

People and communities

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MATERIAL TOPICS

Work well-being

Diversity, gender equality and inclusion

Talent development, retention and attraction

Digital transformation

Collaborative labour relations

Safety and health culture

Industrial protection

Responsible supply

Local employment

Social value and skills development

Dialogue and linkage with communities and indigenous peoples



Safety briefing with workers at Centinela



Our people

GRI 2-7, 2-8, 3-3

Our people are the essence of our achievements and the key to a sustainable business. We strive to create a working environment aligned with our organisational purpose, fostering well-being, a diverse and inclusive culture, skills development and talent retention, particularly for women.

In 2023, we restructured the People and Organisation vice presidency, along with its strategy and supporting pillars:

- **Individual relationships**

Connecting with our employees' experiences and strengths, developing their potential and creating the appropriate conditions for optimal working.

- **Organisational capacities**

Attracting and retaining talent that allow us to install and reinforce the organisational capacities needed for the development and sustainability of the Company.

- **Organisational effectiveness**

Ensuring the organisational effectiveness and competitiveness of our company's present to support the future of mining.

Our Board oversees the Group's People Strategy, with support from the Remuneration and Talent Management Committee. Remuneration practices and policies are necessary to promote our business strategy in the long-term. Because of this, employees in the categories of supervisor and executive have 25% of key individual performance and annual bonuses linked to sustainability goals and individual organisational capacities.

 For further information on GRI 2-20, 2-21, 201-3, and 405-2, please visit our 2023 Sustainability Databook.

27,900

total workforce

6,139

permanent and full-time employees

199

temporary employees

55%

of our permanent and full-time employees are based in the Antofagasta or Coquimbo regions

79%

unionised employees

23%

direct employees

77%

contractors

23.7%

of permanent and full-time employees are women

Distribution of permanent and full-time employees (2023)

33%

Centínela

28%

Los Pelambres

10%

Antucoya

11%

Zaldívar

18%

Santiago (corporate office)

97%

of our employees have an indefinite employment contract



Laboratory worker at Centínela

Our People *continued*

Well-being: Our Priority

GRI 3-3

Well-being in the workplace is one of our priorities. Beyond the salaries paid, we promote the physical, emotional, financial and social well-being of our employees through a series of initiatives. We seek to achieve a high level of engagement and a working environment that is conducive to the achievement of business objectives.

In 2023, we focused on mapping the profile of our personnel in terms of their career path, formal studies, interests and work purpose, in order to design new policies and programmes accordingly. This is a continuation of the plan we defined in 2022 for Organisational Effectiveness Management and is aligned with decisions made by the Board to strengthen our pillars and drive towards cultural change. We have monthly meetings with the People and Organisation managers at all our companies and are deploying our initiatives to evaluate and measure indicators accordingly.

We maintained a permanent hybrid remote and in-person working system through our Work-Life Balance Guidelines according to the Company's operational needs. The guidelines are designed to improve the division of employees' time between work, family and recreational activities, and the benefits provided go beyond the stipulations of Chilean legislation; for example, personnel are able to take up to a year off work for health or other reasons.

Benefits Provided to Full-time Employees

GRI 402-2

On top of these benefits, we operate a remote support channel focused on the comprehensive well-being of personnel, offering a 24/7 telemedicine programme, health guidance, medical advice for parents of newborns, clinical guidance on sleep disorders, emotional support, nutritional guidance, sports advice and a veterinary programme. Additionally, we provide legal consultancy and significant discounts on banking services.

The Invest in Yourself programme (*Invierte en ti*) at Antucoya has benefitted more than 300 people, including employees, contractors and subcontractors, and is aimed at improving their quality of life through healthy eating, exercise, and living both inside and outside work. We provide legal consultancy in matters relating to family, inheritance, contracts and municipal permits, and personnel have access to significant discounts on banking services. In this context, the *Programa Integral de Nutrición* (Comprehensive Nutrition Programme) in Los Pelambres is focused on employees' nutrition and exercise practices.

+ For further information on GRI 401-2 and 401-3, please visit our 2023 Sustainability Databook and "Above and beyond: Employee well-being to drive diversity and engagement".

Well-being Benefits

Physical

- Health and dental insurance
- Preventive occupational examinations free of charge
- Regular health check-ups
- Preventive programmes for potential associated risks (silicosis, hypobarbia, sleep hygiene)
- Annual immunisation campaign against influenza

Mental

- Psychological support
- Tailored individual programmes

Financial

- Financial education
- Life insurance

Social

- Volunteering
- Celebrations

Our Communication Tools

We deliver benefits and define communication styles according to the personal features of our workforce. Bottom-up and top-down communication is one of our key tools for understanding our workforce's needs. In order to invite the opinions of our personnel, we promote their participation in engagement surveys, which we conduct every two years, and in 2023 are focused on putting into practice the resulting action plans, psychosocial risk surveys, and opinion surveys on activities in which they have participated. This allows us to collect feedback, review our communication tools, and revise and update our programmes to maintain an appropriate and effective level of workforce engagement.

Volunteering: A Way to Boost Social Bonds

In an effort to foster a collaborative and supportive workplace, we operate a Volunteering Programme in local communities at each mining location. Individuals are encouraged to build their own network and collaborate with co-workers. In 2023, efforts were made at Los Pelambres to create a favourable educational environment for children, regarding provision of vocational orientation and psycho-emotional support. Antofagasta also organised sports workshops for children in vulnerable situations to promote healthy habits. In 2023, Antucoya's employees participated in volunteer work in support of the Fundación SOS Animalista in María Elena district.



Volunteer workers from los pelambres in Primary school Matilde Salamanca, Salamanca

Our People *continued*

Diversity, Gender Equality and Inclusion

GRI 3-3

We focus on new, creative ways of thinking and strategies to foster inclusion in the workplace. In doing so, in 2023, we boosted our protagonists' network, our agents of change, to specially support women retention and the inclusion of employees with disabilities and different cultural backgrounds.

Our Diversity and Inclusion (D&I) Strategy, launched in 2018, has transitioned from an awareness-raising phase about unconscious bias and discrimination to inclusive practices, becoming an integral part of how we work.

Our Diversity and Inclusion strategy has the following focuses:

Our Focuses



Gender Diversity

Promote balanced, bias-free teams where talents are made visible and conciliation and co-responsibility are promoted.



People with Disabilities

Create working environments that provide equal opportunities for people with disabilities, allowing them to develop their full potential.



Global Profiles and Interculturality

Manage inclusive environments for all people, regardless of their origin, ethnicity or nationality, incorporating talents from our local communities.

People with Disabilities

In 2023, people with disabilities account for 1.4% of our employees – above the minimum figure of 1.0% required by Chile's Workplace Inclusion Law. We have also remained leaders of the Mining Council's technical working group on universal access to mining sites for people with disabilities.

Gender Balance

Our affirmative actions are developed in recruitment and selection, leadership programmes aimed exclusively at women, learning and development programmes, and a work and compensation system. During the reported period, we paved the way to certification in 2024 in the NCH (Chilean Standard) 3262 on Gender Equality.

Since 2018, we have made steady progress in increasing the representation of women in our workforce. In 2023, we increased the percentage of female employees to 23.7%, surpassing our internal goal of 22%.



Female Representation in Management (2023)

GRI 405-1

	Executive Committee		Direct reports to the Executive Committee		Senior management*	
Male	9	82%	59	81%	14	88%
Female	2	18%	14	19%	2	13%

* Includes directors of subsidiaries as defined in The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013



Worker at Centinela

Our People *continued*

Female Talent Attraction and Retention

In 2023, we prioritised initiatives to boost our female talent retention and attraction, including the Women Maintenance Apprentices Programme to train young mining maintenance female operatives,¹ and specific programmes to strengthen the skills of female supervisors. We encourage women to apply to open positions and, on average, half of candidates for most of our job opportunities are women. In addition, we regularly oversee and review potential salary gaps based on experience rather than gender.

A total of 70 women, including executives, supervisors and operators, continued their participation in professional development initiatives and in our Female Leadership Programme during 2023 as part of our D&I strategy. This initiative promotes management enhancement, communication and empowerment among female team leaders to leverage effective leadership and improve team performance.

Our Programmes and Actions

- Career mentoring for women.
- Training supervisors and Shift leaders: both involve attracting, training and accompanying women until they are fully installed in their role.
- Respectful environment workshops deployed in all companies (1,900+ participants).
- Relevos programmes in Los Pelambres and Antucoya.
- Hybrid working systems.
- Work and life conciliation.
- Co-responsibility measures.
- Female directors in three of four of our companies.

