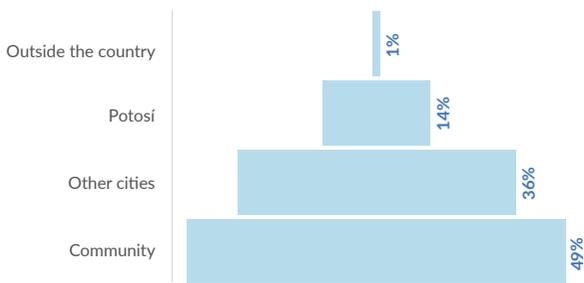


## Workforce

We develop our operations under the best working and human conditions for our workers, who we train on an ongoing basis.

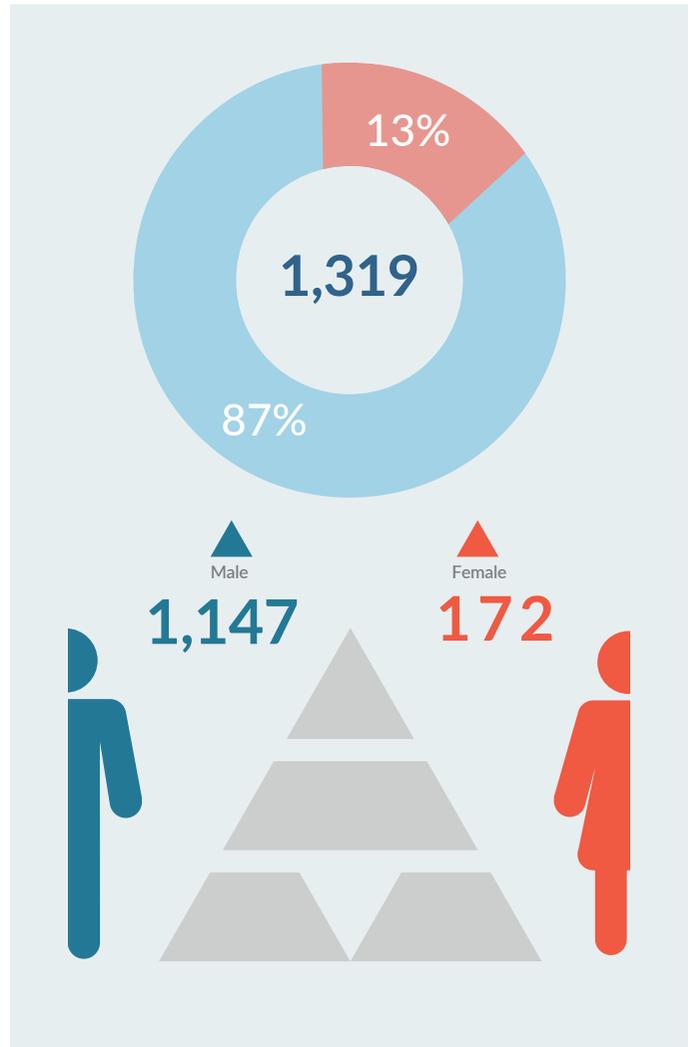
We have 1,319 employees distributed in the camp and the offices in Potosí and La Paz, as well as 579 contractors. Of our total workforce, 87% is male and 13% female. Forty-nine percent (49%) comes from the surrounding communities; 14% from the department of Potosí; 36% from other cities in the country; and foreign staff account for 1% of the total.

MSC EMPLOYEES BY PLACE OF RESIDENCE (%)



## Training

We promote permanent training on issues related to quality, health, safety and environment, and other technical and specific topics, aimed at the proper performance of responsibilities. The man-hours covered by these courses were as follows:



## Health

We manage a health system that gives priority to occupational health prevention among our workers and their families, providing timely and quality services, which are continuously improved.

During the COVID-19 pandemic, it was necessary to prioritize some health-related activities in order to put in place

appropriate conditions for our workers to have access to timely, comprehensive and quality care. These activities were implemented within the framework of the "Preventive and intervention procedures in health for safe operations during the COVID-19 pandemic". This way, we carry out our regular operations, protecting our workers first and foremost. The main results were:

**94.14%**

recovery rate, i.e. higher than the national rate of 86.86%.

**0.59%**

mortality rate, i.e. lower than the 3.23% reached in Bolivia.

**95%**

of our population that has had COVID-19 had no complications.

