, part of this data is monitored online and reported on official platforms, both the DGA's and the SMA's, in addition to being available for the communities with whom we have formal commitments regarding participation and tracking, such as Coposa.



CONTROL MEASURES

With the purpose of controlling impacts from water consumption from natural resources, we are constantly working on:

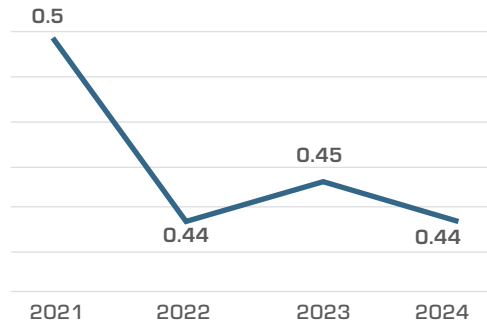
- Minimizing water consumption from natural resources, ensuring the best possible efficiency by means of technology and transformation of processes to maximize water recirculation and reduce losses.
- Abiding by the participatory compliance program with neighboring communities and the plan promised to authorities, directly reporting to external audiences.
- Complying with all the mitigation measures considered in the Environmental Qualification Resolutions, to minimize impacts.
- Building a system for the restitution of water to natural gorges around the Rosario pit.

- Building monitoring wells around the tailings deposit to evaluate proper functioning.

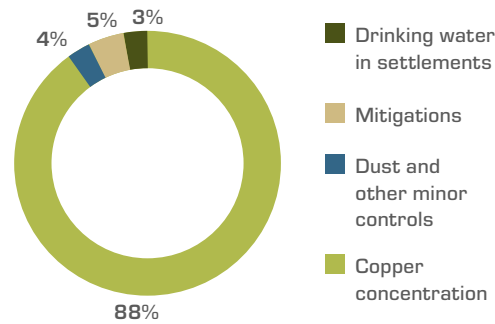
Moreover, the commissioning of the desalinating plant will allow to gradually reduce extraction from aquifers, with a goal of 68% by 2028. Extractions for productive ends will stop completely in 2038 and, from 2039 onwards, extractions will only be specifically for maintaining slopes stable, environmental mitigation measures and supplying drinking water to Coposa and Michincha.

Performance indicators

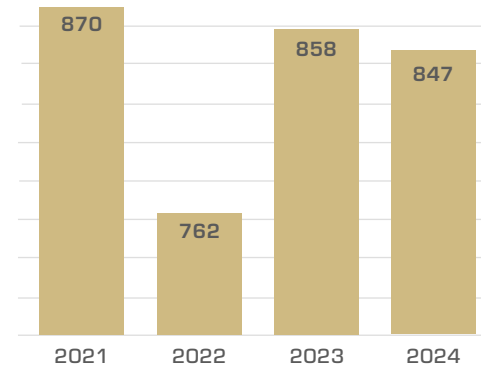
Average make-up (m³/t)



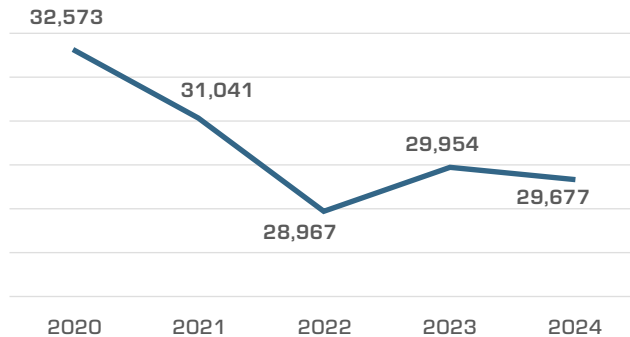
Use of water per process



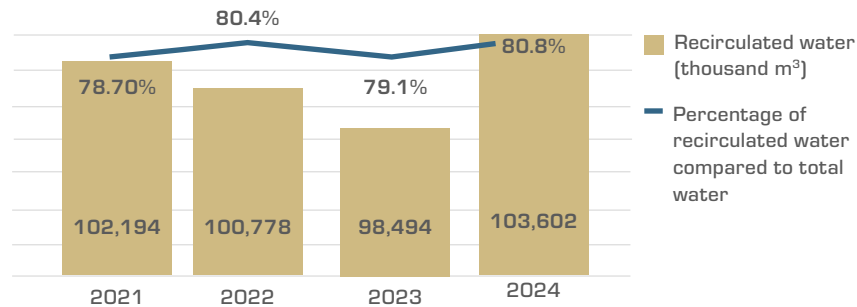
Continental water extraction (l/s)



Total water consumption (thousand m³)¹



Recirculated water



Starting in 2025, with the commissioning stage of the pumping system, we will incorporate the tracking and reporting of the indicator “Desalinated water percentage over the total of water used or continental water [%]”, with the goal of making our progress towards a lower dependency on continental water resources more transparent.



¹ 100 % of extracted water is used by the organization (there is no effluent discharge). In 2024, the volume of extracted water was 29,677 m³.



Initiatives to improve water use efficiency

One of our company's strategic goals is to keep a sustained minimum consumption of compensation continental water (make-up water). To make progress towards this goal, we are developing several initiatives aimed at improving recirculation, incorporating new water sources and reducing operational losses:

- The desalinating plant, which is currently under construction, with 84.9% of completion. Its commissioning is scheduled for 2Q 2026, and it will allow us to progressively reduce extractions of continental water, reaching a reduction of 50% in Coposa and 88% in Michincha in 2028.
- We have improved efficiency in tailings thickening; however, the nature of the minerals to treat demands a greater dilution to achieve recovery goals set for 2025, which has involved operational adjustments.
- Reduction of water consumption for dust control by means of road stabilizers.
- Continuity of the efforts of the interdisciplinary working group for water efficiency, where the new initiatives are monitored.

Pampa Pabellón tailings deposit

The Pampa Pabellón deposit facility is located in Ujina, at an altitude of approximately 4,120 meters above sea level and receives the tailings from the concentration plant process. Its design followed current Chilean legislation, taking the industry's best operational practices and international standards, which help us guarantee our commitment to the environment and the communities.

The tailings deposit's wall has an extension of 5,900 meters in length and a maximum height of 78 meters. It was built following the downstream method, ensuring the wall's stability by following seismic requirements from the design stages. The materials used in its main body come from mine dumps, while those that make up the transition layer are fine materials, located in the area adjacent to the deposit.

To monitor the wall's stability, we have a robust and cutting-edge instrument network that includes equipment such as accelerometers, inclinometers, piezometers, movement radars and satellite control, integrated in an online geotechnical platform.

In addition to this, Collahuasi has specific engineering contracts for the construction stages: Engineer of Record (EOR), QAQC wall construction control, soil mechanics control, instrument maintenance and integral topography.

MILESTONES

- As of the end of 2024, the total of tailings deposited was 1,095,012,124 metric tons.
- CMDIC Tailings Management Standard (2024), which sets out the organizational structure, the responsibilities, the work units and the associated activities to ensure the right operation of the deposit.
- We have an Engineer of Record (EOR), support and permanent monitoring of construction and operational conditions.
- Emergency preparation and response plan for tailings storage facilities. At Collahuasi, we avoid the occurrence of events by establishing action guidelines for several events.

Circular economy

INDUSTRIAL WASTE RECIRCULATION RATE:

The commitment to sustainable waste management helped us reach a rate of 92.3% recirculation in 2024, exceeding the target of 60% projected for 2030 earlier than expected.

At Collahuasi, we assimilate the principles of the circular economy as part of our commitment to a type of mining that is responsible and aware of its surroundings. This integration not only seeks to optimize our processes' environmental performance but also generate positive impacts in the region's social and economic fabric. By reducing the use of resources, valorizing waste and encouraging more efficient production models, we open new opportunities to strengthen our operations' productivity, boost the development of local suppliers and actively contribute to a fair transition towards a more sustainable and inclusive economy.

Waste management follows a preventative and continuous improvement approach, which seeks to minimize environmental and social impacts related to that process. Through the Risk Management Cycle, all stages in the process are addressed in a planned and systematic way—from waste generation to its final disposal—ensuring regulatory compliance and the

application of high internal standards. This approach is complemented by traceability and digital reporting systems, such as Sistema Nacional de Declaración de Residuos (SINADER; Waste Declaration National System) and Sistema de Declaración y Seguimiento de Residuos Peligrosos (SIDREP; Hazardous Waste Declaration and Tracking System), which allow us to monitor waste movement in real time, guarantee transparency before the authority and strengthen trust with our environment.

Thanks to the incorporation of circular economy policies, procedures and guidelines promoted by our Risk Management Cycle (RMC), we have achieved more than 90% of industrial waste recycled. This progress not only reflects an improvement in environmental performance but also an effective integration of circularity criteria in the whole value chain, from tendering processes to the closing of acquisitions of goods and services.

Moreover, this approach has allowed us to significantly reduce waste generation, consolidating more efficient and sustainable waste management.

This model not only promotes compliance with regulations but also boosts continuous improvement aimed at reducing waste generation from its origin, strengthens efficiency in the use of resources and fosters maintenance and repair programs. Through this practice, we have advanced in raising awareness and a sense of joint responsibility, both in internal teams and contractor companies, consolidating a more sustainable operating culture.

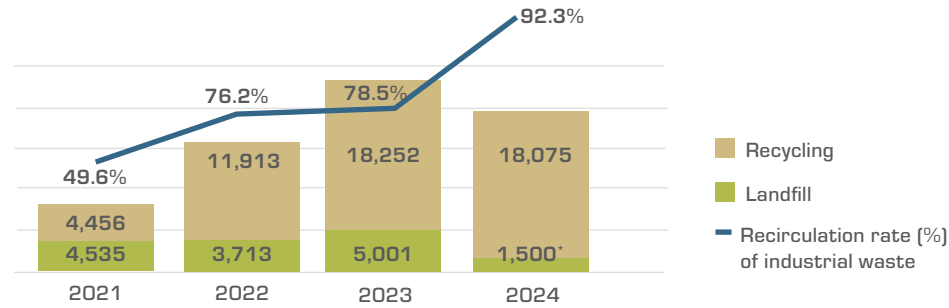
In addition to the circularity policies implemented under the Risk Management Cycle (RMC), we advanced in the application of the Extended Producer Responsibility Law (REP in Spanish), which sets out specific collection and recycling targets for some products placed in the national market. In this context, in 2024, we began the implementation of additional controls for differentiated management of this waste, thus reinforcing traceability, regulatory compliance and efficiency in the use of resources.



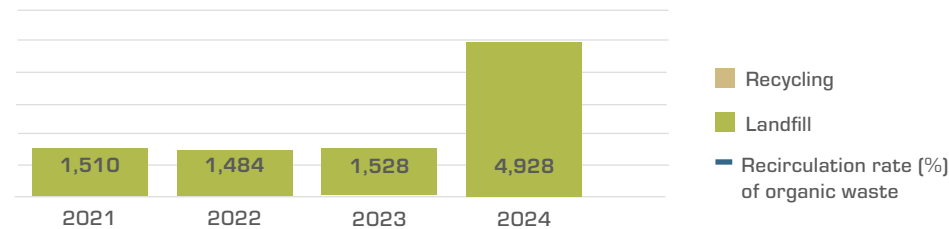
Performance indicators

Waste by type and treatment (ton)

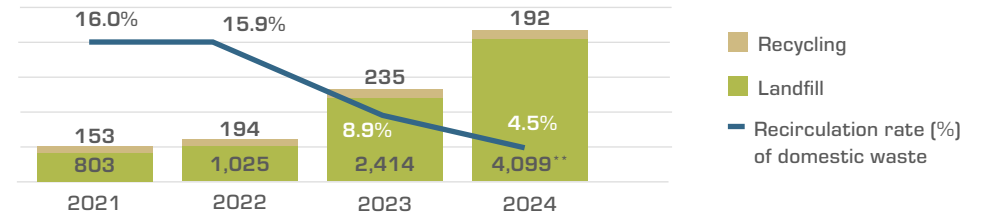
Industrial waste



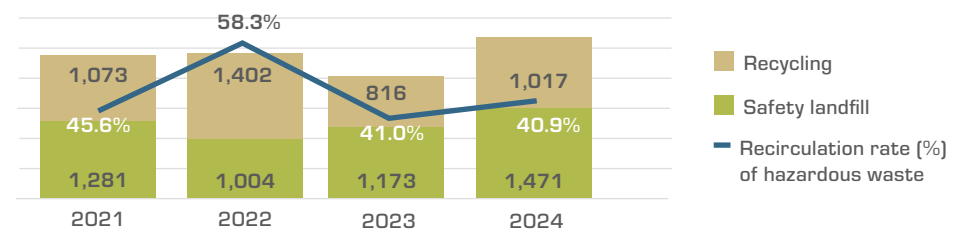
Organic waste



Domestic waste (ton)



Hazardous waste



* The reduction of industrial waste sent to landfill is explained by better segregation, more recycling and the application of circularity policies.

** The growth of the workforce due to project C20+ increased organic and domestic waste generation, most of which goes to landfill.

Circular economy initiatives

One of the standout initiatives in 2024 was the management of used oils (hazardous industrial waste). Collahuasi collected and reused more than a million liters of its used oils, equivalent to approximately 80% of the total generated. These oils were turned into supplies for the manufacture of explosives used in the blasts of Rosario pit.

OTHER WASTE MANAGEMENT INITIATIVES:

- Digitalization of waste management via Eclipse, with an in-and-out waste control and the creation of reports through the analysis of PBI data.
- Identification of waste with valorization potential and their segregation for valorization (39 types of waste are currently considered).
- Ensuring the right identification and declaration of waste managed by the company, whose work is channeled via the Contracts and Procurement Management.
- Lifespan extension of the industrial landfill (from 34 to 60 months) thanks to the optimization of its management method.
- Implementation of a system to formalize component repair requests, with the goal of improving traceability in the activities of the process of repairable pieces and increasing productivity. Since 2020, 3,917 components have been repaired.



Strategic alliances for circularity

To advance to a more circular mining, at Collahuasi, we have promoted strategic alliances that allow us to extend the impact of our initiatives beyond the operational scope.

Likewise, we work with schools in the region to teach children and their families about environmental practices, contributing to a sustained cultural change related to recycling and waste valorization.

Another highlight was the refurbishment of Playa Brava children's playground in Iquique, where 12 tons of tires from our sites were recycled. In alliance with the Municipality of Iquique and the Cavancha Rotary Club, we installed 780 m² of recycled rubber tiles, improving the safety and durability of the space.



Energy and carbon footprint

EMISSIONS (SCOPES 1 AND 2):

Our way towards carbon neutrality by 2040, with a reduction of 7% compared to last year.