We operate long-term partnerships with universities that are strong in STEM careers, in order to increase female participation through our scholarship programmes. We have also approached DuocUC technical institute to arrange visits by female lecturers and students to Los Pelambres, to increase interest in the Electrical Maintenance and Instrumentalists degree programme.

1. In mining, these are experts in electromechanics and maintenance.

2023 Apprenticeship Programme

	Total	Number of women
Los Pelambres	75	69
Antucoya	40	40
Zaldívar	22	12
Centinela	110	83

In addition, we attract women from local communities through our apprenticeship programmes and encourage them to obtain technical qualifications. In most cases, this training leads to a permanent position. As an example, in December, and with the support of Los Pelambres, a total of 167 students, 40% of them women, were awarded a professional-technical degree at the first Training and Educational Centre at the Universidad Católica del Norte (Catholic University of the North, Ceduc UCN) of Choapa.

Relevos Mining Shift Programme

The Relevos Mining Shift Programme, initially deployed in Antucoya and Los Pelambres, gives the women of neighbouring communities the opportunity to work part-time and return home every day, facilitating the balance between work and family life. The programme seeks to optimise the use rate of haul trucks and is intended to involve a predominantly female workforce.

Relevos consists of a 12-month theoretical and practical programme certified by the Mining Skills Council and ChileValora, the national labour skills certification system. In March 2023, the Antofagasta Industrial Association (AIA) awarded Antofagasta Minerals the "Gender Equity, Co-responsibility and Conciliation" award for best practices to guarantee equal opportunities and working conditions for men and women. The initiative does not require previous experience in mining, reinforcing Antofagasta Minerals' commitment to employability and improving the quality of life of people in neighbouring communities.

Our Participation in Eleva

We participate actively in the Eleva programme, a public-private initiative made up of various public organisations, mining companies, the Mining Skills Council (CCM) and Fundación Chile, an entity that promotes technology transfer. Eleva's goal is to ensure alignment between technical training programmes and the needs of the mining industry.



Young professionals programme

At Antofagasta, we strive to attract, develop and retain young talent, accelerating their incorporation through a corporate programme that fosters early acquisition of skills, values, and commitment. In 2023, 25 young people (six men and 19 women) completed the programme, which included a Diploma in Leadership and Mining, taught by the Pontificia Universidad Católica de Chile (UC Chile).

Our People *continued***Talent Development, Retention and Attraction**

GRI 3-3, 404-1

At Antofagasta, we seek to strengthen human capital and talent at our Company and in the local communities where we focus our recruitment efforts. We strive to provide the proper tools, to enable our employees to develop their full and diverse potential, delivering innovative solutions to multiple challenges, and to support the digital transformation of our business.

2023

120

executives participated in leadership courses

61

hours of training per employee (average)

\$4,023,000

training investment

Our pillars**Talent Attraction and Learning**

- Young professionals
- Apprenticeship
- Programmes with a female focus

Leadership Development

- Aimed at our first-line managers and focusing on self-knowledge and team management.
- Development conversations for successors to key positions.

Integrated Talent Management

- Implementation of discussion roundtables twice a year with executives of our companies to analyse key performance indicators on talent attraction, retention and development of people in the Mining Group.
- Definition of critical positions and succession planning, as well as development plans.

Promoting Internal Mobility

GRI 404-2

We offer a formal Career Development process to boost our employees' growth, focusing on the technical, behavioural, management training and other skills required for their current role, and with mobility alternatives for future development in mind. Employees can progress through the Competence Accreditation process (CCM: Consejo de Competencias Mineras or Mining Skills Council) that consists of an annual assessment during which the employee is evaluated in his/her role to accredit his/her development level. This tool supports internal mobility.

In parallel, a multifunctionality process seeks to ensure that experienced operators who carry out mine equipment replacements have the skills and minimum hours required to operate the equipment and achieve operational continuity by accrediting new competencies. The process fosters internal mobility, also allowing the generation of base quotas for entry into new parts of the apprenticeship programme.

Through the various training stages of our Apprenticeship Programme, we aim to develop skills for people with limited industry experience, in order to guarantee operational continuity and encourage internal mobility, to ensure that future positions created by vacancies, replacements or resignations are filled swiftly and effectively.

Productivity Measures

- **40-hour test programme:** reduce working hours in response to Chile's new law restricting to 40 hours work week in the next five years.
- **Total Load and Mental Load Measurement**
- **Regressed Statistical Model:** identify the main variables that leverage team productivity from the perspective of people management. This will allow preventive management of fundamental aspects such as performance and engagement.
- **Strategic Workforce Planning:** design a new strategic workforce planning process that brings together the core of our business, growth projection, new capabilities and process innovation. In this way, talent needs are associated with the organisation's long-term strategies, allowing for talent attraction modelling over the next five years.



For further information on GRI 404-1, 404-3, 401-1 and 202-2, please visit our [2023 Sustainability Databook](#).

Our Training Plans

Programme	Objective
Closing gaps and Best Operational Practices in Operations and Maintenance 2023 Results 614 (employee role)	Identify gaps in the operational performance of employees and, through our internal instructors, retrain and improve their personal indicators.
Leadership 2023 Results 120 (executive role) 195 (supervisor role)	Promotion of leadership programmes for the different levels of responsibility. Executive Role: self-leadership and team development through different training programmes. Supervisor Role: shift manager training, promoting skills development in labour relations, people management and inclusive leadership.
DEI	Training and promotion of sensitivity to build working environments based on respect for others through a series called "Respectful Environments", led by internal speakers.
Digital Academy	A fundamental pillar of our innovation strategy that aims to embrace digital transformation.
Transversal training	The training plan for supervisors and executives included critical topics for Company sustainability, such as lean management, cybersecurity, climate change, energy efficiency and safety tools such as "Planned ART".
Onboarding	An employee's first interaction with Antofagasta Minerals. Provision of guidance in the new role and the ecosystem in which he/she will need to function daily. The objective is to accelerate the integration of the new staff into the Mining Group's culture, and to increase engagement and the connection between personal and organisational purposes.

Our People *continued*

Collaborative Labour Relations

GRI 3-3, 2-30, 402-1

At Antofagasta we promote a relationship with the Company's unions based on constant dialogue and mutual trust. We recognise and respect the unionisation and collective bargaining rights of our direct employees and contractors. We make continuous efforts to maintain dynamic links to maximise benefits to both parties.

Collective Bargain Agreements and Labour Relations

6

collective
bargainings
(2023)

11

Unions in our
Mining Group

79%

of our direct
employees are
unionised

In 2023, 79% of our direct employees are represented by 11 unions. As of September 2023, we have agreed to three-year collective contracts in a respectful environment and without interruptions. The agreements were reached with Centinela, Zaldívar and Los Pelambres unions.

Chilean legislation protects freedom of association, sets a minimum wage, limits working hours and enforces a minimum of 15 days of annual paid leave.

For workers who are not unionised – according to national legislation – their benefits are governed according to the provisions of their individual employment contracts or according to the clauses of the collective agreement to which they accepted the extension of benefits.

In the event of a significant operational change that could affect personnel, Antofagasta complies with Chilean legislation on minimum prior notice. Additionally, agreements are in place between unions and companies to accommodate exceptional working hours, authorised by the respective Regional Labour Directorate.



For further information on GRI 406-1, please refer to our 2023 Sustainability Databook.

Workers at the Los Pelambres desalination plant, Los Vilos Chile



Our People *continued*

Digital Transformation

Digital Academy

GRI 3-3, 404-2

Digital transformation is becoming increasingly critical to our sustainability and competitiveness. We understand the need to prepare our people to learn new systems, technologies and programmes, to tackle productive processes through innovation. We work to empower our employees with state-of-the-art digital environments in which to develop new skills and leadership.

Since its foundation in 2020, our Digital Academy has sought to enhance and develop the skills required to join our innovation roadmap. Through mechanisms such as e-learning courses, boot camps, practical courses, and communities of practice, we aim to develop career opportunities at all levels of the organisation and boost productivity.

The “Management of Key Technologies” initiative reached new audiences in 2023, developing essential skills to effectively tackle the challenges posed by the digital era. The “Data-Based Decision Making” learning path has gained strength in data visualisation, analysis and reportability. We continued working on LinkedIn Learning and Coursera, and promoting participation and the importance of self-management of learning, having 714 workers use the platform during the year.

In 2023, a total of 1,253 workers were enrolled on courses to improve their knowledge of key technologies. At a more advanced level, and for the third consecutive year, we offered courses on data-based decision-making, attracting 236 attendees.

