

# UNIDOS EN TORNO A UNA MISIÓN

CHAPTER 04

## MANAGEMENT AND PEOPLE

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Juntos somos Molymet



## Human Team

### MISSION

At Molymet we seek that our collaborators have the tools for their development and learning, a good work environment, through our employee value proposition, attraction programs, development and retention of talents, both current and future.

The value of people and the conviction that they are the main engine to achieve our purpose translates into daily and permanent work so that the experience of working at Molymet is highly motivating.

For this reason we also focus on strengthening labor relations and offering highly competitive flexible compensation and benefits systems, which is one of our priorities towards the company's employees.

**María Inés Gómez González**  
Corporate Vice President of Human Resources

# SOCIAL RESPONSIBILITY AND SUSTAINABLE DEVELOPMENT

## ■ Board Diversity

2019

### BOARD DIVERSITY

#### Nº. of Directors by Gender

Male	Female	Chilean	Foreign
10	0	8	2

#### No. of Directors by Age Range

Under 30 years	30 to 40 years	41 to 50 year	51 to 60 years	61 to 70 years	Over 70 years
0	0	0	5	5	0

#### Nº. of Directors by Seniority

Under 3 years	3 to 6 years	Over 6 and under de 9 years	9 to 12 years	Over 12 years
5	1	1	0	3

## ■ Diversity in General Management and Other Management

### DIVERSITY IN GENERAL MANAGEMENT AND OTHER MANAGERMENTS THAT REPORT TO THIS MANAGEMENT

#### Nº. of Managers by Gender and Nationality

Male	Female	Chilean	Foreign
28	3	28	3

#### Nº. of Managers by Age Range

Under 30 years	30 to 40 years	41 to 50 year	51 to 60 years	61 to 70 years	Over 70 years
0	10	15	3	3	0

#### Nº. of Managers by Seniority

Under 3 years	3 to 6 years	Over 6 and under de 9 years	9 to 12 years	Over 12 years
11	4	2	3	11

## ■ Organizational Diversity

### ORGANIZATIONAL DIVERSITY

#### Nº. of Workers by Gender and Nationality

Male	Female	Chilean	Foreign
650	95	731	14

#### Nº. of Workers by Age Range

Under 30 years	30 to 40 years	41 to 50 year	51 to 60 years	61 to 70 years	Over 70 years
99	303	188	120	34	1