Collahuasi has a strategy to achieve net zero in scope 1 (direct emissions from fossil fuel combustion) and scope 2 (indirect emissions from electrical consumption) greenhouse gas (GHG) emissions by 2040.

In this context, we have made significant progress in the reduction of Scope 2 emissions: since April 2020 we have had an electrical energy supply from 100% renewable sources and we have promoted two solar energy projects in the region. The actions planned for the next few years include the progressive adoption of electrical vehicles, the incorporation and storage of Non-Conventional Renewable Energies (NCRE) in our operations, the development of studies on zero-emission fuels and the electrification of mining equipment.

Additionally, through the Risk Management Cycle, the company continuously adjusts its strategies to optimize energy use, incorporating its main energy indicators in process maps.

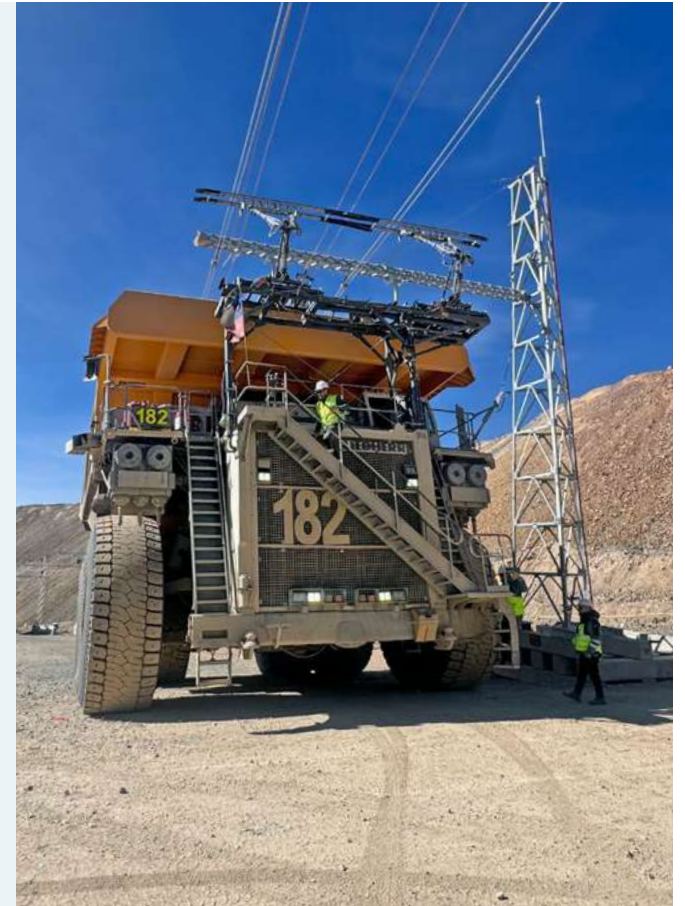


Energy and emissions management

From a strategic perspective, energy and greenhouse gas (GHG) management is aimed at implementing the company's decarbonization plan, optimizing energy use in all operations and promoting these good practices throughout our supply chain. Our strategy recognizes that the main long-term challenge regarding emission reduction lies in the transition from diesel to zero-emission energy sources in extraction trucks (CAEX), which requires mature, efficient and economically viable technologies. In 2024, we advanced in the implementation of the Trolley Assist project, which helps connect CAEX trucks to electrical catenary systems in selected sections of the mine, replacing diesel consumption when ascending. This initiative improves operational efficiency and significantly reduces emissions, with no need to renew the whole current fleet.

BENEFITS OF THE TROLLEY ASSIST SYSTEM:

- Diesel consumption reduction: according to the technical tests done by Collahuasi, the use of trolley reduces fuel consumption by 97.6% in the section tested.
- Energy saving: diesel is replaced by electricity in the electrified section, with an estimated 185 kWh per cycle.
- Cycle time reduction: from 4.2 to 2.3 minutes per section, improving operational efficiency.
- Engine performance improvement, reducing its wear and maintenance costs, as well as extending its lifespan.



Challenges and milestones

Aspect	Challenges	Milestones
GHG emission reduction	Our company is striving to commission successful pilots in GHG reduction, to then move on to larger scale implementation. The challenge is in the transformation from diesel to zero-emission energy sources in CAEX trucks and other mobile equipment, given that both processes require mature and efficient technologies.	With the implementation of the Trolley pilot project of approximately one kilometer, we were able to operate four CAEX trucks with electrical energy. This initiative is expected to come into operation in 2025. On the other hand, the energy efficiency guide was validated and applied in larger scale projects.
One hundred percent renewable electrical supply	We sought to achieve formal recognition from the authorities on our one hundred percent renewable energy supply contracts for the calculation of emissions.	We achieved this target thanks to the contracts that guarantee the supply of energy from one hundred percent renewable sources.
Accelerated decarbonization of the electrical network	Another great challenge lies in carrying out the decarbonization plan appropriately, without compromising safety, quality or electrical supply costs.	We contributed criteria that must be considered at the time of assessing early retirement of thermal power plants. In addition to this, we identified a risk to the supply for 2026, so the plant retirement was adjusted.
Supplier commitment	For Collahuasi, it is important to align suppliers with energy management and emission reduction goals, which requires them to adopt sustainable practices and commit to complying with set standards.	We sought alternatives for strategic supplies with fewer emissions.

Energy Efficiency

In 2024, Collahuasi consolidated the implementation of its Energy Management System (SGE in Spanish), as per Law No. 21,305, after being recognized as a Consumer with Energy Management Capacity. We elaborated and communicated the Energy Efficiency Policy, and established an energy baseline for the main Energy Consumption Units. We made significant progress in systematizing consumption per process per month, allowing us to calculate specific indicators (kWh/ton, Lts ton), which are reviewed monthly to monitor performance. In October, we successfully carried out the Energy Ministry's verification audit, which enables us to continue developing decarbonization/ electrification projects for our operations, focused on meeting our carbon neutrality target by 2040.

Moreover, energy efficiency was incorporated as a requirement in the process maps for Perforation, Loading and Plant, reflecting an operational commitment from the design phase of the processes. We formed a multi-disciplinary team, strengthening SGE governance and including the energy variable to the risk approach.

Regarding energy efficiency initiatives, we attained 6% improvement in the energy performance of Line 1 in the Grinding process. Other standouts were also the electrical retrofitting of the Lagunas lines and the advancement in electrification through the Trolley project, key in diesel consumption reduction in the mining operation.

With the aim to continue with our efforts to reduce CO2 emissions, in 2024, we promoted the decarbonization of our processes even further.

In this context, the contract with Colbún came into force. It allows our company to continue supplying the operation with one hundred percent renewable energy, with up to 650 GWh/year. Consequently, and for the fourth consecutive year, all the energy we buy is clean.

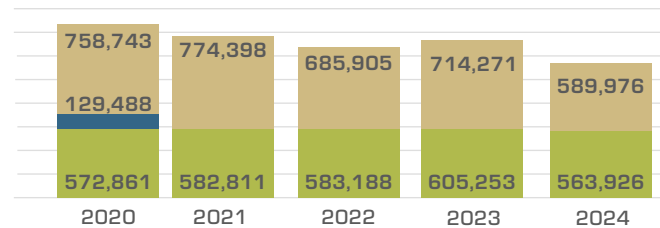


Methods for calculating scope types

To determine our emissions' types of scope we carry out a calculation based on the method set out in the Greenhouse Gas Protocol (GHG Protocol), including the company's own and direct GHG emissions from fossil fuels and explosives use ("scope 1"), indirect emissions from electrical consumption ("scope 2"), and other indirect emissions throughout the value chain ("scope 3"). This method is compatible with international norm ISO 14.064/ 1:2013.

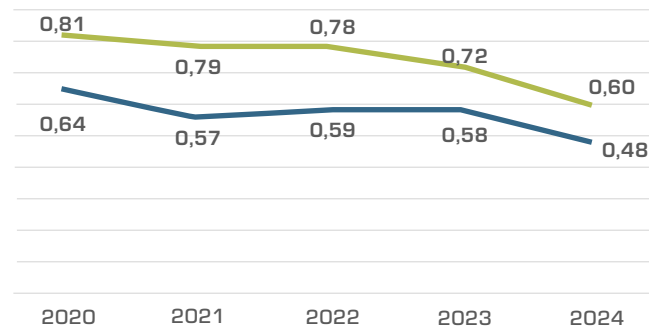
Performance indicators: Emissions

GHG Emissions (tCO2e)



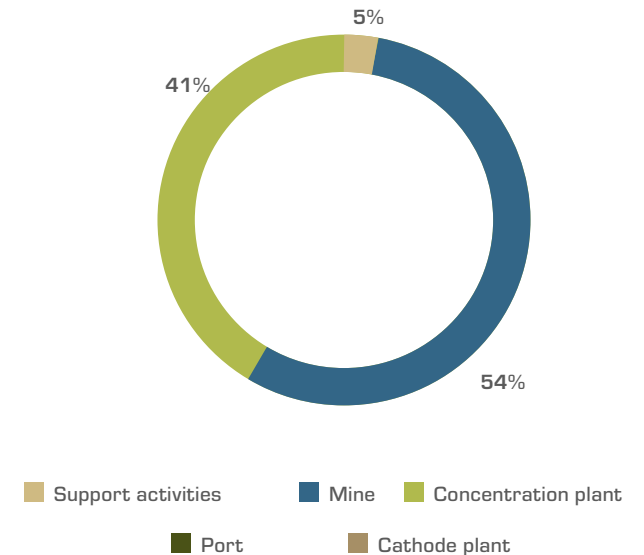
- Scope 1 (tCO2e)
- Scope 2 (tCO2e) (market-based method)
- Scope 3 (tCO2e)

Emissions intensity



- Emissions intensity (tCO2e/ton of concentrated Cu) - Localization Method
- Emissions intensity (tCO2e/ton of concentrated Cu) - Localization Method

Contribution to total carbon footprint per area in 2024 (%)

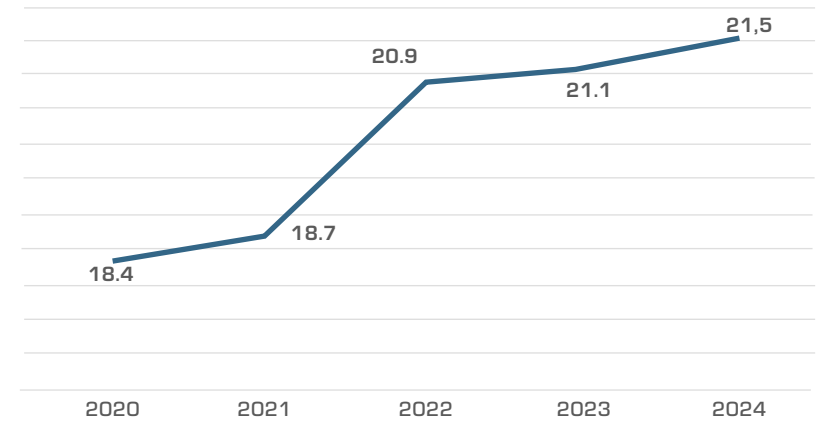


- Support activities
- Mine
- Concentration plant
- Port
- Cathode plant

Scope 3 by categories	2024
Purchased goods and services (Category 1)	454,074
Fuel and energy-related activities (not included in scopes 1 and 2) (Category 3)	124,073
Upstream transportation and distribution (Category 4)	9,775
Waste generated in operations (Category 5)	296
Business travel (Category 6)	1,187
Downstream transportation and distribution (Category 9)	570
Processing of sold products (Category 10)	0
Total	589,976

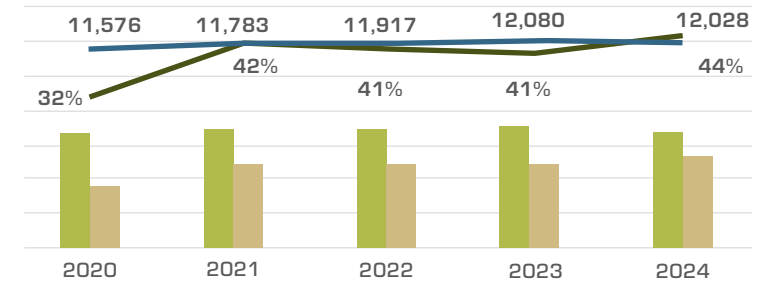
Performance indicators: Energy

Energy intensity (GJoule/ton Cu Fine)



Energy consumed in Collahuasi (TJ)

- Total consumption energy consumption from non-renewable sources (TJ)
- Total energy consumption from renewable sources (TJ)
- Renewable energy consumed (% renewable electricity / Total energy)
- Total energy consumption (TJ)



Though Collahuasi has a 100% renewable electrical supply, this represents 44% of the total of energy consumed.

MEASURES TO REDUCE SCOPE 1 EMISSIONS

With our eye on the long term, we have created a road map focused on the reduction of GHG emissions. The main guidelines include the growing adoption of electromobility and electrification of energy consumption, the circular economy, the development of capacity generation and renewable energy storage on our operations, and studies on zero-emission fuels in mining equipment.

Some emission reduction initiatives are:

- Implementation of the Trolley Assist pilot system of CAEX trucks, which helps reduce diesel consumption in the section.
- Implementation of MineSense sensors to characterize Cu percentage in each bucket, which allows us to optimize the number of trips and reduce related emissions.



MEASURES TO REDUCE SCOPE 2 EMISSIONS

Currently, and due to long-term contracts, 100% of emissions from electricity in Collahuasi come from renewable energy sources. Our plan is to keep this condition, combined with the development of source generation and storage of renewable energy connected to our facilities, if there is a cost-efficient option.

MEASURES TO REDUCE SCOPE 3 EMISSIONS

Although there is no target related to emissions in this scope, there is a long-term plan to align our suppliers with Collahuasi's energy management and emission reduction goals. This requires that suppliers adopt sustainable practices and commit to the standards set out in the bidding bases published for the purchase of different goods and services.

