



PEÑOLES

Integrity and Compliance

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Integrity and Compliance

PROGRAM ENDORSEMENT

Transparency and compliance.

Our historical commitment to integrity and to providing trust to our stakeholders continues to grow stronger because we have well-defined and well-established ethical values and principles of conduct, which have earned us the commitment of our personnel and the trust of investors, customers, suppliers, communities and authorities throughout our extensive history of more than 135 years. Since 2005, Peñoles has adhered to the United Nations Global Compact, as well as to the best practices and initiatives for sustainable development, corporate governance and transparency; we promote respect for human and labor

rights; we ensure a supply chain free of ethical and legal conflicts; we maintain relationships with third parties who, like us, are respectful of the environment and promote the protection of life, health and the environment.

We have an Integrity framework that fosters a culture attached to the Vision, Values, Code of Conduct, Legislation and applicable Regulations. Under this premise, it is essential to continue reinforcing solid principles based on a shared vision and values that allow us to adapt to an increasingly demanding, complex and regulated environment, in addition to preventing phenomena that im-

pede the proper development of organizations and even threaten their permanence, as is unfortunately the case with situations of bribery and corruption, money laundering or fraudulent conduct.

The Integrity and Compliance Program and the actions derived from it are integral and permanent components of our business processes that must be kept under constant development. Their effectiveness and practical applicability require continuous improvement and must always be supported by the congruence in the words and actions of those of us who are part of Peñoles.

OUR VISION

To be a company of excellence worldwide, with extraordinary results, a leader in its sector, with safe and sustainable operations, driven by its agility and capacity for transformation, in harmony with its environment and society.

CODE OF CONDUCT

Our Code of Conduct is the guide that expressly states the expected behaviors in our daily activities and interaction with our stakeholders. Every year, the Code of Conduct is reviewed and updated according to the reality of the business environment; therefore, it is socialized and disseminated to all personnel. It is made up of seven sections:

- 1) Understanding of Peñoles' philosophy, purpose, frame of reference for decision making and commitment to our CRIL values.
- 2) Our conduct as employees, the importance of reporting unethical behavior, protection against retaliation, violations of the Code, disciplinary measures and conflict of interest.
- 3) The appropriate way to proceed with our stakeholders.
- 4) Conflict of interest.
- 5) Antibrabery and anticorruption.
- 6) Resources protection and care.
- 7) Sustainability.
- 8) Provisions for the Board and its Committees.
- 9) Violations.

POLICY OF INTEGRITY AND COMPLIANCE

For Peñoles it is important to provide the appropriate mechanisms so that personnel decision making adheres to the Mission, Vision, Institutional CRIL Values and Code of Conduct.

Our Integrity and Compliance Policy, aligned with the Strategic Plan and authorized by General Management, addresses the following aspects:

Lines of action:

Prevention, detection and mitigation contribute to strategic decision making, incident management, good

corporate governance, value creation and the fostering of an environment of trust that contributes to the achievement of vision, organizational objectives and reputation.

Three lines of defense:

- The first line is supported by the responsible areas, processes, controls and technology; oriented to daily operations to avoid the occurrence of incidents and ensure compliance with the laws and regulations in force.
- The second line corresponds to the

functions of supervision, reporting and indicators of the comptrollers, risk management, Compliance Department, Legal Department, among others.

- The third line is represented by Internal Audit, which provides independent assurance to the Audit Committee and management on risk mitigation, effectiveness and efficiency of controls and corporate governance.

For further information, please refer to the **Policy of Integrity and Compliance** on the website.

BEHAVIORAL COMPASS

It represents in a didactic way our reference framework for decision making, particularly when there are questions about how to proceed in situations that require attention with respect to the provisions of the Code of Conduct or, where appropriate, the applicable regulations. This tool is disseminated to all employees through Peñoles' internal communications media.



CRIL VALUES

Our CRIL values are actively disseminated through screensavers, shift meetings, internal publications, internal portal and souvenir distribution. Furthermore, training is provided in person and online to reinforce decision making based on institutional values.