#### Nº. of Workers by Seniority

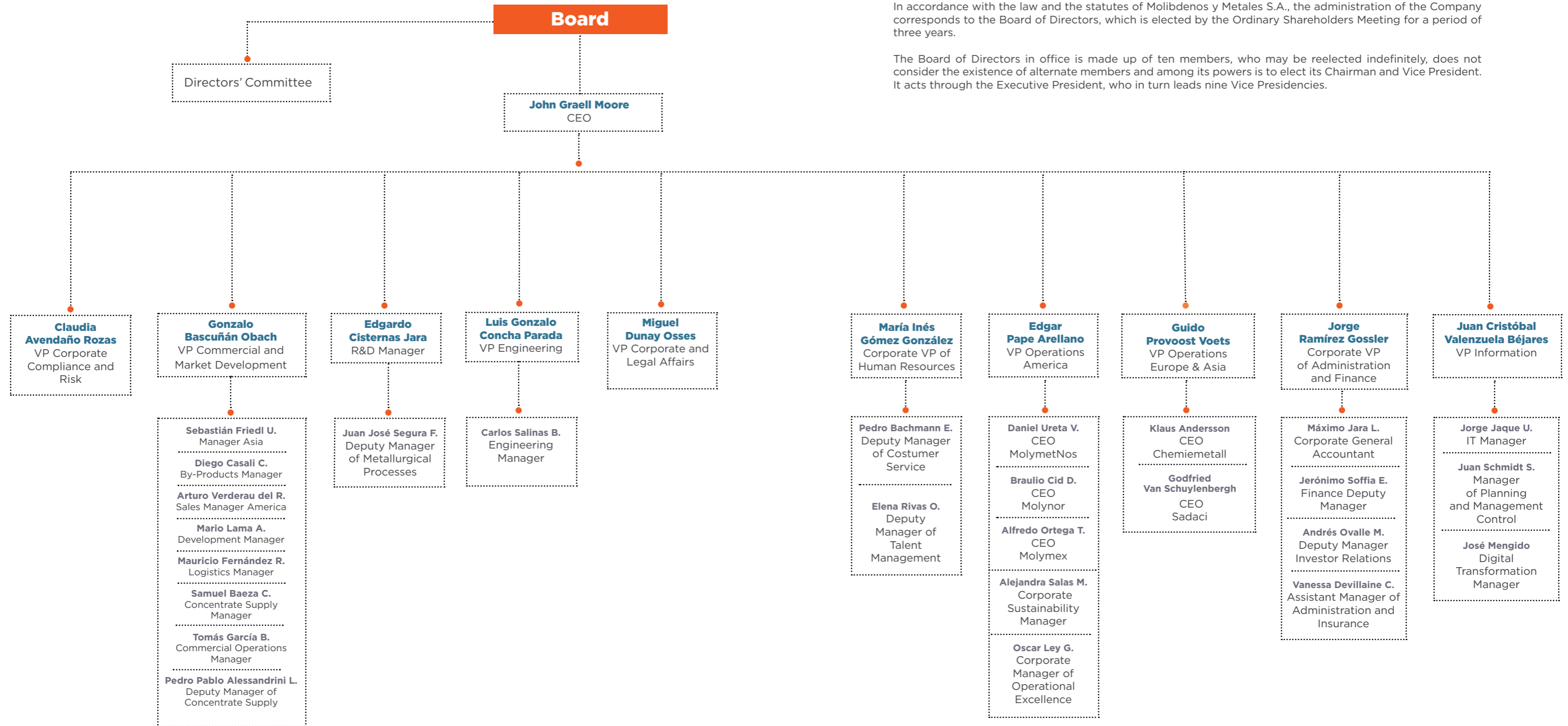
Under 3 years	3 to 6 years	Over 6 and under de 9 years	9 to 12 years	Over 12 years
184	122	138	77	224

## ■ Salary Gap by Gender

#### Average Base Gross Salary Ratio

Femal executives	116%	Male executives
Female workers	101%	Male workers

# MANAGEMENT AND PEOPLE



In accordance with the law and the statutes of Molibdenos y Metales S.A., the administration of the Company corresponds to the Board of Directors, which is elected by the Ordinary Shareholders Meeting for a period of three years.

The Board of Directors in office is made up of ten members, who may be reelected indefinitely, does not consider the existence of alternate members and among its powers is to elect its Chairman and Vice President. It acts through the Executive President, who in turn leads nine Vice Presidencies.

# DIRECTORS



**Mr. George Anastassiou Mustakis**

**Chairman  
Head Director  
Non-independent**

- Last Reelection: 18-04-2018
- Architect
- RUT: 6.374.232-5



**Mr. Bernhard Schretter**

**Vice President  
Head Director  
Titular Independent**

- Last Reelection: 18-04-2018
- Engineer
- RUT: 48.174.020-7



**Mr. Raúl Álamos Letelier**

**Head Director  
Independent**

- Last Reelection: 18-04-2018
- Bachelor's Degree in Business Administration
- RUT: 5.545.475-2



