



## Manuel Ramos – President & Chief Operating Officer

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Manuel Ramos has worked in the metals and mining industry since 1974 when he started for Grupo Mexico as a shift supervisor in the Sinter Plant at the Chihuahua Lead Smelter. He was given increased levels of responsibility through 1980 at which time he went to train for the start up of the Zinc Refinery in San Luis Potosi where he worked as the Acid Plant Superintendent and Leaching and Purification Superintendent. In 1983 he was promoted to Operations General Superintendent.

In 1990 he was transferred and promoted to General Manager at the Chihuahua Lead Smelter until the closure of the Plant in 1996. He was then named General Manager of the Copper Refinery in La Caridad, Sonora with the start up of Grupo's new refinery.

In 1999 when Grupo Mexico acquired Asarco, Mr. Ramos took over as Vice President of Lead and Specialty Metals and in 2004 he became the Vice President of Metallurgical Plants for Asarco. In 2009 after Asarco emerged from bankruptcy, Mr. Ramos was named President & COO.

Mr. Ramos received his Bachelor of Science Degree in Chemical Engineering from San Luis Potosi State University. He also has a Masters of Business Administration and a Masters in Human Resources from Chihuahua State University.

He currently lives in Tucson, Arizona with his wife Soledad. They have two daughters.

Mr. Ramos is an avid hiker, bicyclist and outdoorsman. He has climbed Pico de Orizaba (18,493 ft) and Popocatepetl (17,930 ft) in Mexico and has participated in the El Tour de

Tucson – Platinum division. To qualify for platinum you must finish the 109 mile distance in less than 5 hours.

Mr. Ramos has been instrumental in leading Asarco back into profitability while increasing productivity at its operations, maximizing the potential of its properties and emphasizing concentrated efforts on safety and environmental compliance. His motto: “Do it Safe, Do it Right!”