We continued to train our employees in remote operation of autonomous haul trucks in the Esperanza Sur pit at Centinela, along with tele-operated spreaders at our facilities. We plan to repeat the programme at our companies through to 2026. One of our main objectives is to reduce the risk of exposure to our workers.¹ At the community level, Antofagasta Minerals has developed the *En Red* programme digital community in the territories where we operate.²

1. For further information about our GIO programme, please visit page 83.

2. See Our work with Communities section on page 59.

3. Industry 4.0 holds the promise of a new revolution that combines advanced production and operations techniques with digital tools integrated into organisations. The concept features new technologies, such as robotics, analytics, artificial intelligence, cognitive technologies, nanotechnology and the Internet of Things (IoT).

HUB Impulsa 4.0 in Antofagasta

GRI 413-1

In 2023, as part of a joint effort in conjunction with the Mining Skills Council (CCM), we developed HUB 4.0 in the Antofagasta region.

The aim was to strengthen the regional employment training ecosystem, boosting ties between education institutions and the mining sector to position the region as an Industry 4.0 leader, with a particular focus on the mining sector.³ Named Impulsa 4.0, it will develop the capabilities, skills and talents of the future, benefitting inhabitants, training centres, universities and companies across the region.



Laboratory worker
at Antucoya

Occupational Health and Safety Culture

GRI 3-3

Safe production based on a sustainable internal culture is our main asset. We have been making steady progress in spreading this approach at our Company's grassroots and among our contractors, supported by trust, planning and the principles of roles and responsibilities. As one of our five strategic pillars, health and safety is at the centre of our daily activities.



For further information on GRI 403-9 and GRI 403-10, please refer to our 2023 Sustainability Databook.

1. Number of lost time incidents in the year per million hours worked.
2. Recorded fatalities, lost time injuries, cases or alternate work and other injuries requiring medical treatment by a medical professional in the year per million hours worked.

2023 Performance

GRI 403-9

0

fatalities

19%

fewer High Potential Accidents than in 2022

0.61

Lost Time Injury Frequency Rate (LTIFR)¹

1.74

Total Recordable Injury Frequency Rate (TRIFR)²

Copper cathode electrodeposition plant, Antucoya

Occupational Health and Safety Culture *continued***Our Strategy**

GRI 403-1, 403-2, 403-4, 403-8, 403-9, 403-10

At Antofagasta, we strive to be a leader in occupational health and safety, where our employees and collaborators promote and maintain a safe and healthy working environment. Robust health and safety management provides the foundations for our activities, and we are committed to continuous improvement through risk control and performance monitoring.

In 2023, we advanced in the consolidation of our management system by incorporating occupational health and safety planning into our operational model, with the aim of ensuring the implementation of controls to prevent unwanted events. This framework is applicable to 100% of operations and to both our internal workforce and contractors.



Visible leadership activity at Zaldívar

Health and Safety Strategy Pillars

1

Occupational health and safety risk management

There are four interrelated layers:

- a. baseline definition, Work Risk Assessment and Control (WRAC): identifies, analyses and evaluates occupational health and safety risks.
- b. control strategy: evaluates high- and critical-risk activities using the BowTie analysis tool.
- c. Planned Task Risk Assessment (PTRA): assesses tasks involved in high- and critical-risk activities.
- d. "I say No": a practice that promotes refusal to execute a task based on the PTRA.

2

Reporting, investigating and learning from our accidents

To prevent the repetition of unwanted health and safety events, the "Learning from Accidents" tool promotes collective learning from accident investigations and preventive implementation of crosscutting corrective actions. In 2023, we updated the parameters for the reportability of health events.

3

Leadership

The "Visible Leadership" initiative has continued, where the Executive Committee visits the different sites to observe the health and safety performance of its workers and contractors. During 2023, three activities were carried out and more than 20 Antofagasta Minerals executives participated.

4

Contractor management

Our health and safety performance data includes contractors and subcontractors, who must all comply fully with our standards and procedures. In 2023, we implemented a digital platform to evaluate compliance on the part of our Special Regulations for Contractor Companies and Subcontractors (RECSS, by its acronym in Spanish).

Occupational Health and Safety Culture *continued***Our Risk Management Process**

Management of potential risks is done through constant dialogue between the areas in which such risks are most likely to occur and the people in charge of controlling them. Our goal is to avoid fatalities, high potential incidents, and people's exposure to occupational health risks. In this context, we are engaged in a shift from a culture of safety to a vision of safe production.

During 2023, we worked on assembling a digital library of 500 PTRAs or standardised high-risk task working practices for the whole Mining Group. In addition, we developed a leadership programme for supervisors, as they are the most important link in the operational process.

LEVEL 1

The general manager and specific area managers are responsible for mapping and monitoring operational processes and activities. In parallel, we describe the controls to ensure that each activity is executed in a safe and sustainable manner.

LEVEL 2

Here, we address those activities involving potentially fatal energies or occupational risks that might lead to occupational illness. Specific area managers or risk owners and superintendents are responsible for control, identifying and implementing a strategy for sustainable application.

LEVEL 3

Supervisors and operators apply safe, standardised daily practices to a group of similar tasks, according to planning.

LEVEL 4

"Yo digo no" (I say no) practice.

An operator responsible for executing a high-risk task is the one who must refrain from doing so in the absence of adequate operational elements, resources or conditions, according to level 3. This refusal is free of reprisal.



Visible leadership activity at Zaldívar

Occupational Health and Safety Culture *continued*

Our action plan to embed a health and safety culture

In 2023, we continued with our five-year working plan, which was launched in 2022 and focused on boosting a health and safety supervisory leadership programme. We prioritised planning and effective supervision by standardising high-risk task working practices using our Planned Task Risk Assessment tool (level 3 and 4), integrating them into our Operating Model and ultimately making them part of our operational excellence management system.

Effective planning is crucial as we seek to integrate our health and safety framework into every area of our business. To aid this, our corporate team is responsible for setting strategy, advising on processes, and verifying the overall effectiveness of our efforts. In 2023, more than 6,000 workers participated in the three mass health and safety meetings held in person and online. This initiative was led by Antofagasta Minerals' Chief Operating Officer and focused on raising alert levels at operations.

Supervisor's Leadership Programme

Planning

Standardisation of safe working practices

Role confirmation

Process confirmation



Supervisor's leadership programme activity at Los Pelambres desalination plant

The objective is to standardise working practices at all our mining sites, with a monthly in-person visit to each company to double check progress and adherence to the selected programme, and once a semester we conduct a formal evaluation process (corporate verification) as part of the annual company performance review. In 2023, we worked on reducing the frequency of High Potential incidents and exposure of workers in terms of occupational health.

In addition, we designed a four-tool culture transformation programme to enhance supervisor skills:

- planned task risk assessment incorporated into the operating model.
- working shift change to ensure effective transfer of information.
- role confirmation to shape expected practices or behaviours.
- process confirmation to identify opportunities for improvement in key areas of occupational health and safety, and to ensure the closure of the task execution process.

In 2023 significant progress was made with occupational health risk management processes, isolating or eliminating exposure of our personnel to occupational health risks. Each operation presented and implemented a project that contributed to a reduction in the exposure of personnel to health risks.



Worker at Antucoya

Innovation supports our safety – an example from Antucoya

With the acquisition of exoskeletons, technology and innovation are helping our personnel to mitigate potential musculoskeletal injuries. The equipment, made of carbon fibre, provides support to staff in the Haul Truck Maintenance area, when loading, and in tasks associated with the upper body. The units are harness-like structures that adjust to people's backs, arms, waist, hips and legs. Exoskeletons help personnel as they handle heavy loads and reduce their exposure to possible musculoskeletal disorders of the upper extremities.

Occupational Health and Safety Culture *continued***Health and Safety Training**

GRI 403-5

We have developed training courses on occupational health and safety for our employees, contractors and subcontractors, covering potential risks associated with particular working environments and during the execution of certain tasks, along with other issues. As part of the training cycle, we identify needs on the part of both supervisors and executives through the DNA process (Learning Needs Detection).

In 2023, a group of interactive and dynamic courses started allowing personnel in all roles to learn about control strategies, critical and preventive controls, and occupational health and safety management tools that are used across our four companies.

Our employees are provided with control strategies training, drawing on knowledge available to all companies, including our collaborating entities. Other topics that we have taught in-person and remotely are the ODI (Obligation to Inform) specific to each area, and the New Person Induction, available for all internal staff and collaborators.

Within the framework of the Occupational Health and Safety (OHS) Leadership Programme for Supervision, we imparted training on the PTRA tool. This deployment was carried out in all companies during 2023 through in-person training conducted on site and in virtual classrooms. We then worked on digitising the content on our platforms to make it available to the entire organisation. This digital training material is part of the Training Plan on mandatory transversal topics, which were defined as a Mining Group.

In line with our continuous improvement process, at Antofagasta we have implemented Collision Avoidance Systems (CAS) in all mobile equipment at our mines. The system is capable of detecting objects in a defined collision risk zone and warns equipment operators to take preventive measures to avoid unwanted interactions.

