Expanding actions

SUSTAINABLE DEVELOPMENT REPORT 2024

GrupoMéxico

VERSION 1, VERIFIED.

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Meaning of the symbols in the report:

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GRUPO MÉXICO Film Photography I Author: Ilse María Cabanillas Galindo, 28 years old I Community: Nacozari, Sonora. I Year: 2024

The photographs from the archive of the *Photography Mobile Works*hop illustrate the cover pages of each section of the IDS24.

The *Photography Mobile Workshop* (PMW) is an artistic education initiative developed by Grupo México that brings the language of photography to young people from diverse communities. Its goal is to foster the documentation and representation of meaningful social, historical, and cultural expressions from their places of origin. Through its programming, the PMW seeks to generate a positive impact in the communities where it operates.

The primary objective of the PMW is to encourage students to actively exercise their personal perspective by understanding the potential of photography as a medium for personal exploration and artistic expression. At the conclusion of each workshop, all participants receive a disposable 35mm camera to carry out their individual projects. All film rolls are developed and scanned, resulting in a rich and diverse body of work that may be used for exhibitions, publications, or digital content.

PMW in figures:

- Active since early 2022
- 15 workshops conducted
- 557 students
- 174 photography projects completed
- 4,698 photographs developed
- 5 collective exhibitions held

1 Introduction

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Film Photography I Author: Ilse María Cabanillas Galindo, 48 years old I Community: Nacozari, Sonora. I Year: 2024

1.1 About this Report

GRI 2-3, 2-4, 2-5

We present our seventeenth Sustainable Development Report, reaffirming our commitment to transparency. This report has been prepared according to the Global Reporting Initiative (GRI) Standards as well as the "Mining and Metals" sector supplement.

According to our definition of materiality, for each material topic we have included the general management approach for SCC, as well as the particulars for some of our operations. The structure of material topics was also developed based on international best practices that promote the disclosure of information around key pillars of governance, strategy, risk management, and metrics and targets, where applicable. Additionally, this report is also aligned with the Sustainability Accounting Standards Board (SASB) and the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). This report applies the principles for preparing reports in terms of defining the content and quality in reference to Stakeholder Inclusion, Sustainability Context, Materiality, Completeness, Accuracy, Balance, Clarity, Comparability, Reliability and Timeliness, as defined by the GRI.

The report includes the social, environmental and economic performance for the period January to December 2024 for our three divisions in the three countries where we operate: Mexico, Peru and the United States. We have also added brief notes on some of the relevant events that have occurred in 2025.

Throughout the report, mechanisms for measurement and calculation formulas are indicated, and, where applicable, restated data from the previous Sustainable Development Report.

In accordance with the scope outlined in the Assurance Letter, this report contains certain sustainability information that has undergone an independent external review, prepared in accordance with the "International Standard on Assurance Engagements other than Audits or Reviews of Historical Financial Information" ISAE 3000 issued by the International Auditing and Assurance Standards Board (IAASB).

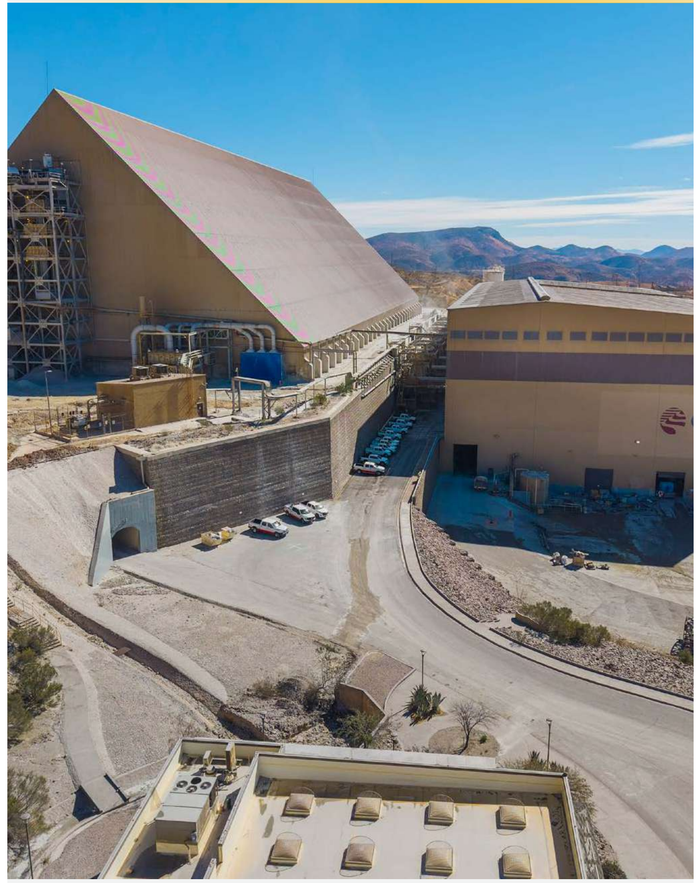
Grupo México is included in the following sustainability indexes:

S&P/BMV Total Mexico ESG Index

Member of
Dow Jones Sustainability Indices
Powered by the S&P Global CSA

FTSE4Good

For more information about this report, please contact
desarrollo.sustentable@mm.gmexico.com



Buenavista del Cobre, Cananea, Sonora, Mexico

1.2 Letter from the Chairman of the Board

GRI 2-22

Sustainability is an essential part of our business strategy at Grupo México. We are generating social, environmental and economic value, with a forward-looking vision, committed to continuously improving our efficiency and being increasingly environmentally responsible.

In recognition of our progress in this area, the S&P Global rating agency has included Grupo México in the Sustainability Yearbook 2025, for the fourth year in a row. Only the top 15% of companies in each industry receive this distinction, as ranked by the Corporate Sustainability Assessment (CSA). Over 13,000 companies worldwide participated in the assessment last year.

Prioritizing risk prevention

At Grupo México, we prioritize operational discipline and have consolidated a culture of prevention. We have reduced our injury rate by 30% over the last seven years, while last year, we reduced our lost-time incidents by 19%.

Strengthening a culture of risk prevention, the ongoing improvement of our processes, and applying the latest technologies are key to reducing the occurrence of unwanted events and to minimizing their impact. In the Mining Division, we consolidated our critical risk log and implemented a behavioral safety program and safety recognition and correction system, which have been instrumental in achieving these results.

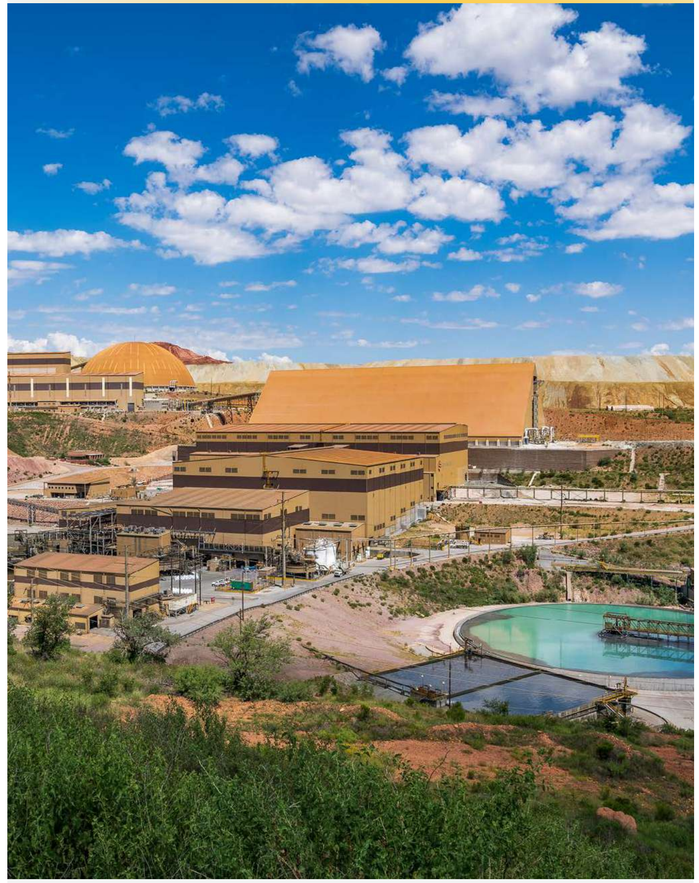
Responsibility for our planet

We reached a major milestone in our commitment to mitigating climate change in 2024 with the start of operations of our 168 MW Fenicias wind farm in Nuevo Leon, Mexico. Our underground mines receive all the energy this project, operated by our Infrastructure Division, produces, reducing their emissions from electricity consumption by 30% last year.

We anticipate that, starting in 2025, Fenicias will avoid emissions of approximately 250,000 tons CO_2eq annually and significantly increase our renewable energy consumption. Additionally, the Fenicias wind farm has made a major contribution to Grupo México reaching 35% electricity consumption from renewable sources, exceeding our 2027 goal of 25% well ahead of schedule.

We strive to create a business model that minimizes environmental impact and, where necessary, restores and enhances the ecological value of the sites where we operate. Our mining operations in Sonora, Mexico and Peru are a good example of this, where we recover nearly 80% of the water used in our copper concentration processes. This reduces the water demand per unit of production and frees up volumes for other users while also benefiting ecosystems.

We received The Copper Mark international seal in 2024 for our Buenavista del Cobre mine in Sonora, and for our three mines in Peru (Cuajone, Toquepala and Ilo), following an independent assessment of environmental, social and



Buenavista del Cobre, Cananea, Sonora, Mexico

governance aspects that included working conditions, community relations and respect for human rights. This certification recognizes our responsible copper production and serves as an independent guarantee of our sustainable practices. As a result, the majority of our production has been certified according to this standard.

We're improving quality of life

We're working to bring more women into our workforce and increased the number of women at Grupo México by 9% this year. This progress was particularly evident at the top management level, where 11% of our executives are women.

We support human and economic development in the communities near our operations. In 2024, our sports (swimming, baseball, cycling, soccer and athletics) and cultural (music) programs for children and youth contributed to the comprehensive development of the program participants in our neighbor communities.

We continue to invest in social infrastructure. Through the Works for Taxes program in Peru, we allocated US$78 million in 2024 to build two high-performance schools in Tacna and Moquegua for students demonstrating academic excellence, and for the Applied Research Center at the Universidad Nacional de San Agustin, in Arequipa, Peru. Together, these initiatives are benefiting 7,000 students and teachers.

For Grupo México, sustainability represents an opportunity to improve our business and contribute to a more sustainable, fair and transparent future.
We are consolidating Grupo México as a company that is successful in generating economic value, committed to having a positive impact on society and the planet.

GERMÁN LARREA



Combined Cycle Plant, Nacozari de García, Sonora, Mexico

1.3 About Grupo México

GRI 2-1, 2-6

Introduction to Grupo México

With operations in Mexico, Peru and the United States, we have extensive experience in the mining sector, where we are a world leader in copper production. In the Transportation Division, we deliver railroad freight transportation services throughout Mexico and in the states of Texas and Florida in the United States. In our Infrastructure Division, we provide specialized engineering, construction, power generation, exploration, onshore and offshore drilling, and oil rig leasing and operation services. We also operate fuel terminals, highway concessions and shopping centers in Mexico.

We strive to maintain a financial balance that makes us a sustainable and reliable company for our partners, generating shared value for our stakeholders. Grupo México (GMEXICO) has been trading on the Mexican Stock Exchange since 1966, and our Transportation Division (GMXT) since 2017. Our Mining Division subsidiary, Southern Copper Corporation (SCCO), trades on the New York Stock Exchange and the Lima Stock Exchange.

Additional information about the Grupo México corporate structure and our subsidiaries is available in the Annual Report on our website:
www.gmexico.com

Grupo México is the fourth largest company in Mexico in terms of market capitalization.



Ray Mine, Arizona, United States

1.4 Our presence

GRI 2-2

The assets of the three divisions are distributed in Mexico, Peru, the United States, Argentina, Chile, Ecuador and Spain, as follows:





Mining

OPEN PIT MINES

- 01 Ray
- 02 Mission
- 03 Silver Bell
- 04 Planta de Cal
- 05 Buenavista del Cobre
- 06 La Caridad
- 07 Tantahuatay — GOLD
- 08 Cuajone
- 09 Pilares
- 10 Toquepala

POLYMETALLIC UNDERGROUND MINES

- 11 Santa Eulalia
- 12 Santa Barbara
- 13 San Martin
- 14 Charcas
- 15 Taxco

PLANTS

- 16 Hayden
- 17 Amarillo
- 18 Complejo Metalurgico
- 19 Terminal Guaymas
- 20 Taller Central
- 21 Refineria Electrolitica de Zinc
- 22 Buenavista Zinc
- 23 Ilo

PROJECTS

- 24 El Pilar — COPPER
- 25 El Arco — COPPER
- 26 Chalchihuites — POLYMETALLIC UNDERGROUND MINE
- 27 Angangueo — POLYMETALLIC UNDERGROUND MINE
- 28 Chaucha — COPPER
- 29 Los Chancas — COPPER
- 30 Tia Maria — COPPER
- 31 Catanave — COPPER
- 32 Michiquillay — GOLD AND COPPER
- 33 Los Frailes — POLYMETALLIC
- 34 Caldera — GOLD AND SILVER
- 35 Cañadon del Moro — SILVER
- 36 La Hoyada — COPPER
- 37 Esperanza — GOLD AND SILVER

OFFICES

- 38 Hermosillo — CORPORATE
- 39 Chihuahua — CORPORATE
- 40 México — CORPORATE
- 41 Lima — CORPORATE



GMXT Network

- GMXT
- Connections
- Rights of way



Infrastructure



- Energy
- Highways
- Oil and gas
- Engineering
- Constructionh
- Real estate
- Fuel storage terminal

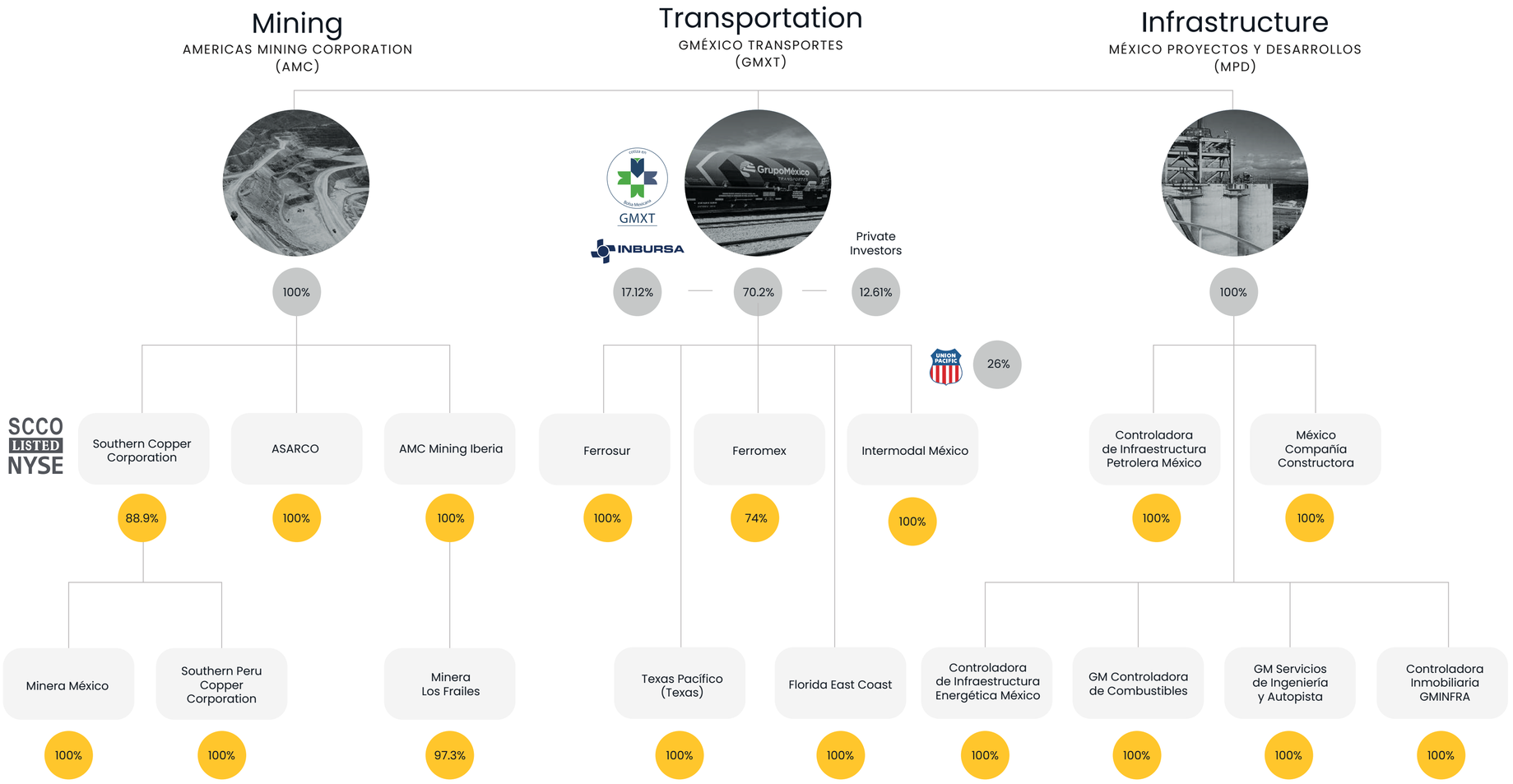
01 Combined Cycle Plantso
02 Cadereyta Fuel Terminal
03 Fenicias Wind Farm
04 El Retiro Wind Farm
05 Salamanca-León Highway
06 Silao Bypass
07 Land drilling rig
08 "Tamaulipas" rig
09 "Veracruz" rig
10 "Tabasco" rig
11 "Zacatecas" rig
12 Offshore drilling rig
13 "Campeche" rig
14 "Chihuahua" rig

1.5 Corporate Structure

GRI 2-2

The percentage of Company ownership in each subsidiary is noted.

Grupo México has been trading since 1966.





Mining Division

17,388

Employees in 2024

Operations:

- 15 underground and open pit mines
- 52 smelters, refineries and other facilities
- 1 exploration project
- Mexico, Peru, USA

US$12.397 BN

Net Sales



Transportation Division

11,424

Employees in 2024

Operations:

- 6,846 mi (11,017 km) rail network
- Fleet of 822 locomotives and 36,935 railcars
- 8 port terminals
- 13 crossings on the US-Mexico border

US$3.330 BN

Net Sales



Infrastructure Division

2,766

Employees in 2024

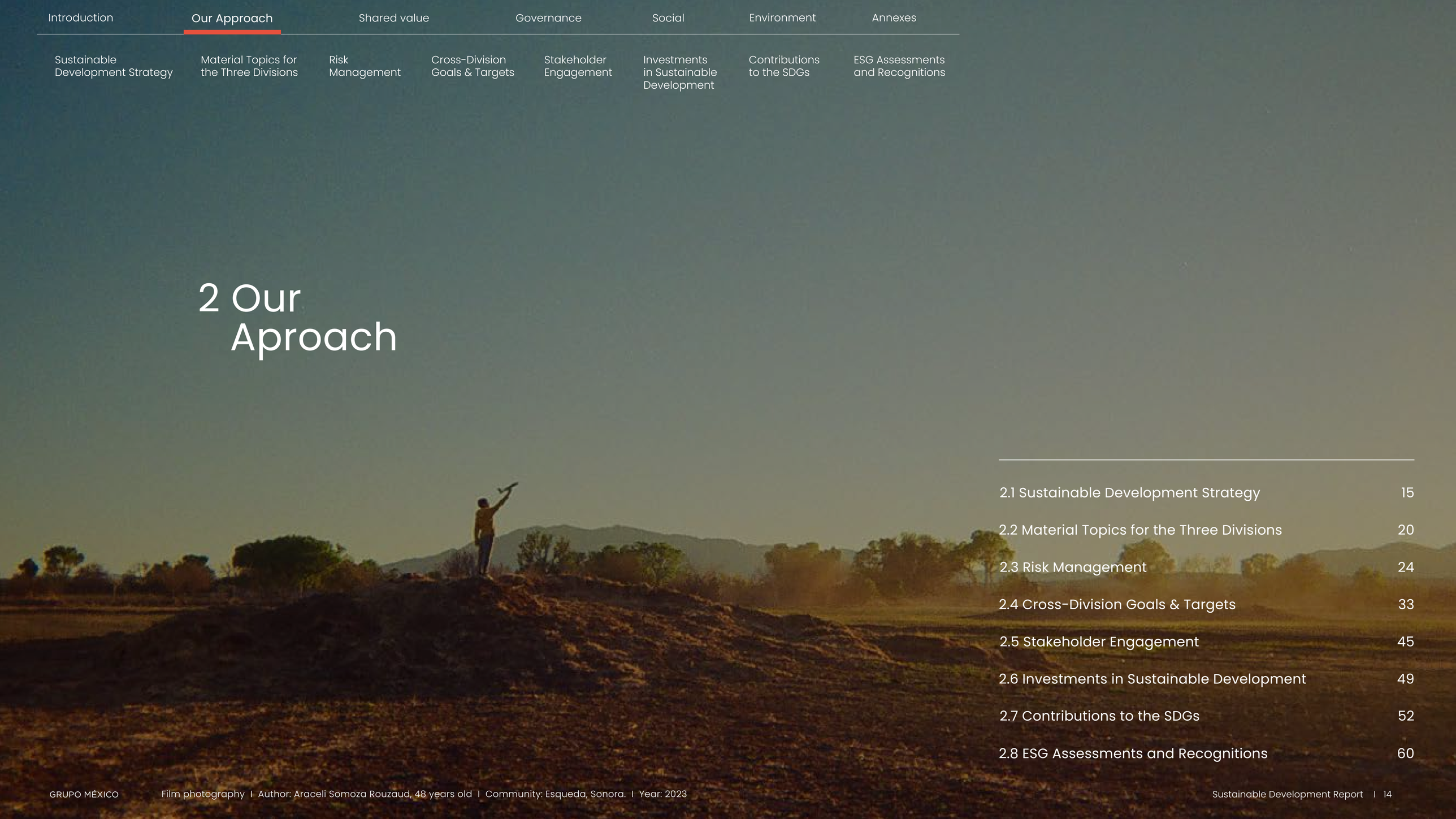
Operations:

- 2 modular rigs
- 5 Jack-up rigs
- La Caridad combined cycle power plant (500 MW)
- El Retiro wind farm (74 MW)
- Fenicias wind farm (168 MW)
- High-specification highways (construction, operation and maintenance)
- 1 transfer terminal
- 36 Power Center malls

US$783 M

Net Sales

2 Our Aproach



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Film photography I Author: Araceli Somoza Rouzaud, 48 years old I Community: Esqueda, Sonora. I Year: 2023

2.1 Sustainable Development Strategy

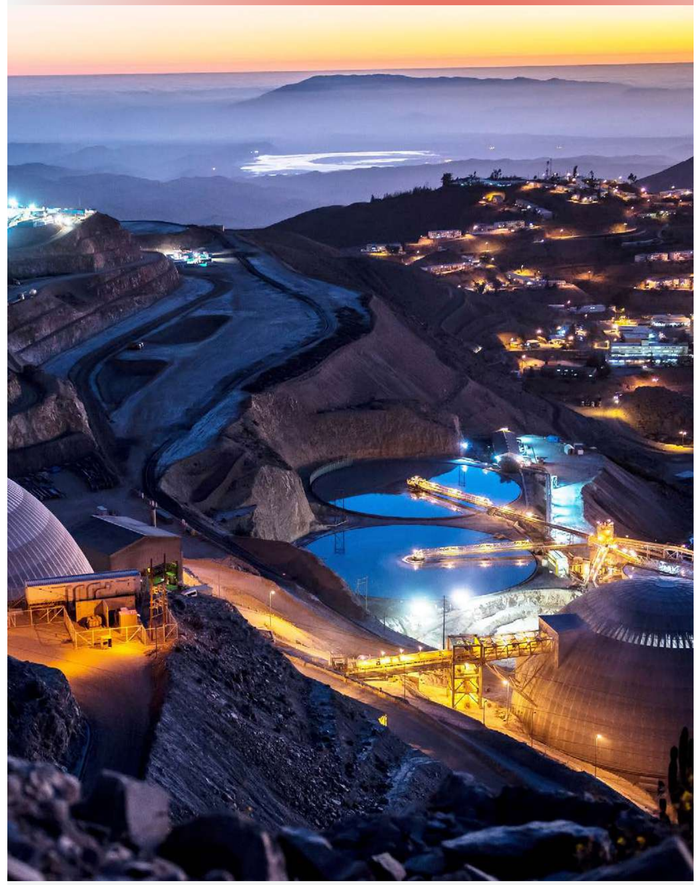
GRI 2-25

Acting in a responsible and transparent manner with a long term vision in social, economic and environmental aspects is essential to achieving sustainable development. We are committed to the United Nations Sustainable Development Goals (SDGs), the Paris Agreement and the principles of the United Nations Global Compact, which guide our actions to ensure that caring for the environment, combating climate change and respecting human rights are at the heart of our sustainability strategy. The fight against climate change and respect for human rights, the core of our sustainability strategy.

Our mission, which defines our base purpose and reason for being, is to meet the needs of the markets in which we participate through large-scale, long-term projects, without compromising the wellbeing of future generations. We're committed to improving the quality of life of individuals, the communities where we operate, and society in general. Our processes and operations use advanced technology and solutions to preserve and care for the environment. Honesty and respect are the basis for our social responsibility. All this feeds our vision of being a global leader in efficiency and profitability, while caring for human development and guaranteeing the sustainability of our operations.

We are guided by our Code of Ethics and Business Conduct and our sustainability policies, which include the principles of global and sector initiatives. Our codes and policies guide our actions in environmental, social and governance (ESG) aspects, and apply to all employees, suppliers and contractors, in the three divisions of Grupo México:

- Sustainable Development Policy
- Occupational Health and Safety Policy
- Environmental Policy
- Climate Change Policy
- Community Development Policy
- Human Rights Policy
- Policy on Respect for the Rights of Indigenous Peoples and Communities
- Policy on Diversity, Inclusion, Non-Discrimination and Zero Tolerance for Workplace or Sexual Harassment
- Information Security Policy
- Code of Ethics and Business Conduct
- Anti-Corruption Policy
- Tax Policy
- Anti-Money Laundering Policy
- Personal Data Protection Policy
- Code of Conduct for Business Partners



Concentrator at Toquepala Mining Unit, Tacna, Peru

Additionally, our **Mining Division** (including Southern Copper Corporation) has the following policies, protocols and codes of conduct:

- Tailings System Policy
- Corporate Resettlement Policy
- Biodiversity Management Protocol
- Sustainable Water Management Protocol
- Closure of Operations Protocol
- Community Engagement Protocol
- Code of Conduct for Suppliers, Contractors and Relevant Commercial or Business Partners

Our culture of sustainable development commits us to:



- Guarantee a safe operation, prioritizing risk management
- Provide a safe and healthy workplace environment
- Promote a culture of ethics, diversity and inclusion
- Build a culture of collaboration and respect in the communities near our operations
- Foster ongoing improvement in our environmental performance
- Operate with transparency; prevent and sanction corrupt actions



Buenavista del Cobre, Cananea, Sonora, Mexico

Our sustainability management is driven by development with purpose, a principle that is built on three pillars: **Grow, Promote and Protect.**

GROW

Create and share value.

We invest to generate opportunities and prosperity, making us an agent for positive change for the economies in which we operate.

- We ensure the continuity of the organization, adapting to the needs of our surroundings and the demands of responsible growth, following environmental, social and governance criteria.
- We drive the economic development of our communities by promoting decent work and strengthening local supply, and also economic diversification.
- We develop different initiatives that support the United Nations Sustainable Development Goals (SDGs) illustrating our positive impact on society and the environment. For more information on our direct and indirect contributions to the SDGs, see Contributions to the Sustainable Development Goals.

PROMOTE

Foster wellbeing and occupational safety

We strive to be good neighbors, improving the quality of life of our people, supporting a more sustainable society.

- We create safe working environments for our employees, operating to the highest standards of occupational health and safety.
- We promote respect, diversity, inclusion and non-discrimination, putting the dignity of the individual at the center of everything we do.
- We build constructive relationships with our neighbor communities through dialogue, active listening and collaboration.
- We respect and promote the human rights of our employees and the communities where we operate.
- We are allies of those affected by emergency situations, working closely with local authorities to provide support.
- We collaborate with our business partners to promote responsible and sustainable practices.

PROTECT

Care for, preserve and renew the environment

We believe that leaving a positive environmental footprint is the foundation of sustainable development.

- We deliver products and services that contribute to the transition to inclusive, low-carbon economies.
- We operate responsibly and with a preventive approach, aligned to national and international environmental goals.
- We prioritize ongoing improvement processes to minimize our risks and optimize our use of raw materials, energy and water.
- We contribute to the protection and conservation of biodiversity in the environments where we operate.

Our sustainability management is built on the following principles:



Transparency

We hold as a priority, transparency and clarity in our sustainability performance and management. This Sustainable Development Report is our most complete exercise in transparency, being aligned to the GRI standards (Global Reporting Initiative), the guidelines of the SASB (Sustainability Accounting Standards Board), and the recommendations of the TCFD (Task Force on Climate-Related Financial Disclosures).

Extractive Industries Transparency Initiative

We support the Extractive Industries Transparency Initiative (EITI). For more information, see Shared Value – Economic Contributions.

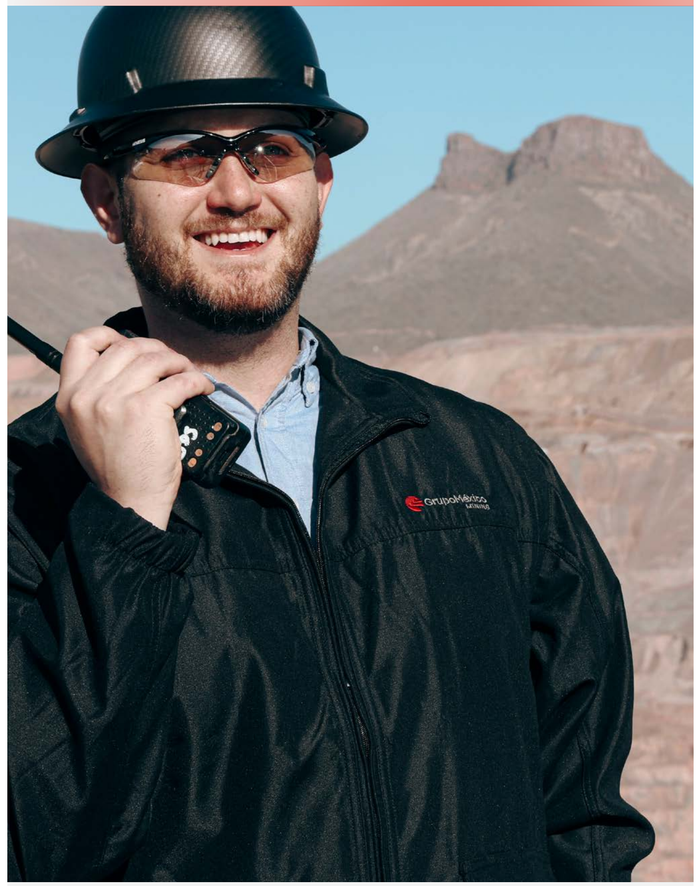
We evaluate our performance each year against our goals and targets, affirming our commitment to transparency and accountability. For more information about our progress in 2024, see Corporate Sustainable Development Goals.



Prevention

Our focus on preventing and mitigating impacts is reflected in our robust management system for sustainability-related risks, which includes a critical operational risk log to identify, monitor and effectively manage these risks. For more information, see Risk Management).

In occupational health and safety, we have undertaken various initiatives that include inhouse and cross audits, anti-collision systems, and behavior-based programs. These actions ensure exhaustive and preventive monitoring of our operations. For more information, see Occupational Health & Safety).



Collaborator at Ray Mining Unit, Arizona, United States



Adopting best practices

Guided by highly respected international standards, we are continually striving to adopt best practices in sustainability, including:

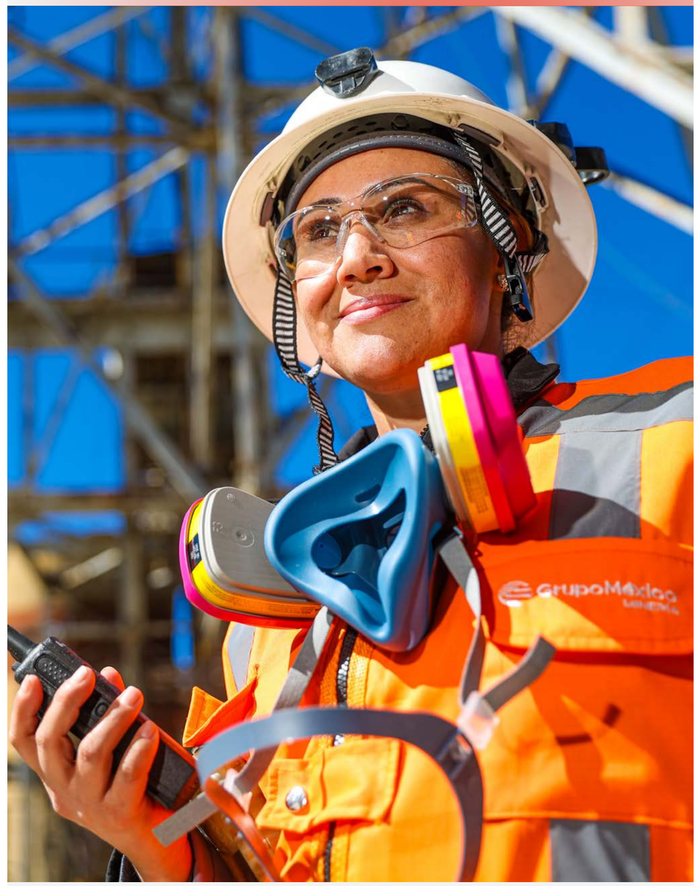
- ISO 14001 for our environmental management systems
- ISO 45001 for our occupational health and safety systems
- International Council on Mining and Metals (ICMM) Guidelines on risk management, biodiversity and water management (for more information, see Risk Management, Water & Effluents, and Waste).
- We are working on adopting the Global Industry Standard on Tailings Management.
- Strong commitment to the UN Global Compact. Our principal subsidiary, Americas Mining Corporation (AMC), has signed on to this initiative. With this commitment, the Mining Division affirms our interest in aligning policies, strategies and operations to the Ten Universal Principles of the Global Compact.



Independent review

An independent third party has verified our sustainability reports under GRI reporting standards (for more information, see the Independent Assurance Report), adding transparency, assurance and reliability to our management and performance. This exercise also helps us to identify areas for improvement in environmental, social and governance aspects.

We received **The Copper Mark / The Zinc Mark / The Molibdenum Mark** responsible production certification in 2024 for our Buenavista del Cobre open pit mine in Sonora, Mexico, and for our three mines in Peru. (For more information, see ESG Assessments and Recognitions).



Female collaborator at Santa Bárbara Mining Unit, Chihuahua, Mexico

2.2 Material Topics for the Three Divisions of Grupo México

GRI 3-1, 3-2

Identifying, analyzing and prioritizing the material topics of our three divisions is a fundamental exercise that guides our sustainable development strategy. The 2023 update of our materiality analysis remains current in 2024 and is aligned with the definition provided by the Global Reporting Initiative (GRI), focusing on those topics that reflect the most significant economic, environmental and social impacts[1] of the company's operations.

We also consider the Sustainability Accounting Standards Board (SASB) definition of material sustainability topics as being environmental, social, economic and institutional risks with potential economic effects on an organization.

The last revision of our materiality analysis and matrices for our three divisions reflects recent changes in the global context and in the markets where we operate. This revision process followed a process similar to that applied previously, where we invited inhouse and outside stakeholders to complete a survey and evaluate the importance of ESG material topics.

Our current materiality analysis included the following aspects:

1. **Initial mapping[2]:** We compared the previous process and added a review of material and emerging topics with an analysis of current regulations, international frameworks and peer benchmarking.

2. **Engagement with stakeholders:** We defined our inhouse and outside stakeholders and, with other company departments, created a database to then distribute surveys and hold focus groups with our neighbor communities to raise awareness on the importance of the materiality analysis and support a better understanding of the principal ESG topics and how the company should prioritize these topics.

3. **Results:** We prepared the materiality matrix from the results gathered from the initial mapping, the surveys and the community focus groups.

4. **Validation of the materiality matrix** by department heads, the Sustainable Development Committee and our Executive Leadership.

5. **Independent review:** An independent consultant reviewed our materiality analysis. For more information, see Independent Assurance Report.

[1] The definition we apply is that provided by GRI 3 as "those topics that would represent the most significant impacts of the organization on the economy, the environment and people, including impacts on human rights."

[2] The current materiality analysis gives greater consideration to the opinions of our inhouse and outside stakeholders, and includes a detailed analysis of markets and trends in the sectors where we operate, represented by:

- S&P Global materiality maps, the Corporate Sustainability Assessment (CSA) and the Global Reporting Initiative (GRI) disclosure standards.
- Assessments by rating agencies and other initiatives, such as Sustainalytics, MSCI, FTSE Russell, ISS ESG (Institutional Shareholder Services) and RMI (Responsible Mining Index).
- International benchmarks that present and analyze relevant ESG topics, such as those of the SASB (Sustainability Accounting Standards Board) and The Copper Mark, among others.
- Comparative analysis of peer materiality matrices.
- Principles and positions of the ICMM (International Council on Mining and Metals) and the UN Global Compact, among others.
- Benchmarks or initiatives on specific material topics, such as the CDP (climate change, water security, forestry), CHRB (Corporate Human Rights Benchmark), TCFD (Task Force on Climate-Related Financial Disclosures), TNFD, Climate Action 100, Nature Action 100, and the EITI (Extractive Industries Transparency Initiative), among others.

The following Mining Division and Infrastructure Division stakeholders were invited to complete a survey to expand our scope:

INHOUSE	OUTSIDE
Members of the Board	Customers *
Leadership and senior management (corporate and operational) *	Communities
Company personnel (corporate and operational) *	External organizations (industrial associations, nonprofits, experts and government institutions) *
	Investors *
	Suppliers

* New stakeholder groups included in the 2023-2024 revision process.

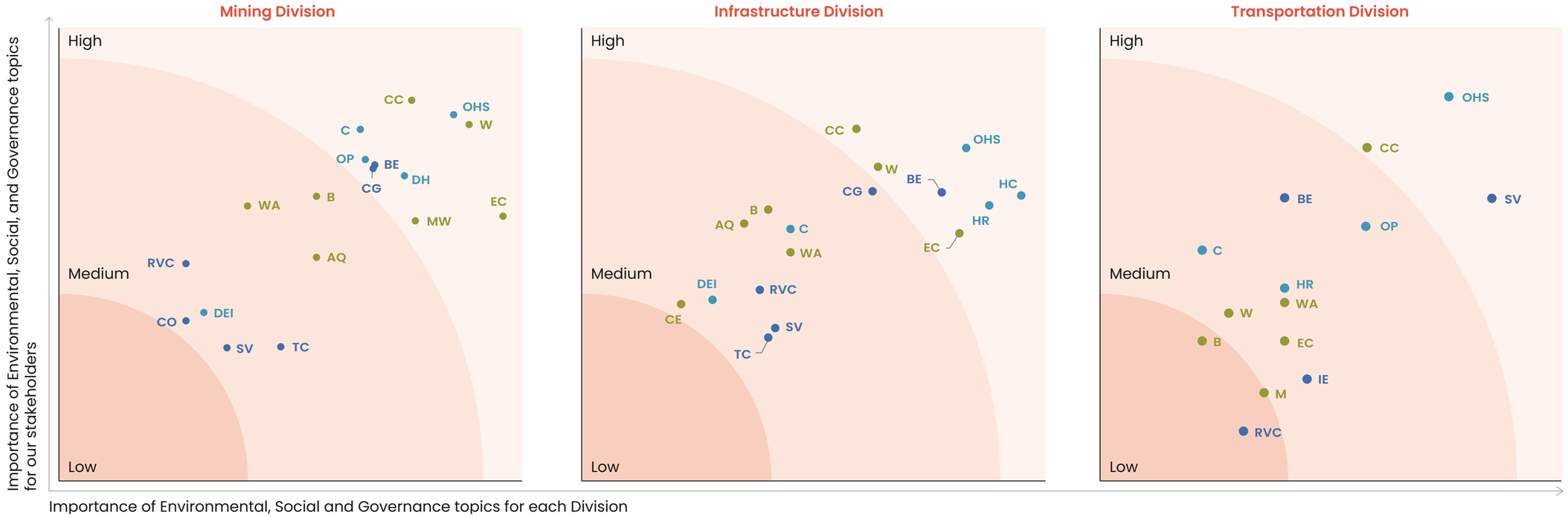
The **Transportation Division** conducted an internal study to identify the material topics for the railway operation, considering elements such as the materiality matrix of the SASB disclosure standards, the sector matrices published by internationally recognized specialized consultants, and the materiality analyses prepared by the Mining and Infrastructure divisions. Additionally, when cross-referencing data, we considered issues relevant to our stakeholders through an analysis of external media and news.

Materiality matrices for the three divisions of Grupo México

The materiality matrices for our three divisions (Mining, Transportation, Infrastructure) include common material topics and others that are specific to the different sectors in which we operate. The current exercise identified 22 priority ESG material topics. The most relevant topics in the materiality matrices for our company divisions are divided into three levels of importance, considering the areas of environmental, social and governance, as follows:

ENVIRONMENTAL	SOCIAL	GOVERNANCE
Water	Communities	Responsible Value Chain
Biodiversity	Human Capital	Taxes
Air Quality	Human Rights	Closure of Operations
Climate Change	Diversity and Inclusion	Business Ethics
Environmental Compliance	Our People	Corporate Governance
Materials	Occupational Health & Safety	Indirect Economic Impacts
Waste		Shared Value
Mine Waste		
Circular Economy		

Materiality matrices for the three divisions of Grupo México



Environmental	Social	Governance
AQ Air Quality	**C** Communities[3]	**BE** Business Ethics[4]
B Biodiversity	**DEI** Diversity and Inclusion	**CG** Corporate Governance
CC Climate Change[5]	**HC** Human Capital[6]	**CO** Closure of Operations
CE Circular Economy[7]	**HR** Human Rights	**IE** Indirect Economic Impacts
EC Environmental Compliance[8]	**OP** Our People[9]	**RVC** Responsible Value Chain[10]
M Materials[11]	**OHS** Occupational Health & Safety	**SV** Shared Value[12]
MW Mine Waste		**TC** Tax Contributions*
W Water[13]		

[3] Includes subtopics: (i) Local communities, (ii) Rights of indigenous peoples, (iii) Physical safety, (iv) Local employment.
[4] Includes subtopics: (i) Regulatory compliance, (ii) Anti-corruption and anti-bribery, (iii) Anti-trust, and (iv) Political influence.
[5] Includes subtopics: (i) Greenhouse gas emissions; (ii) Energy/Renewable energies.
[6] Material topic considered independently in the Infrastructure Division matrix.
[7] Topic considered in the Infrastructure Division materiality analysis.
[8] Topic considered in the Mining Division materiality analysis.
[9] Includes subtopics: (i) Labor practices, (ii) Development of human capital, (iii) Recruitment and retention.
[10] Includes subtopics: (i) Supply chain management, (ii) Responsible production.
[11] Topic considered in the Transportation Division materiality analysis.
[12] Includes subtopics: (i) Investments and charity donations, (ii) Indirect economic impacts (creating benefits in the regions where the company operates, for example, job opportunities, infrastructure development, etc.)
[13] Includes subtopics: (i) Water, (ii) Effluents.
* New material topics identified during the 2024 revision.

Priority material topics for Grupo México in 2024

The current analysis found a significant increase in the relevance of certain material topics, mainly as a reflection of the growing interest expressed by both the industry and our stakeholders. For the Mining Division, the material topics that experienced the greatest change and increase in importance include Environmental Compliance, Local Communities and Water. Meanwhile, the Infrastructure Division observed a significant change in Business Ethics and Corporate Governance. Lastly, there were notable changes for the Transportation Division in the Shared Value, Human Rights and Business Ethics topics.

We have adopted a corporate management approach to mitigate the risks and potential impacts associated with these material topics, unifying our vision, commitments and goals through corporate policies applicable across all Grupo México divisions and subsidiaries, resulting in specific procedures for our different activities. The results of our materiality analysis inform our environmental, social and governance (ESG) risk management systems and help us to design strategies to close gaps in priority aspects. This analysis also provides elements to set our corporate goals and targets in mitigating risks and promoting the ongoing improvement of our performance.

The Corporate Sustainable Development Goals section reports the progress and the gaps for our principal economic, environmental and social material topics. Each chapter of this report presents the material topic from the overall perspective of Grupo México, noting the particulars for each division. The material topics for each division are discussed in proportion to their level of materiality (high, medium, low).

The results identified the following topics as cross-cutting priority topics for our three divisions:

TOPIC	POTENTIAL IMPACTS	SDG*	ADDITIONAL INFORMATION/ SECTION
Occupational Health & Safety	The wellbeing of our workforce is one of our top priorities and we acknowledge that our worksites and offices may potentially expose our people to health and safety risks.	3 GOOD HEALT AND WELL-BEING; 8 DECENT WORK AND ECONOMIC GROWTH	5.1 Occupational Health and Safety
Climate Change	Climate change is a cross-cutting issue that influences various aspects of our corporate strategy, from our operations to our value chain and into the local communities. We're aware that climate change is causing extreme weather events, affecting the availability of natural resources and requiring adapting and mitigating climate-related risks.	7 AFFORDABLE AND CLEAN ENERGY; 13 CLIMATE ACTION	6.1 Climate Change
Local Communities	Fostering responsible coexistence with our local communities is fundamental to the development of our operations. This approach not only drives economic growth and human development in the region, it also means building infrastructure, creating jobs, and implementing emblematic programs for the benefit of these communities.	8 DECENT WORK AND ECONOMIC GROWTH	5.5 Local Communities
Environmental Compliance	Without procedures and systems that comply with the environmental regulations in the places where we operate, we would be at risk of causing serious environmental damage. Non-compliance with environmental laws, regulations and permits would mean losing our permits and rights to operate, and also significant fines.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	6. Environmental

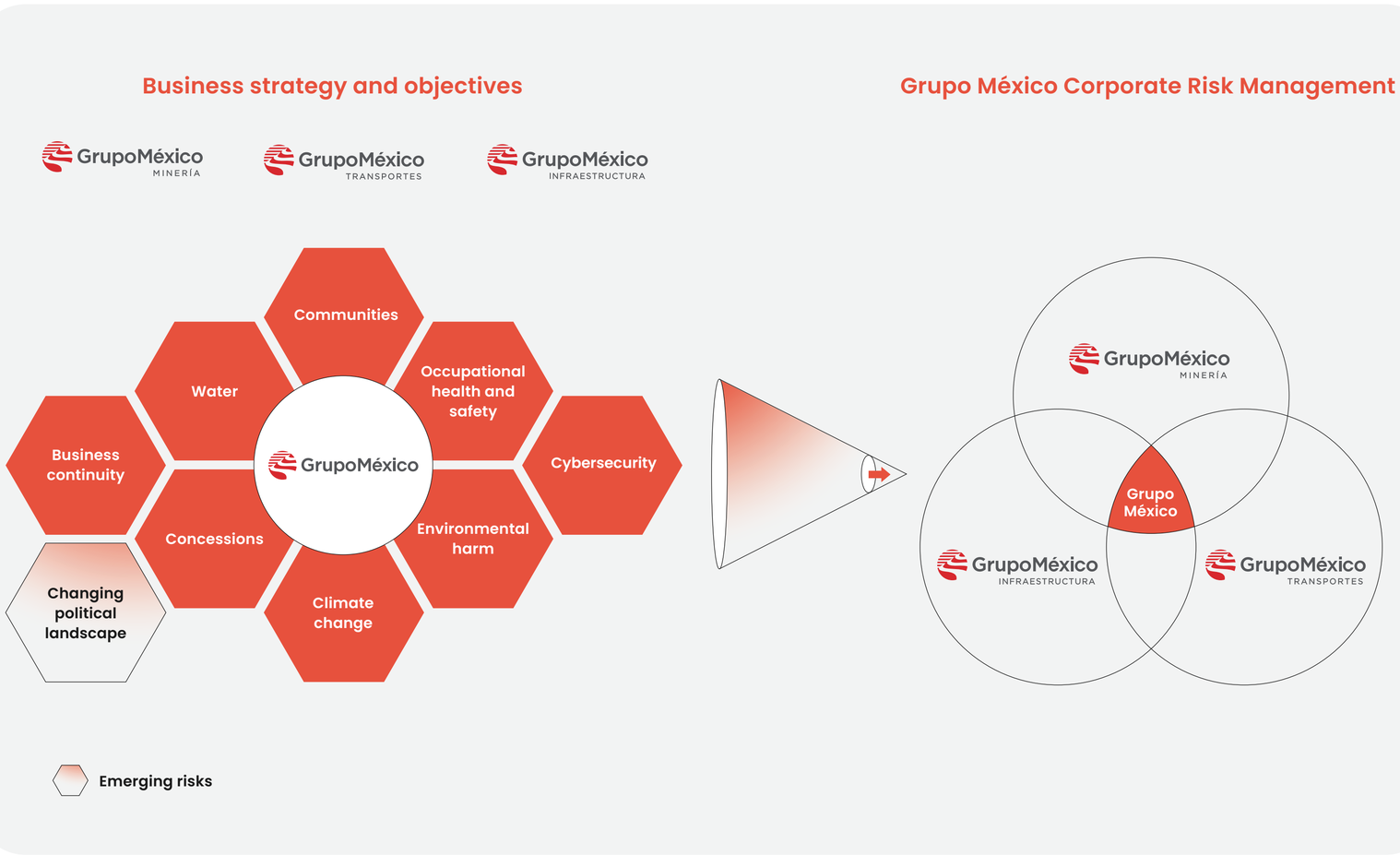
* For more information about our SDG corporate goals, Contributions to the Sustainable Development Goals.

2.3 Risk Management

GRI 3-3

At Grupo México, we acknowledge that risk management is essential for the sustainability of our business. We promote a culture of risk prevention and mitigation that is incorporated into all our activities, tasks and processes, to ensure we are able to anticipate, assess and manage any event that could compromise achieving our strategic and operational goals. We strive to prevent the occurrence and consequences of unwanted events through processes and actions to identify, assess, prevent, mitigate and effectively monitor risks.

Because of our diversification in various industries, including mining, infrastructure and transportation, and with operations in Mexico, Peru and the United States, Grupo México is exposed to a wide range of physical, financial, operational, regulatory, geopolitical and socioenvironmental risks. To manage these challenges, we have identified eight critical topic areas at the Grupo México level (as shown in the chart below), which are constantly monitored.



In addition to these identified risks, we also recognize the importance of monitoring the emerging risks associated with the changing political landscape, where we have identified two areas of risk: one related to the geoeconomic situation arising from the new US government policies, and another associated with changes in the Mexican judicial system, both are discussed below.

Under this landscape of strategic risk, which covers various environmental, social and governance (ESG) related risks, effective and timely management is essential to guaranteeing the long-term sustainability of Grupo México. Mitigating our ESG risks reduces the negative impacts that our operations may have on the environment, society and the economy, and those our own operations may experience.

Our risk management of the eight ESG material topics shown in the chart is addressed in the corresponding sections of this report, including internal and external risks, with special attention to respect for human rights and the environment.

This report addresses our material topics and indicators according to our preventive approach to risks and their impact on the finances and sustainability of the company over time. Additionally, this report aligns to the Sustainability Accounting Standards Board (SASB) reporting standards, identifying those ESG material topics with a potential to impact the company finances, our operational continuity, and the value of our assets. In this regard, we consider the aspects established in the SASB standards for mining, transportation, energy and construction. For more information, see Annexes – SASB Idicators.

Additionally, we follow the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) to communicate our climate risks and opportunities.

2.3.1 Governance

GRI 2-24

Our risk management follows a three-lines of defense model (see chart). Our Executive Leadership comprises the first line, being the risk owners; on the second line are Internal Control, the Chief Information Security Officer (CISO) and Compliance, and the third line is our Audit department, which reports to the Audit and Company Practices Committee. This model provides the basis for effective corporate governance through the accountability of the different governance bodies, the actions of our Executive Leadership, and the assurance provided by our Audit department. For more information about each line, see our Corporate Governance Manual, (section 10).

Risk management governance structure

Grupo México Board of Directors
Oversees the principal risks to which the company is exposed.
Delegates risk management responsibilities to the Audit and Company Practices Committee.

Audit and Company Practices Committee
All members are independent board members.
Meets quarterly.

Risk Committee
The Corporate (Grupo México) Risk Committee meets quarterly.
Cultivates good risk management and regularly reviews our risk management (exposure level and risk appetite, impact and probability).
Supports the Executive Leadership to define and update the risk matrices.
Each Division has a Risk Committee.

- **Mining Division** meets monthly
- **Transportation Division** meets quarterly
- **Infrastructure Division** meets twice a year

Three-line model

First Line
- All members of our Executive Leadership
- Management and personnel directly involved in the business and who are exposed to and manage risks

Second Line
- Internal Control
- Chief Information Security Officer (CISO)
- Compliance

Third Line
- Audit department, which reports to the Audit and Company Practices Committee

As outlined in our Grupo México Corporate Governance Manual, the Board of Directors is the highest governing body and is charged with the oversight of the principal risks to which Grupo México is exposed. The Board is supported by its committees, independent audits, and our internal control systems.

The Audit and Company Practices Committee (where all members are independent board members) monitors our risk management and compliance with our ethical guidelines. The Committee assists the Board of Directors by monitoring the audit and internal control system and the Compliance Committee, through periodic reviews and our due diligence process for the implementation of and compliance with the ethical guidelines laid out in our Code of Ethics. For more information about the other responsibilities of the Audit and Company Practices Committee, see our Corporate Governance Manual (section 3.2.3.2).

Members of the Grupo México Executive Leadership sit on our Risk Committee, which meets quarterly and oversees the company's risk management. Its tasks include reporting to the Executive Leadership and the Audit and Company Practices Committee and preparing regular analyses of our risk management, including among others:

- Principal risk indicators.
- Level of risk exposure relative to the established limits (risk appetite).
- Effectiveness and efficiency of the risk control and response mechanisms.
- Risk assessment in terms of impact and probability.
- Compliance with our Risk Management and Control Policy

Each of our divisions has a Risk Committee, reporting directly to the Grupo México Executive Leadership and the Audit and Company Practices Committee. These committees review and analyze our risk management, evaluate and prioritize risks, and support our Executive Leadership to define and update the policies and procedures that govern our Comprehensive Risk Management System.

Being listed on the New York Stock Exchange, our subsidiary Southern Copper Corporation (SCC) is subject to the directives of the Securities and Exchange Commission (SEC) for which we undergo Sarbanes-Oxley audits each year to ensure the integrity of our financial reports and the effectiveness of our internal controls, although we monitor our processes constantly throughout the year with internal and independent audits.



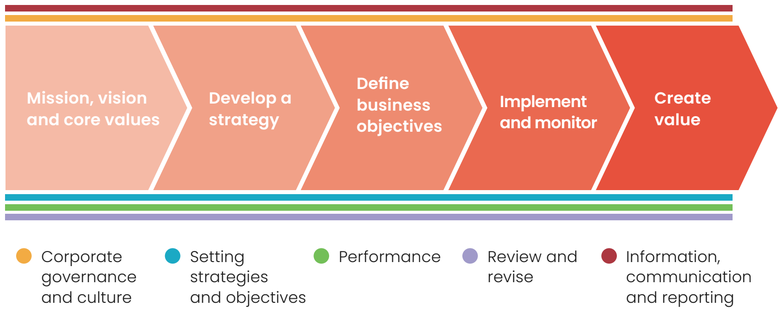
Collaborators at Zinc Electrolytic Refinery, San Luis Potosí, Mexico

2.3.2 Risk Strategy and Management

GRI 2-24

To protect the organization and generate value in the long term, our corporate risk management is built on a structured approach that is based on international best practices and considers the Mexican Securities Market Law and the COSO[1] Enterprise Risk Management—Integrating with Strategy and Performance. This framework is widely recognized as an essential reference for risk management as it addresses culture, capacities and practices as part of strategy and performance, these being fundamental elements of risk management to create and maintain value.

Enterprise Risk Management Framework – COSO ERM 2017



We use our Risk management and Control System (RMCS) to:

- Incorporate comprehensive risk management into all our processes.
- Define the methodology and criteria to identify, analyze, assess and treat risk.
- Define the necessary actions to effectively control and manage the identified risks.
- Set the methodology and criteria to monitor and review the RMCS.
- Implement and foster a culture of risk awareness throughout the company.

The materiality matrices we build for each Grupo México division (see Material Topics for the Three Divisions) are aligned to the definition provided by the Global Reporting Initiative (GRI) and help to prioritize and classify risks according to the importance of their economic, environmental and social impacts, and also their influence on stakeholder decision-making.

We have implemented a structured strategy to manage uncertainty and strengthen our resilience, along with internal control processes to comply with regulations and develop control mechanisms proactively.

[1] The Committee of Sponsoring Organizations of the Treadway Commission (COSO) provides an internal control framework to identify and assess the risks that could affect the achievement of our business goals. Risks are prioritized by severity according to probability and impact.

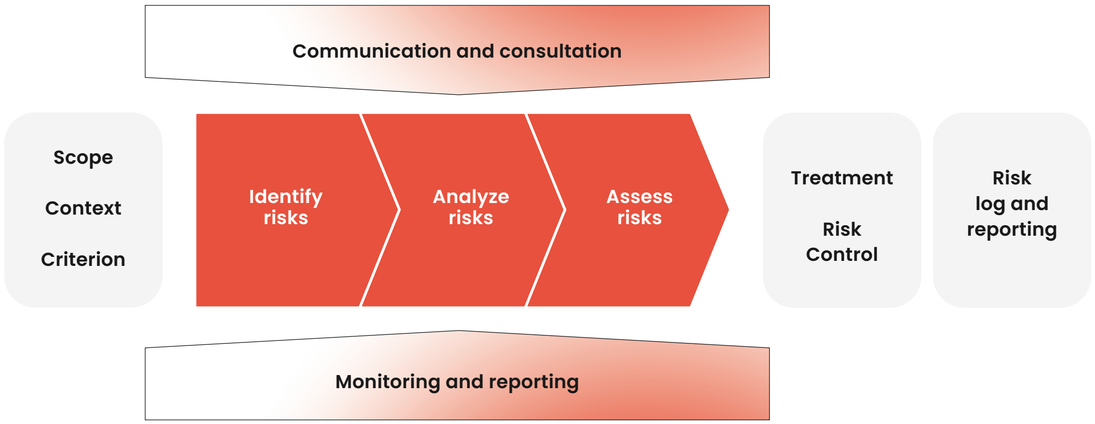


Collaborator at Buenavista del Cobre, Cananea, Sonora, Mexico

ESG Risk Management

In terms of ESG, we complement the COSO framework with the COSO ESG guide and the ISO 31000 international standard on risk management.