**Mr. José Miguel Barriga Gianoli**

**Head Director  
Independent**

- Last Reelection: 18-04-2018
- Civil Engineer
- Rut: 6.978.911-0



**Mr. Eduardo Guilisasti Gana**

**Head Director  
Independent**

- Appointment: 18-04-2018
- Civil Engineer
- RUT: 6.290.361-9



**Mr. Karlheinz Wex**

**Head Director  
Independent**

- Appointment: 18-04-2018
- Business Administrator
- RUT: 48.213.498-K



**Mr. Juan Manuel Gutiérrez Philippi**

**Head Director  
Independent**

- Appointment: 28-05-2019
- Civil Engineer
- RUT: 6.626.824-1

Director appointed to replace the Director, Mr. Jorge Gabriel Larraín Bunster



**Mr. Boris Buvinic Guerovich**

**Head Director  
Non-independent**

- Appointment: 18-04-2018
- Bachelor's Degree in Business Administration
- RUT: 8.245.774-7



**Mr. Luis Felipe Cerón Cerón**

**Head Director  
Independent**

- Appointment: 18-04-2018
- Industrial Civil Engineer
- RUT: 6.375.799-3



**Mr. Hernán Cheyre Valenzuela**

**Head Director  
Non-independent**

- Appointment: 18-04-2018
- Bachelor's Degree in Business Administration
- RUT: 6.375.408-0

## DIRECTORS' COMMITTEE

**2019**

**Mr. Raúl Álamos Letelier**

**Independent Director**  
Bachelor's Degree in Business Administration  
RUT: 5.545.475-2

**Mr. José Miguel Barriga Gianoli**

**Independent Director**  
Civil Engineer  
RUT: 6.978.911-0

**Mr. Karlheinz Wex**

**Independent Director**  
Business Administrator  
RUT: 48.213.498-K

**2018**

**Mr. Raúl Álamos Letelier**

**Independent Director**  
Bachelor's Degree in Business Administration  
RUT: 5.545.475-2

**Mr. José Miguel Barriga Gianoli**

**Independent Director**  
Civil Engineer  
RUT: 6.978.911-0

**Mr. Karlheinz Wex**

**Independent Director**  
Business Administrator  
RUT: 48.213.498-K

Directors' Committee formed by virtue of the provisions of Article N ° 50 bis of Law N ° 18.046

## ■ Compensation

### COMPENSATION RECEIVED BY THE BOARD AND BY THE DIRECTORS' COMMITTEE

The 43rd Ordinary Shareholders Meeting, held on April 23, 2019, agreed that the Board's holding company be 0.2% of the Company's net profits for each Director, with a cap of US \$ 220,000; plus an additional 0.1% for the Chairman of the Board of Directors, with a total cap of US \$ 330,000 and an additional 0.05% for the Vice President, with an annual cap of US \$ 275,000.

The foregoing represents a total of 2.15% of the Company's net profits, to be distributed among the Directors, with a maximum amount of US \$ 2,365,000.

Likewise, it was approved to set the compensation for attendance at a Board and / or Committee Session, at 18 UTM to the President, 15 UTM to the Vice President and 12 UTM per Director, for effective attendance at a meeting held, with a maximum of two meetings per month, to any event, not attributable to the holding company of the profits that correspond to each Director, and paid from Board to Board.

During fiscal year 2019, gross remuneration for attending Board meetings amounted to US \$ 105,509; additionally and for holding fees, Molibdenos y Metales S.A. paid US \$ 2,184,267.

Regarding the Directors Committee, the Ordinary Shareholders Meeting approved to set the compensation of its members and the budget for expenses 2019 at the legal minimums.

The fees to be paid to the Directors Committee for their work during the year 2019 correspond to US \$ 10,361.