TRUST

We rely on our ability as a team, on the sum of talents and the consistent work of each person to achieve extraordinary results.

RESPONSIBILITY AND RESPECT

We fulfill our commitments and objectives, taking full responsibility for our actions, decisions and results.

We recognize the inherent value of each person, value different opinions and beliefs, comply with the law and protect the environment.

INTEGRITY

We comply at all times with the ethical principles of the organization, acting with transparency and honesty.

LOYALTY

We build strong, trusting relationships by honoring the organization's principles.

CYBERSECURITY

At Peñoles we reinforce our commitment to cybersecurity through a collaborative environment across all levels of our organization and our business processes. We understand that we must be prepared to adapt to a changing environment and strengthen our resilience to cyber threats. Close collaboration between the three lines of defense and the different areas of technology has allowed us to focus efforts aimed at increasing our cybersecurity capabilities.

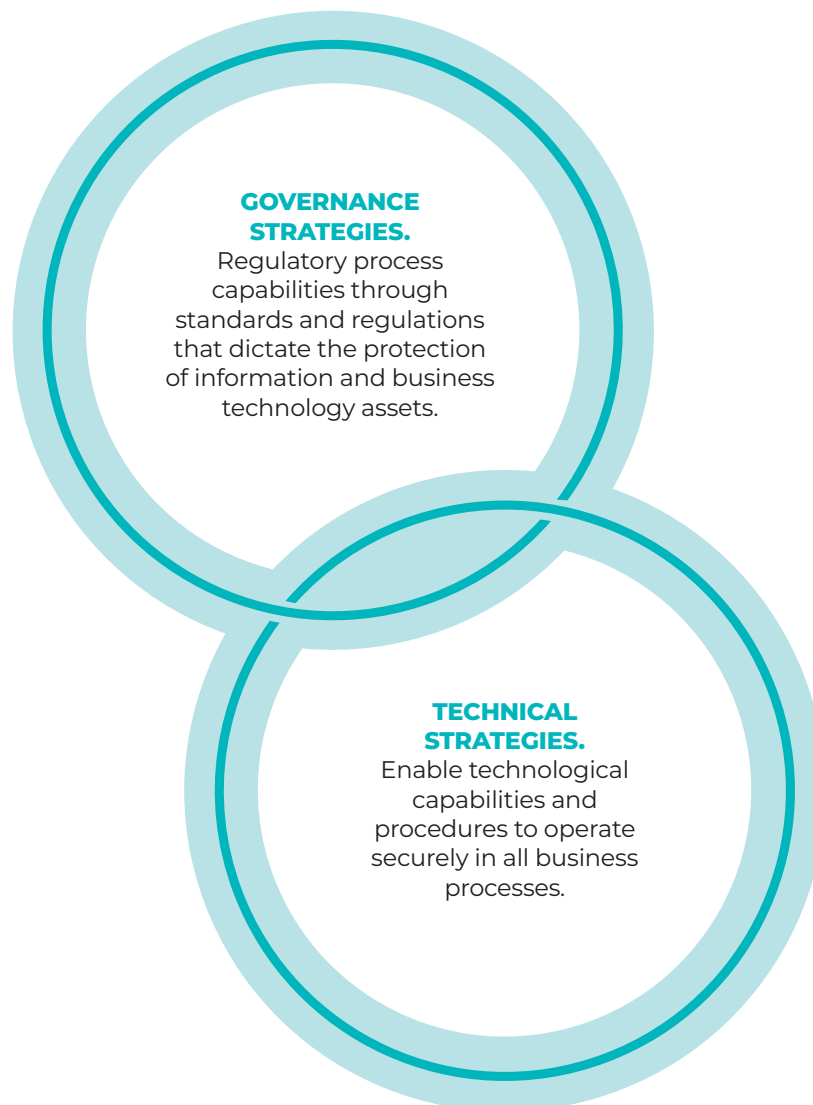
We continually strengthen our cybersecurity culture at all levels of the organization, so we train and disseminate to all employees that cybersecurity is everyone's responsibility in the organization, in this way, we all responsibly use the technology and information we work with every day.