Our sustainability risk management aims to optimize the organization's capacity to identify, analyze and assess our environmental, social and governance risks and opportunities. These tools also help us to select and implement controls, and to maintain their effectiveness, avoiding the occurrence of the risks, and preventing or mitigating their consequences.



The Grupo México Sustainable Development Policy commits us to guaranteeing a safe operation with an approach of risk prevention and management, and also to providing a safe workplace for our employees and contractors.

To this, we promote a culture and management approach that focuses on risk prevention. With this vision, we are committed to planning, designing, building and operating our business responsibly, without jeopardizing the health and safety of our company personnel, communities and the environment.

To adopt best practices in identifying threats and assessing physical environmental and safety risks, we have implemented a systematized risk management process to prevent significant unwanted events and ensure the corresponding critical controls have been implemented effectively.

Physical risks are initially identified, assessed and managed through our environmental management and occupational health and safety management systems.

Our risk management seeks to:

- Prevent avoidable material risks.
- Reduce material risks wherever possible.
- Contain the effects within our organization.
- Not increase the risks during emergency response.
- Avoid accidents caused by a single failure or error.

Our environmental management and occupational health and safety systems provide important support for the ongoing improvement of our performance and to reduce the gaps in our risk management. In fact, physical risks are identified, assessed and managed initially through our ISO 14001 and ISO 45001 certified environmental management and occupational health and safety management systems.

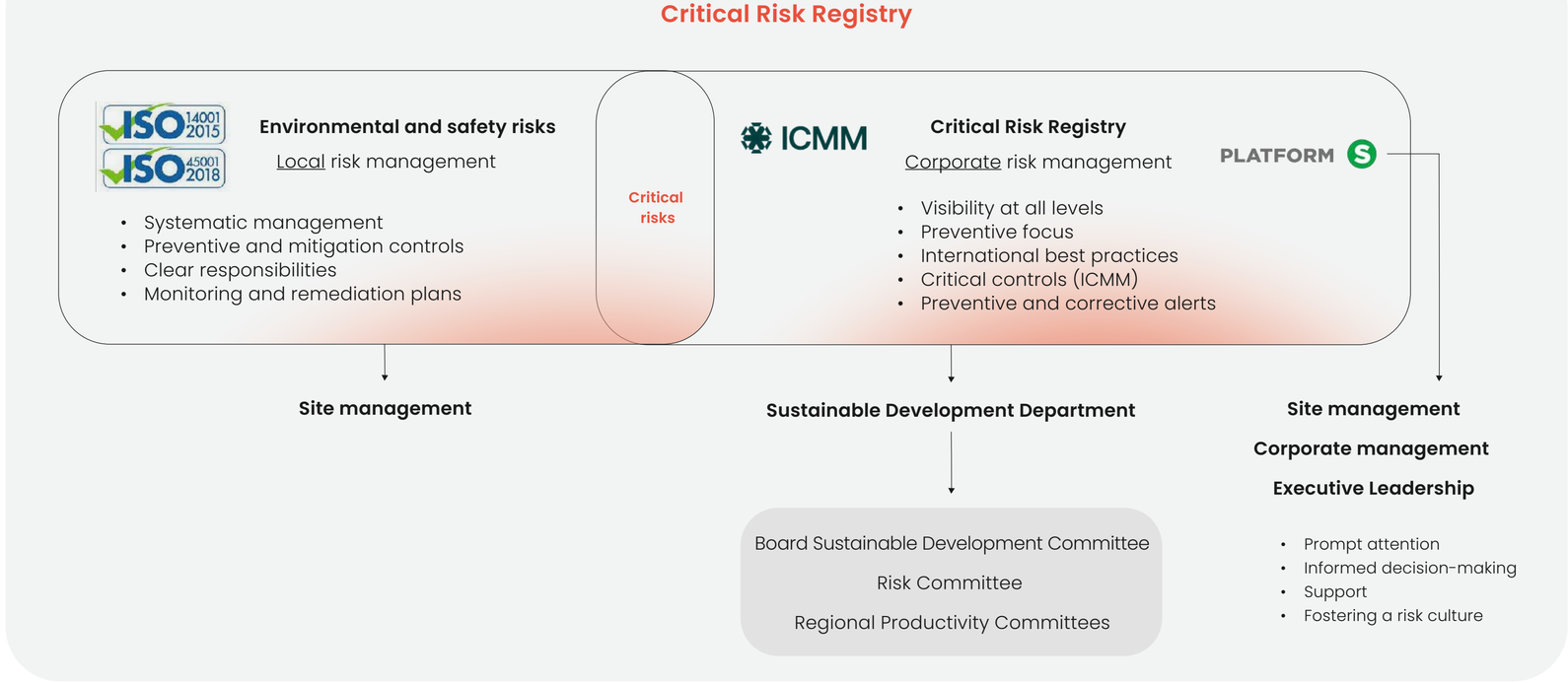
- ISO 14001 – Environmental management systems
- ISO 45001 – Occupational health and safety management systems

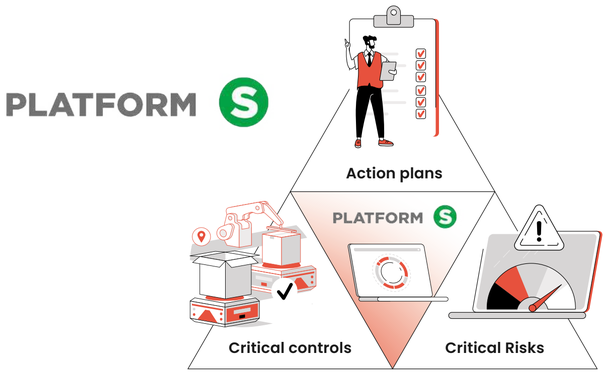
Critical Risk Registry

The Critical Risk Register focuses on those undesired events with highly severe impacts on people or the environment, whose occurrence the company is not willing to permit under any circumstance. This register ensures that key risks are comprehensively and systematically identified, using agreed-upon risk definitions. Risk classification is determined through a matrix that assesses the probability and severity of potential event impacts, incorporating the company's risk appetite.

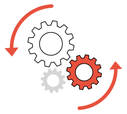
This system delivers significant value by providing corporate-level visibility of these risks, assigning senior management an active role in their oversight, guidance, and support. This approach not only strengthens corporate supervision over the management of critical risks at each site but also facilitates a timely and effective response to early warning signs of potential undesired events, thereby contributing to their prevention.

To achieve this, the Critical Risk Register establishes an objective evaluation of these risks, and the measures required for their prevention and mitigation through the implementation of effective controls, in accordance with the best practices recommended by the International Council on Mining and Metals (ICMM).





Our digital tool or platform that helps us to:



Record, manage, and report activities related to the critical risk management process



Automate the centralization of critical risks to facilitate the monitoring of strategic processes



Continuously track risks and controls that require attention to prevent their materialization



Assess the efficiency and effectiveness of critical risk management through heat maps and customized reports

PLATFORM S

We currently manage 66 risks with more than 340 registered controls across 14 operational units. Over 200 operational employees participate in this effort, supported by the safety and environmental departments.

Below is more detailed information on two of them:

OPERATIONAL STOPPAGE

Failure of a Tailings Dam Embankment

Alignment with Company Strategy
1: Optimization of operations

Corporate Oversight and Monitoring
- Risk Committee
- Productivity Committees
- Sustainable Development Committee
- Board of Directors

Mitigation Strategy
- To enable timely, real-time detection of stress and deformations in the structures and pore water pressure in the tailings and soils of reservoirs and embankments, we have instrumented our tailings storage facilities with telemetry-based automatic monitoring systems. Continuous real-time weather monitoring is performed through automated meteorological stations, and volume, level, and flow measurements are taken at hydraulic control points to track the volumes stored in the tailings deposits. Additionally, periodic exploratory drilling is conducted for soil and tailings sampling, pore pressure dissipation analysis, permeability and piezometric testing, among others, to update the knowledge base of each tailings deposit and review their geotechnical, structural, and hydraulic safety.

Threats
- Lack of monitoring of embankment behavior.
- Insufficient resources for maintenance.
- Lack of follow-up on quality controls during embankment construction.
- Ineffective communication between operations and corporate areas.

Opportunities
- Alignment with the GISTM (Global Industry Standard on Tailings Management).

Focus Areas for 2025
- Automated, real-time monitoring of embankment behavior.
- Updating stability studies and safety factors.
- Technical training for personnel involved in the operation of tailings deposits.

Incendio en interior de mina

Alignment with Company Strategy
1: Optimization of operations

Corporate Oversight and Monitoring
- Risk Committee
- Productivity Committees
- Sustainable Development Committee
- Board of Directors

Mitigation Strategy
- Our approach is based on prevention through the elimination of combustible materials and control of ignition sources, the use of technical controls such as detection and automatic suppression systems, adequate ventilation, and safe escape routes. This is complemented by a robust management system that includes procedures for high-risk work, ongoing training, periodic drills, trained emergency brigades, a specific response plan, and reliable communication systems — all framed within a continuous improvement approach and audits to ensure system effectiveness.

Threats
- Electrical short circuits caused by defective equipment, poorly maintained or overloaded installations.
- Failures in mobile equipment (fuel leaks, engine overheating).
- Hot work without proper controls (welding, cutting, grinding).

Opportunities
- Continuous training and emergency drills.
- Improvements in signage and clearly marked evacuation routes.
- Implementation of remote monitoring technologies and predictive analysis.

Focus Areas for 2025
- Real-time personnel location monitoring inside the mine.
- Acquisition and maintenance of firefighting equipment.
- Improvement of electrical installations within the mine.

Human Rights risk management

In terms of human rights, our due diligence process forms part of our risk assessment processes to identify, prevent, mitigate and, as necessary, remediate potentially adverse impacts on the human rights of both our company personnel and our neighboring communities.

We apply a series of tools with a preventive approach that guarantees respect for the human rights of our company personnel (workplace climate surveys and the Reporting Line), the communities near our operations (participative diagnostics, social management plans and our Support and Attention Center), our suppliers and contractors (due diligence process during contracting and ongoing monitoring), and ensures adherence to the Voluntary Principles on Security and Human Rights (applying the policies and processes of the Safety Department). For more information, see Human Rights.

Promoting an effective culture of risk prevention

We promote a culture of risk prevention throughout Grupo México, in all our processes and corporate governance structures.

The independent board members that sit on the Audit and Company Practices Committee receive ongoing training and refresher training throughout the year on audits, risks and controls. The Committee approves the risk-based internal audit plan each year in a special session, for which the committee members receive targeted risk management training to prepare them to evaluate and approve the plan. The Committee approved a new version of our Audit Manual this year, which includes a section on risk assessment as part of understanding the business. The committee members received a special training session on the new manual to facilitate implementation.

Additionally, the main risks of each division are analyzed and the work of the risk committees of each division is presented to the Committee, with the decisions made.

The progress, changes and findings of the risk-based audits conducted during the period are reported quarterly, including remediation plans to address findings. The Mining Division offers a Sarbanes-Oxley Certification training program for our Local Process Owners (LPOs), strengthening our risk culture and ensuring that key personnel are equipped to manage risks in their respective areas, with the skills and knowledge they need to foster a company culture of risk control and the implementation of effective strategies.

An effective internal control system ensures our risk and control matrices are kept current, including evidence of compliance with the controls in place.

Although these courses are intended for a specific audience within the company, they are open to other in-house stakeholders to encourage adopting solid risk management practices throughout the organization.

To support the successful execution of our strategy at our mine operations in Mexico, Peru and the United States, the employee performance review at these sites includes adherence to our Internal Control and Compliance framework, including the Code of Ethics and the policies and procedures that cover aspects of risk management.

Emerging Risks

At Grupo México, we recognize the importance of identifying and managing emerging risks that could impact our strategic objectives and creation of value in the long term. Through our Comprehensive Risk Management System, we conduct assessments to detect new external risks that may necessitate changes to our strategy and business model. These emerging risks have not yet materialized, but have the potential to cause significant long term impact. Some of the emerging risks identified in 2024 are discussed following, with their potential impacts and corresponding mitigation strategies.

DESCRIPTION OF THE EMERGING RISK IN THE CONTEXT OF OUR BUSINESS	POTENTIAL IMPACT ON THE BUSINESS IN QUALITATIVE TERMS	MITIGATION ACTIONS
Risk 1: Geoeconomic confrontation		
Our product sales are being affected by recent events that are generating geoeconomic confrontation; increasing tensions and competition between nations where Grupo México has operations, which are being leveraged through economic tools to achieve geopolitical objectives. The current context, where globalization is being re-evaluated, trade disputes, economic sanctions and protectionist policies could affect the free trading and stability of the markets and our products. For Grupo México, whose principal product is copper and having operations in different countries, this risk is particularly relevant due to our dependence on international trade and fluctuating metals prices.	• **Disruptions in the supply chain:** Trade tensions could lead to disruptions in the supply of critical inputs or the distribution of our products, affecting operational continuity. • **Volatility in copper prices:** Changes in tariff policies or sanctions could lead to significant fluctuations in copper prices, impacting our sales and profit margins. • **Increased operating costs:** Higher tariffs, trade restrictions or the need to diversify suppliers could increase our operating costs. • **Regulatory and compliance risks:** Sanctions or changes in trade policies may require rapid adjustments to our operations to comply with new regulations, especially in key markets like the United States and the European Union.	• **Diversification of markets and customers:** The company has a global distribution and broad base of regions and customers, which means products can easily be redistributed to other markets in the event of disruption in shipments to any one country. This reduces dependence on specific regions. • **Strengthening relationships with strategic suppliers:** Strong partnerships and long-term contracts with key suppliers ensures the supply of essential inputs. • **Ongoing geopolitical monitoring and analysis:** Maintaining a team to monitor and analyze geopolitical and economic trends to anticipate changes and take action to proactively prepare. • **Advocacy and collaboration with local governments:** Collaborate closely with authorities in the countries where we operate to positively influence trade policies and ensure our business interests are recognized.
Risk 2: Changes in the Mexican judicial system[2]		
Recent approvals of constitutional reforms associated with the Mexican judicial system could significantly alter the legal and regulatory framework under which Grupo México operates. These changes could lead to legal uncertainty, affecting the rule of law, and also could potentially include modifications of mining laws, the strengthening of environmental, labor and transparency laws, and the implementation of new regulations that could affect how legal disputes are resolved. For Grupo México, these reforms may pose additional challenges in managing our legal and compliance risks, affecting our operational and financial stability.	• **Rule of law:** Threat to maintaining the rule of law, affecting the consistency, transparency and effectiveness of the application of laws and regulations. • **Legal and regulatory uncertainty:** Changes in the laws could lead to uncertainty about requirements for compliance, which could delay operations and projects. • **Increased legal and administrative costs:** The need to adapt to new regulations could increase our legal, compliance and audit costs. • **Litigation risks:** Changes in the judicial system could increase exposure to litigation, especially on environmental and labor matters. • **Impact on market perception:** Changes in the legal environment could affect investor confidence, impacting our share value and our ability to attract capital.	• **Continual monitoring of legislative changes:** A team dedicated to monitoring legal reforms and regulatory changes to anticipate impacts and prepare appropriate responses. • **Strengthening our corporate governance:** Improve internal control and compliance mechanisms to ensure our operations remain in compliance with current regulations. • **Collaboration with industry associations and chambers:** Actively participate in industry groups to influence policy development and advocate for regulatory frameworks that consider the needs of the mining industry. • **Develop legal capacities:** Capacity building for our legal department to effectively manage the risks associated with changes in the judicial system. • **Transparency and communication with investors:** Maintain clear and open communication with our investors about how the company is managing these risks to ensure continued confidence in our business strategy.

[2] Could be classified as risk nine (erosion of human rights and/or civil liberties) under the current global risk landscape, presented by the World Economic Forum in The Global Risk Report 2025, 20th Edition, Insight Report.

2.4 Corporate Sustainable Development Goals

TCFD MYO-C

The sustainability goals and targets of Grupo México reflect our commitment to responsible operations and creating value in the long term for all our stakeholders. These goals are aligned with our environmental, social and governance (ESG) priorities, helping us to face emerging challenges while driving ongoing improvement in all our divisions.

Crosscutting goals among the three divisions

Legend for the progress report: ✓ The goal has been met. | ↗ In progress | → The goal has not been met.

#	GOAL / TARGET	METRIC	BASE YEAR	TARGET YEAR	BASELINE	STATUS	% PROGRESS	OBSERVATIONS
1	**Occupational Health & Safety**							
1.1	Zero major or fatal accidents.	# major or fatal accidents incurred by employees / contractors	MIN DIV: 2020 TRA DIV: 2022 INF DIV: 2022	Annual	MIN DIV: 0 TRA DIV: 3 INF DIV: 0	DMIN: → DTRA: → DINFRA: ✓	MIN DIV: 0% TRA DIV: 0% INF DIV: 100%	MIN DIV: Regrettably, there was 1 fatal incident involving contractor personnel in 2024. TRA DIV: In 2024, two fatal accidents were reported in our operations. The OHS team will continue to promote our culture of safety through campaigns and programs. INF DIV: No fatalities in 2024.
2	**Diversity and Inclusion**							
2.1	Increase the number of women in the total workforce 1-2% each year from 2022 to 2025.	7.5% of our total employees are women	2022	2025	7.5%	↗	+0.4%	Grupo México reports a 0.4% increase in women in the workforce employees in 2024, from 8.7% of the total workforce in 2023 to 9.1% in 2024, representing a 7% increase in the total number of women.
3	**Climate Change**							
3.1	Reduce BAU operational GHG emissions (Scope 1 and 2) by 15% at the Grupo México level.	tCO_2e	2018	2027	7,397,217 (BAU)	↗	-18%	Grupo México reduced emissions 18%, compared with 2018 and 18% compared with the baseline, result of our Fenicias wind farm starting operations, and our sites in Peru operating on 100% renewable energy with the acquisition of clean energy certificates and the closure of the Amarillo and Hayden refinery in recent years.
3.2	Reduce operational GHG emissions (Scope 1 and 2) by 35% at the Grupo México level.	tCO_2e	2018	2035	8,332,424 (BAU)	↗	-27%	Grupo México reduced emissions 8%, compared with 2018 and 18% compared with the baseline, result of our Fenicias wind farm starting operations, and our sites in Peru operating on 100% renewable energy with the acquisition of clean energy certificates and the closure of the Amarillo and Hayden refinery in recent years.
3.3	Net zero Scope 1 and 2 GHG emissions at the Grupo México level.	tCO_2e	2018	2050	In progress	↗	In progress	In progress.

#	GOAL / TARGET	METRIC	BASE YEAR	TARGET YEAR	BASELINE	STATUS	% PROGRESS	OBSERVATIONS
3	**Climate Change**							
3.4	At least 25% electricity from renewable sources, total Grupo México consumption.	%	2022	2027	+19.8%	✓	+34.5%	34.5% of the electricity Grupo México consumed came from renewable sources, attributed to our Fenicias wind farm starting operations in August 2024 and that our sites in Peru operate on 100% renewable energy with the acquisition of clean energy certificates.
3.5	At least 50% electricity from renewable sources, total Grupo México consumption.	%	2022	2035	+19.8%	↗	+34.5%	34.5% of the electricity Grupo México consumed came from renewable sources, attributed to our Fenicias wind farm starting operations in August 2024 and that our sites in Peru operate on 100% renewable energy with the acquisition of clean energy certificates.
3.6	Implement a climate risk adaptation plan at all sites.	plans implemented / total vulnerable sites	2023	2025	In progress	↗	In progress	In progress
4	**Community Development**							
4.1	Allocate 2.5% of Grupo México net earnings to projects that contribute to the Sustainable Development Goals.	% invested	2021	2030	3%	✓	100%	We have allocated around US$670.2 million to financing social and philanthropic projects since 2019, supporting the SDGs in the communities near our operations. In 2024, we allocated US$122.8 million, representing 3.2% of our net earnings.

Mining Division

Legend for the progress report: ✓ The goal has been met. | ↗ In progress | → The goal has not been met.

#	GOAL / TARGET	METRIC	BASE YEAR	TARGET YEAR	BASELINE	STATUS	% PROGRESS	OBSERVATIONS
1	**Occupational Health & Safety**							
1.1	Zero major or fatal accidents.	# major or fatal accidents involving employees or contractors	2020	Anual	0	→	0%	Regrettably there was 1 fatal accident involving contractor personnel in 2024. Company personnel: 0, Contractor: 1 at the Zinc plant (Mexico) For more information, see Occupational Health & Safety.
1.2	Strengthen the safety competencies of personnel doing high-risk work.	competencies evaluated / competencies required for high-risk work	2023	2025	58%	↗	77%	The 77% progress corresponds to competencies completed, according to the profile for persons doing high-risk work. Our *Aula Segura digital* platform provided 712 courses in 2024 with 373 employees participating.
1.3	Maintain ISO 45001 certifications for all operations.	improvement actions implemented and aspects fulfilled / improvement actions identified	2023	2030	69%	✓	100%	All our operations in Mexico, Peru and the United States are ISO 45001 certified.
1.4	Reduce lost-time work-related injuries (company personnel and contractors).	# work-related injuries	2023	2030	197	✓	-27%	# incidents – company personnel: 101 (SCC: 98, ASARCO: 3), contractors: 51 (SCC: 52, ASARCO: 0) Implementation of sanction and recognition procedures (AMC). Safe conduct program (Sonora, Zinc plant, Peru, and will continue to expand).

#	GOAL / TARGET	METRIC	BASE YEAR	TARGET YEAR	BASELINE	STATUS	% PROGRESS	OBSERVATIONS
1	**Occupational Health & Safety**							
1.5	Reduce work-related health issues experienced by company personnel exposed at AMC operations.	# employees with health issues this year - # employees with health issues in the baseline year / # employees with health issues in the baseline year	2022	2030	18	→	11%	We recorded 8 more occupational diseases in 2024 than in 2023. In 2024, the health-related issues were: 8 pneumoconiosis and 12 hypoacusis, while in 2023, 3 pneumoconiosis and 9 hypoacusis.
1.6	Involve employees in health prevention programs at our Mining Division operations in Mexico.	healthy personnel / total personnel registered in our Bienestar program	2022	Annual	35%	↗	45%	With health organizations, we ran 178 early detection health campaigns with 6,787 employees participating to promote healthy lifestyles at all our sites in Mexico. Minera México reported a 10% increase in healthy personnel, compared with 2023. The target is 80% of company personnel in good health.
1.7	Update all AMC Emergency Response Plans.	emergency response plans reviewed/ updated	2023	2024	90%	↗	88%	Emergency response plans were reviewed at different sites and we identified scenarios that had not been considered in the plans.
1.8	Review compliance with safety management systems and programs by contractor companies performing high risk activities.	# aspects fulfilled / total aspects required	2023	2026	68%	✓	80.6%	Ongoing monitoring of the safety programs at our Minera México sites that engage in high-risk activities. We plan to expand to include ASARCO and SPCC contractors in 2025.
1.9	AMC safety and hygiene personnel certified in Comprehensive Safety and Risk Prevention.	total certified safety personnel / total safety personnel	2023	2030	66%	✓	86%	Certifications: 29 in Standard ECO391.01; 15 Training for trainers; 15 Tecsup safety supervisor training, and 10 in Standard EC0217.
2	**Diversity and Inclusion**							
2.1	Increase the number of women in the total workforce 2% each year from 2022 to 2025.	% women in the workforce	2022	2025	7.6%	↗	0.7%	The number of women employees increased 0.7% in 2024, from 8.8% in 2023 to 9.5% in 2024, representing an increase of 9.7% in the total number of women employees.
3	**Community Development**							
3.1	Increase the number of local employees by 10%.	% local personnel	2021	2030	8,112	✓	100%	70% of company employees in 2024 were from the communities near our operations and projects (11,350 people), representing a 40% increase compared with 2021. In Mexico and Peru, 380 local residents received training, primarily in mining-related trades, 19% of whom are working in the mining sector.

#	GOAL / TARGET	METRIC	BASE YEAR	TARGET YEAR	BASELINE	STATUS	% PROGRESS	OBSERVATIONS
3	**Community Development**							
3.2	Increase the local supply by 20%.	% local suppliers	2021	2030	357	↗	90%	We worked with 423 local suppliers in Mexico and Peru in 2024, representing 18% increase over 2021 and 90% of progress with respect to the established goal.
3.3	Formalize and implement at least six mechanisms for community participation, engagement and communication at all our sites: • Support and Attention Center • Participative diagnostics • Transparent communication during the different operational stages. • Collaborative environmental committees • Perception studies • Multisector regional development plans	# mechanisms implemented / target total mechanisms	2022	2030	0%	↗	37.5%	We made progress in the following aspects, strengthening the active, direct and meaningful participation of our communities: • We expanded our Support and Attention Center (SAC) to the four sites in the United States without this service; 100% of our mine operations and projects in Mexico, Peru and the United States are now covered, providing the community with an accessible and effective mechanism for sharing their concerns and grievances with the company. Thus we guarantee a prompt response and promote open and constructive dialogue with our communities. • 5 participatory social diagnostics in Peru and 4 in the United States were updated. This tool facilitates the active participation of the community in the company's social management plans, ensuring our social actions are relevant, effective and sustainable in the long term. • We started a Participative Environmental Monitoring and Surveillance Committee in Michiquillay, Peru, with technical experts, members of the community and representatives from different organizations. The committee identifies potential changes in the environment associated with the mine project, encouraging the community to actively participate in environmental monitoring, and promotes a transparent and collective approach to managing environmental impacts. It joins the existing committee in Toquepala, Peru.
3.4	Allocate 30% of our total SDG investments to improving the water quality and quantity in our neighbor communities.	total investment allocated to shared value water projects / total SDG investments	2022	2030	5%	↗	60%	We allocated US$18.7 million to water-related investments in 2024, representing 18% of our SDG investments, noting the following: • Clean water system improvement works were completed in Cananea, Sonora, Mexico, benefiting the 40,000 residents. • We report 51% progress on the wastewater treatment plant in Ilo, Peru. This project, a collaboration with the local government and sanitation company, will start operations to improve the water quality in 2027, benefiting 130,000 residents.
3.5	Position our 11 company-sponsored schools in the top-ranked schools nationwide in mathematics and Spanish.	# schools positioned in the top quintile	2023	2030	0%	↗	28%	• The international standardized tool Map Growth was piloted in Mexico in 2024, conducting 3 Spanish and mathematics assessments with 1,157 students, grades 2 to 9. • Our four company-sponsored schools in Mexico scored average or above in Spanish, and one was outstanding in mathematics, at both the national and international levels. • Investment in teacher and administrative personnel training and IT infrastructure.
4	**Climate Change**							
4.1	Reduce AMC operational GHG emissions (Scope 1 and 2) by 10%.	tCO_2e	2018	2027	3,987,217 (BAU)	✓	-26.5%	AMC reduced emissions 17% compared with 2018, and 27% compared with the baseline, result of our Fenicias wind farm starting operations and our sites in Peru operating on 100% renewable energy with the acquisition of clean energy certificates, and the closure of the Amarillo and Hayden refinery in recent years.
4.2	Reduce AMC operational GHG emissions (Scope 1 and 2) by 40%.	tCO_2e	2018	2035	4,572,424 (BAU)	↗	-36%	AMC reduced emissions 17% compared with 2018, and 36% compared with the baseline, result of our Fenicias wind farm starting operations and our sites in Peru operating on 100% renewable energy with the acquisition of clean energy certificates, and the closure of the Amarillo and Hayden refinery in recent years.

#	GOAL / TARGET	METRIC	BASE YEAR	TARGET YEAR	BASELINE	STATUS	% PROGRESS	OBSERVATIONS
4	**Climate Change**							
4.3	Net zero Scope 1 and 2 GHG emissions at the AMC level.	tCO_2e	2018	2050	In progress	↗	In progress	In progress
4.4	At least 25% electricity from renewable sources, AMC consumption.	%	2022	2027	+19.8%	✓	+34.5%	34.5% of the electricity AMC consumed came from renewable sources, result of our Fenicias wind farm starting operations in August 2024 and our sites in Peru operating on 100% renewable energy with the acquisition of clean energy certificates.
4.5	At least 50% electricity from renewable sources, AMC consumption.	%	2022	2035	+19.8%	↗	+34.5%	34.5% of the electricity AMC consumed came from renewable sources, result of our Fenicias wind farm starting operations in August 2024 and our sites in Peru operating on 100% renewable energy with the acquisition of clean energy certificates.
4.6	Reduce GHG emission intensity 20%, compared with 2018 (AMC).	%	2022	2027	4.26 (tCO_2e/tCu)	↗	-21%	AMC reduced its emission intensity 21%, compared with the baseline, result of our Fenicias wind farm starting operations, and our sites in Peru operating on 100% renewable energy with the acquisition of clean energy certificates, and the closure of the Amarillo and Hayden refinery in recent years. For more information on these targets and our progress, expressed in copper equivalent, see link.
4.7	Reduce GHG emission intensity 50%, compared with 2018 (AMC).	%	2022	2035	4.26 (tCO_2e/tCu)	↗	-21%	AMC reduced its emission intensity 21%, compared with the baseline, result of our Fenicias wind farm starting operations, and our sites in Peru operating on 100% renewable energy with the acquisition of clean energy certificates, and the closure of the Amarillo and Hayden refinery in recent years. For more information on these targets and our progress, expressed in copper equivalent, see link.
4.8	Implement a climate risk adaptation plan at our vulnerable sites (AMC).	plans implemented / total vulnerable sites	2023	2025	In progress	↗	In progress	In progress
5	**Biodiversity**							
5.1	Restore an area greater than that disturbed by our Mining Division operations each year.	area restored / area disturbed	2020	Anual	1	2024: 0.20 2023: 2.2 2022: 7.7 2021: 1.2 2020: 0.6	20%	In 2024, the exceptional drought affected our ability to meet the net zero deforestation target. However, by 2025 we will implement new strategies to mitigate the effects of drought, such as the use of advance irrigation systems.
5.2	Assess the biodiversity status of the areas around our Minera México operations located in high biodiversity value zones.	# operations with biodiversity status assessments / # operations located in areas with high biodiversity value	2022	2025	0/5	5/5	100%	5 Minera México operations are located in areas with high biodiversity value: Buenavista del Cobre, our METCO processing plant, La Caridad, Lime plant and Charcas, all of which have a biodiversity management plan, environmental impact assessment, and are included in our ecological integrity assessment project, from which we are starting to receive results.
5.3	Biodiversity management plans at all our Mining Division operations.	# operations with biodiversity management plans / total operations in biodiversity-relevant areas	2021	2025	0/9	5/10	50%	9 Mining Division operations are located in areas with high biodiversity value: Buenavista del Cobre, our METCO processing plant, La Caridad, Lime plant, Charcas, Hayden, Silver Bell, Ray and Mission. Additionally, we pushed the target year to 2025 to include our Cuajone site in Peru.

#	GOAL / TARGET	METRIC	BASE YEAR	TARGET YEAR	BASELINE	STATUS	% PROGRESS	OBSERVATIONS
5	**Biodiversity**							
5.4	Reverse the net biodiversity loss and achieve a net positive impact for the Mining Division.	# operations with improved ecological integrity / # operations located in areas with high biodiversity value	2022	2030	0/9	3/10	30%	We expect to complete our ecological integrity studies in 2025 at Buenavista del Cobre, La Caridad and Charcas, and start these studies at our METCO processing plant and Lime plant.
6	**Water and Effluents**							
6.1	Detailed water balances for each site, updated annually.	# balances / # sites	2022	2030	12/16	12/16	75%	In progress for Charcas, Zinc plant, Santa Barbara and San Martin
6.2	Contribute to recharging water tables in the river basins and watersheds where our operations are located, through Works and reforestation (at least 740 million gallons (2.8 million m^3)).	m^3 water infiltrated through works and reforestation	2022	2028	0 million m^3	1.9 million m^3	68%	We began to step up our reforestation efforts in 2022 to advance compliance with our forestation offsetting obligations. Works projects and reforestation contributing to recharging the water tables are in place primarily at Buenavista del Cobre, La Caridad and our METCO processing plant, reporting to date, 502 million gallons (1.9 million m^3) infiltrated.
6.3	Active participation in the governance of the river basins and watersheds where we operate.	river basin committees where we operate	2022	2028	3/16	3/16	19%	Alto Noroeste (Buenavista del Cobre), Tacna region (Toquepala) and Moquegua region (Cuajone) river basin committees. The target year is being pushed to 2028 because of the time it takes to join existing river basin committees.
6.4	Detailed monitoring of the conditions at priority watersheds where we operate.	watersheds monitored / total watersheds	2022	2028	2/14	5/14	20%	The Bacoachi, San Pedro, Bacoachi (BVC), Tacna region (Toquepala), Moquegua region (Cuajone) watersheds are being monitored.
6.5	Reduce fresh water consumption per production unit by 5%, compared with 2022.	m^3 / ton crushed ore	2022	2030	0.53	0.50	100%	-
6.6	83% reuse of process water.	(reuse water / water consumed) x 100	2022	2030	74%	78%	44%	In 2024, our percentage of recirculated water was 74%, which represents a 2% increase compared to last year and a 4% increase over our baseline.
6.7	10% treated wastewater used in our operations, total fresh water consumption.	(wastewater / water consumed) x 100	2022	2030	1%	1%	10%	The Zinc refinery in San Luis Potosi, Mexico, and Buenavista del Cobre in Sonora, Mexico, use wastewater.
7	**Mine Waste (tailings)**							
7.1	Full compliance with our Tailings Systems Policy.	# tailings systems in full compliance with the policy / # total tailings systems	2022	2025	19%	78%	59%	14 active tailings facilities considered (AMC). The main gaps are in the updating of emergency response plans and closure plans for tailings systems.

#	GOAL / TARGET	METRIC	BASE YEAR	TARGET YEAR	BASELINE	STATUS	% PROGRESS	OBSERVATIONS
7	**Mine Waste (tailings)**							
7.2	Updated closure plans at all our active tailings dams.	# active tailings dams with updated closure plans / # active tailings dams	2022	2025	60%	80%	20%	The closure plans for Buenavista del Cobre and associated tailings facilities have been completed. The indicator includes two new active dams.
7.3	Closure of all inactive tailings dams, heaps and piles, in accordance with best practices.	# inactive mine waste facilities closed / # inactive mine waste facilities	2022	2030	50%	62%	12%	19 of our 31 inactive tailings facilities have been remediated and 2 are in the closure process.
8	**Supply Chain**							
8.1	Due diligence process for critical suppliers, including ESG criteria.	Development and implementation of a due diligence process with suppliers	2023	2025	-	↗	20%	With the restructuring of our Procurement Department and the consolidation of our AMC Foreign Trade, Traffic and Ports Department, the components of our new due diligence process with suppliers, contractors and shippers are in the consolidation and development stage. This process (as part of our ongoing improvement) will be applied to our METCO processing plant and La Caridad suppliers during our The Copper Mark recertification in 2025. The process will then be replicated at our other sites. For more information, see Supply Chain Management – Next Steps.
8.2		% critical suppliers with a due diligence process	2023	2027	-	↗	-	
8.3	Include carbon footprint criteria in the decision considerations for major inputs and equipment.	whether or not carbon footprint criteria are included	2023	2025	-	-	-	The development and incorporation of carbon footprint criteria for the acquisition of major inputs and equipment is considered in the incorporation of ESG criteria into the due diligence process for suppliers. The result of this process will define the scope and specifications.

Infrastructure Division

Legend for the progress report: ✓ The goal has been met. | ↗ In progress | → The goal has not been met.

#	GOAL / TARGET	METRIC	BASE YEAR	TARGET YEAR	BASELINE	STATUS	% PROGRESS	OBSERVATIONS
1	**Occupational Health & Safety**							
1.1	Zero fatalities involving company personnel or contractors.	# fatalities / company personnel and contractors	2019	2025	0	✓	100%	No fatalities reported involving company personnel or contractors at any Infrastructure Division administrative or industrial operation.
1.2	Reduce our lost time injury frequency rate by 40%.	# incidents / hours worked	2019	2025	0.47	✓	100%	Our accident rate (LTIFR) has been steadily decreasing over the last 3 years and in 2024, it was 0.44 (down from 0.50 in 2023), mainly due to our Construction and Real Estate lines of business.
1.3	Increase preventive health programs by 50%.	# total programs annually	2022	2026	40 programs	↗	42%	Monthly health promotion and prevention programs, which improved our progress toward the target by 42% compared with the baseline, increasing the number of programs from 40 in 2022 to 56 in 2026.
1.4	Monitor the health of vulnerable personnel.	personnel at risk / total workforce	2022	2026	20%	↗	60%	The medical diagnostic has been generated for company personnel and we are monitoring the health of vulnerable employees. We are strengthening the following mechanisms: 1. Vaccination campaigns. 2. Health prevention campaigns. 3. Cuídate + health talks. 4. Medical exams for personnel in special positions.
1.5	ISO 45001 certification for our 5 active lines of business.	international certification for each line of business	2020	2025	20%	↗	60%	Three of our five lines of business are certified, representing 60% progress. We continued to build our management systems in 2024 to obtain the remaining ISO certifications in 2025.
1.6	Align 100% of the organization to the *Centinela de la Seguridad* program, focused on changing behaviors.	% operations	2022	2025	20%	↗	60%	We worked with our Construction line of business personnel in 2024, adding to the work started in 2022 with our Oil and Highways lines of business. We will continue to promote the program with our other lines of business in 2025.
2	**Human Capital, Diversity and Inclusion**							
2.1	Increase annually the participation of women in the total workforce by 0.8% from 2022 to 2025.	% women employees	2022	2030	15.8%	✓	1.6%	We exceeded our annual target in 2024, increasing the number of women employees 1.6%, from 19.4% women in the total workforce in 2023 to 21% in 2024.
2.2	Great Place to Work certification for our seven lines of business.	# lines of business / international certification	2022	2025	4	✓	100%	Our good practices led the Infrastructure Division to receive 7 “Best Places to Work” certifications in 2024 for all our lines of business, with the real estate business being certified in its first participation.
2.3	Increase training hours by 20%.	# training hours	2022	2025	17,232	↗	89%	The percentage of training hours increased 1.25% for all company personnel, compared with 2023, providing a total 42,623 hours throughout the Division.

#	GOAL / TARGET	METRIC	BASE YEAR	TARGET YEAR	BASELINE	STATUS	% PROGRESS	OBSERVATIONS
3	**Community Development**							
3.1	Formalize and implement at least six mechanisms for community participation, engagement and communication at all our sites: • Support and Attention Center • Participative diagnostics • Transparent communication during the different operational stages • Collaborative environmental committees • Perception studies • Multisector regional development plans	# mechanisms implemented / target total mechanisms	2022	2030	0%	↗	41%	We report the following progress on our project to strengthen the direct, active and meaningful participation of our communities in 2024: • Procedures for the Support and Attention Center (SAC) and Participative Diagnostics were updated, strengthening both mechanisms to promote the active participation of the community, foster active listening, and guarantee open and direct communication. These procedures are key to building healthy and trusting relationships based on ongoing dialogue and our commitment to the needs and expectations of the community. Community Development personnel received training on the new SAC procedures. • We updated the participative social diagnostics for 4 sites to maintain the active involvement of the community in our process to identify needs and resources, ensuring the solutions implemented are relevant, effective and sustainable in the long term. This approach promotes collaboration with the community, ensuring their perspectives and priorities are considered in the solutions proposed. • A social pre-feasibility study was prepared for new projects to ensure the perspective of the community is taken into account from the onset
3.2	Install rainwater capturing systems at 80% of the public elementary schools in the communities near our operations, according to the rainfall and conditions of the school facilities.	# public schools with rainwater capturing systems installed / # total public schools	2022	2030	0%	↗	16%	Rainwater capturing systems were installed at 15 public schools in Ciudad del Carmen, Campeche (Perforadora México). There are 117 public elementary schools near our operations throughout Mexico: • Communities along the Salamanca-Leon highway in Guanajuato: 53 • Perforadora México (drilling) in Ciudad del Carmen, Campeche: 52 • Fenicias wind farm in General Bravo, Nuevo Leon: 9 • El Retiro wind farm in La Ventosa, Juchitan, Oaxaca: 3
4	**Supply Chains**							
4.1	Implement and monitor ESG programs for Procurement.	paperless campaign reduce CO_2 with the sale of scrap economic impact in-country reduce CO_2 emissions by consolidating ocean freight	2022	2025	0%	✓	100%	Our paperless campaign saved 105 trees in 2024, avoiding the printing of 732,663 pages in the Procurement department. Reduction of 1,955 tons CO_2 from the sale of scrap for recycling. 93% spending with Mexican suppliers, 97% of suppliers are in Mexico (national). We consolidated freight to reduce the number of shipping vessels by 42 in 2024, sending 88 ships instead of the 168 requested. This reduction translates into a 25% decrease in the number of ships and an 18% saving on our spending.
4.2	Evaluate ESG indicators for 40% of our critical suppliers.	# critical suppliers	2022	2025	10%	↗	70%	We evaluated 238 strategic suppliers in 2024, of which 141 critical suppliers were evaluated by an outside rating agency according to ESG criteria.
4.3	Mitigate the risks associated with our supply chain according to the areas of opportunity identified in our annual sustainable survey.	survey results above 80%	2021	2031	0%	↗	56.63%	The 2024 sustainability survey received 414 responses from our supply chain, giving an average rating of 56.63% for sustainable practices. We will continue to develop collaborative activities to improve our sustainable practices.

#	GOAL / TARGET	METRIC	BASE YEAR	TARGET YEAR	BASELINE	STATUS	% PROGRESS	OBSERVATIONS
5	**Business Ethics**							
5.1	Disseminate the Code of Ethics to 100% of the organization.	# employees, Infrastructure Division	2022	2025	300	↗	72%	Both Grupo México and the Infrastructure Division have been disseminating the Code of Ethics for several years through our company intranet, the Grupo México website and other media. Additionally, new hires receive the Code of Ethics and an explanation of its content as part of their orientation, signing their acknowledgement and acceptance. We have been providing courses and trainings that include a section on the Code of Ethics to personnel at our operations since 2022. In 2024, the Code of Ethics has been provided to 72% of our 2,766 employees. Dissemination to our Construction operational personnel remains pending (780 employees, representing 28% of the Infrastructure Division workforce). We will complete the dissemination in 2025 and share again the Code of Ethics with all Infrastructure Division personnel.
5.2	ISO 37001 certification for our anti-bribery management system.	Infrastructure Division level	2022	2025	0%	↗	30%	We are working on ISO 37001 certification of our Anti-Bribery Management System, starting with our Engineering and Construction lines of business, which represent 30% of the Infrastructure Division. Subsequently, we will extend this project to our other lines of business.
5.3	Human rights training for at least 90% of company personnel.	# employees	2022	2025	773	↗	47%	590 people in 2023 and 183 in 2024 received training, for a cumulative total of 773, representing 47% of our workforce (non-union).
5.4	Anti-corruption training for at least 90% of company personnel.	# employees	2022	2025	300	✓	100%	Over the 3 years that we have been recording this metric, 100% of eligible and/or vulnerable personnel have received at least one anti-corruption training.
5.5	Close grievances reported in less than 40 days.	# days investigation, average	2022	2025	45 días	↗	80%	The investigation team only addresses reports that provide sufficient information to proceed. We are also developing an investigation protocol based on the ISO 37008 standardized methodology.
6	**Biodiversity**							
6.1	Increase to 30% the individuals reforested voluntarily and maintain 80% survival rate.	# individuals planted	2022	2025	1162	✓	100%	We planted 2,003 individuals in 2024 at various Infrastructure Division sites , reporting a survival rate of 82%.
7	**Water and Effluents**							
7.1	Reuse 20% of the onshore discharge water in other productive processes.	m^3 discharge water repurposed / m^3 total onshore discharge water	2022	2025	0%	↗	20%	Acquisition of a wastewater treatment system for the Oil line of business, which will advance progress 1% toward the target. The site with the highest volume of onshore discharges is La Caridad.
7.2	Map our operations in high water stress zones and generate mitigation actions.	# operations in water stress zones	2022	2025	0%	↗	50%	The water status of each basin in which the company operates has been identified. Action plans have been defined with investments in 2025.

#	GOAL / TARGET	METRIC	BASE YEAR	TARGET YEAR	BASELINE	STATUS	% PROGRESS	OBSERVATIONS
8	**Spills and Waste**							
8.1	Reuse 80% of hazardous waste in other productive chains.	# tons repurposed / # total tons	2022	2025	0.68	✓	95%	95% of our total hazardous waste was repurposed to other productive chains through recycling and/or energy from incineration.
8.2	Reuse 50% of waste requiring special handling in other productive chains.	# tons repurposed / # total tons	2020	2025	30%	✓	67%	67% of waste requiring special handling was repurposed to other productive chains in 2024; we continue to develop improvement options to increase this percentage.
8.3	Zero spills affecting ecosystems, in accordance with Mexican legislation.	# spills 1 m^3 (264 gallons) or more	2020	2025	0	✓	100%	No chemical substance spills at any Infrastructure Division site.
8.4	Revise our critical prevention processes and environmental spills response protocols.	# operations updated / # total critical operations	2020	2025	6 plataformas	↗	50%	The spills response procedures and environmental contingency plans were updated, and our response crews received the corresponding training. These controls will be monitored in 2025 through our critical risk tool.

Transportation Division

Legend for the progress report: ✓ The goal has been met. | ↗ In progress | → The goal has not been met.

#	TARGET / GOAL	METRIC	BASE YEAR	BASELINE	2024 PERFORMANCE	TARGET YEAR	COMPLETION	% PROGRESS	OBSERVATIONS
1	**Occupational Health & Safety**								
1.1	Reduce our lost time injury frequency rate by 15%.	Incident rate= (# lost time injuries / hours worked) x 200,000	2022	2.20	1.75	2025	✓	100%	The target of reducing incidents by 15% was met in 2024, compared with the 2022 baseline. We will set new short- and medium-term incident reduction targets in 2025.
1.2	Reduce our reportable operational incident rate by 20%.	Incident rate = (# reportable derailments / trains kilometer) x 1,000,000	2022	2.38	1.94	2025	↗	92%	We continued to improve our incident rate in 2024, although the results were not as successful as in 2023. Efforts continue to match the average of our peers. With technological innovations and maintenance improvements, we have automated the early detection of track, locomotive and railcar issues and deficiencies.
1.3	Reduce incident rate at level crossings by 15%.	Incident rate = (# incidents at level crossings / trains kilometer) x 1,000,000	2022	19.2	17.8	2025	↗	74%	Efforts have been focused on awareness campaigns and investments in signals at higher traffic crossings. Our target is a rate of 16.3 incidents per million trains kilometer.
1.4	Zero fatal incidents.	# fatal incidents involving company personnel	2022	3	2	Annual	→	Target not met	Work continues to consolidate our safety culture and guarantee all personnel return home safe and sound.

#	TARGET / GOAL	METRIC	BASE YEAR	BASELINE	2024 PERFORMANCE	TARGET YEAR	COMPLETION	% PROGRESS	OBSERVATIONS
2	**Diversity and Inclusion**								
2.1	Increase annually the participation of women in the total workforce by 5%, to reach a total 8% by 2030.	% increase of women about the women's workforce	2024	5.3%	5.3%	2030	↗	NA	We increased the number of women employees in 2024 for the fourth year in a row. This year, this goal was updated to reflect the trend in the rail industry. For a detailed explanation, please refer to the Diversity and Inclusion section.
3	**Climate Change**								
3.1	Reduce Scope 1 and 2 emissions by 10%.	$MtCO_2e$	2018	1.46	1.59	2035	↗	In progress	Our emissions increased 9% in 2024, compared with the baseline, result of the increased volume of freight transported. Our strategy to achieve the target is to increase the use of energy from renewable sources and improve the efficiency of fuel consumption.

2.5 Stakeholder Engagement

GRI 2-28, 2-29

Grupo México has active operations in Mexico, Peru and the United States. Given the nature of our businesses and industries, transparent and efficient communication is essential with our shareholders, investors, employees, unions, communities, customers, suppliers, commercial partners, sector and industry chambers, governments and the media, paving the way for accountability and shared responsibility.

Our business strategy is based on social, environmental and economic sustainability, taking into account the needs, circumstances and concerns of our stakeholders.

Stakeholder mapping and management

All Grupo México divisions map their stakeholders according to their respective industries. This approach supports us to:

- Gain an accurate understanding of the stakeholders with which we interact.
- Foster positive and collaborative relationships delivering benefits for both our stakeholders and the company.

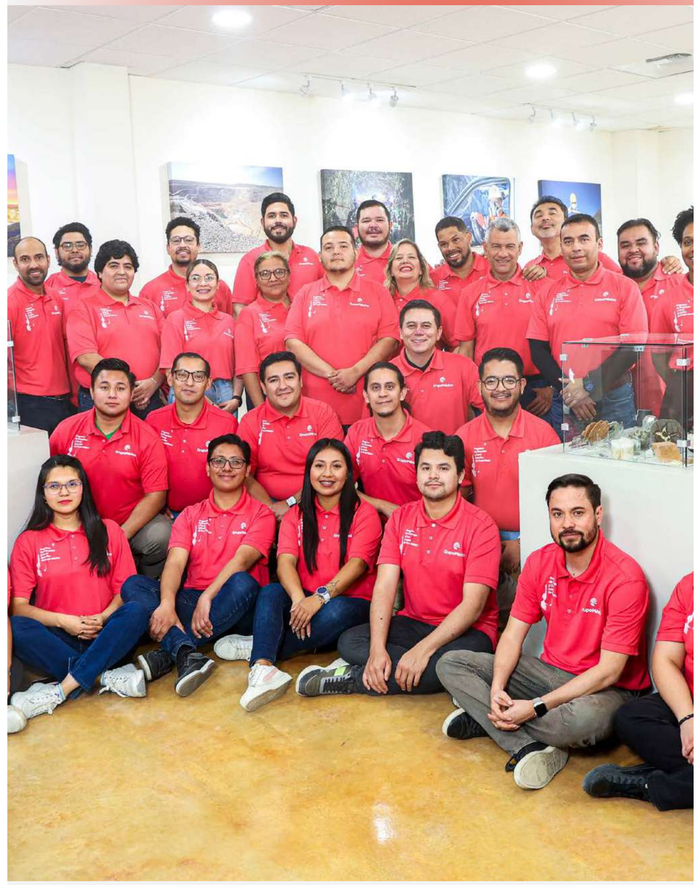
The materiality studies we prepare periodically inform the setting of our priorities in sustainability management and our assessment of the risks that could have a material impact on our company. These studies include:

- Direct and indirect engagement with our external stakeholders.
- Focus groups and conversations that enable us to contextualize the risk analysis and complement our materiality analyses.
- Feedback from experts in different topics and sectors.

Communication Channels

We communicate with and listen to our stakeholders through different communication channels, maintaining open and ongoing dialogue with them, including:

- **Company Reports:** Annual Financial Report and Sustainable Development Report.
- **Meetings and calls:** General Shareholders Meeting and quarterly investor calls.
- **Community dialogue spaces:** Community Committees, community development centers, forums, interviews and the Support and Attention Center (SAC).
- **Digital and media engagements:** Social media presence, press releases and newsletters.



Staff from Grupo México Educational Centers

Our Support and Attention Center (SAC) was designed specifically to receive and address the concerns and grievances of the communities where we operate, creating spaces for ongoing dialogue and problem solving. For more information, see Local Communities – Responsible Coexistence.

We also operate a Reporting Line for company employees to address internal issues (for more information, see Business Ethics). In the Transportation Division, the Reporting Line receives comments from the communities along our railway lines and from outside stakeholders. Our communication channels are available to listen and dialogue about concerns related to the company and our operations.

Regarding political organizations and causes:

- Grupo México does not contribute to political parties or to political organizations in any of the countries where we operate.
- Our financial contributions to industrial and commercial chambers are limited to membership fees.
- Our communications and engagement actions focus solely on promoting our business objectives, social development, caring for the environment, and the interests of the industrial sectors in which we participate.
- We support the OECD (Organization for Economic Cooperation and Development) recommendations of principles for transparency and integrity, for the governments in the countries where we operate to promote and guarantee accountability, transparency, and fair and competitive access to the market.
- We integrate the general principles of the OECD directives for multinational companies into our relationships with stakeholders. In particular, under general principle number 15, Grupo México does not participate in local political activities.

Our actions are guided by the Grupo México **Mission, Vision and Values** statements, which reaffirm our commitment to creating value in the short, medium and long term. This approach is reflected in our relationships with stakeholders, relationships that are based on integrity, respect and sustainability. We have identified the stakeholders for all our divisions, these being organizations, institutions and individuals holding an interest in the economic, environmental and social performance of the company. This also includes any entity or individual that may be impacted by our activities.

We endeavor to ensure our actions are based on integrity and respect, contributing to the development of every member of our team and also the development of the communities where we work. The satisfaction of our customers, protecting the interests of our shareholders, and strengthening our suppliers and contractors are also of vital importance. While we strictly adhere to all laws and regulations, we strive to go further with company guidelines that turn risks into opportunities for improvement, based on prevention.

Our Investor Relations department classifies our stakeholders through selection mechanisms, while our Institutional Relations and Media department identifies the priority stakeholders and the best way to communicate with them.

In parallel, the Community Development departments of the Mining and Infrastructure divisions prepare specific protocols for engaging with stakeholders in the communities where we operate, including the Support and Attention Center (SAC). Communication with inhouse stakeholders, such as employees and trade unions, is the responsibility of the Human Resources departments in each division.



Collaborators at Fenicias Wind Farm, Nuevo León, Mexico



Train in Cuyutlán, Colima, Mexico

Following are the stakeholders with which Grupo México has active and constant communication:

COMMUNICATION CHANNELS OR MECHANISMS \ STAKEHOLDERS	Customers	Company Personnel	Unions	Investors	Suppliers	Contractors	Communities	Opinion Leaders Civil Society Media	Financial Institutions Government Agencies Academic Institutions Rating Agencies
Website	●	●	●	●	●	●	●	●	●
Intranet		●							
Sustainable Development Report	●	●	●	●	●	●	●	●	●
Annual financial report				●				●	●
Quarterly financial reports				●				●	●
News bulletins							●	●	●
In-house magazines and newsletters		●	●						
Publication of relevant events				●					●
Press releases								●	
Shareholders meetings				●					
In-person meetings			●						●
CBA reviews			●						
Diagnostic studies							●		
Interviews							●		
Surveys	●						●		
Workplace climate survey		●							
Telephone consultations	●			●	●	●		●	●
Ethics Reporting Line	●	●		●	●	●			
Guided tours							●	●	●
Site visits							●		
Community committees							●		
Awareness campaigns							●		
Community development centers							●		
Support and Attention Center							●		

- ● Ongoing
- ● Yearly
- ● Once or twice a year
- ● Quarterly
- ● Bimonthly
- ● As needed

The associations we are members of and the initiatives we align with are listed following:

Mining Division:

- International Copper Association (ICA)
- International Molybdenum Association (IMOA)
- Arizona Mining Association (AMA)
- North American Metals Council (NAMC)
- Society for Mining Metallurgy and Exploration (SME)
- Metropolitan Tucson Chamber of Commerce (MTCC)
- *Cámara Minera de México (CAMIMEX)*
- *Sociedad Minera de México (SMM)*
- *Asociación de Mineros de Sonora (AMSAC)*
- *Comisión de Estudios del Sector Privado para el Desarrollo Sustentable (CESPEDES)*
- *Sociedad Nacional de Minería, Petróleo y Energía del Perú (SNMPE)*
- *Cámara de Comercio de Lima (CCL)*
- *Asociación de Exportadores (ADEX)*
- *Confederación Intersectorial de Empresas Privadas (CONFIEP)*
- *Sociedad de Comercio Exterior del Perú (COMEX / SINIA)*
- *Iniciativa para la Transparencia de las Industrias Extractivas (EITI)*
- *Instituto de Ingenieros de Minas del Perú (IIMP)*

Transportation Division:

- *Asociación Mexicana de Ferrocarriles (AMF)*
- Association of American Railroads (AAR)
- Intermodal Association of North America (IANA)
- *Asociación de Proveedores de Productos Agropecuarios (APPAMEX)*
- *Asociación Mexicana del Transporte Intermodal (AMTI)*
- Rail Transportation and Engineering Center (RailTEC)
- *Asociación Nacional del Plástico(ANIPAC)*
- SmartWay Transport Partner (FEC)
- Customs Trade Partnership Against Terrorism (CTPAT)
- Florida Public Transportation Association (FPTA)
- *Centro Mexicano para la Filantropía A.C. (Cemefi)*

Infrastructure Division:

- *Cámara Mexicana de la Industria de la Construcción (CMIC)*
- *Asociación Mexicana de Empresas de Servicios Petroleros (AMEXPAC)*
- *Asociación Mexicana de Energía Eólica (AMDEE)*
- *Asociación Mexicana de Energía (AME)*
- *Asociación Mexicana de Ingeniería de Vías Terrestres (AMIVTAC)*
- *Asociación Mexicana de Empresas de Hidrocarburos, A.C. (AMEXHI)*
- *Asociación de Recursos Humanos de la Industria Petrolera (ARHIP)*
- *Clúster de Energía del Estado de Sonora, A.C.*
- *Asociación Geotérmica Mexicana (AGM)*
- *Asociación de Desarrolladores Inmobiliarios (ADI)*
- *Asociación Mexicana de Concesionarios de Infraestructura Vial (AMCIV)*
- *AliaRSE por Campeche*

These stakeholders include associations in which Grupo México, our divisions and/or subsidiaries regularly participate, ensuring we remain informed about market trends and expectations, while sharing about our actions and activities, under a framework of sustainable development.

US$ thousands				
	2021	2022	2023	**2024**
Mining Division	3,465	3,526	3,599	**3,774**
SCC	3,460	3,476	3,549	**3,722**
MM (Mexico)	1,916	1,929	1,875	**2,030**
SPCC (Peru)	1,543	1,547	1,674	**1,692**
ASARCO (USA)	6	50	50	**52**
Transportation Division	618	658	865	**833**
Mexico	435	488	652	**550**
USA	183	171	213	**283**
Infrastructure Division	109	91	125	**93**
Grupo México	4,192	4,275	4,588	**4,700**

This table summarizes Grupo México spending on association memberships for our three divisions and includes memberships with organizations in other countries, such as the International Copper Association. The associations representing our highest contributions in 2024 are:

- International Copper Association – US$2,652,794
- *Asociación Mexicana de Ferrocarriles* - US$411,362
- *Asociación de Mineros de Sonora* - US$369,000

For more information, see Annexes – Our Approach – Payments to Associations.

