

About this Sustainability Report

Scope

This annual report (from January 1 to December 31, 2025) contains information about the sustainability performance of our company, Industrias Peñoles, S.A.B. de C.V., and its subsidiaries. We define the organizational reporting based on the financial control approach (consolidated accounting group). Due to rounding, some figures and percentages may not add up to a total or 100%. Exceptions to this scope are indicated in the corresponding sections, tables, and charts.

Methodology

We prepare this report in accordance with the Global Reporting Initiative (“GRI”) guidelines and the Mining and Metals standard of the Sustainability Accounting Standards Board (“SASB”). Deloitte is the independent auditor of our sustainability report. The Assurance section presents the independent auditor's limited assurance report on selected sustainability information.

Restatements

Improvements in our calculation methodologies and the evolution of our information systems may result in corrections to previously reported data. We make corrections when errors or changes in the calculation

methodology occur that could affect the decisions of sustainability information users. When necessary, details of the corrections are provided in the footnotes of the corresponding tables and graphs.

Disclaimer

This report contains information about the future sustainability performance of our Group based on management assumptions. This information may include, among other things, expectations regarding the performance, effectiveness, and efficiency of our Group's sustainability practices and initiatives. Future performance is subject to risks, uncertainties, and economic, regulatory, or market factors that could cause material variations in the results obtained. We accept no liability for such variations.



GRI Index

Information disclosed by Peñoles Industries for 2025, in accordance with GRI.

Standard	Code	Indicator description	Disclosure 2025	Reference	Observations or clarifications	Externally assured
General topics						
GRI 2: General Disclosures 2021	2-1	Organizational details	Go to reference	Business model	-	No
	2-2	Entities included in the organization's sustainability reporting	Go to reference	About this Sustainability Report	-	No
	2-3	Reporting period, frequency and contact point	Go to reference	About this Sustainability Report	-	No
	2-4	Restatements of information	Go to reference	About this Sustainability Report	-	No
	2-5	External assurance	Go to reference	Assurance	-	No
	2-6	Activities, value chain and other business relationships	Go to reference	Stakeholder engagement and Responsible value chain	-	No
	2-7	Employees	15,602 Total 2,147 Women employees 13,455 Men employees	Our people performance and metrics	Employees of Bal Holdings and Quirey do Brasil are not included	Yes
	2-8	Workers who are not employees	11,096 Fresnillos total contractors 1,250 Fresnillos women contractors 9,846 Fresnillos men contractors 6,798 Peñoles Total contractors 1,023 Peñoles Women contractors 5,775 Peñoles Men contractors	Our people performance and metrics	External verification was limited to Fresnillo plc contractors only.	Yes
	2-9	Governance structure and composition	Go to reference	Governance, Corporate governance (Annual Financial Report)	-	No
	2-10	Nomination and selection of the highest governance body	Go to reference	Governance, Corporate governance (Annual Financial Report)	-	No

Standard	Code	Indicator description	Disclosure 2025	Reference	Observations or clarifications	Externally assured
GRI 2: General Disclosures 2021	2-11	Chair of the highest governance body	Go to reference	Management reports, Corporate governance (Annual Financial Report)	-	No
	2-12	Role of the highest governance body in overseeing the management of impacts	Go to reference	Governance	-	No
	2-13	Delegation of responsibility for managing impacts	Go to reference	Governance	-	No
	2-14	Role of the highest governance body in sustainability reporting	Go to reference	Governance	-	No
	2-15	Conflicts of interest	Go to reference	Management reports, Corporate governance (Annual Financial Report)	-	No
	2-16	Communication of critical concerns	Go to reference	Governance	-	No
	2-17	Collective knowledge of the highest governance body	Go to reference	Governance	-	No
	2-18	Evaluation of the performance of the highest governance body	Go to reference	Management reports, Corporate governance (Annual Financial Report)	-	No
	2-19	Remuneration policies	Go to reference	Management reports, Corporate governance (Annual Financial Report)	-	No
	2-20	Process to determine remuneration	Go to reference	Management reports, Corporate governance (Annual Financial Report)	-	No
	2-21	Annual total compensation ratio	Not available	-	-	No
	2-22	Statement on sustainable development strategy	Go to reference	Management reports, Corporate governance (Annual Financial Report)	-	No