## ■ Comparative Compensations

### DIRECTORS COMPENSATION RECEIVED 2019 USD

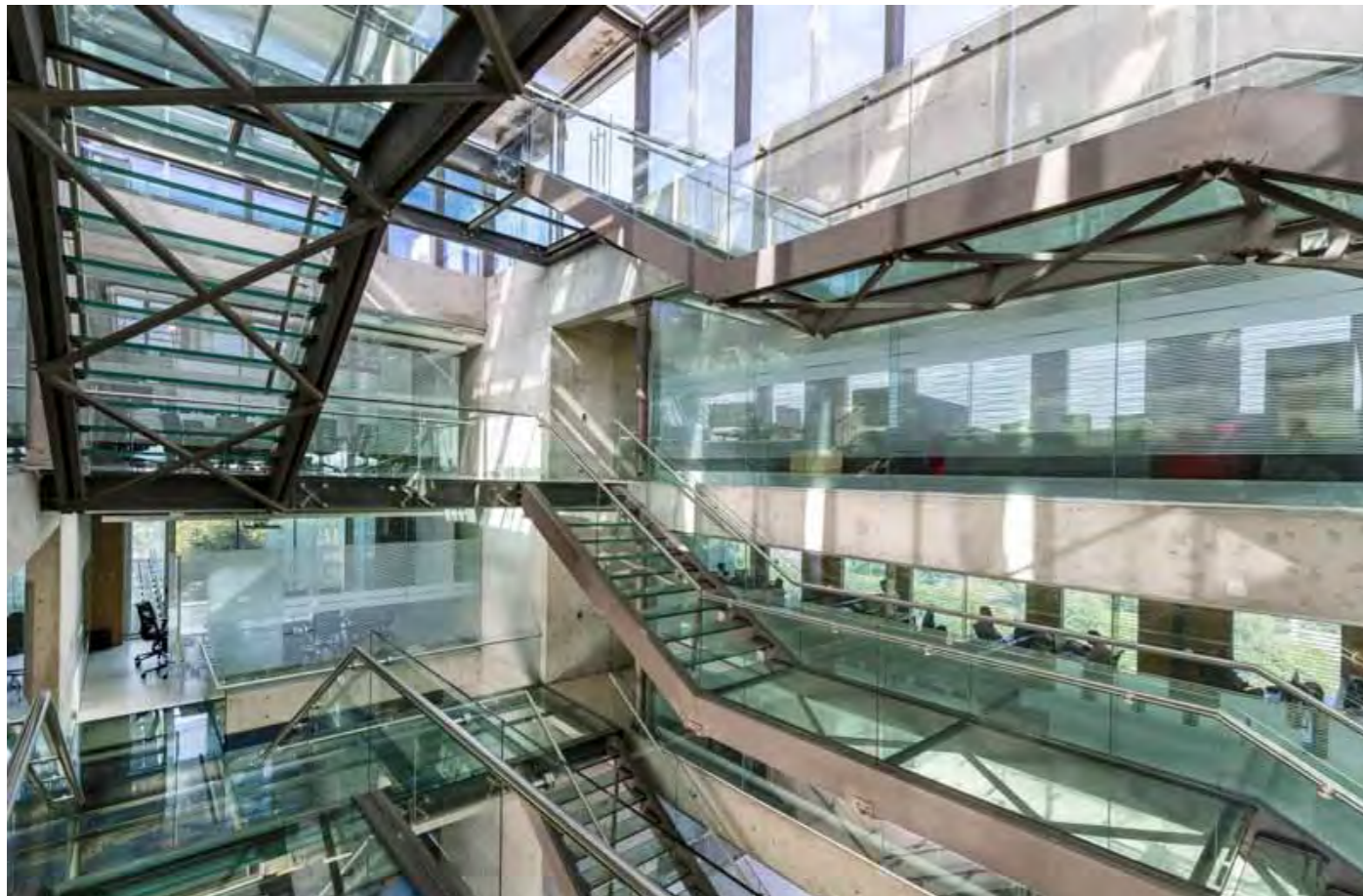
DIRECTOR	DIRECTOR POSITION	ALLOWANCE FEES	HOLDING FEES	FEES DIRECTORS C.	FUNCTIONS OTHER THAN THEIR POSITION
George Anastassiou Mustakis	Chairman	14.678	304.781	-	-
Bernhard Schretter	Vice President	12.391	239.093	-	-
Raúl Álamos Letelier	Director	10.640	203.188	1.094	-
José Miguel Barriga Gianoli	Director	10.640	218.079	1.094	-
Boris Buvinic Guerovich	Director	9.831	143.623	-	-
Luis Felipe Cerón Cerón	Director	10.640	143.623	-	-
Hernán Cheyre Valenzuela	Director	9.758	143.623	-	-
Eduardo Guilisasti Gana	Director	8.191	203.188	-	-
Juan Manuel Gutiérrez Philippi	Director	6.345	-	-	-
Karlheinz Wex	Director	9.801	143.623	1.094	-
Jorge Gabriel Larrain Bunster	Director	2.592	203.188	-	-
Fernando Alliende Correa			59.565	-	-
Gonzalo Ibáñez Langlois			59.565	-	-
Alberto Pirola Gianoli			59.565	-	-
Michael Schwarzkopf			59.565	-	-
<b>TOTAL</b>		<b>105.509</b>	<b>2.184.267</b>	<b>3.282</b>	<b>-</b>