2.6 Investments in Sustainable Development

Grupo México makes positive contributions to society in different ways, beyond paying taxes and our economic value distributed. Our investments in sustainable development have a significant impact on worker health and safety management, caring for the environment, and the development of the communities near our operations.

Also, our Grupo México Foundation supports causes that contribute to improving quality of life, fostering human capital and supporting overall development.

Our principal investments associated with occupational health and safety management, environmental performance and social development are described following:

Caring for employee health and safety

- Industrial safety
- Training and personal protective equipment
- Health promotion and protection
- Detection and treatment of diseases
- Engineering works and projects at our operations

Ongoing improvement in our environmental performance

- Reduce water consumption with increased water treatment and reuse
- Waste management
- Prevention and mitigation of spills
- GHG emissions reductions
- Biodiversity conservation
- Reforestation

Driving the economic, social and human development of our neighbor communities

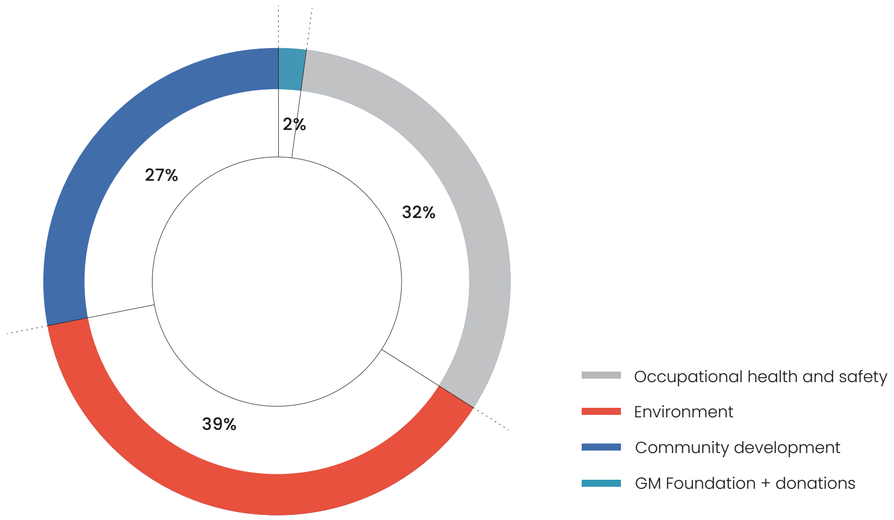
- Community programs
- Company-sponsored schools
- Services in Grupo México neighborhoods
- Investments in infrastructure for communities

Donations and philanthropic programs

- Supports, donations and disaster relief
- Dr. Vagón (The Health Train) and *Escuchar Sin Fronteras* (Hearing Without Borders) health programs
- Environmental programs
- Development of institutions and organizations

a) Investments and spending in sustainable development 2024

Grupo México			
US$ million	2024	2023	2022
Type of spending and investment	**423**	**662**	**544**
Occupational health and safety	137	148	120
Environment	163	347	268
Community development	116	155	144
GM Foundation and donations	7	12	12



In occupational health and safety, we continue to strengthen our training processes to improve our safety management systems, actions that support our ISO 45001 certification for all our mine operations. Approximately 68% of our investments are made in engineering works specifically to provide safe workplaces, including road maintenance, ventilation and other improvements.

Our Mining Division continued to invest in maintenance at our mine waste facilities in Mexico in 2024, including backup tanks for tailings dams and rainwater deviation works to reduce the risks associated with extraordinary weather events, and to strengthen our dust, gas, particle and GHG emission reduction processes.

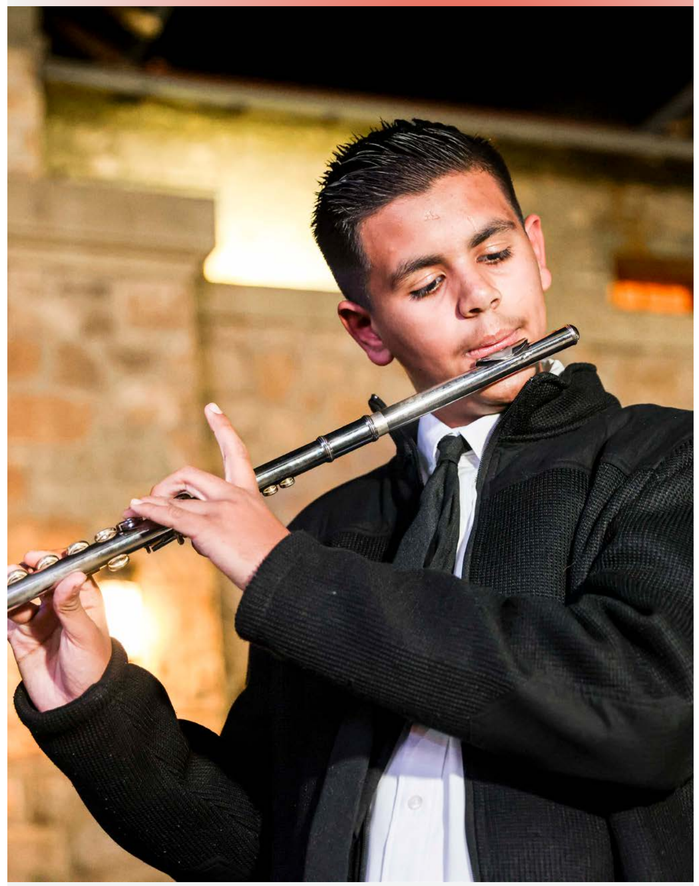
In community development, the Mining Division invested in water infrastructure improvement projects to benefit 54,000 residents in the communities of Cananea and Nacozari in Mexico, while in Peru, work continues on the construction of our wastewater treatment plant in Ilo. The Transportation Division continued to invest in infrastructure projects and urban mobility, including the construction of bypasses and upgrading stations and level crossings. These projects will reduce the risk of traffic accidents, strengthen our commercial and corporate commitment to maintaining the integrity of the freight transported, and increase the operational value of the railway system in Mexico.

b) Investments and spending in sustainable development 2024

US$ million

Division	Occupational health and safety	Environment	Community development	GM Foundation + donations	Total
Total MIN DIV	**121.1**	**154.9**	**103.1**	**0.8**	**379.9**
SCC	112.3	148.1	102.9	0.8	**364.1**
Mexico (MM)	100.3	129.4	25	0.3	**255**
Peru (SPCC)	12	18.7	77.9	0.5	**109.1**
ASARCO (USA)	8.8	6.8	0.2		**15.8**
Total TRA DIV	**12.3**	**2.9**	**11.7**	**1.5**	**28.4**
Total INF DIV	**3.7**	**5.7**	**1**		**10.4**
GRUPO MÉXICO FOUNDATION				**5**	**5**
Total Grupo México	**137.1**	**163.5**	**115.8**	**7.3**	**423.7**

Our investments and operating expenses are detailed in the Annexes.



Beneficiary of Youth Orchestras Program, Sonora, Mexico

2.7 Contributions to the Sustainable Development Goals (SDGs)

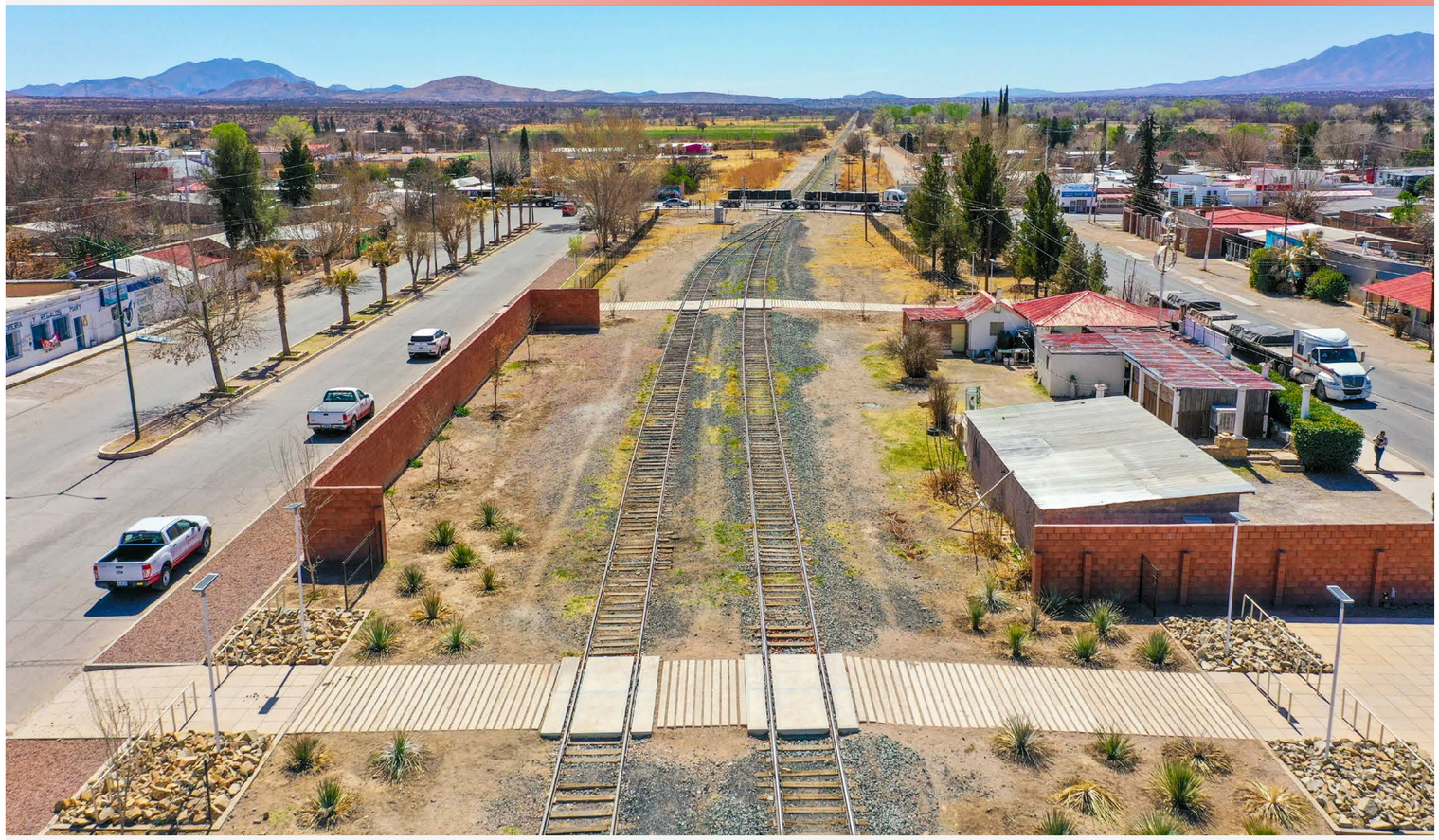
We communicate our contributions to the SDGs following the recommendations of the "Practical Guide: Integrating the SDGs into Corporate Reporting" prepared by the Global Compact and the Global Reporting Initiative.

We have used the "Mapping Mining to the Sustainable Development Goals: An Atlas, prepared by the United Nations, the World Economic Forum and the Columbia University Center for Sustainable Investment, among other institutions to offer a general overview of our progress and the changes we have made in sustainable development. For our 2018-2022 Corporate Sustainable Development Goals and results, see the 2022 Grupo México Sustainable Development Report.

Setting priorities

From our materiality analysis, we have identified and prioritized the most relevant environmental and social topics for our operations as:

- Occupational health and safety
- Climate change
- Local communities
- Environmental compliance



Pedestrian crossing at grade level, Esqueda, Sonora, Mexico

SDG Mapping to our value chain

After identifying our principal material topics, we prioritized our contribution to the SDGs based on the positive impact we generate (↑) and the decrease in risks (↓) and adverse impacts on the components of our value chain as a result of our activities, considering the risk factors that could significantly impact our operations, financial situation, products and services:

Color legend for the impact report: ↑ Positive impact we generate | ↓ Reduction of risks

OCCUPATIONAL HEALTH AND SAFETY		RAW MATERIALS	LOGISTICS AND WAREHOUSING	WORKFORCE	COMPANY OPERATIONS	RELATIONSHIP WITH THE ENVIRONMENT AND OUR COMMUNITIES
The economic sectors in which our Mining, Infrastructure and Transportation divisions operate are subject to numerous risks, considering workplace health and safety conditions, including high-risk work, handling, storage and disposal of substances and materials, and the use of work equipment and machinery, which could cause injuries or deaths, operating delays and monetary losses. Our approach to health and safety includes prevention, wellness and annual training programs for our workforce, regulatory compliance, risk management and performance-based safety programs, extending our safety culture to contractors, and also safety incentives that meet all regulatory requirements and improve employee performance.	Promote a culture of prevention, focusing on critical risks			↓	↓	
	Zero serious or fatal workplace accidents, injuries or diseases		↓	↓	↓	
	Certification and employee training on comprehensive safety and risk prevention			↓	↓	

CLIMATE CHANGE		RAW MATERIALS	LOGISTICS AND WAREHOUSING	WORKFORCE	COMPANY OPERATIONS	RELATIONSHIP WITH THE ENVIRONMENT AND OUR COMMUNITIES
The potential physical impacts of climate change on our operations are highly uncertain and depend on the geographic location of each site. These impacts may include changes in precipitation patterns, water shortages, changes in sea levels, temperatures, and storm patterns and intensities. These effects may have an adverse impact on the costs, production and financial performance of our operations. In addition, adverse weather conditions could affect our relationships and agreements with our major customers and suppliers by materially affecting the normal flow of our transactions, particularly those that are sea related. For example, severe weather events could damage transportation infrastructure and cause interruptions or delays in the supply of key inputs and raw materials, or products sold. Under our climate change strategy, we monitor fluctuations in weather patterns in the areas where we operate and in line with government efforts, also working to measure our carbon footprint and reduce the greenhouse gas emissions our operations produce.	Strengthen our medium and long term GHG emissions reduction strategy			↓	↑	↑
	Increase the use of renewable energy at our operations		↓	↓	↑	↑

LOCAL COMMUNITIES		RAW MATERIALS	LOGISTICS AND WAREHOUSING	WORKFORCE	COMPANY OPERATIONS	RELATIONSHIP WITH THE ENVIRONMENT AND OUR COMMUNITIES
Regulatory frameworks requiring economic commitments to finance social programs and improve infrastructure in the communities near our operations have become more prevalent in recent years. In response, our community engagement model considers significant investments to upgrade community infrastructures and implement initiatives in support of the economic development of the regions where we operate.	Boost human development through responsible co-existence					↑
	Boost economic development in the regions where we operate		↑			↑

ENVIRONMENTAL COMPLIANCE		RAW MATERIALS	LOGISTICS AND WAREHOUSING	WORKFORCE	COMPANY OPERATIONS	RELATIONSHIP WITH THE ENVIRONMENT AND OUR COMMUNITIES
Our operations require significant quantities of fuel, electricity, water and other resources. Our energy supply may be affected or restricted by new laws or regulations, new taxes or tariffs, interruptions in production by suppliers and changes in global prices or market conditions, among others. In terms of water, shortages in the supplies on which we hold rights or lack of backup water sources could force us to reduce or halt mining production, and could prevent us from pursuing opportunities for expansion, increasing and/or accelerating operating costs. In response, our efforts focus on meeting compliance with environmental protection laws, regulations and programs, according to the technical standards of each industry considering, among others, concession rights, transportation, production, water usage and discharge, energy usage and generation, surface rights and environmental restoration.	Improve water efficiency	↑			↑	↑
	Reduce environmental risks	↓			↓	↓
	Minimize the ecological footprint in terms of biodiversity and waste management	↓			↓	↓

With this information, we have strengthened our reporting strategy for our contributions to the SDGs to incorporate methodologies like the MSCI SDG Alignment, which was structured with the OECD guidance and the Global Compact SDG Ambition Benchmark Reference Sheets, to structure our reports according to the principles of transparency, measure, scalability and flexibility.

Our progress in setting institutional policies, goals, targets, practices and programs has led us to identify the priority SDGs for the Grupo México sustainability strategy:

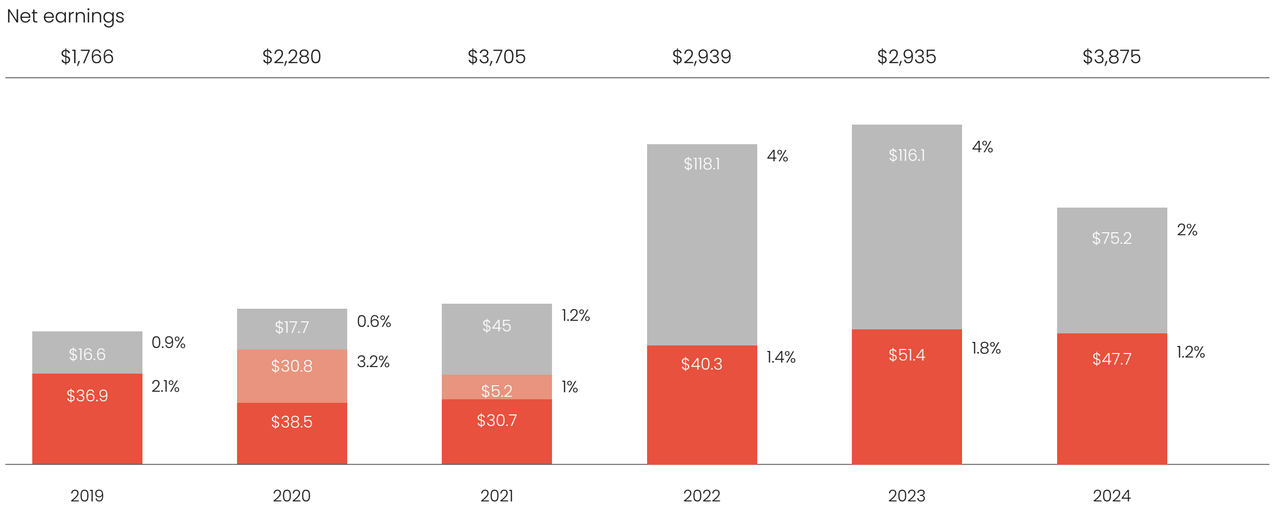
PRIORITY TOPIC	SDG	SDG GOALS	SIGNIFICANT ADVANCEMENTS	GOALS AND TARGETS IN PROGRESS
Occupational Health and Safety	3 GOOD HEALT AND WELL-BEING	**3.4** Reduce by one third premature mortality from noncommunicable diseases through prevention and treatment, and promote mental health and wellbeing.	• Publication of our Workplace Health and Safety Policy. • ISO 45001 certification for our Mining Division operations. • Non-occupational health risk factor detection and prevention programs.	• Strengthen our health prevention programs at company operations.
	8 DECENT WORK AND ECONOMIC GROWTH	**8.8** Protect labor rights and promote safe and secure working environments for all workers.	• Publication of our Human Rights and our Diversity, Inclusion and Non-Discrimination policies. • Creation of a Diversity and Inclusion taskforce at the Grupo México level. • Lost time frequency rate reduced across our three divisions. • Performance-based Safety System in our Mining Division.	• Maintain the goal of zero serious accidents or fatalities at the Grupo México level. • Update our Emergency Response Plans.
Climate Change	7 AFFORDABLE AND CLEAN ENERGY	**7.2** Increase substantially the share of renewable energy in the global energy mix. **7.3** Double the global rate of improvement in energy efficiency.	• Investments in renewable energy generation projects, like our Fenicias wind farm.	• Increase to 50% our total consumption of renewable electrical energy by 2035.
	13 CLIMATE ACTION	**13.1** Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries. **13.2** Integrate climate change measures into national policies, strategies and planning.	• Publication of our Climate Change Policy. • Strengthening our organizational structure to include climate management. • Update our climate-related risks and opportunities, aligned to TCFD recommendations.	• Net zero Scope 1 and 2 GHG emissions by 2050. • Reduce operational GHG emissions. • Implement climate risk adaptive plans at our operations.
Local Communities	8 DECENT WORK AND ECONOMIC GROWTH	**8.5** Achieve full and productive employment and decent work for all women and men (...)	• Publication of our Community Engagement and our Respect for the Rights of Indigenous Peoples and Communities policies. • Strategies to incorporate local suppliers into our supply chains. • Skills training and certification programs in our communities. • Support and Attention Center to receive and respond to grievances from outside stakeholders near our operations.	• Boost and strengthen the local workforce and suppliers at our operations.
	11 SUSTAINABLE CITIES AND COMMUNITIES	**11.1** Ensure access for all to adequate, safe and affordable housing and basic services (...) **11.2** Provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety (...)	• School, environmental, cultural, water and urban transport infrastructure projects in our communities.	• Promote sustainable infrastructure for the development of our communities.

PRIORITY TOPIC	SDG	SDG GOALS	SIGNIFICANT ADVANCEMENTS	GOALS AND TARGETS IN PROGRESS
Environmental Compliance		**6.3** Improve water quality (...) halving the proportion of untreated wastewater and substantially increasing recycling and safe use globally. **6.4** Substantially increase water use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity (...) **6.5** Implement integrated water resources management (...)	• Publication of our Sustainable Water Management Protocol. • Strengthened organizational structure to manage water resources.	• Contribute to recharging the aquifers in the watersheds where our operations are located, through works and reforestation. • Achieve our fresh water reduction and reuse of process water targets. • Prioritize investments that would increase water availability in our communities.
		**12.4** Achieve the environmentally sound management of (...) all wastes throughout their lifecycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment **12.5** Substantially reduce waste generation through prevention, reduction, recycling and reuse. **12.6** Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	• Publication of our Environmental Policy, Tailings Systems Policy and Closure of Operations Protocol. • ISO 14001 certification for our Mining Division operations. • Standardized operating, maintenance and monitoring manuals for our mine waste facilities.	• Compliance with and ongoing improvement of our Tailings Systems Policy. • Prepare closure plans for all active tailings dams. • Closure of inactive tailings dams, waste rock piles and slag heaps, following the best standards available.
		**15.1** Ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and dry lands, in line with obligations under international agreements. **15.3** Combat desertification, restore degraded land and soil, including land affected by desertification, drought and floods, and strive to achieve a land degradation-neutral world. **15.5** Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and protect and prevent the extinction of threatened species.	• Publication of our Biodiversity Management Protocol. • Strengthened organizational structure in terms of biodiversity management. • Biodiversity management plans aligned to the ICMM Good Practice Guide.	• Revert net biodiversity loss and achieve a net positive impact for the Mining Division.

For more information on the progress towards our corporate goals and targets, see the corresponding section of this report.

Contributions to the SDGs (2019-2024)

To report our contributions and progress on the target to *"Invest at least 2.5% of net earnings in projects that contribute to the United Nations Sustainable Development Goals (SDG)"*, since 2019, we have identified investments and spending that represent direct benefits for our communities, classifying these into the following categories:



% Corresponding to consolidated net profit

US$ millions

SDG CONTRIBUTIONS

Philanthropy

Considers the budgets for:

- Community development programs
- SCC Schools
- Development of local suppliers
- Supports and donations
- Grupo México Foundation Programs

COVID-19

Investments

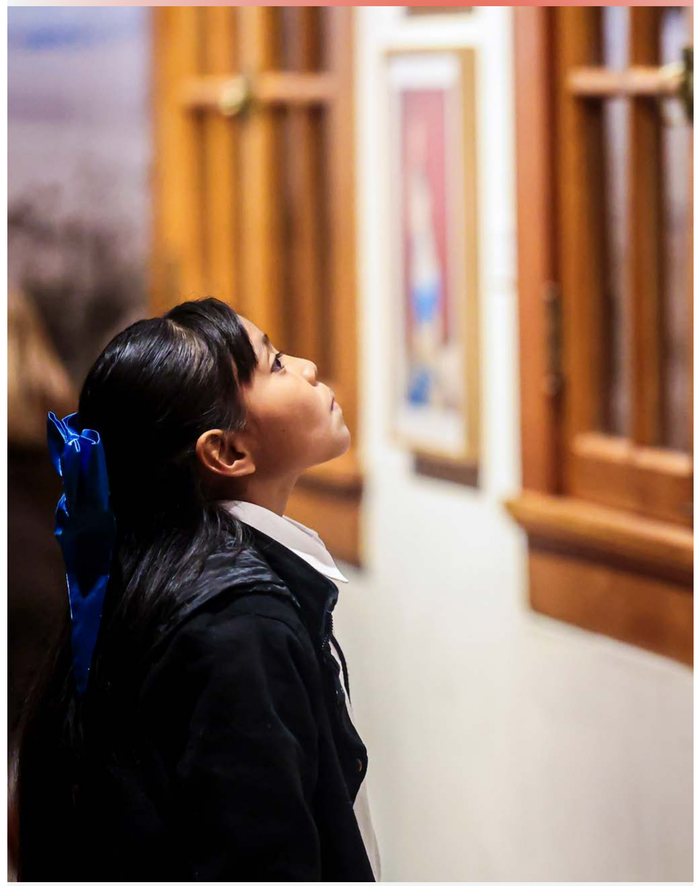
- Infrastructure in communities and SCC neighborhoods and schools
- Equipment and works in communities
- Railroad crossings

We have allocated approximately US$670.2 million since 2019 to fund social and philanthropic projects that support the SDGs in the communities near our operations. In 2024, we allocated US$122.8 million, representing 3.2% of our net earnings.

To further understand the relationship between our investments and the SDGs, we have identified the benefits generated by our different programs and projects, detailed following for each category:

Philanthropy

BENEFITS IDENTIFIED	INVESTMENTS	US$ MILLION	
Caring for the community by promoting health and sports, including supports and donations.	Dr. Vagón (The Health Train) program	1.3	3.5
	Escuchar Sin Fronteras (Hearing Without Borders) program	0.8	
	Supports and donations (health)	0.1	
	Supports and donations (sports)	0.04	
	Supports and donations (safety)	0.1	
	Social programs (health and safety)	0.5	
	Social programs (sports)	0.8	
Access to quality basic education and technical and professional skill development with youth and adults.	Social programs (education)	1.8	9.4
	Operating costs for Grupo México-sponsored schools	7.5	
	Supports and donations (education and school infrastructure)	0.1	
Access to clean water by engaging local communities in improving water management and treatment.	Supports and donations (water)	0.2	0.2
	Supports and donations (water infrastructure)	0.04	
Access to employment and opportunities, including developing productive activities and entrepreneurship.	Social programs (economic development)	2.3	2.7
	Development of local suppliers and capacity building	0.4	
Strengthened social inclusion in our communities.	Social programs (culture and inclusion)	2.4	6.4
	Community programs	4.0	
	Supports and donations (culture)	0.1	
Access to housing and basic services, including the development of sustainable infrastructure in urban areas.	Operating costs for SCC neighborhoods	20.3	21.7
	Supports and donations (community infrastructure, works, equipment and services)	1.3	
Combined efforts for the conservation and sustainable management of forests and terrestrial ecosystems.	Social programs (environmental)	2.7	2.7
Promote volunteerism, inclusion, human rights and citizen engagement.	Social programs (volunteering and citizen engagement)	0.5	0.8
	Supports and donations (volunteering and citizen engagement)	0.3	
Boosting social development by building and supporting multiple alliances.	Grupo México Foundation programs	0.1	0.1
	Total 2024	US$47.7 million	



Community Center, Nacozari de García, Sonora, Mexico

Investments

BENEFITS IDENTIFIED	INVESTMENTS	US$ MILLION	
Infrastructure to reduce risks and accidents involving the train and general health and road safety.	Railroad crossing signaling program	11.5	12.5
	Health infrastructure	0.7	
	Sports infrastructure	0.3	
Construction and upgrades for schools to provide safe learning environments.	School infrastructure	32.9	33.1
	Infrastructure for SCC-sponsored schools	0.3	
Support for the withdrawal, treatment and distribution of clean water in our local communities.	Water infrastructure	18.6	18.6
Development of regional infrastructure in support of the economic development and wellbeing of our communities.	Regional infrastructure	5.3	5.3
Development of sustainable infrastructure in urban areas, including cultural and natural heritage protections.	Infrastructure in SCC neighborhoods	1.5	5.6
	Urban and road infrastructure	4.0	
	Cultural infrastructure	0.1	
	Total 2024	US$75.2 million	

Our ongoing improvement processes have strengthened our reporting of these items and investments and the calculations of our contributions. An example is that since 2021, we have been providing greater detail on the contributions of our programs and investments in infrastructure at the organizational level, considering the reclassification of various items based on the objectives and results of each program or project.

It is important to note that we have identified additional SDGs to those indicated as priorities for the organization for the 2.5% of net earnings target, because of the different programs and initiatives of our Community Development departments and the Grupo México Foundation.

2.8 ESG Assessments and Recognitions

GRI 2-28, 2-29

S&P Global	Each year, we participate in the Corporate Sustainability Assessment (CSA), a tool developed by S&P Global to measure company performance in corporate sustainability. The assessment focuses on various key aspects, like environmental, social and corporate governance management, transparency and reporting, and also impact on society and the environment. We participate as Grupo México, GMéxico Transportes and Southern Copper Corporation.
Member of Dow Jones Sustainability Indices Powered by the S&P Global CSA	Grupo México has been included in the **Dow Jones Best-In-Class Index** (formerly, the Dow Jones Sustainability Index) for the **MILA Pacific Alliance region**[13] since 2017 and Southern Copper Corporation since 2019. Grupo México and Southern Copper Corporation are the only two companies in the Mining and Metals sector for this region included in the index. Southern Copper Corporation significantly improved its score to be included for the first time this year in the Emerging Markets category of the index. This recognition reflects our continued progress in our ESG performance and sustainability strategy
	Both Grupo México and Southern Copper Corporation ranked in the **top 9% of mining sector companies** in the 2024 Corporate Sustainability Assessment (CSA), while our subsidiary Grupo México Transportes (GMXT) **improved its score by 20%** over 2023. These results reflect not only our commitment to sustainability, but also earned Grupo México and Southern Copper Corporation a place in the Sustainability Yearbook 2025[14] for the fourth year in a row, and Grupo México Transportes for the first time this year. The Yearbook lists the top 15% of companies in each sector. We will continue working on our performance management in 2025 to ensure our ongoing improvement to maintain and add to these types of recognitions.

Both Grupo México and our subsidiary Grupo México Transportes were listed for the third time in the **S&P/BMV Total Mexico ESG** sustainability index in 2024, and the principal subsidiary of our Mining Division, Southern Copper Corporation, was listed for the third time in the **S&P/BMV General Peru ESG** index. Additionally, Grupo México has also been included in two FTSE Russell sustainability indexes since 2019: **FTSE4Good Emerging Latin America**[15] and **FTSE4Good BIVA**[16].

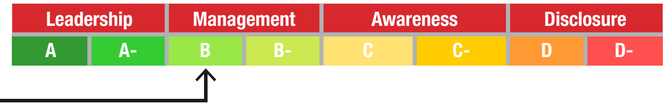
[13] MILA - Latin American Integrated Market: includes companies from Pacific Alliance member countries with the best performance in the CSA Assessment.
[14] The S&P Global Sustainability Yearbook 2025 lists the top 15% of companies in their industry scoring within 30 points of the company with the best performance in their industry.
[15] Lists publicly traded companies in the Latin American market with the best performance, according to the FTSE Russell ESG assessment criteria.
[16] Recognizes the companies with the best ESG performance in the Mexican market.

Being included in these sustainability indexes is recognition of our management and our commitment to aligning our operations to ethical, responsible and sustainable business practices in environmental, social and governance (ESG) aspects. It also affirms our institutional commitment to transparency and to reporting quality information. Our inclusion in these indexes also supports our stakeholders to objectively assess our commitment and performance in sustainability.

In 2024, Buenavista del Cobre received The Copper Mark, The Zinc Mark and The Molybdenum Mark[17] responsible production seals. In Peru, the Cuajone and Toquepala mines received The Copper Mark and The Molybdenum Mark, while the Ilo smelter received The Copper Mark, in accordance with the metals that each unit produces. These certifications are awarded for responsible production, focusing on various areas that include human rights, community relations, working conditions, the environment, and legal compliance. Additionally, we maintained our The Zinc Mark seal for our San Luis Potosi Zinc Refinery, successfully completing an onsite assessment of the execution of our Improvement Plan.

Grupo México has been submitting the CDP questionnaire on climate change each year since 2016. Although the questionnaire is submitted for Grupo México, it covers all our divisions and subsidiaries as climate change is a topic that we address from a comprehensive perspective, considering positive and complementary synergies between our divisions. We received a "B" rating on the climate change and water security assessments this year, the same rating we received in 2023. These results demonstrate our ordered management of the risks associated with climate change and water security, according to the CDP.

CDP questionnaire rating scale



Both Grupo México and Southern Copper Corporation have actively participated in the Sustainalytics annual Mining and Metals assessment for the ESG Risk Ratings Report since 2020. **In 2024, we improved our Grupo México rating by 2% compared with 2023, while Southern Copper Corporation improved 4.6% in the same comparison.**

In Health, the Peruvian Ministry of Labor awarded Southern Copper Corporation first place in the 2024 Good Practices Competition in the category Mental Health Promotion and Care. This achievement resulted from our focus on identifying and addressing psychological disorders, including depression and anxiety, with incident rates of 6% and 13%, respectively, which are below the national average. All our Minera México operations received ELSSA Program Awards again this year. The Mexican government awards this recognition to companies that promote safe and healthy workplace environments.

[17] The Copper Mark, The Molybdenum Mark, and The Zinc Mark are independent certifications of responsible production practices for these metals, where management in business, human rights, community, labor conditions, the environment, and governance is evaluated at the production site level (e.g., mine or plant). These certifications provide certainty about our institutional commitment for each operating center, with respect to clients, investors, communities, and other stakeholders, by guaranteeing that production maintains the highest international sustainability standards.

	In biodiversity, we maintained our Wildlife Habitat Council (WHC) certification for the efforts of our Buenavista del Cobre Wildlife Conservation Center (in Spanish, the UMA) in contributing to the conservation of the Mexican gray wolf. Thanks to our actions, this species, once extinct in the wild, now has populations in its natural habitat in Mexico. We will continue working with the community and the authorities for the common good of the regions where we operate.
	In the labor aspect, we received "Great Place to Work" certification for the following operations: **Mining Division:** Our Processing Plant (METCO) in Sonora ranked the best place to work in the Northwest Region and the fourth best place to work in Mexico, among companies with more than 500 employees, for the second year in a row. We were also ranked among the Top 5 Best Places for Women to Work in Mexico. **Infrastructure Division:** For the second year, all our Infrastructure Division companies received Great Place to Work certification. These achievements are a testimony to the commitment of our leadership to the wellbeing of our employees and our collective ongoing efforts to build the positive, trusted and welcoming environments that define our companies.
	HSBC, in collaboration with EY, awarded Grupo México the Leader Companies in Sustainable Innovation prize in the Social category. This award recognizes our Community Development model, focused on improving quality of life and promoting shared value in our communities.
	We received Exceptional Company recognition from the Business Coordinating Council, the Communications Council and the Quality Institute for the third year in a row, for our Infrastructure Division's Due Diligence Model projects and the Tamosura and Pinacate urban park projects of our Mining Division.
	For the second year, our Infrastructure Division was recognized by the AMITAI (ethics and compliance organization) as one of the most ethical companies in Mexico. 125 national and international companies of different sizes from different sectors participated in 2024, 48 of which were recognized.
	We have received the ESR® (socially responsible company) seal from the Mexican Center for Philanthropy (in Spanish, CEMEFI) for the eleventh consecutive year and across five business lines for the eighth consecutive year, highlighting our commitment to best practices in social, environmental and governance responsibility.

Certifications

Our environmental management and health and safety systems are another key way that Grupo México demonstrates our commitment to responsible production.

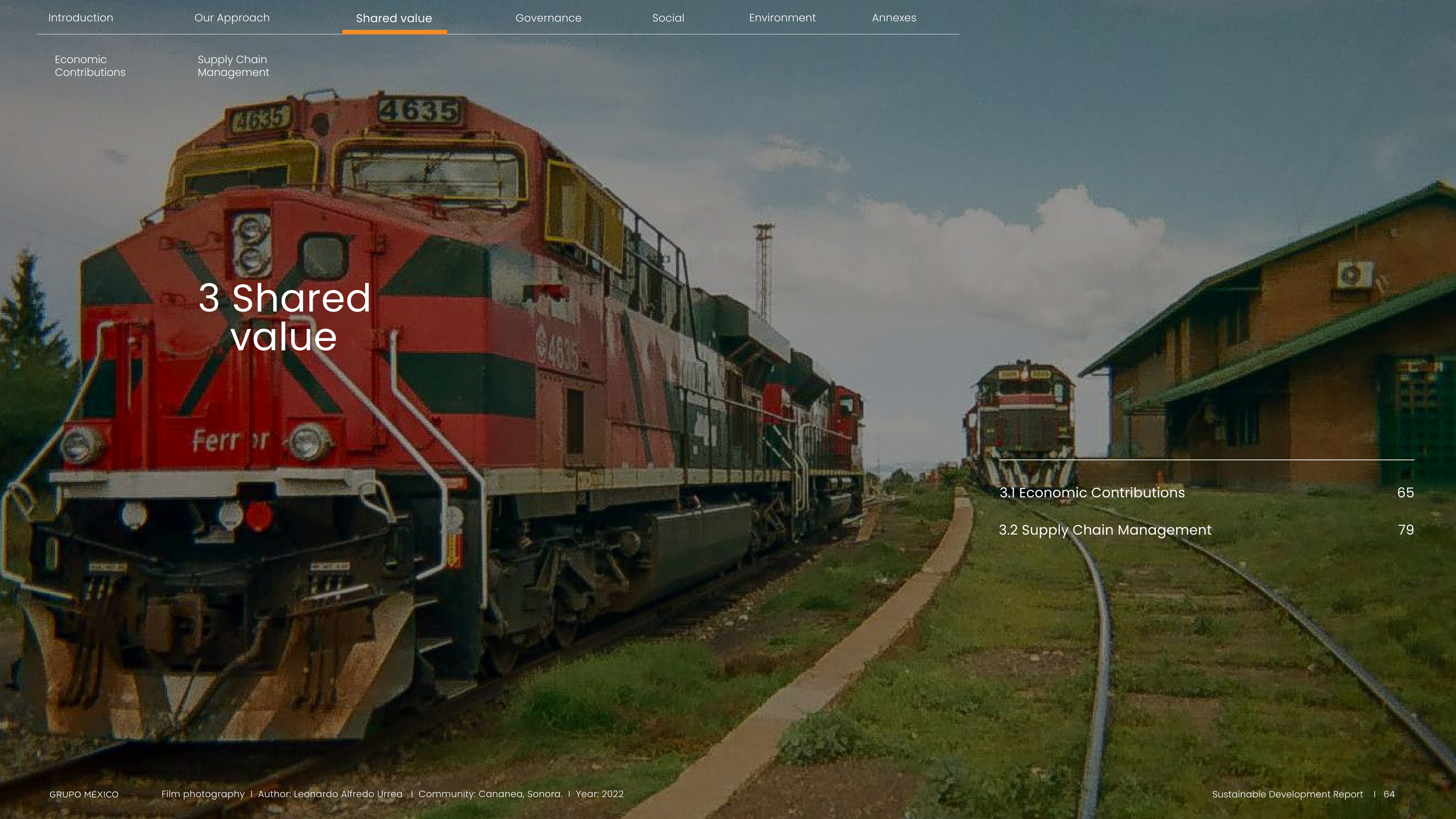
In 2024, all our active Mining Division operations are ISO 45001 (occupational health and safety) and ISO 14001 (environmental management) certified.

Our Infrastructure Division, meanwhile, has been working on refining its management in key areas that include quality, safety and the environment, receiving ISO 9001, ISO 14001 and ISO 45001 certification for our Oil, Construction and Engineering lines of business.

Additionally, our Infrastructure Division participated in the National Environmental Audit Program in 2024, maintaining Clean Industry certification for six oil rigs and two onshore sites. As a result of our ongoing improvement processes, we regained our Clean Industry certification for two other sites in Mexico.



Campeche Platform, Campeche, Mexico



3 Shared value

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3.2 Supply Chain Management 79

Film photography I Author: Leonardo Alfredo Urrea I Community: Cananea, Sonora. I Year: 2022

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Film photography I Author: Adriana Rocha Palafox I Community: San Luis Potosí, SLP. I Year: 2024

Generating Shared Value

Looking to the future

At Grupo México, we generate value in the places where we operate and we're committed to contributing to the Sustainable Development Goals, serving as an agent of change to build a more sustainable society.

Meeting our tax obligations provides governments with resources to allocate for community wellbeing. Also, our operations create direct and indirect jobs, and our investments and business activities drive economic growth in the regions where we operate.

We also promote local economic development through local trade, jobs and education, among others, and we encourage sustainable practices in our value chain. Grupo México invests in environmental, safety and community development, and we align with the Sustainable Development Goals to achieve our sustainability targets.

We generate shared value by:

Our variety of operations and lines of business means we can offer products and services that society needs while also contributing to the sustainability of our society.



The principal product of our **Mining Division** is copper and the energy transition, key to combating climate change and improving public health, will generate a high demand for copper. As copper plays an essential role in electrification and the production of renewable energies, both business and society expect copper to come from responsible production sources. This has been the impetus for our commitment to certify all our copper production chain to independent standards.

Because of its advantages in terms of efficiency, environmental impact, safety and profitability, the railroad is becoming a more popular option for companies and governments around the world, particularly where nearshoring will increase demand for freight transportation. To address this demand, our **Transportation Division** offers general rail and intermodal freight services, and also auxiliary services like terminal management and intra-terminal hauling in North America.

The experience of our **Infrastructure Division** in engineering, construction projects and industrial plants, clean energy, and offshore and onshore drilling in Mexico, position our organization as a leader in these industries.

We are driving growth in the countries and regions where we operate, while supporting the economic development of our different stakeholders: investors, employees, suppliers, contractors, governments and neighbor communities.

3.1 Economic Contributions

3.1.1 Tax management and compliance

GRI 207-1

Tax compliance is a fundamental social responsibility in the countries and jurisdictions where we operate, and we are transparent in our disclosures in this area. Our tax payments contribute to the public spending in the countries and places where we operate in benefit of all.

Generating value for our shareholders, communities and stakeholders, we published our Grupo México Tax Policy, in 2024, applicable to our divisions and subsidiaries, committing us to:

- Comply with all tax laws and regulations relevant to our operations in all the countries where we operate.
- Implement tax aspects according to the commercial substance of our business activities and in full compliance with law.
- File the required tax returns with accuracy and in a timely manner.
- Correctly determine the taxes reported on our financial statements.
- Apply the provisions relating to international taxation.
- Conduct transactions of goods and services between Grupo México and our subsidiaries at market prices and conditions (“arm’s length”) according to the substance of the commercial transaction and in compliance with international standards on transfer pricing (following the guidelines of the Organization for Economic Cooperation and Development).
- Seek the advice of independent experts for significant transactions in addition to internal analyses.

The Vice-President of Administration and Control reviews this Policy periodically, reporting any reportable situation to the Chief Financial Officer and the Audit and Company Practices Committee.



Collaborator at Ray Mining Unit, Arizona, United States

Additionally, we have an extensive set of corporate policies and codes that foster ethical and sustainable value chains, ensuring our compliance with federal, state and municipal tax laws and regulations in the countries and jurisdictions where we operate, making prompt and full payment of all required taxes.

Among other things, these policies commit us to:

* Applicable to Grupo México, our divisions and subsidiaries (including SCC).
** Applicable to AMC and subsidiaries (including SCC)

Corporate Policy (applicable to Grupo México or AMC and subsidiaries)	Objectives
Code of Ethics and Business Conduct*	• Fulfill our legal, professional and ethical obligations, guided by our values of honesty, respect and responsibility. • Provide transparency in information, ensuring this is complete and available as an accurate reflection of the status of our business and our strategy.
Code of Conduct for Business Partners*	• We seek to ensure our Business Partners comply with their various requirements in an ethical and responsible manner, including legal compliance, anti-corruption, anti-money laundering, anti-competitive practices and transparency.
Code of Conduct for Suppliers, Contractors and Relevant Business or Commercial Partners**	• Our Suppliers, Contractors and Relevant Business or Commercial Partners are required to fulfill their payment obligations for taxes, duties and royalties resulting from their commercial activities, exports, and mineral exploitation and use. We also encourage compliance with the Extractive Industries Transparency Initiative (EITI).
Corporate Anti-Corruption Policy*	• Prevent, prohibit and sanction corruption in any of its forms, in both the public and private sectors, and any other illegal or inappropriate act during the course of the company's business. • Define the basis for procedures, controls and standards of conduct necessary to manage the associated risks and to do business with integrity.
Corporate Policy on Risk Control and Management**	• Implement a culture of Risk Management in all our activities by identifying, assessing and treating risks that include corporate governance, market, business, regulatory compliance, political, environmental, social, labor, operational, legal and reputational risks. • Implement a Risk Control and management System to establish and define the methodology, criteria and activities necessary to control and manage the risks identified.
Corporate Policy on Economic Competition**	• Foster a competitive local market where there is free competition and participation. • Ensure equal opportunities in the market to support success being determined by capacity, effort and innovation. • Define a series of guidelines for ethical conduct during commercial processes and participation in business and professional associations and forums.
Corporate Anti-Money Laundering and Anti-Terrorist Financing Policy*	• Set guidelines and mechanisms to detect, mitigate, prevent and report any act and/or transaction that could involve potentially illegally obtained resources. • Promote compliance with current anti-money laundering and anti-terrorist financing regulations. • Apply due diligence measures in the selection processes for personnel, commercial partners (suppliers, contractors and other third parties with whom we do business) and business partners (joint ventures), based on risk management and prioritization and applicable local regulations.
Corporate Conflict of Interest Policy**	• Identify and prevent conflicts of interest and outline how conflicts of interest should be reported, to avoid illegal conducts and promote an ethical business culture.
Corporate Policy on Privacy and Personal Data*	• Guarantee the right to privacy and protection of Personal Data for all persons who provide information as part of their business with AMC and subsidiaries, requiring proper management and protections.

AMC Fraud Prevention Program

We have designed and implemented a program to address the regulatory requirements to which our subsidiary Southern Copper Corporation is subject and to raise the confidence of our stakeholders. This program prevents and detects potential acts of fraud and is based on the COSO 2013 directives of the Committee of Sponsoring Organizations of the Treadway Commission and is aligned to Sarbanes-Oxley.

The Fraud Prevention Program aims to:

- Improve internal controls and processes to prevent, detect and reduce the risk of fraud, misappropriation, corruption and employee collusion.
- Assess and mitigate the risks associated with fraud through control activities.
- Provide greater transparency and reliability in the preparation of financial information.
- Increase stakeholder confidence.
- Cultivate and foster a culture of honesty and high ethical standards.
- Promote and review security, quality and ongoing improvement.
- Protect company assets by avoiding loss due to fraud or negligence.
- Train staff and the organization in fraud prevention and detection.
- Identify the risks associated with fraud with the greatest impact on the organization.
- Provide a process that proactively identifies internal and external vulnerabilities.

The elements of this program are aligned to COSO 2013, classified as follows:

1. Control Environment: Our business culture, which influences our business activities, structure, goals and risk assurance. Includes:

- Code of Conduct and Ethics
- Reporting program
- Supervision by the Audit Committee, Board and other control bodies
- Practices and guidelines to attract, develop and retain competent professionals
- Investigation of reported deficiencies and their remediation

2. Fraud Risk Assessment: Fraud is a potential risk and this assessment includes ways that fraud or illegal acts could occur against the company. The elements reviewed include:

- Fraudulent financial information
- Misappropriation of assets
- Poor financial conduct
- Inappropriate segregation of duties
- Improper revenue and expenditures

3. Control Activities: Anti-fraud controls should be implemented across the organization, at all levels, to:

- Identify fraudulent financial reports or improper use of assets
- Recognize fraudulent financial reporting or misuse of assets
- Certify that employees are familiar with and comply with policies and procedures

4. Information and Communication: We identify, organize and communicate the necessary information to fulfill the obligations of this program, considering:

- Documentation and dissemination of policies
- Forums to discuss ethical issues
- Multiple internal communication channels
- Employee training

5. Supervision: The company's fraud prevention program and controls need to be supervised with:

- Periodic performance reviews
- Management response to important issues
- Fraud deterrent technology

This program supports Americas Mining Corporation to meet compliance with the accounting transparency requirements (Securities Exchange Act of 1934) and the anti-bribery provisions of the Foreign Corrupt Practices Act (FCPA) in the United States.

Extractive Industries Transparency Initiative (EITI)

As part of our commitment to open communication with the tax authorities, we support the Extractive Industries Transparency Initiative (EITI), a voluntary global initiative that promotes transparency and disclosure of payments to governments and extractive industry revenues. Therefore, our reports follow these guidelines to inform the governments of Peru and Mexico, who in turn report to the EITI.

We voluntarily align with the spirit and requirements of the EITI Standard to disclose the payments we make to governments each fiscal year. Greater transparency improves understanding around the management of natural resources, strengthens public and corporate governance, reduces corruption, and facilitates providing the necessary information to contribute to greater transparency and accountability in the extractive industry.

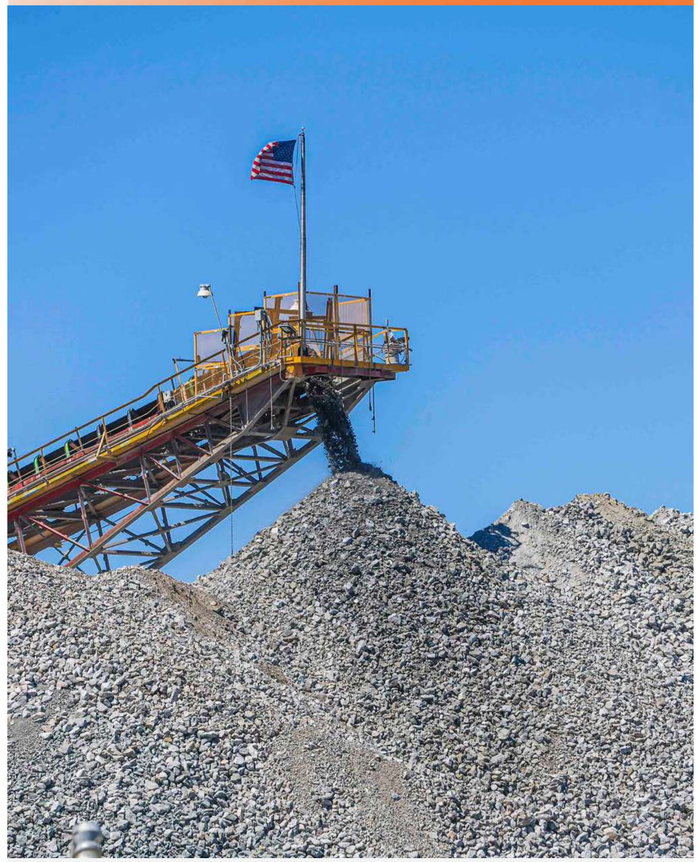
In 2012, Peru was the first Latin American country to become an EITI Compliant Country. Eight National Transparency reports and 15 Regional Transparency Assessments support the disclosure of payments that companies report having made to the government and also the transfers the federal government has made to their subnational governments and public universities, and how the recipients used the funds received.

Southern Peru was part of the EITI Peru Multi-Stakeholder Group from 2005 to 2022, and from 2016 to 2022, a Southern Copper Corporation representative was a member of the EITI International Board, being the only Latin American mining company to become an EITI supporting company.

From our executive leadership and throughout SCC, our commitment to this initiative has been clear and solid since we joined the EITI. We will continue to offer fiscal transparency through our reporting and communications, while also participating in actions together with industry chambers and associations, like the Mexican Mining Chamber, to report our fiscal performance to the EITI in Mexico.

For more information, visit: https://eiti.org/supporters/southern-copper

Extractive Industries Transparency Initiative



Mission, Arizona, United States

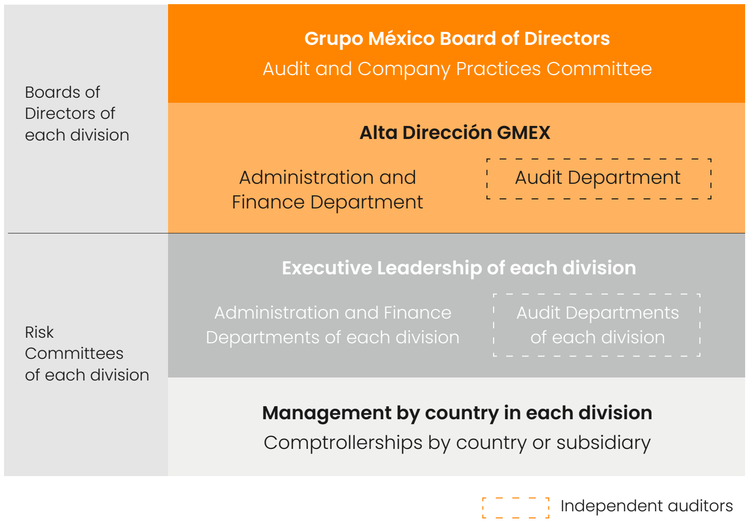
3.1.2 Governance

GRI 207-2

Our Tax offices are responsible for our fiscal management and are part of the Administration and Finance departments of each Grupo México division.

The second level of oversight is provided by the Administration and Finance departments and the Grupo México Administration and Control department through their review and validation of our compliance with these aspects.

Meanwhile, the Grupo México Corporate Audit department and the respective Corporate Audit departments of each division review the efficacy of our financial controls independently and objectively. These structures play an important role in identifying and mitigating our fiscal risks and ensure our long-term financial stability.



Similarly, our corporate tax policies include a Lines of Defense system:

First line: All relevant personnel, who comply with defined policies and are committed to taking the required trainings.

Second line: Areas involved in each topic area, who evaluate the effectiveness and compliance with policies, approve and revise relevant management policies and related operational risks. Includes the AMC Risk Committee, Human Resources departments and Compliance offices in each country, etc.

Third line: The heads of the Internal Audit departments in each country, who report the audit results to the AMC Board of Directors annually.

3.1.3 Payments to Governments

We're committed to not supporting jurisdictions with weak tax laws and to not supporting tax structures lacking in commercial substance used for tax evasion. We therefore disclose our payments to governments and, where applicable, note in detail our role in delivering social and economic benefits in the areas where we operate.

Our neighbor communities benefit from fiscal policies like the Mining Funds in Mexico and Peru. These funds, each with their own characteristics, support investment in sustainable projects through the payment of taxes to provide infrastructure in areas like education, health and water security (for more information, see Local Communities - Investment in Infrastructure and supported services, and significant economic impacts).

We have 14 company procedures and 24 policy documents in place to ensure transparency in our contribution of these resources and, in general, all our social investments, actions that support the ISO 9001:2015 certification of our community processes at our Southern Perú operations.

a) Special and Extraordinary Mining Rights - Mexico

The Mining Fund was created with the 2014 reforms of the Mexican Federal Duties Law establishing payments of Special, Additional and Extraordinary Rights by mining companies. The Fund for the Regional Sustainable Development of Mining States and Municipalities was designated as the vehicle for using and distributing 77.5-80% of the resources collected, while the remainder was transferred to the Federal Treasury.

The Ministry of Agricultural, Territorial and Urban Development administered the Mining Fund from 2014 to 2017 allocating these resources to the mining states and municipalities according to the value of their extractive activity, and to the Regional Committees, composed of federal, state, municipal, community and mining company representation, to support physical infrastructure investment project proposals submitted to the committees for consideration.

The Trust for the Fund for the Development of Mining Production Areas was dissolved in 2020 by presidential order, and the unassigned resources from the period 2014-2017 plus the total from 2018-2020 were returned to the Federal Treasury.

Today, the government distributes the resources collected from the Special, Additional and Extraordinary Mining Rights to different entities, including the Ministry of Education and the Ministry of Health to invest in projects to improve schools, healthcare services and infrastructure, and public infrastructure with a positive social, environmental and urban development impact.

b) Mining Fund and Royalties – Peru

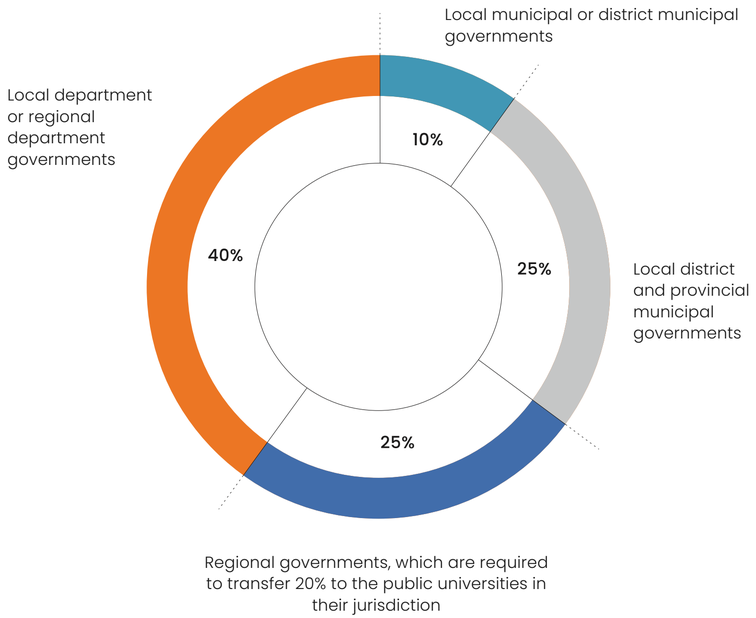
The Mining Fund (or *Canon Minero*) supports community projects and accounts for a large portion of our tax expense. Local governments (provincial and district municipalities) and regional governments receive the total tax revenue collected by the State proportionate to the economic exploitation of mineral resources (metal and non-metal).

The Ministry of the Economy and Finance set the criteria for distributing the Mining Fund resources to the regional and local governments, considering aspects such as population and requirements of basic needs.

