

# Strong correlation

The unions are our strategic partners— with whom we maintain labor relations based on trust, a permanent orientation towards a culture of ethics and safety, and a constant search for mutual benefit. The interaction between the company and the unions is based on a permanent dialogue with union representatives at local and national levels. As a result, we are able to give timely notice of any significant operational changes, share business information in a transparent manner, and fulfill our commitments to this stakeholder group.

At Peñoles, we comply with applicable labor laws, treaties, international conventions, and regulations, always mind-

ful of workers' rights, including freedom of association and collective bargaining. Periodically, the unions appoint review commissions that, together with the company, carry out processes of analysis and negotiation of collective bargaining agreements, including the rights and obligations of both parties and the joint commitment to guarantee safety, work ethic, productivity, and quality of life at work. Thanks to our good working relationship, the contract and salary reviews carried out during 2023 were conducted in a framework of respect and cooperation, without any collective conflict.

Union officials have free access to assigned areas and are provided with fa-

cilities to organize meetings with their union members, as long as they comply with health and safety standards.

The company and the unions continue to implement the Labor Modernity work model in the business units, focused on promoting the three pillars of work: ethical, safe, and productive. This allows our employees to reach their highest potential, contribute to job stability, protect the source of employment, and ensure the integral well-being of their families and the communities where we operate.

68% of our direct employees are covered by collective bargaining agreements.

## Case study - CETLAR celebrates its 30<sup>th</sup> anniversary

The Centro de Estudios Técnicos Laguna del Rey (CETLAR) continued its mission to provide comprehensive training to young people in the communities surrounding Industrias Peñoles companies, focusing on three main lines of action: technical training, human development, and community collaboration. In this way, we strengthen the technical, administrative, and human competencies of young people in order to incorporate them into our operating units and thus have competent personnel.

In 2023, we celebrated CETLAR's 30<sup>th</sup> anniversary of constant work. We reached the 27<sup>th</sup> generation of young people with a total of 949 graduates, and maintain our commitment to our operating units, students, and the community.