We continuously update our catalog of services aligned with international best practices, which allows us to validate that we have the necessary cybersecurity capabilities and processes to address the risks that the use of technology entails, as well as guarantee compliance with applicable regulatory requirements.

We develop our technological capabilities to confront increasingly sophisticated cyber threats, so we constantly increase our visibility and monitoring of our different technological infrastructures.

Our cybersecurity program constantly strengthens our level of maturity, which allows us to establish the necessary initiatives to strengthen and increase our cybersecurity capabilities.

Our projects and our operation strengthen the cybersecurity strategy through:



STRENGTHENING OUR INTEGRITY PRACTICES

In order to permeate the integrity framework applicable to Peñoles, based on its vision, organizational values and Code of Conduct, foster trust by example from the highest level (“tone from the top”) and strengthen the internalization of expected behaviors in the organization, the following initiatives are in place:

a) Endorsement of our commitment to integrity

Through the internal technological platform Virtual Campus, we carry out an annual endorsement of our commitment to integrity, through which employees and executives commit to comply with and enforce compliance with the company’s Code of Conduct and internal guidelines in addition, key Compliance concepts are reviewed and internalized through the following segments:

- Exercises to socialize the updating of the Code of Conduct.
- Knowledge and assessment of the Integrity and Compliance Policy, fraud prevention and deterrence procedures and that of donations, sponsorships, presents and hospitality.
- Whistleblowing hotline and how to make a report.
- Conflicts of Interest.

Concept of Conflict of Interest (COI)

As part of the reinforcement of key Compliance concepts, all employees and managers receive information on what a conflict of interest means, through internal means and as part of the Endorsement of our commitment to integrity:

*“Conflict of interest is the possible impairment of the **impartial and objective performance** of the duties of Peñoles employees due to personal, family, economic, business **or any other type of interest**”.*

b) Integrity training to new hires and third parties

It is our mission to promote a strong culture of integrity throughout the organization and with our stakeholders through training programs and strategies based on the foundations of the Integrity and Compliance Program.

c) Integrity training to managers

The “Actuamos con integridad” workshop was delivered to our business units’ team leaders throughout Peñoles. Different topics were reinforced such as: conflict of interest, anti-corruption and anti-bribery (ABC) practices, regulatory compliance, harassment prevention and whistleblowing mechanism (Línea Correcta). These topics were complemented with case studies. As an outcome of these trainings, different attendees raised up integrity and compliance concerns or questions which have been followed-up.

Thanks to the maturity of the Integrity and Compliance Program, we remain in the ranking of the Most Ethical Companies prepared by the consulting firm AMITAI. Additionally, in the annual Corporate Integrity ranking of Expansión Magazine (IC500), together with Transparencia Mexicana and Mexicanos Contra la Corrupción y la impunidad (Mexicans Against Corruption and Impunity).