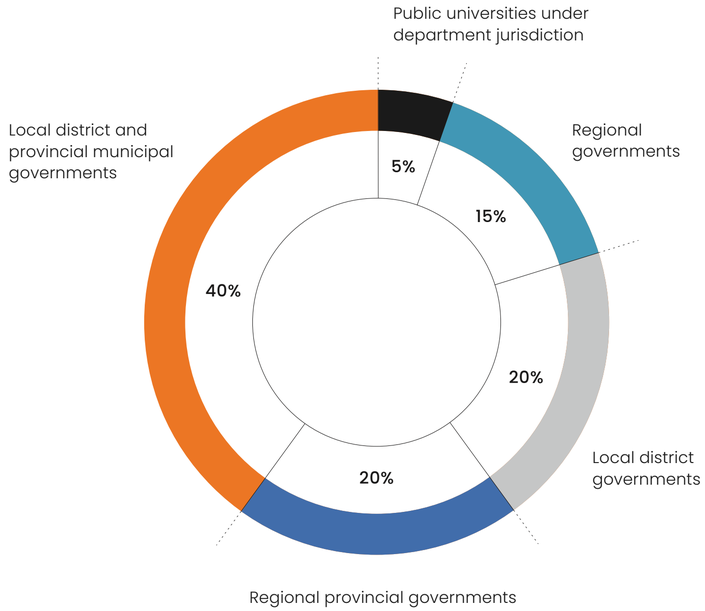
The mining royalty is a financial amount that we pay to the State for the right to exploit metal and non-metal mineral resources.

The funds collected from the mining royalty are distributed based on indexes the Ministry of the Economy and Finance approves monthly considering defined directives (percentages, criteria, indicators), official information provided by the National Institute of Statistics and Information and the National Customs and Tax Administration Office, and also the amounts collected by the State as follows:

Mining Fund and special mining rights – Mexico



Mining Fund and Royalties – Peru



3.1.4 Metrics and indicators

We report the value of our investments and payments through the following indicators:

a) Economic Value Generated and Distributed

b) Revenue and tax payments

- Tax obligations: revenue and taxes by jurisdiction
- Revenue and taxes by country
- Tax expense and tax rates

c) Payments to governments

- Special and extraordinary mining rights (Mexico)
- Mining fund and royalties (Peru)



Collaborator at Buenavista del Cobre, Cananea, Sonora, Mexico

a) Economic Value Generated and Distributed

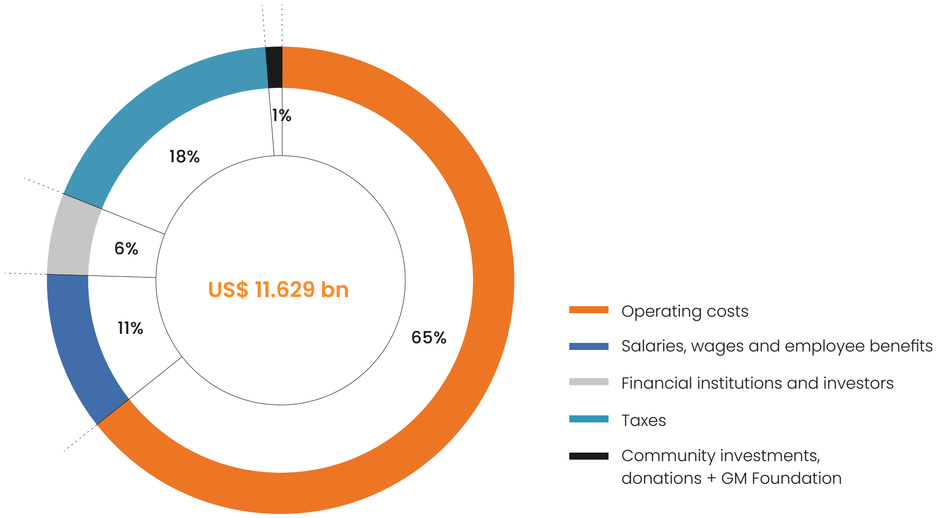
GRI 207-2

Our 2024 Economic Value Generated and Distributed was as follows:

US$ million	2024	2023	2022	2021
Economic Value Generated (EVG) - Sales	**16,822**	**15,138**	**14,349**	**14,777**
Economic Value Distributed (EVD)	**11,629**	**11,340**	**11,925**	**10,182**
Operating costs	7,501	7,386	6,613	5,522
Salaries, wages and employee benefits	1,278	1,208	693	963
Financial institutions and investors	650	887	832	1,006
Taxes[1]	2,077	1,691	3,632	2,612
Community investments	116	155	144	68
Grupo México Foundation and donations	7	12	12	11
Economic Value Retained (EVR) = EVG - EVD	**5,193**	**3,798**	**2,424**	**4,594**

This value was distributed to stakeholders primarily in the form of operating costs, taxes, payments to financial institutions and investors, and salaries, wages and employee benefits, including investments and donations in the communities where the three divisions of Grupo México operate.

Grupo México
Economic Value Distributed 2024



The operations of Grupo México generated a total economic value of
US$16.822 billion in 2024.

[1] Includes mining rights, concession fees and other taxes.

The following table summarizes the breakdown by division[2]:

US$ million

Division	# Employees[4]	Economic Value Generated (EVG)	Economic Value Distributed (EVD)						Total EVD	Economic Value Retained
		Sales	Operating costs[3]	Salaries, wages and employee benefits[3]	Financial institutions and investors	Taxes	Community investments	Donations + GM Foundation		
Total MIN DIV	**17,627**	**12,706**	**5,657**	**721**	**45**	**1,748**	**103**	**1**	**8,276**	**4,431**
SCC	16,149	11,699	4,898	564	45	1,745	103	1	7,356	4,343
Mexico (MM)	11,029	6,863	2,707	262	45	937	25	0.3	3,976	2,887
Peru (SPCC)	5,120	4,836	2,191	302	-	808	78	1	3,380	1,456
ASARCO (USA)	1,478	1,001	758	156	-	3	0.2	-	917	84
Total TRA DIV	**11,424**	**3,330**	**1,407**	**475**	**474**	**274**	**12**	**1**	**2,643**	**687**
Total INF DIV	**2,766**	**786**	**437**	**82**	**131**	**55**	**1**	**-**	**706**	**80**
Grupo México Foundation	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**5**	**5**	**-**
Total GM	**31,817[4]**	**16,822**	**7,501**	**1,278**	**650**	**2,077**	**116**	**7**	**11,629**	**5,193**
2023	31,193	15,138	7,386	1,208	887	1,691	155	12	11,339	3,799
2022	29,519	14,349	6,613	693	832	3,632	144	12	11,926	2,423

[2] The final figures may vary from those reported in our 2024 Financial Statements, due to the time elapsed between the publication of this report and the independent audit and assurance conducted by the finance departments.
[3] The total Operating costs and Salaries, wages and employee benefits include amounts for our projects in Spain and eliminations between companies.
[4] The total employees for Grupo México does not include the 59 employees of Corporativo Grupo México.

b.1) Revenue and taxes by jurisdiction

GRI 207-4

Our quarterly and annual financial statements provide perspectives on both the current and future tax effect associated with the accounting profit of the organization. The taxes paid during the 2024 fiscal year are summarized following by division and country:

US$ thousands

	Mining						Infrastructure	Transportation		Total Grupo México
	Mexico	Peru	USA	Spain	Ecuador	Chile	Mexico	Mexico	USA	
Revenue from sales to third parties	6,780,309	4,604,625	997,183	0	0	0	488,262	0	363,137	16,169,447
Revenue from intra-group transactions in other tax jurisdictions	77,292	0	3,919	0	0	0	0	9,821	5,242	
Earnings (loss) before taxes	3,536,160	2,109,202	127,885	3,518	-112	-2,786	137,816	13,896	21,797	6,602,604
Tangible assets other than cash and cash equivalents	7,509,191	3,850,698	1,675,758	580	1,953	13,944	1,880,113	34,933	2,346,128	20,707,473
Corporate income tax paid	843,110	759,580	3,490	0	0	0	60,514	397	0	2,241,223
Corporate income tax accrued on profit (loss)	1,124,186	811,946	14,101	1,132	0	0	42,325	502	1,124	2,101,351

b.2) Revenue and taxes by country

GRI 207-4

US$ million

	Mining						Infrastructure	Transportation		Total Grupo México
	Mexico	Peru	USA	Spain	Ecuador	Chile	Mexico	Mexico	USA	
Revenue										
Revenue from unrelated parties	6,780	4,605	997	-	-	-	375.8	-	363	16,169.4
Revenue from related parties	77	-	4	-	-	-	334.6	10	5	
Taxes paid (refunded)										
Corporate tax	699.7	573.9	0.0	0.0	0.0	0.0	62.7	0	0	1,870.6
Other taxes	143.4	185.7	0.0	0.0	0.0	0.0	13.8	0	0	383.3
Total taxes paid	**843.1**	**759.6**	**0.0**	**0.0**	**0.0**	**0.0**	**76.4**	**0**	**0**	**2,253.9**
Additional information										
Number of employees	11,027	4,818	1,510	33	-	-	2,766	10,717	707	31,523
Tangible assets (US$ million)	7,509.2	3,850.7	1,675.8	0.6	2.0	13.9	1,930.7	35	2,346	20,707.5

b.3) Tax expense and tax rates

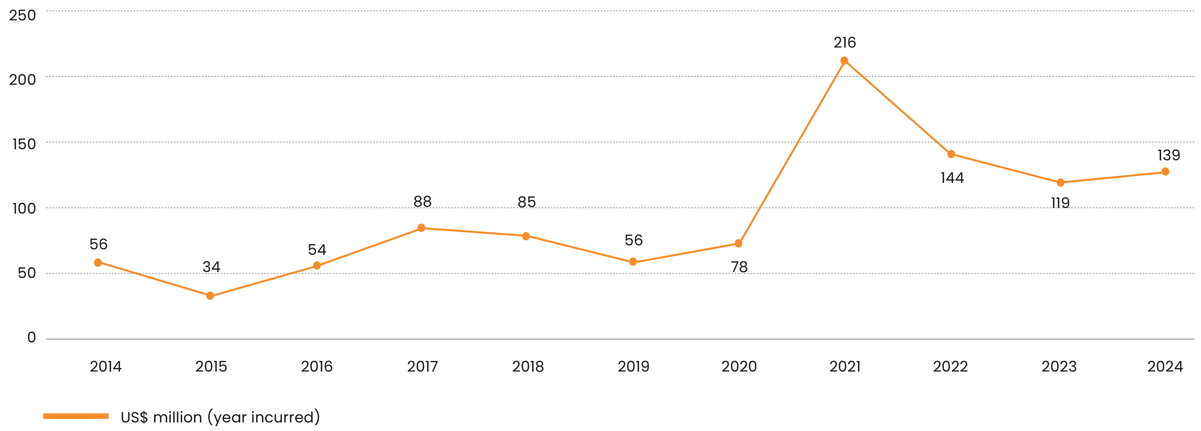
GRI 207-4

US$ thousands

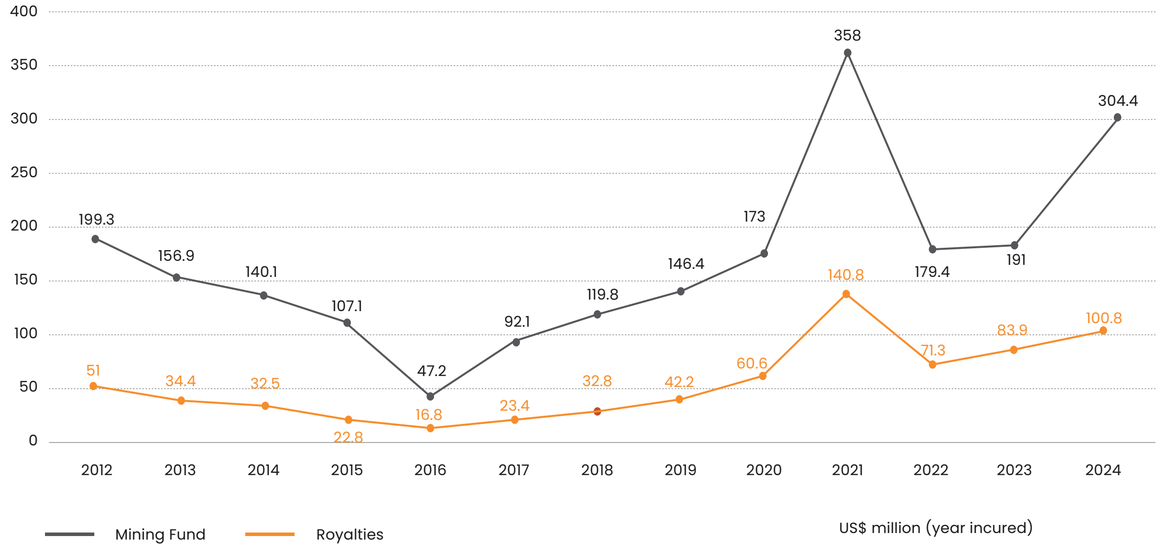
	Mining						Infrastructure	Transportation		Total Grupo México
	Mexico	Peru	USA	Spain	Ecuador	Chile	Mexico	Mexico	USA	
Earnings (loss) before taxes (US$ million)	3,536.2	2,109.2	127.9	3.5	-0.1	-2.8	137,815.6	822,204.0	17,927.0	6,602.6
Income tax on earnings (loss) (US$ million)	1,124.2	811.9	14.1	1.1	0.0	0.0	42,324.6	226,149.0	1,124.0	2,101.4
Tax rate on financial statements	31.8%	38.5%	11.0%	32.2%	0.0%	0.0%	30.7%	27.5%	6.3%	31.8%
Statutory tax rate	30.0%	29.5%	21.0%	25.0%	25.0%	25.0%	30.0%	30.0%	30.0%	30.0%

C) Payments to Governments

c.1) Special and Extraordinary Mining Rights (Mexico)



c.2) Mining Fund and Royalties (Peru)



3.2 Supply Chain Management

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Film photography I Author: Maria Eugenia Romero Madrid I Community: Hermosillo, Sonora. I Year: 2022

3.2 Supply Chain Management

At Grupo México, we recognize the importance of sustainability being practiced not only within our organization, it must also extend throughout our value chain to ensure a responsible supply that is mindful of both the environment and people, and which is also resilient to climate change and social conflicts.

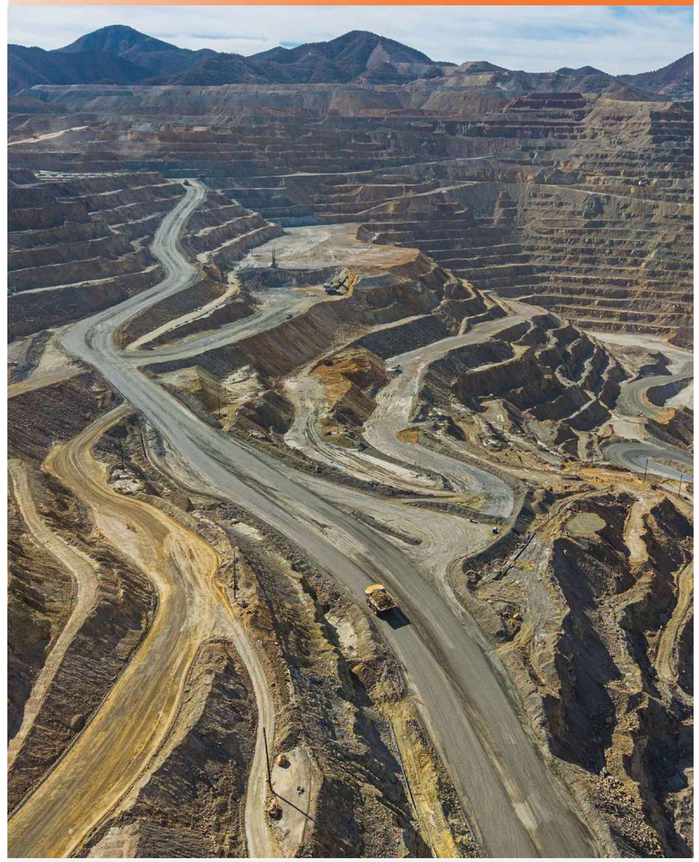
3.2.1 Governance

The procurement departments in each Grupo México division develop and implement management frameworks for our supply processes. Meanwhile, the Sustainable Development departments in each division advise on ongoing improvement and best practices for the environment, social and governance aspects through the value chain, including assessment and certification processes.

3.2.2 Management

GRI 2-6

With operations in Mexico, Peru, the United States and Spain, we have extensive experience in the mining sector, where Grupo México is a world leader in copper production. Our Transportation Division delivers rail freight transportation services throughout Mexico and in the states of Texas and Florida in the United States. Through our Infrastructure Division, we provide specialized services in engineering, construction, power generation, exploration, onshore and offshore drilling, and oil platform leasing and operation. We also operate fuel terminals, highway concessions and shopping centers in Mexico.



La Caridad Mine, Nacozari de García, Sonora, Mexico

The services our three divisions provide include the following, as classified by the Global Industry Classification Standard (GICS):

Division	Sector	Industry Group	Industry	Sub-industry
Mining	15 – Materials	1510 - Materials	151040 – Metals & Mining	15104025 - Copper
Transportation	20 – Industrials	2030 – Transportation	203040 – Ground Transportation	20304010 – Rail Transportation
Infrastructure	10 – Energy	1010 - Energy	101010 – Energy Equipment & Services	10101010 – Oil & Gas Drilling
	10 – Energy	1010 - Energy	101020 – Oil, Gas & Consumable Fuels	10102040 – Oil & Gas Storage & Transportation
	20 – Industrials	2010 – Capital Goods	201030 – Construction & Engineering	20103010 – Construction & Engineering
	20 – Industrials	2030 – Transportation	203050 – Transportation Infrastructure	20305020 – Highways & Railtracks
	55 – Utilities	5510 – Utilities	551050 – Independent Power and Renewable Electricity Producers	55105020 – Renewable Electricity
		6010 – Real Estate	602010 – Real Estate Management & Development	60201020 – Real Estate Operating Company

For more information about our lines of business, operations, geographic location and total sales, see Our Presence and Corporate Structure.

Our value chain considers different types of goods and services that are essential to ensuring the continuity of our productive processes and the sale and distribution of our products.

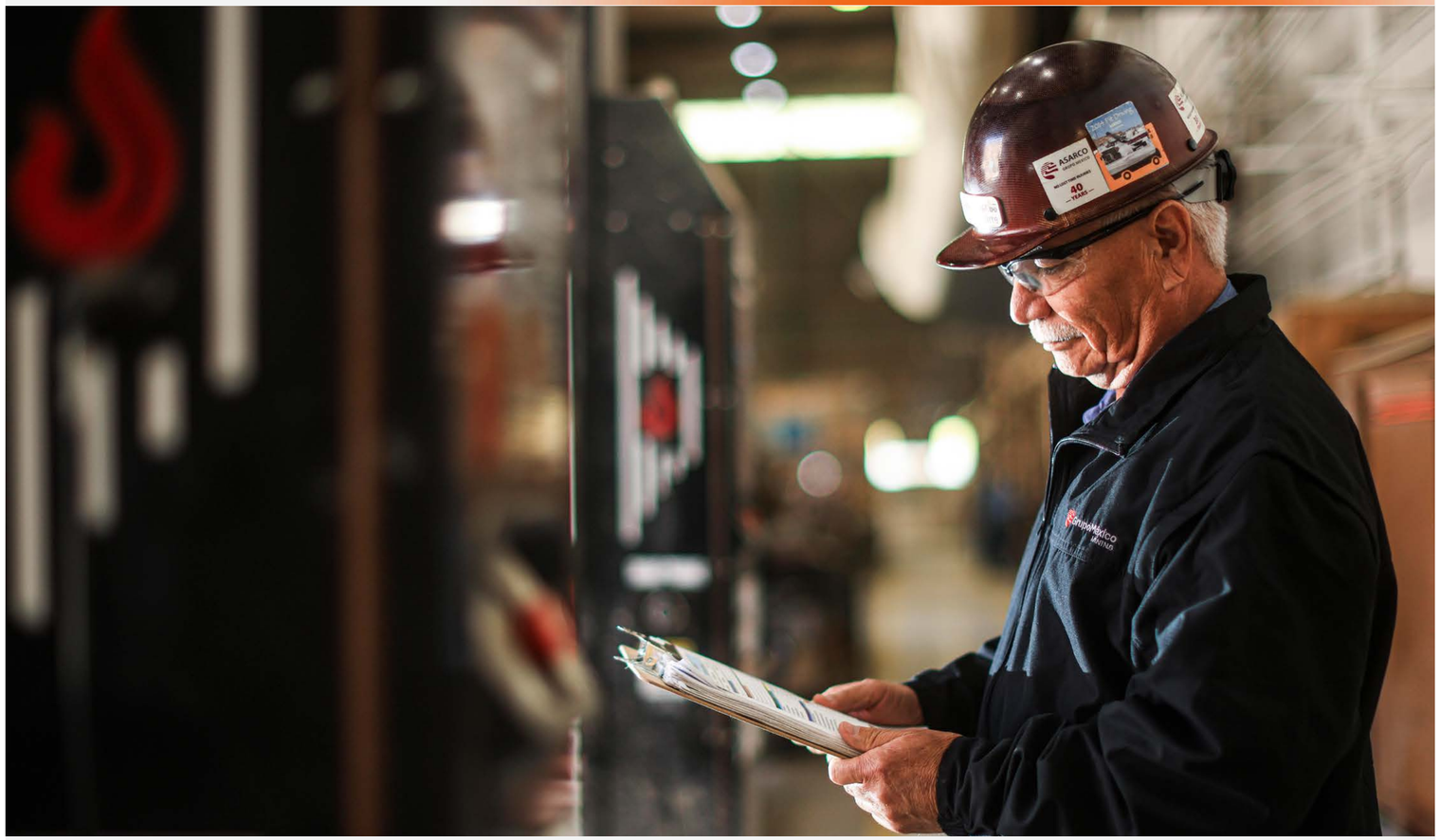
We extend our sustainability policies to our suppliers, employees and contractors to minimize the risks associated with our supply chain and to foster a company that is more and more mindful of the environment, health and safety, human rights, and the wellbeing of the communities where we operate. These policies apply to everyone involved with Grupo México, requiring all to act in accordance with our Code of Ethics.

The Grupo México Code of Conduct for Business Partners is applicable across our three divisions, while the Mining Division (including SCC) has its own Code of Conduct for Suppliers, Contractors and Relevant Business or Commercial Partners and the Infrastructure Division has its Third-Party Code of Ethics. These codes formalize the minimum requirements expected from our value chain in terms of:

- risk management
- human rights
- ethics, integrity and transparency
- labor aspects
- community relations
- environment
- product sustainability

Suppliers and contractors who provide goods and/or services to the company, and affiliates, subsidiaries and operational sites, are required to comply with these codes, in all jurisdictions where we have operations. All suppliers and contractors are also required to meet the following requirements to participate in our contracting and procurement processes for goods and services:

1. Adhere to the Code of Conduct for Business Partners (Grupo México) or the Code of Conduct for Suppliers, Contractors and Relevant Business or Commercial Partners (Mining Division, including Southern Copper Corporation).
2. Accept the Grupo México Code of Ethics.
3. Adhere to the Grupo México Human Rights Policy.
4. Register contractor personnel with the corresponding government services (social security or equivalent) in the countries where we operate.
5. Provide proof of good standing with the corresponding tax authorities.
6. Sign the data protection notice, letter of consent and related parties' disclosure statement.



Collaborator at Ray Mining Unit, Arizona, United States

3.2.3 Strategy

1. Strategy by Division

Each division's strategy has its own approach and indicators, as described following:

1.1 Mining Division

As part of our strategy to optimize resources and continually improve our operational efficiency, we implemented a new organizational structure in 2025 that focuses on strategic cost and procurement management. The creation of the AMC Cost and Procurement Department will improve our resource management through key initiatives such as cost efficiency, optimizing contractor management, and strengthening our maintenance processes.

Additionally, the restructuring of the Procurement Department and the consolidation of our AMC Foreign Trade, Traffic and Ports Department will support a more efficient supply chain, aligned to the highest market standards. With these actions, we reaffirm our commitment to sustainability, transparency and operational excellence, ensuring our activities are conducted responsibly.

The principal goals of the AMC Cost and Procurement Department include:

- Improve cost efficiency and maximize the use of resources.
- Optimize contractor management to facilitate efficient performance.
- Strengthen maintenance processes to ensure efficiency and operational continuity.

The key performance indicators for the management of this area are:

- Managed spending
- Negotiated annual discounts
- Supply fulfillment
- Number of local suppliers
- Total spending with suppliers

The ongoing improvement process of the Mining Division in this area includes standardizing technical specifications, integrating new technologies, optimizing logistics processes, and improving efficiency in prices and performance.

Mining Division suppliers are classified into the following general categories:

- Maintenance and repairs
- Diesel
- Explosives
- Crusher equipment
- Chemicals
- Giant tires
- Lubricants
- Protection shields
- Lime
- Process pumps
- Electricity
- Overland and sea transportation
- Natural gas

1.2 Infrastructure Division

The supply chain strategy of the Infrastructure Division focuses on automating processes, making these more efficient to streamline the purchase cycle, reduce expenses, and to receive goods and services in a timely manner.

The priorities of the general management strategy are:

- Discounts and foreign trade
- Paperless initiatives
- Savings in logistics
- Automation of systems
- Delivery times and reducing factoring costs
- Centralized Oil warehouses

The following environmental, social and governance (ESG) goals are identified for these priorities:

- Testing sustainable products for the different lines of business.
- CO_2 reductions from the sale of scrap and consolidating freight.
- ESG certifications for suppliers.
- Paperless initiatives to reduce deforestation.

1.3 Transportation Division

For the Transportation Division, maintaining an efficient supply chain in terms of quality, cost and delivery time is essential to continue providing a safe and quality freight transportation service.

The Procurement department plays an essential role in the operation, fostering ongoing improvement and strengthening our filters and processes.

The principal goals for this area are:

- Identify critical suppliers
- Supplier evaluations and assessments
- Address needs and renewals for operations and services
- ESG training
- Implementation of plans and strategies to mitigate negative impacts on the supply chain
- Define compliance criteria to evaluate the continuity of supplier services
- Filter suppliers, selecting and maintaining in our catalog only those that meet quality standards and current regulations
- Provide consultation tools to facilitate informed decision-making in bidding processes

The performance indicators for this area are:

- Total spending with suppliers (national and foreign)
- Number of critical suppliers
- Percentage of critical suppliers evaluated on ESG aspects

2. Due diligence in our supply chain

Over the past year, the restructuring of the Mining Division Procurement Department has meant an in-depth review of our practices and processes, providing an opportunity to analyze the information we gather through our interactions with suppliers and contractors, from their registration and bidding, contracting and through the completion of their services.

This exercise has strengthened our due diligence process with suppliers and contractors, identifying potential risks (reputational, operational or sustainability-related) that could impact our supply chain, either through failure to comply with our company policies and codes or through incidents during the delivery of products or services.

The due diligence process involves a systematic exercise of investigation, analysis and review that considers different sources of information, including aspects related to the sector, the specific product, country, and ESG factors (environmental, social, governance), defining three key areas of our interactions with suppliers and contractors:

a. Screening
b. Assessment
c. Skill development and strengthening



Collaborator at Metallurgical Complex, Fronteras, Sonora, Mexico

a) Screening

The supplier screening process seeks to ensure efficiency, quality and sustainability in our supply chain, maintaining transparent processes for the procurement of goods and services, guaranteeing impartiality and equal opportunity among potential bidders, based on delivery, quality, cost, service time, experience, reputation, and the associated ESG risks and impacts.

We currently use three mechanisms to analyze the capacities of potential suppliers and to evaluate the capacity for continuity of existing suppliers:

1. Market analysis
2. Integrity and compliance monitoring
3. Supplier evaluation and self-assessment questionnaire

These mechanisms are applied as follows:

	Market analysis	Integrity and compliance monitoring	Supplier evaluation and self-assessment
Frequency	Per event	Ongoing	Annually
Evaluation criteria:	• Monitoring prices, raw materials • Contextual analysis for the country of origin • Monitoring geopolitical and supply-related risks • ESG factors	• Legal and regulatory compliance • Reputational risks • Financial position • Tax and labor-related risks • ESG factors	• Quality • Legal compliance • Social responsibility • Financial position • ESG factors
Context for application:	During strategic procurement bidding processes	As part of ongoing reputational monitoring of suppliers and contractors	Once a year to determine subsequent review processes and improvement commitments
Type of supplier applicable:	Only suppliers and contractors of strategic materials and services	All suppliers	All suppliers
Actions on significant findings:	Bids rejected and bidding process is terminated	Adjustments to the payment process and/or termination of the contractual relationship	The level of subsequent review will be determined based on the severity of the finding
Current status:	Both exercises are in the process of being unified across our three divisions		In the process of being formalized and implemented, currently only in the Mining Division

We are prioritizing the following environmental, social and governance (ESG) risks through these mechanisms:

Environmental:

- Noncompliance with national and international environmental management certifications.
- Lack of initiatives to improve environmental practices.
- Lack of initiatives, practices and targets to reduce CO_2 emissions, including climate change adaptation strategies.

Social:

- Human rights violations.
- Violations of labor laws and rights (decent work conditions, freedom of association, elimination of harassment, discrimination, child and forced labor).
- Lack of codes of conduct, policies or frameworks for engaging with indigenous peoples and communities.
- Lack of diversity and inclusion: level of participation and lack of policies and practices to promote diversity and inclusion.

Governance:

- Failure to comply with Codes and Policies on Business Ethics
- Unsatisfactory Organizational Reputation: poor perception of corporate governance practices (related to ethics and integrity, corruption, unfair competition and money laundering).
- Failure to meet quality standards or expected service levels.

Although the three mechanisms are applied at different times, we are currently working on identifying points of convergence in the information analyzed to generate a single database for screening suppliers and contractors. The implementation process for each mechanism is described following:

1. Market analysis

Preparing a current market analysis is important to identify the potential risks associated with the product, country and sector. This analysis includes a detailed review of current trends, economic challenges, government regulations, and the social or environmental issues that could impact our supply chain, either directly or indirectly.

1. First, we closely monitor the **prices for the raw materials** associated with the product to be supplied, identifying also the principal producer and consumer countries of the products and/or raw materials, as well as their uses in other industries. By understanding this behavior, we can anticipate price fluctuations and ensure a sustainable and competitive supply.
2. Then, we prepare an in-depth analysis of the **supplier country context** using strategic tools such as PESTEL, which looks at six key aspects: political, economic, social, technological, environmental and legal, and the PORTER model to understand competitive factors in the industries or sectors of our suppliers, consumption patterns and production patterns, which helps to anticipate changes in demand and adapt to market trends, ensuring our suppliers are aligned with our expectations of growth and sustainability.
3. Lastly, we monitor news outlets to identify **potential geopolitical and supply risks** that could affect our value chain.

This analysis is used solely to inform negotiation strategies for bidding processes and is carried out as follows:

1. First, we prepare a **Request for Information (RFI)**, which invites bidders to provide information about their business, social, environmental and governance aspects, to ensure they are aligned to the strategic goals and standards of the company.

   This proactive approach not only helps to mitigate risks, it also identifies emerging opportunities in the market that can be exploited to strengthen the company's competitive position.

   Understanding the global and local contexts of suppliers informs our decision-making, supporting the selection of suppliers who meet our technical and commercial requirements and who align with our corporate values and principles on social responsibility and environmental sustainability.
2. **The Request for Proposal (RFP)** includes the list of products that Grupo México is seeking, along with the locations and quantities required, to request a quote from suppliers. The quote requires a formula for updating prices and a value proposal, evaluated as a whole.
3. Depending on the nature of the category and the strategy defined, the process may include additional phases to optimize the competitiveness and value. The bidders that best meet these criteria participate in an operational testing phase. On successfully completing this phase, the contract is awarded based on the needs of the organization.
4. The supply contract is then formalized with the successful bidders and, lastly, the supply contract is monitored and managed for the benefit of all the parties involved.

2. Integrity and compliance monitoring

The Mining Division Compliance department and the Procurement and Planning and Control departments of the Infrastructure and Transportation divisions perform this monitoring to verify the integrity of the suppliers and participants in our supply chain (distributors, manufacturers, among others), as well as relevant customers and business partners.

This process involves ongoing monitoring of the following aspects through exclusion lists, sanctions and media coverage:

- Politically exposed persons (PEPs)
- Official, sanction and exclusion lists
- Additional country risk
- Negative media coverage
- Other high risk factors, such as bribery, corruption, fraud and dealings with sanctioned parties

It's important to note that, as part of the integrity and compliance monitoring process, we review whether the mined minerals the Mining Division receives come from countries on the European Union CAHRAs list (related to the Copper Mark's requirements), ensuring we remain in compliance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

As part of the ongoing improvement of our processes, the Mining Division is currently looking at the possibility of unifying the use of monitoring services and platforms across our Transportation and Infrastructure divisions.



Collaborator at Ray Mining Unit, Arizona, United States

3. Supplier evaluation and self-assessment questionnaire

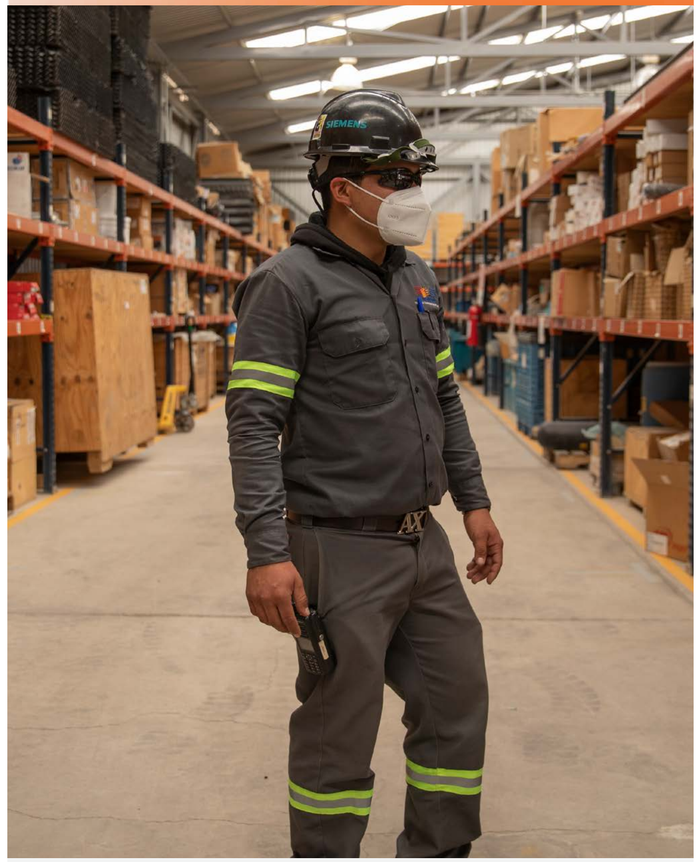
The exercise of reviewing our practices led the Mining Division to develop an evaluation and self-assessment questionnaire for suppliers (distributors, manufacturers, among others), customers and relevant commercial and business partners.

The tool addresses the following aspects, among others:

- Product or service quality standards and fulfillment
- Commitments regarding anti-corruption, money laundering and anti-trust
- Legal compliance in environmental, labor and occupational health and safety aspects
- Reporting mechanisms
- Policies, procedures or mechanisms that promote freedom of association and collective bargaining, the self-determination of indigenous peoples, environmental care, and harmonious relationships with the community
- Health and safety plans to eliminate or mitigate risks and also related courses and trainings
- Management of the supplier's supply chain

This questionnaire is currently being implemented for our 2024 performance and the progress and results will be posted on the Grupo México sustainability website as available.

Following the application of screening mechanisms, suppliers and contractors will then be categorized according to a risk scale currently in development, which will determine the scope of the level of evaluation or assessment, to build relationships that ensure the sustainability of the business and commercial performance. For more information about our improvement processes and commitments, see Next Steps below.



Collaborator at Combined Cycle Plant warehouse, Sonora, Mexico

b) Assessment

We are developing a standardized risk scale to follow the screening process, which will define the parameters and the level of evaluation or assessment applicable for suppliers and contractors that present significant findings and/or impacts.

We are currently working with four levels of evaluation for suppliers and contractors:

Level of evaluation	Characteristics	Result	Current scope
Level 1 – Commercial performance	Documented proof of legal and tax compliance	Supplier rating according to level of fulfillment	Three divisions of Grupo México
Level 2 – Site visits	Inspection visits to conduct a technical review of specifications, codes and regulations relevant to the goods and services	Suppliers are classified as reliable, conditionally reliable or unreliable, according to the inspection report	Three divisions of Grupo México
Level 3 – Specialized services or materials	Depends on the type of certification required for specialized services or materials	Supplier performance score according to quarterly fulfillment of obligations	Mining Division, operations in Mexico only
Level 4 – Sector	Depends on the sector or industry in question, according to the type of product, service or raw material	In development	Mining Division

Each level of evaluation is described following:

1. **Commercial performance assessments:** Review of documents to confirm legal and tax compliance in each country where we operate. We use the services of third party for this process, who gathers, reviews and analyzes supplier information to improve the procurement processes in our supply chain.

   This process considers the following criteria:

   - Legal status and constitution
   - Detailed economic activity
   - Financial soundness
   - Tax standing
   - Credit situation
   - Operational details
   - Commercial references from clients
   - Quality policies and certifications
   - Environmental and social commitments
   - Compliance with labor-related obligations
   - Sustainability, such as Council on Economic Priorities (CEPAA) voluntary certification of working conditions (SA8000), ISO 26000, ISO 45001 and ISO 14001

2. **Onsite assessments:** Led by the Procurement departments or the engineering and construction inspection offices and conducted by company personnel or by contracted consultants.

   For example, the Mining Division has procedures in place for third parties to conduct inspections of materials, equipment and repairs (suppliers, repair shops, etc.), applied for mines, plants and active projects. This process ensures the purchased goods and services meet the standards and specifications for their correct operation and durability.

   As required and on request, these inspections may include visits with the supplier to verify compliance with technical specifications, codes and regulations for each type of order or request for goods and/or services. Of note is that this part of the process is only applied in certain cases.

3. **Audits and assessments for specialized services or materials:** Conducted by accredited auditors (company or independent) and depend on the type of certification required for specialized services or materials. This level of evaluation is currently being used for environmental aspects and we are looking at the possibility of developing a similar procedure for social aspects in the medium term.

   Outside suppliers and contractors for Minera México (Mining Division operations in Mexico) purchasing and contracts undergo an environmental review according to their compliance with environmental legal requirements, looking at environmental aspects and impacts, and considering the lifecycle of the products. This review considers two main scenarios:

a) Specifications during the selection of suppliers and contractors:

We use an impact matrix for this process to review each element related to sustainability to understand the most significant aspects according to the types of materials, goods or services provided by the suppliers or contractors.

The elements related to sustainability are:

- water consumption and quality
- climate change
- pollutant emissions and controls
- waste generation and management
- biodiversity protection
- environmental risk and emergencies

The impact matrix categorizes suppliers and contractors into two main groups: suppliers of goods or materials, and service providers or contractors, which include those that supply or provide chemical substances and hazardous materials, recycling or recovery services, hazardous waste transportation and management, urban solid waste and waste requiring special handling transportation and management, explosives handlers, among others.

The risks and opportunities associated with suppliers and contractors are addressed in the context analysis for each operation, after their performance has been reviewed and the specifications and requirements are defined as outlined in the Operational Control Procedure for Purchasing and Contracts. This review helps to direct our efforts to areas where they will have the greatest impact, to implement more effective practices and mitigate environmental risks.

b) Performance review:

The following processes are applied according to the environmental impact matrix classification of suppliers and contractors:

b.1) Suppliers of goods or materials

Suppliers of goods and materials are not subject to a performance review as their contribution does not pose a significant risk to the operation or the environment. Instead, the focus is on maintaining an open line of communication and ensuring the standards and requirements laid out in our commercial agreements and company policies are met.

b.2) Service providers or contractors

The Environmental departments at each operation conduct the performance reviews for service providers or contractors classified as high impact, to verify compliance with the commercial agreement, which includes a statement of environmental responsibility.

The review includes verification of compliance with general and specific operational controls to assign the contractor a performance score, adding the verification scores together, assigning 30% weight to the general operational controls and 70% to the specific operational controls.

The performance results are reported to the Contract department quarterly to inform decision-making for future contracts. Any contractor that receives a performance score of less than 70% over three consecutive periods, or that fails to provide to the Environment and Ecology department the necessary information to review their performance, will receive notice from the Contract department to address the shortfalls, at the request of the Environment and Ecology department. Any contractor that fails to address these shortfalls may be sanctioned.

Shipping companies are reviewed during loading or unloading at Minera México sites using a checklist for the transportation of hazardous substances, materials or waste. Areas of opportunity identified are reported to the department that manages the contract and controls access to the site. Any issue or finding involving service providers or contractors classified as having a medium impact will be reported to the corresponding department for their attention. Service providers or contractors classified as having a low impact are not subject to performance review.

4. **Sector assessments and certifications:** This type of review and certification process considers specific requirements according to the type of product, service or raw material, and depends on the type of sector or industry. This level of evaluation does not result from the screening mechanisms but may follow the Level 2 and Level 3 evaluations. We are currently defining the scope and implementation mechanisms for these types of review.

   For example, a review of our relevant business partners was prepared for the Mining Division based on environmental, social and governance criteria. This process was evaluated by an independent third party for our The Copper Mark certification for the METCO processing plant, La Caridad mine, and the Zinc refinery in Mexico.

We are in the process of unifying the reporting, frequency, recommendations, improvement plans and categories of compliance to standardize the results of each evaluation or review and define a better overview of the types of corrective actions for each type of supplier.



Collaborators at Ray Mining Unit, Arizona, United States

c) Supplier development and support services

When the different stages of the evaluation or review return any significant finding, the suppliers and the company together prepare a strategy to work on correcting the deficiencies.

Level of evaluation	Significant findings	Follow-up actions
Level 1 – Commercial performance	Each supplier receives a score and is classified according to their level of compliance or fulfillment; improvement plans are prepared with suppliers that receive a score of less than 70 points.	The findings report serves as a guide to remedy deficiencies together, in addition to the follow-up improvement plan.
Level 2 – Site visits	Inspection, progress or rejection reports are issued on the completion of the process, classifying suppliers as reliable, conditionally reliable or unreliable.	If an inspection finds the established requirements and criteria are not met, the supplier is given the opportunity to take action to correct the findings; if such is not taken, our commercial relationship with them will be terminated.
Level 3 – Specialized services or materials	The contractor is given a score considering their performance in general and specific operational controls.	Quarterly monitoring or follow-up plan for one year, with sanctions for failure to comply, depending on the performance score.
Level 4 – Sector	We are currently developing the scenarios and follow-up actions for findings on this type of evaluation or review.	

The Procurement departments, and those involved in specialized services such as the Environment department, follow up on these improvement actions and commitments. If the supplier does not correct their deficiencies within the time agreed, we look at different scenarios, including alternative options, sanctions or termination of the commercial relationship.

As with the screening processes and evaluation under the due diligence process, we are building and unifying our supplier support and development services across the three divisions of Grupo México.

We also offer different development programs, technical support services and reporting mechanisms, which are available to suppliers and contractors:

- **Supplier portal (AMC):** Supports tracking payment processes.
- **Shared Services Center:** Administrative team that monitors supplier and procurement procedures.
- **Support and Attention Center:** Open and permanent communication mechanism between the community and Grupo México to receive grievances and/or concerns from the community, including suppliers.
- ***Provee*:** Grupo México program that strengthens administrative and commercial skills and competencies for local suppliers in the communities near our Mining Division operations in Mexico and Peru.

***Provee*: Developing local suppliers**

The *Provee* (Provide) program in our Mining Division supports local small businesses to join our value chain, through trainings, personal attention and streamlined administrative processes.

The program is aimed at local small businesses that meet the following criteria:

- the business is located within the area of influence of a Grupo México mine operation
- less than 50 employees
- annual sales under US$500,000

Benefits for program participants include:

- 30-120 hours of training (in-person or via institutional platforms), depending on the specific needs of each business.
- Consulting on registering processes, bids, contracts and estimates, reducing processing times by 52%.
- Invitations to participate in bidding and other processes related to the line of business.
- Simplified payments, reducing times by 50%.

The *Provee* program is in operation in Cananea, Sonora and San Martin, Zacatecas, in Mexico. We plan to expand the program in 2025 to four communities, one in Mexico, two in Peru, and one in the United States.

The implementation of the program at each site considers the needs identified through the participative social diagnostics prepared by the Community Development Department, and also the perspectives of the Community Committees, local institutions and organizations, and the procurement requirements of our mine operations in each location.

Additionally, we acknowledge and respect legitimate artisanal and small-scale mining that is conducted in adherence of the laws and regulations in the countries where we operate and does not produce conflicts or engage in criminal activity. All the programs and services of our Community Development department are available to these groups, as they are to the general public, noting in particular, our Support and Attention Center as a linkage mechanism and *Provee* program.

3.2.4 Next Steps

In addition to the restructuring of the Mining Division's Procurement Department and unifying practices across the three divisions to strengthen our due diligence process, over the past year, the Mining Division's Sustainable Development Department coordinated a taskforce with the Cost and Procurement and the Foreign Trade, Traffic and Ports, Compliance, and Sales departments.

The previous actions are taken to disseminate information about the multiple ESG assessment and certification requirements and initiatives and develop a plan to address sustainability gaps related to supply chain management.

The principal commitments in this area are summarized following:

Improvement processes	Related ESG aspects	Specific commitments	Estimated timeline
Unify mechanisms for the supplier and contractor screening process	• The Copper Mark certification • Strong Environmental Management Systems (ISO 14001) • Gaps in the Corporate Sustainability Assessment	Unify the information analyzed considering points of convergence among the requirements of the current mechanisms	2025
		Develop a risk scale to determine the level of evaluations and reviews applicable for each supplier and contractor	2025
Standardize and strengthen the supplier and contractor evaluation process	• Strong Environmental Management Systems (ISO 14001) • The Copper Mark certification • Gaps in the Corporate Sustainability Assessment • Recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD)	Unify reporting, frequency, recommendations, improvement plans and categories of compliance or fulfillment resulting from each level of evaluation	2025
		Strengthen the Purchasing and Contracts Operational Control Procedure and Level 3 environmental assessment based on the impact analyses and dependence on nature in the supply chain with the recommendations of the TNFD	2026
		Implement Level 3 environmental assessment (audits and reviews of specialized services or materials) for the Mining Division operations in Peru and the United States	2027
	• The Copper Mark certification • Gaps in the Corporate Sustainability Assessment	Develop a Purchasing and Contracts Operational Control Procedure for the Mining Division that focuses on reviewing social aspects	2026
Define mechanisms for the supplier development and support services process	• Strong Environmental Management Systems (ISO 14001) • The Copper Mark certification • Gaps in the Corporate Sustainability Assessment	Implement capacity building programs for suppliers and contractors	2026
		Develop assistance mechanisms, including access to information about best practices and success stories to support suppliers and contractors	2027
Implement improvements in our due diligence process with suppliers and contractors	• The Copper Mark certification • Strong Environmental Management Systems (ISO 14001)	Pilot our revised due diligence process at La Caridad and the METCO processing plant in Sonora, Mexico as part of our The Copper Mark recertification	2025
		Implement at Minera México (Mining Division operations in Mexico)	2026
		Implement at our Mining Division operations in Peru and the United States	2027
	• Gaps in the Corporate Sustainability Assessment	Unify with the Transportation and Infrastructure Divisions	2027
Implement and strengthen our *Provee* program for local suppliers	• Gaps in the Corporate Sustainability Assessment	Expand the program to four more communities, one in Mexico, two in Peru, and one in the United States	2025

3.2.5 2024 Highlights

9,958
suppliers across the 3 divisions of Grupo México.



US$5,612 BN
economic impact from our spending on goods and services.



89%
of our spending on suppliers was with local[1] and national[2] suppliers across our 3 divisions.



US$5.009 BN
invested in local and national supply, with a total 8,868 suppliers.



1,523
suppliers identified as critical[3], representing 15% of our total suppliers this year.



[1] The term local supply refers to suppliers that provide goods or services in the same state as where our operations are located, applicable only to the Mining and Infrastructure divisions.
[2] Refers to a supplier that is in the same country where they provide the goods or services. Local suppliers are not included in the count of national suppliers.
[3] For more information, see Critical Suppliers.

3.2.6 Metrics and Indicators

GRI 2-6, 204-1

We report the value of our investments and payments through the following indicators:

1. **Spending on suppliers**
   - Distribution of spending by type of suppliers
   - Proportion of spending on local, national and international suppliers
2. **Supplier selection**
   - Identification of critical suppliers
   - Spending on critical suppliers

Our suppliers are classified as follows for reporting purposes:

a. **Direct suppliers:** all suppliers that deliver products or services.

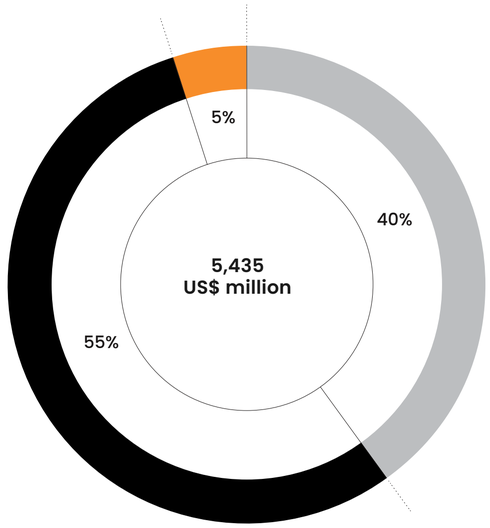
b. **Critical suppliers:** suppliers that account for 80% of our annual spending and supply critical/ vital products or services to the operations.

1) Spending on Suppliers

Spending by type of supplier

US$ million

Region	Total spending	Total suppliers	Local suppliers		National suppliers		International suppliers	
			Total spending	Total #	Total spending	Total #	Total spending	Total #
Total MIN DIV	**$2,990.2**	**3,591**	**$549.3**	**769**	**$2,191.4**	**2,096**	**$249.6**	**726**
SCC	$2,531.3	2,780	$368.5	423	$1,922.0	1,681	$240.7	676
Mexico (MM)	$1,455.8	1,366	$360.8	337	$937.1	634	$157.8	395
Peru (SPCC)	$1,075.5	1,414	$7.7	86	$984.9	1,047	$82.9	281
ASARCO (USA)	$459.0	811	$180.8	346	$269.4	415	$8.8	50
Total TRA DIV	**$2,356.5**	**4,004**	**-**	**0**	**$2,022.2**	**3,682**	**$334.3**	**322**
Mexico	$2,094.9	2,389	-	-	$1,760.6	2,067	$334.3	322
USA	$261.6	1,615	-	-	$261.6	1,615	-	-
Total INF DIV	**$265.5**	**2,363**	**$107.6**	**1,662**	**$139.3**	**659**	**$18.7**	**42**
Total Grupo México	**$5,612.3**	**9,958**	**$656.8**	**2,431**	**$4,352.8**	**6,437**	**$602.6**	**1,090**



Considerations:

- 89% of spending on local and national suppliers across the three divisions.
- This information is calculated without consideration of related parties or duplication of suppliers.
- The Mining and Infrastructure divisions report all sites in the countries where we operate.
- The reported percentage representing the proportion of spending on local suppliers was calculated based on purchase orders related to operating expenses (which account for 99.08%) during the period from January 1 to December 31, 2024.
- Given that the operations of the Transport Division are distributed across the railway network, the calculation considers national suppliers as local.
- For the Mining Division the total expenditure corresponds exclusively to operating expenses (OPEX). The reported data do not include logistics costs or those associated with services such as water, electricity, and civil works contracts. This delimitation allows for a precise analysis focused on investments directly related to the company's operations, in line with our criteria of transparency and efficient resource management.

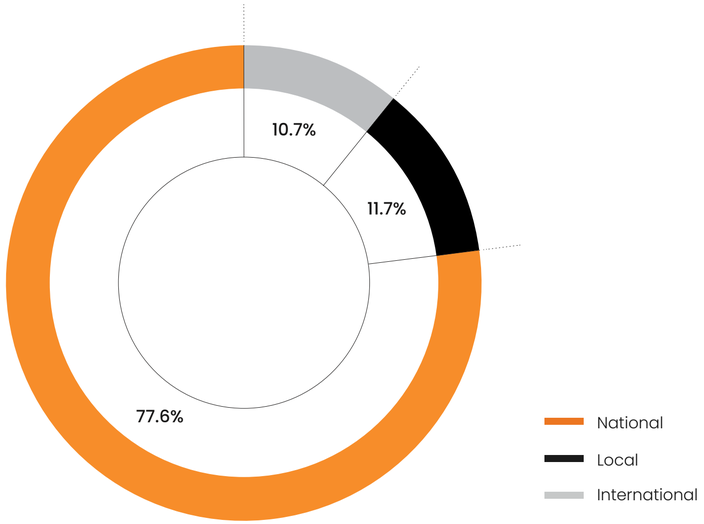
In 2024, the acquisition of products and services generated an economic impact of

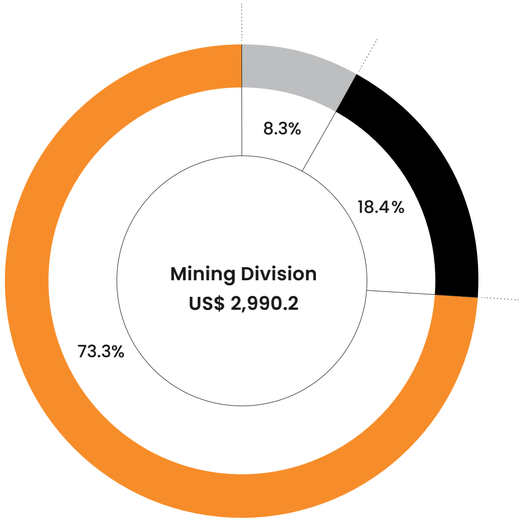
US$ 5,612 million.

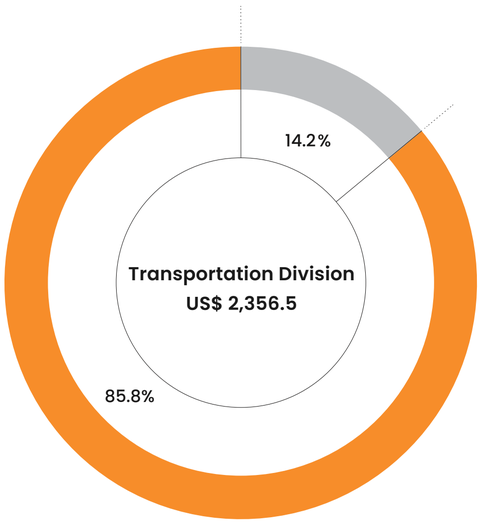
1) Spending on Suppliers

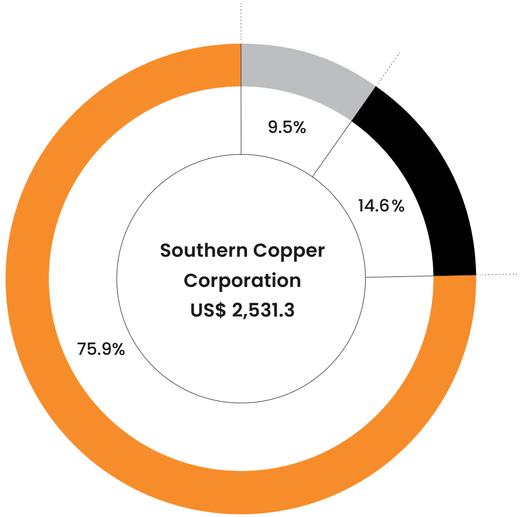
Proportion of spending on local, national and international suppliers, by Division

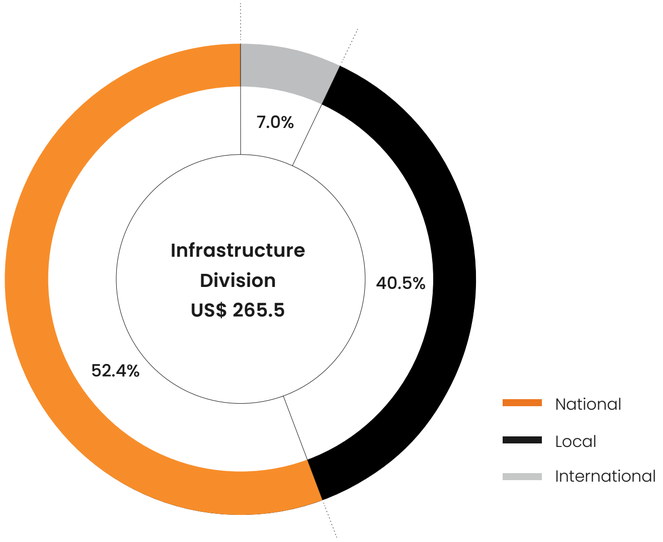
US$ million











Type of supplier	Total suppliers	Total spending
Local	2,453	$656.8
National	6,459	$4,352.8
International	1,109	$602.6
Total Grupo México	**10,021**	**$5,612.3**

2) Critical Suppliers

Spending on critical suppliers

US$ million

Division	# Total suppliers (T1)	Total spending on suppliers	Critical suppliers	% total suppliers	Total spending on critical suppliers	% total spending
Total MIN DIV	**3,591**	**$2,990**	**681**	**19%**	**$2,608**	**87%**
SCC	2,780	$2,531	522	19%	$2,217	88%
Mexico (MM)	1,366	$1,456	343	25%	$1,314	90%
Peru (SPCC)	1,414	$1,075	179	13%	$903	84%
ASARCO (USA)	811	$459	159	20%	$391	85%
Total TRA DIV	**4,004**	**$2,356**	**607**	**15%**	**$2,011**	**85%**
Mexico	2,389	$2,095	495	21%	$1,801	86%
USA	1,615	$262	112	7%	$210	80%
Total INF DIV	**2,363**	**$266**	**235**	**10%**	**$232**	**87%**
Total Grupo México	**9,958**	**$5,612**	**1,523**	**15%**	**$4,851**	**86%**

We identified **1,523** critical suppliers across our 3 divisions, representing **86%** of our total spending on suppliers.

Considerations:

- Critical suppliers are those included in 80% of our annual spending and who provide goods or services that are critical or essential to our operations.

4 Governance



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4.2 Business Ethics and Integrity 112

Film photography I Author: Wendy Alexia Rodríguez Coronado, 15 years old I Community: Charcas, SLP. I Year: 2022

4.1 Corporate Governance

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Film photography I Author: Students from the Photography Mobile Workshop in Cananea. Photowalk Exercise. I Community: Cananea, Sonora. I Year: 2024

4.1 Corporate Governance

GRI 3-3

Grupo México, S.A.B. de C.V. (Grupo México) is a leading Mexican company in mining, transportation and infrastructure. Our Corporate Governance Manual ensures our decision-making supports the sustainability of the company while caring for the interests of our investors, employees, customers, suppliers, neighbor communities and other stakeholders.

