

DEVELOPMENT AND PROFESSIONAL TRAINING COMMITMENTS

STATEMENT OF INTENT

This document includes the professional development and training commitments assumed by **MiningiDEAS**, which allow us to improve the skills and knowledge of our collaborators to have the best talent, have highly qualified professionals, and have a positive impact on the outcomes of projects undertaken by **MiningiDEAS**.

Development and Training Commitments Undertaken by MiningiDEAS

The measures established by **MiningiDEAS** to promote the development and professional training of our collaborators are based on the following principles:

1. Continuous Human Capital Development

MiningiDEAS believes that the talent of our collaborators is our main asset and competitive advantage against major competitors. For this reason, the commitment is made to provide new learning experiences that continually drive their professional development. This involves jointly setting development objectives to work on specific skills and improve performance. These objectives should be realistic, measurable, and achievable.

2. Knowledge Management

The talent and people management model is based on the roles of each collaborator, which are well-defined and organized within **MiningiDEAS'** organizational unit. This model helps identify categories of knowledge within the organization, facilitating access to key, relevant, and useful sources of information for various areas.

3. Strategic Training

The continuous training of collaborators is an essential key to business growth and the development of **MiningiDEAS** professionals. Therefore, we encourage collaboration with academic institutions to develop and improve the technical skills required in the execution of our projects.

4. Leadership and Feedback

The process of human capital development, along with strategic training, is carried out through a talent review process that identifies professionals who can

experience accelerated development aligned with the needs of **MiningiDEAS**. Additionally, a culture of feedback is promoted, where leaders and peers provide feedback on performance and skills to each other and, along with clients, identify areas for improvement.

5. Talent Retention

MiningiDEAS' talent and people management model acknowledges the importance of fostering commitment among the talents who are part of the company and compensation for the results achieved.