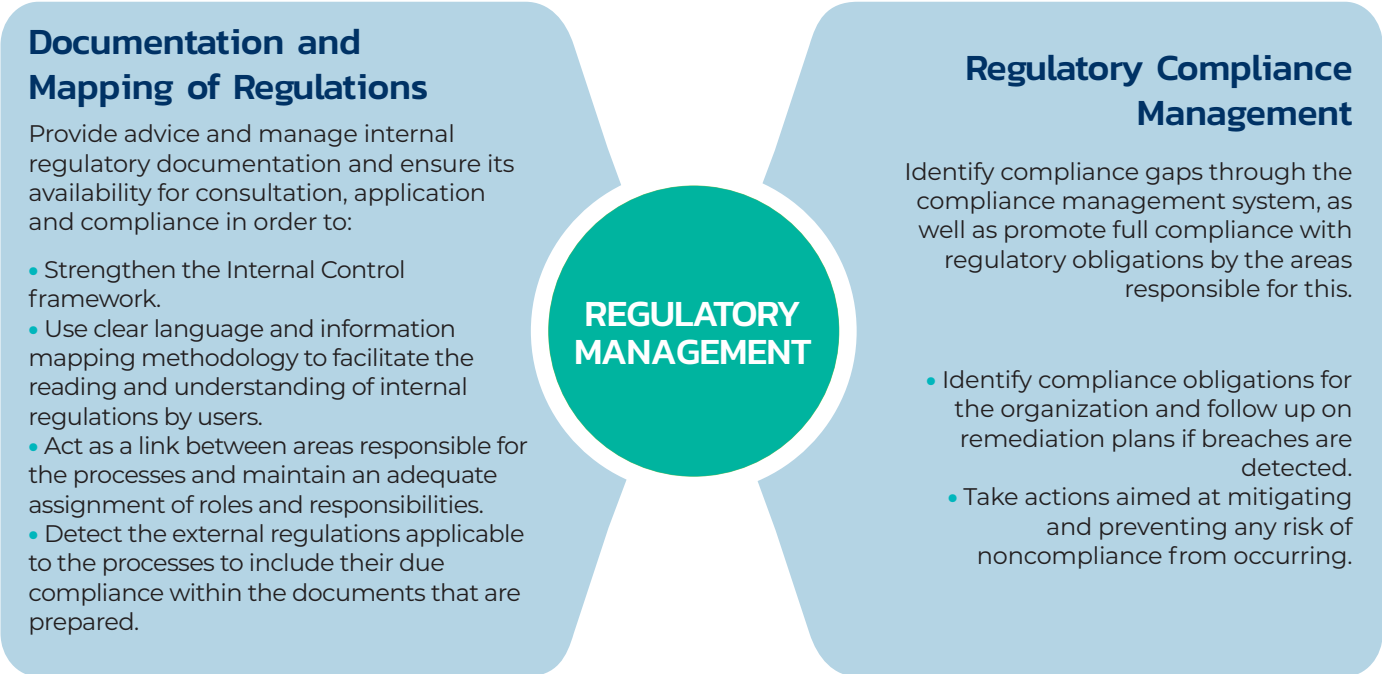
REGULATORY COMPLIANCE MANAGEMENT

To ensure that our activities are carried out by the highest standards of corporate, operational, and social responsibility, we have an internal regulatory system, which is part of Corporate Governance. This system is made up of different regulatory documents, such as policies, guidelines, procedures, and protocols, among others, which are aligned with the applicable external regulations.

Likewise, we ensure that we always comply with the legislation that regulates our activities and that of the legal entities and operational units of the Organization. To ensure compliance with the regulations, we have established adequate controls within our business processes; we train ourselves for their correct execution and we monitor their compliance. In the event of detecting non-compliance with laws and regulations, we implement action plans to remedy them together with the areas responsible for each of the business units and at the corporate level; such, develop improvements in our controls to prevent future non-compliance.

COMPLIANCE FUNCTIONS

The area responsible for managing compliance carries out the following functions:



ACTIVITIES

ACTION 1

Following the verification carried out on the anti-bribery and corruption program in 2022 by a third party in accordance with the applicable regulatory framework, the following plan was developed: Various internal regulatory documents related to the aspects of greatest risk exposure, such as contracting works and services, supplies, due diligence, and financial operations, among others, were updated.

ACTION 2

Implement improvements and documentation of processes to ensure compliance with applicable external regulations in various areas and operations, in coordination with the different areas and those responsible for the processes.

ACTION 3

An ethical culture survey was managed and carried out for the entire Organization in coordination with the corporate integrity function.

ACTION 4

Compliance was monitored and reports were generated, as well as follow-up of action plans in critical processes for the Organization.

ACTION 5

It began with the documentation of various administrative, financial, operational, and information technology processes of the Organization, to comply with the new British Corporate Governance Code in the legal entity to which said regulation is applicable.

Data privacy

We have solid foundations for the due compliance of regulations that protect various rights of our staff, such as the Federal Law on the Data Privacy held by Private Parties (LFPDPPP).