Standard	Code	Indicator description	Disclosure 2025	Reference	Observations or clarifications	Externally assured
GRI 2: General Disclosures 2021	2-23	Policy commitments	Go to reference	Ethics and integrity	-	No
	2-24	Embedding policy commitments	Go to reference	Ethics and integrity	-	No
	2-25	Processes to remediate negative impacts	Go to reference	Ethics and integrity, Human rights and Communities	-	No
	2-26	Mechanisms for seeking advice and raising concerns	Go to reference	Ethics and integrity	-	No
	2-27	Compliance with laws and regulations	Go to reference	Ethics and integrity and Environmental management	-	No
	2-28	Membership associations	Go to reference	Ethics and integrity	-	No
	2-29	Approach to stakeholder engagement	Go to reference	Stakeholder engagement	-	No
	2-30	Collective bargaining agreementsa	69.44% Employees covered by collective bargaining agreement	Our people performance and metrics	-	Yes
Material Topics						
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Go to reference	Materiality	-	No
	3-2	List of material topics	Go to reference		-	No
	3-3	Management of material topics	Go to reference		-	No
Biodiversidad						
GRI 101: Biodiversity 2024	101-1	Policies to halt and reverse biodiversity loss	Not available	-	-	No
	101-2	Management of biodiversity impacts	Go to reference	Biodiversity conservation	-	No
	101-3	Access and benefit-sharing	Not available	-	-	No
	101-4	Identification of biodiversity impacts	Go to reference	Biodiversity conservation	-	No
	101-5	Locations with biodiversity impacts	Not available	-	-	No
	101-6	Direct drivers of biodiversity loss	Not available	-	-	No
	101-7	Changes to the state of biodiversity	Not available	-	-	No
	101-8	Ecosystem services	Not available	-	-	No

Standard	Code	Indicator description	Disclosure 2025	Reference	Observations or clarifications	Externally assured
Economic performance						
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	US\$ 8,786,806 M Direct economic value generated	Sharing value	-	Yes
			US\$ 6,405,420 M Economic value distributed			
			US\$ 2,381,386 M Economic value retained			
	201-2	Financial implications and other risks and opportunities due to climate change	Go to reference	Climate change	-	No
	201-3	Defined benefit plan obligations and other retirement plans	Grupo Peñoles has a defined pension plan for its non-unionized staff that includes an acquired benefits component for its employees and a defined contribution component based on regular contributions from both Grupo Peñoles and its employees.	Note 19. Employee benefits (Annual Financial Report)	-	No
	201-4	Financial assistance received from government	Not available	-	-	No
Market presence						
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	1.92 Ratios of standard entry level wage compared to local minimum wage	Our people performance and metrics	Assessment for the Mexican workforce.	Yes
	202-2	Proportion of senior management hired from the local community	Not available	-	-	No
Procurement Practices						
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	57.45% Total proportion of spending on local suppliers	Communities performance and metrics	-	Yes

Standard	Code	Indicator description	Disclosure 2025	Reference	Observations or clarifications	Externally assured
Anticorrupción						
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	100% The corruption risk assessment covers all of our operations	Ethics and integrity performance and metrics	-	No
	205-2	Communication and training about anti-corruption policies and procedures	Go to reference	Ethics and integrity	-	No
	205-3	Confirmed incidents of corruption and actions taken	3 reports. Related to benefits, bad practices, or unethical dealings with suppliers	Ethics and integrity performance and metrics	-	Yes
			6 reports. Related to Conflicts of interest		-	
			3 reports. Related to fraud		-	
			6 reports. Related to theft or destruction of assets		-	
			9 Incidents in which employees were dismissed or disciplined for corruption.		-	
			0 Incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.		-	
			0 Regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.		-	
	Energy					
GRI 302: Energy 2016	302-1	Energy consumption within the organization	25,764,492 GJ Total	Climate change performance and metrics	-	Yes
			15,038,448 GJ Total fuel consumption within the organization from non-renewable sources			
			10,726,044 GJ Electricity consumption			
	302-2	Energy consumption outside of the organization	Not available	-	-	No