Our corporate governance ensures we adhere to our vision, mission and values statements, and supports the decision-making of the Company and our three divisions:

Americas Mining Corporation (AMC) → Mining Division, includes:

- Operations in Mexico and Peru (Southern Copper Corporation[1], SCC)
- Operations in the United States (ASARCO)

Grupo México Transportes[2] (GMXT) → Transportation Division, includes:

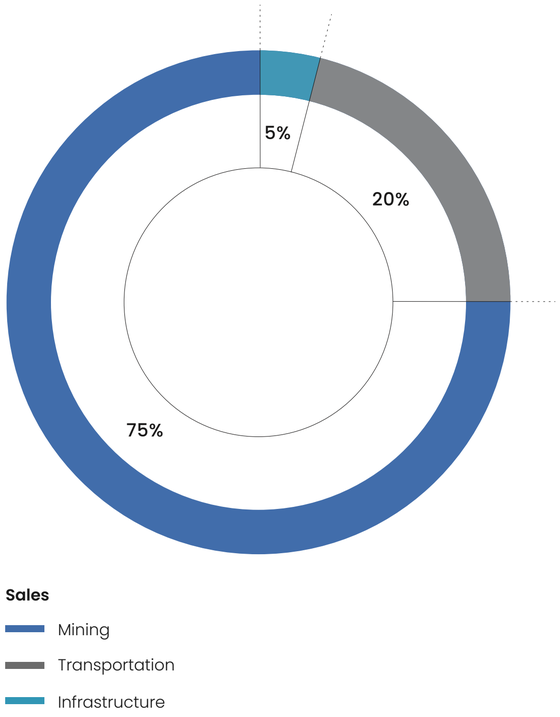
- Operations in Mexico (Ferrosur, Ferromex, Intermodal México)
- Operations in the United States (Texas Pacífico, Florida East Coast)

México Proyectos y Desarrollos (MPD) → Infrastructure Division, includes:

- Operations in Mexico (Controladora de Infraestructura Petrolera México, México Compañía Constructora, Controladora de Infraestructura Energética México, GM Controladora de Combustibles, GM Servicios de Ingeniería y Autopista, y Grupo Inmobiliario UPAS).

Our governance structure is designed to ensure transparent and responsible decision-making that supports the growth and expansion of the company (particularly in recent years) and the relevance of all our lines of business. Our mining operations represent nearly 77% of company sales, while our railroad operations account for 20% of and our infrastructure operations approximately 3% of sale.

Grupo México Sales 2024



[1] Our subsidiary Southern Copper Corporation (SCC) trades on the New York Stock Exchange (NYSE) and the Lima Stock Exchange (BVL) and is regulated by the Securities and Exchange Commission (SEC) in the United States and the Superintendency of the Securities Market (in Spanish, SMV) in Peru. SCC has its own Board of Directors and General Shareholders Meeting. For more information about SCC's corporate structure, see the Southern Copper Corporation 2023 10k Report (Organizational Structure), available on the SCC website.

[2] Our subsidiary GMéxico Transportes (GMXT) trades on the Mexican Stock Exchange (BMV) and is regulated by the Mexican Banking and Securities Commission. GMXT has its own Board of Directors and General Shareholders Meeting. For more information about GMXT's corporate structure, see the GMXT 2023 Annual Report on the GMXT website.

4.1.1 Governance Structure

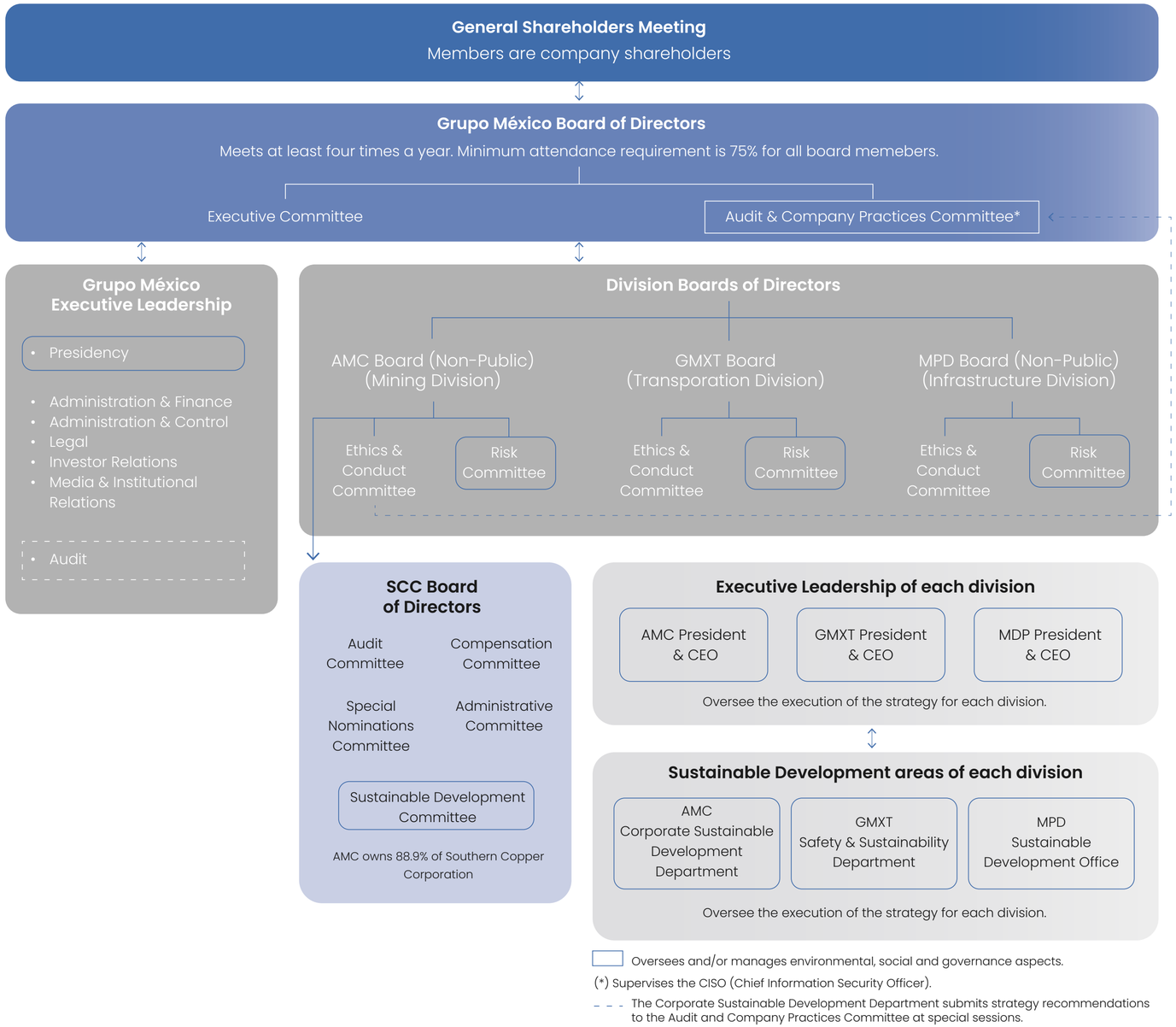
Our corporate governance structure incorporates international good practices and supports an environment of trust, transparency and accountability.

The General Shareholders Meeting is the supreme governing body of Grupo México. This body reviews and approves the management reports submitted to it by the Grupo México Board of Directors. Meanwhile, the Grupo México Board of Directors is our highest administrative body and is responsible for setting and overseeing the global strategies for our business and our subsidiaries, and for reviewing our compliance.

Each of our three divisions has its own Board of Directors[3], which report directly to the Grupo México Board of Directors. Each division also has an Ethics and Conduct Committee and a Risk Committee, which support their respective boards in managing matters under their respective purviews. These committees report to their own boards and to the Grupo México Audit and Company Practices Committee. Additionally, both Southern Copper Corporation (SCC) and Grupo México Transportes (GMXT) have their own Boards of Directors that report to their respective Shareholders Meetings.

The Executive Leadership of Grupo México is a senior management team that reports directly to the company President and CEO. The Executive Leadership of each division reports results and relevant issues to their respective Boards of Directors. In terms of sustainable development, each division has specialized departments or offices in this area, which regularly report our environmental, social and governance (ESG) performance to their respective governing bodies, including the President, Vice-President or senior management, accordingly. Our ESG performance is consolidated and reported to the Grupo México Audit and Company Practices Committee at special sessions.

Grupo México governing bodies and their relationship to sustainable development



[3] The Boards of Directors of the Mining and Infrastructure divisions are not public.

4.1.2 Board of Directors

GRI 2-10, 2-11, 2-17, 2-18 | TCFD GOB-A

The Grupo México Board of Directors, our highest administrative body, has two support committees: the Executive Committee and the Audit and Company Practices Committee.

Executive Committee

Members:

- Germán Larrea Mota Velasco
- Claudio X. González Laporte
- Rolando Vega Sáenz

Audit & Company Practices Committee

Members (100% independent):

- Rolando Vega Sáenz
- Emilio Carrillo Gamboa
- Fernando Ruiz Sahagún

Members

GRI 2-11, 2-17

The Ordinary Annual General Shareholders Meeting held April 30, 2024, appointed 14 members to the Grupo México Board of Directors, seven of which are independents. Board decisions are made by a majority vote of the members present. In 2024, the average annual attendance of Board Members was 99%.

Board Members in 2024	
Germán Larrea Mota Velasco Chairman Non-Independent	**Claudio X. González Laporte** Independent
Oscar González Rocha Non-Independent	**Emilio Carrillo Gamboa** Independent
Alfredo Casar Pérez Non-Independent	**Fernando Ruiz Sahagún** Independent
Luis Castelazo Morales Non-Independent	**Rolando Vega Sáenz** Independent
Fernando López Guerra Larrea Non-Independent	**Antonio Del Valle Ruiz** Independent
Leonardo Contreras Lerdo de Tejada Non-Independent	**Carlos Prieto Sierra** Independent
Francisco Zinser González Non-Independent	**Carlos Rojas Mota Velasco** Independent

For more information about the members of the Board of Directors, including their general information, experience and corporate governance roles, see the table Grupo México Board of Directors table in the Corporate Governance annexes to this report.

The company bylaws and applicable legislation confer minority rights on Company shareholders in the appointment of board members and alternates to protect their corporate and economic rights, in an environment of transparency and accountability.

Board members are prominent businesspeople with extensive experience in their industries, which benefits the management of our Grupo México business. Their experience in a variety of sectors, along with their complementary skills, brings a broad perspective to our lines of business, keeping us abreast of the current trends in our markets and the main areas of interest of our stakeholders.

We have policies and procedures in place that are specifically designed to prevent and impede conflicts of interest among members of the Board and senior management. For more information about the different skill sets of our Board members, see the Grupo México Board of Directors table in the Corporate Governance annexes de este informe.

Grupo México endeavors to adopt measures to develop and build on the collective expertise of the Board of Directors in environmental, social and governance aspects. As part of their continual development, board members and our executive leadership participated in a training on climate change in 2024 in collaboration with the Directors' Climate Forum (Chapter Zero). For more information, see Climate Change – Governance.

The experience and responsibilities of our board members tie into the topics determined to be the most strategically relevant, such as issues related to climate change and its direct and indirect impacts on the company.

Appointment and Independence

GRI 2-10

The General Shareholders Meeting appoints the members of the Board of Directors each year according to criteria of professional background and experience, expertise, and personal and professional reputation, and we promote diversity in gender, age, nationality, ethnic origin, profession and specialization.

Board members are appointed individually and approved by a simple majority vote of company shares. Appointments are for one-year terms and board members may be re-elected or removed at any time. Appointments to the company committees are also individual.

We encourage the inclusion of diverse profiles throughout the appointment process for the members of the Board of Directors, committed to proposing, attracting and retaining board members that have different backgrounds and different life and professional experiences, bringing value added to our Board of Directors.

Voting on the matters before the General Shareholders Meeting is individual, improving our Corporate Governance practices.

Board members must meet the requirements laid out in clause 25 of the Grupo México Bylaws and the Mexican Securities Market Law, Article 26, to be considered independent.

50% of Board members are independents (25% required by law).

Performance Review

GRI 2-18

Under our Corporate Governance Manual, the members of the Board of Directors participate in a self-assessment process each year[4], which includes overseeing ESG performance. Committee leadership and members also participate in a self-assessment process annually.

4.1.3 Executive leadership

The Grupo México leadership team has broad experience and expertise, and is responsible for the management, operation and execution of our business. Their responsibilities include preparing and submitting the business strategies for the company to the Board of Directors, and executing the decisions of the Shareholders Meeting and the Board of Directors.

- **Germán Larrea Mota Velasco →** Executive President
- **Lourdes Aranda Bezaury →** Director of Media and Institutional Relations
- **Marlene Finny de la Torre →** Director of Administration and Finance
- **Lillie Hernández Minor →** General Counsel
- **Juan Carlos Jaques Garcés →** Audit Director
- **Miguel Valdés Neaves →** Director of Administration and Control

In terms of sustainable development, the Executive Leadership designs business strategies that promote sustainable environments for our communities, the environment, and to ensure the continuity of the business. The Executive Leadership prepares and presents the financial statements and the financial, administrative, economic and legal information referenced in the Mexican Securities Market Law, Article 104, which is required to be submitted to the Board of Directors for review and approval, accompanied by relevant support documentation.

The Board of Directors conducts an annual review of the Executive Leadership, covering performance-based benefits and leadership of employees and senior management, exemplifying good, responsible and honest conduct.

[4] The minimum attendance requirement is one of the parameters reviewed.

4.1.4 Sustainable Development Management

GRI 2-12, 2-13, 2-14, 2-16 | TCFD GOB-A, GOB-B

We're committed to a comprehensive and cross-cutting management of our sustainable development across the different divisions, areas and levels of the organization, to ensure the risks and opportunities associated with our ESG material topics[5] are considered in our strategic decision-making processes.

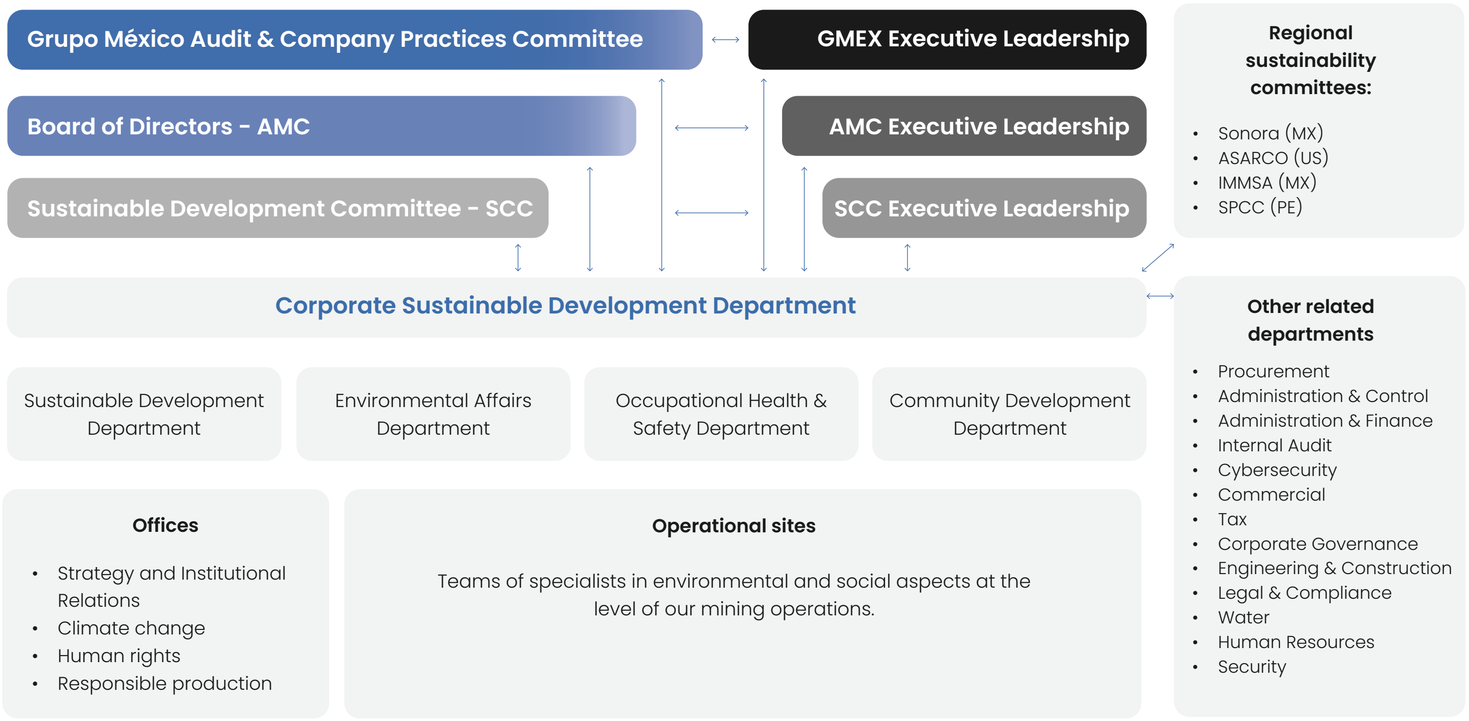
Mining Division

GRI 2-14

Supervisory role of the Board of Directors

All areas of the company are involved in the management and monitoring of our sustainable development aspects. The Grupo México Board of Directors Audit and Company Practices Committee reviews the reports prepared by the Corporate Sustainable Development Department on our management of ESG risks and opportunities at special sessions during the year. The Grupo México Audit and Company Practices Committee met in three special sessions in 2024 to review the results of our operations, relevant events and progress on our ESG indicators, and to report on our climate governance. The specific topics discussed included:

- Publication of the 2023 Sustainable Development Report
- Key performance indicators across our three divisions
- Community development management model
- Climate-related risks and opportunities – climate governance
- Performance on ESG assessments conducted by rating agencies
- Corporate sustainable development goals and targets
- Communication strategy



The Mining Division (AMC) Board of Directors ensures the ESG aspects of our mining line of business are managed properly, through quarterly reviews of the principal performance indicators and relevant aspects reported by the Corporate Sustainable Development Department.

[5] Includes occupational health and safety, water and waste management, biodiversity, climate change, human rights, business ethics, and our neighbor communities, among others.

Southern Copper Corporation Board of Directors – Sustainable Development Committee

Our principal subsidiary in the Mining Division, Southern Copper Corporation (SCC), has a Sustainable Development Committee under its Board of Directors. An independent board member chairs this committee, which meets quarterly to review the company's environmental, social and governance performance.

Principal roles and responsibilities

Support the Board in its supervision of:

- Risk management, program implementation, and economic, environmental and social performance.
- Validating ESG targets and goals, accountability, budgets, deliverables, etc.
- Compliance with regulations and policies to develop standards and procedures to achieve the sustainable development strategic goals of the organization.

ESG material topics:

- Community development
- Corporate governance
- Diversity and inclusion
- Environmental issues (biodiversity, water, waste, climate change, closure plans)
- Human rights
- Occupational health and safety
- Responsible procurement
- Sociopolitical matters

The SCC Sustainable Development Committee met four times in 2024 and reviewed the following aspects:

- ESG key performance indicators
- Progress and challenges in ESG aspects
- 2024 ESG Goals
- Environmental and health and safety critical risk log
- Materiality analysis
- Sustainable Development Report
- Water management at our operations
- Water resources shared with our neighbor communities
- Biodiversity strategies and management
- Climate change
- Community development
- Social progress on the Tia Maria project
- Communication strategy
- Institutional linkage strategy
- Water management
- Performance in sustainability assessments and gap analyses
- Progress on adopting the Global Industry Standard on Tailings Management (GISTM)



Mine truck at Buenavista del Cobre, Cananea, Sonora, Mexico

Supervisory roles at the executive level o

Key members of the Executive Leadership, including the CEO, the Director of Sustainability and other Mining Division senior management attend the special meetings of the Audit and Company Practices Committee called to discuss sustainability-related matters, the Americas Mining Corporation (AMC) Board of Directors sessions where the key ESG performance indicators are reviewed, and the quarterly meetings of the Sustainable Development Committee of the Southern Copper Corporation Board of Directors.

At the regional level, key performance indicators in environmental, occupational health and safety and community relations aspects for the operations in each region are analyzed at regular meetings on sustainability. The CEO, the Director of Sustainability, the COOs and managers for each region, and members of the Mining Division senior management participate in these meetings. Representatives from both the corporate and operational Sustainable Development Departments also participate.

Corporate Sustainable Development Department

The Corporate Sustainable Development Department of our Mining Division, led by the Director of Sustainability, is responsible for aligning our sustainable development vision and goals with the strategic priorities of the company. This Department includes the Environmental Affairs, Occupational Health and Safety, and Community Development departments and offices, which have specialist teams at the corporate and operational levels to implement the necessary actions to ensure these aspects are managed properly, in line with our company culture of ongoing improvement and risk prevention.

Roles and Responsibilities of the Corporate Sustainable

- Align the vision and sustainable development targets with the strategic priorities of Grupo México.
- Lead efforts in the prevention and mitigation of social and environmental risks.
- ESG reporting and communications.
- Participate in ESG assessment processes with rating agencies and investors.
- Prepare, compile and validate the Grupo México Annual Sustainable Development Report.
- Design and execute strategies focusing on gaps.
- Define policies, metrics and targets to improve our ESG performance.
- Supervise the implementation of management systems, programs and initiatives for operational and institutional improvement.
- Participate in initiatives and forums on sustainable development.
- Manage relations with inhouse and external stakeholders in relation to sustainable development.

The Mining Division Sustainability Department, with other areas and departments involved in ESG aspects, is responsible for ensuring the sustainability strategy is implemented across the organization. This includes coordinating the communication of ESG aspects through institutional reports and the media, coordinating the management of the environmental and safety critical risk log, and gathering information for key ESG performance indicators and metrics, among others. Also under this department is our Climate Change office, which coordinates our greenhouse gas emissions inventory and the Grupo México climate strategy. For more information, see Climate Change - Governance.

260+ experts in social and environmental aspects in the Mining Division.

Transportation Division

The CEO and Administration Department of Grupo México Transportes (GMXT) supervise the sustainable development strategy and performance of our Transportation Division. Each GMXT department is responsible for managing, planning and preparing specific projects corresponding to their area.

CEO and Administration Department	• Define the Grupo México Transportes sustainability strategy. • Prioritize ESG risk management. • Define lines of action for the different departments of Grupo México Transportes.
Corporate Projects Department	• With Legal, verifies compliance with environmental and occupational health and safety regulations at both new and existing operations. • Coordinates the management and publication of ESG information for the Transportation Division to communicate this to stakeholders.
Operations	• Develop and implement initiatives in occupational health and safety, environmental management and protection, fuel savings and energy.

Infrastructure Division

In the Infrastructure Division, the Executive President and their team support the Board of Directors in strategic decision-making for the operations of our Infrastructure Division companies by:

- Allocating the necessary resources to achieve the defined goals.
- Promoting the efficient use of resources and available assets.
- Monitoring the social and environmental performance of our Infrastructure Division companies.
- Assessing the risks that could affect our Infrastructure Division companies.
- Ensuring compliance with company policies and applicable legislation.

The sustainable development management of the Infrastructure Division is built on four pillars:

Policies	• Review, adjustment and approval of policies that promote sustainable development, together with inhouse and outside stakeholders.
Sustainable investments	• Design and financial planning through risk analyses to promote the inclusion of communities, being mindful of the environment.
Environmental protection	• Verification of regulatory compliance by all our operations. • Incorporation of industry best practices.
Risk management	• Identification of general and specific risks for each line of business, based on sustainability guidelines.

4.1.5 Compliance

All Grupo México divisions have Compliance departments, which are responsible for implementing our Compliance Program. This program promotes adherence to company codes and policies, laws and regulations, and international industry best practices among employees and stakeholders.

Our Compliance Programs are built on pillars that include:

- Anti-corruption and Prevention of Criminal Acts
- Anti-Money Laundering and Anti-Terrorist Financing
- Personal Data Protection and Fair Competition
- Licenses, permits, rights and concessions

Grupo México is committed to ensuring business ethics and integrity within our organization, which is achieved through the implementation of our Compliance Programs, for which we have various policies in place as outlined in our Code of Ethics. Additionally, we have raised awareness of these policies through initiatives such as training programs, materials and our Reporting Line. These actions ensure the company has instruments and mechanisms for prevention, accountability, and the implementation of improvement actions.

Our anti-corruption performance has been recognized with the inclusion of the divisions of Grupo México in the IC500 Corporate Integrity Index. All Grupo México divisions scored 100% compliance on this assessment.

4.1.6 Cybersecurity

Governance

The Audit and Company Practices Committee of the Grupo México Board of Directors is charged with overseeing our cybersecurity strategy. The Committee Chairperson reports our cybersecurity performance to the Grupo México Board of Directors. Progress on the cybersecurity plan for the three divisions is reviewed quarterly, as is the implementation of the strategy and our organizational priorities.

At the executive level, the Chief Information Security Officer (CISO) monitors the implementation of the strategy and supervises our cybersecurity actions plans. Each division has an Information Security Officer who reports to the CISO quarterly on the implementation of the strategy and performance of our cybersecurity controls.

Our CISO reports regularly to the Audit and Company Practices Committee on the cybersecurity risk assessment and mitigation actions taken to address both cybersecurity and anti-fraud risks, including the status of projects to strengthen our security systems and improve our incident response preparedness, the landscape of existing and emerging threats, and the results of independent assessments. The members of the Audit Committee have gained relevant experience in information security through these reports.

Culture of Information Security

Our Grupo México Information Security Policy aligns the expectations associated with this topic area to our institutional approach. Additionally, each division has their own information security policies, based on the corporate policy, which are publicly available and communicated internally to all company personnel through our intranet portals and email campaigns.

Our three divisions use the KnowBe4 tool for our training and awareness programs for all company personnel, including online workshops and courses. These regular and mandatory trainings address the principal information security risks, the mitigation tools available, and the procedures to follow in the event of an incident. The tool is also used for phishing testing to assess awareness and to reinforce specific areas where opportunities for improvement are detected.

The courses on offer include How to browse the internet safely, Managing secure passwords, How to respond to an incident, Identifying malicious URLs, and What is phishing, among others. The results of the awareness tests are reviewed each year to address the weaknesses identified and conduct new tests that are more complex.

All company personnel have access to procedures that provide clear instructions on what to do if they detect a suspicious event and the information security team is available to provide support for any event requiring priority attention.

Information Security Management System

Our information security management system includes policies, procedures, controls and IT tools, based on the NIST (National Institute for Standards and Technology), ISO 27000 and CIS V8 (Center for Internet Security) international standards and controls.

Additionally, our framework incorporates the CIS V8 controls, along with those elements we have identified as important.

Controls in our Framework:

1. Inventory and control of company assets
2. Inventory and control of software assets
3. Data protection
4. Safe configuration for company software and assets
5. Account management
6. Access control management
7. Continuous management of vulnerabilities
8. Audit log management
9. Email and web browser protection
10. Anti-malware mechanisms
11. Data recovery
12. Network infrastructure management
13. Network monitoring and defense
14. Security awareness and skills training
15. Service provider management
16. Application software security
17. Incident response management
18. Penetration tests
19. Cybernetic risk management
20. Physical security
21. Cybernetic compliance
22. Metrics and reporting
23. Governance, operational model and organization
24. Strategy
25. Internal threats

These controls are monitored in each division through self-assessments, while independent third parties conduct annual reviews to ensure the reliability of the self-assessments and that compliance with the framework controls is meeting the maturity level expected for CMMI certification and industry comparison. Progress on controls and the maturity assessment are presented regularly to the Board of Directors Audit and Company Practices Committee.

The results of the CIS controls monitoring are presented regularly to the Audit and Company Practices Committee.

Our Information Security Incident Management Procedure provides the steps in our incident response process, including detection and analysis, containment and intelligence development, erradication and remediation, recovery and post-incident actions. The assessments consider the basic qualitative and quantitative factors needed to determine the relative severity of information security and cybersecurity events.

Business Continuity Management

We have Disaster Recovery Plans (DRP) in place that outline the processes to follow to ensure the continuity of our activities in the event of an incident. These plans are tested at least annually to verify their effectiveness.
Third parties perform penetration tests and simulated attacks to ensure our controls and tools are sufficient. In addition to identifying vulnerabilities, these exercises include two types of attacks (black box and gray box), where our security infrastructure is attacked to test the incident response.

Specialized tools (TENABLE) are used to prepare an independent vulnerability analysis at least quarterly to identify, classify and prioritize vulnerabilities in our computer systems, applications and network infrastructures to ensure our systems are up to date and to correct any issues detected.

Additionally, each division has a Security Operations Center (SOC), managed by specialized third parties, to prevent and detect any incident or attack involving our protection tools, equipment, network, email, etc. In terms of prevention, we use threat intelligence services to monitor both company information and information about our top executives across the internet, including the dark web.

The Audit department, with the CISO, oversee the controls, penetration tests and vulnerability analyses, and follow up on mitigation actions through internal audits. An outside consultant also verifies compliance with requirements annually.

Cybersecurity Incidents

Grupo México experienced no significant cybersecurity incidents in 2024.

4.2 Business Ethics and Integrity

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Film photography I Author: Students from the Photography Mobile Workshop in Charcas. Photowalk Exercise. I Community: Charcas, SLP. I Year: 2024

4.2 Business Ethics and Integrity

GRI 3-3

Business ethics and integrity are core to the operations of Grupo México, and we have tools and an internal control system in place to minimize the possibility of unlawful conducts occurring within the company or our value chain.

Aware of the importance of a comprehensive management system to ensure transparency in our financial and non-financial operations in all the countries where we operate, at Grupo México, we have implemented various accountability, process tracking and risk assessment measures. The COSO[1] framework provides us with guidance on enterprise risk management, internal control, and fraud deterrence. We undergo an independent audit annually on compliance with Sarbanes-Oxley requirements and our internal control framework.

Our 2024 highlights in the area of business ethics include:

2024 Actions

We updated our company anti-corruption regulations in 2024 to align with the new legal requirements for the prevention of crimes such as parallel accounting, harming cultural heritage, and customs and tax offenses. This action reaffirms our commitment to legality and a culture of corporate compliance.

We reviewed and implemented our prevention system controls to ensure we are aligned to the Mexican Federal Law for the Prevention and Identification of Operations with Resources of Illicit Origin. In addition to annual internal audits, SPCC opened an independent audit in 2024 of its Anti-Money Laundering and Anti-Terrorist Financing policies and procedures.

After being launched in Mexico, our new Privacy Statement Center was replicated in Peru in 2024. This project was the result of our successful data protection compliance project, “Personal Data Protection Compliance System”, in which all company departments involved in personal data management participated. The project produced and implemented various documents, including personal data timelines, and also policies and procedures.



Collaborator at Buenavista del Cobre, Cananea, Sonora, Mexico

[1] Committee of Sponsoring Organizations of the Treadway Commission: Defines the principal international standards for internal control frameworks.

4.2.1 Commitments and Policies

GRI 2- 24

At Grupo México, we acknowledge that a sustainable world can only be achieved through a multi-pronged approach, which includes adherence to policies and benchmarks on transparency for financial and non-financial operations, and also the assessment of latent risks in the conducting of our business.

Business ethics and integrity are a priority for our operations, and we have corporate policies in place that affirm this commitment, and also ambitious and responsible goals and targets in sustainability. Of note in this regard are our efforts in protecting human and labor rights, protecting the environment, risk assessment, reducing CO_2 emissions, and preventing corruption.

Our policies are prepared by multidisciplinary teams made up of the areas involved in each topic area, supported by our Legal, Internal Control and Compliance departments. All Grupo México worksites, operations and corporate offices are required to abide by our policies. The corresponding guidelines, objectives and commitments are communicated throughout the company via audiovisual media.

Grupo México, and all our subsidiaries, are held to the following publicly available policies:

- Sustainable Development Policy
- Tailings System Policy
- Occupational Health and Safety Policy
- Policy on Diversity, Inclusion and Non-Discrimination
- Environmental Policy
- Anti-Corruption Policy
- Anti-Money Laundering and Anti-Terrorist Financing Policy
- Policy of Respect for the Rights of Indigenous Peoples and Communities
- Human Rights Policy
- Personal Data Protection Policy
- Community Development Policy
- Code of Ethics
- Climate Change Policy
- Tax Policy
- Information Security Policy



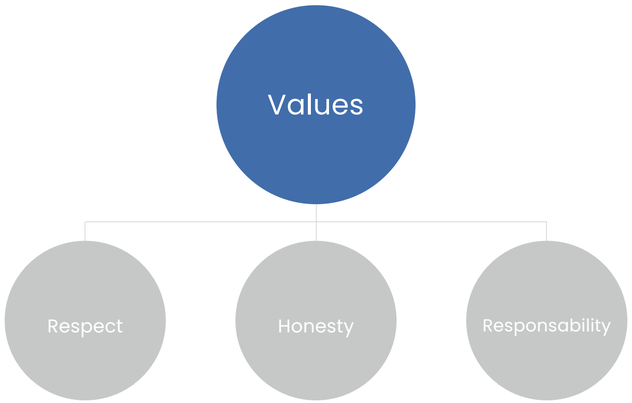
Collaborators at Ray Mining Unit, Arizona, United States

4.2.2 Code of Ethics

Values, principles and ethics

GRI 2- 23

Our Code of Ethics describes all conducts permitted and not permitted during the course of business both within and outside the company, and all areas of the company are subject to these directives. Additionally, all new hires receive information and orientation on our Code of Ethics. Employees recertify their knowledge of our Code of Ethics each year as part of our efforts to reinforce our culture of ethics and to consolidate our fundamental values and promote corporate responsibility.



The Code of Ethics is the basis for ensuring ethical conduct and integrity throughout our company and is applied equally for all employees and suppliers in all countries where we operate. Employees and contractors are required to accept our Code of Ethics on joining the company. All persons who collaborate directly or indirectly with the company are held to our Code of Ethics, including the Board of Directors, Executive Leadership, employees, representatives and any person acting on behalf of Grupo México or our subsidiaries, in Mexico or abroad. We share our Code of Ethics with our value chain and our stakeholders to communicate our principles and how we conduct our relationships.

At Grupo México, we promote and protect human rights in adherence of the United Nations Universal Declaration on Human Rights. In this context, we include the rights of the indigenous peoples and communities where we are present, by understanding and respecting their customs, traditions and spaces, in compliance with law. Similarly, we adhere to the principles laid out in the International Labor Organization Declaration on the Fundamental Principles and Rights at Work.



[2] Office of the United Nations High Commissioner on Human Rights (OHCHR).

4.2.3 Processes to remediate negative impacts

GRI 2- 25

We follow an annual calendar of internal audits to determine compliance with our policies and processes by all departments, including Finance, Environmental Affairs, Operations and Compliance. The internal Audit team identifies areas for improvement and any potential impacts on our operations. These audits support us to address and remediate any breach or irregularity identified.

At Grupo México, we firmly adhere to international benchmarks on different administrative, financial, substantive, technology and cybersecurity processes. One of these is COSO, which we adopted over two decades ago, an international standard recognized as one of the most rigorous and exhaustive. By adopting COSO as our benchmark, we have positioned Grupo México as an organizational leader in three key areas:

Enterprise Risk Management (ERM): We have solid mechanisms in place to identify, assess and mitigate the strategic, operational, financial and compliance risks our organization faces.

Internal Control: Our robust internal control system is aligned to COSO and ensures effective corporate governance, reliable financial reporting and efficient operations.

Fraud Prevention: We apply strict COSO-based deterrent controls to protect the company against acts of corruption, misappropriation of assets and fraudulent reporting.

Grupo México is proud of our unwavering commitment to the highest international standards in regulatory compliance and controls, guaranteeing the transparency, integrity and strength of our operations.

We conducted 869 internal reviews in 2024, and also remediation plans for operational, financial and non-financial issues.



Collaborators at Buenavista del Cobre, Cananea, Sonora, Mexico

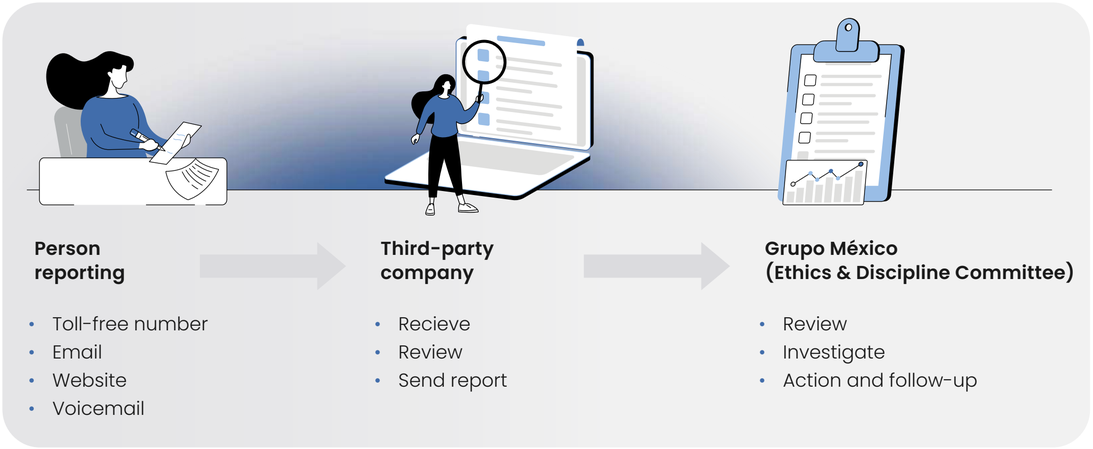
4.2.4 Reporting Line

Comprehensive Reporting System

GRI 2- 25

Grupo México is committed to transparency and honesty. We offer a Reporting Line to employees, suppliers, contractors, communities and all inhouse and outside stakeholders, available 24 hours a day, 365 days a year in all the countries where we operate.

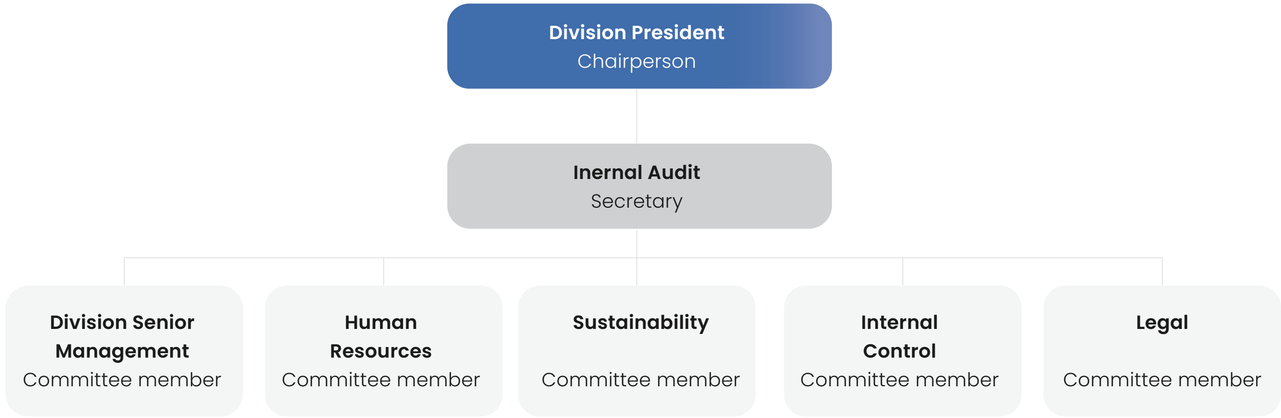
The Reporting Line is managed by a third party to guarantee anonymity; therefore, no Grupo México person has direct access to any information, and the records cannot be altered or deleted, and there is no access tracking.



DIVISION	COMPANY	WEBSITE	EMAIL	PHONE
Mining	Minera México (Mexico)	https://gmm.lineadedenuncia.net/	gmm@lineadedenuncia.net	800 10 88 869
	Southern Peru Copper Corporation (Peru)	https://spcc.lineadedenuncia.net/	spcc@lineadedenuncia.net	080 078 258
	ASARCO (USA)	https://asarco.lineadedenuncia.net/	asarco@lineadedenuncia.net	1 800 961 6771
Infrastructure	México Proyectos y Desarrollos	https://gmi.lineadedenuncia.net/	gmi@lineadedenuncia.net	800 10 88 869
Transportation	Grupo México Transportes	https://gmt.lineadedenuncia.net/	gmt@lineadedenuncia.net	800 10 88 869
Corporate	Servicios	https://gm.lineadedenuncia.net/	gm@lineadedenuncia.net	800 10 88 869

Members of the Ethics and Discipline Committee

Each Grupo México division has an Ethics and Discipline Committee that meets quarterly and reviews all reports received, prioritizing any involving corruption or discrimination. This multidisciplinary committee ensures impartiality and dedicated attention to each case. The Committee reviews and addresses these reports and determines the response action and follow-up. The Committee is formed from the following areas:



Reports received (2024)

	Mining Division					Transportation Division	Infrastructure Division	Grupo México
	Total MIN DIV	SCC	Minera México	SPCC (Peru)	ASARCO (USA)			
Human Resources-related[3]	172	172	140	32	0	111	35	318
Business Ethics-related[4]	100	97	62	35	3	35	11	146
Total	**272**	**269**	**202**	**67**	**3**	**146**	**46**	**464**

[3] Abuse of authority, sexual harassment, improper or unsafe working conditions, improper employee conduct, unfair dismissal, discrimination, workday, coexistence issues, consumption of alcohol or illegal substances, and non-sexual harassment.
[4] Conflicts of interest, falsification of information, technical reports or research, theft of company property, customer service issues, improper use of assets or resources, corruption, and money laundering.

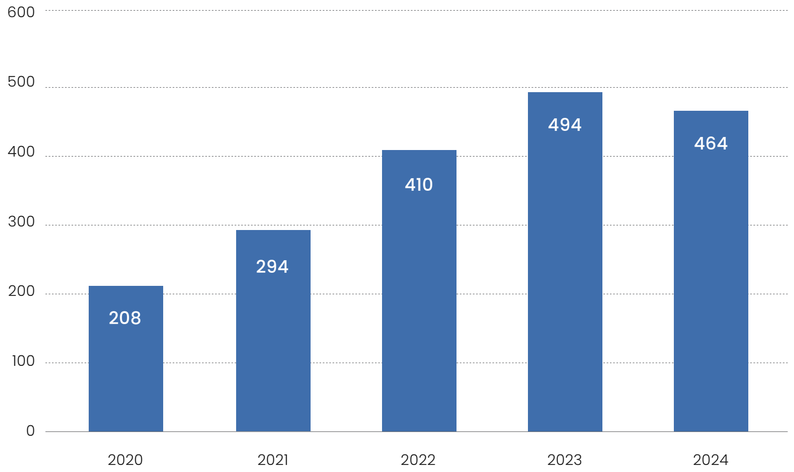
For more information about the number of reports by category, see the detailed table in Annexes – Business Ethics and Integrity.

At the Grupo México level, we received 464 reports in 2024, a 6% decrease compared with 2023. The Mining Division also experienced a decrease in the number of reports received, noting that the principal grievances were related to abuse of authority (59 reports).

The Transportation Division observed a 4% decrease in the number of reports received. Of note is that most of the reports for this division involved urban coexistence, and more specifically noise complaints from the train passing through or near communities (47 reports). Our response was to communicate directly with each user, noting that the noise level and duration are regulated by the federal government and Grupo México Transportes is required to comply with Mexican law, while also acknowledging the concerns of all stakeholders.

Reports in the Infrastructure Division decreased 30%, compared with 2023. The primary complaint users reported involved abuse of authority. Of the 46 reports received, 44 were addressed and resolved prior to 2024 close, leaving 2 cases pending at year end due to their scope and when they were received. Our goal is to address and resolve all grievances reported and prevent future incidents or recurrences.

Total Reports Grupo México 2020-2024



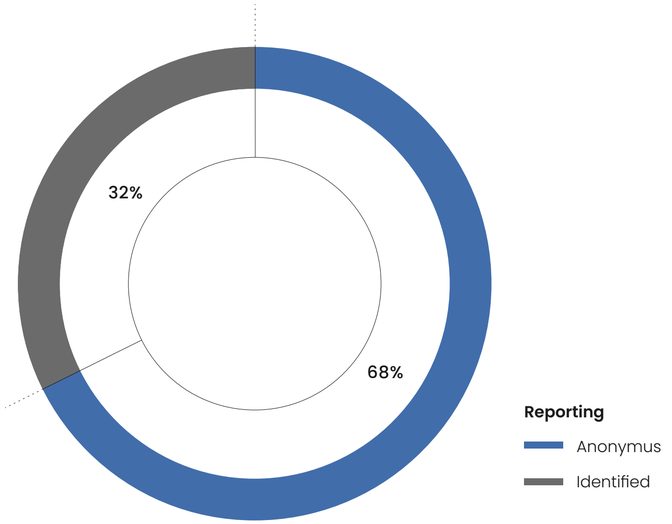
The 3 topic areas reported with the greatest frequency are:

Main topic areas reported 2024

- 98 abuse of authority
- 48 urban coexistence
- 20 conflict of interest

Protecting the identity of the persons reporting

Categories of persons reporting 2024



Our Code of Ethics protects the identity of persons who use the Reporting Line. Employees and commercial partners can call the Reporting Line without fear of repercussion.

Of the 464 reports received, 68% were submitted anonymously, while a name and contact information were provided for the other 32%.

4.2.5 Anti-Corruption

GRI 205-1

Our Anti-Corruption Policy is informed by the Grupo México Code of Ethics and complies with relevant international regulations. This policy outlines the company's commitments to ethics in the management of our business and respect for the laws and regulations in the countries where we operate, regardless of any relationship with public officials.

The policy also defines control mechanisms to prevent and sanction corrupt practices, declare conflicts of interest, and to report any action or behavior that may be construed as violating the ethical commitments of Grupo México.

As part of these commitments, our Executive Leadership signed sworn statements in 2024 declaring any conflicts of interest, setting the standard for our "Tone at the Top" approach to combating corruption and fraud in all its forms.

Grupo México provides a Reporting Line to manage reports of issues involving corruption. This formal channel is available to all company employees, contractors, suppliers, government entities, communities and the public.

4.2.6 Channels to promote professional ethics

GRI 205-2

Training

The three divisions of Grupo México provided Compliance trainings in 2024 to improve employee commitment rates and understanding of our company policies and procedures, and to reduce risks.

- Based on the international standards laid out in the FCPA (Foreign Corrupt Practices Act), including the seven guidelines the FCPA provides to prevent acts of corruption.
- Union employees receive Code of Ethics training every two years, and annually for non-union employees.

Communication

- Media campaigns with posters, memos, intranet and screens at company offices and cafeterias.
- Principal topic areas:
  - -Workplace harassment
  - -Corruption and conflicts of interest
  - -Respect for human rights
  - -Money laundering
  - -Detecting and reporting process violations
  - -Personal data
  - -Gifts, donations and sponsorships

We successfully carried out our employee training and awareness programs in 2024 to improve their knowledge, understanding and compliance with the rules and regulations to which we are subject. These programs also seek to raise awareness on the risks incurred with non-compliance, highlighting the legal and reputational consequences.

It is essential to Grupo México to promote ethical practices and to disseminate company policies and procedures as this supports the continuity of the business and our success in the long term. We use different tools and media in our employee training and awareness programs on the company Code of Ethics, Anti-Corruption Policy, and anti-discrimination policy, among others.

In addition to the Code of Ethics certification, which includes anti-corruption training, the Mining Division conducted its annual Compliance certification in 2024, with a deeper focus on topics that include anti-corruption, anti-money laundering, prevention of forced labor, and conflicts of interest.

Code of Ethics training* (anti-corruption, anti-money laundering, conflicts of interest, among others)	Mining Division				Total Mining Division	Infrastructure Division
	SCC	Mexico **	SPCC	ASARCO		
Executive Leadership	100%	100%	69%	100%	100%	0%
Senior Management	97%	100%	59%	99%	95%	8%
Middle Management	99%	100%	69%	100%	99%	10%
Administrative / Operational	84%	97%	73%	23%	69%	12%
Union	85%	94%	60%	0%	82%	0%

*Government institutions and business partners are not included in the personnel receiving training.
** Includes Mexico Mining, Tiendas del Minero and our company nurseries.

Compliance training* (anti-corruption, anti-money laundering, forced labor, conflicts of interest)	Mining Division		Infrastructure Division
	SCC	Minera México	
Executive Leadership	100%	74%	11%
Senior Management	77%	100%	24%
Middle Management	83%	100%	17%
Administrative / Operational	47%	100%	29%
Union	67%	92%	0%

*Government institutions and business partners are not included in the personnel receiving training.

Compliance training (Anti-corruption, anti-money laundering, workplace violence)	Transportation Division
Executive Leadership	57%
Senior Management	71%
Middle Management	68%
Administrative / Operational	80%
Union*	0%

*Only non-union personnel participate in this training. The Transportation Division will identify an appropriate channel to extend this training to unionized personnel in the future.

Confirmed incidents of corruption and actions taken

GRI 205-3

Grupo México has zero tolerance for corruption, fraud, conflicts of interest, or any action or activity that could be construed as contrary to our company values and standards or in violation of any federal or international law.

We received no reports of government-related corruption[5] in 2024 . Additionally, neither Grupo México nor any of our divisions or subsidiaries, including Southern Copper Corporation, have received any report of corruption in the last 5 years.

[5] Per the FCPA, corruption includes acts of bribery, extortion or solicitation, trading in influences, and unauthorized facilitation payments to government employees.

Production in countries that have the 20 lowest rankings in the Transparency International Corrupt Perception Index

SASB EM-MM-510a.2

In the context of our anti-corruption initiatives and actions in our three divisions and subsidiaries, including Southern Copper Corporation, as ranked by the Transparency International Corrupt Perception Index, we have no operations or financial or non-financial transactions in any of the 20 countries with the highest perception of corruption.

Contributions to political parties or representatives

GRI 415-1

In compliance with and as required by our Code of Ethics, none of our three divisions or subsidiaries, including Southern Copper Corporation, make donations of any kind to political parties or organizations, pay lobbying expenses, or participate in setting public policy or in legislative or regulatory processes.

Legal actions for anti-competitive behavior, anti-trust and monopoly practices

GRI 206-1

None of our three divisions or subsidiaries, including Southern Copper Corporation, was subject to legal action involving anti-competitive behavior, anti-trust or monopoly practices. As a preventive action, Grupo México has a team of legal experts who advise on critical business decisions to avoid any non-compliance at the national or international level.

Non-compliance with social and economic laws and regulations

GRI 2-27

We have received no monetary or non-monetary fines or sanctions for noncompliance with social or economic laws.

Non-compliance with environmental laws and regulations

GRI 2-27

We consolidated the Mining Division Environmental Legal Compliance Taskforce in 2024, which meets quarterly and operates according to our Environmental Legal Compliance Policy, Environmental Legal Steering Committee, and a Compliance Model and Manual. This taskforce is charged with developing and monitoring an institutional system to identify the risks associated with legal non-compliance that could impact the environment and/or affect our operations in Mexico.

No Grupo México division received any significant fine or sanction[6] in 2024 for noncompliance with social, economic or environmental laws or regulations. The following table discloses the number of fines imposed and their amounts over the last four years. The total number of fines and amounts, where applicable and as available, do not consider fines that were challenged, therefore this information may be restated in future reports as the number of fines and their amounts may change. At 2024 close, there are no historic payments outstanding for upheld fines.

Environmental fines in the last 4 years:

Division	2021		2022		2023		2024	
	Multas	Monto	Multas	Monto	Multas	Monto	Multas	Monto
Mining	10	781,780	3	195,841	4	109,730	-	-
Transportation	-	-	-	-	-	-	-	-
Infrastructure	-	-	-	-	-	-	-	-
Total	**10**	**781,780**	**3**	**195,841**	**4**	**109,730**	**0**	**0**

[6] For the purposes of this report, significant means any fine or sanction over US$10,000.

Success Story

Grupo México is among the top companies listed in the Business Integrity 500 Index (IC500) as rated by the Association of Mexicans Against Corruption and Impunity, with Mexican Transparency, to assess the existence, quality, disclosure and transparency of policies on integrity and ethics of the 500 largest companies in Mexico.

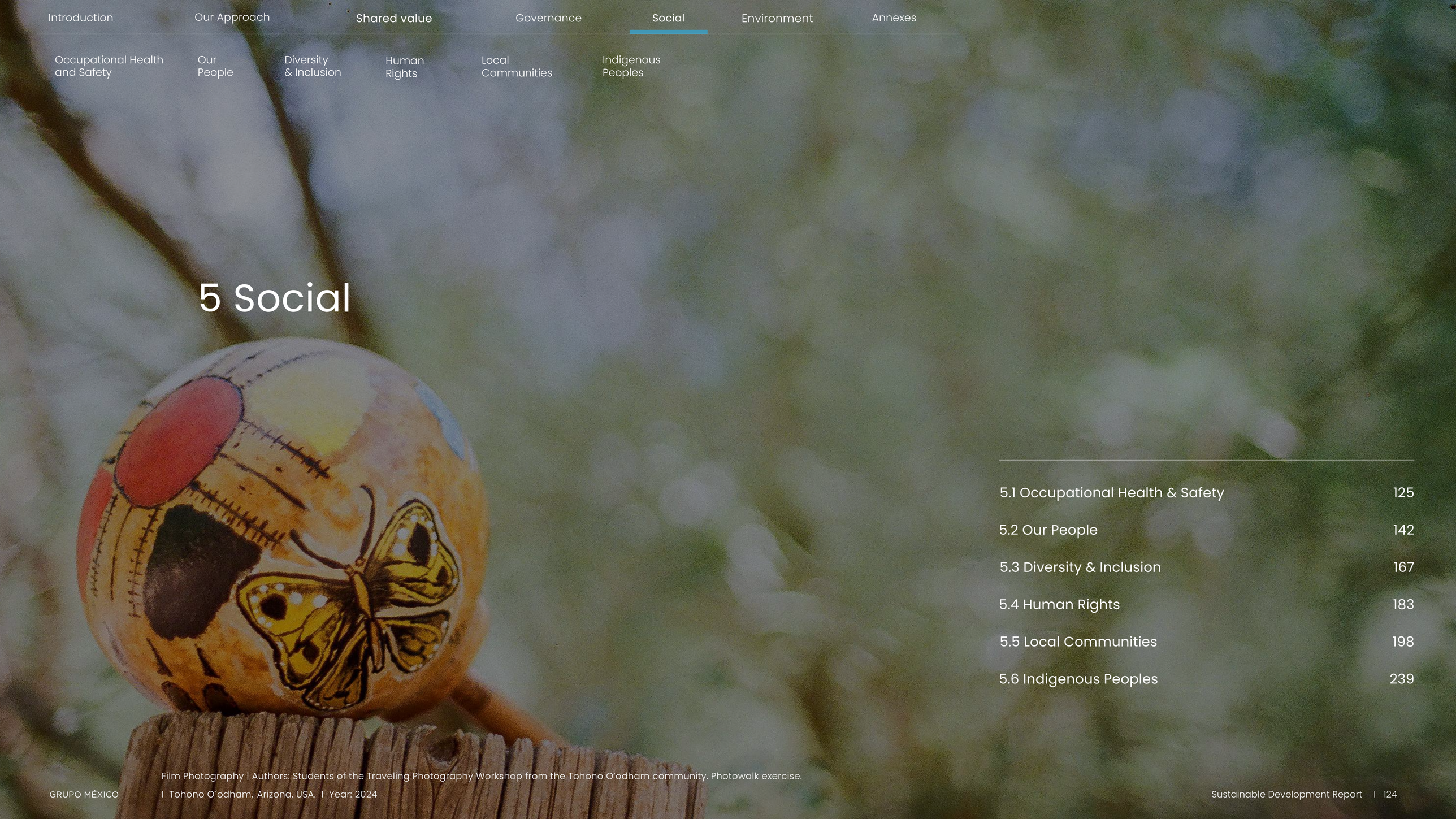
Now in its eighth year, this assessment considers publicly available information based on the following aspects:

1. Statement of principles
2. Relationships with third parties
3. Training and scope
4. System for reporting grievances
5. Availability of information

The assessment determined that Grupo México and our divisions have high standards to position us as solid companies, committed to actively combating corruption. Our Mining and Infrastructure divisions placed among the top-rated companies with a perfect score (100/100), while Grupo México and Grupo México Transportes ranked second on the IC500 with a score of 98/100. These recognitions affirm our anti-corruption strategy, which strengthens our culture of integrity and compliance, to anticipate and face reputational risks, maintain our competitive advantages, mitigate other associated risks, and comply with international standards and guidelines.



5 Social



Film Photography | Authors: Students of the Traveling Photography Workshop from the Tohono O'odham community. Photowalk exercise. | Tohono O´odham, Arizona, USA. | Year: 2024

5.1 Occupational Health & Safety 125

5.2 Our People 142

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5.1.5 Highlights 134

5.1.6 Metrics and Indicators 135

Film Photography I Author: Tonatiuh Felix Castelo, 35 years old I Community: Santa Bárbara, Chihuahua. I Year: 2022

5.1 Occupational Health & Safety

GRI 3-3

The health, safety and wellbeing of our company employees is our priority both in and outside our operations. We are committed to providing a safe and healthy work environment for our employees, contractors and suppliers by promoting a culture of prevention, identifying threats, minimizing risks, developing skills, and the ongoing improvement of our health and safety management systems.

5.1.1 Governance

GRI 403-8

Our three divisions report their occupational health and safety management to the Grupo México governing bodies. The Board of Directors, for example, monitors and follows up on this performance as described in Corporate Governance – Sustainable Development Management.

Consult the breakdown by division on the Grupo México Sustainability website.

5.1.2 Management

GRI 403-1, 403-2, 403-3, 403-4, 403-8

Our Occupational Health and Safety Policy provides the guidelines for promoting a culture of prevention and the ongoing improvement of the comprehensive health and safety management systems at our operations.

Our prevention management is built on three pillars:

1. Risk identification and control
2. Health and safety culture and leadership
3. Performance review

1. Risks: identification and controls

GRI 403-2

We manage the risks associated with all our operational activities to detect, prevent, mitigate and remediate unwanted events that could affect our personnel and our engagement with communities. Our risk identification and control cycle for our operational processes involves:

1. Multidisciplinary teams who proactively identify threats and assess risks.
2. Job Safety Analysis: We analyze the risks associated with the current conditions at our operations and prepare control actions.
3. Permission for high-risk work: Systematic process to authorize any type of operational work, identifying the hazards to determine operational controls to minimize the risks.
4. Inhouse and independent audits.

Our 2024 goal was to use these tools to cultivate and consolidate a culture of prevention with our contractors and suppliers. We also planned to incorporate them into the scope of our critical risk management, focusing on our contractor companies that perform high-risk work and our new projects each year.

