



NEXA RESOURCES PERU

MAIN INDICATORS 2020*

Main Indicators 2020^{*}

Environmental indicators

Business Impacts of Water Related Incidents

	2017	2018	2019	2020
Total actual and opportunity costs (e.g. forgone income) from water-related incidents	0.00	0.00	0.00	0.00

Greenhouse Gas Emissions: Scope 1 & 2

	2017	2018	2019	2020
Scope 1	39,998.70 metric tonnes of CO2 equivalents	47,659.18 metric tonnes of CO2 equivalents	66,284.62 metric tonnes of CO2 equivalents	36,868.87 metric tonnes of CO2 equivalents
Scope 2	110,605.73 metric tonnes of CO2 equivalents	109,647.71 metric tonnes of CO2 equivalents	518,433.82 metric tonnes of CO2 equivalents	73,447.54 metric tonnes of CO2 equivalents

Energy consumption

	2017	2018	2019	2020
Non-renewable fuels	765.00 MWh	17.00 MWh	- MWh	150,122.88 MWh
Total renewable energy (wind, solar, biomass, hydroelectric, geothermal, etc.) purchased or generated.	199,814.00 MWh	209,615.00 MWh	207,619.00 MWh	415,230.68 MWh

Return on Environmental Investments

	2017	2018	2019	2020
Capex	2,255,221.58 in USD	4,500,194.72 in USD	273,942.20 in USD	1,908,268.05 in USD
Opex	938,426.27 in USD	1,496,437.48 in USD	3,393,847.66 in USD	6,241,361.27 in USD

Climate-Related Management Incentives

Target	Type of incentive	Incentivized KPIs	2020
Business Unit Managers Employees, Coordinators, Managers	Recognition	1. Number of projects carried out per year. 2. Scope and type of initiatives carried out in the year. 3. The incentive seeks to impact the indicator by being part of the annual programming of each unit strategy. This seeks that the actions are associated with the NEXA culture more than a financial issue.	
Business Unit Managers Bosses, Managers	Monetary	1. Scope of the proposed project 2. Investment vs. Return of the project 3. Scalability of the project 4.% of project implementation 5. The incentive seeks to reduce the gaps as part of the result of our OHI health survey of Mckensy & Company.	

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Social indicators

Workforce breakdown: by gender

	%	Target
Women in total workforce (as % of total workforce)	10%	159
Women in all management positions, including junior, middle and top management (as % of total management positions)	21%	54
Women in junior management positions, i.e. first level of management (as % of total junior management positions)	19%	4
Women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	22%	6
Women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	59%	10
Women in STEM-related positions (as % of total STEM positions)	28%	29

Workforce breakdown: by nationality

	Share in total workforce	Share in all management positions, (junior, middle and senior)
Peruvian	98%	60%
Brazilian	21%	40%

Training

	2019	2020
Average hours per FTE of training and development		2.84 hours
Average amount spent per FTE on training and development.		16.26 USD US Dollar

Hires

	2019	2020
Total number of new employee hires	232	125
% internal hires	11%	27%

Turnover rate

	2017	2018	2019	2020
Total employee turnover rate	13.8%	11.4%	8.1%	16.5%
Voluntary employee turnover rate	3.1%	4.3%	2.5%	3.6%

Employee Engagement

Organizational Health Index (OHI)	77.3%	80.0%

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Main Indicators 2020*

Social indicators

Type of Philanthropic Activities

	% of Total Costs
Charitable Donations	75%
Community Investments	25%

Philanthropic Contributions

	Total amount
Time: employee volunteering during paid working hours	55,065.88
	USD - US Dollar

Community engagement

	2020
Current production assets	3
Development projects	10

Fatalities

	2017	2018	2019	2020
Employees	0	0	1	0
Contractors	5	0	0	0

Lost-Time Injury Frequency Rate (LTIFR)

	2018	2019	2020
Employees	2.77	2.63	2.41
Contractors	0.73	0.72	1.11
	n/million work h	n/million work h	n/million work h

Total Recordable Injury Frequency Rate (TRIFR)

	2018	2019	2020
Employees	-	-	-
Contractors	0.83	0.63	1.07
	n/million work h	n/million work h	n/million work h

Process Safety Events - Tier 1

	2018	2019	2020
Number per million hours worked	0.40	0.35	0.59

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Governance indicators

Board Independence Statement

In order to be considered as an Independent Director, the following requirements must be met above, in order to be considered as an Independent Director, must be the following: (i) not to represent a shareholder with significant participation on a permanent basis; (ii) not to have been an employee of Nexa Resources Peru S.A.A. or of a shareholder with significant participation in the last three (03) years; (iii) not to have had a material business relationship with the Company in the last three (03) years; (iv) not to have received or receive additional remuneration, apart from the remuneration as Director; (v) not to have family ties with any shareholder with significant participation; (vi) not to have close kinship relationships with External, Non-Independent Directors, or the Senior Management of the Company.

Composition and duration of the Board of Directors

The management and administration of the Company is vested in a Board of Directors, elected by the General Meeting, consisting of a minimum of 07 members and a maximum of 09 members elected by the common shares at the annual mandatory meeting or, as the case may be, at the meeting specially called for such purpose. The Board of Directors shall be composed of persons with different specialties and competencies, with prestige, ethics, economic independence, sufficient availability, so that there is a plurality of approaches and opinions. An extract from the resumes of the Directors shall be included in the Annual Report. The term for which the Directors are elected is 02 years. The term of office of the Directors ends when the General Meeting resolves on the financial statements of their last fiscal year and elects the new Board of Directors, but their functions will be extended until a new election is held and those elected accept the position. Directors may be re-elected indefinitely.

Contributions & Other Spending

	2017	2018	2019	2020
Trade associations or tax-exempt groups (e.g. think tanks)	354,726.00 in USD	571,313.00 in USD	487,302.00 in USD	163,967.00 in USD

Issues and Topic

	Corporate Position	Description of Position / Engagement	Total amount paid in 2020
Promotion of mining in Peru	Support	We are associated with the Mining Program.	363,645.00 in USD
Promotion of international relationships	Support	We subscribe and participate in fairs, congresses and conventions organized by them.	458.00 in USD

Other Large Expenditures

Name of organization, candidate or topic	Type of Organization	Total amount paid in 2020
National Society of Mining, Oil and Energy	Trade association Association that seeks to promote mining and energy activities in the country.	363,644.70 in USD
Chamber of Commerce - Canada/Peru	Trade association Institution that promotes commercial and cultural relations between Canada and Peru.	5,795.00 in USD
Institute of Mining Engineers of Peru	Trade association Institution that seeks to promote mining in the country.	458.00 in USD

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