+ For further information on GRI 403-9 and 403-10, please refer to our 2023 Sustainability Databook.

Leading Psychosocial Risk Prevention

GRI 403-3, 403-6, 403-7, 403-8

In 2023, Antofagasta became the first mining company in Chile to implement a strategy to manage and supervise work-related psychosocial risks. Beyond simply identifying the type and number of potential mental illnesses, we define the causes and effects of work stress and apply controls to prevent them.

At Antofagasta Minerals, we are committed to providing a healthy workplace and contributing to the physical and mental well-being of our employees. Our psychosocial risk management strategy involves measurable and verifiable controls, assigning clear roles and responsibilities to prevent and mitigate work-related mental health issues. We have trained everyone in the organisation to report and manage mental health using the available safety processes, in order to address any emerging work-related health issues.

In 2023, we worked to ensure compliance with all components of occupational health risk management programmes: hygiene, medical surveillance and preventive health. We established a baseline for similar groups of employees exposed to noise, acid fog, welding fumes and silica agents; strengthened our medical surveillance programme; and conducted a review of altered cases from this programme.

Access to regular occupational examinations and operate various monitoring programmes are available for workers according to associated risks (e.g., exposure to silicosis, hypobarria, sleep hygiene), in addition to the annual immunisation campaign against influenza.

Each company in our Mining Group has its own joint work committee that meets once a month, involving representatives from each of the collaborating companies, tasked with the objective of advising and instructing personnel on the correct use of protection instruments. In addition, the committees monitor compliance by the Company and its staff with prevention, hygiene and safety measures.

In 2023, we carried out a psychosocial risk survey in a joint effort alongside the Superintendency of Social Security (Superintendencia de Seguridad Social) to identify the main environmental, work and mental health risks on sites. This technique allows the design of initiatives focused on closing existing gaps in these areas.

+ For further information on Occupational Health and Safety GRI standards from 403-1 to 403-10, please refer to our 2023 Sustainability Databook.



Visible leadership activity at Zaldívar

Security

GRI 3-3, 410-1

Over the past year we have engaged in coordinated and effective work with the authorities to improve our security indicators. Goods – particularly copper – produced by our companies have been stolen for illegal commercialisation, especially during transportation. We achieved a 72% reduction in such incidents during 2023.

Following stringent diagnosis of risks at each mining site, we have begun to apply a range of measures focused on protecting our personnel and infrastructure.

The real and potential negative impacts of external criminality perpetrated against our facilities can affect the physical and psychological integrity of personnel due to the threat of unpredictable violence. Strengthening the protection capacity of our personnel will help to mitigate or prevent any serious impact.

Industrial Protection Strategy priorities	Internal human resources in management areas
	Human resources of contractor companies with a high standard of service
	Development of ad hoc technology for prevention and detection
	Special protection of critical areas within companies

Preventive measures are supported by technology and coordination with the authorities involved in the criminal and legal process. Our system covers timely detections (sightings) of potential intrusions, frustrated intrusions, frustrated thefts, and robberies. Reportability allows the evaluation of patterns of criminal instances and behaviours in the area.

We began working in collaboration with our suppliers to hire better prepared and equipped security staff, particularly in the matter of personal protection. Safety issues are an important factor in the mining industry as a whole, and we have been working jointly on prevention as part of a working group within the Chilean Mining Council and alongside prosecutors.

Both our own security guards (part of our personnel) and those supplied by external service companies receive regular training, including content on human rights issues.



Workers in the area where the copper cathodes awaiting shipment, Zaldívar

Our Suppliers

Responsible Supply

Suppliers Management

GRI 3-3, 408-1, 409-1

Our suppliers are a driver of continuous improvement to our high-quality service and products. We support them collaboratively with tools that comply with high sustainability standards in relation to their performance and respect for human rights, in line with our corporate purpose.

At Antofagasta Minerals, we have a close relationship with a wide range of suppliers. We interact with local suppliers from the communities, global suppliers, banks (in relation to our asset development strategy), investors, and many others (see Our Value Chain section, Chapter 1, for figures).

Prior to signing contracts, we conduct due diligence in areas such as company ownership, involvement of politically exposed persons, antitrust issues, commercial behaviour, legal cases, conflicts of interest, compliance models, and procedures for the prevention of slavery, child labour and human trafficking.

All contracts include clauses relating to ethics, bribery, asset laundering, and compliance with Chilean Law No. 20,393 on the criminal liabilities of legal entities, and with the UK's Bribery Act and Modern Slavery Act. Continuing with the process initiated in 2022, we carried out an audit to verify compliance with minimum and general standards on the part of contractor companies. The results will be available in 2024.

1,594

Annual average of companies

12%

Local suppliers

\$657 million

Supply chain purchases in Coquimbo and Antofagasta

15 days

Invoice payment term for around 90% of SMEs

Local supplier from Los Vilos town, in Coquimbo Region

Our suppliers *continued*

Suppliers for a Better Future Programme’s Progress

In 2023, we implemented the Suppliers for a Better Future programme^(*). Launched in December 2022, the initiative seeks to align suppliers’ practices with our main purpose and standards in 2025. This is a collaborative project with a focus on the development of people, communities, sustainability, competitiveness, innovation and clear Key Performance Indicators (KPI).

Our Programme’s Priorities

Promote local employability and hiring of women, enhancing diversity and inclusion (D&I), and respect for human and labour rights.

Reduce carbon footprint in the supply chain and promote circular economy solutions.

Strengthen the competitiveness culture, productivity and integrity in our suppliers’ processes.

Promote innovation among our suppliers as a lever to contribute to the challenges of the programme.

Categories

National and regional suppliers

Market development for regional suppliers

Expenditure and regional supplier recruitment

The programme, through the regional suppliers’ skills-building initiative, has given them tools to increase their competitiveness and capacity for growth and to incorporate themselves into the industry effectively and efficiently. This is particularly the case for local small and medium-sized companies (SMEs) in the Antofagasta and Coquimbo regions.

We also continued working with a world-leading consultancy company to assess our suppliers’ value chains in terms of sustainability. In partnership with the Universidad Católica del Norte (UCN), this programme aims to strengthen the capabilities of local SMEs to apply sustainability criteria and strengthen their competitiveness. In December, UCN gave training to over 50 suppliers on sustainability and associated strategic topics.

2025 Goals

18%

spent on local suppliers

25%

female employment by suppliers

45%

local employment by suppliers

Target setting

for emissions reduction

We defined targets for 2025 according to the categories of regional suppliers, market development for regional suppliers, and expenditure and regional supplier recruitment.

(*) This programme includes suppliers managed by Procurement, and does not include suppliers of acid and energy among others.

2023 Results

14%

Spent on local suppliers

13%

female employment by suppliers

50%

local employment by suppliers

Training Suppliers for a better future programme, Sierra Gorda



2023 Regional suppliers’ skills-building Initiative

50

SMEs companies in the Antofagasta and Coquimbo regions

100%

progress on plans to bridge existing gaps in sustainability

Our suppliers *continued*

Sustainability Criteria

GRI 308-1, 414-1

Since 2022, we have applied sustainability criteria to evaluate bids for contracts worth over \$10 million. Higher scores are awarded to companies with clear carbon emission reduction strategies and targets, robust governance, local recruitment, and diversity and inclusion.

We launched the new sustainability criteria application guide for Mining Group tenders, consolidating the application guidelines on energy efficiency, internal carbon price and sustainability performance evaluation.

Additionally, as climate-related risks and opportunities have impacted our supply chain, and with the increasing severity of sea swells which have delayed the delivery of some critical resources, Antofagasta has decided to strengthen its resilience by increasing its storage capacity and revising some of its supply chain strategies, particularly for diesel and sulphuric acid.

In 2023, we carried out a risk screening of more than 2,500 suppliers (almost 70%) based on the type of industry and geographical location of each. We invited those suppliers with a “high” or “very high” sustainability risk to complete a 360° evaluation on categories such as water, biodiversity, local pollution, materials, chemical products and waste, safety, energy consumption, GHG emissions, diversity and inclusion, and corruption.

21 criteria of the 360° evaluation

4 topics

Environment	Human and labour rights	Ethics	Sustainable purchases
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As part of our strategy and before sharing any compliance goals with our suppliers, we approached entrepreneurial organisations in both the Coquimbo and Antofagasta regions, such as the Antofagasta Industrial Association (Asociación de Industriales de Antofagasta) and the Supplier Qualification System (Sistema de Calificación de Proveedores), to evaluate the feasibility of our programmes, particularly at the regional level.