Standard	Code	Indicator description	Disclosure 2025	Reference	Observations or clarifications	Externally assured
GRI 302: Energy 2016	302-3	Energy intensity	0.092 MWhe/t ore processed Peñoles Mines	Climate change performance and metrics	The numerator of the calculation refers to the total amount of ore that was processed during the period.	No
			0.097 MWhe/t ore processed Fresnillo plc Mines			
			1.834 MWhe/t production Metals		The numerator of the intensity calculation refers to the total amount of products and by-products of the division.	
			1.319 MWhe/t production Chemicals			
	302-4	Reduction of energy consumption	Not available	-	-	No
	302-5	Reductions in energy requirements of products and services	Not available	-	-	No
Water and Effluents						
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Go to reference	Water stewardship	-	No
	303-2	Management of water discharge-related impacts	Go to reference	Water stewardship	-	No
	303-3	Water withdrawal	46,024 ML Total water withdrawal from all areas	Water stewardship performance and metrics	-	Yes
			44,206 ML Total water withdrawal from all areas with water stress			
			144 ML Total surface water			
			144 ML Surface fresh water			
			- Other surface water			
			39,152 ML Total groundwater			
			34,118 ML Fresh groundwater			
			5,034 ML Other groundwater (brackish water)			
			6,728 ML Total third party water			
			433 ML Fresh third party water			
			6,295 ML Other third party water (municipal waste water)			
	303-5	Water discharge	20,271 ML Total in all areas		-	Yes
			20,251 ML On surface water			
			20 ML Third party water			
			20,271 ML Total in water stress areas			
	303-5	Water consumption	25,752 ML Total in all areas		-	Yes
			23,935 ML Total in water stress areas			

Standard	Code	Indicator description	Disclosure 2025	Reference	Observations or clarifications	Externally assured
Emissions						
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	1,177,895 tCO ₂ e	Climate change performance and metrics	-	Yes
	305-2	Energy indirect (Scope 2) GHG emissions	1,322,878 tCO ₂ e Location based		-	Yes
			974,319 tCO ₂ e Market based			
	305-3	Other indirect (Scope 3) GHG emissions	Not available	-	-	No
	305-4	GHG emissions intensity	0.023 tCO ₂ e/t ore processed Peñoles Mines	Climate change performance and metrics	The numerator of the calculation refers to the total amount of ore that was processed during the period.	No
			0.019 tCO ₂ e/t ore processed Fresnillo plc Mines		The numerator of the intensity calculation refers to the total amount of products and by-products of the division.	
			0.8012 tCO ₂ e/t production Metals			
			0.425 tCO ₂ e/t production Chemicals			
	305-5	Reduction of GHG emissions	44.0% Scope 2	Climate change performance and metrics	Scope 2 reductions are associated with increased use of renewable energy, compared to the 2022 baseline. Industrias Peñoles shows reductions in Scope 1 emissions; however, it is not possible to separate the reductions associated with energy efficiency improvements from those resulting from capacity adjustments, therefore they are not reported as reductions.	No
	305-6	Emissions of ozone-depleting substances (ODS)	In accordance with the Montreal Protocol, Mexico has gradually restricted the use of ozone-depleting substances. Industrias Peñoles has adhered to this treaty, and as a result, in 2025, its emissions were only 0.0035 tons of CFC-11 equivalent.	-	HCFC-22 consumption for refrigeration equipment maintenance.	No
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not available	-	-	No

Standard	Code	Indicator description	Disclosure 2025	Reference	Observations or clarifications	Externally assured
Waste and Tailings						
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Go to reference	Mining-metallurgical waste management and Hazardous and special handling waste	-	No
	306-2	Management of significant waste-related impacts	Go to reference	Mining-metallurgical waste management and Hazardous and special handling waste	-	No
	306-3	Waste generated	320,099.58t Total	Hazardous and special handling waste performance and metrics, Waste disposal tables	Includes hazardous and special handling waste generated at Peñoles in the accounting.	Yes
	306-4	Waste diverted from disposal	673.12t Hazardous waste 4,095.48t Special handling waste			
	306-5	Waste directed to disposal	22,456.28t Hazardous waste 292,874.71t Special handling waste			
GRI G4	G4-MM3	Total weight of surcharges, rocks, tailings and waste, and a description of their associated risks	95,840,729t Total	Mining-metallurgical waste management metrics and performance	-	Yes
			Go to reference	Mining-metallurgical waste management	-	Yes