In 2024, the National Institute for Transparency, Access to Information and Data privacy (INAI) issued the registration in the INAI Registry and certificate with number REA.EA.01.2015.-01/15-NYCE-CPDP-094; of the Self-Regulation System on the Data Privacy, for complying with the requirements of the Federal Law on the Data Privacy held by Private Parties, its Regulations and the Self-Regulation Parameters and applicable regulations on Data Privacy of our company.



Whistleblowing system

Peñoles provides its stakeholders with direct and confidential channels to report any behavior that contravenes the Code of Conduct and ethical decision-making through an anonymous whistleblowing hotline called “Línea Correcta”, which, with different means of contact, handles complaint reports 365 days a year, 24 hours a day.

LÍNEA CORRECTA

E-mail address:	penoles@lineacorrecta.com
Website:	https://penoles.lineacorrecta.com
Toll-free calls:	800 002 8477 (Mexico)
Instant messaging:	(55) 65 38 5504 (Mexico)

We build staff confidence to report misconduct without fear of retaliation through a whistleblower management process that is reliable, effective, and upright.

ANNUAL STATISTICAL INFORMATION

In 2024, a total of 195 reports were received through the whistleblowing hotline, Línea Correcta, grouped into the following categories:

Abuse of authority	12	Workplace harassment	52
Sexual harassment	14	Non-compliance with policies	15
Benefits/Unethical dealings with suppliers	41	Negligence in the workplace	15
Risky safety conditions	6	Theft or destruction of assets	13
Conflict of interest	13	Others	10
Use of illegal substances	4		

Based on these reports, remedial actions or disciplinary measures were carried out:



102 reports were concluded and 19 are still under investigation

To strengthen confidence in the whistleblower system, we carry out the following transparency and accountability practices, which are disseminated through institutional channels:

- Línea Correcta annual executive report.
- Quarterly newsletter containing statistical data on complaints, categories and remedial actions.

The company expects all its personnel, as well as its shareholders, customers, contractors, suppliers and communities where we operate, to adhere to the Code of Conduct, doing the right thing, complying with the established rules and policies, as well as the laws, rules and regulations that apply to us.

Anti-retaliation

The purpose of this policy is to promote an environment of trust and openness where the right to report any action or behavior that is contrary to the provisions of our Code of Conduct or that contravenes any external or internal regulation without concern for reprisals is encouraged.

At Peñoles, we are committed to obtaining sufficient information in a friendly, objective, confidential and legally compliant manner to take fair and informed action on a reported case and to conducting an objective, thorough and fair investigation of the allegations before making a determination. We, as Peñoles personnel, are expected to cooperate in investigations.

It is our responsibility:

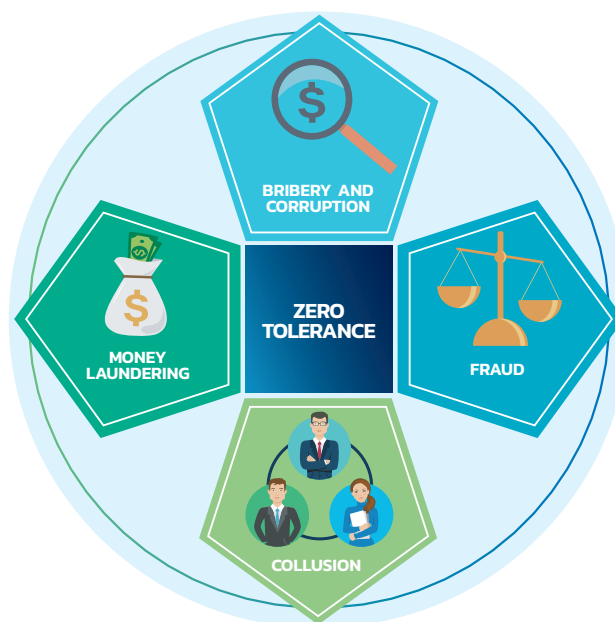
- Ensuring that all our stakeholders are free to report irregularities.
- Proveer de herramientas y canales para la recepción de denuncias de una manera, fácil, segura, confidencial y anónima sin ningún miedo a cualquier tipo de represalia.
- Investigate, resolve and, if necessary, sanction all reports received.