Our tools

- Training workshops to explain the relevance of sustainability through training and skills development.
- Aprende En Red: a digital learning platform where local suppliers can access training on general and company-specific topics to enhance their skills when participating in bids.
- Business roundtables to connect supply and demand between our Mining Group and potential suppliers.
- Forums to present our Group initiatives and improvement opportunities for suppliers.
- Regional supplier development programme Suppliers for a Better Future.

+ For further information on GRI 308-1, 308-2, 408-1, 409-1, 414-1 and 414-2, please refer to our 2023 Sustainability Databook.



Worker at Antucoya

Our suppliers *continued*

Working with our suppliers to achieve our Decarbonisation Targets

Consistent with our Climate Change Strategy, at Antofagasta Minerals we have been developing specific strategies to support our larger suppliers in tackling GHG emissions reductions, in line with the ICMM Guidance For Accounting And Reporting Scope 3 Emissions, published in September 2023.

Our approach to addressing Scope 3 emissions is to engage with our suppliers by:

- Raising awareness of their role in successfully addressing this challenge.
- Assessing their maturity in managing GHG emissions.
- Mobilising them to act by measuring their carbon footprint and by disclosing and defining reduction strategies and targets.
- Developing short-, medium- and long-term collaborative initiatives to reduce emissions.
- Collecting GHG emissions data from key suppliers at least annually to constantly improve and refine the accuracy of our calculations.

As part of our Scope 3 emissions management strategy, we joined the copper sector's first Scope 3 emissions measurement working group, jointly with Alta Ley Corporation. The aim is to provide guidance to fill copper-specific gaps, building on the ICMM Scope 3 Guidance, and enabling harmonised reporting of GHG emissions within the industry. In addition, this working group will promote the ability of suppliers to measure and disclose their own emissions.

In line with the ICMM Scope 3 Emissions Target Setting Guidance published in December 2023 and the ICA Roadmap, Copper – The Pathway to Net Zero, we set a Scope 3 emissions reduction target of 10% by 2030. This definition covers both quantitative targets and engagement targets for suppliers.

Collaborative Emission Reduction Initiatives with Our Suppliers

- Operation of electrical auxiliary equipment for soil movement, electric front-end loaders and dump trucks.
- Operation of electric pick-up trucks in the Centinela operation.
- Pilot of electric buses for personnel transport.
- Pilot of electric trucks for logistic transport of materials and spare parts.
- Within the framework of the Agreement signed with Komatsu in 2022, a formal assessment was carried out in 2023 of the model required for the decarbonisation transformation at Los Pelambres. Through this partnership, Los Pelambres was able to start building the infrastructure of the first trolley trial in Chile that is expected to start operating in Q1 of 2025.
- During 2023, Antofagasta Minerals reached their first Global Framework Agreement with Caterpillar, strengthening our relationship which is expected to reflect into the development of trials for decarbonisation technology.



For further information, see the Decarbonisation section (Chapter 5).

Training and Capacity Building

In 2023, we continue to strive to develop both internal and external capacities and competencies in sustainability matters, as raising awareness among these groups is a fundamental pillar of our responsible sourcing strategy. Procurement teams were trained in sustainable sourcing on topics such as sustainability challenges in supply chain and circular economy. We also continued to train suppliers and contractors on sustainability issues, with particular focus on compliance, governance, and the importance of developing respectful, safe, and inclusive environments for their workers.

Ethical Minimum Wage

In 2023, we continued the requirement that contractors pay their employees an ethical gross monthly minimum wage of \$741,4, 35% higher than the minimum wage established by Chilean law. Providing their employees with health and life insurance is also required. Los Pelambres and Centinela also support the further education of contractors' children.

Freedom of Association

GRI 407-1

The Code of Conduct provides suppliers with a framework for action and protects, in accordance with Chilean legislation, the right to unionise.



For further information on GRI 308-1, 308-2, 408-1, 409-1, 414-1 and 414-2, please refer to our 2023 Sustainability Databook.



Our suppliers *continued*

Local Employment

GRI 3-3

Local employment is very important for Antofagasta and the result of the major productive value chain associated with our operations in both the Coquimbo and Antofagasta regions. We prioritise local suppliers and trust in their capacities to address new industry requirements and due to the role they play in our contribution to generate local social and economic value.

2023

50%

of contractors' employees in the Antofagasta and Coquimbo regions were from those regions

2025 goal

45%

of contractors' employees in the Antofagasta and Coquimbo regions are from those regions

At Antofagasta, we believe developing the skills and competencies of members of the communities in which we work is a core obligation of ours. Los Pelambres has been working for over seven years on a local employment strategy to fulfil community expectations in terms of demand for work.

Regional suppliers of goods and services are strategic partners in achieving the success of our business, representing a key link in our value chain. These companies tend to hire local labour and have the potential to provide greater competitiveness to our operations due to the comparative advantage that they achieve because of their knowledge, capacity, and geographical proximity.

In 2023, we consolidated the employability strategy for the Antofagasta region. The strategy aims to strengthen links with the territories by generating job opportunities with two strategic focuses: employability training, and the generation of working opportunities for the communities in the area of influence of our northern operations.

Therefore, in terms of employability training, a programme has been developed that includes courses in trades such as maintenance, machinery operation, warehouse management and driving. In terms of job opportunities, a Community Apprentice Programme for Concentrator Plant Operators was developed and 11 residents of the town of Sierra Gorda participated.



Visit of young professionals programme to Los Pelambres

Our Work with Communities

Our Work with Communities

Social Value and Skills Development

GRI 3-3

Creating social value is key to our sustainable approach. We seek to contribute to social and economic development in the local communities in which we operate through proactive engagement based on trust, transparency, respect and acknowledgment of distinctiveness and diversity, and in collaboration with local organisations and authorities.



Highlights 2023

64,000+

residents benefiting from management of water for human consumption (Coquimbo region).

1,352

students benefiting from our education programmes.

100%

of homes are connected via fibre-optic cables in Sierra Gorda.

7

localities where we work with indigenous communities (Peine, Socaire, Camar and Talabre in the Antofagasta region, and Illapel, Los Vilos and Salamanca in the Coquimbo region).

21

Indigenous Communities that we maintain open dialogue with.

Launching of an automotive mechanics workshop for the students of the Liceo Técnico Profesional de María Elena

Our Work with Communities *continued*

Choapa Province

Los Pelambres, our largest operation, is located in the Choapa Province, in the Coquimbo Region of north-central Chile. Its roughly 90,000 inhabitants are mainly dedicated to farming, fishing and, increasingly, mining, either directly or as a supplier. For the last 14 years, the province has been hit hard by a severe drought, a consequence of climate change.

The mine's neighbours include the large towns of Illapel, the provincial capital, Salamanca, Los Vilos and Canela. Its El Mauro tailing storage facility is located in the Caimanes sector of the Los Vilos municipal district, and its Punta Chungo port facilities and seawater desalination plant, which started to operate in 2023, on the Los Vilos district's coast.

Members of the Taucán branch of the Diaguita indigenous people live in the Choapa Valley. The fishing community in Los Vilos also includes members of the Chango people, recognised at the end of 2020 in the Law N° 21,273 as one of the ten indigenous peoples.

Antofagasta Region

Our Centinela, Antucoya and Zaldívar mines are located in the Antofagasta Region in the north of the country, where mining and, more recently, renewable energy production are the main economic activities. This arid region is characterised by the long distances between its small towns in the interior of the Atacama Desert and its two main cities, the regional capital and port of Antofagasta on the coast and Calama, near the mountains.

- Centinela is 34 km from Sierra Gorda, a town of around 1,700 people who mainly work directly or indirectly for the area's three large copper mines: Centinela, BHP's Spence and KGHM's Sierra Gorda.
- Antucoya is 75 km from María Elena, a municipal district of some 6,500 people that grew up around Chile's nitrates industry in the nineteenth and twentieth centuries, and on which it still largely depends.
- There are no major settlements close to Zaldívar, but it obtains operational water from the Tilopozo area where the Atacama communities of Peine, Socaire, Camar and Talabre carry out some type of activity, about 100 kilometres from the mine.
- The area of influence of Centinela and Antucoya includes Michilla, a fishing village some 60 km north of the city of Mejillones, from where we extract seawater for mining processes and export Centinela concentrates. The two operations use third-party port facilities in Mejillones to import inputs such as oil, acid and explosives, while all three operations ship cathodes through third-party port facilities in Antofagasta and Mejillones.



Social Management Model

Our social management strategy frames our dedication to fostering public-private partnerships and engaging in inclusive dialogues with communities as integral components of our enduring vision. We operate a multi-stakeholder platform to aggregate, prioritise and address issues raised and requirements specified by the communities to deliver proper initiatives accordingly.