Standard	Code	Indicator description	Disclosure 2025	Reference	Observations or clarifications	Externally assured
Employment						
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	1,320 hiring under 30 years	Our people performance and metrics	Bal Holdings, Inc. and Quirey do Brasil employees are not included	Yes
			525 hiring between 30 and 50 years			
			18 hiring over 50 years			
			287 hiring Women employees			
			1,576 hiring Men employees			
			1,863 hiring Total employees			
			29.59% under 30 years old			
			5.7% Hiring rate between 30 and 50 years			
			0.92% Hiring rate over 50 years			
			13.36% Hiring rate Women employees			
			11.71% Hiring rate Men Employees			
			11.94% Hiring rate Percentage of total Hirings			
			818 Turnover under 30 years old			
			911 Turnover between 30 and 50 years			
			181 Turnover over 50 years			
			266 Turnover women employees			
			1,644 Turnover men employees			
			1,910 Turnover total turnovers			
			18.34% Under 30 years old			
			9.9% Between 30 and 50 years			
			9.32% Over 50 years			
			12.38% Women employees			
	12.21% Men employees					
	12.24% Percentage of total turnovers					
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Go to reference	Our people	-	No
401-3	Parental leave	Not available	-	-	No	
Closure and re-habilitation						
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	Go to reference	Our people	-	No

Standard	Code	Indicator description	Disclosure 2025	Reference	Observations or clarifications	Externally assured
Health and Safety						
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Go to reference	Health and safety	-	No
	403-2	Hazard identification, risk assessment, and incident investigation	Go to reference			No
	403-3	Occupational health services	Go to reference			No
	403-4	Worker participation, consultation, and communication on occupational health and safety	Go to reference			No
	403-5	Worker training on occupational health and safety	Go to reference			No
	403-6	Promotion of worker health	Go to reference			No
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Go to reference			No
	403-8	Workers covered by an occupational health and safety management system	Go to reference			No
	403-9	Work-related injuries	1 Fatalities as a result of work-related injury (Employees)	Health and safety performance and metrics	Rates calculated for every 1,000,000 hours worked	Yes
			0.03 Rate of fatalities as a result of work-related injury (Employees)			
			225 High-consequence work-related injuries (excluding fatalities) (Employees)			
			6.08 Rate of high-consequence work-related injuries (excluding fatalities)(Employees)			
			470 Recordable work-related injuries (Employees)			
			12.70 Rate of recordable work-related injuries (Employees)			
			37,012,477 Hours worked (Employees)			
			1 Fatalities as a result of work-related injury (Contractors)			

Standard	Code	Indicator description	Disclosure 2025	Reference	Observations or clarifications	Externally assured	
GRI 403: Occupational Health and Safety 2018	403-9	Work-related ill health	0.02 Rate of fatalities as a result of work-related injury (Contractors)	Health and safety performance and metrics	Rates calculated for every 1,000,000 hours worked	Yes	
			213 High-consequence work-related injuries (excluding fatalities) (Contractors)				
			5.04 Rate of high-consequence work-related injuries (excluding fatalities) (Contractors)				
			362 Recordable work-related injuries (Contractors)				
			8.56 Rate of recordable work-related injuries (Contractors)				
			42,293,201 Hours worked (Contractors)				
	403-10	Work-related ill health	- Fatalities resulting from an occupational illness or disease	Health and safety performance and metrics	Industrias Peñoles does not outsource	Yes	
			133 Recordable occupational illnesses and diseases				
			During 2025, the main occupational diseases identified were hearing loss, pneumoconiosis, and musculoskeletal disorders.				
	Training						
	GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	41.81 Hours	Our people performance and metrics	It is not broken down by gender or job category. It includes training on environmental issues, technical and humanistic skills and values, anti-corruption policies and procedures and human rights, as well as health and safety training.	No
		404-2	Programs for upgrading employee skills and transition assistance programs	Go to reference	Our people		No
404-3		Percentage of employees receiving regular performance and career development reviews	97.2% Non unionized employees	Our people performance and metrics		No	