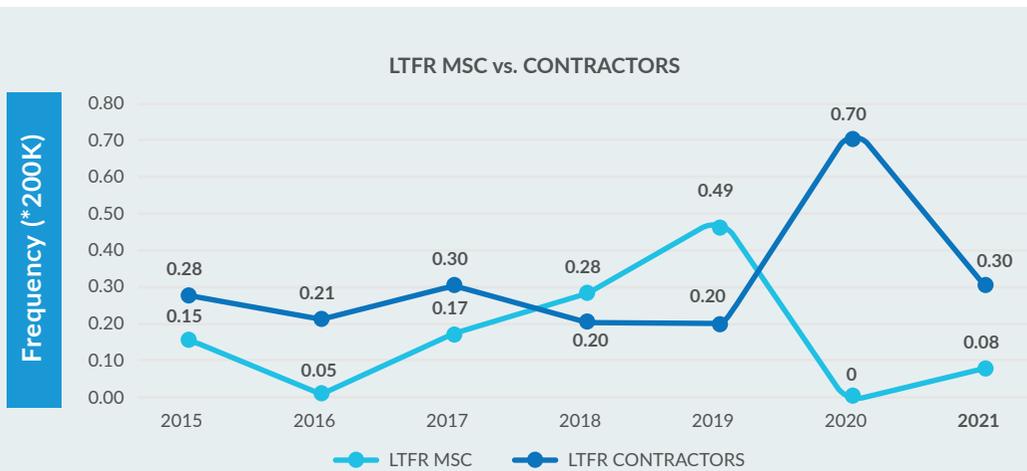
**94.4%**

health coverage, with protection measures for workers, contractors, families and community members.

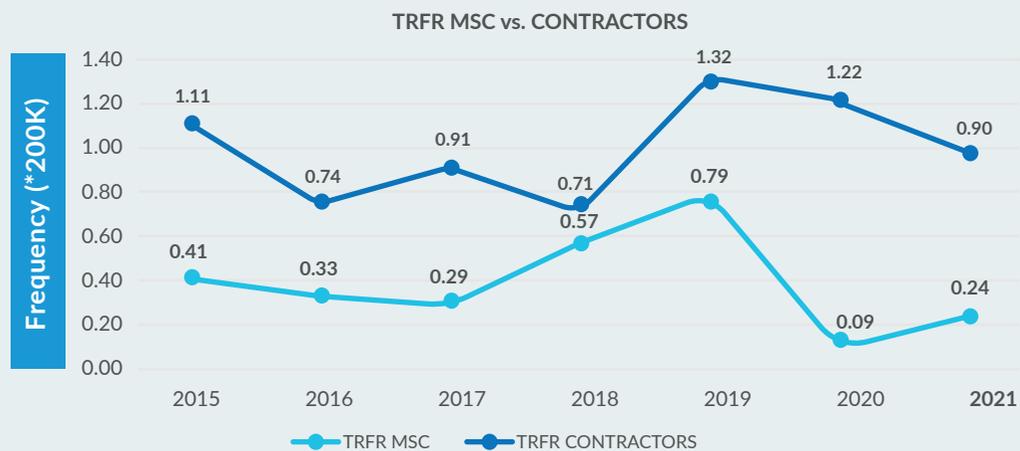
## Safety

Our management model meets high standards of industrial safety and protection of our workers and contractors.

In the 2021 management, we achieved the goal of less than 1 in the Incident Frequency Rate (TRFR) for both MSC and contractors.



LTFR: Lost Time Incidents Frequency Rate

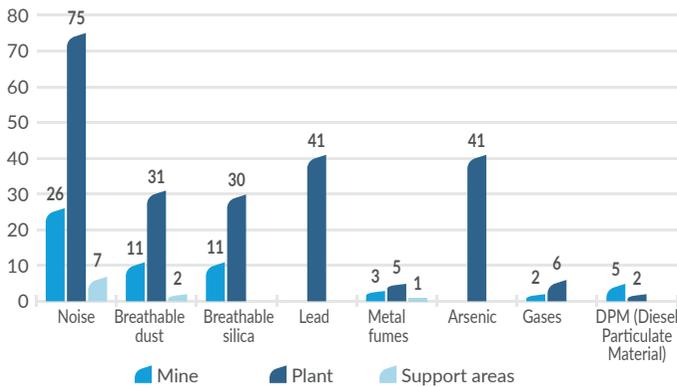


TRFR: Total Recordable Incidents Frequency Rate

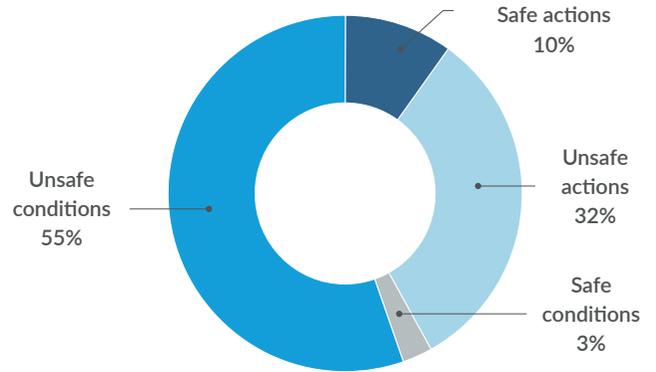
## Behavioral observation

More than 80% of all accidents are caused by people's behavior, when failing to follow safety rules or good work practices. The STOP program is aimed at all workers and contractors taking care of themselves and stopping any dangerous behavior on time through a safety conversation.

SAMPLES TAKEN FOR OCCUPATIONAL RISK AGENTS (ORAs)



CLASSIFICATION OF OBSERVATIONS



## Industrial hygiene program

We use this program to monitor exposure to physical and chemical agents and prevent the occurrence of occupational diseases.

Based on the results of the monitoring studies in all our areas, we can prioritize and optimize the working conditions, and recommend control measures and PPE appropriate to each activity.