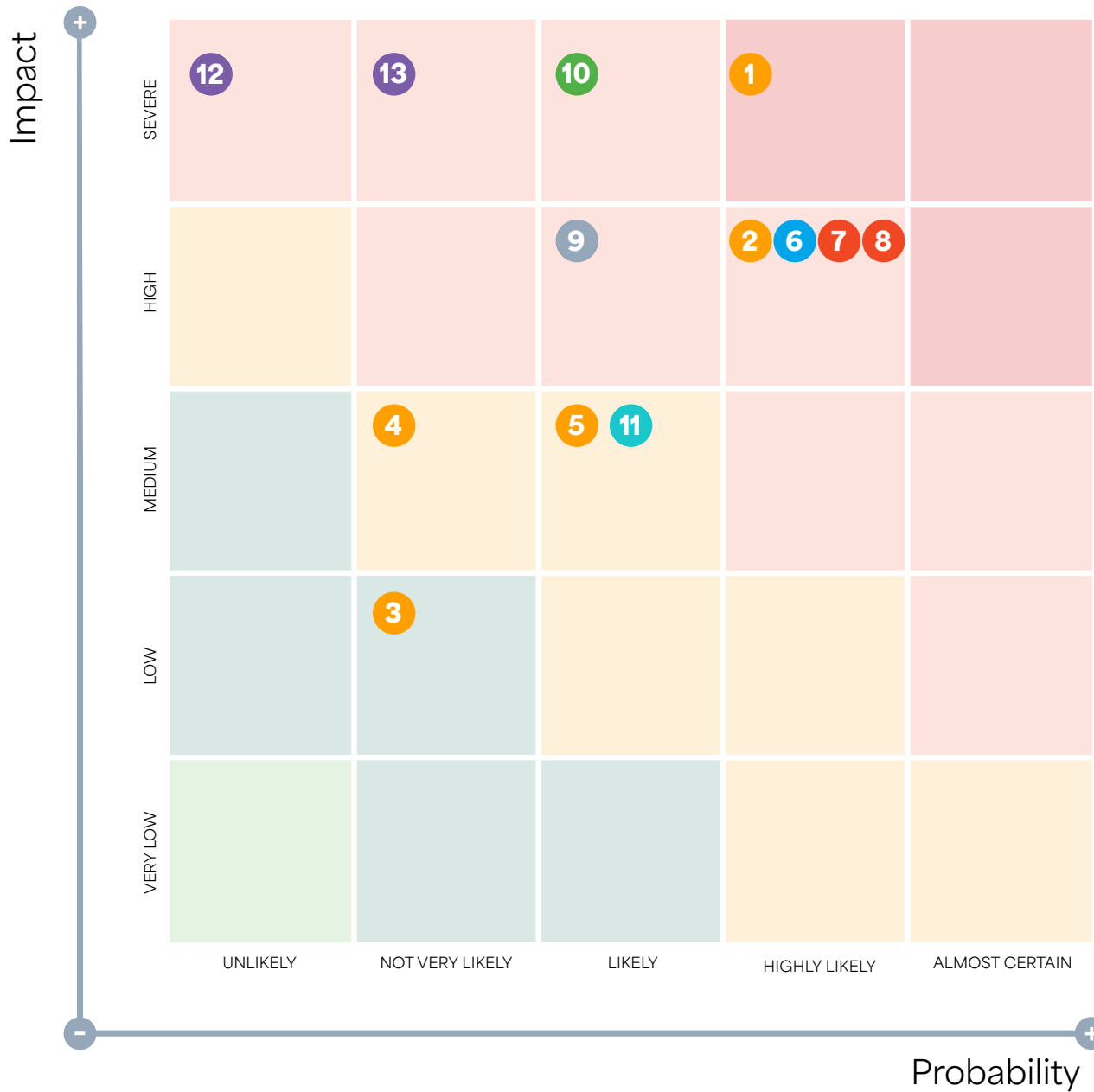


Risk management

Based on the Universal Human Rights Compendium, in 2023 we developed a Human Rights Risk Catalog using the ESG risk management methodology (see *ESG Risk Management section*). A multidisciplinary team evaluated these risks to obtain the baseline that will enable us to take actions and establish measures and control mechanisms to prevent, detect or correct situations.

The following diagram shows the Risk Catalog and a heat map developed from the assessment of these risks.

Risk assestment



Top five risks

- 1. Placing our employees’ lives in jeopardy due to hazardous or unsafe conditions in the workplace.
- 8. Engaging in or allowing physical disciplinary abuse, harsh treatment, sexual or verbal harassment or any other form of intimidation.
- 7. Infringing on personal freedom, limiting opportunities for development and/or discriminating for any reason.
- 6. Depleting the quality of the ecosystems (soil, water, and air) on which the health and well-being of communities near our operations depend.
- 2. Exposing employees to temporary or permanent injury due to hazardous or unsafe conditions in the workplace and/or occupational diseases due to unhealthy conditions.

Impacts

Life, health, and social security

Access to safe water and healthy environment

Equality and freedom from discrimination

Labor rights and obligations

Respect for indigenous peoples and communities

Education and culture

Modern slavery and child labor

Risks

- 1. Placing our employees’ lives in jeopardy due to hazardous or unsafe conditions in the workplace
- 2. Exposing employees to temporary or permanent injury due to hazardous or unsafe conditions in the workplace and/or occupational diseases due to unhealthy conditions
- 3. Establishing labor relations (employees) with salaries and benefits below the standards of the law
- 4. Conducting business with third parties (suppliers of goods or services) close to our operations with insufficient payment for them to meet their basic needs (living wage)
- 5. Engaging in pressure or intimidation against people who hold positions contrary to those of the company
- 6. Deteriorating the quality of the ecosystems (soil, water, and air) on which the health and well-being of communities near our operations depend
- 7. Infringing on personal freedom, limiting opportunities for development, and/or discriminating for any reason
- 8. Engaging in or permitting physical disciplinary abuse, harsh treatment, sexual or verbal harassment or any other form of intimidation
- 9. Establishing business relations with other parties that violate guarantees and obligations regarding employment conditions
- 10. Operating without the prior, free, and informed consent of indigenous peoples and/or denying them access to land
- 11. Limiting access to education or opposing the values, customs, cultural traditions, and other aspects of human development in the communities where we operate
- 12. Allowing working conditions where people are forced to work against their will (modern slavery) and/or where human trafficking is present
- 13. Permitting child labor in our value chain