We base our engagement on a Social Management Model with four components: engagement, initiative management, impact measurement and socio-territorial alert management. This framework is complemented by the 2022 update to our Human Rights Policy to strengthen our explicit commitment to respect the rights, culture and traditions of indigenous peoples, along with an approved Indigenous Peoples Engagement Standard.

This model is designed to ensure that our engagement principles, methodologies and practices are applied consistently across our operations. In this context, we create and boost strategic partnerships with expert organisations, foundations and universities for the implementation of programmes and projects, particularly through education and training initiatives, job creation and social investment.

In 2023, we focused on defining a 2024 strategy that marks a new cycle of community relations programmes at Los Pelambres, Somos Choapa (We are Choapa), and across our three companies in the Antofagasta region, Diálogos para el Desarrollo (Dialogues for Development), in order to ensure compliance with the standards we defined as a Group for the development of a productive and long-term relationship with the neighbouring communities.

+ For further information, please refer to our [Social Value Report](#).

Measuring our Social Investment Programmes

GRI 413-1, 413-2

Since 2018, and as part of our Impact Ecosystem, we have regularly measured the impact of our social programmes in our territories of operation in the Antofagasta region and Choapa province. For this, we use tools from the Theory of Change and the Social Return on Investment (SROI).¹ At the Group level we have so far measured the impact of 18 initiatives and three relationship processes.

During 2023, we carried out impact evaluations for the APROXIMA (water for human consumption in Choapa) and Los Pelambres scholarship programmes. In Antofagasta region, we measured the community relationship process, evaluating the Diálogos para el Desarrollo in the towns of María Elena and Sierra Gorda.

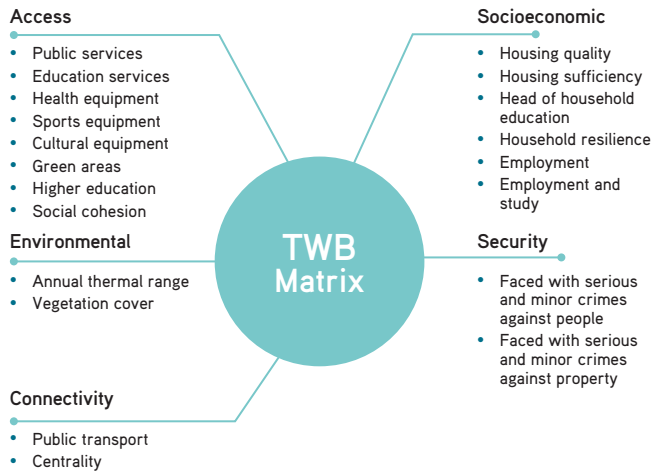
In all cases we identified a positive SROI, meaning that the social return on investment was greater than 1, qualifying interventions as successful. In addition, based on the results obtained from the Theory of Change and the SROI evaluation, improvement plans have been developed for each programme that will allow us to monitor and continuously improve the initiatives deployed in the territories examined.

1. SROI allows the measurement of values that are not traditionally reflected in financial statements, including social, economic and environmental elements. This method provides an indication of how effectively a company uses its capital and other tools to create value for its stakeholders, and the community in particular. Theory of Change measures the way in which a desired change is expected to occur in a given context.

Our Work with Communities *continued*

In addition to impact measurement, we use the territorial human well-being matrix to identify the impact of the programmes on access to public services. The well-being matrix was developed by Universidad Adolfo Ibáñez (Adolfo Ibáñez University) for application in areas such as education, housing and access to culture.

Los Pelambres served as our testbed and allowed us to examine how the inclusion of new infrastructure and improvements to the territories had generated positive impacts at the local level, addressing aspects such as accessibility, connectivity and security. This matrix will be applied in the northern territories during 2024.



Citizen participation process during 2023

GRI 2-29

During 2023, Zaldívar presented an Environmental Impact Declaration (DIA) called “Mine Area Operational Adjustments” and an Environmental Impact Assessment (EIA) for the “Life of Mine Extension with Water Transition Project” to the Environmental Evaluation Service (SEA). Two Citizen Participation Processes (PAC) were conducted with the Atacama communities of Socaire, Camar, Talabre and Peine. As part of the process, we had an open house activity in the commune of San Pedro de Atacama. The Citizen Participation Process is being carried out by the SEA and the company accompanies this process.

Safety and Well-being Programme

GRI 413-1

Protecting our workers’ health and safety, and those of the communities located near our operations, is one of our core values and part of the Company’s strategy.

The Safety and Well-being Programme seeks to integrate a series of commitments, initiatives and responsibilities, addressing interactions, risks and community perceptions around the operation and facilities. This programme is implemented in different locations in the communities of our mining companies’ areas of influence, where we have made online information about air quality available for them. In Los Pelambres, as part of the Operational Continuity Plan that considers the maintenance and replacement of the Concentrate Transportation System, a road safety plan has been deployed with the purpose of minimising interference to community movements while the works are carried out. During 2023, the implementation of the New Standard for Tailing Management implied the development of a preventive emergency plan with the community of Sierra Gorda (influence area of Centinela), which became the first municipality in Chile to have a natural hazard emergency simulation.

+ For further information on community safety and well-being, please refer to our Social Value Report.

Our Relationship with Indigenous Peoples

GRI 3-3

Our relationship with the communities of the Salar de Atacama, in the Antofagasta region, applies the methodology of dialogue and participation established by ILO Convention 169 on Indigenous and Tribal Peoples. Based on this, in 2023 we signed social investment agreements with the communities in the Salar de Atacama (Peine, Socaire, Camar and Talabre), and these are currently being implemented.

We apply an Indigenous Peoples Engagement Standard to ensure that all of Antofagasta Minerals’ operations and projects consistently employ development processes and practices that fully respect the human rights of indigenous peoples.

In 2023, we strengthened the Los Pelambres community relations team with professionals experienced in indigenous community relations, in order to reinforce our commitment to respecting their identity, traditions and interests.

Los Pelambres has been working closely with indigenous communities to settle formal joint working agreements, primarily with the Chango people, but also with other communities in the Choapa Valley, belonging to the Diaguita and Mapuche peoples.



Inauguration of the Camar church, Antofagasta Region

Our Work with Communities *continued***Human Groups Belonging to Indigenous Peoples at Los Pelambres (2023)****10**

signed agreements

Indigenous groups we are working with

- Council of Elders Chango Caleta Las Conchas Los Vilos
- Changos de Chungo Cultural Group with Indigenous Character
- Chango Caleta de Chigualoco Council
- Changos Family Councils, Los Vilos Sea and Land
- Changos de La Cachina Organisation
- Changos Islas Blancas Group
- Changos Costa Vileña Community Union
- Social and Cultural Community Changos Leiva Rojas and her descendants
- Changos Fishermen's Council
- Puerto Canoas Indigenous Community.

At Zaldívar, we are conducting joint work with communities around the Salar de Atacama within the EIA's module for the project's extension, which aims to replace our use of continental water and other sources away from the Salar by 2028.



For further information on our Due Diligence process, please visit [Chapter 3, Respecting Human Rights](#).



Project let's talk in Ckunsa, Antofagasta Region

Recovering Lickanantay Heritage

In June 2023, the school in the town of Peine in the Antofagasta region became the focus of an unprecedented initiative to recover the heritage and native language of the Lickanantay people (atacameños).

Titled "Let's talk in Ckunsa", the project seeks to highlight the efforts that the educational community of this town in the Salar de Atacama is making to bring about a revival of their traditions and mother tongue through art.

The project, one of the key activities led by Zaldívar in relation to local identity, took place over the course of five months and was captured through the painting of a mural by the students in conjunction with the New York-based Chilean plastic artist, Sebastián Gross. The artwork was included in a retrospective exhibition of his work at the Gabriela Mistral Cultural Centre (GAM) in Santiago.



Inauguration of the Camar church, Antofagasta Region

Camar Church Reconstruction

Zaldívar, in the context of his dialogue and work on the life plan of the Atacameñas indigenous communities, established a collaboration agreement with the community of Camar for the reconstruction and implementation of the San Antonio Church and its adjacent square. In addition, the project included the reconstruction and expansion of the main nave and a new bell tower on one side of the church. Moreover, the acquisition of equipment, accessories and liturgical ornaments were part of the project. The inauguration took place at the end of 2023. More than 450 people were in attendance, including executives from Zaldívar, local and regional authorities, and representatives of the different indigenous communities of the Salar. The ceremony included a mass, traditional community dances, and a tribute to the land – an ancestral ceremony practiced by the Lickanantay culture.

