

Security

Collaboration, trust, and respect among our stakeholders are essential elements of our physical security strategy, which emphasizes a culture of prevention, self-care, and the protection of people and assets. Our top priority is to safeguard the physical integrity of our personnel while upholding the human rights of all stakeholders. Our security practices are aligned with the Voluntary Principles on Security and Human Rights.

> Risk Assessment

Understanding the broader environment and its security and social dynamics is critical for preventing risks and responsibly managing human rights impacts. We use two complementary approaches to risk assessment: strategic-level external assessments within our Enterprise Risk Management

(ERM) framework, and asset-level assessments that account for the specific context of each facility. This alignment helps us monitor and mitigate risks across strategic, tactical, and operational levels.

> Interaction with Private Security Forces

Peñoles contracts unarmed private security providers that operate exclusively within our facilities and focus on prevention. This approach minimizes the risk of violent confrontations that could endanger our workers or nearby communities.

As part of our due diligence, we assess the background of each contractor, including any human rights concerns. These companies are required to comply with our Third-Party Code of Conduct and to implement internal mechanisms for managing risks associated with their personnel.

We also support their ongoing development by offering regular training in our expectations around human rights, as defined in the Third-Party Code of Conduct. Our comprehensive oversight includes periodic evaluations and regular meetings with these providers.

In 2024, no human rights complaints related to private security companies were received through our grievance mechanisms.

> Interaction with Public Security Forces

We have formal agreements with the Federal Protection Service of Mexico and the Protection Service of the State of Chihuahua for the Fresnillo, Penmont, and San Julián mines. These public security forces work exclusively within our facilities, following a preventive approach and receiving training on human rights. We periodically review these agreements to ensure continued alignment with our standards, particularly in terms of human rights performance.

In addition to these formal agreements, we maintain an institutional engagement program with public security authorities, aligned with our internal protocols and Code of Conduct.

In 2024, no human rights violations involving the Federal or State Protection Services were reported through our grievance mechanisms.

> Grievance Mechanisms

Peñoles offers stakeholders multiple channels to raise concerns, including a dedicated grievance mechanism for communities and the [Línea Correcta](#), whistleblower channel, which covers the conduct of both the company and its partners throughout the value chain.

