

# Indicators and standards

Performance indicators (KPI)	GRI	SASB	Page
Letter from the CEO	2-3		<a href="#">↗</a>
Total value distributed	201-1		<a href="#">↗</a> <a href="#">↗</a> <a href="#">↗</a>
Materiality	3-2		<a href="#">↗</a> <a href="#">↗</a>
Attention to grievances on corruption Corrective actions	205-3		<a href="#">↗</a>
GHG general and historic emissions	305-1, 305-2	EM-MM-110a.1	<a href="#">↗</a> <a href="#">↗</a>
GHG emissions by division			<a href="#">↗</a> <a href="#">↗</a>
Energy emissions	302-1	EM-MM-130a.1	<a href="#">↗</a>
Energy profile			
Distribution by division			
Intensity by division	305-4		<a href="#">↗</a>
Environmental incidents		EM-MM-140a.2, EM-MM-150a.9	<a href="#">↗</a>
Balance Water Accounting Framework, consumption by business unit	303-3, 303-4, 303-5		<a href="#">↗</a>
Fresh water consumption in water-stressed locations	303-5		
Fresh water extraction in water-stressed locations	303-3	EM-MM-140a.1	<a href="#">↗</a>
Operational units in water-stressed locations			
Categories of IUCN species (fauna) PIMVS Velardeña	304-4	EM-MM-160a.1	<a href="#">↗</a>
Categories of IUCN species (flora) PIMVS Met-Mex Peñoles			
Generation of mining and metallurgical waste	306-3, 306-4, 306-5	EM-MM-150a.5, EM-MM-150a.6	<a href="#">↗</a>
On-site recycling of mining and metallurgical waste	306-4		
Waste disposal by classification	306-3, 306-4, 306-5	EM-MM-150a.4, EM-MM-150a.7, EM-MM-150a.8	<a href="#">↗</a>

<b>Performance indicators (KPI)</b>	<b>GRI</b>	<b>SASB</b>	<b>Page</b>
Number of Línea Correcta reports	2-26		<a href="#">↗</a> <a href="#">↗</a>
Grievance resolutions			
Total grievances on violations to the rights of indigenous populations, status and actions taken	411-1		<a href="#">↗</a>
Average training hours	404-1		<a href="#">↗</a>
Percentage of new hirings and promotions, by gender	401-1		
Percentage of personnel turnover			
Total workforce, by gender	2-7		<a href="#">↗</a> <a href="#">↗</a>
Total percentage of women	405-1		<a href="#">↗</a>
Percentage of women in management and senior executive positions, employees and contractors.			
Percentage of workforce by gender and age group			
Lost time injury frequency rate (LTIFR) – direct employees and contractors		EM-MM-320a.1	<a href="#">↗</a>
Total recordable injury frequency rate (TRIFR) – direct employees and contractors			
Fatalities – direct employees and contractors	403-9		<a href="#">↗</a>
Occupational illnesses – direct employees and contractors	403-10		<a href="#">↗</a>
Average training hours in safety and health		EM-MM-320a.1	<a href="#">↗</a>
Local suppliers (from operational regions)	204-1		<a href="#">↗</a>
Percentage of operations with local community engagement programs, impact and development assessments.	413-1		
Percentage of employees covered by collective bargaining agreements, by nationality	2-30	EM-MM-310a.1	<a href="#">↗</a>
Timely notice (number of weeks) to employees and representatives of any significant operational changes that might affect them considerably	402-1		
Contact for more information about the report	2-3		<a href="#">↗</a>



# Contact

For more information about our processes, products and financial performance, as well as previous sustainability reports, please visit our website

[www.penoles.com.mx](http://www.penoles.com.mx) 

Para la versión en español de este informe, favor de visitar nuestro sitio web:

[www.penoles.com.mx](http://www.penoles.com.mx) 

**Tel.: +52(871)729 5500**

## Offices

### BAL HEADQUARTERS

Calzada Legaria 549, Torre 2  
Col. 10 de Abril  
11250 Mexico City, Mexico  
Phone: 01 (55) 5279 3000

### OFFICES

Bld. Laguna 3200 Pte.  
Col. Metalúrgica  
27370 Torreón, Coahuila, Mexico  
Phone: 01 (871)729 5500



PE&OLES



EMPRESA  
SOCIALMENTE  
RESPONSABLE



## Disclaimer

This sustainability report contains forward-looking information concerning Industrias Peñoles, S.A.B. de C.V. and its subsidiaries (Peñoles or the company) based on management assumptions. Such information, as well as statements about future events and expectations, are subject to risks and uncertainties, as well as to factors that may cause the company's results, performance, or accomplishments to be completely different at any time. Such factors include changes in general economic conditions, government and/or trade policies at the national and global levels, as well as changes in interest rates, inflation rates, exchange rate volatility, the performance of mining in general, the demand and the quoted price of the metals, the prices of the raw materials and energy, among others. Because of these risks and factors, actual results may vary materially with respect to the estimates described in this document. Hence Peñoles accepts no responsibility whatsoever for such variations, or for information from official sources.