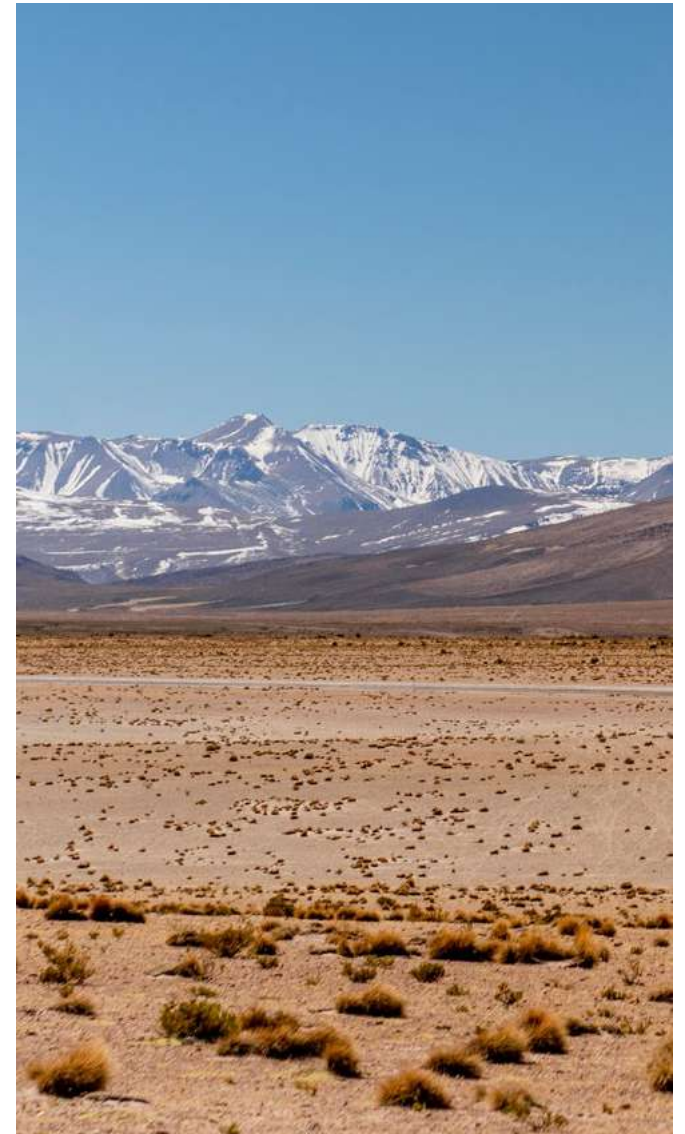
Risks and opportunities identified in relation to climate change

PHYSICAL RISKS:

- Extreme meteorological events: Increase in the frequency and intensity of phenomena such as landslides, floods, droughts and heat waves.
- Impact on infrastructure: Damages to critical infrastructure such as highways, bridges and buildings due to extreme climate events.

TRANSITION RISKS:

- Political and legal changes: New regulations and policies that seek to reduce GHG emissions, which may affect competitiveness in the mining industry.
- Availability and costs of technology innovations: The need to adopt new, more sustainable technologies can involve significant costs and implementation challenges.
- Market changes: Modifications in supply and demand of products and services, due to the transition towards more sustainable practices.
- Reputational risks: Public perception and pressure from consumers can affect the reputation of companies that do not adopt sustainable practices.





OPPORTUNITIES RELATED TO CLIMATE CHANGE:

The growing demand for copper opens opportunities to expand our operations, contributing to the reduction of global emissions with the following factors:

1. **Incorporation of Renewable Energies in the electrical network:** copper is essential in the production of renewable energy technologies, such as solar panels and wind-power turbines.
2. **Electrification:** copper plays a crucial role in the electrification of industrial processes.
3. **Larger production of electrical vehicles:** the demand for copper is increasing due to its use in electrical vehicles, which require more copper than traditional vehicles.
4. **Critical Minerals recovery:** apart from copper, copper concentrates can contain other precious minerals like gallium and germanium, which are essential for advanced technological applications. The recovery of these minerals can represent an additional source of income and contribute to sustainability.

These opportunities not only allow copper mining companies to adapt to climate change challenges, but they also offer ways to grow and prosper in a context that is increasingly focused on sustainability.

Biodiversity and recovery

AREA WITH BIODIVERSITY PLANS:

Target of 200 ha by 2030. In 2024, we managed 168 ha under active plans.

Our company proudly adheres to the United Nations' Sustainable Development Goals (SDGs), including SDG 15 which seeks to “sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss”. At the same time, in line with the National Biodiversity Strategy 2016-2030, whose purpose is to foster conservation of the species that inhabit our territory.

At Collahuasi, we value and respect the biodiversity that lives in and around the areas in which the project is developed, and we are aware of the effects provoked by our operational progress. Consequently, the company is strict in complying with signed agreements and our environmental commitments, which are managed through the Risk Management Cycle per operational area responsible.

In this context, in 2024, we continued making progress in our area liberation activities, in the implementation of controlled perturbation activities and the recovery of wildlife in new areas of intervention. At the same time, we developed research studies of species such as *Metharme lanata*, *Azorella compacta*, among others, achieving flora and fauna protection objectives, as well as compliance with our commitments to authorities.

On the other hand, Collahuasi makes sure it integrates and promotes basic considerations regarding interaction with the environment among workers, such as, for example, not feeding wildlife nor intervening in their behavior, as well as complying with prevention measures to avoid environmental incident risks.



Impacts on biodiversity

Collahuasi's activities can affect ecosystem services related to habitat loss, which impacts different species' basic needs, such as refuge, food and nesting, among others. Collahuasi has implemented several measures to mitigate impacts on protected areas and biodiversity, outlining its commitment to environmental sustainability.

Among these measures, we include enrichment planting and participatory monitoring programs, which involve local communities in the evaluation of key environmental components. As for singular flora and species in conservation categories, we monitor them in detail to guarantee their protection and promote their recovery. Moreover, we track birds, including flamingoes in areas like Coposa salt lake, with the purpose of evaluating changes in the richness and abundance of these species and adapting conservation strategies as needed.

These initiatives reflect an integral and collaborative approach to minimize environmental impacts and preserve the natural environment.

To prevent impacts linked to Collahuasi's infrastructure development and productive capacity improvement, our company carries out mitigation actions, such as recovery and relocation of animals with small movement patterns (reptiles and non-fossorial micromammals), controlled perturbation for micromammals and reptiles in linear works, controlled perturbation of *Ctenomys fulvus* (tawny tuco tuco of Atacama), as well as the recovery and relocation of vizcachas. Thus, since the approval of the Environmental Qualification Resolution for Collahuasi's Infrastructure Development and Productive Capacity Improvement project, fauna specialists have freed 37 sites in the Cordillera area, corresponding to 73.98 hectares.

The structural impact generated by the loss of habitat for wildlife in the area of intervention totals 479.81 ha, which include 406.45 ha in the Cordillera area and 73.36 ha in the Ductos area (RCA, 2021).

Collahuasi has implemented several compensation measures for impacts that cannot be mitigated, such as the loss of zonal vegetation –native forest and xerophytic bush–, and loss of singular flora individuals in the conservation categories “vulnerable” and “endangered”.

The expansion of the Rosario pit and the extension of the sterile dump generate impact on the wetland, such as loss of soil that sustains azonal vegetation and alterations in the aquatic habitat, affecting a surface of 65.95 ha. To mitigate impacts, Collahuasi has proposed measures like water restoration in the gorges near the Rosario pit (MM1), apart from the creation of a conservation area in Collacagua.



We protect the biodiversity of our environment and the areas near our operation, strictly complying with environmental commitments and agreements.



Species that appear in a conservation category, whose habitats are located in the area of influence of Collahuasi's operations:

Site	Flora	Fauna
Cordillera	3 vulnerable 1 least concern	1 critically endangered 3 endangered-rare 24 least concern 11 near threatened 8 vulnerable 3 data deficient
Mineroductos	1 vulnerable 1 near threatened 1 least concern	3 near threatened 1 endangered 1 endangered-rare 11 least concern 3 vulnerable
Port		2 endangered 8 least concern 7 near threatened 2 vulnerable

The sites and areas with real and potential impacts on biodiversity are identified and assessed in the environmental impact evaluation processes, where the company manages its environmental permits before the relevant authority.





Important advancements in preservation and ecosystem restoration

As part of the compensations promised, we develop preservation and ecosystem restoration plans, which are executed and supervised by external specialist companies.

In 2024, we included the area of Collacagua (equivalent to 1,217.47 ha) as part of the compensation areas, but activities have not yet started in this site, as it is in a preparation stage.

Year	2020	2021	2022	2023	2024
Areas of compensation (biodiversity maintenance) [ha]	0	0	9.5	353.7	353.7
Number of monitoring instances	15	15	15	15	19
Total of areas with biodiversity management plans (reforested areas + wetland management areas) [ha]	164	164	174.7	167.74	168.34

Forest Management Plan (FMP)

We have been implementing a forest management plan for two decades, encompassing the restoration of wetlands — high-plateau marshes— in the surroundings of the Rosario pit and the planting of two native species of high environmental relevance: queñoas (*Polylepis tarapacana*) or trees that grow in high altitudes, and llaretas (*Azorella compacta*). The plan's actions are overseen by specialist collaborators with great experience in habitat restoration.

The reforested areas committed and considered in the FMP total 149.2 hectares. From that total, 101.9 hectares are on Irruputuncu volcano; 38.4 hectares in Pabellón del Inca, and 9.5 hectares in Ujina

In addition, 15.4 hectares have seen wetland management in the gorges of San Nicolás, San Daniel and Huinquintipa, as well as 2.1 hectares of the gorge of Chiclla. Likewise, 1.04 planted hectares in Ujina can be considered to be reforested surfaces, as committed in the Compliance Program.



In terms of surface, the FMP's progress is at 100.4%.

In planted specimens, progress is at 100.2%, and in live plants, we observe 89.4% completion.



FEATURED OPERATIONS

- A total of 353.7 hectares of protected areas were defined, corresponding to 32 hectares from measure MC8 and 2.7 ha from measure MC9 – both associated to the establishment of a compensation area of *Metharme lanata*–; 272 hectares in the area of Rosario (Sallihuinca), and 47 hectares in Ujina West, in front of Pabellón del Inca (related to measure MC1). Two signs were installed in each of the defined areas: one informing of the measure and another restricting access.
- As part of the compensation measures, the permanent plots –corresponding to the *Polylepis tarapacana* and *Azorella compacta census*– in three plots in the sector of Ujina West in front of Pabellón del Inca, as well as the three plots located in the Rosario compensation sector (Sallihuinca), with the purpose of determining vigor, density and scope.
- To comply with measure MC8, we recorded a historic 2,342 seeds collected (*Metharme lanata*), which have been used for different analytical purposes.
- We obtained positive results regarding our commitment to singular species propagation: we have been able to propagate all species. To this date, our greenhouse has nineteen specimens of *Fabiana squamata*, 84 of *Fabiana ramulosa*, twelve of *Aphyllocladus denticulatus*, fourteen of *Baccharis tola*, three of *Atriplex glaucescens* and 42 of *Haageocereus fascicularis*.

WETLANDS MANAGEMENT AND PROTECTION AREAS

In 2024, we continued with our restoration and revitalization tasks in the 15,399 hectares of wetlands in the surroundings of the Rosario pit, specifically in the gorges of San Daniel, San Nicolás, Huinquintipa, Yabricollita, San Nicolás 2 and Chiclla.

In the latter, encompassing approximately two hectares, we have carried out restoration work for several years. The actions implemented there mainly include water redistribution, in order to cover a larger surface, and soil improvement with organic material. Likewise, we planted 500 specimens of Andean *Oxychloë* in Chiclla wetlands, and we distributed the gorge's water by means of artificial streams that ensure its permanence in the enrichment sites, to then consider the collection of data related to edaphic and meteorological variables that complement monitoring.



QUEÑOA REFORESTATION

Together with specialist companies, Collahuasi has begun the queñoa (*Polylepis tarapacana*) propagation process, from the collection of its germplasm to the acclimation of specimens for their transfer into reforestation areas.

We carried out a census of this species in Irruputuncu volcano, where we have discovered 101.9 hectares, to continue with the maintenance and reforestation tasks in the area of Pabellón del Inca, where 38.4 planted hectares are recorded, and in the sector of Ujina West and East, which has 9.5 hectares.

As of December 2024, 18,547 live individuals were counted.

FLORA AND FAUNA

The greenhouse has a conservatory to continue planting all species in future years. Said space holds approximately 15,740 units, among which we find 12,650 queñoas and 3,090 llaretas.

Apart from that, we carry out a quarterly census of the vicuñas in the gorges near Rosario pit, monitoring that was a commitment in the Environmental Qualification Resolution. The study provided the following results:

- In summer, we evidenced an abundance of 307 individuals, distributed in 63 groups.
- In fall, there was a presence of 177 individuals, which were distributed in 29 groups.
- In winter, abundance reached 218 individuals, organized in 45 groups.
- In spring, abundance reached 257 vicuñas, organized in 52 groups.

INTERNAL AWARENESS CAMPAIGN

Committed to the protection of flora, fauna and archaeology, at Collahuasi, we develop awareness-raising and reinforcement actions with the staff that work in the field, as well as implementing initiatives for the prevention of fires and hazardous substances handling.



ENVIRONMENTAL MONITORING PLAN

Together with the above, Collahuasi has an Environmental Monitoring Plan (PSA in Spanish) that tracks different environmental components such as flora, fauna, limnology, soil and water quality. Monitoring of these components is executed in different sectors of the Cordillera, Ductos and Puerto sites.

The biodiversity area has 39 environmental monitoring plans, among which feature:

- Environmental surveillance plan in the port.
- Tracking of mitigation measures (MM1, MM2, MM3, MM4, MM5).
- Compensation measures (MC1, MC3, MC4, MC5, MC8, MC9).
- Voluntary monitoring commitments for gorges surrounding Rosario pit.

- Recovery and relocation plan for benthonic resources.
- Population monitoring of *Haageocereus fascicularis* specimens.
- Germplasm of *Polylepis tarapacana* and *Azorella compacta* collection program.
- Studies of propagation and establishment trials for singular flora species.
- Environmental monitoring plans for vegetation formations with presence of *Frankenia triandra* and meadows of *Distichlis humilis* in the Coposa Salt Lake.
- Monitoring of sensitive fauna in Collahuasi's port sector.
- Monitoring of vicuña (*Vicugna vicugna*) populations that inhabit the gorges near Rosario pit.

- Installation of devices to reduce light pollution.
- Implementation of deterring elements in the electrical transmission line.
- Erosion spots or increase of existing deterrent elements.
- Early Alert Plan for the azonal water vegetation in the area of San Pablo.
- Increase in the abundance of *Metharme lanata*, related to measures MC8 and MC9.
- Balance between losses of vegetation coverage in the gorges near Rosario pit (MM1) and the restoration area related to MC5.
- Monitoring of *Telmatobius halli* and its habitat.

In addition to the above, Collahuasi has a PSA related to the Seasonal Study of Coposa and Michincha Salt Lakes, as well as monitoring the flora and fauna, both land and aquatic, in gorges and wetlands, Wetland Chiclla, Coposa Birds, Pond Dimension Calculations, Jachucoposa Mitigation, Environmental Monitoring Plan of the Restoration of Wetlands, Bird and Marine Mammals Monitoring, Irrigation Pilot Plan, and Monitoring of Vegetation in Jachucoposa.