### DIRECTORS COMPENSATION RECEIVED 2018 USD

DIRECTOR	DIRECTOR POSITION	ALLOWANCE FEES	HOLDING FEES	FEES DIRECTORS C.	FUNCTIONS OTHER THAN THEIR POSITION
George Anastassiou Mustakis	Chairman	14.663	233.552	-	-
Bernhard Schretter	Vice President	11.664	124.562	-	-
Raúl Álamos Letelier	Director	10.646	155.702	3.549	-
José Miguel Barriga Gianoli	Director	10.448	194.627	2.311	-
Boris Buvinic Guerovich	Director	6.940	-	-	-
Luis Felipe Cerón Cerón	Director	6.906	-	-	-
Hernan Cheyre Valenzuela	Director	7.835	-	-	-
Eduardo Guilisasti Gana	Director	7.905	155.702	-	-
Jorge Gabriel Larrain Bunster	Director	8.945	155.702	-	-
Karlheinz Wex	Director	7.835	31.135	2.612	-
Fernando Alliende Correa		2.811	155.702	-	-
Gonzalo Ibáñez Langlois		1.876	155.702	469	-
Alberto Pirola Gianoli		2.811	155.702	-	-
Michael Schwarzkopf		1.871	155.702	624	-
<b>TOTAL</b>		<b>103.155</b>	<b>1.673.790</b>	<b>9.565</b>	<b>-</b>

## ■ Hired Consulting

During the 2019 fiscal year, no amounts were disbursed for consultancies



## ■ Activities

### MANAGEMENT REPORT 2019 DIRECTORS' COMMITTEE

#### January 29, 2019

##### ACTION

- a. Examination of the Report of the External Auditors, the Balance Sheet and Financial Statements of the Company and Subsidiaries, as of December 31, 2018.
- b. A positive pronouncement and an agreement to present to the Company's Board of Directors the Report of the External Auditors, the Balance Sheet and the Consolidated Financial Statements as of December 31, 2018.
- c. Review of the progress of the evaluation process of the External Audit firms for the year 2019.
- d. Agreement on Risk Rating Agencies for the year 2019, to be proposed to the Board of Directors.
- e. Review and proof that the operations with related companies referred to in Title XVI of Law No. 18,046, carried out during the year 2017 are framed as a general rule, either in the agreement of Board of Directors No. 819, dated January 26, 2010, which establishes the General Habituality Policy for Operations with Related Parties; or they correspond to operations between legal entities in which Molymet owns, directly or indirectly, at least 95% of the counterparty property. They comply with current legal regulations, are intended to contribute to the corporate interest and are adjusted in price, terms and conditions to those that usually prevail in the market. The Committee agreed that it is unnecessary to detail these transactions because they are not considered relevant.
- f. Examination of the human resources policies of both the executive branch and the general role, regarding payment and compensation.
- g. Review and approval of the 2018 Management Report of the Committee.

