

### Managing impacts

#### Indigenous peoples

The human rights of indigenous people are among our company's most material issues. Aware that our mining projects operate in remote and rural regions, we recognize that there is always a possibility that our operations may adversely impact the rights of indigenous peoples and communities or their territories. It is tremendously important for us to determine in advance whether there are any communities that would by law be entitled to prior consultation and consent to the project. Because of this, companies that hold mining concessions must—from the planning and feasibility stage of a project—carry out a process of due diligence, obtaining official opinions to identify communities entitled to such consultation within the areas of their mining concessions.

Our organization has a protocol of action for organizing the Prior Free and Informed Consent (PFIC) consultation. This protocol establishes the steps to follow in new projects and expansions to determine whether the company is obligated to conduct such a consultation of indigenous or Afro-Mexican people and communities, and when necessary, the procedure the company must follow for respecting the PFIC process with those communities.

To determine whether there are indigenous communities entitled to a PFIC within our mining concessions or areas of influence, we carry out a planimetric survey of concessions in the national statistics institute's Geostatistical Framework, identifying the presence of such locations within the area. After that, we review the official 2020 census to discover whether there are indigenous or Afro-Mexican people that inhabit the area and review the catalogues of the National Commission for the Development of Indigenous Peoples and the National Indigenous Language Institute to identify whether some indigenous language is spoken in these settlements, or if the mining concessions intersect with any of the 25 indigenous regions of Mexico.

We complement this analysis with an exhaustive search of laws, registries, listings, or legal instruments that may have been issued at state level, in which indigenous peoples or communities are recognized, including information from state electoral institutions.

The reports provide information to identify whether a collective right to consultation is necessary, in which case we must complement the analysis with a social, cultural, and human rights impact.

#### Percentage of proven and probable reserves in or near indigenous land

To date, no authority has identified or ruled that the mining concessions worked by any of Industrias Peñoles' subsidiaries are located within indigenous territory. Nevertheless, we consistently follow a due diligence process to ensure we do not begin any new work or projects in locations that may be considered indigenous.

#### Respect for other positions and opinions

We do not tolerate any form of attack, harassment or discrimination against people whose positions or opinions vary from our own. We will not tolerate any form of threat or means of intimidation or obtaining illicit business benefits.

#### Physical safety

Our strategy underscores our commitment to protecting the physical integrity of our employees in the event of an incident. The business units have a risk agenda that serves as the basis for designing and implementing measures to prevent situations that threaten the normal course of business and the company's image—ultimately to allow our employees peace of mind when doing their jobs. Partnership, trust, and respect among our stakeholders are key elements in our culture of self-care and asset protection.

In 2023, we strengthened our processes with the renewal of state-of-the-art technology in our operations, and created multidisciplinary workspaces to monitor and address security risks in a preventive manner.

#### Interaction with private security forces

We want to be as efficient as possible in the preventive measures taken by our private security personnel. We have developed protocols and procedures to strengthen the security of our business units' properties and trained security personnel in respect for human rights.

Peñoles employs unarmed private security guards. However, proper management and continuous monitoring have made it possible to identify vulnerabilities and reduce the recurrence of events that affect operations. These actions help us to mitigate potential impacts.

- Confrontations with criminal groups that may pose a danger to the life of our workers and the communities
- Violent confrontations with artisanal miners who may illegally enter our facilities

Our Third-Party Code of Conduct governs the services provided by private security contractors, and the guards hired by the firms are first subject to a background check to ensure they have no criminal record.



#### Interaction with public security forces

We are respectful of the work of the authorities and abide by the law in all our activities; we coordinate closely with the public security forces in the territories where we operate.

In 2020, the Mexican Federal Protection Service (part of the Ministry of Safety and Citizen Protection) established a new police force specializing in mining operation security. The mining police are the result of collaboration between that Ministry, the Ministry of Economy, and the Mexican Mining

Chamber. The mining police are trained to protect mining facilities—always with absolute respect for human rights.

All employees are subject to criminal record background checks as part of the full-time employee control process, reinforced for members of our own Security Department.