Communities



Building future in our region

As a mining company with a deep territorial engagement, we conceive our growth as part of a wider vision of progress, in which economic development goes hand in hand with improvement of life conditions in the context where we operate.

Through initiatives that promote employment, inclusion and collaboration among local actors, we seek to contribute to the strengthening of communities and the building of a more equal and resilient region, in line with sustainable development principles and the challenges that Tarapacá faces.

In this context, our actions are aimed at widening formal and decent employment opportunities, reducing social gaps and contributing to a better life quality, especially for the most vulnerable groups. This is reflected in the programs that promote human capital training, access to essential services and the strengthening of public-private alliances, contributing tangibly to global targets such as ending poverty, promotion of formal employment, reducing inequalities, among other priority challenges for the territory.

Sustainable Development Goals (SDGs):



Every year, we carry out a perception survey through descriptive quantitative research in the region of Tarapacá. Its findings still show that the population considers mining as the sector that contributes the most to the local economy and Collahuasi as the most important company in the region.

In 2024, we also did a perception study about project C20+, which showed an increase in spontaneous recognition and a positive assessment by the community.

Environmental and economic benefits and its contribution to the development of the region were widely highlighted, especially job generation and respect to indigenous communities.

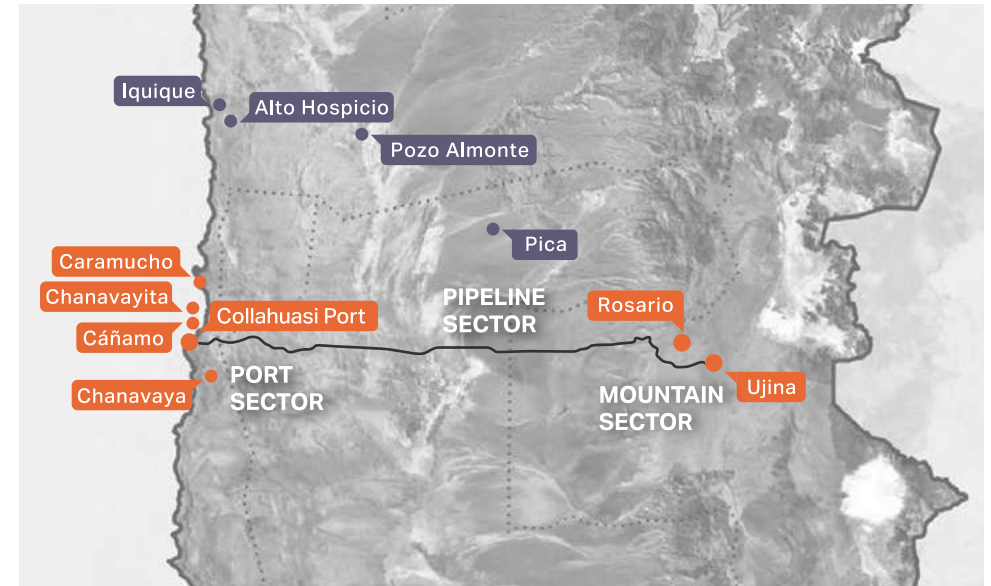


In 2024, the region of Tarapacá had an economic growth of 4.0%⁽¹⁾, mainly promoted by copper mining, and with Collahuasi as one of its main productive drivers.

This growth has enabled the creation of concrete employment opportunities, social investment and value chains with local suppliers, contributing to the dynamization of the regional economy and a stronger resilience. Even so, the territory faces important challenges.

Tarapacá is among the regions with the greatest number of households in informal settlements⁽²⁾ and with a high percentage of income poverty, according to Casen 2022 Survey. Moreover, the 2024 census estimated that more than 86 thousand foreign people live in the area, many of whom are in housing vulnerability conditions.

To this we add an unemployment rate of 7.6%⁽³⁾ and work informality of 29.2% in the last quarter of 2024, according to INE. In this context, Collahuasi's commitment is aligned with the main local gaps, trying to be an agent of change and working with other actors to contribute to a more inclusive region, with more opportunities and better life conditions for all its inhabitants.



¹ Information provided by the Central Bank.

² Information from the report called "Catastro Nacional de Campamentos 2024-2025", by Techo-Chile.

³ OND 2024, according to information provided by the National Employment Survey (ENE in Spanish).

Areas of Engagement

Formal organizations and groups with whom we engage are distributed in four geographical areas.

Coast:

DESCRIPTION OF LOCATION

Consisting of four fishing villages: Caramucho, Chanavayita, Cádiz and Chanavaya, which are located in the operation radius of Puerto Patache, south of Iquique.

MAIN ACTIVITIES

Fishing, services and tourism.



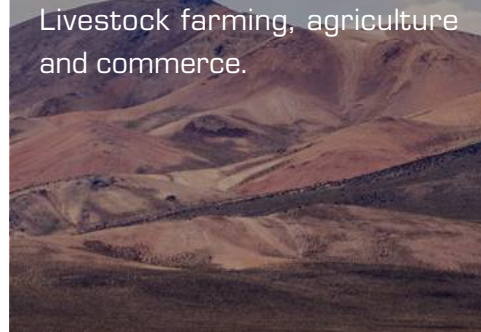
Pampas and Gorges:

DESCRIPTION OF LOCATION

Comprising the surroundings of the mining operation, where organizations and indigenous communities inhabit the gorges and salt lakes in the mountain range and foothills areas of the municipalities of Pica and Pozo Almonte.

MAIN ACTIVITIES

Livestock farming, agriculture and commerce.



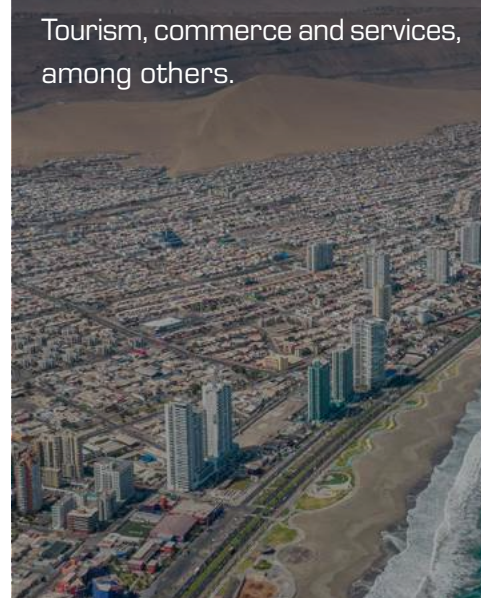
Urban centers:

DESCRIPTION OF LOCATION

Area including Iquique and Alto Hospicio.

MAIN ACTIVITIES

Tourism, commerce and services, among others.



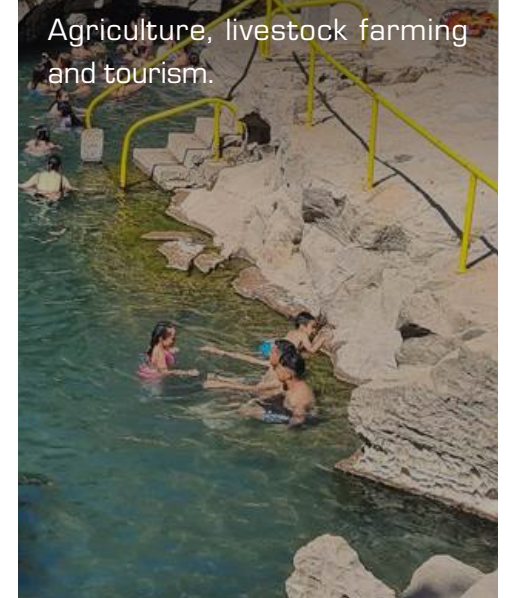
Rural centers:

DESCRIPTION OF LOCATION

Composed by the towns of Pozo Almonte and Pica.

MAIN ACTIVITIES

Agriculture, livestock farming and tourism.



Relationship with stakeholders

Our permanent engagement model is based on working groups, direct dialogue and participation in different collaborative instances. This helps us to keep consolidating trust and the search for growth opportunities and mutual interest development, benefiting both the members of the communities as well as our business' activities.



Juan Ulloa,
Chanavayita Guesthouse

Focuses of delivery in 2024



Strengthening of social investment projects to boost its impact and scope in the communities near the operation.



Establishment of relationships with regional entrepreneurs with an emphasis on capacity generation and formalization processes, aiming to promote their economic growth and access to public resources for their businesses.



Through Fundación Collahuasi, the progress of collaborative projects that strengthen technical-professional education in the region of Tarapacá, as well as the execution of territorial social investment projects.



Continuity of the joint effort with regional and municipal authorities to address Tarapacá's challenges through a series of public-private initiatives.



Compliance with more than 100 measures and Voluntary Environmental Commitments (CAV in Spanish) in relation to the RCA of project "Infrastructure Development and Productive Capacity Development".

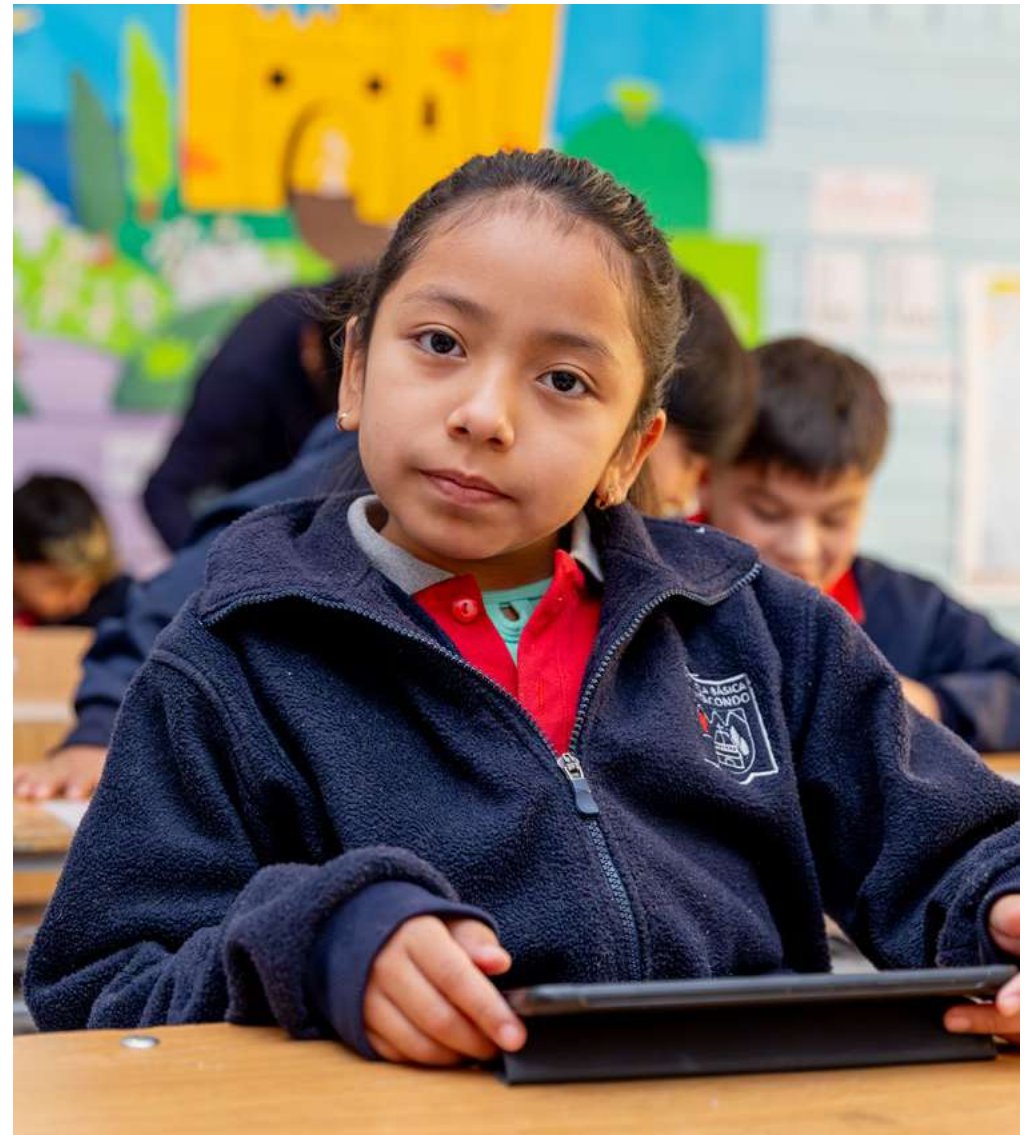
COMMUNITY ENGAGEMENT

Collahuasi has implemented an adaptive community engagement strategy that has evolved in parallel to the company's development and understanding of the social and territorial context.

The collaborative work we do with neighboring communities seeks to contribute significantly to their social, cultural and educational development as pillars for their growth. To this end, the company develops a systematic and planned outlook, based on the prioritization of programs and projects with a wider scope, with formal relationships and a long-term perspective.

Collahuasi's success is linked to Tarapacá's progress, through a collaborative social contribution, guided by sustainable development principles and which adapts to the changing context in the environment. Currently, the company is moving to a phase of greater integration, taking on the challenge to continue being an active part of a Social Alliance that promotes local capacity generation and joint design of initiatives with a territorial focus.

This strategy recognizes the need to adapt our actions to the changing context, progressively strengthening the relationship with the communities to advance from an aid relationship to a collaboration based on trust, co-responsibility and shared goals.



POINTS OF INTERACTION WITH STAKEHOLDERS

External

Suppliers

- Local supplier training.
- Safe Shift Internal Meetings (RITUS in Spanish).
- Permanent presence of senior management in the operation (with contract manager).
- Wider safety meetings with executive teams.

Media outlets

- Permanent relationship at local and national levels.
- Editorial projects focusing on Collahuasi's regional support programs.

Civil society

- Spaces available for civil society activities.
- Work with the academia and NGO in the Cuidemos Tarapacá Program.
- Promotion of activities with the Industrial Associations of Iquique and El Tamarugal, and CIMIT (International Mining Congress of Tarapacá).

Authorities and public bodies

- Periodic meetings with the Superintendency for the Environment, in the context of the Compliance Program, and the Ministry of Education, due to projects with Fundación Collahuasi.
- Meetings with the Ministries of Mining and Economy, in the context of our contribution to GDP, royalty and progress in sector permits for Collahuasi's investment projects.
- Coordination with regional and municipal authorities for the Cuidemos Tarapacá Program.

Communities

- Participatory Environmental Monitoring.
- Territorial development plans (agreements).
- Permanent working groups with communities in different territories.
- Activities by Fundación Collahuasi.
- New information and communication channels linked to Voluntary Environmental Commitments related to the RCA of the extension and improvement project.

Internal

Shareholders

- Board meetings.
- Committee sessions with shareholders.