#### March 19, 2019

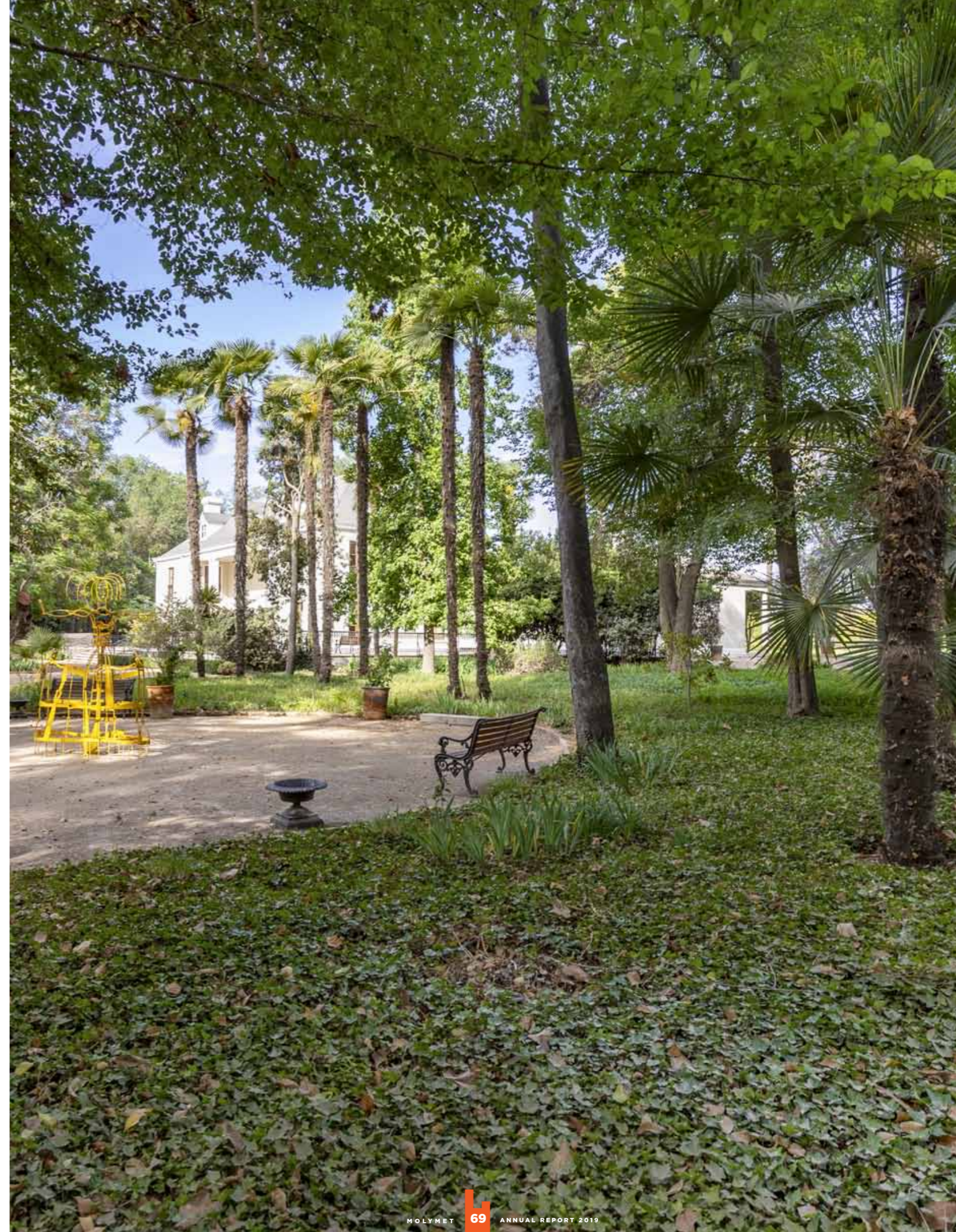
- a. Approval of operation with related parties. Electric power supply contract.
- b. Agreement to propose to the Board, and through it to the Ordinary Shareholders Meeting, the external audit firms for the year 2019.

