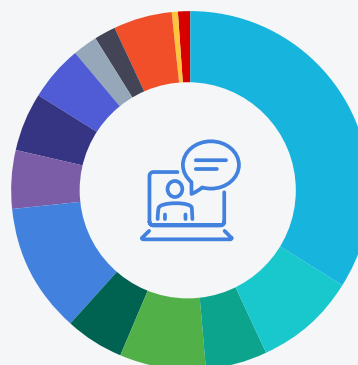
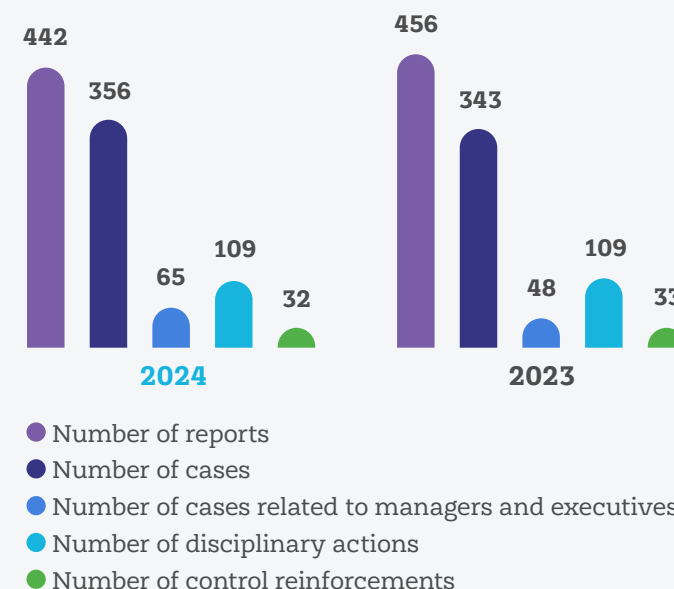


Number of cases by issue denounced	2024	2023
● Work harassment	121	108
● Abuse of authority	33	40
● Others	20	25
● Sexual harassment	27	42
● Theft or destruction of assets	19	18
● Kickbacks/unethical dealing with suppliers	42	40
● Conflicts of interest	18	15
● Violation of policies	19	17
● Professional/occupational negligence	18	13
● Unsafe actions or conditions	8	11
● Incorrect use of assets	7	4
● Fraud	19	2
● Breach of trust	2	3
● Discrimination	3	5
TOTAL	356	343

Reports by issue denounced



Ethics Conduct Indicators



Metrics

In 2024, we received **442 reports**, corresponding to 356 cases, 65 of which involved individuals in leadership positions. We took 109 disciplinary actions and implemented 32 enforcement measures.

Cybersecurity

Peñoles is committed to proactively managing cybersecurity risks and building organizational resilience against evolving threats. Our cybersecurity strategy is built on collaboration among the three lines of defense and technology teams. This synergy has allowed us to more effectively focus our efforts and increase our cybersecurity capabilities.

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