Employees

- Weekly meetings with trade union representatives.
- Technical working group monthly and quarterly meetings.
- End of year meetings.
- Internal newsletter.
- Safe Shift Internal Meetings (RITUS in Spanish).
- Wider safety meetings with executive teams.

Contractors

- Constant communication and meetings with senior management.
- Wider Safety Meeting.

Community engagement

Good relationships with our neighbors are a priority to Collahuasi, given that this not only helps avoid conflicts that may affect operational continuity in the short term, but it also helps reinforce our Social Alliance for future growth and strengthen communication channels.

Our engagement strategy focuses on improving the quality of life of those who live in our operations' surroundings. To this end, we apply a model based on direct and in-person interaction, aimed at strengthening relationships through formal collaboration agreements, which would guarantee a permanent dialogue in working groups.

With the purpose of guiding its social initiatives towards the territory's sustainable development, Collahuasi has implemented a structured method for the design and evaluation of its contribution.

This is based on three complementary levels:



Analysis of the local social context, based on longitudinal studies, territorial characterization and alignment with public planning at regional and municipal levels.



Direct evaluation from the beneficiaries, through territorial working groups and perception surveys applied within the communities.



Survey of results and reputation, by means of instruments that allow us to evaluate both the effectiveness of delivery as well as the impact of programs implemented, including corporate perception. This methodology allows for the alignment of social investments with priorities from the territory, generating learnings and strengthening the bond of trust with local actors.



During the period reported, Collahuasi maintained relationships with 16 indigenous communities located in the areas of Pampas and Gorges, and more than 19 organizations from the Coast, reinforcing dialogue and collaboration in the territories where it operates:

Detail	Site		Total
	Pampas and Gorges	Coast	
Dialogs, activities or meetings	924	935	1859
Number of claims or complaints, received and resolved, from the communities	<ul style="list-style-type: none"> - 0 claims. - 7 complaints received and resolved, according to the defined mechanism. 	<ul style="list-style-type: none"> - 0 claims. - 3 complaints received and resolved, according to the defined mechanism. 	<ul style="list-style-type: none"> - 0 claims. - 10 complaints received and resolved, according to the defined mechanism.

Voluntary Environmental Commitments (CAV)

Collahuasi is one of the few companies in the country that actively incorporates communities in participatory environmental monitoring instances, which follow traceable methodologies, and have verifiable results and clear transparency in their reporting. This practice, which recognizes the participants' time and knowledge, reinforces our commitments with rigorous and collaborative environmental management, strengthening trust with the environment and a compliance culture built with the communities.



The focus of our community management have always been on monitoring and executing environmental commitments. Therefore, among our 2024 highlights we find:

- Out of the 58 commitments initiated, four were executed to completion in 2024. Three of them consist of research and production of material about the tangible and intangible cultural heritage of indigenous groups, in which they had aymara language courses and photography exhibitions, among other activities.
- Likewise, a total of 17 organizations participated in the environmental commitments related to “Valorization of Ceremonial Practices in the Mountain Range” and “Support for the Enhancement of Sustainable Development on the Coast”.



Mitigation measures and CAV related to the RCA

En el ejercicio 2024, se iniciaron diecinueve compromisos

18 Mitigation and compensation measures.

1 Voluntary environmental commitment with six community groups.

The areas addressed by these commitments refer to:

- Improvements to or protection of traditional, productive or ceremonial infrastructure.
- Enhancement of traditional and ceremonial practices.
- Enhancement programs for productive practices related to the use of herbs and textiles.

Participatory monitoring with the community

To manage risks and opportunities related to the communities' rights and interests, we have structured a community engagement based on the methodology of the company's Risk Management Cycle.

This is done through voluntary collaboration agreements, which allows us to have concrete programs and projects, as well as ensuring the communities' participation in the economic benefits brought by the operation.

Additionally, we execute a series of Voluntary Environmental Commitments and measures set out in the Environmental Qualification Resolution (RCA), whose objective is to assume impacts and manage risks associated with Collahuasi's growth and operation.

One of them is the Participatory Water Monitoring Plan, which involves supervising specific points from the Environmental Monitoring Plan (PSA in Spanish), by indigenous organizations, within the context of the environmental commitment established in the RCA from 2021 and agreed during an Indigenous Peoples Consultation Process (PCPI in Spanish).

The initiative consists in participatory monitoring instances every six months, carried out in about 32 spots distributed in the different areas of interest for each of the indigenous organizations who have adhered to this environmental commitment.

These monitoring tasks consist in gathering data about the quality of superficial and underground water, as well as physicochemical soil parameters (pH, temperature, conductivity), well levels and flow capacities, following technical and methodological protocols established by the environmental authority.



Among the actions carried out in 2024, we can highlight:

- The execution of 75 flow measurements, 42 of phreatic level and six of superficial waters.
- Four campaigns about monitoring of the bird component.
- Constant participation in community monitoring instances, with indigenous communities from the areas near our operation.
- Permanent communication of the findings from monitoring and measurements to inform representatives of participating communities.
- Participatory Environmental Monitoring Committee (CMAP) meetings, a governance mechanism between high-plateau communities and Collahuasi for the coordination, tracking and resolution of controversies in the Monitoring Plan.
- Work coordinated between the Engagement Management (GRE), the Superintendency of Environmental Management (SIGA) and the contractor companies in charge of executing monitoring campaigns.



Working groups with indigenous communities

Focusing on safety, human rights and indigenous peoples' rights, we have permanent working groups with communities from the different territories. They are regulated by voluntary collaboration instruments (Marco agreements), which guarantee compliance with international standards regarding native peoples and indigenous communities.



Impact

Modification of shepherding activities and cultural practices due to loss or reduction of grazing land.

Alteration to Ceremonial Sites used by indigenous groups due to the dump's maximum extension.

Mitigation and compensation measures

Livestock acquisition.

Easement of access and connectivity for cultural practices.

Hydroponic and fodder cultivation trials.

Natural prairie management.

Valorization of ceremonial practices.

Protection of the Surroundings of Asociación Ganadera Indígena Sallihuinca y Yabricollita's Ceremonial Site.

Productive infrastructure improvement.



CAV on the Coast

Until 2023, Collahuasi maintained four active Voluntary Environmental Commitments. In 2024, it added a fifth one: Reinforcement of Sustainable Development on the Coast, which gives continuity to the productive and social programs that the company promotes with the communities in the port's area of influence.

Throughout the year, we worked on a strategy to renew signed agreements with the trade unions from the Coast, coordinated by the Superintendency of Environmental Management, Engagement Management and contractor companies. This fostered active participation from eleven unions and seventeen social organizations from Caramucho, Chanavaya, Cãñamo and Chanavayita.

Likewise, participatory monitoring of odors and the sea were still active, encouraging community participation in the oversight of Collahuasi's project. This has strengthened trust in the process and transparency.

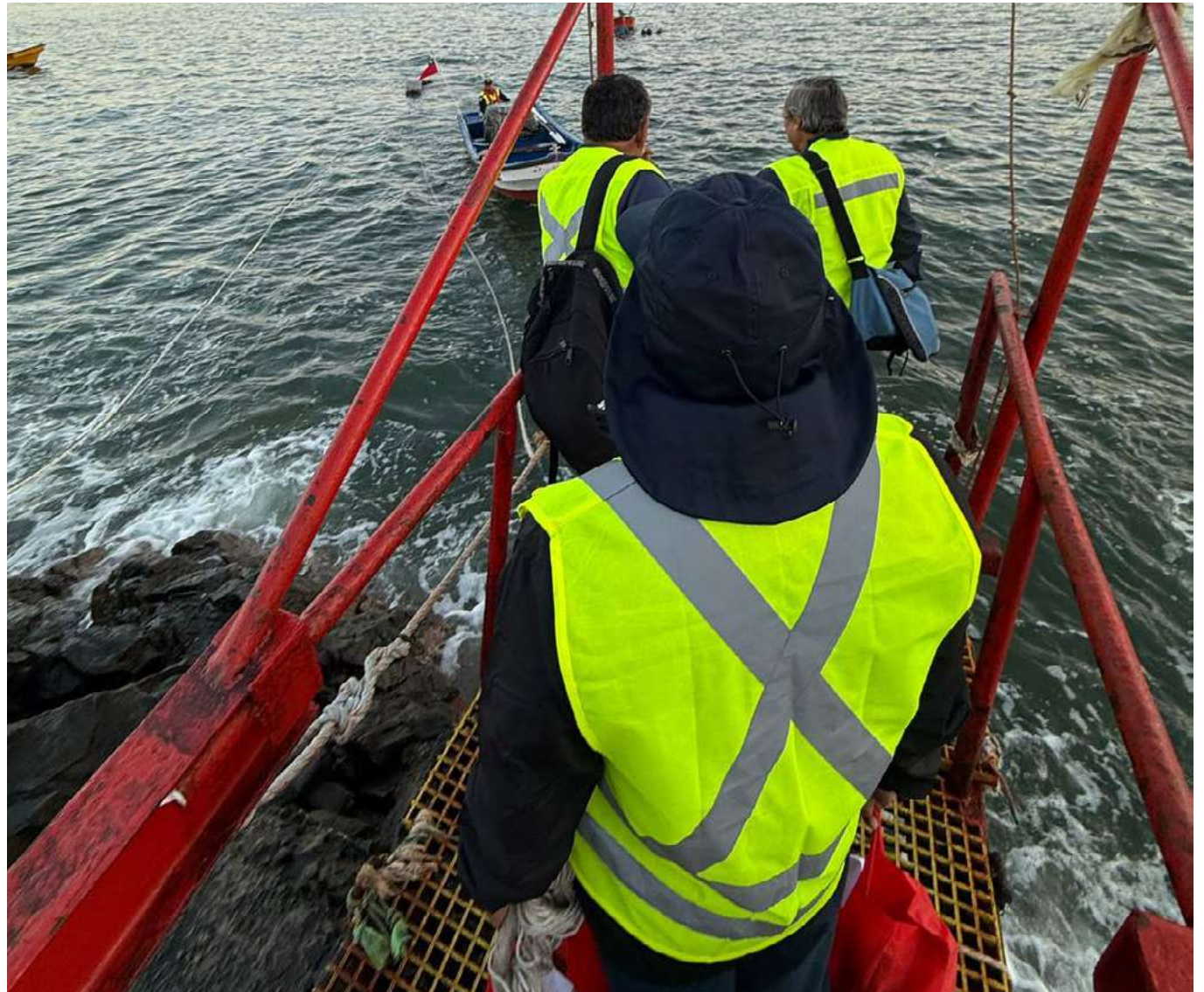
We also continued to share information about the advancements of project C20+ through the Communications CAV, reaching trade unions as well as social organizations in the area. At the same time, we carried out several actions related to road safety, still within the context of the corresponding CAV.

Participatory monitoring in the sea

There were two monitoring campaigns: one held in summer and the other in winter. Nine fishermen unions participated, all belonging to Chanavaya, Chanavayita, Cãñamo and Caramucho.

Participatory monitoring in the odor management plan

There are currently eight campaigns in progress since the start of the commitment in 2022, six of which were developed in 2024. Each of them includes the participation of eight unions from the coast and three social working groups. This is organized with a rota system designed by members of the community.



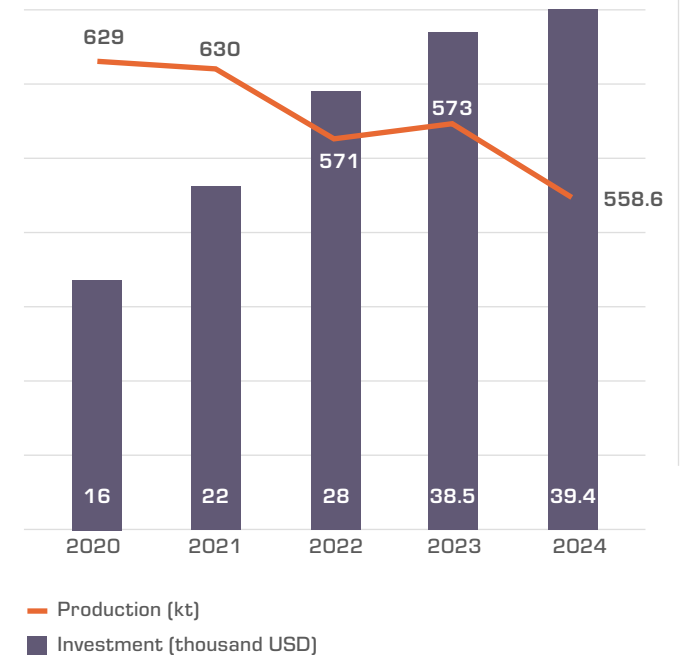
Social investment

In the past year, Collahuasi has consolidated a structured and strategic social investment model, aimed at generating shared value and responding to the territory's real priorities. The collaboration projects and programs we support through this strategy arise from participatory processes and cater for local realities, their culture and the needs of the people that live in the territory. Moreover, they seek to produce clear, valuable and lasting results that contribute to the reduction of poverty and help forge trusting relationships. We have also incorporated the circular economy principles and greenhouse gas emission reduction in multiple initiatives. Our approach is also based on the articulation of public-private efforts, collaborating actively with local, regional and national authorities to promote joint initiatives that generate greater territorial impact.

To guarantee our initiatives' effectiveness and understand their real scope in the territory, we have developed a Social Investment Methodology that guides the design, execution and evaluation of our programs. Their main objectives are:

- To have a cross-cutting standard for social investment, which ensures success and quality of the programs in the different contexts and territories.
- To promote a sense of belonging, autonomy and commitment in the communities with our programs.
- To mitigate risks and generate learnings.
- To generate a results measurement that is reproducible and standardized, as well as contributing to impact measurement.
- To assess the performance of programs and projects during the period, in line with their goals, with quantitative methods.

Total Social Investment vs Collahuasi's Production



Impulso: Territorial Development Programs

Motivated by our territory's sustainable development as a key tool to bolster our community engagement in Tarapacá, we held the Social, Productive, Educational and Environmental Territorial Development Programs. This initiative is carried out successfully in alliance with communities, municipal authorities and different local actors.

This program is organized into four areas of action that we call "Productive, Social, Educational and Environmental Impulsos". Their purpose is to activate the communities' capacities so that they can develop their own development strategies, thus strengthening the local economy, improving quality of life, widening opportunities and promoting environmental awareness. Their execution is channeled through social organizations, which give rise to an annual project portfolio aimed at providing shared value in the region of Tarapacá.

In 2024, this investment totaled

US\$ 33.6 million
for all four Impulso programs:
**Productive, Social, Educational
and Environmental.**



2024 Social Investment Focuses

IMPULSO productivo

Promotion of sustainable productive development through initiatives and actions that strengthen the mining and non-mining production ecosystem.