In the Transportation Division, we are working on integrating contractor companies into our critical risk management, and also identifying those that carry out high risk activities. We are also developing safety programs to supervise these activities and monitor their performance by incorporating them into the company's statistical performance indicators.

As part of our commitment to the ongoing improvement of our management, our Mining Division continued to implement a Critical Risk Register in 2024, based on the International Council on Mining and Metals (ICMM) Health and Safety Critical Control Management Good Practice Guide. This tool will aid us to more effectively log and follow up on critical risks and controls.

Our improved process has identified 16 principal Health and Safety risks, which will be monitored through the Critical Risk Register. These risks include:

- Pyrometallurgical explosions
- Falling rock
- Injuries from lines and winches
- Rapid fire propagation
- Slope failure
- Explosives
- Occupational disease
- Transportation of personnel

And the following will be added soon to the management of our operations:

- Incorrect operation of vehicles
- Fall from height
- Electrocution
- Injuries from moving parts / machinery
- Explosion of pressure vessels
- Increased toxic gases and/or temperature
- Flooding inside the mine
- Collapse inside the mine

For more information, see Sustainability Risk Management.

Within the Transport Division, as part of our proactive risk identification process, we have identified nine main Health and Safety risks using the IPER methodology and the T. Fine Method. These risks include:

- Use of support vehicles
- Lifting operations
- Working at heights
- Lockout and Tagout (LoTo)
- Operation of machinery and tools
- Electrical work
- Train collisions
- Derailments (in urban, rural areas, and with hazardous materials)
- Accidents at level crossings

2. Culture: leadership in health and safety

We offer different training programs as part of our ongoing efforts to foster leadership and the active participation of our personnel. We promote safe work environments through the personal and professional development of our operational and administrative personnel. Our health and safety training programs are built from the needs assessments conducted at each operation.

As part of the improvement initiatives in our Mining Division, we have developed a digital training platform called *Aula Segura* (Safe Classroom), where employees can access a variety of virtual courses designed according to an adult education methodology to adapt to different learning styles in both formal and informal environments.

The platform offers a series of courses covering both general and specific needs in health and safety, starting from pre-entry for new employees. These courses will be available for all personnel, ensuring they are properly prepared from the start of their employment, this includes:

- Non-union personnel at all levels
- Union personnel at all levels
- Pre-hiring candidates
- Third party contractor personnel, suppliers and visitors

The platform will initially offer 18 courses focused on safety, and four additional courses that integrate virtual reality. These courses will include different components such as audio and visual materials, videos, games, simulators and interactive assessments. This model will provide real-time information on each user's performance, including their progress, scores and certificates earned. Additionally, supervisory personnel will be able to access a dashboard to monitor completion of the training programs and ensure the established standards are met for our culture of prevention and health and safety.

For more information, see Metrics.

We have **Medical Services** at all our operations, which run prevention programs geared towards all our employees and their families to promote healthy lifestyles.

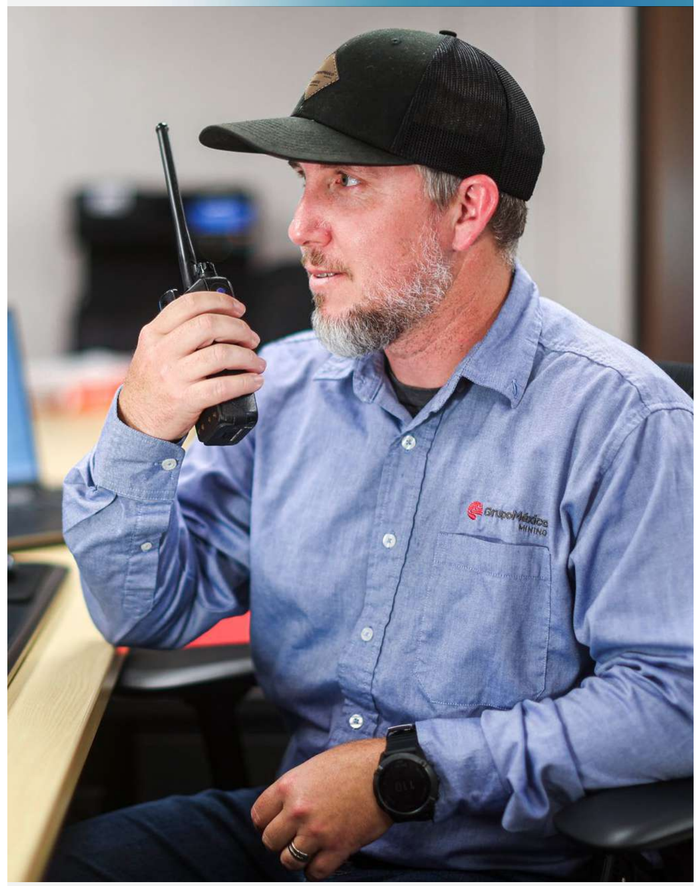
3. Ongoing evaluation of our performance

We have implemented various mechanisms for the ongoing improvement of our safety performance, including communication channels to support our employees in reporting unsafe conditions or risks at their workplace, observation programs and audits.

The evaluation mechanisms for our Health and Safety strategies in the three company divisions are divided into the following three categories:

1. **Informational mechanisms:** Tools and channels to receive reports and disseminate messages.
2. **Observation and monitoring mechanisms:** Practices and bodies created to regularly evaluate workplace environments and conditions.
3. **Review mechanisms:** Practices that focus on the fulfillment and performance of our Health and Safety strategies.

Consult the breakdown by division on the Micrositio de Sustentabilidad de Grupo México.



Collaborator at Mission Unit, Arizona, United States

5.1.3 Strategy

GRI 403-1, 403-2, 403-4

Safety tools and programs

Our strategy involves different tools, initiatives, corporate health and safety programs, and also evaluation mechanisms, which include company bodies, practices and channels to support an ongoing evaluation process.

Our principal corporate safety programs include Emergency Response Plans and Emergency response teams across our three divisions, adapted to the particular characteristics of each type of operation.

Another program of note that we have started to implement in the Mining Division is our Behavioral Safety program, which focuses on promoting safe practices. Together with our Procedure for determining recognitions and sanctions in safety, this program aims to strengthen safe behavior at our operations, reducing accidents.

Within the Transport Division, one of the implemented tools is the procedure for investigating work-related injuries and incidents. This procedure covers the occurrence of the accident, ensures adequate medical attention, and includes a root cause analysis, based on which controls and/or strategies are established to prevent recurrence.

Behavioral Safety

One of the strategic objectives for 2024 and 2025 is the implementation of Behavioral Safety Programs at Grupo México mine operations to focus on the human factor in compliant and proactive behaviors, practicing mutual assistance and vigilance between coworkers and developing initiatives that promote safety.

These programs are being implemented over a nine-month period, during which time we are working on raising awareness and encouraging employees to join a network of recognition, support and mutual assistance. We are also offering participatory spaces where employees can propose initiatives to address areas of opportunity they identify in their work spaces. The program structure is supported by the leadership of a team comprising the Director, Managers and Superintendents at each site, who promote, resolve and give continuity to the program, ensuring it is integrated into the ongoing improvement processes and the health and safety management system.

Programs have been implemented at three sites in Mexico and two others are in the implementation process. Next year, the remaining sites in Mexico will start to incorporate the program.

Recognitions and Sanctions in Safety

Recognitions are a pillar in the management of occupational risk prevention. Valuing employees for their outstanding performance in safety raises the level of motivation and commitment, which is then reflected in self-care behaviors, essential to the development of a Safety Culture. Meanwhile, applying fair and objective sanctions seeks effective resolution, ensuring accident prevention and adherence to health, hygiene and safety regulations.

In this regard, the Grupo México Mining Division has a Procedure for Determining Recognitions and Applying Sanctions in Safety, which provides the guidelines and criteria for determining recognitions for good safety performance, and for applying sanctions for omissions and failure to comply with safety rules, procedures and regulations. This Procedure is applicable at all our operations and includes our contractors.

This Procedure was updated in 2024 and disseminated to all Mining Division operations. We also held in-person informational meetings with operational and administrative personnel, Health and Safety Committees, and unions, and disseminated reference materials.

In 2025, we will consolidate the application of the procedure through a return on experience (ROX) analysis as an ongoing improvement strategy, holding an exchange of experiences at our sites where we have identified challenges in the implementation of the procedure, and also opportunities for improvement.

Emergency Response Plans

Emergency Response Plans are essential to coordinate the actions of each person when responding to potential events that may present at our operations in the different divisions. These plans strengthen the response skills of our personnel and their ability to react, reducing their vulnerability by having trained work teams and the equipment necessary to respond to incidents. We evaluate these plans through our Comprehensive Occupational Health and Safety Management System, which identifies key actions for implementation, ongoing staff training, proper equipment and the maintenance of evacuation routes.

Emergency response plan training was provided to 4,931 employees in 2024, delivering a total 36,346 training hours. We also carried out 115 drills in which 4,310 employees participated. These exercises identified opportunities for improvement, all of which were promptly addressed.

Emergency response teams

We have emergency response teams at all our operations, made up of operational health and safety personnel who have been trained to respond to emergency situations quickly.

Our **Mining Division** has specialized response and rescue brigades at our mines. A total 1,181 members of these brigades received training on our civil protection plans at Buenavista del Cobre, La Caridad, METCO (processing plant), Lime Plant and the Guaymas Ocean Terminal. We also received EC1388 Underground Mine Rescue recertification from the National Council on Job Skill Standardization and Certification (in Spanish, CONOCER) and the Mexican Mining Chamber (in Spanish, CAMIMEX), certifying the members of our Santa Barbara and Charcas mine rescue teams.

Our **Transportation Division** has brigades specialized in responding to emergencies involving the overland transportation of hazardous materials and waste. These brigades consolidate the capacity of our railway operations to protect people and the environment in the event of an emergency. We provided training for first responders in 2024 and completed our capacity-building cycle with an event as part of the *Transcaer México* activities. This event delivered railroad emergency response training to more than 100 brigade members, firefighters and first responders.

Contractors

We optimized our contractor safety management in the **Mining Division** in 2024, implementing mandatory safety requirements that must be included in contracts and which contractors must consider in their bids. We also have a contractor safety code that includes a letter of acknowledgement, strengthening the commitment in this area. Medical examinations are conducted regularly, along with antidoping testing and safety trainings for personnel, which ensures the highest standards in prevention and wellbeing are met.

Minera México works with 569 contractors, which are assessed based on their level of risk. Of these, 43 have been classified as high risk, according to the activities they perform. Contractors are audited monthly to ensure they are in compliance with current regulations and with our critical risk management program.

Onsite, all contractors are required to actively participate in safety management activities, including talks, inspections and our critical risk management. Safety management focuses on access controls, identifying and mitigating critical risks, and also continual monitoring while personnel are at Grupo México sites. Contractor safety performance is evaluated at the conclusion of each contract, the results of which are taken into account for future bidding processes to ensure high standards of safety and compliance.

Thanks to these measures, our lost-time injury frequency rate in 2024 reported an 18.2% reduction and the incident rate was 4% lower, compared with the previous year, reflecting a significant improvement in the safety and wellbeing of our employees.

Our **Transportation Division** has a safety requirements manual for contractors, which provides the guidelines that everyone who works with us must follow. This helps us to raise the safety standards for everyone involved and to evaluate contractor performance from a safety perspective. We have started to measure the safety performance of our contractors, building a safe environment for everyone who interacts with our operations.

Health tools and programs

GRI 403-3, 403-4

Our medical services are constantly monitoring the physical and mental health and wellbeing of our personnel, and that of our neighbor communities for certain operations.

Medical services

Mining Division

Our principal health programs include:

- **Health campaigns and prevention talks:** Our medical services and safety departments collaborate to conduct health campaigns each year, focusing on the prevention and detection of public health problems.
- **Mental health training workshops:** Delivered by experts in occupational psychology, these workshops focus on stress management, resilience, acceptance of mental health conditions, and combating the stigmatization of those who face these issues.
- ***Bienestar* (Wellness) Program:** Implemented at our Mining Division operations in Mexico, this program focuses on identifying and preventing non-occupational health risks and chronic degenerative diseases. As of 2024, 96% of company employees have joined the program to monitor and control their health. We recorded a 2% increase in healthy personnel between 2023 and 2024.



Collaborators at Buenavista del Cobre, Cananea, Sonora, Mexico

- **Monitoring employees on medical leave:** Program to ensure the treatment, progression and recovery are in keeping with the natural course of a disease, illness or injury, without complications. We recorded a 10% reduction in the percentage of days lost between 2023 and 2024.

- **Health area audits:** The epidemiological monitoring processes, situational diagnoses, and the effectiveness and quality of medical care at our operations are evaluated to maintain the highest biopsychosocial levels for our employees.

Transportation Division

The railroad industry is considered high risk and, therefore, we have strict medical protocols in place to prevent accidents and to care for the wellbeing of our employees.

The medical services at our operations perform medical examinations at the start of each shift and we have tools to attend to low-impact medical emergencies. Our medical services and Occupational Health and Safety Department have implemented a comprehensive health and wellness program that includes:

1. **Promote the health of our employees** with vaccination days and health campaigns through videos, conferences and print materials.

2. **Training for our medical and operational personnel** in first aid to assist our employees in the event of incidents and specialized first aid training for our response brigades to save lives in the event of a serious accident.

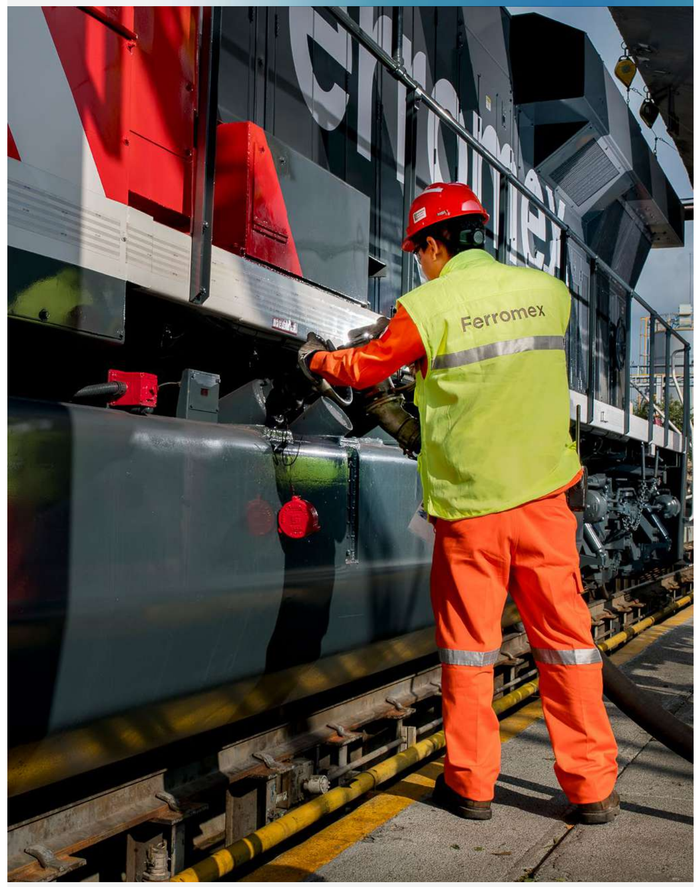
3. **Monitoring and follow-up** on the health of our personnel with medical exams at the start of each shift and alcohol testing for all operational personnel before starting work, and also drug testing.

As part of our commitment to the health of our employees, we conduct various prevention campaigns, starting with the dissemination of information about seasonal illnesses. We have also organized vaccination days, implemented the nutritional monitoring program *"Plan de Nutrición en el Camino"*, and supported addiction prevention campaigns.

We organize health and safety fairs for our employees and their families each year to reinforce safe practices and caring for our health. These events seek to raise awareness and teach first aid techniques, offering workshops on healthy eating habits (*"El Buen Comer"*), and also promote the detection and prevention of chronic diseases, among other awareness actions.

Infrastructure Division

In addition to our ongoing health campaigns, the Medical Service at our operations is available for consultation by phone, where a team of physicians attends to health-related concerns, channeling employees to local public and private healthcare facilities, when necessary.



Collaborator at Ferromex, Mexico

5.1.4 Next Steps

GRI 403-6

As part of our ongoing improvement processes, Grupo México involves and encourages our employees to develop their potential, while also strengthening our operations. Continual monitoring, review and attention to the impact of our activities is key to fulfilling our corporate sustainability strategy and goals.

To achieve these goals, we encourage and foster coordination with the different government safety agencies to both prevent and address unwanted events. We also work with health agencies, including civil protection authorities, social security, and federal, state and municipal authorities, among others.

We will continue to strengthen our prevention management, supported by the following actions :

Risks

- Continue to implement additional critical risk controls to achieve zero serious and fatal accidents.

Culture

- Foster a culture of safety prevention focusing on Critical Risks.
- Extend and strengthen our behavioral safety program.
- Strengthen our system of Recognitions and Sanctions to personnel behavioral our health and safety procedures.
- Increase the frequency of practice drills and preventive redundancies.
- Deliver mandatory courses and workshops to develop talent specialized in safety.

Evaluation

- Audit the safety protocols of our contractor companies, principally those whose work exposes them to critical risks.
- Strengthen our management processes and improve the ISO 45001 performance of our personnel.

For more information on meeting our 2024 Corporate Sustainable Development Goals and our 2030 Targets, see Our Approach - Corporate Goals.



Collaborators at Buenavista del Cobre, Cananea, Sonora, Mexico

5.1.5 2024 Highlights

-39%

Over the last 9 years, we have reduced our overall lost time injury frequency rate (LTIFR) by 39% at Grupo México.



+34%

Increase in safety training hours in the Mining Division.



US$137M

Invested in health and safety at Grupo México.



100%

Of our Mining Division workplaces (16 operations) and 60% of our Infrastructure Construction and Oil sites are ISO 45001 certified.



Safe and Healthy Workplaces

8 of our Mining Division operations in Mexico received Safe and Healthy Workplace recognition from the federal government (IMSS).



5.1.6 Metrics and Indicators

GRI 403-1, 403-5, 403-9, 403-10

We evaluate the performance of our strategy and our different Health and Safety mechanisms through the following indicators:

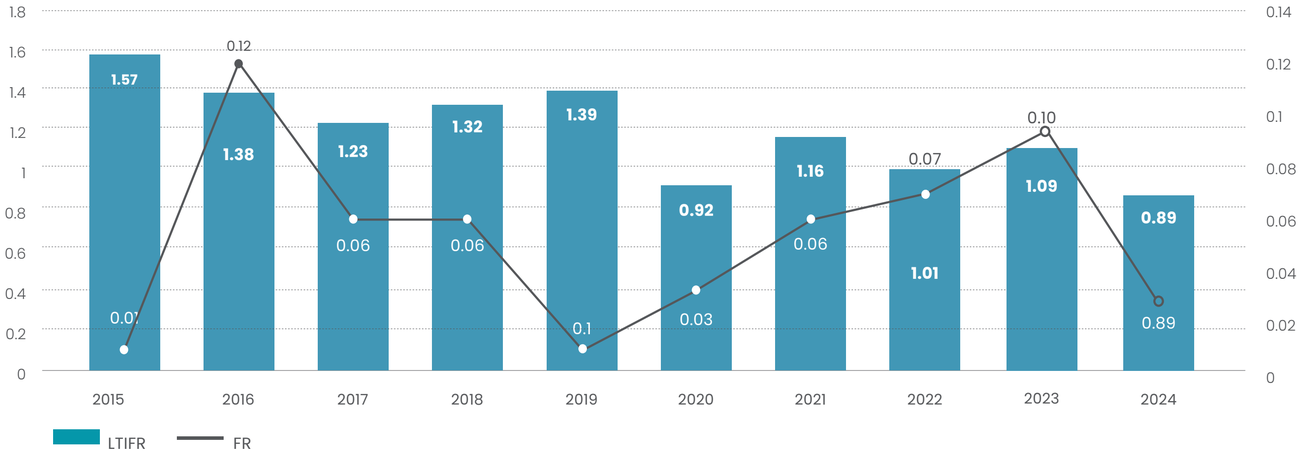
a. Lost Time Injury Frequency Rate (LTIFR)
b. Total Recordable Injury Rate (TRIR)
c. Fatality Rate (FR)
d. Training
e. Certifications
f. Occupational diseases
g. Urban-railroad coexistence

a) Lost Time Injury Frequency Rate (LTIFR)

GRI 403-9

The following table presents the historic lost time injury frequency rate (LTIFR) and fatality (FR) rates for Grupo México personnel.

Safety Performance Grupo México 2015-2023



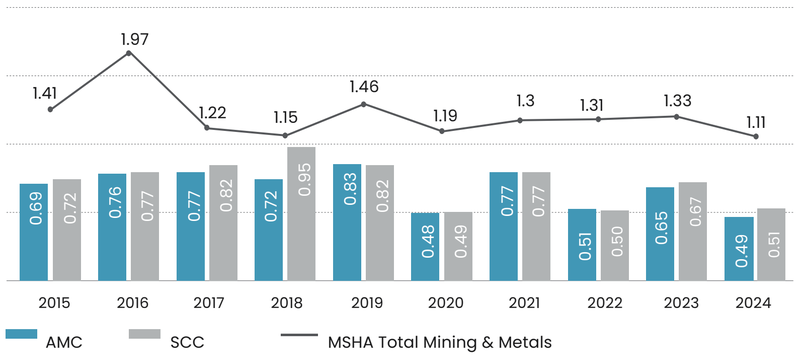
Fatality rate = (# fatal accidents x 1,000,000) / (Total hours worked)

Lost time injury frequency rate (LTIFR) = (# lost time incidents x 200,000) / (total hours worked)

a) Lost Time Injury Frequency Rate (LTIFR)

GRI 403-9

Mining Division and Southern Copper Corporation (2015-2024)

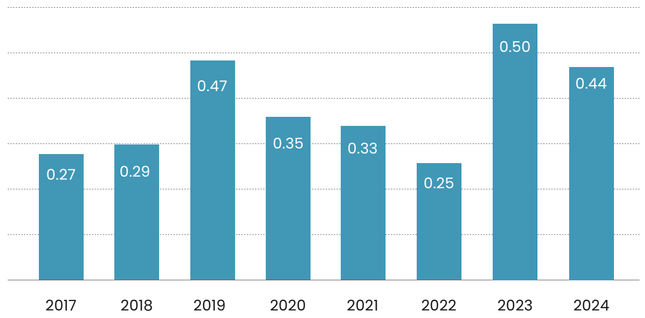


Lost time injury frequency rate (LTIFR) = (# lost time incidents x 200,000) / (total hours worked)

The above chart presents a comparison of the lost time frequency rate (LTIFR) for company personnel occurring per 200,000 hours worked between the Mining Division, Southern Copper Corporation, and the results reported by the Mine Safety and Health Administration (MSHA).

The principal types of injuries caused by workplace accidents were fractures, contusions and sprains.

Infrastructure Division (2017-2024)

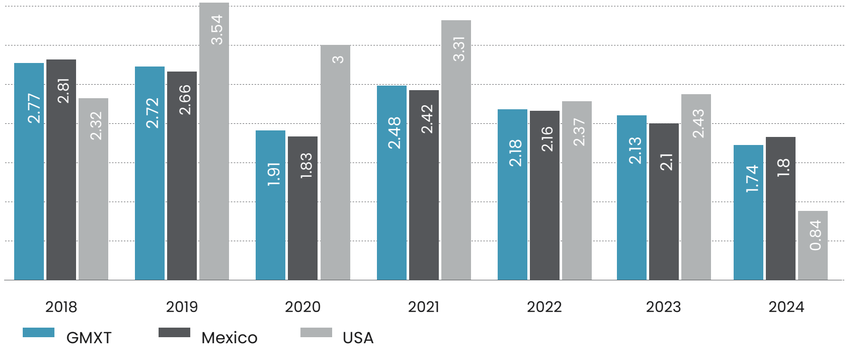


Lost time injury frequency rate (LTIFR) = (# lost time incidents x 200,000) / (total hours worked)

Our Infrastructure Division operates in multiple sectors, some of which are high-risk, as in the case of the oil and construction industries.

b) Total Recordable Injury Rate (TRIR)

Transportation Division (2018-2024)



Lost time injury frequency rate (LTIFR) = (# lost time incidents x 200,000) / (total hours worked)

Our accident prevention campaigns and management programs have reduced the GMXT accident rate by 18% in 2024, compared with 2023. One example is our "Zero Accidents Challenge," which raises awareness among our operational personnel to adopt a culture of workplace safety.

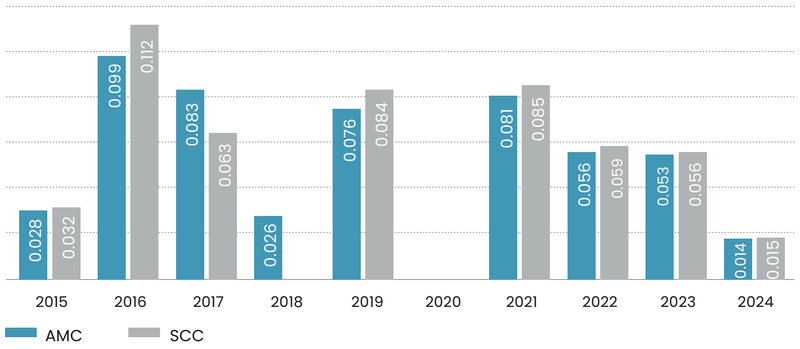
Also, our employee training programs include onsite technical training and constant communication of information via internal digital media focusing on the importance of safety.

The main types of injuries caused by workplace accidents were fractures, cuts, contusions and sprains.

c) Fatality Rate (FR)

GRI 403-9

Mining Division and Southern Copper Corporation (2015-2024)

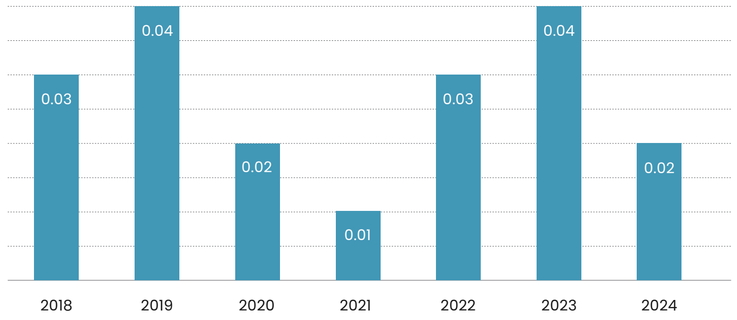


$$\text{Fatality rate} = \frac{\text{(\# fatal accidents x 1,000,000)}}{\text{(Total hours worked)}}$$

There was one fatal accident in 2024 involving contractor personnel at the Zinc Refinery, related to tank maintenance and cleaning.

Following this event, we strengthened our control measures to upgrade our standards, prepare reports, increase media campaigns and instructional materials for personnel, and strengthen operator certification for contractor personnel, accordingly.

Transportation Division (2018 – 2024)



$$\text{Fatality Rate (FR)} = \frac{\text{(\#fatalities x 200,000)}}{\text{(Total man hours worked)}}$$

There were two fatalities at our operations in 2024. These events were caused by unsafe actions during train maneuvers.

Our Transportation Division operates a passenger train service between Chihuahua and Los Mochis. Because of the limited number of passengers, this activity is not material to our revenues. However, in keeping with our commitment to transparency in health and safety, we report there have been no accidents or fatalities involving passengers in the last five years.

Infrastructure Division

The Infrastructure Division reported no fatalities at our operations in 2024.

d) Training

GRI 403-5

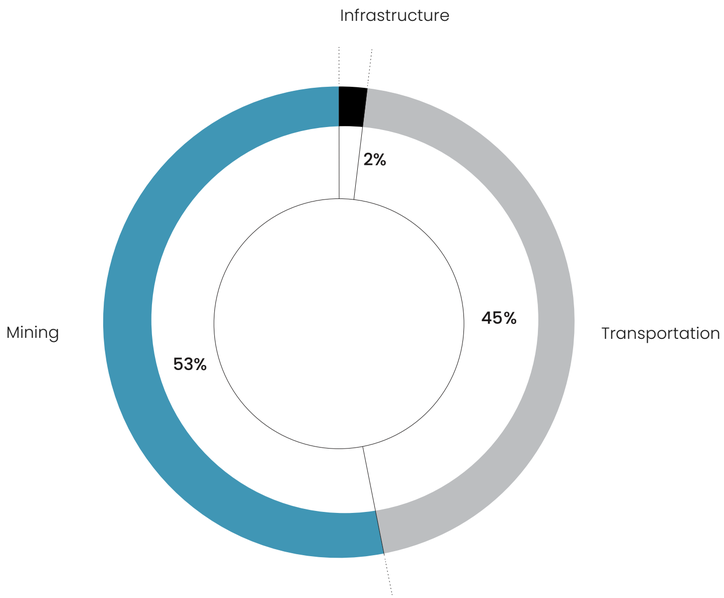
We delivered 802,396 training hours on occupational safety in 2024:

In the Mining Division, we delivered 362,363 training hours on basic and preventive safety for a total 108,895 participants, both new and old hires (company and contractors), of which our contractor personnel received 77,768 hours of training.

The Transportation Division reported 426,114 safety training hours for 4,188 participants.

In the Infrastructure Division, we delivered 13,919 training hours on workplace safety at our sites.

Safety training hours





Collaborator at Ray Mining Unit, Arizona, United States

e) Certifications

GRI 403-1

Our management systems are certified by accredited bodies and are frequently reviewed with inhouse audits and strengthened through ongoing improvement processes.

Our principal certifications include:

ISO 45001

Mining Division

We maintained our ISO 45001 safety systems certification at all our operational sites in 2024:

All our 16 operations are ISO 45001 certified.

Operations certified:

- La Caridad
- METCO Processing Plant
- Lime Plant
- Guaymas Terminal
- Buenavista del Cobre
- Zinc Plant
- Charcas
- Santa Barbara
- Ilo
- San Martin
- Toquepala
- Silver Bell
- Ray
- Mission
- Central Repair Shop
- Cuajone

Infrastructure Division

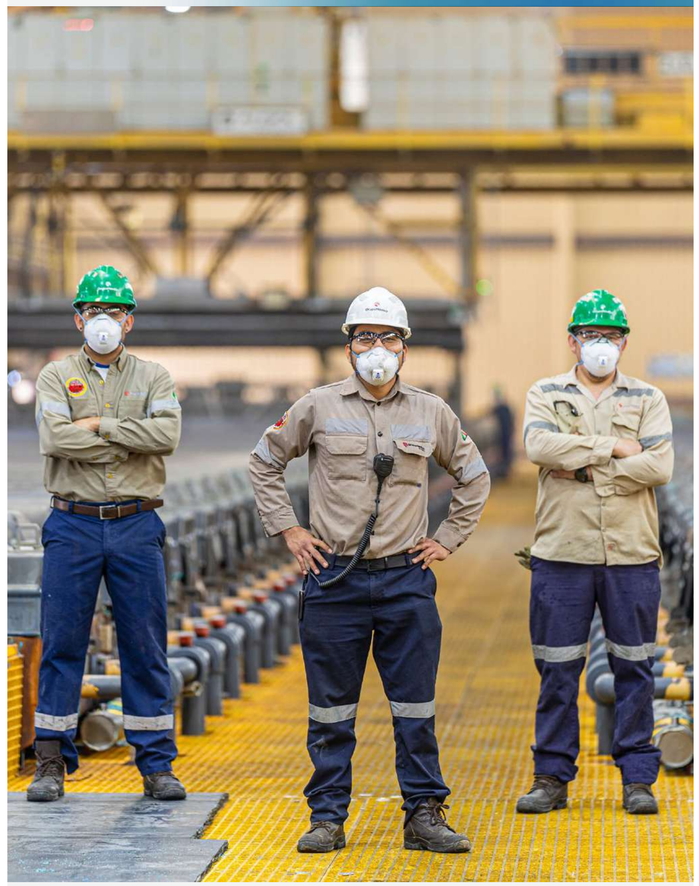
In the Infrastructure Division, 60% of our worksites are ISO 45001 certified, principally in our Construction and Oil subsidiaries:

Certified:

- Oil
- Construction
- Engineering

Pending certification:

- Highways
- Energy
- Fuels



Collaborators at the Metallurgical Complex, Fronteras, Sonora, Mexico

f) Occupational Diseases

GRI 403-10

Indicator		AMC	SCC	Mexico	Peru	USA
I. Fatalities resulting from occupational diseases or illnesses	a) Employees	0	0	0	0	0
	b) Contractors	0	0	0	0	0
II. Recorded occupational diseases or illnesses	a) Employees	20	20	19	1	0
	b) Contractors	0	0	0	0	0
III. Occupational disease rate *	a) Employees	0.096	0.104	0.153	0.015	0.0

* Contractors are not included here as the majority are temporary.

Mining Division

The principal indicators in Health for the Mining Division are:

- Fatalities resulting from occupational diseases or illnesses
- Recorded occupational diseases or illnesses
- Occupational disease rate

The principal occupational diseases identified in the Mining Division are:

Hypoacusis: Sensory disorder that produces hearing loss or deafness and hinders speech development, language and communication; may present unilaterally (affecting only one ear) or bilaterally (affecting both ears).

Pneumoconiosis: Chronic lung disease caused by exposure to metal or mineral dust.

Identifying occupational diseases helps us to measure the effectiveness of our prevention programs and industrial health and hygiene controls. Meaning, the performance of all the measures in place to mitigate and control occupational risks is reflected in decreases or increases in the occupational diseases detected.

We conducted 178 health campaigns in 2024, in which 6,787 employees participated, focusing on the early detection of diseases like DM, HAS, dyslipidemia, breast cancer, and prostate cancer, as well as vaccinations and dental health campaigns. We also held 8,413 talks on health-related topics, which received 50,476 participants, 4,569 talks on occupational health and the correct use of PPE, focusing on the prevention of occupational risks and diseases, and 657 talks on nutrition with 8,541 participants. We conducted health campaigns together with healthcare agencies for our employees and their families in the communities where we operate, providing full check-ups that include dental exams, vaccinations, imaging studies and lab work, focusing particularly on breast cancer and prostate cancer.

Transportation Division

The Transportation Division reported no occupational diseases at our operations in 2024.

Additionally, we conducted healthcare awareness campaigns as part of our health and safety fairs, encouraging the active participation of employees and their families, focusing on good prevention practices.

Infrastructure Division

The Infrastructure Division reported no occupational diseases, according the records of the state health agencies.

Our ***Cuídate +*** program offered talks in 2024 on topics that included work anxiety, cervical cancer, breast cancer, prostate cancer, dermatitis, type 2 diabetes, high blood pressure, myocardial infarctions, urinary tract infections, HIV, conjunctivitis, diabetes mellitus, dental hygiene, heat stroke prevention, SAR COV-2 prevention. 2,033 employees participated in the program this year.

We also focused on **Vaccination and health prevention campaigns**, holding events to vaccinate against COVID, influenza, pneumococcal infections, measles, rubella and tetanus. Additionally, we held other events on detecting chronic-degenerative diseases, STDs, mental health, dental care, and prevention, receiving 1,482 participants.

g) Urban-Railroad Coexistence

Our management system includes the identification and assessment of the risks associated with derailments and incidents at level crossings related, primarily, to factors such as road safety, medical fitness of personnel, track conditions, human error and weather hazards.

We have implemented prevention measures and programs to mitigate these risks and improve safety, including:

- Training and simulator practice for train operators
- Supervision of safe performance on board trains
- Track inspection and timely maintenance
- Automated assistance
- Real time weather monitoring

We agree that safety is everyone's responsibility and this is the impetus for our dissemination and awareness efforts along our train routes:

"Watch for the train" campaign: Initiative directed at truck drivers, cyclists, pedestrians and children as agents of change, seeking to raise awareness on the importance of respecting the train at level crossings.

Safety talks with industries: The objective of these talks is to prevent operational and personal accidents by sharing good practices and safe conditions regarding the physical condition and safe maneuvering of railcars, track characteristics and components.

Our efforts in this area **reduced operational accidents by 5%** in 2024, compared with the previous year.

Lastly, we have special safety protocols for emergency response in place throughout our rail network to prevent and respond to incidents in a timely and effective manner, in coordination and communication with the federal, state and municipal authorities corresponding.

We recognize the importance of mutual support in emergency situations, for which we are strengthening our communication channels with the corresponding authorities at all our operations, in addition to providing specialized emergency response training for local first responders, such as firefighters and civil protection, to strengthen the skills to respond to emergencies in a timely manner, mitigating further damage to nearby communities.

GMXT, in partnership with TRANSCAER , has been providing training free of charge to local authorities and first responders for 3 years, with drills and exercises at our Tanker school, a railcar designed to simulate railroad accidents to practice emergency response.



Pedestrian crossing at grade level, Esqueda, Sonora, Mexico

5.2 Our people

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Film Photography | Author: Denise Azucena Flores Gómez, 28 years old | Community: San Luis Potosí, SLP | Year: 2024

5.2 Our people

GRI 3-3

Our people are the pillar of Grupo México and the foundation for fostering an environment of wellbeing for all company employees, based on the values of honesty, respect and responsibility.

We listen to and address the concerns of our employees through organization-wide tools and mechanisms, like the Reporting Line and workplace climate surveys.

5.2.1 Governance

The Corporate Human Rights Department in each division manages the labor aspects, personnel management, human capital development, and talent recruitment and retention.

Each operation has a human resources department, which is tasked with executing the corresponding corporate plans and ensuring the company policies are correctly applied.

Our management in this area is built on four main pillars:

a. Diversity, inclusion and non-discrimination
b. Labor practices
c. Human capital development
d. Talent recruitment and retention

Each division reports their management of the four pillars for Our People to the principal Grupo México governing bodies, as described in Corporate Governance - Sustainable Development Management.

Reference documents

The following corporate policies and codes support the management and development of our labor practices in adherence of regulations in the regions where we operate, complemented with recommended international practices on human resources management:

- Code of Ethics
- Our People Policy
- Human Rights Policy
- Policy on the Respect and Wellbeing of Company Personnel
- Policy on Diversity, Inclusion, Non-Discrimination, and Zero Tolerance for Workplace or Sexual Harassment
- Occupational Health and Safety Policy

5.2.2 Management and Strategy

GRI 2-7, 2-8, 3-3

a) Diversity, inclusion and non-discrimination

We strive to ensure our work environments foster diversity, inclusion and gender equality, offering equal opportunities, regardless of race, age, gender, nationality or sexual orientation.

We seek to foster an environment of respect that encompasses our employees, their families, our neighbor communities and all our stakeholders.

b) Labor practices

We honor all our obligations and responsibilities as laid out in our collective bargaining agreements, acting in adherence of law and our values, labor culture and Code of Ethics.

c) Human capital development

Grupo México is committed to caring for and supporting the personal and professional development of our employees. Our goal is to foster their growth by improving and upgrading their technical skills and competencies through training and development plans.

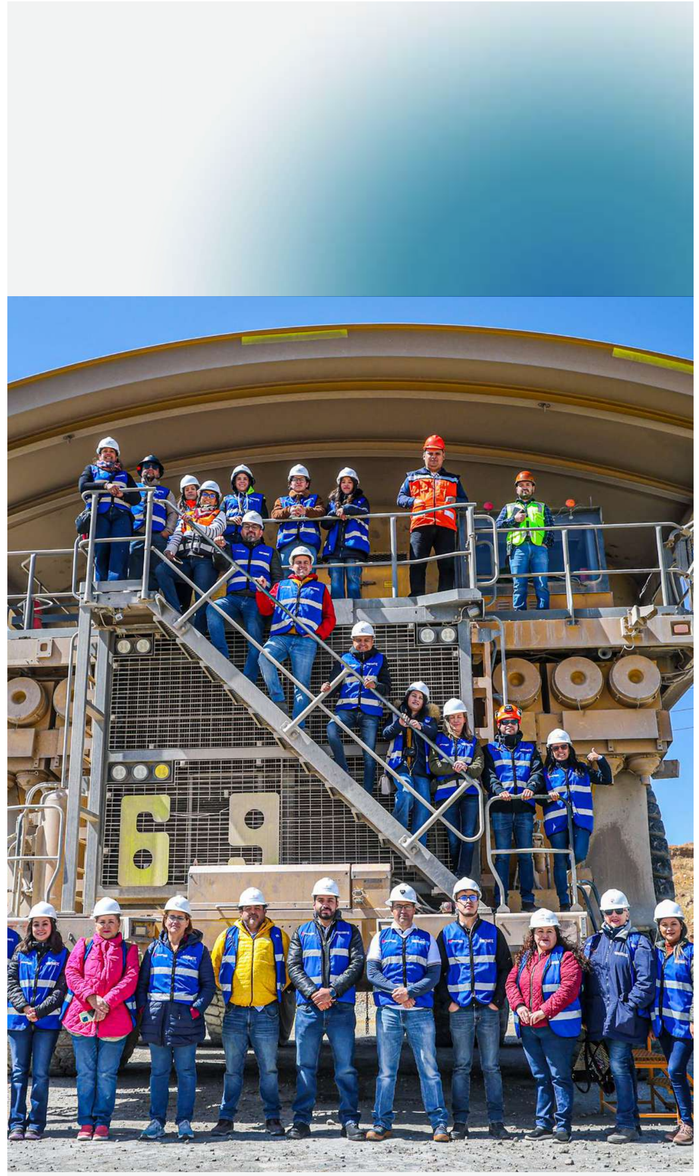
i. Education. We focus on the professionalization of our workforce. This means we provide programs for our personnel that focus on their formal education, such as academic studies (elementary, middle school, high school, bachelor's degrees) and post-graduate studies (master's degrees and diploma programs).

ii. Training. We place particular emphasis on developing technical skills (operation and maintenance), going beyond the technical knowledge required to ensure our operations are safe, training that is continually reinforced. We provide training in management skills and institutional competencies, and we continually reinforce training on human rights and our Code of Ethics for all personnel.

iii. Development. We continuously prepare our personnel to take on new tasks and responsibilities, as needed, supporting their growth within the company.

d) Talent recruitment and retention

To ensure a good workplace environment, with a high level of permanency and a low turnover rate, we maintain a team that is compensated fairly, satisfied, motivated and committed to the organization. We also strive to maximize labor competitiveness, encourage engagement, and develop talent.



Collaborators at Buenavista del Cobre, Cananea, Sonora, Mexico

5.2.3 Next Steps

As part of our ongoing improvement efforts, Grupo México gets involved and encourages our employees to develop their potential, while in parallel strengthening our operations.

For more information on the progress towards our 2030 Goals, see Our Approach - Corporate Sustainable Development Goals.

5.2.4 Metrics and Indicators

GRI 202-1, 401-1, 401-2, 401-3, 402-1, 404-1, 404-2, 404-3, G4-MM4

We evaluate the performance of our strategy and the different labor-related mechanisms through the following indicators:

Labor practices[1]

a. Workforce
b. Collective bargaining agreements
c. Number of strikes and lockouts exceeding one week's duration, by country

Human capital development

a. Professional training - employee training hours
b. Performance reviews
c. Training programs
d. Career transition and retirement programs

Talent recruitment and retention

a. New hires and turnover
b. Employee benefits
c. Parental leave
d. Workplace climate
e. Ratio of starting salary by gender compared to local minimum wage

[1] The data included in this chapter includes 100% coverage of the workforce in our three divisions.



Collaborator at Ray Unit, Arizona, United States

5.2.5 2024 Highlights

The following information is for the Grupo México level:[2]

7%
increase in the total women employees, compared with 2023.

9.1%
employees are women.

11.8%
increase in new hires at the Grupo México level, compared with 2023.

25.3%
vacant positions filled inhouse (+14.1% vs. 2023).

76.4%
of our total employees are hired from and/or are residents of local communities near our operations.[3]

30%
of women employees hold STEM positions[4] (+30.4% vs. 2023).

10.9%
of Top Management positions are held by women (+10% vs. 2023).

17%
of our All Management positions[5] are held by women, representing a 6.3% increase, compared with 2023.

40.9%
of women hold Revenue-Generating management positions[6] (+8.5% vs. 2023).

16.3%
of our Junior Management - Middle Management are women.

35.2
hours training per employee.

[2] One administrative company, Grupo México Corporate, not considered in previous years, is included in the calculation of the head count and other Human Resources indicators.
[3] The USA region of the Mining Division and the administrative company Grupo México Corporate are excluded, however we're working to include this information in future reports.
[4] STEM positions involve science, technology, engineering and/or mathematics.
[5] All Management includes Top Management and senior management, deputy directors, managers, superintendents, supervisors, foremen, etc.
[6] The administrative company Grupo México Corporate is not included, however we're working to include this information in future reports.

2024 Highlights

Mining Division

9.5%
of employees are women (+9.7% vs. 2023).

9.6%
increase in new hires, compared with 2023.

43.5%
of vacant position were filled inhouse (+14.7% vs. 2023).

70.5%
of our total employees are hired from and/or are residents of local communities near our sites (+55% vs. 2023).[7]

73.7%
73.7% of our senior executives are local residents.[8]

32.5%
of women employees in the Mining Division hold STEM positions (+2.3% vs. 2023).

8.7%
of our Top Management are women.

13.9%
of our All Management positions are held by women (+6.6% vs. 2023).

13.8%
of our Junior Management – Middle Management are women (+4.5% vs. 2023).

Average 36.7
training hours per employee (+21.8% vs. 2023).

[7] Does not include the United States because the Human Resources department does not track this information.

[8] Does not include the United States because the Human Resources department does not track this information.

2024 Highlights

Southern Copper Corporation

9.4%
of employees are women (+11.6% vs. 2023).

14.4%
increase in new hires, compared with 2023.

48%
of vacant positions were filled inhouse (+15.8% vs. 2023).

70.4%
of our total employees are hired from and/or are residents of local communities near our sites (+55.1% vs. 2023).

64.6%
of our senior executives are local residents.

29.4%
of women employees hold STEM positions.

14.2%
of our All Management positions are held by women (+8% vs. 2023).

26.5%
of women hold Revenue-Generating management positions.

14.2%
of our Junior Management – Middle Management are women (+6.3% vs. 2023).

Average 36.1
training hours per employee (+31.8% vs. 2023).

2024 Highlights

Transportation Division

5.3%
of employees are women (+3.8% vs. 2023).

3.9%.
of vacant positions were filled inhouse.

92%
of the total workforce of contractors are considered residents of the local communities or close to the operations.

100%
of our employees are hired from and/or are residents of local communities near to the operations.

100%
of our senior executives[9] are local residents[10].

32.7%
of women employees hold STEM positions[11].

10%
of our Top Management are women.

19.7%
% of our All Management positions are held by women (+21.7% vs. 2023).

47.6%
of women hold Revenue-Generating management positions (+35% vs. 2023).

19.2%
of our Junior Management – Middle Management are women (+16.8% vs. 2023).

Average 37.3
training hours per employee.

[9] Personnel classified as senior executives are those in the "Management" job category.

[10] The definition of Local personnel is equal to the personnel hired in the country, considering only Mexico and the U.S.A. where we have operations.

[11] The STEM category includes employees who use such knowledge in their daily responsibilities for the transportation division, including positions in key operational areas of engineering, transportation, driving force and infrastructure.

2024 Highlights

Infrastructure Division

21%
of employees are women.

25.9%
increase in new hires, compared with 2023.

7.6%
of vacant positions were filled inhouse.

54.6%
of our employees are hired from and/or are residents of local communities near our sites (+29.5% vs. 2023).

52%
of our senior executives are local residents.

21.2%
of women employees hold STEM positions (+7.9% vs. 2023).

5%
of our Top Management are women.

24.1%
of our All Management positions are held by women.

23.6%
of our Junior Management – Middle Management are women.

Average 17
training hours per employee.

Work practices

a.I Workforce

GRI 2-7, 2-8, 3-3

At Grupo México, we honor all our obligations and responsibilities as laid out in our collective bargaining agreements, acting in adherence of law and our values, labor culture and Code of Ethics.

91.3% of our employees are under permanent contract.

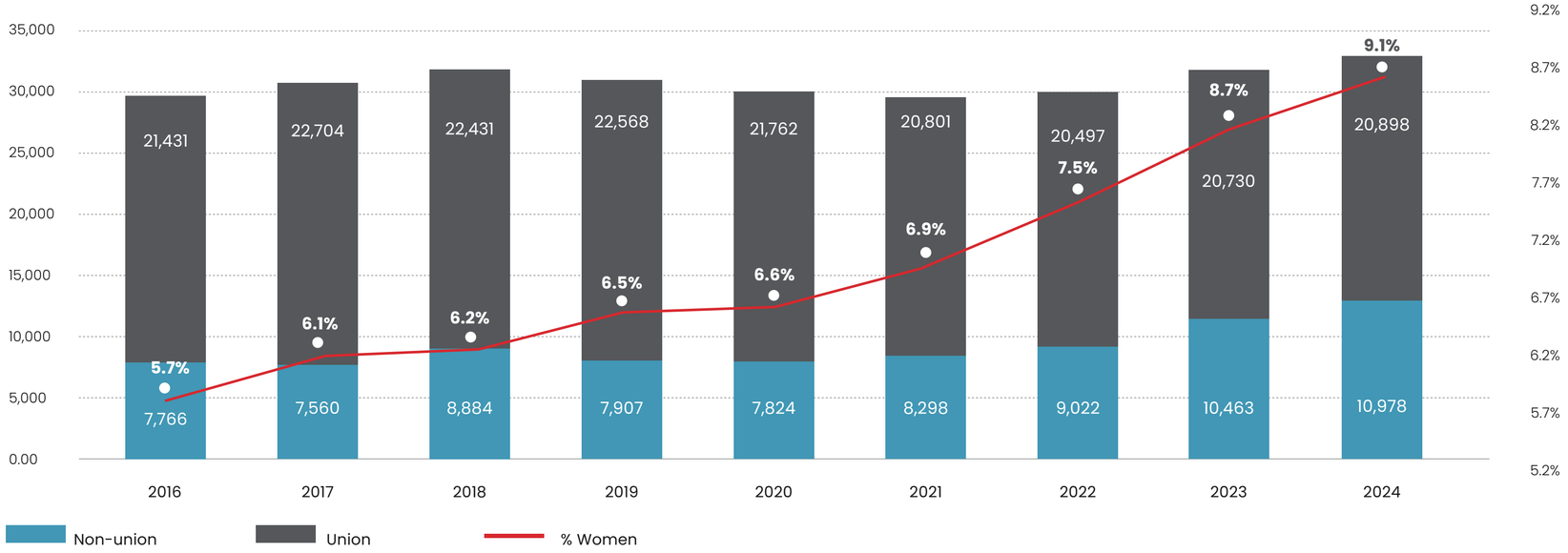
Workforce[12]

	Mining Division					Transportation Division			Infrastructure Division	Grupo México Corporate	Grupo México
	Total MIN DIV	SCC	Mexico	Peru	USA	Total TRA DIV	Mexico	USA	Total INF DIV		Total
Employees	**17,627**	**16,133**	**11,029**	**5,120**	**1,478**	**11,424**	**10,717**	**707**	**2,766**	**59**	**31,876**
Women	**1,675**	1,517	1,070	441	164	**608**	538	70	**580**	**32**	2,895
Men	**15,952**	14,616	9,959	4,679	1,314	**10,816**	10,179	637	**2,186**	**27**	28,981
Permanent contracts	**17,197**	**15,703**	**10,901**	**4,818**	**1,478**	**10,738**	**10,031**	**707**	**1,094**	**58**	**29,087**
W Full-time	**1,576**	1,417	1,034	378	164	**569**	499	70	**375**	**31**	2,551
M Full-time	**15,621**	14,285	9,867	4,440	1,314	**10,169**	9,532	637	**719**	**27**	26,536
W Part-time	**0**	1	0	0	0	**0**	0	0	**0**	**0**	0
M Part-time	**0**	0	0	0	0	**0**	0	0	**0**	**0**	0
Temporary contracts	**430**	**430**	**128**	**302**	**0**	**686**	**686**	**0**	**1672**	**1**	**2,789**
Women	**99**	99	36	63	0	**39**	39	0	**205**	**1**	344
Men	**331**	331	92	239	0	**647**	647	0	**1467**	**0**	2,445
Contractors[13]	**12,437**	**12,413**	**6,786**	**5,651**	**0**	**4,004**	**2,389**	**1,615**	**866**	**0**	**17,307**

[12] The information disclosed here covers 100% of the workforce of our three divisions. Includes the breakdown of our workforce by type of employment contract, gender and region.

[13] Reporting the total number of contractors for the Mining Division in Mexico and Peru. The administrative company Grupo México Corporate contractor data is not included, however, we are working to report it in future reports.

a.II Evolution of Workforce





Collaborator at the Metallurgical Complex, Fronteras, Sonora, Mexico

b. Collective Bargaining Agreements

GRI 2-30

Our Human Rights Policy commits us to respecting basic labor principles and rights, in adherence of conventions 87 and 98 of the Internacional Labor Organization (ILO) on freedom of association and collective bargaining.

Grupo México ensures all employees are familiar with the terms of our collective bargaining agreements and have been informed of their right to accept or reject these terms with their individual, free and secret vote. All employees, suppliers and contractors across our divisions have access to a reporting line where they can report any violation of these rights.

We have received no penalty in any of the three countries where we operate (Mexico, Peru, USA) for breach of applicable regulations or for violating the rights of our employees to freedom of association and collective bargaining.

Each Grupo México division sets the terms and conditions for employment for their non-union personnel, respecting all regulations in each country where we operate.

31

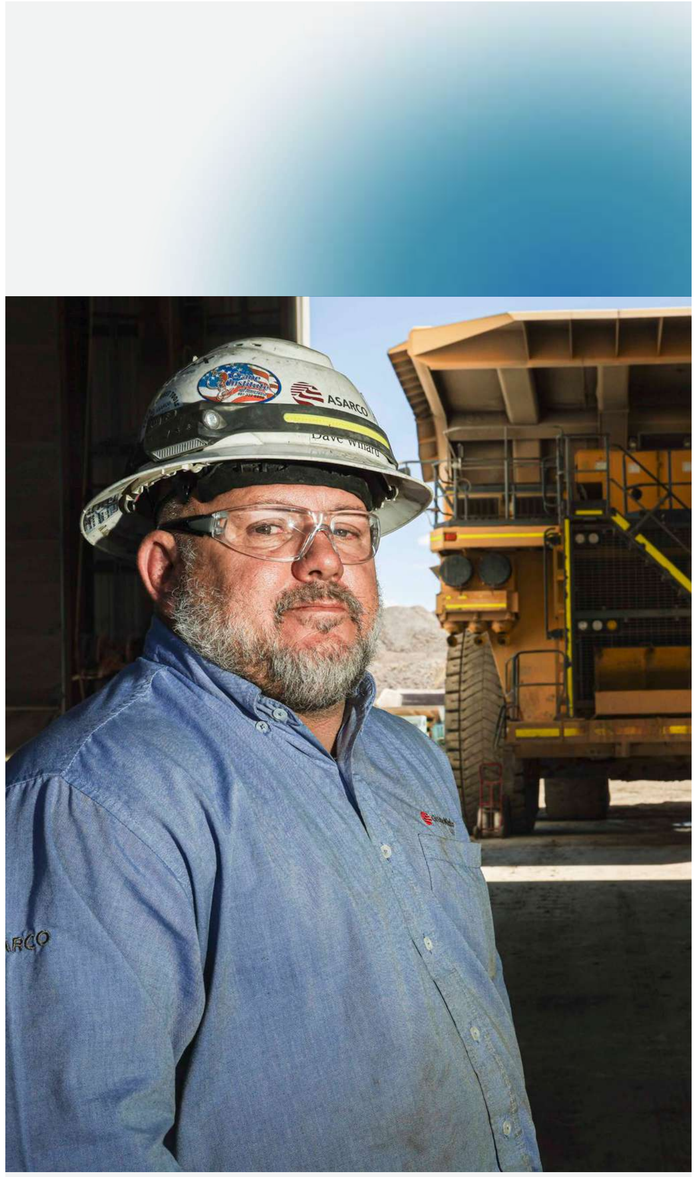
Collective Bargaining Agreements
Mining Division[14]: 16
Transportation Division[15]: 2
Infrastructure Division: 15



65.6%

of Grupo México employees are covered by collective bargaining agreements.





Collaborator at Mission Unit, Arizona, United States

[14] The collective bargaining agreements of our ASARCO subsidiary (USA) are not included due to the Basic Labor Agreement between the company and its unions having expired October 15, 2019. Employees are currently working under the terms and conditions of the last, best and final offer (LBFO) implemented by the company on December 2, 2019.

[15] 76.7% of GMXT employees are represented by collective bargaining agreements, which are still in force. In 2024, the comprehensive review of 2 collective bargaining agreements was carried out in Mexico.

c.I Number of strikes and lockouts exceeding one week's duration, by country

G4 – MM4

There were no additional strikes or lockouts* in 2024 recognized as such by the authorities that affected the operations of any of our Mining Division subsidiaries.

c.II Minimum notification periods for operational changes

GRI 402-1

Our **Mining Division** maintains a permanent and open dialogue with our employees through our Human Resources department. We communicate any operational change with the advance notice required by law. In Mexico, employees are generally notified of operational changes the same week as the change takes effect.

The notices and arrangements for consultation and review of collective bargaining agreements are detailed in the agreements themselves, while the Mexican Labor Law sets the times for requesting reviews of collective bargaining agreements. In the United States, notification times are set by the National Labor Relations Act and vary by place and subject. We are also governed by the Worker Adjustment and Retraining Notification Act (WARN), which requires 60-day notice for mass layoffs and shutdowns. In Peru, legal changes to work hours must be communicated to employees and unions eight days in advance.

Under international best practices and in adherence of the regulations in the countries where we operate, **Transportation Division** employees receive advance notice of any significant or material change in the company.

The **Infrastructure Division** maintains ongoing dialogue with all our employees and union representatives. Changes that will have an impact on operations are communicated during our work meetings with the advance notice required by the labor laws. Because of their business model being based on temporary projects, our Construction and Engineering subsidiaries inform employees of the start and end dates for projects when they are hired, so they can make the best professional decisions for themselves. Where possible, employees may be transferred to other lines of business or other areas within the same company to continue working and looking after their families.

* The operations of the Taxco site have been suspended (strike) since 2007, due to a conflict with the Mexican National Union of Mining, Metal and Allied Workers (in Spanish, SNTMMSRM).

Human Capital Development

GRI 3-3

Grupo México is committed to caring for and developing the personal and professional growth of our employees, aligned with the strategic goals of the company and our Institutional Competencies Model.

Our training and development plans are designed to support our employees to acquire and upgrade their technical skills and competencies. The activities of our three divisions require highly specialized technical skills, making developing these skills and competencies a priority.