The **Integrity Manual** establishes that it is prohibited to impose any type of punishment or retaliation against whistleblowers. Retaliation will be grounds for internal disciplinary action, which may even constitute grounds for justified dismissal.

For further information, please refer to the **Anti-Retaliation Policy, Corporate Integrity Manual** and **Code of Conduct**.

Zero Tolerance FOR UNWANTED SITUATIONS

Peñoles has a **zero-tolerance stance on money laundering, fraud, collusion, bribery and corruption, and refrains from doing business dealings with third parties suspected of engaging in these activities**. In accordance with our **Code of Conduct**, the company respects human rights and encourages its suppliers and contractors to agree with the same ethical principles.



Responsible Industry Statement

Peñoles is committed to legality and respect for national and international laws through the **Responsible Industry Statement** on the Peñoles website: <http://www.penoles.com.mx>

Government Relations

This procedure applies to all Peñoles employees and third parties acting on behalf of the company in any interaction with domestic or foreign governments. It establishes a zero-tolerance stance for acts that call into question the ethical culture of the organization or that are perceived as corruption or bribery in any relationship with the government. Therefore, we must avoid participating in any unethical act to obtain a direct or indirect commercial advantage for Peñoles or to facilitate any routine government procedure.

For further information, please refer to the **Procedure for relationships with the Government**.

PROHIBITION OF BRIBES AND facilitation payments

The **Corporate Integrity Manual** specifies that it is prohibited to promise, offer or deliver anything of value to public servants, customers, suppliers or any third party, either directly or indirectly, in exchange for carrying out or abstention from conducting any activities related to their functions.

For further information, please refer to the **Corporate Integrity Manual**.

Donations, sponsorships, presents, hospitality and entertainment

This procedure is applicable to all Group companies, Business Units and employees who do business with third parties. It establishes the measures applicable to the granting of donations, as well as the treatment of cases interpreted as granting/receiving sponsorships, subsidies, presents, entertainment, hospitality and gratuities from or to third parties.

Code of Conduct.

It is our obligation to tactfully and courteously refuse any type of present intended to be given to us by customers, suppliers or any other third party with whom Peñoles has business dealings. Similarly, it is our obligation to refrain from giving presents to any type of third party.

At Peñoles, **the only acceptable gifts are promotional items of low value for advertising purposes and are delivered in an obvious manner**; also, promotional items are the only presents that Peñoles delivers to its customers, suppliers and third parties with any relationship with the company.

All personnel whose duties require them to accept invitations from third parties to visit their facilities, attend training, events or exhibitions organized by them, must have the authorization of our Divisional Director; in addition, travel expenses and registration fees will be paid by Peñoles.

For both hospitality and travel expenses incurred, staff must comply with the rules set out in the **Procedure for Authorization and Verification of Travel and Local Expenses**. Part of these documents define that the reason for offering expense reimbursement to third parties and stakeholders must be clearly documented.

For further information, please refer to the website **Procedure for donations, sponsorships, presents, hospitality and entertainment**.



Political and social donations and/or contributions

Code of Conduct.

Peñoles recognizes and respects the right of individuals to participate in activities outside the company, such as those of a political nature and/or in non-governmental organizations. In these cases, we expect such social activities to be legal and not to interfere with our work or compromise the company.

Participation in activities related to politics or electoral processes should be on a personal basis and we should not use our company's resources (time, office equipment, vehicles, machinery, uniforms, among others).

Peñoles does not directly or indirectly make contributions or other payments, nor does it provide goods or services to candidates

for public office or political parties; however, it encourages its personnel to participate in civic activities in the communities where its operations are located.

When a non-governmental organization requests support from our company, the channel of attention is through the community outreach departments; however, when Peñoles rejects a request for support, it does not mean that the objective is not necessary or valuable, but rather that it may not be aligned with the priorities or availability of funds.

For further information, please refer to the **Procedure for donations, sponsorship, presents, hospitality and entertainment.**

Fraud prevention

For purposes of our integrity and compliance framework, fraud is a crime committed by deliberately using deception or taking advantage of a position to obtain an undue economic benefit to the detriment of Peñoles.