Among its main actions, we can highlight those related to supporting sustainable entrepreneurship among trade unions and indigenous communities, implemented on the Coast and Pampas and Gorges.

IMPULSO social

Promotion of social development, with initiatives that improve quality of life, health and wellbeing, as well as those that contribute to reducing vulnerability.

Some actions focused on representatives and communities, promotion of a healthy lifestyle, sports, health care, identity, indigenous culture, in addition to plans for seniors and cultural programs. All of these were implemented on the Coast and Pampas and Gorges.

Moreover, we can also note actions of complementary social investment through development projects related to health, infrastructure, culture and sports, which were carried out in urban and rural centers in the region of Tarapacá.

IMPULSO ambiental

Promotion of environmental development, with the implementation of initiatives that increase protection through environmental education and management. The following initiatives stood out:

- Waste management by means of recycling points, including one in El Morro in Iquique, and recycling campaigns in schools, as part of the line of action called Iquique Circular from the Cuidemos Tarapacá program.
- Cleaning of the main beaches in Iquique.
- Waste reduction, reuse and recycling, educating and mobilizing members of the community through the Te Cuido Caleta program.

IMPULSO educativo

Promotion of human capital, with the implementation of initiatives for the development of skills, access and quality of education. Highlights:

- Co-administration of schools Liceo Bicentenario Juan Pablo II in Alto Hospicio and Padre Alberto Hurtado Cruchaga in Pica.
- Support programs for the schools of Huatacondo and Chanavayita.
- Practicum, employability and apprentice programs.



Impact of our projects in 2024:

More than 80,000 Direct and indirect beneficiaries

- Territorial and Productive Development Programs in the Coast.
- Territorial Development Program in Pampas and Gorges.
- Complementary social investment and Fundación Collahuasi with projects in urban and rural centers.



IMPULSO

productivo

GENERAL OBJECTIVE

To reduce unemployment and contribute to the increase of family incomes through the development of associative, self-sufficient and sustainable enterprises.

SPECIFIC OBJECTIVES

Formalization: To promote the creation or establishment of business enterprises.

Productivity: To increase the development of productive activities.

Sustainability: To promote autonomy and associativity in local productive activities.

Work and income: To increase employment and family incomes.

Desarrollo de proveedores locales: To foster conditions that help formal entrepreneurs become suppliers in the value chain and/or at a regional level.

Activities executed in 2024

IMPULSO

productivo

Autonomy and quality
of life are obtained
from productive activities.

Pampas and Gorges

- Livestock and animal breeding programs
- Cabins, accommodation and tourism
- Food and supply sales businesses
- Transportation service businesses
- Artisanal production
- Other

Coast

- Marine strengthening programs
- Commerce
- Food manufacture and sales
- Construction and car mechanics services
- Accommodation and tourism services
- Transportation and car services
- Manufacture services and other



IMPULSO

productivo


Productive Development Programs in the Coast




 **87 projects**
applied for public funding
(FOSIS, SERCOTEC and CORFO).

 **US\$ 46,466**
in secured resources.


 **401 people**
interviewed, of whom **98% report a high level of satisfaction** with the PDP.

 **95% beneficiaries**
of the Productive Development Plan
assert that it has a positive impact on
their quality of life.

 **717 formal jobs**
generated by the program:
419 (self-employed) and 298 salaried (permanent
and/or occasional).

 **155 services**
hired from **businesses** developed in the context
of the PDP and with the support of CMDIC.

 **79% of partners** declare an increase in their income compared to the year before.


 **95% of partners** declare making profits with their business.

 **90% of partners** declare reinvesting profits from their business.

 **40% of businesses** are led by women on the Coast.

 **125 businesses** legally established.

 **224 businesses** with 3 or more years in existence.

 **US\$ 29,136** total annual average of sales in businesses from the Coast.



*Yanka Pierola,
Plant nursery in Caramucho*



*Frank Bugueño,
Chanavayita Restaurant*



*Women's Textile Network,
Coast*

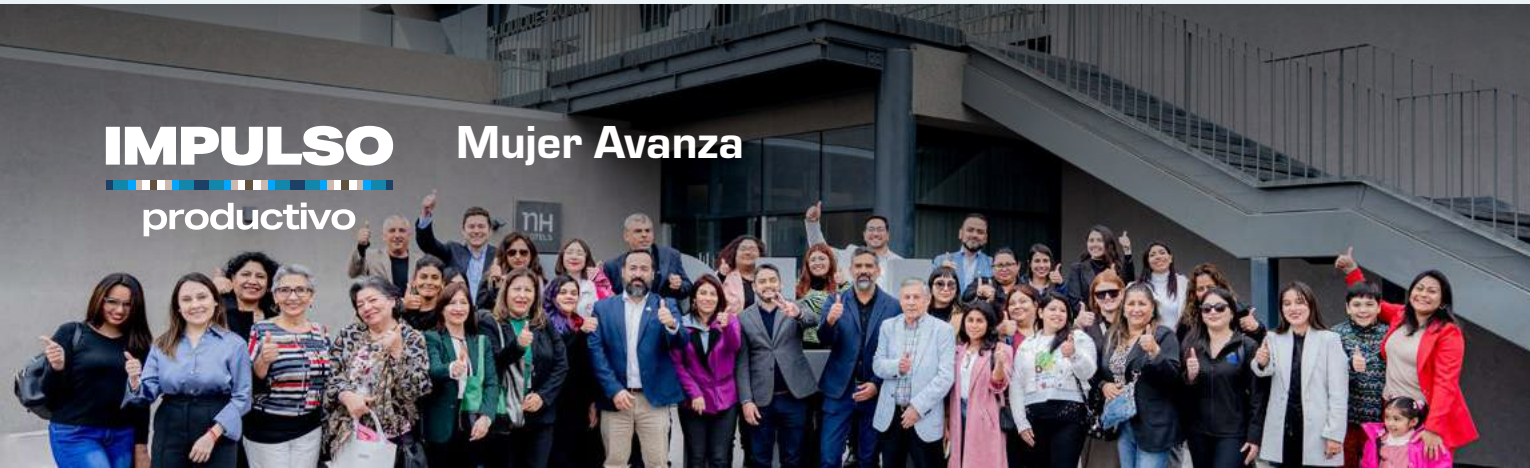


*Brothers Abel and Juan Ulloa,
Ice factory in Chanavayita*


IMPULSO

Mujer Avanza


productivo



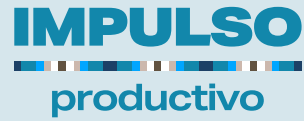
 **300 beneficiaries.**

 **Increase in formal sales**
by female entrepreneurs after participating in the Program (304 sales before the program vs 409 after the program).

 **295 female entrepreneurs**
legally established (99% of beneficiaries).

 **99% retention**
of female entrepreneurs enrolled in the program (298 of 300).





Communities in Pampas and Gorges





 **78 beneficiaries.**


 **56 businesses**
[52% legally established].

 **96 jobs**
created.


 **47% of
businesses**
led by women.

 **63% businesses**
have freelance or salaried employees.

 **55 out of 78
beneficiaries**
[71%] declare an increase in
productivity in their businesses.

 **58 out of 78
beneficiaries**
[74%] declares having seen their
family income increase because of
their business.

 **53% of
businesses**
increased their revenue after
participating in productive projects.

 **55%
formalization
rate**
among businesses.

Success stories



Ispaya Kurmis Restaurant

Like the different businesses that were established legally in Pozo Almonte and Pica, Ispaya Kurmis receives resources from Impulso Productivo, which they have invested in working capital, infrastructure improvement and equipment acquisition.



Cabaña Los Espejos SpA and Los Espejos Hostel

Located in Caleta Chanavayita, they began offering accommodation services to mining companies in 2022. Both facilities have been designed to host mining workers, providing comfort and specialized services for that sector. Los Espejos Hostel has a capacity of 14 people, while Cabaña Los Espejos can accommodate up to 70 guests.

IMPULSO

social



GENERAL OBJECTIVE

To improve quality of life and promote the development of local communities, promoting community participation.

SPECIFIC OBJECTIVES

Social capital: To enhance cooperation, association and trusting relationships and strengthen organizations.

Autonomy: To increase the communities' capacities through self-sustained projects with cooperation from the state or other private entities.

Health: To improve access to health care and promote a healthy lifestyle.

Infrastructure: To increase the quantity and quality of community spaces.

Activities executed in 2024

IMPULSO

social

Stronger organizations, more culture and associativity for better quality of life.

Pampas and Gorges Coast

- Infrastructure Projects: meeting halls and housing infrastructure improvements
- Health care projects
- ASD (Autism Spectrum Disorder) projects, complementary support grants, school support and educational therapies
- Community projects
- Sport projects
- Design of Children's Playground in Chanavayita
- Senior Health Care Program
- Security cameras
- Lighting and surveillance cameras project in Chanavayita and Caramucho
- Identity, culture and celebrations program
- Participatory mural art
- Semillita Sagrada School
- Organizational Advice (APRA and Mother's Group)
- Firefighter emergency project
- Concessions program



More than 19 thousand direct beneficiaries.





IMPULSO

social

Territorial Development Program on the Coast

 **Contribution to local environment improvement**

through community infrastructure in Chanavayita: soccer field and children's playground.



US\$ 46,461 of resources

secured in the Territorial Development Program.



IMPULSO

social

Health, Wellbeing and Sport Program in Chanavayita



84 people participated in the Program


and 63% showed improvement in health metrics.

IMPULSO

social

Identity and culture on the Coast



 **63% of the projects** that are part of the Identity and Culture Program are managed by the social organizations themselves, contributing to their sustainability and autonomy.

IMPULSO


social

Lighting and surveillance cameras installation in Chanavayita y Caramucho



 **26** solar LED lights.
7 security cameras in Chanavayita.

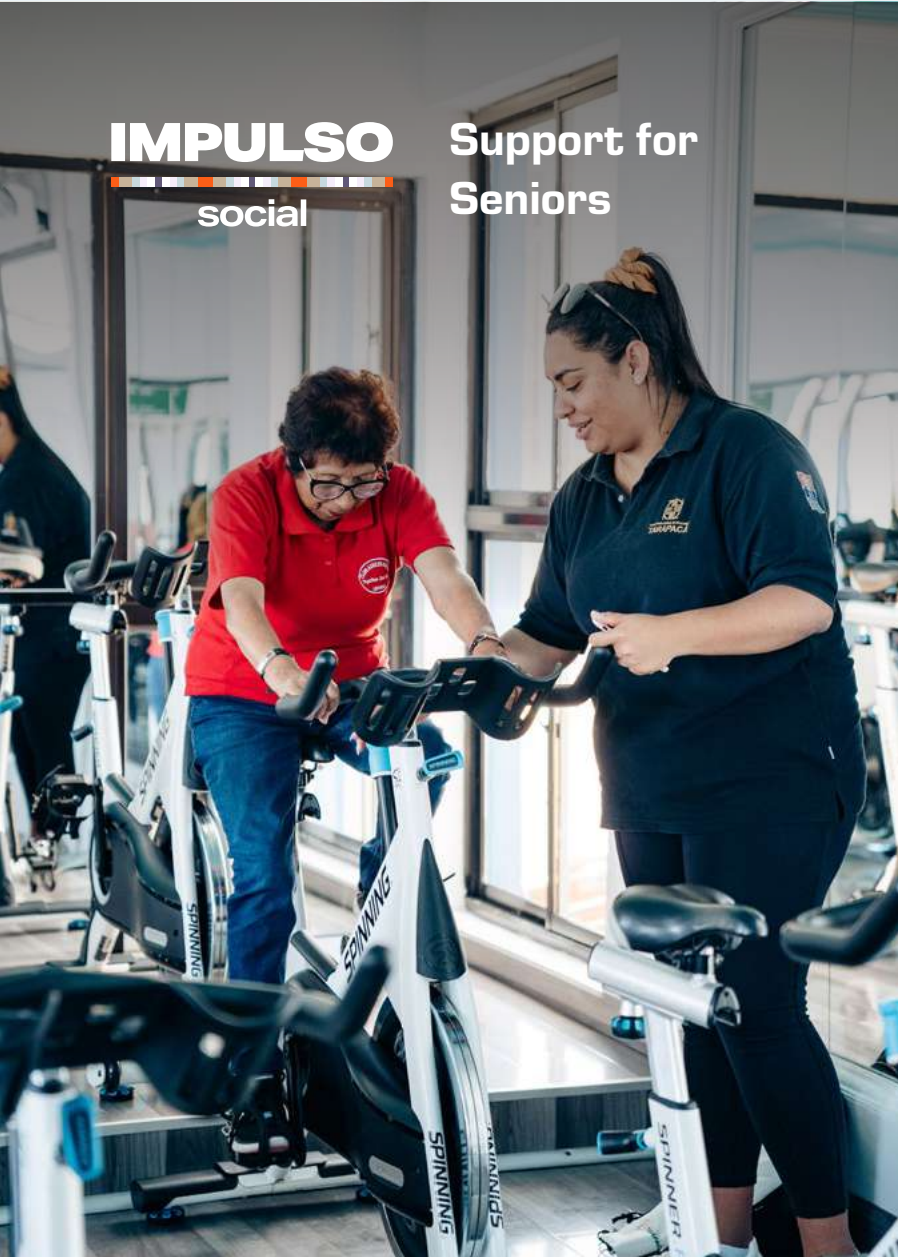
 **17** solar LED lights.
8 security cameras in Caramucho.

 The cameras operate **24 hours** in direct coordination between police and the municipal Warning Center in Iquique.

IMPULSO

social

Support for Seniors



3,000 seniors

participated at the **Centro Integral Ariel Standen**: **93% declared a high level of satisfaction** with the Program in terms of health care (91%), infrastructure (94%), equipment and machine implementation (84%), staff facilitating the program (97%), quality of classes (96%) and effectiveness of classes (94%).



Support to 150 seniors

for medicine purchases (1,743) and specialized health case (3,652).



70% participants

in the Coast **received support** to apply for public benefits.



Food support for 70 seniors

from **Pica** in vulnerable conditions.

IMPULSO

social

Blue Flag Certification in Iquique



Blue Flag international award for Cavancha beach, for its quality, environmental management, safety and services.

IMPULSO

social

Tara-Paka and Innova Tarapacá



11 projects supported by CMDIC obtain public funding for a total of US\$ 12.7 million from the Ministry of Social Development and Tarapacá Regional Government.

IMPULSO





social

Impulso Social in Pampas and Gorges

 **271 people**
participate in Culture Program activities.

 **238 people**
take part in Health Program activities.

 **Out of 151 people**
surveyed, 125 (83%) believe that the programs from Impulso Social improve the quality of life of their families and community organizations.