Additionally, employees have the opportunity to explore and grow in areas of interest to them, developing their skillsets according to their professional profiles. Some examples of this are our training programs and career plans, and our processes and campaigns to measure, review, offer feedback and improve performance.

Education programs

- Formal education programs (elementary, middle school, high school, bachelor's degree and graduate studies).
- Postgraduate programs (certifications, diploma programs, master's degrees).
- Incentive policies and financial support for professionalization.
- Considerations in our collective bargaining agreements to support the studies of our employees and their families.

Training programs

- Development of technical safety skills (operation and maintenance): technical know-how, raising awareness and focus on safe behaviors.
- Management skills and institutional competencies.
- Human Rights and Code of Ethics.

Development plans

- Ongoing preparation to take on new tasks and responsibilities, as needed, consolidating their professional careers within the company.
- Individual development plans.

We offer educational programs in the communities where we operate and invite students to complete their professional practices in the different areas of the company. For more information, see Local Communities.



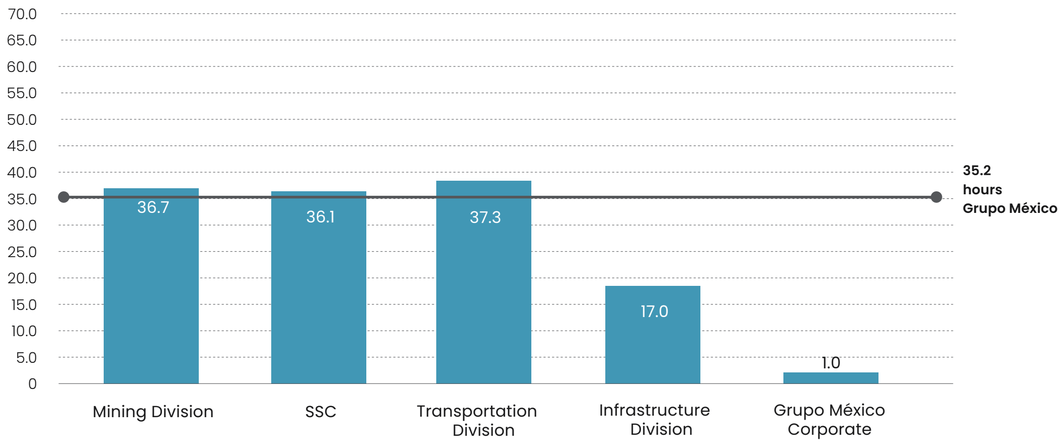
Collaborator at Santa Bárbara Mining Unit, Chihuahua, Mexico

a. Professional Training

GRI 404-1

Grupo México provided an average 35.2 hours of training per employee in 2024.

Grupo México Training 2024



1.12 Millon
training hours

US$9.7 M
Total cost of training (Grupo México)

At the Grupo México level, the total cost of training was around US$9.7 million, while the average cost of training per employee was around US$305.

For the Mining Division and SCC, the cost of training per employee was around US$287 and US$297, respectively, while for the Transportation and Infrastructure divisions, it was US$232 and US$705, respectively.

b. Performance Reviews

GRI 404-3

Our performance reviews are based on individual goals and competencies aligned with the strategic goals of the organization.

Most company personnel receive annual performance reviews based on objectives defined by the company and the metrics and indicators of our performance improvement process to identify the potential of each employee. Additionally, union employees participate in a different type of review each month, which generally results in performance-based monthly bonuses.

Mining Division employees in Mexico in operational and maintenance positions (both union and non-union) are entitled to receive a bonus when production targets are met.

94.3%
of the total Grupo México non-union employees received a performance review.

89.1%
of non-union personnel in the Mining Division* received an annual performance review.

89%
of SCC non-union personnel received an annual performance review.

100%
of non-union personnel in the Transportation Division in Mexico received an annual performance review.

100%
of non-union personnel in the Infrastructure Division received an annual performance review.

100%
of Grupo México Corporate non-union personnel received an annual performance review.

Ongoing Feedback

Our Performance Management and Improvement process in the Mining Division includes an annual yearend review, while the objectives are formally reviewed every six months during the Performance Management period (January to December) to align to the priorities and projects arising during the year. We created a Basics of Professional Feedback program to ensure our people have the necessary tools to give and receive feedback.

* At ASARCO, the performance evaluation report corresponds to the fiscal year from April to March, so the data was not available at the time of publication of this report.

c. Training Programs

GRI 404-2

We delivered more than 49 programs in 2024 to upgrade the skills and competencies of company personnel.

Our training programs include inhouse courses and financial support for outside training or education.

Of note are the following programs we offered in 2024 focusing on leadership skills:

Mining Division & SCC

Leadership Coaching (1,110 participants)
Program to develop skills in self-leadership, emotional intelligence, and intra and interpersonal relationships to become an agent of change in the company.

Management Skills - *Tiendas del Minero* (17 participants)
Strengthening skills to lead teams efficiently and effectively to achieve goals and targets.

Transportation Division

The Power of Leadership (435 participants)
Program that identifies and strengthens company talent, preparing company leadership to face complex challenges, developing leadership skills to move up in the company.

Infrastructure Division

Ideal Leadership (214 participants)
Model to develop skills for successful leadership.



Collaborators at Buenavista del Cobre, Cananea, Sonora, Mexico

Training programs and participants[16]

	Mining Division	SCC	Transportation Division	Infrastructure Division	Grupo México Corporate	Grupo México
Programs to upgrade skills	10	8	3	5	-	18
Participants	4,550	4,495	637	720	-	5,907
Programs to upgrade competencies	18	14	6	2	5	31
Participants	29,552	28,008	7,421	81	27	37,081
Total programs	**28**	**22**	**9**	**7**	**5**	**49**
Total participants	**34,102**	**32,503**	**8,058**	**801**	**27**	**42,988**

The high number of participants is due primarily to employees participating in at least 1 program.

Además de programas de liderazgo también contamos con programas para apoyar el desarrollo de nuestros colaboradores.

IMPULSA

The IMPULSA program is a key initiative of Minera México as part of the company's training and development efforts, designed to contribute to the goal of *"Cero Rezago Educativo"* (motivation to finish school) at our sites, offering company personnel the opportunity to complete their elementary, middle school and high school education to drive their professional and personal development.

The program was launched at IMMSA sites in February 2022 and was expanded to our Sonora sites in September 2023. The program operates in collaboration with the *Instituto Nacional para la Educación de los Adultos* in Zacatecas, Chihuahua, San Luis Potosi and Sonora, the Chihuahua State Colegio de Bachilleres, the Instituto Benemérito de las Américas in San Luis Potosi, and the Instituto Mexicano de Profesionalización Educativa.

Since starting the program, 1,051 people have raised their level of education through the IMPULSA program, demonstrating the positive impact of this initiative on our personnel, their families and communities. Our 2025 goal is to increase the number of graduates by at least 50%.

[16] For the description and scope of each program, see Annexes.

d. Career Transition and Retirement Programs

Our **Mining Division** has a retirement plan for employees, which provides benefits in addition to the pensions required by law. At ASARCO, for example, we offer 401K retirement benefits, and an employer-sponsored retirement plan that supports employees to save a portion of their salary (before taxes) for their retirement.

Our **Infrastructure Division** operates a program that supports transitioning employees (on the completion of a project), including pre-retirement planning, job placement service and support for the transition to life after working (training, orientation). Ten people participated in this program in 2024.

Our **Transportation Division** has a retirement plan, in addition to the pensions required by law, which includes access to a pension plan with bi-weekly contributions from both the employee and the company. Employees guarantee their retirement savings while also receiving direct contributions from the company.

Talent Recruitment and Retention

GRI 401-1

We strive to provide a good workplace environment, which, coupled with fair compensation, ensures high employee retention, satisfaction and commitment to the organization.

Our recruitment efforts are linked to our education and job skills training programs. Our hiring practices are fair and transparent, informing prospective candidates of the tasks and skills required for each position, and also how results are measured with our performance review process.

We monitor employee performance through annual reviews, which inform our employee training, development, succession and career plans and programs.

We encourage recruiting local talent, which positively impacts the economies of our neighbor communities.

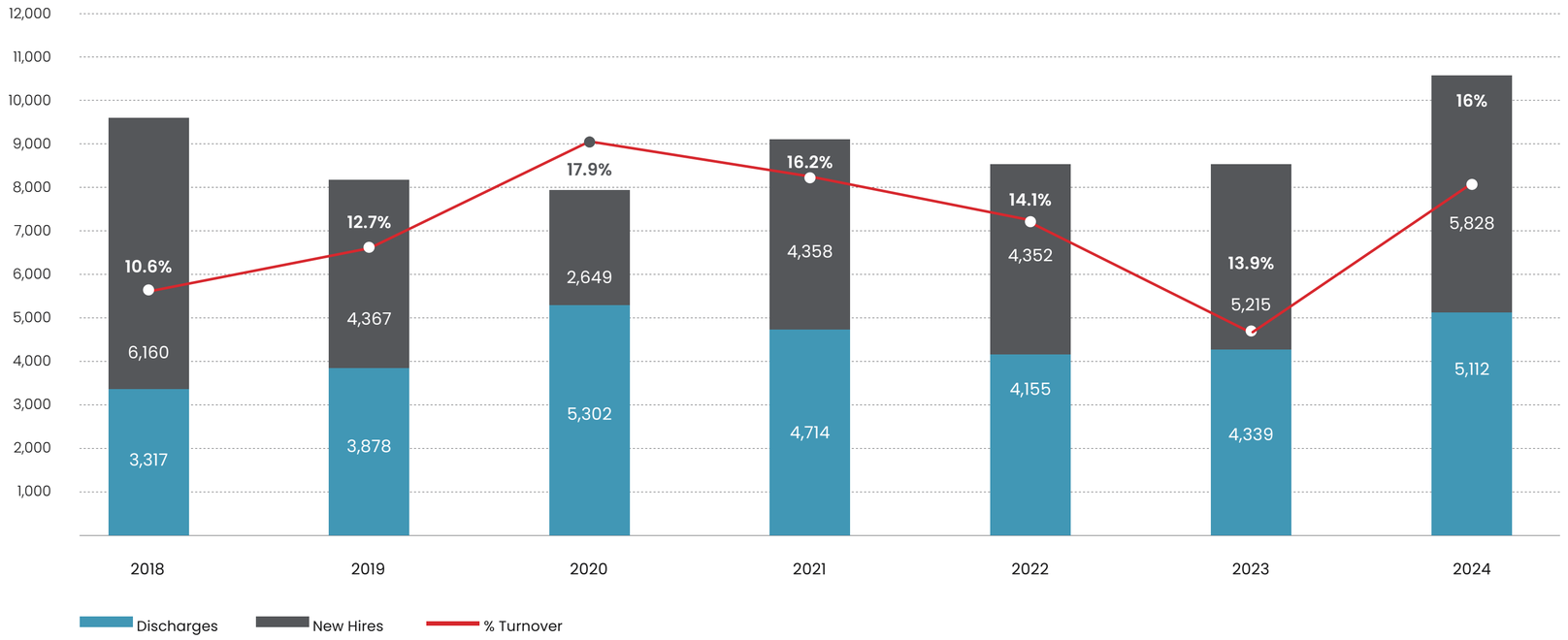


Collaborator at Ray Mining Unit, Arizona, United States

a. New Hires and Turnover

GRI 401-1

The Grupo México turnover rate was 16% in 2024.



New hires*						
	Mining Division	SCC	Transportation Division	Infrastructure Division	Grupo México Corporate	Grupo México
Women	17.1%	17.8%	8.4%	13.8%	50.0%	13.7%
Hombres en cada división	82.9%	82.2%	91.6%	86.2%	50.0%	86.3%
% Grupo México	39.9%	N/A	27.3%	34.2%	0.1%	100%

The average cost per hire at the Grupo México level was around $4,783 USD, while for the Transportation Division and SCC it was approximately $2,493 USD and $1,718 USD, respectively.

Turnover rate						
	Mining Division	SCC	Transportation Division	Infrastructure Division	Grupo México Corporate	Grupo México
Women	14.7%	12.8%	19.1%	44.7%	15.6%	21.6%
Men	10.6%	9.8%	11.1%	72.6%	7.4%	15.5%
% Total	11.0%	10.1%	11.6%	66.8%	11.9%	16%

The high turnover rate for the Infrastructure Division reflects the nature of these operations. The projects of our Engineering and Construction subsidiary are short-term or temporary and, therefore, personnel are signed to annual contracts that stipulate the start and end dates of the project to which they are assigned. Under this framework, we discharged 1,847 people in 2024.

New hires	Inhouse promotions
There were 5,828 new hires at the Grupo México level, representing a 11.8% increase over 2023.	25.3% of vacant positions in Grupo México were filled inhouse, and 48% at SCC.

Turnover rate
The turnover rate at the Grupo México level was 16%.

* The new hires for the Infrastructure Division includes inhouse hirings, as when a project is completed, we look for vacancies in other projects that are similar to the profiles of the employees that had been working on the completed project.

b. Employee Benefits

GRI 401-2

We offer an attractive benefits package over and above that required by law, to contribute to the job stability of our employees.

Employee Benefits				
	Mining Division	SCC	Transportation Division	Infrastructure Division
Salary-related	Full-time	Full-time	Full-time	Full-time
Life insurance	X	X	X	X
Medical insurance	X	X	X	X
Family protection insurance	X	X	X	
Disability coverage	X	X		
Pension plan	X	X	X	X
Savings fund	X	X	X	X
Grocery vouchers	X	X	X	X
Productivity bonus	X	X	X	
Interest-free personal loans, up to one month's salary	X	X	X	X
Stock options	X	X	X	X
Employee cafeteria	X	X	X	X
Employee transportation	X	X	X	X
Rent support - housing assignment	X	X		
Lactation rooms	X	X	X	X

Home office:

Infrastructure Division employees may work remotely during times of increased workloads and on the prior permission of management.

Only the US-Phoenix Office (part of SCC) has arrangements in place to work from home, particularly at the close of accounting periods, due to distances and differences in time zones.

Family leave

The Infrastructure Division grants special leave to care for family members, particularly those experiencing health issues.

c. Parental Leave

GRI 401-3

Grupo México encourages families spending time together and we adhere to government guidelines that support parents to achieve a healthy work-family balance.

Parental Leave

- In the **Mining Division**, 49 women and 578 men took parental leave, with a 96.7% return to work rate for both men and women (3 men were still on parental leave at 2024 close).
- At **SCC**, 49 women and 558 men took parental leave, with a return to work rate of 96.5% (3 men were still on parental leave at 2024 close).
- In the **Transportation Division** in Mexico, 7 women and 229 men took parental leave, with a 100% return to work rate*.
- In the **Infrastructure Division**, 24 women and 13 men took parental leave, with a return to work rate of 94.6% for both men and women.
- At **Grupo México Corporate**, 1 women and 1 man took parental leave, with a 100% return to work rate.
- At the **Grupo México** level, 82 women and 821 men took parental leave, with a return to work rate of 97.5% for both men and women.

Lactation Rooms

- Our **Mining and Transportation divisions** support nursing mothers by providing designated lactation rooms at our offices and sites, and granting leaves. Our long-term goal is to generalize these spaces in all company workplaces.
- The **Infrastructure Division** grants special leaves for mothers to decide where and when in terms of their lactation needs.

d. Workplace Climate

The Mining Division conducts our Employee Survey (ECO) every two years, measuring employee commitment to the organization. This instrument measures two base aspects or factors: LOYALTY, defined as the extent to which an employee identifies with the organization and our business objectives, and SATISFACTION, defined as the level of contentment with their working conditions and whether these conditions are optimal for the employee's work. For the results of the 2023 survey, see the corresponding Annex.

In the Transportation Division, we conduct our "Workplace Climate Survey" every two years, conducted by an external consultant. This approach broadly assesses the level of job satisfaction by identifying our employees' barriers and concerns, including topics such as work-life balance, growth and development opportunities, interdepartmental collaboration, leadership style, and the visibility and clarity of our policies.

In 2023, 1,134 trusted associates participated, representing 60% of the employees eligible for the assessment. Of these, 68.76% of our employees demonstrate a commitment to motivation and satisfaction.

Family day is one of our programs that fosters loyalty and satisfaction (elements measured in the ECO survey):

FAMILY DAY

Family Day is a Minera México strategy that focuses on our people, boosting pride of belonging in the organization, strengthening commitment and satisfaction, involving the families, to promote a workplace environment that ensures the continuity and growth of our operations.

This event involves activities that promote the core values of Grupo México, and also positive actions in safety, caring for the environment, diversity, innovation and productivity. All Minera México operational sites and offices hold Family Day events and in 2024, more than 14,700 people participated in these activities, rating their satisfaction with this strategy 99%.

* In U.S.A. operations, employers did not request parental leave during 2024.

GREAT PLACE TO WORK

Great Place to Work® Mexico certified the Grupo México Sonora Processing Plant (METCO) one of the best places work in 2024, for the fourth year in a row, recognizing our commitment to creating an inclusive and innovative work culture that focuses on caring for people.

Our Processing Plant (METCO) in Sonora received the following recognitions in 2024, competing with more than 100 organizations nationally and in Latin America in the category 500-5,000 employees:

- 1st place in the Best Places to Work™ Mexico 2024 Regional – Northwest
- 3rd place in the Best Places to Work™ for Women Mexico 2024
- 4th place in the Best Places to Work™ Mexico 2024
- 23rd place in the Best Places to Work™ Latin America 2024
- Top 100 CHROs de México
- Top 100 CEOs in Mexico

These achievements reflect our commitment to the wellbeing and development of our people and motivate us to keep improving, holding our place as a benchmark in workplace environments, and as an employer of choice for the top professionals in the country.

Our good practices led our Infrastructure Division to receiving 7 “Best Places to Work” certifications in 2024 for all lines of business, with our real estate business receiving certification in its first participation.



e. Ratio of starting base salary by gender compared to local minimum wage

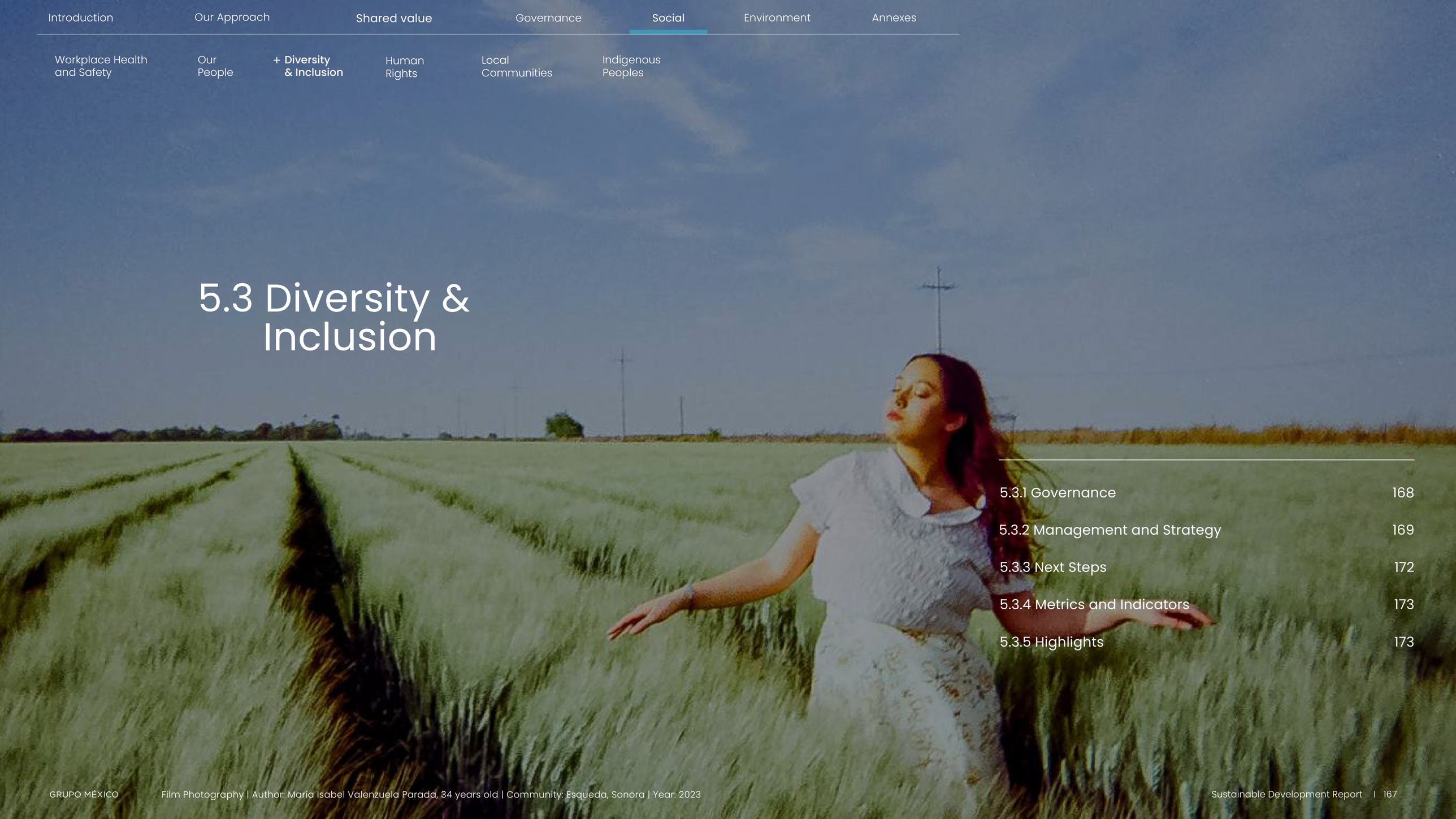
GRI 202-1

We're committed to offering salaries above the minimum wage in the countries where we operate, and that our higher wages ensure a decent standard of living for company employees and their families. The total annual salary and compensation package for company employees in our three divisions comprise their base salary, productivity bonuses, cash benefits and profit sharing, where applicable. The following table compares our base salaries (which is only one part of the total compensation package) against the corresponding minimum wage.

Ratio of base salary by gender vs. the local minimum wage

	Mining Division					Transportation Division			Infrastructure Division	Grupo México
	Total MIN DIV	SCC	Minera México (Mexico)	SPCC (Peru)	ASARCO (USA)	Total TRA DIV	Mexico	USA	Total INF DIV	Total
Women	3 : 1	4 : 1	2 : 1	17 : 1	3 : 1	2 : 1	4 : 1	2 : 1	2 : 1	3 : 1
Men	4 : 1	4 : 1	2 : 1	17 : 1	3 : 1	2 : 1	4 : 1	2 : 1	2 : 1	3 : 1

5.3 Diversity & Inclusion



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Film Photography | Author: Maria Isabel Valenzuela Parada, 34 years old | Community: Esqueda, Sonora | Year: 2023

5.3 Diversity & Inclusion

GRI 3-3

At Grupo México, we strive to incorporate into our organization the richness and plurality of each country and community that embraces us.

Valuing diversity and encouraging openness to different ways of thinking, and creating inclusive environments, are essential to ensuring our workplaces support the optimal development of our employees and stakeholders. In this regard, we're working to build diverse and inclusive teams, fostering respect among all our employees, extending this culture to the communities where we operate.

5.3.1 Governance

Diversity and inclusion in the workplace is a cross-cutting topic that touches all areas of our company, and is the reason we created a Grupo México Diversity and Inclusion (DEI) Working Group, coordinated by the Sustainable Development Department.

For more information, visit the Grupo México Sustainability website.



Collaborator at La Caridad Mine, Nacozari de García, Sonora, Mexico

5.3.2 Management and Strategy

***Reference documents*:**

The following policies ensure compliance with diversity and inclusion at Grupo México:

- Human Rights Policy
- Policy on Diversity, Inclusion, Non-Discrimination, and Zero Tolerance for Workplace or Sexual Harassment, for Grupo México and the Mining Division

Our Policy on Diversity, Inclusion, Non-Discrimination, and Zero Tolerance for Workplace or Sexual Harassment describes the reporting mechanisms available in Mexico, Peru and the United States, and the protections for the person reporting. The general commitments outlined in this policy include:

- Respect human rights, guaranteeing diversity and inclusion, wellbeing, no discrimination, and equality for all people.
- Prevent potential barriers during hiring, promotion and salary processes.
- Ensure equal opportunities, and also equal treatment, condition and position between men and women.
- Guarantee workplaces where respect and tolerance are the norm.
- Take corrective action against attitudes or acts of discrimination, harassment or any other type of disrespectful, excessive or violent behavior.
- Guarantee no repercussions or consequences for people who report a violation of the obligations outlined in the Policy.
- Fair and exhaustive investigation of all reports received in relation to the Policy.

DEI Diagnostics

An independent third-party diagnostic on diversity and inclusion in the workplace was prepared for each of the three divisions of Grupo México. This exercise identified gaps in entry and growth for women, persons with disabilities, and members of the LGBT+ community, and informed the design of our Diversity and Inclusion (DEI) Strategic Plan.

Diversity and Inclusion (DEI) Strategic Plan

Our actions to promote diversity and inclusion in all Grupo México divisions are guided by the Grupo México DEI Strategic Plan, which is updated periodically. The principal action lines are:



1. Awareness campaigns, training and outreach on diversity, inclusion and non-discrimination.



2. Incorporate a gender equality and diversity approach in our human resources policies and procedures.



3. Physical modifications at workplaces for the inclusion of women.



4. Define specific processes on awareness, prevention and handling of potential incidents of sexual and/or workplace harassment.



5. Promote diversity and equal opportunities in our neighbor communities.

1. Awareness campaigns, training and outreach on diversity, inclusion and non-discrimination



Our Code of Ethics and human rights trainings include topics related to diversity and inclusion (for more information, see Employee human rights training).

In parallel, we run an ongoing media campaign to promote the value of diversity and inclusion, and also the tools available for reporting incidents of discrimination or harassment. These messages are conveyed via videos at our sites and offices, and on the company intranet and with print materials.

We designed, for example, an organization-wide inhouse video, print and social media campaign for International Women's Day to acknowledge the contribution women make to the workplace and to raise awareness on the importance of empowering women everywhere and protecting their rights.

2. . Incorporate a gender equality and diversity approach in our human resources policies and procedures



Incorporating a DEI approach into our human resources processes goes beyond hiring more women, it also means understanding the phenomenon of turnover and designing actions that encourage women to remain with the organization.
We are continually improving the recruitment processes at our three divisions by using inclusive language for open positions, incorporating measures to avoid bias in our hiring processes, and considering a greater number of candidates for the final shortlists.

Our long-term vision places emphasis on training for women coming in at entry level positions, and also technical and professional internships. Southern Perú, for example, strives to balance their entry level positions (held by recent college graduates) noting that at least 50% of these positions should be held by women.

The ECO Opinion Survey helps us to measure the commitment and level of satisfaction of our employees, which informs our efforts to improve inclusion. The information gathered from the ECO helps Human Resources to identify areas of improvement that will be addressed through the action lines of the DEI Strategic Plan.

The Workplace Climate Survey applied in the **Transportation Division** includes a section on gender perception and also topics related to knowledge of DEI and its importance in the organization. Additionally, we broadened the principal groups identified.

Similarly, we designed a new exit survey in 2023 to be applied in our three divisions. Over time, this tool will enable us to take measures to promote the retention and growth of women in the company.

3. Physical modifications at workplaces for the inclusion of women



Making adjustments to the facilities and physical infrastructure in our three divisions is a gradual and ongoing process that will improve the inclusion of women in all areas of our operations. In 2024, we continued to improve and install lactation rooms at corporate offices and to identify unmet needs at our operations.

In Southern Peru, for instance, six women's restrooms were added in Toquepala, three in Cuajone, and two in Ilo. Furthermore, within the Infrastructure Division, the allocation of hygienic, safe, comfortable, and private spaces—with the necessary amenities to serve as lactation rooms—was formalized across every line of business.

4. Define specific processes on awareness, prevention and handling of potential incidents of sexual and/or workplace harassment



5. Promote diversity and equal opportunities in our neighbor communities



In 2024, Minera México implemented a procedure for the Prevention, Attention, Action and Remedy of Cases of Workplace Violence, which serves as a guide to not only address, but also to prevent any type of violence in the workplace. This tool has been added to our existing procedures on violence prevention and attention for the Mining Division in Peru and the United States.

We also updated our reporting channels and trained company personnel on the use of the Reporting Line, raising awareness through communications, posters and Code of Ethics certification, as well as digital and print media.

For more information about our workplace harassment trainings in our three divisions, see Progress in the DEI Strategic Plan - Training and Outreach.

The community development model of our three divisions is guided by inclusion. All our **Mining Division and Infrastructure Division** programs and projects conduct an exhaustive advance process to listen to the ideas and needs of the different groups that make up a community, considering their diversity in terms of age, gender, language, sexual preference and specific needs.

We promote the value of diversity and inclusion in our communities through three key areas:

Community programs

Of our **Mining Division** community programs, we highlight our Youth Orchestras and Choirs program operating at six sites in Mexico and six in Peru, open to all members of our neighbor communities.

In support of the indigenous communities and disadvantaged groups in the region, and in coordination with the Ministry of Indigenous Peoples and Communities (in Spanish, SPCI), the **Transportation Division** has developed a reduced fare program for the El Chepe regional train on the Chihuahua-Los Mochis route, where cardholders pay only 20% of the economy class fare.

Support for students with disabilities or special needs at our schools

We have adapted all our programs to ensure that anyone with any type of physical or intellectual disability, who are on the neurodiversity spectrum, or who have special needs, have specialized support available to them to support their learning and participation in school life.

All students are assessed when they enroll in our schools. The assessment for students with special educational needs includes an action plan to offer the student additional support during their academic performance. Our schools have “shadow teachers” who are present in the classroom and available to offer individual support to students who may need it.

In 2024, we identified that 15.5% of the children and youth at our schools have some type of physical and/or intellectual disability, are on the autism or neurodiversity spectrum, or have a learning difficulty. A team of experts in student psychology advised and accompanied these students and their families to support their academic development.

Additionally, Grupo México promotes the value of diversity and inclusion through regular talks and related activities at our schools.

Training for women

The **Mining Division** offers training to women through the *Forjando Futuro* (Forging Futures) and *Provee* (Provide) programs. These initiatives contribute to local economic development by strengthening the skills of individuals and local businesses to benefit from the economic value that Grupo México generates through jobs and contracting suppliers. These programs include training, local job skills, productive skills and business training for local businesses.

For more information about our progress in this area in each line of business, see Metrics & Indicators.

5.3.3 Next Steps

We have been working on building an institutional structure over the last few years that will advance our diversity and inclusion agenda both across all company divisions and with our neighbor communities.

Fostering diversity in the workplace implies a cultural shift that we call businesses and organizations to formally support. We designed, and regularly update, our Grupo México DEI Strategic Plan with this goal in mind.

In 2025, we will continue our efforts in the strategic lines of action discussed above (awareness, training, hirings, promoting the retention and development of women, changes to the infrastructure, working in communities) and incorporate into this Plan, the learnings we acquire along the way. Our next steps will focus on:

- Continuing our awareness campaigns with each division and at the Grupo México level.
- Continuing and reinforcing our human resources processes to promote not only the hiring but the retention and development of women.
- Reinforcing the implementation and providing training on inhouse mechanisms to prevent, address, take action and remediate situations of workplace or sexual harassment.

At Grupo México, we're committed to increasing the number of women in our total workforce by 1-2% each year from 2022 to 2025.

For more information about our targets and goals, and our progress, visit the Grupo México Sustainability website.



Collaborators at Santa Bárbara Mining Unit, Chihuahua, Mexico

5.3.4 Metrics and Indicators

GRI 405-1, 405-2

Our annual performance is reported through the following metrics and indicators:

- **a.** Progress on the DEI Strategic Plan
  - Communication
  - Training
  - Strengthening human resources policies and processes
  - Diversity and equality in communities
- **b.** Progress on DEI targets
- **c.** Participation of women
- **d.** Salary gap
- **e.** Intergenerational diversity
- **f.** Certifications

5.3.5 2024 Highlights

760
women received training in job and productive skills under our Forjando Futuro (Forging Futures) program.

44,820
company employees across our three divisions received training and awareness campaigns on topics related to diversity, inclusion and human rights.

29.9%
(32.5% Mining Division, 32.7% Transportation Division) hold positions related to science, technology, engineering or mathematics (STEM).

17%
of our All Management[1] positions at the Grupo México level are held by women, a 6.3% increase compared with 2023.

Our Sonora Processing Plant (METCO) and Drilling subsidiary received
Great Place to Work for Women
certification.

23.2%
we increased the total number of women in Southern Peru (from 358 to 441).

10.9%
of our Top Management are women, a 10% increase compared with 2023.

[1] All Management includes executive leadership and senior management, deputy directors, managers, superintendents, supervisors, department heads, etc.

a. Progress on the DEI Strategic Plan

a.I Communication

Minera México

Minera México designed a LinkedIn campaign, "#MujerEs..." to recognize the contributions of women who, through testimonials, share their sense of pride and satisfaction working at Grupo México.

Southern Perú

We consolidated our "Women Who Inspire" program in 2024 with new formats. In addition to social media and promotional pieces to share the stories of women role models working at Southern Peru, we also held talks with women recognized nationally (500 participants), sessions on empowerment (500 participants), various talks on psychology (350 participants) and a "No to Sexual Harassment" campaign (Cobresur Family network and the Cobresur magazine).

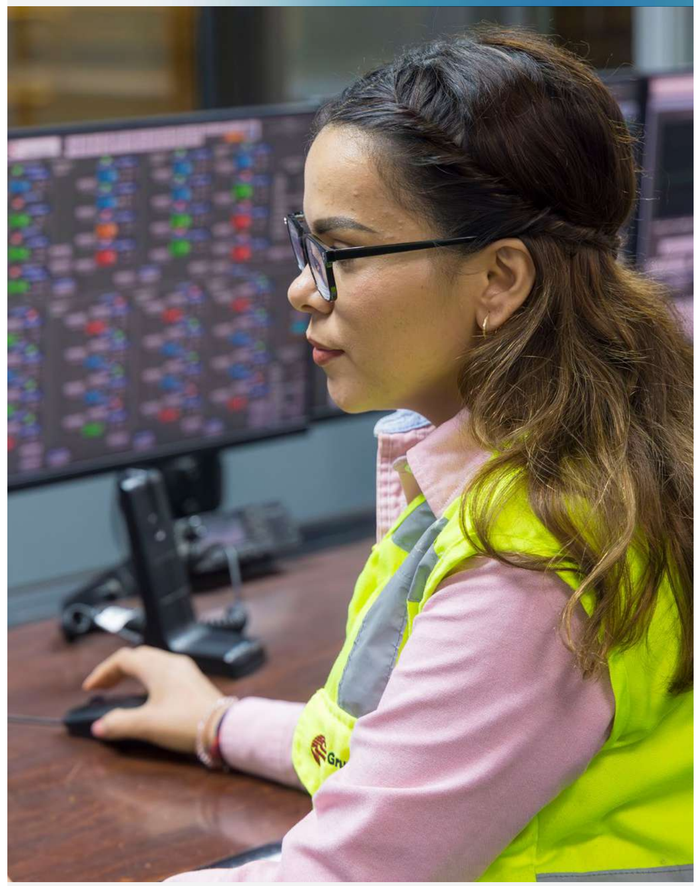
In Peru, the participation of women in the vignettes increased to 55% in 2024.

ASARCO

We launched a media campaign, "Are you in?", at all our ASARCO sites in the United States in 2024 to promote diversity and inclusion through posters and videos.

Infrastructure

Our Infrastructure Division implemented a "Women Who Inspire" program in 2024 to give greater visibility to women in leadership positions and inspire other women to develop and grow in the company. 764 people participated (47% of non-union personnel) in 2024.



Collaborator at Buenavista del Cobre, Cananea, Sonora, Mexico

a.II Training:

Mining Division

Minera México

Code of Ethics training was delivered to 10,667 employees (7,318 union and 3,349 non-union) at Minera México in 2024. This training includes using the Reporting Line, our commitments under the Human Rights Policy, and we discuss in detail the topic of diversity and inclusion, and preventing and handling incidents of workplace or sexual harassment.

More than 14,700 people participated in our "Family Day" initiative, which included raising awareness on the importance of diversity and inclusion.

Additionally, our Mining Digitalization Academy for Women received 14 participants at 6 company sites. This initiative was developed by members of Women in Mining, INNOMOTICS and the Tecnológico de Monterrey to provide the tools to build the technological, operational and digital skills of women in the mining industry.

We launched an online course for non-union personnel at the end of 2024, "Introduction to diversity, equality and inclusion - Grupo México," designed to promote safe, respectful and inclusive workplaces. The four course modules progressively build the necessary knowledge and skills to prevent and eliminate violence in all its forms from the workplace.

ASARCO

At ASARCO, 435 non-union employees at 4 sites participated in a 90-minute training on sexual harassment in the workplace.

Southern Perú

We provided 3 courses on diversity and inclusion at Southern Perú:

Programs	# Participants	% Participation	# Sessions
Leadership Coach Program:			
Challenging the Status Quo: Leadership and Communication in the Era of Change	1,021	93%	10
Fostering a culture of recognition where everyone counts	1,049	95%	10
Sowing the Seeds of Change: Strategies for Sustainable Social Impact	786	71%	5
Supervisor ABCs program - Human rights and DEI management:			
For non-union operational personnel	1,006	22%	30
For non-union administrative personnel	3,045	38%	33
DS2024 Safety Program:			
Micro-Learning: Strengthening our commitment to diversity and inclusion	4,898	95%	1
Total participants	**11,805**		**89**

15,508 employees across our three divisions participated in Code of Ethics and human rights trainings in 2024.

Infrastructure

Our Infrastructure Division delivered courses to 65% of our non-union employees (1,052 participants) on diversity and inclusion in 2024, including The ABC's of an Inclusive Organization, Inclusion and Work Teams, and Women I, among others.

Transportation

Our Transportation Division held a "Playing Big" workshop to boost the professional careers of women in management and coordination roles with at least two years in the company, and receiving a score of Very Good or Excellent on the 2023 performance reviews. Thirty women participated in 2024.

We also offered the comprehensive program "Women Ready" for 10 women in senior management roles.

a.III Incorporation of the DEI approach into our human resources and processes

Mining Division

Minera México

In 2023, 13,282 Mining Division employees participated in the biannual Opinion Survey, which includes diversity and inclusion aspects. The next survey will be conducted in 2025. The following questions are samples of how diversity and inclusion are addressed in the survey:

Question
There is a feeling of respect and dignity among work teams.
The organization treats me fairly and with dignity.
Opportunities for professional development do not consider gender, age, skin color, religion, beliefs, disabilities or socioeconomic status.

a.IV Promote diversity and equal opportunities in our neighbor communities

Social programs:

Mining Division

Our community cultural and sports programs invite neurodiverse children and youth participants, with learning disorders, ADHD, autism, dyslexia and dyspraxia, among others.

Schools:

Mining Division

The student bodies of our schools in Mexico and Peru included children and youth with physical and intellectual disabilities in 2024, and also with genetic disorders, such as Down syndrome. We provide accompaniment for these students, their families and the school community with sessions led by experts in the field and various activities to create safe spaces for the comprehensive development of these students.

Training - *Forjando Futuro* and *Provee:*

Mining Division

We trained 1,430 people this year in Mexico and Peru; of which 760 are women, representing the 53% of the total.

***Forjando Futuro* (Forging Futures):**

Job skills training: 165 of participants were women who received training in trades like welding, electricity, heavy equipment mechanic, educational support, TIG MIG welding, electromechanics, and high school diploma.

Regional training and productive skills: 595 women received training in productive skills in Mexico. Programs include agri-food projects, cooking, small gardens, increasing cattle ranching productivity, basic computer skills, embroidery, styling and handicrafts.

***Provee* (Provide):**

Training for local businesses: 68% of the businesses that participated were represented by women. Training topics include registering as a vendor in the mining industry, finances, administration, accounting, legal, process improvements, sales and customer service.

b. Progress on DEI targets

At Grupo México, we're committed to increasing the number of women in our total workforce by 1-2% each year from 2022 to 2025.

Women in the workforce targets							
Increase women employees	% Women in the total workforce						
	2022-2025 Annual increase target	2022 (base year)	2023 Target	2023 Actual	2024 Target	2024 Actual	Difference target vs performance 2024
Mining Division	2%	7.6%	9.6%	8.8%	11.6%	9.5%	-2.1%
SCCO	2%	7.3%	9.3%	8.6%	11.3%	9.4%	-1.9%
Infrastructure Division	0.80%	15.8%	16.6%	19.4%	17.4%	21.0%	3.6%
Transportation Division	0.70%	5.0%	5.7%	5.3%	6.4%	5.3%	-1.1%

There was an increase in the number of women employees across our three divisions, although only the Infrastructure Division not only met, but exceeded its target. The increase in the three divisions can be more clearly appreciated by comparing the number of women employees in the company in 2023 vs 2024:

Division	Total increase in # women 2023-2024
Mining Division	9.7%
SCC*	11.6%
Transportation Division	3.8%
Infrastructure Division**	-2.2%
Grupo México Corporate	N/A
Grupo México	7.0%

New goal for the Transportation Division:

Due to the nature of our railroad industry, the participation of women is a challenge. We are committed to promoting greater participation and generating spaces where women can be integrated into the railroad operation. In line with this effort, this year we decided to make an adjustment to our goal to increase the participation of women in the female workforce by 5% per year from 2024 to 2030.

*Of note is the 23.2% increase at Southern Peru (from 358 to 441 women employees).

*Although there was a small decrease in the number of women in the Infrastructure Division, this division has reported the best results in promoting women joining the company, exceeding its target by 3.6% with 21% women employees.

c. Women in the workforce

December 2024	Mining Division	SCC	Transportation Division	Infrastructure Division	GM Corporate	Grupo México
% Women	9.5%	9.4%	5.3%	21.0%	54.2%	9.1%
# Women	1,675	1,517	608	580	32	2,895
Total workforce	**17,627**	**16,133**	**11,424**	**2,766**	**59**	**31,876**

Infrastructure Division	% women	Women	Men	Total
CORPORATE	40%	70	105	175
ENGINEERING	39%	119	188	307
CONSTRUCTION	8%	64	716	780
HIGHWAYS	28%	83	214	297
ENERGY	28%	28	72	100
FUELS	0%	0	6	6
OIL	10%	71	653	724
REAL ESTATE	52%	145	132	277
Total	**21.8%**	**580**	**2,086**	**2,666**

Division	Total # women employees	% Women in STEM positions
Mining Division	1,675	32.5%
SCC	1,517	29.4%
Transportation Division	608	32.7%
Infrastructure Division	580	21.2%
Grupo México Corporate	32	0.0%
Grupo México	2,895	29.9%

Women represent 9.1% of the total Grupo México workforce.

However, the participation of women is not uniform across all our divisions. In the Infrastructure Division, the participation of women varies greatly according to the line of business, which has implications for our DEI strategy. Of note is the number of women employees at our corporate offices (40%) and in our real estate business (52%).

We are working to progressively bring more women into the company. Currently, 17.0% of our All Management[2] positions are held by women at the Grupo México level (13.9% Mining Division, 19.7% Transportation, 24.1% Infrastructure, and 52% Grupo México Corporate).

57.1% of women employees hold administrative or operational positions.

Of our total 2,895 women employees at Grupo México, **29.9%** hold STEM positions (science, technology, engineering, mathematics) (32.5% in the Mining Division and 32.7% in the Transportation Division).

The efforts described here to foster diversity and inclusion have resulted in an increased number of women working at Grupo México. In the Mining Division*, the total number of women increased **9.7%** in 2024, compared with 2023, while at the Grupo México level, this increase was **7.0%**.

[2] All Management includes executive leadership and senior management, deputy directors, managers, superintendents, supervisors, foremen, etc.

c. Women in the workforce

Women Employees 2023- 2024

Division	% Increase in hiring	% Turnover	% Total increase in women employees
Mining Division	19.3%	14.7%	9.7%
SCC	30.0%	12.8%	11.6%
Transportation Division	-24.7%	19.1%	3.8%
Infrastructure Division*	28.7%	44.7%	-2.2%
Grupo México Corporate	N/A	15.6%	N/A
Grupo México	11.6%	21.6%	7.0%

We periodically analyze turnover trends for women employees to design a strategy to encourage women to stay with the company.

d. Salary Gap

GRI 405-2

Ratio of base salary, women to men[3]

Category*	Mining Division**	SCC	Transportation Division	Infrastructure Division	Grupo México Corporate	Grupo México
Top Management	1.02	0	0.75	0.91	1.21	0.98
Deputy Directorate and Management	1.02	1.00	1.03	0.86	0.89	0.98
Middle Management	0.91	0.91	0.94	0.84	N/A	0.90
Administrative / Operational	0.94	0.97	0.87	0.88	1.02	0.93
Union	0.96	1.01	0.95	0.88	N/A	0.95
Total	**0.97**	**0.97**	**0.92**	**0.87**	**1.08**	**0.95**

At Grupo México, we promote equal opportunities in salary and professional development for both men and women. Our salary tables make no distinction for gender and remunerate talent under equal conditions.

Also, in line with our commitment to gender equality, during 2024 in the Transportation Division we conducted our first gender pay gap analysis. This showed a mean pay gap of 4% and a median pay gap of 2%, while the mean + bonus pay gap was 5% and the median + bonus pay gap was 3%.

* The high turnover for the Infrastructure Division reflects the nature of the operation as the Engineering and Construction subsidiary contracts by project where personnel sign a contract each year that stipulates the start and end dates for the project in question.

[3] This table is built from salary information for men and women in the same category across the three divisions, including only those categories where women hold positions and for which we have a comparative salary to obtain these averages.

* The category Executive Leadership refers to vice-president or director and above, while the category Senior Management contains deputy directors, managers and superintendents, the category Middle Management is deputy managers, heads and supervisors, the category Administrative / Operational refers to all non-union employees not covered by the previous categories, and the category Union is all unionized employees.

** In the Mining Division, 100% of women in the Top Management category are part of the administrative company (AMMINCO), which is not part of SCC.

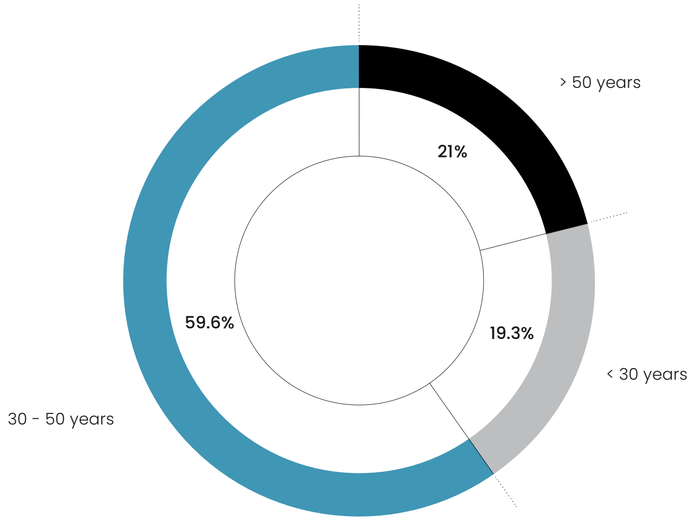
e) Intergenerational Diversity

We value intergenerational diversity and inclusion, which ensures an exchange of learning and experiences between the generations, and also better performance of our teams.

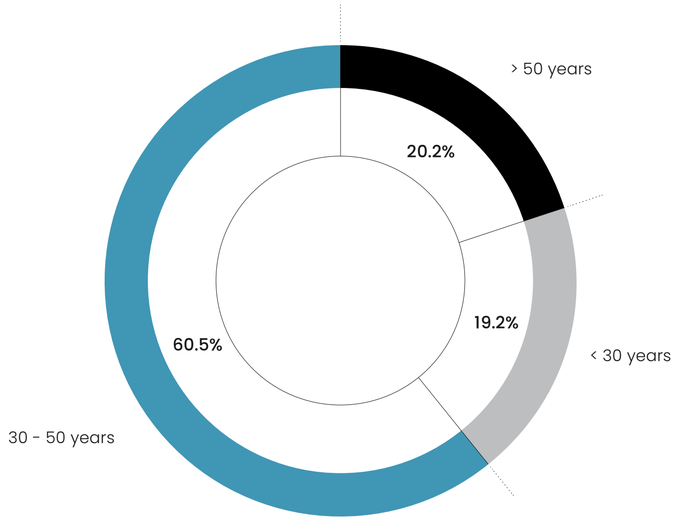
Workforce by age group

Age	Mining Division	SCC	Transportation Division	Infrastructure Division	Grupo México Corporate	Grupo México
< 30	19.3%	19.2%	18.2%	19.4%	3.4%	18.9%
30 - 50	59.6%	60.6%	58.4%	64.2%	64.4%	59.6%
> 50	21.1%	20.2%	23.4%	16.4%	32.2%	22%

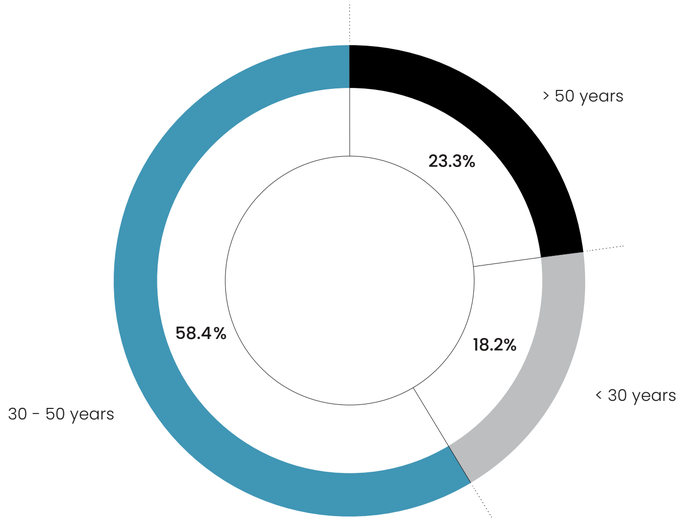
Mining Division



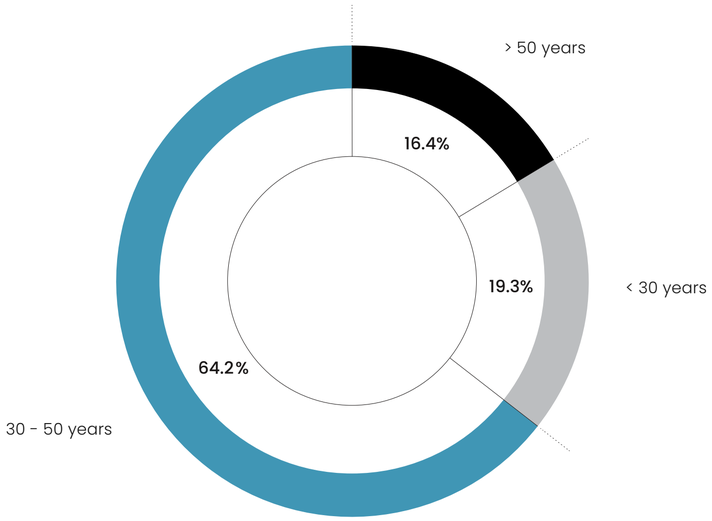
SCC



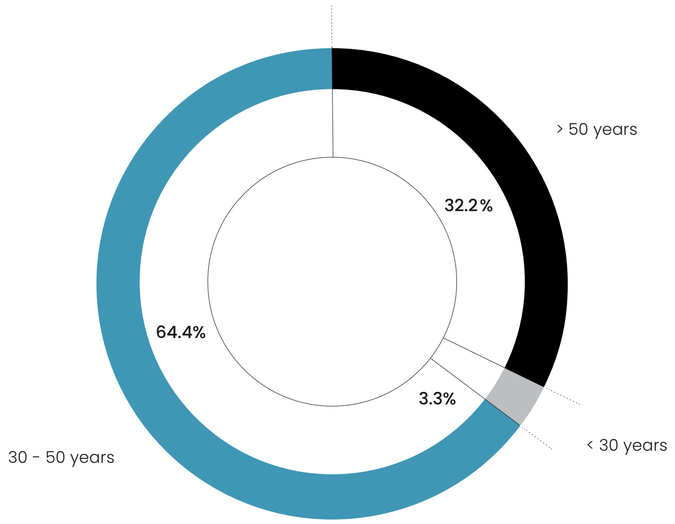
Transportation Division



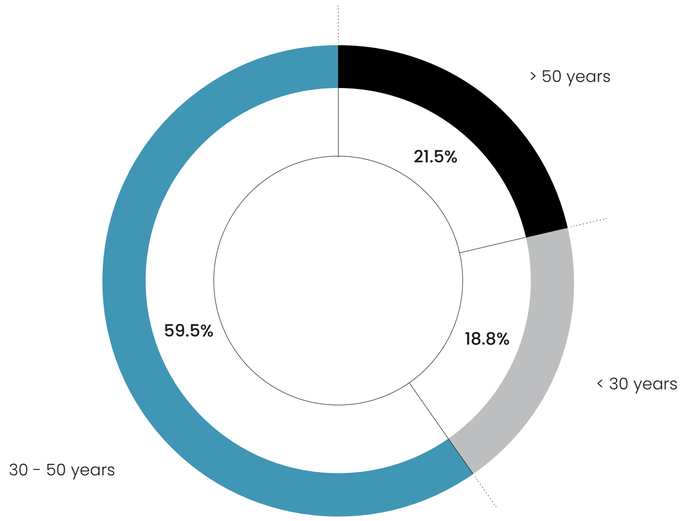
Infrastructure Division



Grupo México Corporate



Grupo México



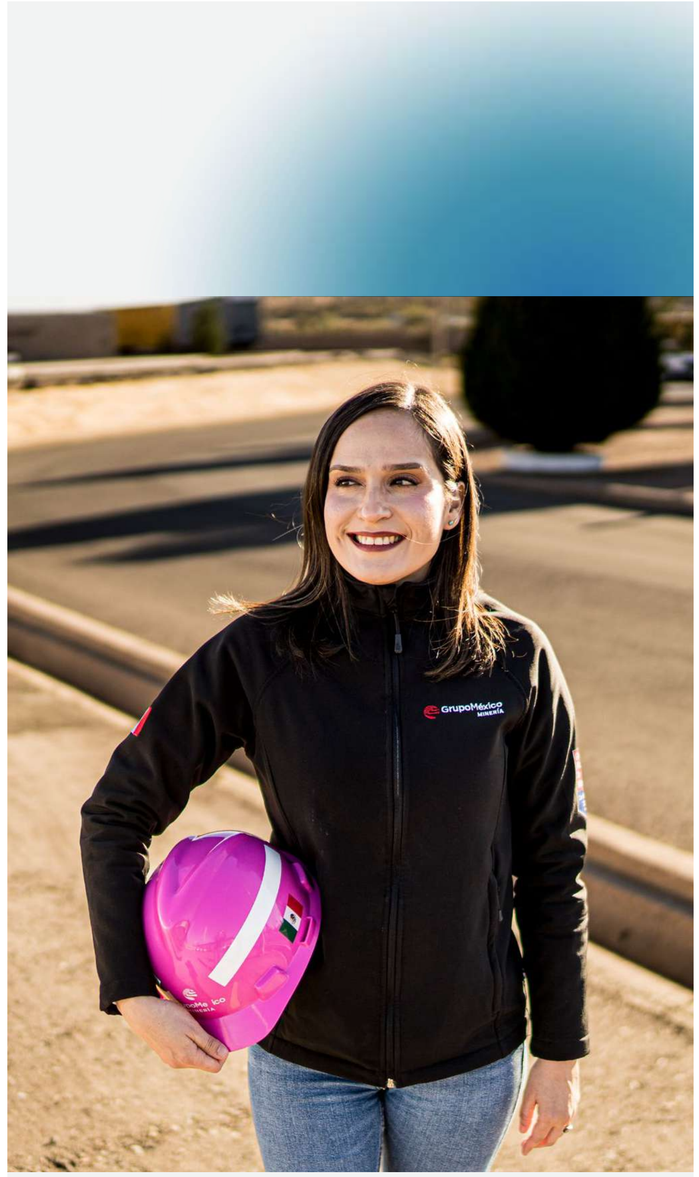
f. Certifications and Recognitions

Our good practices in fostering diverse and inclusive workplace environments led to our Sonora Processing Plant receiving Great Place to Work for Women certification, ranking us in 6th place among the best places for women to work in Mexico in 2024.

Additionally, Perforadora México (Infrastructure Division) was recognized as a Great Place to Work for Women Mexico 2024 in the category of companies with more than 500 employees.

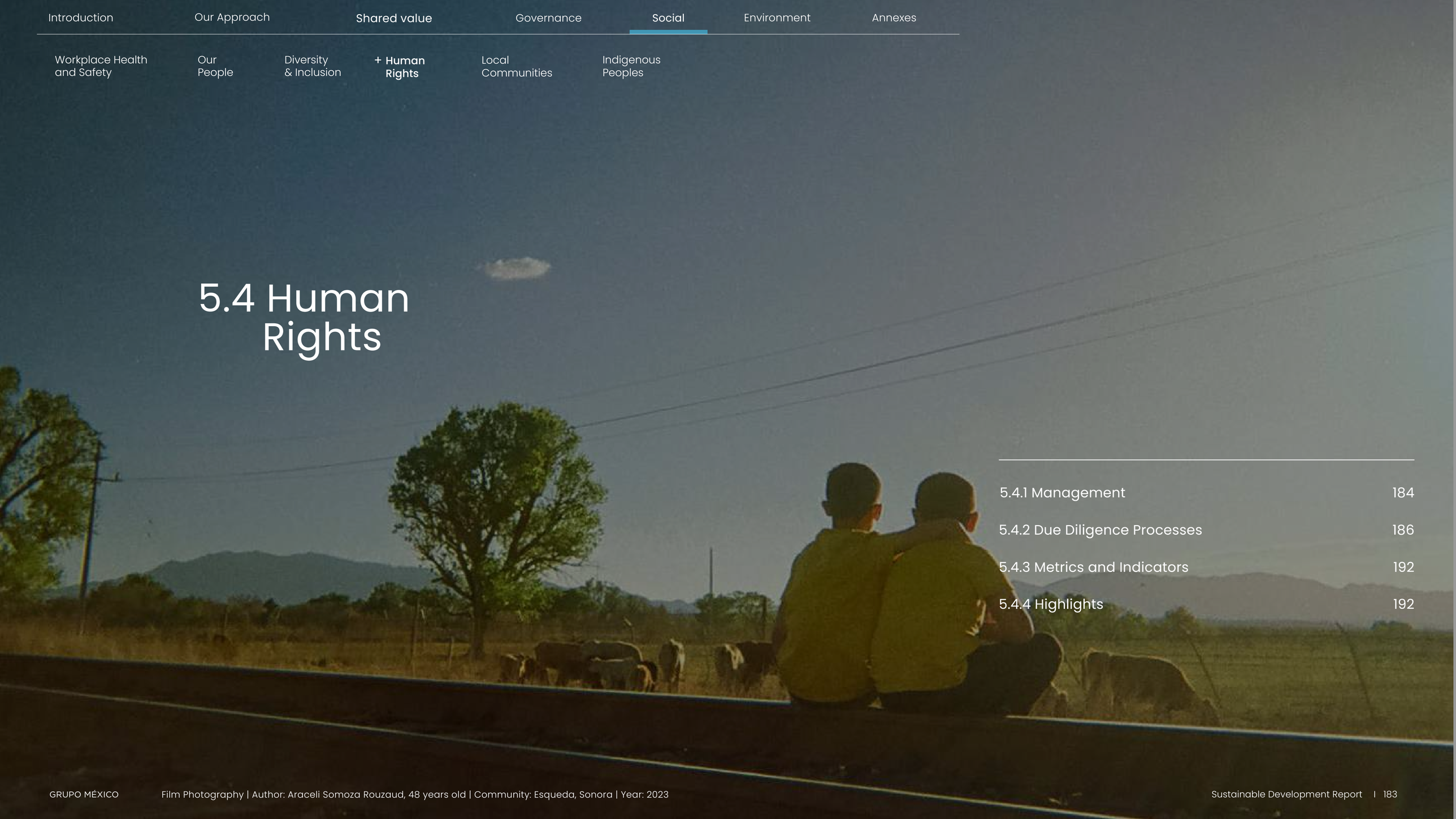
We received The Copper Mark seal of responsible production in 2024 for our Buenavista del Cobre mine in Sonora, Mexico, and for our three mines in Peru (Cuajone, Toquepala and Ilo). Our Processing Plant (METCO), La Caridad Mine and Zinc Refinery in Mexico also received seals. These 7 certifications were awarded after an independent third party reviewed and accredited our responsible production in various aspects, including our local management systems promoting gender equity, and preventing and addressing discrimination.