Our Work with Communities *continued***Grievance Mechanism**

GRI 2-26

At Antofagasta Minerals, we maintain an open communication channel for grievances raised by the communities close to our areas of operation, managed by the Public Affairs area. In 2023, we worked on an improvement plan for management of the Community Grievances Channel, its investigation process, governance, and external disclosure.

The mechanism was designed in line with the United Nations' Guiding Principles on Business and Human Rights (UNGPR) and the ICMM's Good Practice Guide for the Management and Resolution of Concerns and Complaints at the Local Level.

The channel was updated in 2022 for the reporting of concerns, complaints and grievances raised by our operations in neighbouring communities. Grievances can be presented confidentially and are monitored until a resolution is reached, usually within a 30-day period.

During 2023, we received 179 complaints through the channel.

Community members without internet access can submit their complaints by letter or in person to the operation in question or to the local community relations coordinator. Complaints are then entered into the complaints system to allow follow-up and progress monitoring.

+ For further information on this indicator, please refer to our 2023 Sustainability Databook.

Social Investment

GRI 413-1

We operate a multi-stakeholder, open dialogue engagement approach, in order for local communities to participate in the selection of social investment projects through our programmes, Somos Choapa, in Coquimbo Region, and Diálogos para el Desarrollo, in Antofagasta Region.

Somos Choapa

Somos Choapa (We are Choapa) is a public-private strategic partnership between Los Pelambres and the Choapa province's four municipal districts – Salamanca, Illapel, Canela and Los Vilos – through which we seek to contribute to the area's sustainable development. The programme focuses on four main areas of social investment: water management, education and culture, economic development, and community infrastructure.

Education

We foster education opportunities through scholarships and grants to cover the costs of education. As a contribution to Choapa province in 2023, we provided support for nearly 1,300 students to conduct their secondary school and higher education studies, 43% increase compared to 2022.

CEDUC UCN Technical Training Centre opened in 2018, thanks to funding from Los Pelambres, and in 2023, 167 students, of which 40% were women, graduated as the third generation of professional from this institution.

2023 Coquimbo Region performance in education (main figures)**564**

Scholarships for higher education

691

Beneficiaries of the School Access and Permanency programme

185

Number of direct beneficiaries worked with in schools

167

Number of graduates from the CEDUC UCN Technical Training Centre

Boosting Local Economic Development

The Comprehensive Support for Agriculture (Apoyo Integral a la Agricultura (AIA) programme, launched in the municipality of Salamanca in 2014, contributed to the financing of 504 agricultural input projects and works for efficient use of available irrigation water (accumulation and distribution) in 2023.

The Agricultural Strengthening Programme (Programa de Fortalecimiento Agrícola (PFA) has been focused on water efficiency (technology-based irrigation, photovoltaic drive and intra-farm dams) and the Cooperativa Tres Ríos production chain. The initiative has made possible the modernisation of more than 145 hectares, the damming of over 75 m³ of water.

Los Pelambres runs the Cosecha and Emprende local economic development programmes, to improve the productive conditions of small-scale entrepreneurs and rural producers, helping to reduce gaps in relation to the quality of products and services, and highlighting the productive vocation of the territory.

The initiatives provide financial and training support to improve business management, and in doing so, we have created partnerships with regional universities, public services and the four local governments for the implementation of these programmes.

674

micro and small businesses benefitted by the Cosecha and Emprende programmes in 2023.



Gala gymnastics academy, Maria Elena

Our Work with Communities *continued*

Community Infrastructure

Infrastructure Delivered in 2023

- Inauguration of the Los Vilos stadium.
- Financial contribution to set up the Chilpepín Family Health Centre (Cesfam), a development covering an area of 1,450 m² that will meet the needs of approximately 6,700 residents from surrounding towns.
- Commencement of work at the Zapallar sewage works and the Lord Willow and Uno Sur steps down to the seafront in Los Vilos.
- Bid to construct a shade structure at Abastos square in Illapel.
- Purchase of land for the Quilimarí Cesfam.
- Inauguration of the Conservation and Research Centre at the Archaeological Museum of La Serena. The project includes a building covering 450 m² to contain quarantine, preservation and conservation areas, laboratories, a warehouse, toilet facilities, a research office, and a residential complex for receiving research interns. The new facilities will protect the 1,462 boxes of archaeological material recovered from the El Mauro sector, which remain under the custody and administration of the heritage site.

Diálogos para el Desarrollo

An important component of our community relations in the Antofagasta Region involves working with regional authorities and organisations, such as trade associations to promote economic growth and social well-being in the region as a whole.

Diálogos para el Desarrollo (Dialogues for Development) is the engagement framework to work with the communities and local authorities of María Elena, Sierra Gorda and Michilla, the neighbours' communities of Antucoya and Centinela, respectively, and other strategic partners to foster local peoples' social and economic quality of life. Community members actively participate in the selection of initiatives to develop jointly between companies and neighbours, as well as in working groups to oversee their implementation.

In 2023, Centinela, in conjunction with Michilla community, began to implement three projects on health, local economy, culture and identity selected by the neighbours.

In the town of María Elena, in 2023, Diálogos para el Desarrollo ran for the fourth year and addressed five action areas: education; healthcare; urban security; local economy; and culture, heritage and identity. Supported by Antucoya and Fundación Emprende2, the programme invites the community to present projects that will directly benefit the local community.

 For further information, please refer to our [Social Value Report](#).



Olympic torch tour through María Elena, Antofagasta Region

Supporting the Pan American and Parapan American Games

In line with our values and the promotion of community participation in sports activities, we were proud sponsors of the Pan American and Parapan American Games, which were held for the first time in Chile. This is one of the largest multidisciplinary international sporting events in which athletes from all over the Americas participate, second only to the Olympic Games.




In an initiative to bring mining closer to the people, we transported a mining haul truck to Santiago for display outside the National Stadium. The vehicle can carry up to 220 tonnes, equivalent to two Boeing airliners with 140 passengers. The Group has around 190 haul trucks in operation, each with the capacity to transport between 220 and 360 tonnes.

We supplied 3,000 medals, each with a solid core of copper from our mining sites, representing this key element of our Chilean identity. The medals were unveiled at Centinela last August.

As a sponsor of the Pan American and Parapan American Games, Antofagasta Minerals was given the opportunity to bring the flame to Antucoya and its neighbouring community of María Elena, in the Antofagasta region, as well as to Los Pelambres and the town of Salamanca in the Coquimbo region. These activities became a milestone in the localities and in our companies.

Los Pelambres donated more than 150 native trees from Choapa province for planting in the Panamerican Neighbourhood, which, following the end of the Games, is being transformed into a residential area.

 For further information, please visit “[Copper is at the heart of the Pan American and Parapan American Games medals](#)”.

Our Work with Communities *continued*

Education

GRI 203-2

Between 2008 and 2023, more than 400 scholarships were awarded to students in the Antofagasta Region, providing opportunities for access to higher and technical education in the communities of Sierra Gorda, María Elena, Calama, Camar, Talabre, Socaire and Peine. This has constituted an effective contribution to the development of communities neighbouring our northern operations, generating job opportunities and social mobility.

In 2023, the “Destello” Rhythmic Gymnastics Academy was implemented in María Elena: through this project, 60 girls between three and 15 years old benefitted. Sports equipment and psycho-emotional support were provided to address issues related to mental health, strengthening the link between them and promoting sports values, such as healthy living, teamwork, discipline, inclusion and respect.

During the reported year, in order to enhance the learning of technical-vocational secondary education students of the María Elena High School, specialising in Automotive Mechanics, professionals from the Maintenance area of Antucoya advised the educational establishment and provided the equipment intended for this end. Among the materials that were integrated into the lesson, the acquisition of nine state-of-the-art computers with a driving simulator stands out, which allows to see the behaviour of a vehicle if the different components are changed, hydraulic software, and training for teachers for the correct use of both software (driving simulator and hydraulic).

Also, with the aim to generate learning opportunities to support the development of the inhabitants of Sierra Gorda, during 2023 two training courses were deployed: Diesel injection mechanics, in which 15 people participated; and Banquetry, with ten beneficiaries.

2023 Antofagasta Region performance in education (main figures)

61

Higher education scholarships
59% were women

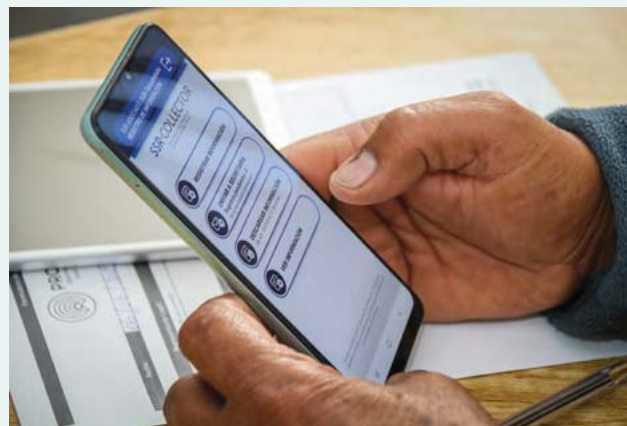
20

Secondary education scholarships
55% were women

En Red Digital Transformation

Launched in 2021, our “En Red – Comunidad Digital” programme seeks to integrate the communities in our areas of influence into the digital transformation process through connectivity and digital literacy initiatives to accelerate well-being in five areas: health, education, job training, water management and entrepreneurship.