 **87 out of 95 beneficiaries**
(92%) declare having acquired new skills with the Impulso Social programs, contributing to their organization's empowerment.



Success story

Care for children with Autism Spectrum Disorder on the Coast and in Pica

To ensure better social inclusion, wellbeing and integral development, Collahuasi has a strategic alliance with Fundación Juntos Crecemos to recognize and value diversity in neurodivergent people, offering therapeutic support adapted to individual needs.

Thus, through Fundación Collahuasi, we opened the first free specialized center for Autism Spectrum Disorder (ASD) in the town of Pica, currently supporting 45 children. The initiative has had a favorable impact on the children, as it contributes to their personal and emotional development, improvement in academic performance, environmental adaptability and social relationships.

This multi-disciplinary facility offers psychological, speech, occupational and physical therapy, as well as professional advice and monitoring, in order to identify early symptoms and, thus, provide specific and effective treatment, promoting self-esteem, skills and competences in each patient.

The initiative is also offered on the coast, south of the city of Iquique, particularly Chanavayita, in coordination with Centro Desafiate, located in the regional capital, where 26 children (between 3 and 15 years of age) of the fishing village get support with biopsychosocial approach which includes methods that address each child's motor, cognitive and social needs.

After the implementation of this project in the region, 91% of children with ASD are actively participating in their therapies in both municipalities, 65% of girls and boys that attend in Iquique have achieved greater autonomy and independence in daily tasks, and 94% of parents evaluate the program in Pica positively



IMPULSO

ambiental

GENERAL OBJECTIVE

To promote environmental protection and management, and to foster local and indigenous cultural and heritage development.

SPECIFIC OBJECTIVES

Circular economy: To reuse, recycle and reduce waste.

Culture: To increase local strategies for the conservation of cultural and indigenous heritage.

Environmental Education: To reinforce sustainable behaviors and habits in the community, and knowledge regarding environmental topics and variables.



Activities executed in 2024

IMPULSO

ambiental

Sustainable development based on care and respect for the environment.

Pampas and Gorges

- Participatory social and environmental monitoring
- Protection of the environment

Coast

- Te Cuido Caleta Program

+4,000 participants in Impulso Ambiental programs





IMPULSO ambiental


Recycling Programs



 **10 recycling points** were installed in El Morro neighborhood.

 **805 people** took part in activities such as beach cleans, educational mobilization, space restoration campaigns, bins and workshops for the community and schools.

 **32 tons** of recycled waste (56% house by house recycling; 42% from recycling points; 2% from Chanavayita School).

 **103.8 tons** recycled, equivalent to having avoided 244.6 metric tons of carbon dioxide (CO₂).

IMPULSO

ambiental

Recycling Points in ZOFRI and La Tirana



52 tons of recycled material

from ZOFRI's recycling point and La Tirana festivities.

1,879 students
from the town took part in the Circular Generation Program in Pica.

882 kilograms of paper and cardboard were recycled

in the first year of the campaign in schools in Pica.

IMPULSO

ambiental

Circular Generation in Pica



Success story



“Te Cuido Caleta” Project in the south of Iquique

Since 2019, we have promoted environmental culture through beach cleans and the recovery of recyclable waste. Each of the four fishing villages in the area have a selective collection system, which includes about 172 households: 32 in Caramucho, 81 in Chanavayita, 31 in Cádiz and 28 in Chanavaya.

Together with this, and in order to recover waste, we strategically installed containers for plastic, glass, cardboard, paper and aluminum.

As of the end of 2024, we have recovered a total of 82.3 tons of recyclable materials, considering all our initiatives in the region. From that total, 32 tons come from residential and community collection via recycling points, which represents an increase of ten percentage points compared to the year before, helping us avoid 28 tons of greenhouse gas emissions. All recovered waste was transported to the Metropolitan Region for processing and valorization as recycled material.

IMPULSO

educativo

GENERAL OBJECTIVE

To improve access and quality of education to promote social and work integration.

SPECIFIC OBJECTIVES

Education level: To enhance education in the community.

Access: To increase opportunities to access formal educational instances and the offer of public education.

Quality: To improve academic performance and school attendance, discouraging desertion.

Work inclusion: To promote graduate employability.

Activities executed in 2024

IMPULSO

educativo

Local human capital development through established programs, with a long-term perspective.

Pampas and Gorges

- Complementary Support for Education
- Education and Specialization
- Academic Excellence Scholarship
- ASD Program
- Specialist support for Special Educational Needs

Coast

- Equivalency Degree Program for Adults
- Young Communities Program
- Higher Education, Young People in University Benefit Program



Fundación Collahuasi

After expanding its educational scope in 2023, Fundación Collahuasi set out its mission to contribute to the improvement of quality of education in the region of Tarapacá, as well as promoting innovation and technology at the service of social wellbeing and territorial empowerment.



Its purpose is to generate important achievements in key areas like education, community cohesion and environmental awareness, through initiatives that promote a sustainable and inclusive development model.

In line with this mission, the foundation promotes, supports and articulates projects focused on the communities and the most vulnerable sectors, addressing areas such as strengthening the educational system, heritage and environmental conservation, and the restoration of urban spaces.

All these actions seek to generate a positive impact on the territory, contributing to social and economic progress in the region and the country.



IMPULSO

educativo

University Benefits

60 beneficiaries.

64% of participants in pre-university courses enrolls in higher education.

66% of participants express satisfaction with the Program in different areas (counselling team (98%), economic contribution (91%), teaching support (35%), transportation (63%), economic support (58%) and mental health support (58%).

63% of students in Higher Education still receive the benefit and are still studying.



IMPULSO

educativo

Young Communities Program



75 beneficiaries.



89% say they are satisfied or very satisfied with the program: reception of school supplies (95%), transportation to school (80%), transportation service (87%), contact with tutors (91%), reinforcement and teaching support (82%).

The indicator of school retention shows an optimal performance with 95% of pupils enrolled in 2024 finishing the school year successfully.



94% of graduates in 2023 start a job or continue studying.



100% of students of the School of Huatacondo continue with their studies (0% desertion).




IMPULSO

educativo

Equivalency Certificate for Adults



 **45 adult** beneficiaries.

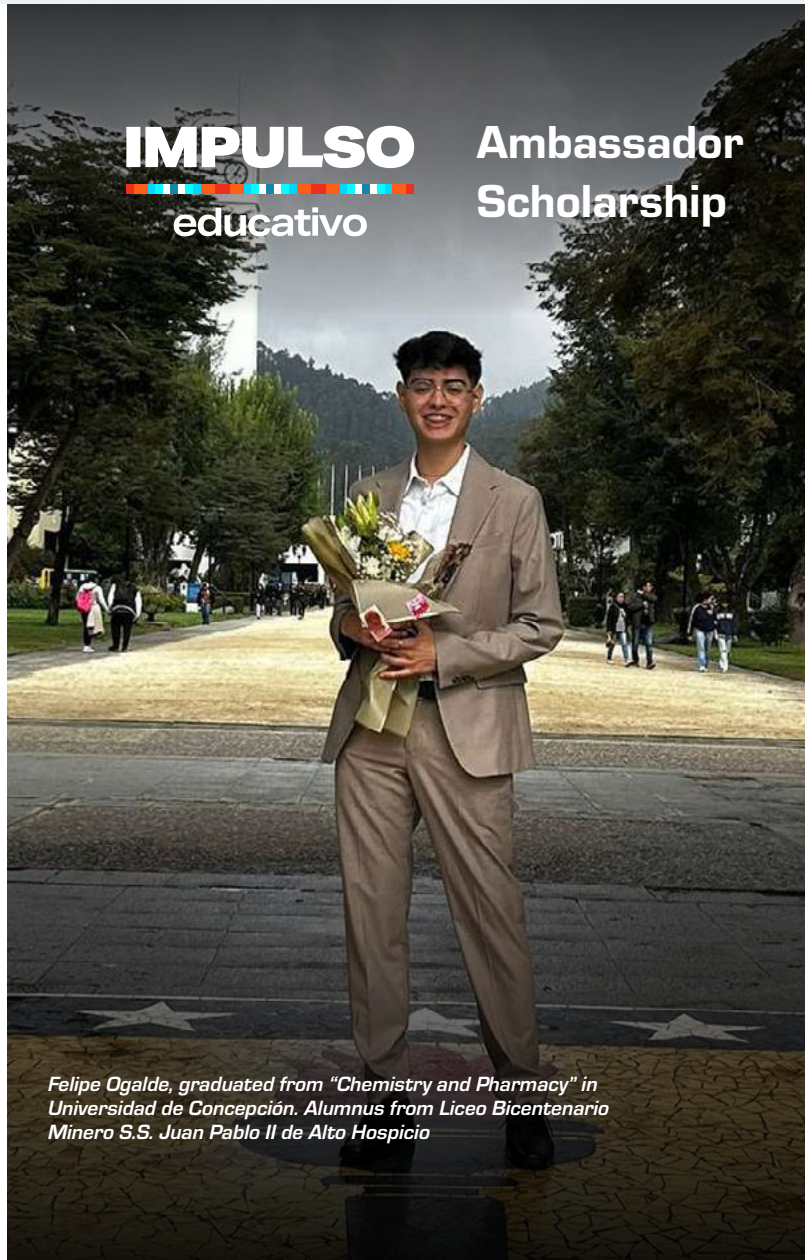
 **87% declare** a high level of satisfaction with the Program (teachers and coordinating team).

 **325 beneficiaries** in educational projects for indigenous

IMPULSO

educativo

Ambassador Scholarship



Felipe Ogalde, graduated from "Chemistry and Pharmacy" in Universidad de Concepción. Alumnus from Liceo Bicentenario Minero S.S. Juan Pablo II de Alto Hospicio



84 scholarships entregadas (24 año 2024).



3 graduates

Alumni from Liceo Juan Pablo II of Alto Hospicio

- Sara Zarzuri, Law, Pontificia Universidad Católica de Chile.
- Felipe Ogalde, Chemistry and Pharmacy, Universidad de Concepción.
- Romina Cortés, Nursing, Universidad Santo Tomás.



96% beneficiaries of the Ambassador Scholarship still have it and continue their studies.

Liceo Bicentenario Minero S.S. Juan Pablo II de Alto Hospicio



Through a public-private alliance, Fundación Collahuasi became part of this educational project over ten years ago, with the purpose of strengthening the delivery of an education of excellence, incorporating a mining profile through the Mining Exploitation specialty.

This technical education has had excellent results in the generation of local and specialized labor for the industry, which is complemented with other contributions in the science and humanities areas. These contributions have consolidated this project, confirmed with a sustained rise in relevant academic indicators, such as Simce and PAES.



Students got first place at city level with their weighted Simce score and ranked sixth in the region.





IMPULSO

educativo

Liceo Bicentenario Minero S.S. Juan Pablo II de Alto Hospicio

 **1,180 students**
enrolled.

 **Improvement of
SIMCE score**
compared to the results
from the previous year
(+24 points in Math and
+11 points in Language).

 **Improvement of
PAES average
score**
in reading comprehension and math.
(+19 points).



**Patricio Jara, Maximum Score in
Mathematics, PAES 2024.**





97% of students

graduated as **Mining Exploitation Technicians** (101 Technical-Professional students).



97% of students

(12th grade Humanist-Scientific) **enroll in higher education** (110 students out of 113).



53% of graduates

do **practicums in CMDIC as CAEX operators**, of whom 52% are hired in the mining industry and ecosystems (CMDIC, ENAEX and GEOTEC).



Humanist-scientific area with a high level of satisfaction in the school community:

Teaching administration (83%), interaction with teacher and interpersonal relations (80%), school infrastructure (80%), residence, food and extracurricular activities (78%).



Technical-professional area with a high level of satisfaction in the school community:

Teaching administration (89%), interaction with teacher and interpersonal relations (92%), school infrastructure (95%), residence, food and extracurricular activities (91%), and productive academic activities (92%).



Liceo Bicentenario Padre Alberto Hurtado Cruchaga de Pica



Co-administration of this school started in 2021 and, since then, the project has been becoming more robust in its technical education model with the specialties of Agriculture and Industrial Mechanics.

These improvements have helped this municipal high school to project into the future as an educational referent in the Province of Tamarugal, thanks to the development of new capacities, innovations, investment on infrastructure and other transformations aimed at delivering an integral high-quality education.

This technical education has proven to have wonderful results in training local specialized talent for the industry, which is in addition to other contributions in the science and humanities area. Thus, we have consolidated an educational project that shows a sustained rise in important academic indicators such as Simce and PAES.

For the first time in Pica, a student obtained maximum score in PAES, while five young people got more than 700 points in the language test and nine got over 800 points in math.

Moreover, the school was ranked 21st in weighted Simce scores in the region.




IMPULSO



educativo

Liceo Bicentenario Padre Alberto Hurtado Cruchaga de Pica

 **654 students**
enrolled.

 **Improvement of
SIMCE score**
compared to the results
from the previous year
(+7 points in Math and
+12 points in Language).


 **Improvement of
PAES average score**
in reading comprehension and math.
(+99 points).





Hans Schulz, first PAES maximum score in Pica.

He scored a thousand points in PAES math exam.




 **100% students**
graduates
(39 mechanics, 24 agriculture).


 **60% graduates**
enroll in higher education.

 **47% students**
that did their extended practicum
get a fixed-term contract.



 **Humanist-scientific area with a high level of satisfaction in the school community:**

84% in teaching administration, 85% in interaction with teacher and interpersonal relations, 80% in school infrastructure, and 81% in residence, food and extracurricular activities.

 **Technical-professional area stands out with a high level of satisfaction in the school community:**

82% in teaching administration, 82% in interaction with teacher and interpersonal relations, 82% in school infrastructure, and 91% in residence, food and productive extracurricular activities.



62
graduates
from the program in
2023 get jobs in 2024.



40% of
program
graduates
are currently working
in CMDIC.



45% of
graduates
from the 2023 cohort
get a fixed term
contract in 2024.

High-impact territorial initiatives

As part of their commitment to Tarapacá's social development, Collahuasi promotes initiatives with a high level of territorial impact that contribute to improving quality of life in different stages of a person's life. These investments are articulated with public and community actors and aim at strengthening local capacities, restoring spaces and widening access to services related to health care, sport and social infrastructure. Below are some of the main programs carried out in 2024.



More than 16,500 people visited Sala de Arte Casa Collahuasi.



18 thousand people from Tarapacá attended St Petersburg Ballet Theatre's performance in Iquique, initiative driven by the Regional Government of Tarapacá in collaboration with Collahuasi.