It is important to consider that, although a person who commits fraud usually seeks to obtain a benefit for himself or for others, it can also have the purpose of damaging the assets and reputation of our company. Therefore, it is necessary to prevent it and to report them in a timely manner, in case one or more associated risks such as any of the following materialize:

- I. Misuse of company resources.
- II. Abuse of the position in the company for own economic benefit.
- III. Misappropriation of the company's assets (examples: misappropriation of assets, improper collections, improper disbursements, theft of assets and financial resources).
- IV. Improper use and disclosure of confidential information (e.g., trade secrets).
- V. Fraudulent reports and statements (examples: manipulation of accounting records, elimination or omission of transactions, recording of transactions without proper support).

For further information, please refer to the **Fraud Prevention Guideline** on the Website.

Money-laundering prevention

Peñoles permanently addresses the prevention aspects of any type of money laundering and refrains from doing business with third parties that may use our company as a vehicle to incorporate resources of illicit origin into the formal economy. For this reason, we carry out the appropriate actions to assess the integrity of transactions and minimize the risk of becoming involved in operations that imply or appear to imply money laundering.

In compliance with current regulatory requirements to which Peñoles is subject under the Federal Law for the Prevention and Identification of Operations with Illicit Proceeds

(Anti-Money Laundering Law), the following preventive and remedial actions were carried out:

- Updated publication and dissemination of the Manual for Compliance with the Federal Law for the Prevention and Identification of Transactions with Illicit Proceeds in our internal regulations system.
- Follow-up of transactions related to “vulnerable” activities for purposes of the Law.
- Remedial self-corrective actions permitted by the Law in force in Group companies.

Integrity Program for Business Partners

Third Party Integrity Training

It is our mission to promote a strong culture of integrity throughout the organization and with our stakeholders through training programs and strategies based on the conceptual foundations of the Integrity and Compliance Program.

This year we participated in the XXIX Meeting of Grupo Metales and its service providers by giving We act with integrity Workshop focused on key aspects of our Code of Ethics and Conduct for Third Parties such as anti-bribery and anti-corruption practices, declaration of conflicts of interest and whistleblowing system, with the attendance of 70 contract owners and/or legal representatives of the main suppliers.

Business partners are informed through electronic communications on how to proceed with presents and hospitality contained in the Sponsorship, Presents, Hospitality and Entertainment Donations Procedure, as well as through the Code of Conduct, the Corporate Integrity Manual, the Anti-Corruption and Bribery Procedure and the Conflict-of-Interest Management Procedure available on the company's website.

For further information, please refer to the **Code of Conduct**.

Code of Conduct for Third Parties (Third Party Integrity Manual)

In accordance with our Integrity and Compliance Program

with scope to our third parties, whom we identify as any legal entity or individual who has an interest relationship with Industrias Peñoles and its subsidiaries, we have a Code of Conduct for Third Parties that expressly states the guidelines to which our business partners must adhere.

This Code is based on our Business Strategy of Integrity and Compliance, it is also based on the principles that distinguish us as an organization and was developed considering the applicable regulatory compliance and adherence to internationally recognized standards, such as the United Nations Global Compact, the conventions of the International Labor Organization, the guidelines issued by the Organization for Economic Cooperation and Development (OECD) and the United Nations (UN) that promote corporate responsibility, as well as respect for human and labor rights.

Code compliance assurance activities

Peñoles carries out the following activities:

- 1) Due diligence procedure to know the operational profile of our third parties through a risk-focused system.
- 2) Visit facilities and/or request documentation.
- 3) Education, dissemination and training activities.

For further information, please refer to the **Code of Conduct for Third Parties** on our Company's Website.

Corruption Acts Definitions



CORRUPTION

Abuse of power to benefit oneself or a third party.



BRIBERY

Offering, giving, soliciting or receiving (directly or indirectly) a benefit with the intention of improperly influencing the actions of another person.