#### August 20, 2019

- a. Approval of a Report Meeting Program with the external auditors.
- b. Examination with the external auditors of the statement of the interim consolidated financial position of the Company and Subsidiaries as of June 30, 2019 and the Interim Consolidated Statements of results and comprehensive results for the periods of six and three months, ended June 30 of 2019 and 2018, and the corresponding interim consolidated statements of cash flows and changes in equity, for the six-month periods ended on those dates. The Committee gave a favorable opinion regarding the consolidated financial statements as of June 30, 2019 and agreed to present it to the Board of Directors.

#### November 26, 2019

- a. Analysis of the Internal Control Report prepared by the PwC External Auditors and an agreement that the aforementioned report be presented to the Board of Directors with the recommendation to implement the improvement actions contained therein.



# MAIN EXECUTIVES

Excellence is the essential pillar in everything we do. It not only defines our human team, but also the way in which we work.



**John Graell Moore**

**Chief Executive Officer**

- Industrial Civil Engineer
- RUT: 06.153.784-8
- Took office in: 5/8/1992



**Claudia Ester Avendaño Rozas**

**Corporate Vice President of Compliance and Risk**

- Contador Auditor
- RUT: 11.959.266-6
- Took office in: 1/8/2018



**Gonzalo Alfonso Bascuñán Obach**

**Vice President of Commerce and Market Development**

- Bachelor's in Business Administration
- RUT: 12.797.030-0
- Took office in: 1/9/2016



**Luis Gonzalo Concha Parada**

**Vice President of Engineering**

- Mechanical Civil Engineer
- RUT: 07.817.539-7
- Took office in: 1/1/2008



**Miguel Ernesto Dunay Osses**

**Vice President of Corporate and Legal Affairs**

- Attorney
- RUT: 13.232.353-4
- Took office in: 1/8/2018



**María Inés Gómez González**

**Corporate Vice President of Human Resources**

- Psychologist
- RUT: 10.977.232-1
- Took office in: 1/8/2018



**Edgar Christopher Pape Arellano**

**Vice President of Operations America**

- Industrial Civil Engineer
- RUT: 14.138.397-3
- Took office in: 1/10/2018



**Guido Provoost Voets**

**Vice President of Operations Europe and Asia**

- MBA Y PhD en Química Mechanical Civil Engineer
- 53102406312
- Asume cargo: 1/9/2016



**Jorge Antonio Ramírez Gossler**

**Corporate Vice President of Administration and Finance**

- Bachelor's in Business Administration
- RUT: 07.017.179-1
- Took office in: 1/3/2004



**Juan Cristóbal Valenzuela Bájares**

**Vice Presidente of Information**

- Industrial Civil Engineer
- RUT: 09.750.501-2
- Took office in: 2/2/2018

# CORPORATE MANAGERS

**Ricardo Antonio Araya Cereceda**  
**Operations Manager MolyMeNos**  
 Electrical Civil Engineer  
 14.576.572-2  
 1/2/2019

**Samuel Bernardo Baeza Cienfuegos**  
**Concentrate Supply Manager**  
 Industrial Civil Engineer  
 13.333.378-9  
 8/2/2016

**Tomás García Bustamante**  
**Commercial Operations Manager**  
 Bachelor's in Business Administration  
 13.882.636-8  
 1/3/2015

**Diego Jorge Jesús Casali Casanave**  
**By-Products Manager**  
 Bachelor's in Business Administration  
 13.441.406-5  
 1/5/2019

**Edgardo Alfonso Cisternas Jara**  
**R&D Manager**  
 Doctor of Physics  
 13.581.058-4  
 1/2/2019

**Ulises Alejandro Díaz Figueroa**  
**Manager of Pure Products MolyMetNos**  
 Metallurgy Civil Engineer  
 11.723.485-1  
 1/2/2019