Public-private alliances

Regional Government of Tarapacá and Municipality of Iquique

Project Accelerator Center Tara-Paka

This space's goal is to accelerate the development of social infrastructure in Tarapacá, including initiatives such as educational establishments, neighborhood committees, sport centers, among others. To this end, it has a multi-disciplinary team of professionals in charge of the projects' technical design and the administrative work to obtain public funding. In 2024, eleven projects secured financing, and they are currently in their execution stage in Pica, Iquique and Alto Hospicio.



 **70** projects at different stages of completion.

 **6** projects were completed and registered with the **Ministry of Social Development** and approved.


 **5** projects were registered and approved by the **Planning and Development Division**.

 **11** projects per municipality (6 in Iquique, 2 in Pica and 3 in Alto Hospicio).


Centro Integral Ariel Standen


The facility promotes active aging among the people of the region of Tarapacá, through personalized, free-of-charge and multi-disciplinary guidance, which includes support from health care and physical education and sport professionals.




 **3**
thousand
seniors participate in the center.


ASPECTS EVALUATED AS OUTSTANDING:

 **94%**
Infrastructure.

 **84%**
Implementation.

 **97%**
Staff.


 **97%**
Class quality.


 **94%**
Class effectiveness.


Arena Cavancha

This program's goal is to promote a healthy lifestyle through different sport disciplines practiced on sand. In this context, the sports facility not only allows hosting international events, but it also provides a space for different regional activities, in coordination with the municipal authority of Iquique and the Municipal Sport Corporation.



 **+16**
thousand
attendees to
different events.

 **6 thousand**
square meters of
stadium.


 **24**
tournaments.


 Presence of
delegations from
+10
countries.




Communities at a Glance

IMPULSO productivo

 **2,461**
BENEFICIARIES
1,134 direct
and 1,327 indirect.


 **46%**
BUSINESSES IN COAST
40%
BUSINESSES IN
PAMPAS AND GORGES
are run by Women.

 **813**
FORMAL JOBS
generated by the
Productive Development
Program in the Coast
and Pampas and Gorges.

 **54%** COAST
AREA
55% PAMPAS
AND GORGES
Business establishment
rate

IMPULSO social

 **60,600**
BENEFICIARIES
19,000 direct
and 41,600 indirect.


 **43** SOLAR LED
LIGHTING AND
15 SURVEILLANCE
CAMERAS
installed in Chanavayita
and Caramucho


 **11**
PROJECTS
from Centro Tara-Paka
-supported by CMDIC-
get public funding of
US\$ 12.7 million.


 **16,500**
VISITORS
to Sala de Arte Casa
Collahuasi.

IMPULSO ambiental

 **12,744**
BENEFICIARIES
4,744 direct
and 8,000 indirect

 **172**
HOUSEHOLDS
have separate waste collection:
32 in Caramucho, 81 in
Chanavayita, 31 in Cañamo
and 28 in Chanavaya.


 **103.8**
TONS
recycled, equivalent to avoiding
the emission of 244.6 metric
tons of CO₂.

 **1,879**
STUDENTS
from Pica took part in Circular
Generation Program.

IMPULSO educativo

 **8,050**
BENEFICIARIES
direct.

 **55**
BENEFITS
for university given
in 2024.

 **95%**
OF CAEX OPERATORS
in Collahuasi come from
Programs managed by
Fundación Collahuasi
(Apprentices and/or Liceo Juan
Pablo II Alto Hospicio).

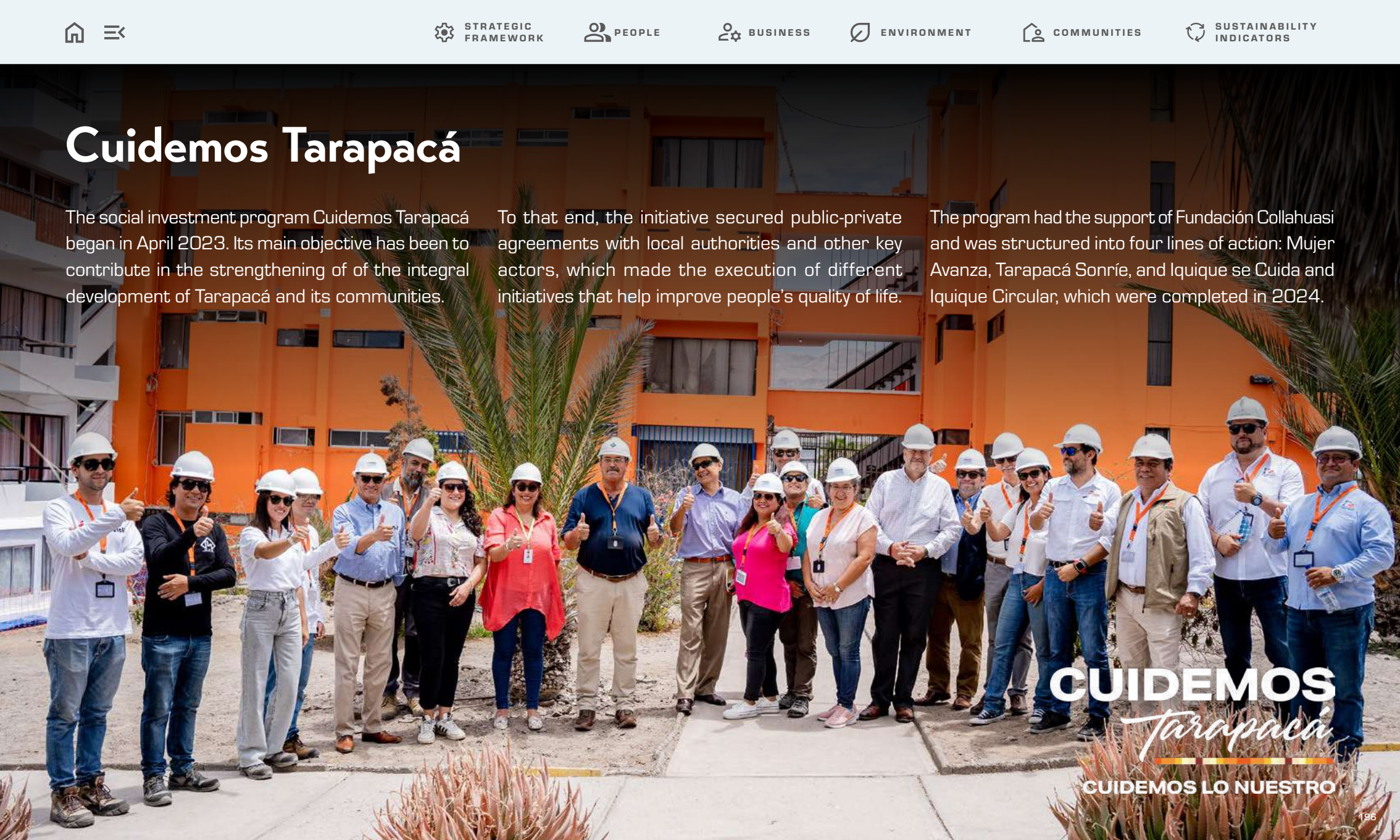
 **1,834**
ENROLLED STUDENTS
in 2 high schools co-managed
by Fundación Collahuasi in Pica
and Alto Hospicio.

Cuidemos Tarapacá

The social investment program Cuidemos Tarapacá began in April 2023. Its main objective has been to contribute in the strengthening of the integral development of Tarapacá and its communities.

To that end, the initiative secured public-private agreements with local authorities and other key actors, which made the execution of different initiatives that help improve people's quality of life.

The program had the support of Fundación Collahuasi and was structured into four lines of action: Mujer Avanza, Tarapacá Sonríe, and Iquique se Cuida and Iquique Circular, which were completed in 2024.



CUIDEMOS
Tarapacá

CUIDEMOS LO NUESTRO

Iquique se Cuida



**1,180 people
benefited.**



The program ended with a total of 8,500 square meters of paint work and repairs. Moreover, we carried out the restoration of enclosures in the area and designed four murals that highlight the region's cultural heritage. The works reflect representative themes defined by the community, such as the Carnival in El Morro, the flora and fauna of the Andean high plateau, the Naval Combat of Iquique and the figure of the nitrate miner.

Mujer Avanza



**300 women
benefited.**



All participants (from Iquique, Alto Hospicio, Pica, Pozo Almonte and Huara) were able to develop and materialize their business ideas. During the process, they received personalized advice, which helped them advance in the establishment of their businesses. In addition, some got access to retail spaces, enhancing their sales channels. To this date, 297 out of 300 women are still actively involved in their business.

Tarapacá Sonríe



50 patients got access to integral dental rehabilitation treatments.



The program was carried out through public-private alliances with Family Health Care Centers (Cesfam) from Pica, Pozo Almonte and Iquique. Its aim was to improve the dental care of women in the region, starting from a preventative diagnosis and included oral hygiene talks and a dental care kit. 274 women took part in the preventative diagnosis and 50 patients with critical diagnoses were given dental rehabilitation treatment.

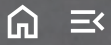
Iquique Circular



900 people from El Morro neighborhood collected 3.8 tons of waste.



The program's goal was to work in coordination with the community to generate sustainable urban environments, including recycling, circularity, environmental education and awareness about the right way to deal with waste. In 2024, 22 schools from Iquique and neighbors from El Morro took part.



Sustainability Indicators

006

GRI Index

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Dimension	GRI	Indicator	Chapter	Page no.
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Dimension	GRI	Indicator	Chapter	Page no.
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	205-3	Confirmed incidents of corruption and actions taken	Business	95
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	302-1	Energy consumption within the organization	Environment	124

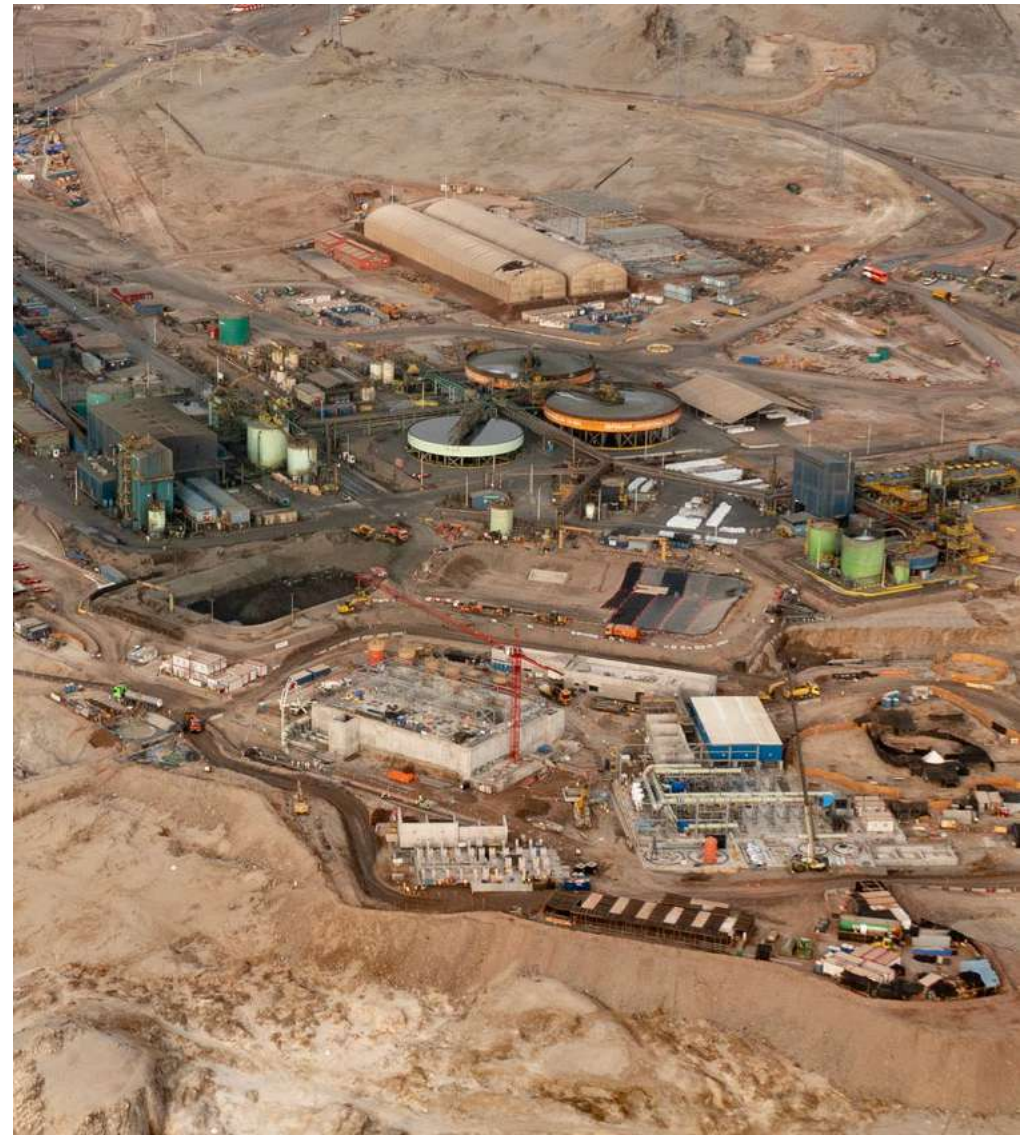
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	14.10.4	Number and types of grievances from local communities, % of grievances resolved	Communities	147
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SASB Mining & Metals Index

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	EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	N/A	Environment	119, 120, 125
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Water management	EM-MM-140a.1	(1) Total freshwater withdrawn, (2) total freshwater consumed, percentage of each in regions with high or extremely high baseline water stress	Thousand cubic metres (m ³), Percentage (%)	Environment	111
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	EM-MM-540a.3	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	N/A	Environment	113
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	EM-MM-000.B	Notal number of employees, percentage of contractors	Number, Percentage (%)	People	36

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G07	Governance	Business	Transparency and Ethics	Corruption: Number of cases	Business	95
G08	Governance	Business	Transparency and Ethics	Corruption: Percentage of own and third-party staff who have received training about corruption, bribery and gifts (law no. 20,393)	Business	Not reported
G09	Governance	Business	Transparency and Ethics	Free competition: Cases and inquiries	Business	Not reported
G10	Governance	Business	Transparency and Ethics	Tax strategy: Effective tax rate	Business	80
G12	Governance	Business	Value chain and Supplier development	Strategic/critical suppliers: Percentage of strategic suppliers	Business	83
G13	Governance	Business	Value chain and Supplier development	Communication and extension: Percentage of suppliers who have been extended the ESG and Sustainability Strategy [per amount/people]	Business	83, 84
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G20	Governance	Business	Contribution to regional and national development	Economic impact: CMDIC contribution as percentage of Chiles GDP	Business	80
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ID	ESG	Axis - Dimension	Tema - Concepto	Indicator	Chapter	Page no.
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