- **Active bribery:** is the improper offer or concession, directly or indirectly, of anything of value.

- **Passive bribery:** is the improper demand or acceptance of anything of value.



ENTERTAINMENT

Provide the opportunity to participate in an act or activity that may compromise their decision.



HOSPITALITY

Act of providing travel, transportation, lodging or entertainment; also includes meals when provided as part of entertainment to third parties.



PRESENT

Anything of monetary value, favor or influence.



UNDUE ADVANTAGE

Refers to something to which the company or person in question has no clear or legitimate right, such as an operating license for a factory that does not meet regulatory requirements.



For further information about illegal acts of corruption, please refer to the **Corporate Integrity Manual**.

Anti-Corruption Training Program

Peñoles voluntarily complies with national and international principles whose purpose is to avoid situations that affect the impartial and objective performance of our functions; among them the General Law of Administrative Responsibilities or, indirectly (attraction clause), regulations such as the UK Bribery Act (United Kingdom) or the Foreign Corrupt Practices Act (United States). In this regard, Peñoles requires in particular that all its employees comply with the applicable anti-corruption regulations to ensure the trust of our stakeholders: community, employees, shareholders, customers, suppliers and governments.

Peñoles is committed to providing not only its employees and executives, but also all its stakeholders, with the necessary tools to act in a manner consistent with its principles and expected behaviors. To this end, it has a Compliance structure headed by an Ethics

and Corporate Values Committee and a Compliance and Risk Department, which has strengthened the **Annual Training and Dissemination Program** aimed at reinforcing the integrity practices necessary for the correct development of our company.

On an annual basis, through the internal technological platform Virtual Campus, we launch the Endorsement of our commitment to integrity, by means of which employees and executives reviewed the contents of the Code of Conduct and internalized key Compliance concepts through the following segments:

- Exercises to socialize the updating of the Code of Conduct.
- Survey on the perception of the company's integrity environment.
- Awareness and assessment of the

Integrity and Compliance Policy, Fraud Prevention and Deterrence; Donations, Sponsorships, Presents and Hospitality Procedures.

- Capsule on the whistleblowing hotline and a tutorial on how to make a whistleblowing report.
- Questionnaire to identify potential conflicts of interest (annual statement of conflicts of interest).

A legally valid digital signature is included to demonstrate the commitment of all personnel in the knowledge of and adherence to the internal regulations that make up the Integrity and Compliance Program.

A total of **3,698 employees** successfully certified their knowledge and reaffirmed their annual commitment, which represented **100% of the personnel**.

Integrity Program Monitoring

Control, monitoring and auditing systems

The Compliance and Risk Director is responsible for establishing an adequate and effective control and monitoring system that constantly and periodically examines compliance with integrity standards throughout the organization. Its objective is to ensure the design, establishment, verification and updating of policies, processes, guidelines and controls that promote compliance with internal and external regulations applicable to Peñoles and its employ-

ees in relation to their corporate and business activities.

This year we have actively participated Ethisphere's™ Most Ethical Companies survey, using its Ethics Quotient® to regularly assess and monitor our ethical culture and identifying international best practices, as well as to compare our compliance program with the benchmark of the other participants in the Survey and track our progress towards maintaining and improving our own.

Violations to the Code of Conduct

The Ethics and Corporate Values Committee, a body made up of company executives, is responsible for supervising and overseeing compliance with the Code of Conduct and the Corporate Integrity Manual, as well as for dealing with cases of unethical conduct and establishing sanctions when they occur.

Violations of the Code of Conduct will result in disciplinary measures that will vary depending on the circumstances and seriousness of each case. Before determining any disciplinary measure, the available evidence is validated, respecting the rights of the persons involved in the alleged violations.

In accordance with the Corporate Sanctions Matrix and the determination of the Ethics and Corporate Values Committee, one or more of the following sanctions may be enacted:

- Verbal Warning.
- Written Warning.
- Administrative Act.
- Temporary suspension of functions or of certain benefits.
- Termination of employment.
- Others that may be legally appropriate.

For further information, please refer to the **Code of Conduct**.



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