The programme promotes, through digitalisation and technological adoption, the development of new possible life trajectories, linked to the cultural, productive and identity characteristics of the territories in which we operate, and currently consists of more than 20 initiatives aimed at addressing the infrastructure and digital skills deficit in rural and vulnerable communities located near our operations, through close cooperation with local companies and organisations in the regions of Antofagasta and Coquimbo.



Mobile application of the “EnRed – Comunidad Digital” programme

Main Targets

- Connectivity in rural areas: Provide robust internet connections through public-private alliances in areas that lack connectivity, focusing on three types of projects:
 - Fibre optic installation.
 - Free wifi zones.
 - Broad band improvements through other technologies.
- Learn in a Network: Deploy a Digital Academy to provide skills to different groups of communities and contribute to the territories in a way that goes beyond mining.
 - Open the digital work to community leaders, entrepreneurs and Rural Sanitary Services.
 - Training for local suppliers.
- Rural health telemedicine: Provide telemedicine and pharmacies (digital or points of sale) in the areas where our operations are located, increasing access to medicines and medical specialists in rural areas, in alliance with local health services and municipalities.
- Water management telemetry: Optimise water management in the Choapa Province through the use of telemetry and big data in all its Rural Sanitary Systems.
 - Telemetry pilot.
 - Deepening the scope of measurements and data quality.
 - Co-responsible governance at the provincial level.

 For further information, please refer to our Social Value Report.

Our Work with Communities *continued*



Development dialogues programme, Michilla

Fibre-optic cables in Sierra Gorda

- Connection of Sierra Gorda district with fibre-optic cables and installation of seven free Wi-Fi access points.
- Two year flat-rate telephone, internet and TV service plan.
- 250+ homes connected.



“APRoxima en red” initiative, Choapa Province

“APRoxima en red” initiative

- Telemetry (monitoring, transmission) and Big Data (storage, visualisation and analysis) to optimise the management of the 78 Rural Sanitary Services (RSSs) in Choapa province and allow integrated basin monitoring.
- Focus on water management for human consumption. 64,000+ residents benefitted.
- 115 operators, leaders and associates of Rural Sanitary Services received digital training.



Digital platform training programme for local suppliers, Mejillones

Digital platform training for local suppliers

- Training of local suppliers to promote commercial links with Antofagasta in partnership with the Suppliers for a Better Future programme.
- Digital platform providing courses on general and company-specific topics.
- 500 potential supplier beneficiaries.

Our Work with Communities *continued*

Improving Water Stewardship as a Social Value

GRI 413-1; 413-2

In line with our Climate Change Strategy and our Water Policy¹, we support our neighbouring communities in adjusting to climate change through water stewardship. Water has become critical not only from an operational perspective but also in terms of its key social value.

At Antofagasta, we understand that water has both operational and social value. In 2023, as part of the Somos Choapa programme, we further expanded our efforts through our APRoxima and Confluye programmes, to ensure continuous availability of water for human consumption and irrigation in the severely drought-hit Choapa province. Managed by Los Pelambres and its Foundation, APRoxima contributes to the development of rural drinking water systems, directly benefiting around 16,000 people.

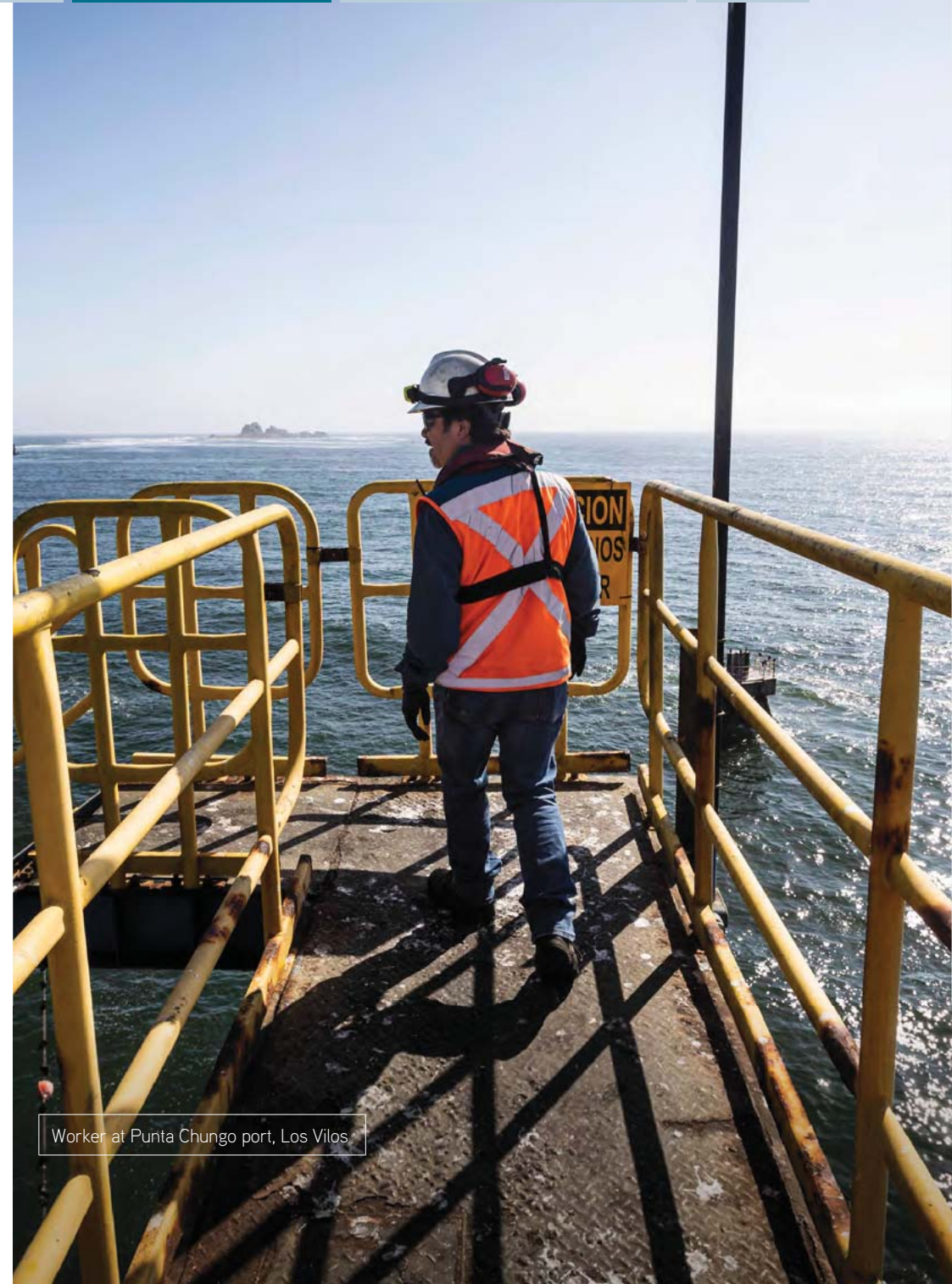
Confluye looks to promote projects with the Water Users' Boards of towns and public services in Choapa. This initiative aims to improve agricultural irrigation and water security for farmers in partnership with the government's economic development agency, CORFO; its agricultural development institute, INDAP; the National Irrigation Commission; and the Water Users' Boards of the Choapa, Chalinga and Illapel Rivers.

The programme, since 2010, has supported the improvement of 120 km of irrigation canals that ensure the availability of over 226,000 m³ of water to irrigate 524 productive hectares, benefiting over 4,300 farmers.

In the Antofagasta region, we work alongside communities to improve systems of rural sanitation in Calama Poniente, Socaire and Michilla through partnerships concerned with the regulation and promotion of technology for the administrative management of Water Committees. Of particular note has been the work conducted with rural sanitary service providers in Socaire and Verdes Campiñas (Calama Poniente) on the implementation of software to maintain an up-to-date record of service user data.

+ For further information, please refer to our Social Value Report and page 26 "Collaborative Solutions to Common Challenges".

1. For further Information, please visit our Climate Change Strategy and Water Stewardship sections.



Worker at Punta Chungo port, Los Vilos