



Our People

Largo has a permanent workforce of approximately 500 employees, and around 1,000 contract employees at the mine. Contractors perform services such as topography, explosives, open pit mining and transportation of ore and rock waste, restaurant, security etc. Additional contractors are used for the implementation of expansions or new projects.

Largo only uses temporary employees for short-term projects, such as expansion projects. To attract these employees, financial support for housing may be offered. All benefits provided to full-time, permanent employees are also provided to temporary and part-time employees, and are described in detail under Collective Agreement and Benefits.

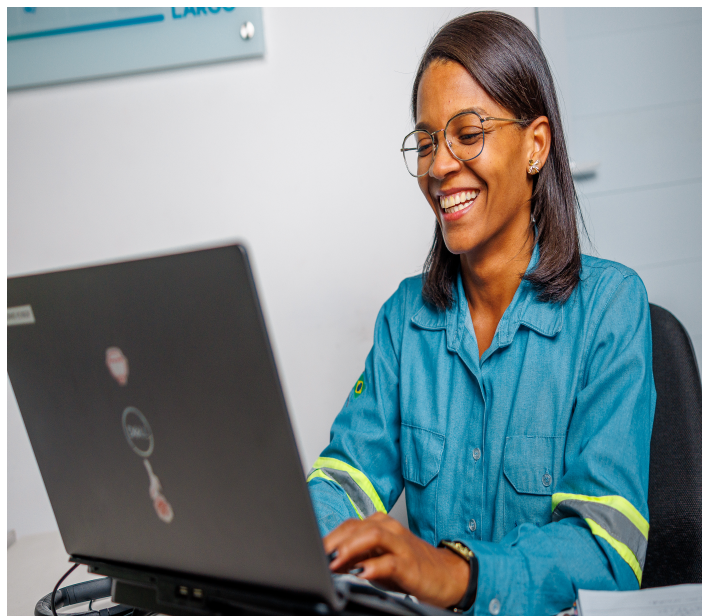
Every few years we develop and administer an employee satisfaction or perception survey.

Training and Education

Largo is committed to fostering continuous learning and professional development across all levels of the organization. Our structured training programs are designed to enhance leadership capabilities, develop technical skills, and support career progression in line with business needs and long-term sustainability.

Key programs include:

- LIDERA, focused on strengthening leadership capabilities across managerial levels.
- EVOLUIR, aimed at expanding professional knowledge and fostering future leadership potential.
- CAPACITAR, dedicated to technical and operational skill development.
- Successors, a structured succession planning initiative to prepare internal talent for future leadership roles.



Performance Reviews

All employees receive regular performance reviews to promote career development. These formal evaluations include a development and career plan, including development of soft or technical skills as needed. Development can include job rotation, technical visits and formal courses, online or in classroom.

Remuneration

To ensure competitiveness, Largo hires a consulting company to conduct market research on salary benchmarks. We guarantee equal pay across genders through the use of a gender-neutral salary grid. For both men and women, the standard entry-level salary is above the minimum wage.

Career Development

To support professional development, Largo reimburses 70% of the cost of external training courses, such as technical certifications, language classes, or university programs. Since 2018, 248 employees have benefited from the initiative.