Standard	Code	Indicator description	Disclosure 2025	Reference	Observations or clarifications	Externally assured
Diversity						
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	280 Senior professional women	Our people performance and metrics	Only non-unionized employees in the supervisory, professional, and non-professional categories are considered. Executives and managers are excluded. Employees of Bal Holdings and Quirey do Brasil are not included.	Yes
			1,018 Senior professional men			
			473 Professional women			
			1,711 Professional men			
			168 Non professional women			
			509 Non professional men			
			81 Senior professional under 30 years			
			713 Professional under 30 years			
			198 Non professional under 30 years			
			1,045 Senior professional between 30 and 50 years			
			1,329 Professional between 30 and 50 years			
			395 Non professional between 30 and 50 years			
			172 Senior professional over 50 years			
			142 Professional over 50 years			
			84 Non professional over 50 years			
			22% Senior professional women			
			78% Senior professional men			
			22% Professional women			
			78% Professional men			
			25% Non professional women			
			75% Non professional men			

Standard	Code	Indicator description	Disclosure 2025	Reference	Observations or clarifications	Externally assured
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	6% Senior professional under 30 years	Our people performance and metrics	Only non-unionized employees in the supervisory, professional, and non-professional categories are considered. Executives and managers are excluded. Employees of Bal Holdings and Quirey do Brasil are not included.	Yes
			33% Professional under 30 years			
			29% Non professional under 30 years			
			81% Senior professional between 30 and 50 years			
			61% Professional between 30 and 50 years			
			58% Non professional between 30 and 50 years			
			13% Senior professional over 50 years			
			7% Professional over 50 years			
			12% Non professional over 50 years			
	405-2	Ratio of basic salary and remuneration of women to men	0.96 ratio Senior professional basic salary and remuneration of women to men	Our people performance and metrics	Only non-unionized employees in the supervisory, professional, and non-professional categories are considered. Executives and managers are excluded. Employees of Bal Holdings and Quirey do Brasil are not included. Only base salary is considered.	Yes
			0.98 ratio Professional basic salary and remuneration of women to men			
			1.06 ratio Non professional basic salary and remuneration of women to men for			

Standard	Code	Indicator description	Disclosure 2025	Reference	Observations or clarifications	Externally assured
Non-discrimination						
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	8 Discrimination incidents reviewed by the organization	Ethics and integrity performance and metrics	-	Yes
			3 Discrimination incidents where remediation plans have being implemented			
			3 Remediation plans that have been implemented, with results reviewed through routine internal management review processes			
			4 Incidents no longer subject to action			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Go to reference	Our people	-	No
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	There are no operations or suppliers with a significant risk of child labor cases.	Ethics and integrity and Responsible value chain	-	No
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	There are no operations or suppliers with a significant risk of forced or compulsory labor cases.	Ethics and integrity and Responsible value chain	-	No
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	Not available	-	-	No
GRI 411: Derechos de los pueblos indígenas 2016	411-1	Incidents of violations involving rights of indigenous peoples	Go to reference	Indigenous people	-	No

Standard	Code	Indicator description	Disclosure 2025	Reference	Observations or clarifications	Externally assured
Communities						
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	100% of operations Social impact assessments, including gender impact assessments, based on participatory processes	Communities performance and metrics	The percentage is calculated considering the relevant operations in the area of social performance management and advanced projects related to social management.	Yes
			100% of operations Environmental impact assessments and ongoing monitoring			
			100% of operations Local community development programs based on local communities' needs			
			100% of operations Stakeholder engagement plans based on stakeholder mapping			
			100% of operations Broad based local community consultation committees and processes that include vulnerable groups			
			100% of operations Works councils, occupational health and safety committees and other worker representation bodies			
			100% of operations Formal local community grievance processes			
			100% of projects Local community development programs based on local communities' needs			
			100% of projects Social impact assessments, including gender impact assessments, based on participatory processes			
			100% of projects Stakeholder engagement plans based on stakeholder mapping			
	413-2	Operations with significant actual and potential negative impacts on local communities	100% of projects Broad based local community consultation committees and processes that include vulnerable groups			
			100% of projects Formal local community grievance processes			
			Not available	-	-	No