**Mauricio Alejandro Fernández Rodríguez**  
**Logistics Manager**  
 Accountant Auditor  
 10.852.326-3  
 1/2/2019

**Alejandro Sebastián Friedl Uribe**  
**Sales Manager Asia**  
 Industrial Civil Engineer  
 13.377.862-4  
 1/3/2017

**Máximo Jaime Jara Leal**  
**Corporate General Accountant**  
 Accountant Auditor  
 9.117.931-8  
 1/9/2010

**Jorge René Jaque Urrea**  
**Information Technology Manager**  
 Electrical Civil Engineer  
 12.698.015-9  
 1/1/2013

**Mario Alejandro Lama Acosta**  
**Market Development Manager**  
 Industrial Civil Engineer  
 13.671.564-K  
 1/3/2019

**Oswaldo Larraguibel Silva**  
**Human Resources Manager**  
 Lawyer  
 15.671.216-7  
 1/2/2019

**Juan Óscar Ley García**  
**Corporate Manager of Operational Excellence**  
 Electrical Mechanical Engineer  
 23.389.531-8  
 6/5/2019

**Diego Hernán Matamala Portilla**  
**Quality and Logistics Manager MolyMetNos**  
 Biochemical Civil Engineer  
 12.447.999-1  
 1/2/2019

**José Mengido**  
**Digital Transformation and Industry 4.0 Manager**  
 Industrial Engineer  
 24.849.919-2  
 5/11/2018

**Jesús Adrián Rendón Gracia**  
**Pyrometallurgy Manager MolyMetNos**  
 Chemical-Process Engineer  
 23.973.028-0  
 1/2/2019

**Alejandra Andrea Salas Muñoz**  
**Corporate Sustainability Manager**  
 Environmental Execution Engineer  
 13.064.858-4  
 13/5/2019

**Carlos Gabriel Salinas Bruna**  
**Engineering Manager**  
 Structure-Construction Civil Engineer  
 10.280.766-9  
 1/6/2010

**Juan Enrique Schmidt Silva**  
**Manager of Planning and Management Control**  
 Industrial Civil Engineer  
 15.333.022-0  
 1/6/2019

**Andrés Enrique Tobar Díaz**  
**By-Products Manager MolyMetNos**  
 Metallurgical Execution Engineer  
 7.437.485-9  
 1/2/2019

**Luis Arturo Carlos Verderau del Río**  
**Sales Manager America**  
 Industrial Civil Engineer  
 13.441.296-8  
 1/2/2018

## Payments

The total gross remuneration received by the managers of Molibdenos y Metales S.A., during 2019 amounted to ThUS \$ 10,200 (ThUS \$ 10,124 in 2018). During 2019, ThUS \$ 1,560 of executive compensation was paid and during 2018, the payment amounted to ThUS \$ 1,542. The Company has an annual incentive system for its executives based on compliance with global results and individual performance.

## Compensation

The main executives have an annual incentive program, which stipulates the general conditions of the model maximum to distribute, advances and the variables of

the calculation of global and individual incentive, in addition to the considerations regarding exchange parity, minimum age and proportionality in the case of licenses.

The average salary mix of the main executives is:

WAGE RATIO	
FIXED PAYMENT	VARIABLE PAYMENT
56 %	44 %

There is no compensation plan that considers payments based on the Company's share options.

## Staff

CORPORATE STAFF	STAFFING			CONSOLIDATED
	MATRIX	SUBSIDIARIES	FOREIGN SUBSIDIARIES	
Executives	31	3	20	54
Professionals and Technicians	401	116	82	599
Others	344	101	240	685
<b>TOTAL</b>	<b>776</b>	<b>220</b>	<b>342</b>	<b>1.338</b>

## Participation Percentage

PARTICIPATION IN THE COMPANY					
N°	NAME		RUT	SHARES	PERCENTAGE
1	ANASTASSIOU MUSTAKIS GEORGE	Director	6.374.232-5	1.824.723	1,37
2	BARRIGA GIANOLI JOSÉ MIGUEL	Director	6.978.911-0	10.954	0,01
3	CISTERNAS JARA EDGARDO	Executive	13.581.058-4	40	0,00