Additionally, the Business Coordination Council, the Communications Council and the Quality Institute recognized our Infrastructure Division as an Exceptional Company for the third year in a row. This recognition is given to companies that are benchmarks for their innovative actions and outstanding benefits in their social efforts. This year, our Infrastructure Division received the Exceptional Company recognition thanks to our human rights due diligence model, which is also applied in the Mining Division. The recognition once again demonstrates the strength of this model, which is revised periodically to reflect best practices.



Collaborator at the Metallurgical Complex, Fronteras, Sonora, Mexico

5.4 Human Rights



5.4.1 Management 184

5.4.2 Due Diligence Processes 186

5.4.3 Metrics and Indicators 192

5.4.4 Highlights 192

Film Photography | Author: Araceli Somoza Rouzaud, 48 years old | Community: Esqueda, Sonora | Year: 2023

5.4 Human Rights

GRI 3-3

At Grupo México, we're committed to respecting and promoting the human rights of all our employees, our neighbor communities, and also our suppliers and contractors, in adherence of all laws and regulations in the countries where we operate.

5.4.1 Management

Our human rights management strives to prevent, mitigate and, where necessary, remediate potential impacts. Our Grupo México Human Rights Policy provides the foundation of our corporate strategy and was recently revised to reflect best practices in this area. This policy articulates the commitments outlined in our Code of Ethics. All employees of our three divisions and subsidiaries are subject to these policies, which also extend to our suppliers and contractors.

Reference documents

The following policies and codes guarantee the human rights of our employees are respected, and also the human rights of our neighbor communities, and promote respect for human rights throughout our value chain:

- Human Rights Policy
- Code of Ethics
- Policy on Respect for the Rights of Indigenous Peoples and Communities
- Policy on Diversity, Inclusion, Non-Discrimination, and Zero Tolerance for Workplace or Sexual Harassment
- Code of Conduct for Business Partners[1]
- Code of Conduct for AMC Suppliers and Contractors[2]

[1] The Mining Division also has a Policy on Diversity, Inclusion and Non-Discrimination, and Zero Tolerance for Workplace or Sexual Harassment, which details our reporting mechanisms to ensure our commitments in this area are met. Additionally, the Mining Division has a Code of Conduct for Suppliers, Contractors and Relevant Business or Commercial Partners, which includes commitments directly related to human rights.

[2] This code applies to the Mining Division and includes commitments directly related to human rights.

The effective management of our environmental, social and governance risks helps us to identify human rights-related risks and to implement preventive measures to ensure our operations produce no negative impacts on the human rights of our communities, employees or contractors, or in the event of any such impact, to take actions to mitigate or remedy. For more information, see Risk Management.

Our risk management includes relating different types of risk to specific human rights, as categorized by international benchmarks. The following table also notes the company department responsible for managing potential human rights-related risks, based on the policies and procedures in place for each department (described in the corresponding sections of this report).

Types of risk identified by Grupo México

	Related to Human Rights	Related to the Principles of the Global Compact[15]		Company department
Environmental	Right to clean water and sanitation[3]	7º	Precautionary approach to environmental challenges.	Environmental Afairs Water Resources (Mining Division)
	Right to a healthy environment that supports development and wellbeing[4]	8º	Initiatives to promote greater environmental responsibility.	
		9º	Development and difusion of environmentally friendly technologies.	
Labor	Right of freedom of association and collective bargaining[5]	3º	Uphold freedom of association and collective bargaining.	Human Resources and the Ethics & Discipline Committee
	Right to not be subjected to forced, compulsory or slave labor[6]	4º	Elimination of forced or compulsory labor.	
	Right to fair and decent work conditions[7]	5º	Abolition of child labor.	
	Right to no discrimination in the workplace[8]	6º	Elimination of workplace discrimination.	
Social	Rights of Indigenous Peoples to self-determination and to free, advance and informed consent[9]	1º	Support and respect the protection of internationally proclaimed human rights.	Community Development (Mining and Infrastructure divisions) and Railroad Protection and Communications (Transportation Division)
	Right to participate in cultural life[10]	2º	Not complicit in human rights abuses.	
	Right to land (no forced eviction; privacy and property)[11]			
Occupational Health & Safety	Right to healthy and safe work conditions[12]	1º	Support and respect the protection of internationally proclaimed human rights.	Occupational Health & Safety
	Right to health[13]	2º	Not complicit in human rights abuses.	
	Right to life[14]			
Security	Right to life	2º	Not complicit in human rights abuses.	Corporate Security

International Benchmarks
[3] United Nations General Assembly Resolution A/RES/64/292, 2010 and Resolution A/RES/70/169, 2015
[4] Mexican Constitution, Article 4, paragraph 5.
[5] Universal Declaration on Human Rights (UDHR), International Covenant on Civil and Political Rights (ICCPR), International Covenant on Economic, Social and Cultural Rights (ICESCR), International Labor Organization fundamental conventions (ILOC)
[6] UDHR, ICCPR, ICESCR, ILOC
[7] UDHR, ICESCR
[8] UDHR, ICCPR, ICESCR, ILOC
[9] UDHR, ICCPR
[10] UDHR, ICCPR, ICESCR, ILOC
[11] UDHR, ICCPR, ICESCR
[12] ICESCR
[13] ICESCR
[14] UDHR
[15] The Grupo México policies and procedures to comply with Principle 10: Work against corruption in all its forms, are described in the section Business Integrity.

5.4.2 Due Diligence Processes

GRI 2-23, 2-24, 2-26

Under our commitment to the United Nations Guiding Principles on Business and Human Rights, we have implemented assessment processes to identify, prevent, mitigate or remedy negative impacts on the human rights of our employees and our communities.

Our due diligence processes address four principal groups:

I. Communities
II. Company personnel
III. Suppliers
IV. Security officers

Due diligence process with communities

SASB EM-MM-210b.1.

Mining and Infrastructure Divisions

Transforming mineral resources, generating power and building communication routes have impacts on communities. In addition to the risk management system described above, Grupo México has developed a due diligence process to identify, prevent, mitigate and remedy potential negative impacts caused by our operations on the human rights of the communities where we operate. This human rights due diligence process is applied throughout the life of each company project: exploration, construction, operation and closure. The Mining Division and Infrastructure Division use the following to support this process:

a. Social viability and baseline analysis

We prepare a social viability analysis during the exploration phase, focusing on identifying the social context of the project and mapping the principal stakeholders. This includes a risk and social impacts analysis, categorizing these by severity and occurrence, to anticipate potential impacts on the human rights of the communities affected and to develop action strategies to prevent such impacts.

b. Participatory social diagnostic

We conduct participatory social diagnostics at our Mining Division sites in Mexico and Peru and at our Infrastructure Division operations during the construction and operation phases to proactively mitigate negative impacts and maximize the positives. These diagnostics are updated every two years and are based on the Social Impact Assessment methodology recommended by the Mexican Ministry of Energy (in Spanish, SENER) for energy sector projects and, in the case of Peru, the Environmental Impact Assessment (EIA) of the Ministry of the Environment National Environmental Certification Service.

For a summary of the primary human rights risks we identified proactively through the participatory social diagnostics, see the Local Communities section.

c. Management plans

The information gathered from the participatory diagnostics informs our Social Management Plans, where we outline measures to prevent, mitigate or remedy any potential negative impact, and also actions to maximize the positive impacts.

d. Support and Attention Center

GRI 2-26

Our Support and Attention Center (SAC) is an open and permanent communication mechanism between our communities and the company, through which the community can communicate their concerns and grievances to the company, particularly when their human rights are involved.

This key tool in the due diligence process was designed in consultation with the Office of the United Nations High Commissioner for Human Rights in Mexico, and we receive occasional feedback from this body. The SAC is currently operating at 25 Mining Division and Infrastructure Division sites in Mexico, Peru and the United States.

For a detailed report of the number and types of concerns raised, how they were addressed and examples of cases in 2024, see the Local Communities section.

Incident response process

Dissemination (local language)	Receive reports	Logging and notification	Management and resolution	Reporting
• Print media • Digital media • Megaphones • Company activities	• Toll-free line • WhatsApp • Email • Onsite team • Media monitoring • Incidents can be reported anonymously	• Level I. Request for products or a support action. • Level II. Concern involving issues related to the company. • Level III. Complaint or grievance involving an issue of dissatisfaction related to the company.	• Action plan defined and carried out by the areas involved. • Regular updates on the case. • For transparency, we make efforts to involve key local players, like the Community Care Committee and independent observers.	• Includes statistics on cases by type, priority, status, details and case studies with evidence of the response and testimonials.

e. Accompaniment for the social aspect during closure of operations

We implement defined actions during the final phase of our production operations to guarantee a socially responsible closure. These actions include supporting local value chains, fostering entrepreneurship in the region, and social accompaniment, as well as job fairs and workshops on finances, to reduce the impact of the closure of operations.

The due diligence process involves property audits, conducted by the Impact Measuring office of the Community Development Department, to review and confirm the elements needed to fulfill our social management plans in the community.

Additionally, our inhouse and independent auditors review the performance of our Community Development model.

Transportation Division

The Transportation Division started a process in 2024 to revise our due diligence process, considering the following strategic areas:

- Exhaustive analysis of our operations and value chain to identify risks and impacts related to human rights.
- Consultations and encouraging stakeholder participation, including the local communities and vulnerable groups.
- Development of prevention, mitigation and remediation plans.

In parallel, we have taken actions to prevent and address the related risks primarily focusing on the following groups:

a. Indigenous peoples and local communities

In keeping with our commitments in this area, we maintain direct and ongoing engagement with social actors and local authorities through interpersonal communication tools. We have also opened various channels for dialogue with the nearby communities, particularly during a pre-project phase.

- Dialogues with our neighbor communities and impact assessments, in the case of infrastructure works.
- Safety at level crossings is a priority to reduce the impact of the railroad on the communities where we operate.

b. Migrant populations

- Coordination with Mexican authorities, including the Ministry of Internal Affairs, the Mexican Immigration Office, and the Railroad Regulatory Agency, to warn of the risks to people who use freight trains as a means of transportation.
- Collaboration with the authorities to apply the protocols set by the Mexican Immigration Office to dissuade people from riding railcars, respecting and safeguarding the rights of those who pass through Mexico.[16]

[16] Mexico is a natural route for migration flows to the United States. Migrants who ride freight trains as a means of transportation put their safety at risk, as the physical and operating conditions of the freight cars are not designed to transport passengers. This is particularly relevant for our operations in central and southern Mexico, as well as near interchange points on the US-Mexico border.



Rarámuri population, Chihuahua, Mexico

II. Due diligence processes with company personnel

Our human rights due diligence process for Grupo México personnel has two components:

a. Workplace climate surveys

These surveys cover topics related to human rights, diversity, equality and inclusion, and help us to measure the commitment and level of satisfaction of our employees in different topic areas, including respect for human rights. The surveys are applied periodically at our operations and offices. The Transportation Division conducts a workplace climate survey every two years, which includes topics related to diversity and inclusion, gender perception, work-life balance, and also opportunities for growth.

The Mining Division applies the survey every two years, submissions are anonymous, and the tool covers 18 topics, several of which relate to these rights, such as fair treatment, equity, work-life balance, working conditions and tools, safety and hygiene.

The Mining Division applies the survey every two years, submissions are anonymous, and the tool covers 18 topics, several of which relate to these rights, such as fair treatment, equity, work-life balance, working conditions and tools, safety and hygiene.

We also use the NOM-035-STPS-2019 “Psychosocial risk factors at work - Identification, analysis and prevention” survey to identify, analyze and prevent psychosocial risks and promote a positive environment in our workplaces.

We identify patterns in the responses to then design actions for all operations to take to address human rights-related concerns expressed in the surveys:

- Supervisor trainings on collective bargaining agreements and the company codes.
- Training for company leadership in organizational human development.
- Code of Ethics training.
- Training on using the Reporting Line.
- Agreements with gyms and schools to promote wellbeing and work-life balance.
- Recognition programs

b. Comprehensive Reporting System

The Reporting Line is an essential component of our human rights due diligence process in our three divisions, providing a mechanism for employees and suppliers to immediately communicate to the company any violation of their human rights and to receive a report of how their grievance has been addressed.

For more information, see Comprehensive Reporting System.
In addition to the tools mentioned, our Occupational Health and Safety departments play a key role in protecting the human rights of our employees, such as the right to life, health, and a safe and healthy workplace.

III. Due diligence process with suppliers

Our Grupo México Code of Conduct for Business Partners and our AMC Code of Conduct for Suppliers and Contractors include sections on ethics and integrity, labor aspects, human rights, risk management, workplace health and safety, community relations, and the environment. All company collaborators are required to comply with the Code of Conduct, including company representatives and anyone acting on behalf of Grupo México and our subsidiaries.

Principal references for the Code of Conduct for Suppliers, Contractors and Business Partners

- Voluntary Principles on Security and Human Rights
- Organization for Economic Cooperation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas
- International Labor Organization Convention 169
- United Nations International Human Rights Instruments

Grupo México processes to ensure our suppliers respect the human rights of company personnel

- Exhaustive analysis of our suppliers
- Verification of employee rights, as established by law
- Supplier acknowledgement (signature) of our Human Rights Policy, the Grupo México Code of Conduct for Business Partners, and the AMC Code of Conduct for Suppliers and Contractors
- Contract signing, with clauses on compliance with labor laws and occupational health and safety regulations (human rights related)
- Acknowledgement (signature) of the appendix to assure compliance with the Grupo México Comprehensive Occupational Health and Safety Management System
- Monthly monitoring to verify compliance with commitments

  This regular monitoring of suppliers includes a review of documents to confirm there are no cases of child or forced labor. We also conduct routine visits where we interview employees of our contractors to confirm compliance with the Code of Conduct for Suppliers and the Code of Conduct for Business Partners (for example, the work hours are respected and working conditions). In the event the monthly monitoring finds any irregularity, the supplier is required to correct the situation immediately, or their payments will be frozen, and they may be removed from the Grupo México suppliers list and prevented from participating in future contract bids.

- The Reporting Line is available to the employees of our suppliers, where they can report any violation of their human rights or those of others.

Over the past year, the restructuring of the Supply Chain Department within the Mining Division has involved a reevaluation of our practices and processes, which has enabled us to strengthen our due diligence process with suppliers and contractors.

This process aims to identify potential risks that could impact the supply chain—whether reputational, operational, or sustainability-related—arising from non-compliance with our policies and codes or from incidents during the provision of services and delivery of products.

The due diligence process entails a systematic exercise of research, analysis, and evaluation that draws on various available data sources, including factors related to the sector, specific products, country, and ESG (environmental, social, and governance) issues.

The implementation and ongoing refinement of these practices reflect our commitment to promoting respect for human rights throughout our supply chain. For further information, please refer to the Supply Chain section.

IV. Due diligence process with security officers

GRI 410-1

Voluntary Principles on Security and Human Rights
SASB EM-MM-210ª.3

Grupo México strictly complies with the legal frameworks of the countries where we operate and we have policies and processes in place that ensure adherence to the Voluntary Principles on Security and Human Rights, which serve as a guide for companies.

We apply a due diligence process for contracting private security companies, which ensures compliance with our Code of Ethics and our Human Rights Policy. We verify that these security officers receive regular human rights training, and our contracts contain clauses that promote respect for human rights and establish frameworks for action at our facilities. This process is based on the Voluntary Principles and consists of three components:

1. Risk Assessment

- Be informed on the local and national political and socioeconomic context, and also the crime rates and potential risks to human rights in the locations where we operate.
- Produce regular reports with information gathered from the security, legal and environment departments to define preventive measures and actions.
- Identify risks or threats that would require attention and produce action plans to protect both people and facilities.

2. Interactions between the company and public safety agencies

- Agreements with the Peruvian National Police[17] to ensure the safety of our employees and to protect the assets of the Mining Division. These services are provided fully respecting all human rights.
- None of our operations in Mexico or the United States are guarded by police forces.

3. Interactions between the company and private security

- Contract private security companies to protect our operations.
- Security officers at our Mining Division and Infrastructure Division operate only within the property limits and have no contact with the community, which eliminates the risk of potential human rights violations in local communities.
- The Mining Division Code of Conduct for Suppliers, Contractors and Relevant Business or Commercial Partners provides for frequent review, by the supplier, of their security procedures and that these are aligned with the Voluntary Principles on Security and Human Rights.
- The Transportation Division holds contracts with private security companies to protect company assets and freight during transportation. Regular human rights training and compliance with use of force protocols is required of these security providers.

We constantly supervise private security providers to identify any irregularities, and we make the Reporting Line available to all employees, suppliers and providers. In addition, we have procedures in place to investigate and sanction any human rights violations involving private security officers.

[17] The Peruvian National Police guarantees appropriate and only strictly necessary use of force, and will not violate rights related to freedom of association and peaceful assembly. There were no reports in 2024 of any violations of these rights by any police officer working under these agreements.

5.4.3 Metrics and Indicators

GRI 406-1, 407-1, 408-1, 409-1, 412-1, 412-2

Our performance indicators for each due diligence process are listed following:

Communities

a. Participative social diagnostics
b. Community management plans
c. Addressing concerns and grievances
d. Transparency

Company personnel

e. Workplace climate survey
f. Certifications
g. Corrective actions for cases of discrimination
h. Freedom of association and collective bargaining, and prohibition of child and forced labor
i. Operations subject to human rights reviews or impact assessments
j. Employee training on human rights (refer to the section on Diversity and Inclusion (DEI))

Security officers

a. Security officers contracted by the company

For more information about our targets and goals, and our progress, visit the Grupo México Sustainability website.

5.4.4 2024 Highlights

100%
of our Mining Division operations in Mexico and Peru, and 100% of our Infrastructure Division operations have current social diagnostics in 2024.

100%
of our 20 sites that have participative social diagnostics and our Support and Attention Center in operation, have human rights-related risk mitigation plans.

15,508
training hours on human rights at the Grupo México level.



Collaborator at Ray Mining Unit, Arizona, United States

Communities

a. Participative social diagnostics processes

- **100%** of our Mining Division operations in Mexico have current diagnostics in 2024.
- **100%** of our Infrastructure Division operations have current diagnostics in 2024.
- 100% of our Mining Division operations in Peru have current diagnostics in 2024.

b. Community Management Plans

We have human rights-related risk mitigation plans in place at all 20 company operations where we have prepared participative social diagnostics and where our Support and Attention Center is available. We identified no impacts on human rights in 2024 that would require remediation plans. For a summary of the risks identified and the actions taken, see the Annexes - Local Communities.

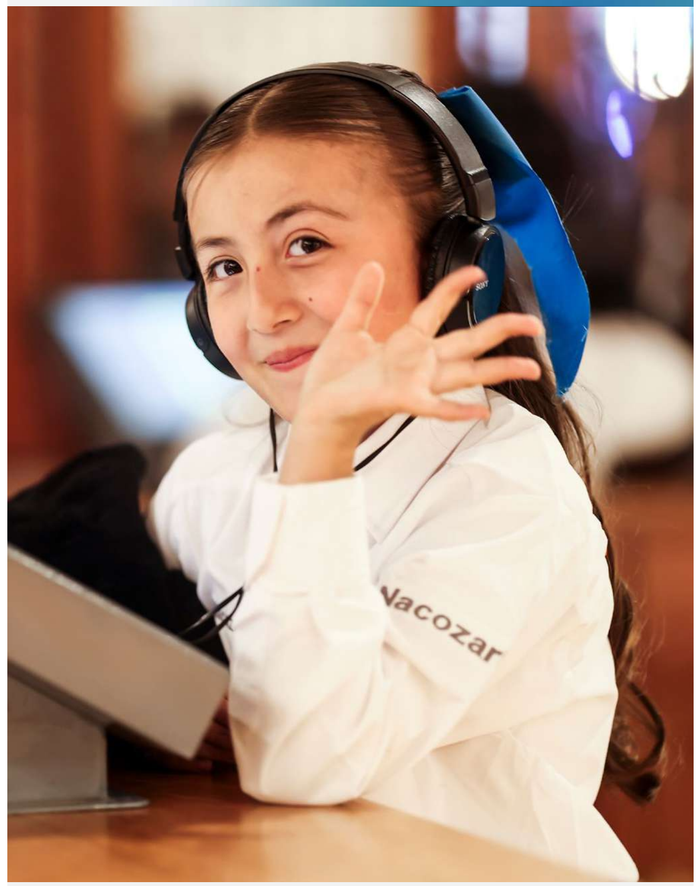
c. Addressing concerns and grievances

For more information on the number and types of concerns and grievances received, how these reports were handled, and examples of our Community Care Service, see Local Communities.

d. Transparency

We're committed to transparency, regularly sharing via public forums the performance of our due diligence model on human rights, promoting best practices in the mining industry:

- Our Vice-President of Community Development has served as chairperson of the Mexican Mining Chamber's Community Development and Human Rights Commission since 2022.
- Our Vice-President of Community Development actively participated in key events in 2024, with a particular focus on due diligence and social responsibility:
- Moderating a panel at the "Challenges in Mexican Mining" forum, on mining and indigenous communities, discussing their contribution to facing climate change.
- Participating on a national panel at the "Sustainable Peru Summit", that discussed the role of mining in energy transition, highlighting the challenges and opportunities.
- Representing the mining sector at a Senate debate in Mexico on the implementation of the GIZ Responsible Business Helpdesk, focusing on business integrity and due diligence in supply chains.



Beneficiary of Community Center, Nacozari de García, Sonora, Mexico

Company personnel

a. Workplace Climate Surveys

Mining Division

In 2023, 13,185 employees participated in the new version of our **Opinion Survey**, representing a response rate of 85%. The survey is conducted every two years, with the next iteration in 2025.

Questions related to human rights include:

- 4.26 - The human rights of everyone in the company and our communities are respected equally.
- 4.28 - My coworkers respect everyone regardless of their gender, age, skin color, religion, disability, beliefs, education or socioeconomic status.

Additionally, 9,021 Minera México employees participated in the "Psychosocial risk factors at work - Identification, analysis and prevention" survey in 2023 to identify, address and prevent psychosocial risks and to promote a favorable organizational environment at our worksites. We conduct this survey every two years and the next iteration will be in 2025.

b. Certifications and Recognitions

Mining Division

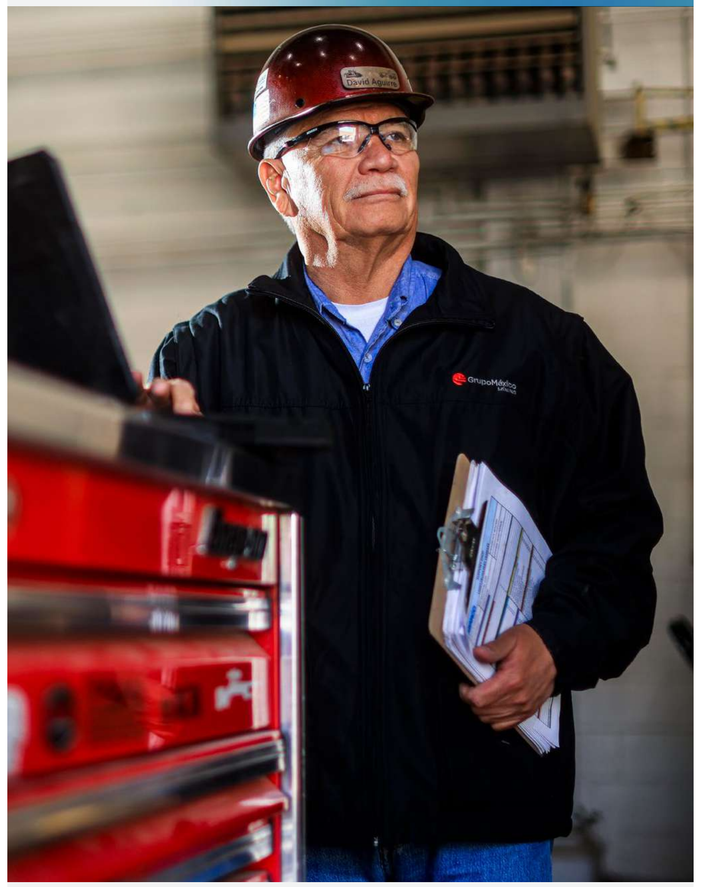
We received "Great Place to Work 2024" certification for the fourth year in a row for our Unidad Planta Metalúrgica, Metalúrgica de Cobre, S.A. de C.V. (METCO processing plant), recognizing our good performance in aspects like respect and impartiality, values related to human rights. We also ranked third in the companies recognized as "Best Places to Work for Women Mexico 2024".

Great Place to Work certification is recognized in more than 97 countries and is given to companies that accredit trusted, high-performing workplace environments through assessment methodologies, employee surveys and organizational climate audits.

Infrastructure Division

Our Infrastructure Division received 7 "Best Places to Work" certifications in 2024 for all its lines of business, with our real estate business receiving certification in its first participation. This certification affirms everyone's efforts to create an environment where every employee feels valued, respected and motivated to reach their full potential.

Also, Perforadora México received Great Place to Work for Women 2024 recognition in the category of companies with more than 500 employees.



Collaborator at Ray Mining Unit, Arizona, United States

c. Corrective actions for cases of discrimination

GRI 406-1

Our Reporting Line received 2 reports of discrimination at Minera México in 2024, which were channeled to the Ethics and Discipline Committee. The Audit department completed their investigation in February 2025 and found the claims could not be corroborated, therefore no action was merited. For more information, see Business Ethics - Professional Ethics.

d. Freedom of association and collective bargaining, and prohibition of child and forced labor

GRI 407-1, 408-1, 409-1

We have company policies and procedures in place that eliminate any risk of child or forced labor, human trafficking or restriction on the freedom of association or collective bargaining at all our operations, in strict compliance with applicable regulations in each country where we operate. Grupo México is committed to the Children's Rights and Business Principles, a set of 10 principles developed by UNICEF, the Global Compact and Save The Children to protect children from any negative impact on this vulnerable group caused by business activity.

e. Operations subject to human rights reviews or impact assessments

GRI 412-1

Mining Division	Our 16 Mining Division operations and projects in Mexico and Peru have current participative social diagnostics.
Infrastructure Division	Our 4 operations in Mexico have current participative social diagnostics.
Transportation Division	In 2024 we began updating our Due Diligence process, with the intention of subjecting all our operations, including our value chain, to exhaustive analysis in order to adapt potential human rights risks and impacts to current conditions.

100%

of our operations in Mexico and Peru have participative social diagnostics.

f. Employee human rights training

GRI 412-2

	Country	Course length	Type of personnel	Employees participating	%
Mining Division	Mexico	1 h	Union	7,318	93.8%
			Non-Union	3,349	103.7%
	Peru	1.6 h	Union	1,745	59.9%
			Non-Union	1,581	71.6%
	EEUU	1 h	Union	-	-
			Non-Union	466	38.8%
	SCC	1.4 h	Union	9,063	84.6%
			Non-Union	4,930	90.9%
Transportation Division	Mexico	1 h	Union	-	-
			Non-Union	807	30.3%
Grupo México Corporate	Mexico	1 h	Union	-	-
			Non-Union	183	11.3%
Corporativo GM	México	2 h	Union	-	-
			Non-Union	59	100%
Grupo México		1 h	Union	9,063	43.4%
			Non-Union	6,445	58.7%



Collaborator at Buenavista del Cobre, Cananea, Sonora, Mexico

Mining Division

All new hires at Grupo México, both union and non-union, receive and sign their acknowledgement of our policies on Human Rights and Respect and Wellbeing of Company Personnel, and our Code of Ethics.

Every year, our personnel are certified in their knowledge of and adherence to the guidelines of our Code of Ethics, which defines the principles and behaviors to work in harmony with our people, internal and external suppliers, customers, authorities and our communities, with full respect for sustainable development and human rights. All union and non-union personnel participated in our 2024 Code of Ethics and Reporting Line training, where in addition to explaining our Code of Ethics, we provided guidance on using the Reporting Line, explained our commitments under the company Human Rights Policy, and discussed diversity and inclusion, and the prevention and handling of workplace and sexual harassment. We presented six videos to promote these principles, one of which was dedicated to the topic of diversity and inclusion. 95% of company personnel in Mexico completed the training and received certification in 2024.

In Peru, our Code of Conduct and Ethics training is delivered at the start of Course #4 of our Mining/Industrial Health and Safety Program in which all personnel at our operational sites participate. The training covers topics that include human rights and using the Reporting Line through audio and video tools to present the Southern Peru Copper Corporation Code of Conduct and Ethics. Additionally, all new hires (union and non-union) that joined the company in 2024 received the talk on our Code and Conduct and Ethics and the Reporting Line as part of their orientation.

For more information on our employee trainings on human rights, harassment, diversity and inclusion in both Mexico and Peru, see Diversity and Inclusion.

Infrastructure Division

Our Infrastructure Division provided its Compliance, Ethics and Integrity program in 2024, which includes eLearning and infographics. This seven-module program covers topics that include anticorruption, anti-money laundering, conflicts of interest, human rights, using the reporting line, fair work practices, and child and forced labor prevention.

For more information on our employee training in human rights, discrimination and workplace harassment, see Diversity and Inclusion.

Transportation Division

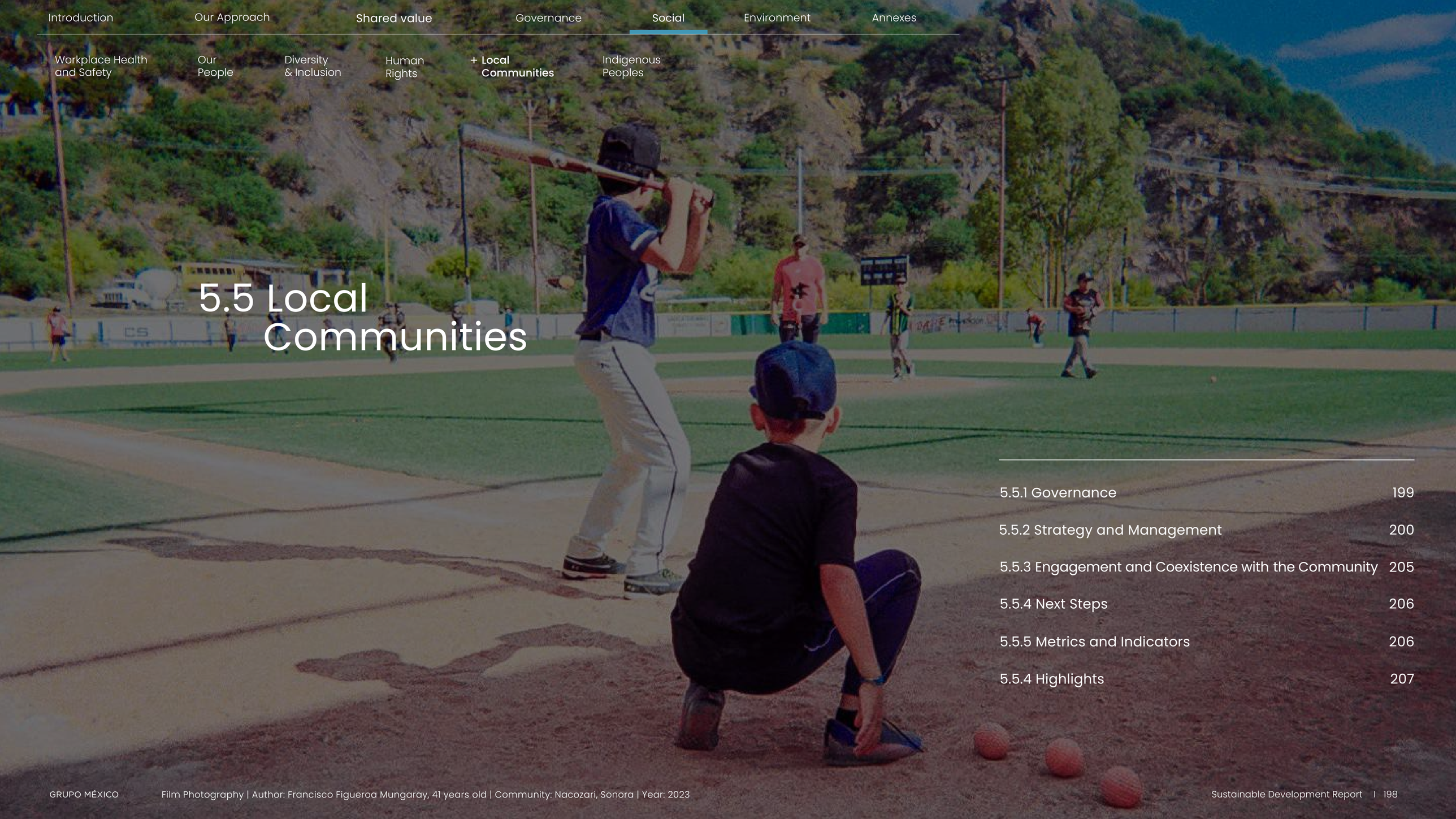
All non-union new hires in the Transportation Division receive an explanation of the Code of Ethics and Human Rights Policy, which they sign in acknowledgement on joining the company.

For more information on our trusted employee training in human rights, discrimination and workplace harassment, see Diversity and Inclusion.

Security officers

a. Human rights violations

There were no reports in 2024 (or in previous years) of any human rights violations involving any resident of our neighbor communities committed by any private security officer contracted by the company.



5.5 Local Communities

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Film Photography | Author: Francisco Figueroa Mungaray, 41 years old | Community: Nacozari, Sonora | Year: 2023

5.5 Local Communities

GRI 3-3 | SASB EM-MM- 210b.1.

It is a priority for Grupo México to be a good neighbor to the communities where we operate. Together, the company and our communities, we have the opportunity to support our mutual social and economic development, and also the attainment of the United Nations Sustainable Development Goals. For this reason, we believe that community development must be based on transparency and trust, and on building long-term, lasting connections.

We are guided by a deep respect for and promotion of the Human Rights of our employees, the communities near our operations, and our suppliers and contractors, in full compliance with the laws of the countries where we operate.

We aim to contribute to the overall wellbeing and to improve the quality of life of the communities with which we interact. To achieve this, we have developed a solid Community Development Model, which has been implemented in our Mining and Infrastructure divisions, while our Transportation Division uses a community engagement model. These models use engagement and participation tools based on open and transparent communication with all stakeholders.

We have used this approach to identify and anticipate environmental and social risks that may arise during the different stages of our production projects, designing and implementing prevention, mitigation and development strategies for services in benefit of our communities.

The community engagement model of our Transportation Division prioritizes maintaining and strengthening harmonious, respectful and lasting coexistence with communities.

5.5.1 Governance

Grupo México has an organizational structure for managing our community relations at each operation. For the Mining and Infrastructure divisions, this structure is supervised by the Community Development Department, while for the Transportation Division, this supervision is provided by the Government and Community Relations Department. For more information, visit the Grupo México Sustainability website.



Beneficiary of Youth Orchestras Program, Sonora, Mexico

5.5.2 Strategy and Management

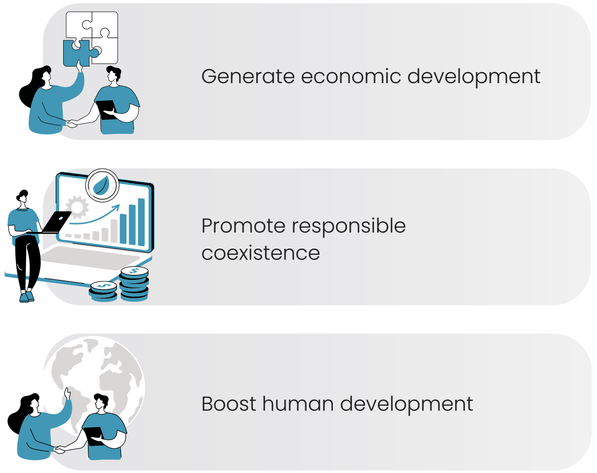
All **Mining Division** and **Infrastructure Division** operations and projects in Mexico, Peru and the United States are guided by our Community Engagement Protocol, which is applied during all stages of a business or project (planning, design, exploration, development, operation, closure and post-closure). The Protocol aims to ensure the wellbeing of the communities near our operations through active engagement based on listening, communication, participation, and addressing concerns and grievances, in addition to improving the quality of life of residents by promoting economic and human development with the community at the center of their own development and connection with authorities and institutions.

Our social management and community development model is divided into three areas:

- **Responsible Coexistence:** We build harmonious and lasting relationships with the communities where we operate through open communication and linkage mechanisms to actively listen and receive concerns and grievances, and to offer timely responses and attention.

- **Economic Development:** We create job opportunities, promote the local value chain with supplier programs, and make investments in social infrastructure (water, schools, etc.) to enhance, strengthen and weave a social fabric and improve the standard of living in our communities.

- **Human Development:** We create spaces to strengthen the social fabric, build trust and improve the quality of life of the communities where we operate.





Each site and project has a repository of reliable and verifiable information, supported by a Human Rights due diligence process for proper management. This includes:

- **Participatory Social Diagnostics:** A compendium of our analyses of the community context with documented, observational, qualitative, statistical and participatory research prepared by the company and the community, which provides a base on which we build our strategies for community engagement processes. These diagnostics include the needs and aspirations of the local residents, as well as the actions of the local authorities in the communities where we operate.

  The areas covered to identify needs and issues in the community context include, among others, topics related to water, biodiversity, education, social welfare, quality of life, health, safety, culture, sports, gender equality and economic development.

- **Stakeholder Map:** Consolidates all official, non-governmental and civil society institutions that operate in the community and is the primary source of information to define our institutional linkage and collaboration processes. This resource is updated regularly.

- **Action Protocol with Indigenous Communities** (where applicable): This Protocol for Relations with Indigenous Communities was built on a roadmap that outlines the steps to ensure respectful relationships with indigenous communities from the onset, the mechanisms for engagement, agreements and follow-up, and also a series of basic tools for consultation, forms and recommendations to act in a way that is culturally appropriate.

  El principal objective of the Protocol is to raise awareness and provide training and orientation to company employees, contractors and suppliers, providing them with tools for engaging with indigenous communities near our operations, respecting the worldview, culture and identity of these communities. For more information, see Indigenous Peoples.

- **Social risk matrix:** Social risks are adverse and uncertain factors, both internal and external, present in the environment in which the company operates and which could affect company operations and/or our neighbor communities. It is, therefore, essential to identify these risks and assess their probability of occurrence and potential impact, applying our due diligence process.

  This ongoing management process aids the identification, prevention, mitigation and response to potentially adverse impacts on human rights directly related to our operations, and also to minimize our exposure to potential social risks. A matrix is used to effectively manage these risks, to evaluate, classify, manage and monitor based on their degree of probability, impact and severity to determine and prioritize actions for their mitigation.

  We have a specific policy in place that outlines the corresponding commitments when a project or operation requires relocation.

The shared responsibility **Social Management Plan** is developed from the process of listening with the groups that comprise the communities near each operation. This Plan considers the local context and includes proposals, concerns, requests and specific needs.



Students from Esqueda Educational Center, Fronteras, Sonora, Mexico

The **Social Management Plan** considers, as a starting point, avoiding and minimizing significant negative impacts on the community, with a focus on human rights, defining mechanisms for open and participatory dialogue and listening with the local residents to address, remedy and appropriately compensate or offset in coordination with the corresponding company areas according to the nature of the issue.

The Plan also describes the economic and human development programs to be implemented in the neighbor communities to the site, working together with governments and local institutions. Additionally, indicators are defined to institutionalize the social assessment process in the communities, continually strengthening our efforts and strategies to define and adjust our social management and community development plans.

Our social management is conducted in full compliance with the laws in each country, considering current best practices.

These plans include:

I. Community engagement mechanisms: Responsible coexistence

In adherence of the principles of due diligence in Human Rights, we apply our communication and participation mechanisms according to the context of each community:

a. **Support and Attention Center:** Mechanism for providing prompt attention and response to concerns, requests and grievances from the community related to company activities or properties to contribute to strengthening the dialogue and trust, based on respect for human rights and the principle of responsible coexistence. For more information about this mechanism, see the Support and Attention Center section.

b. **Community Committees:** Groups formed with consideration of the gender and equity perspective, made up of representatives from the health, education and business sectors, and also youth and vulnerable groups. These Committees serve as a citizen liaison group between the community and the company to define priority issues, mechanisms for participation in social assessments and diagnostics, accountability and the evaluation of the company's social projects.

c. **Participatory monitoring and environmental watch committees (as permitted by the laws in each country):** Mechanisms for citizen participation, made up of civil society leaders, authorities and company representatives. In Peru, these committees actively participate in the quarterly environmental monitoring detailed in the environmental impact assessments for our mine projects, in accordance with applicable laws.

d. **Community dialogues:** Program, based on the due diligence criterion: *"information needs in the community",* that is available to respond on the occurrence of any of the following conditions:

- The company is about to start a project or activity in which various social sectors would have a common interest or that may have impacts on the community.
- An operational process is affecting the community.
- It is necessary to clarify information in the public opinion related to the activities of the company, identified in the media, social media, community blogs or recurring concerns and grievances.

This mechanism considers various actions and tools, such as visits and meetings with different authorities and/or stakeholders, and the dissemination of information in the local media (in coordination with the Media and Dissemination team of the Community Development Department).

The application of these mechanisms considers, where applicable, the perspective of the following social groups, prioritizing the principle of diversity and inclusion:

a. **Indigenous communities:** Recognizing the multicultural and multilingual nature of the countries where we operate, we are firmly committed to respecting the Human Rights of indigenous peoples and communities, in line with the United Nations Declaration on the Rights of Indigenous Peoples and the International Labor Organization (ILO) Convention 169.

b. **Artisanal mining:** We acknowledge legitimate artisanal and small-scale mining (ASM) activities that adhere to and are in compliance with the labor and environmental laws applicable to the extractive industry. It is quite common that ASM practitioners do not fully adhere to the laws and regulations, and they present risks to both themselves and to the community due to accidents and contamination. In response, we have strengthened our social diagnostics to better understand the underlying reasons and forms of this activity and design the most effective way to address them.

c. **Other minority groups** that could be relevant in each specific case.

In addition to the communication and participation mechanisms described, we operate social programs that foster economic and human development. The company coordinates these programs in close collaboration with various government and nonprofit organizations, based on the findings drawn from the diagnostics and in accordance with the operations and material topics applicable.

Our catalog of social programs considers 11 social, environmental and economic aspects, including:

- environmental management and impact
- water management and access
- development of energy projects for household users
- impacts on health
- improved quality of basic education
- public safety
- disaster and risk prevention
- job creation and opportunities for suppliers
- infrastructure development in the community
- gender equity
- training on regional economic job skills (farming, tourism, etc.)

Some of these programs are described following:

II. Economic development programs

GRI 203-1 y 203-2

We promote sustainable conditions and opportunities independent of the company to involve the community in the economic benefits the company brings to an area, improving their environment and quality of life. When a company project comes to the end of its lifecycle, we aim to leave the community strengthened and able to prevail.

a. ***Forjando Futuro:*** Program that focuses on strengthening skills through certification of mining trades or productive skills to support economic diversification appropriate to the region. The scope of the workshops and courses offered in each community is determined in conjunction with specialized institutions, considering the needs identified in the participatory diagnostics and the requirements of the specific profiles and skillsets of the operational areas of the site.

III. Human development programs

We have created 32 Community Development Centers in Mexico and Peru to support the human development of our communities, offering opportunities and services in remote areas. In the United States, ASARCO operates the Mineral Discovery Center, a visitor center dedicated to mining that offers guided tours of a mine in operation.

Our Community Development Centers offer activities, courses and workshops free of charge covering topics related to culture, health, physical activity and the environment, among others, supporting skill development for people of all ages, strengthening institutions, empowering residents and cultivating leaders.

Our flagship programs described following rely on high-level strategic alliances such as Los Naranjeros de Hermosillo, AR Monex Pro Cycling, Orquesta Sinfónica de Minería, Sinfonía por el Perú, among others, to maximize the performance of these initiatives.

a. **Youth Orchestras and Choirs:** Cultural artistic program that promotes the comprehensive development of children and youth through music, providing positive, safe spaces.

b. **Mobile Documentary Filmmaking Workshop:** Program that develops skills in filmmaking and photography in the communities where we operate.

c. **Baseball, Swimming and Cycling Academies:** Programs that promote sports among children and youth, cultivating a culture of wellness and positive values.

b. ***Provee:*** Creates an institutional framework that facilitates the company's procedures in terms of our relationships with local small businesses where AMC is present. We also offer orientation and accompaniment for AMC administrative processes through a one-stop shop for local suppliers.

c. **Investment in social infrastructure:**

- **Company funds:** Voluntary investment in social infrastructure projects using company resources, whether at company or public properties. In the latter case, we work in coordination with the local governments to support defining the mechanisms of shared responsibility and conservation of the infrastructure.
- **Works for taxes:** Mechanism applicable in Peru whereby the company executes works projects under an arrangement with the government as part of our tax payments.
- **Tamosura and Pinacate:** Located, respectively, in Cananea and Nacozari, Sonora, Mexico, these shopping centers offer spaces for local merchants and entrepreneurs, and include dedicated areas to promote sports, health, culture, and also green spaces for recreational and leisure activities.
- ***Tiendas del Minero*:** Supporting our employees, their families and the community at large, this supermarket chain offers goods at competitive prices. We currently operate ten stores in Mexico and eight in Peru.

d. **Seed capital grants:** Social and/or productive projects, financed through an investment fund provided by the company, to promote participation and shared responsibility encouraging innovation of alternatives for the development and wellbeing of the community. Projects are evaluated and approved by a Community Committee and executed jointly by the community and the company.

The performance of these programs is reported in the section Metrics.

We also operate 11 company-sponsored schools, four in Mexico and seven in Peru. For more information about our schools, visit the Grupo México Sustainability website.

For more information about specific aspects of our social management plans during the closure of operations, see Closure of Operations.

5.5.3 Engagement and Coexistence with the Community

Transportation Division

GRI 413-1, 413-2

With presence in 24 states in Mexico and two in the United States, building and maintaining mutually respectful relations with the communities that neighbor our rail lines is fundamental for the Transportation Division. Therefore, our activities are managed under a framework of evaluation, management and ongoing communication with the communities where we operate.

Our community engagement processes include interviews and surveys with stakeholders, regular meetings with local governments and stakeholders to identify common points of interest, and also to define trainings to strengthen skills, particularly on topics of safety and the railroad and level crossings.

Our commitment to the community prioritizes respecting the rights of indigenous peoples and communities, in strict compliance with our General Policy on Respect for the Rights of Indigenous Peoples and Communities and our Community Development Policy.

Additionally, the Transportation Division offers a reporting line on our website, which anyone can use to submit a complaint or grievance involving our operations.

We have developed a community engagement model to support our community relations, involving four strategic lines of action:

1. Support for indigenous communities

- Community transportation: We offer discount rates for the residents of communities in Chihuahua and Sinaloa.
- Free transportation of goods: We transport donated foodstuffs and materials to Sierra Tarahumara communities free of charge.

2. Coexistence between the railroad and the communities

- Education and awareness: We conduct campaigns and workshops each year to promote a road culture of respect and accident prevention at critical crossings.
- Dr. Vagón, the Health Train: In collaboration with the Grupo México Foundation, we provide free healthcare services to remote communities in Mexico.

3. Investment in social infrastructure

We build and improve infrastructure to benefit our communities, prioritizing projects that boost social development. This includes collaboration to improve railway crossing infrastructures.

4. Boosting tourism

Through the Chepe Express, we attract Mexican and international tourism, generating economic spillover in one of the most remote and underprivileged areas of the country, the Sierra Tarahumara. This model reaffirms our commitment to being an ally to the community, promoting comprehensive development and mutual respect.



Rarámuri population, Chihuahua, Mexico

5.5.4 Next Steps

Our Community Development Model breaks down into 12 materiality topics related to the three principal aspects of the Global Reporting Initiative (environment, society and economy) and aligned with the indicators and targets of the 2030 Sustainable Development Goals.

In the furtherment of our defined goals, we will continue our social investments in 2025 in both infrastructure and economic and human development programs for the communities where we operate. To continue to increase our positive impact, we will focus on:

Investing in water, educational and urban improvement infrastructure projects, focusing on the environment, health and safety. In Mexico, of particular note is the construction of sports center in Nacozari, Sonora and improvements to sports facilities in other communities. In Peru, construction continues on the Ilo wastewater treatment plant and investments in high performance schools and other educational centers. In the United States, we will break ground on a renovation project at the ASARCO Mineral Discovery Center.

Implementing programs for local small suppliers in Tia Maria and Michiquillay, Peru, at Asarco in the United States, and in Cananea, Nacozari and San Martín, Mexico, in addition to training in mining and non-mining trades for the economic development of our communities.

Developing partnerships and scholarship programs to support outstanding youth in our youth orchestras and choirs, documentary filmmaking workshop and sports programs (swimming, baseball, cycling and soccer) to continue their education and build on their skills.

For more information about our 2030 targets, see Our Approach - Corporate Sustainable Development Goals.

5.5.5 Metrics and Indicators

The 2024 performance on Community Engagement for our Mining Division (including Southern Copper Corporation) and our Infrastructure Division is disclosed with the following structure:

Mining Division and Infrastructure Division

a. Knowledge Bases

- Participative social diagnostics
- Stakeholder identification and engagement
  - Artisanal and small-scale mining
- Engagement with indigenous peoples and communities
- Risks and impacts on local communities

b. Implementation and Monitoring of our Social Management Plans

- Community participation mechanisms
  - Support and Attention Center
  - Community committees
  - Community dialogues
- Social programs
  - -Social investment and community programs
  - Infrastructure projects
  - *Forjando Futuro*
  - Seed Capital Grants
- Social closure of operations
  - Regional economic activity: Capacity building and strengthening
  - Economic diversification

c. Recognitions and Certifications

Transportation Division

a. Services provided by Dr. Vagón, the Health Train
b. Approval of regional transportation programs along the Chepe line
c. Performance of the free transportation program that delivers donated goods to the Sierra Tarahumara
d. Reach of the *"Cuidado con el tren"* (Watch out for the train) campaign

5.5.6 Highlights

Our principal social performance results in Mexico, Peru and the United States in 2024 were:

1,856
Programs with 12,470 activities.

285,614
Participants and people benefited.

6,024
Volunteers.

23,623
Volunteer hours.

1,948
Institutional linkages.

Social investment:

US$12.9 million
in community development programs, social linkage and productive projects.

US$29.6 million
in operating costs for schools and company neighborhoods.

US$61.4 million
in infrastructure, works and equipment for communities and company neighborhoods.

We received 3 recognitions in 2024, noting:

Exceptional Company
for our Due Diligence model on human rights and good practices in the development of social infrastructure.

Leaders in Sustainable Innovation Award

Mining Division and Infrastructure Division

a. Knowledge Bases

a.I Participative Social Diagnostics

Operations with local community engagement, impact assessments and development programs

GRI 413-1

We apply a human rights due diligence process throughout the life of each company project (exploration, construction, operation and closure). This process has two components: the participative social diagnostic and linkage mechanisms (including our Support and Attention Center).

The participative social diagnostic helps the company to identify a community's concerns, needs and aspirations through focus groups, workshops, semi-structured interviews and surveys with various groups (children, youth and adults).

We have conducted community consultations at all our Mining Division (including Southern Copper Corporation) and Infrastructure Division operations (active, inactive and in development) in Mexico, Peru and the United States. From this process, we learn the opinions, needs and perspectives of the community on a specific topic. These consultations are conducted through participative social diagnostics in the communities where we operate to ensure the diagnostic accurately reflects the reality and the priorities of the community and to define, together, a social management plan with programs and projects that generate shared value.



Students from the Youth Orchestras Program, Sonora, Mexico

As noted in the Participative Social Diagnostic procedure, these diagnostics are prepared at the start of each project and are updated every two years, therefore, the social diagnostics for our sites (22 operational sites, 6 projects in development, 3 inactive operations) are either current or in the process of being updated, as summarized following:

Division			Currently active operational sites						Projects in Development: 6		
			Active Operations: 22			Inactive Operations: 3					
			Site	Last Update	Next update	Site	Last Update	Next Update	Site	Last Update	Next Update
Mining Division	Southern Copper Corporation	Mexico (MM)	Zinc Electrolyte Refinery	2023	2025	Nueva Rosita Plant	2024	2026	El Arco	2022	2024
			Charcas Mine	2023	2025	Santa Eulalia	2024	2026	El Pilar	2022	2024
			La Caridad Mine Complex	2023	2025	Taxco	2023	2025	Angangueo	2023	2025
			Processing Plant (METCO)	2023	2025						
			Lime Plant								
			Guaymas Terminal	2017	NA[1]						
			Santa Barabara Mine	2022	2024						
			Central Repair Shop								
			San Martin Mine	2023	2025						
			Cananea Mine Complex	2022	2024						
			Pilares Mine								
		Peru (SPCC)	Cuajone Mine	2023	2025				Michiquillay	2023	2025
			Ilo Plant	2023	2025				Los Chancas	2023	2025
			Toquepala Mine	2023	2025				Tía María	2023	2025
	ASARCO	USA	Silver Bell Mine Complex	2024	2026						
			Ray Mine	2024	2026						
			Hayden Plant	2024	2026						
			Mission Mine	2024	2026						
Infrastructure Division		Mexico	Highways	2024	2026						
			Oil & Gas	2024	2026						
			El Retiro Wind Farm	2024	2026						
			Fenicias Wind Farm	2024	2026						

[1] The community center had to be closed in 2019 due to safety concerns. Since then, we have conducted our interactions by other means and media.

Our current production assets (active and inactive operations) and projects in development requiring community consultations are summarized following by the status of their community consultation process and social management plans with actions implemented.

Division	Current Production Assets								Projects in Development			
	Active operations: 22				Inactive operations: 3				Projects in development: 6			
	% Operations with participative social diagnostics in place	% Operations that have required community consultation	% Operations in the process of community consultation	% Operations with active social management plans	% Operations with participative social diagnostics in place	% Operations that have required community consultation	% Operations in the process of community consultation	% Operations with active social management plans	% Operations with participative social diagnostics in place	% Operations that have required community consultation	% Operations in the process of community consultation	% Operations with active social management plans
Total Mining Division	**100%**	**100%**	**13%**	**100%**	**100%**	**100%**	**0%**	**100%**	**92%**	**100%**	**33%**	**100%**
Southern Copper Corporation	**100%**	**100%**	**18%**	**100%**	**100%**	**100%**	**0%**	**100%**	**83%**	**100%**	**33%**	**100%**
Mexico (MM)	100%	100%	25%	100%	100%	100%	0%	100%	67%	100%	67%	100%
Peru (SPCC)	100%	100%	0%	100%	NA	NA	NA	NA	100%	100%	0%	100%
ASARCO (USA)	**100%**	**100%**	**0%**	**100%**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**
Total Infrastructure Division	**100%**	**100%**	**0%**	**100%**	**NA**	**NA**	**0%**	**NA**	**100%**	**100%**	**100%**	**100%**
Total Grupo México	100%	100%	11%	100%	100%	100%	0%	100%	96%	100%	43%	100%

Grupo Mexico:

All our 25 production assets (active and inactive operations) have required community consultation processes.

16% of our 24 production assets (active and inactive operations) are in the process of conducting community consultations.

All our 6 projects in development have required community consultation processes.

33% of our 6 projects in development are in the process of conducting community consultations.

Southern Copper Corporation:

All our 17 production assets (active and inactive operations) have required community consultation processes.

24% of our 17 production assets (active and inactive operations) are in the process of conducting community consultations.

All our 6 projects in development have required community consultation processes.

33% of our 6 projects in development are in the process of conducting community consultations.

Note: A community consultation is a process that involves the members of a community to gather their opinions, needs and perspectives on a specific topic. This process is conducted through our participative social diagnostics in the communities where we operate.

a.II Stakeholder Identification and Engagement

Artisanal and small-scale mining

Operations where artisanal and small-scale mining takes place on, or adjacent to, the site

GRI G4 MM8

We have identified public and nonprofit institutions, organizations, groups and offices to define processes for collaboration and linkage to implement our participation mechanisms and target our social programs. We take into consideration, where appropriate, the perspectives of **indigenous groups**[3] and **farming communities**[4], artisanal miner groups, and other minority groups, following the principles of diversity and inclusion.

We identified the artisanal and small-scale mining (ASM)[5] near our operations in 2023 to understand these ASM activities and their relevance for those who engage in them. We found that the only presence of ASM is near our Cananea mine in Sonora, Mexico, representing 5% of our total 21 active and inactive sites in Mexico, Peru and the United States as summarized following:

Division	Total sites (active and inactive)	Number of sites where ASM is present	% Sites where ASM is present
Total Mining Division	**21**	**1**	**5%**
Southern Copper Corporation	**17**	**1**	**6%**
Mexico (MM)	14	1*	7%
Peru (SPCC)	3	0	0%
ASARCO (USA)	**4**	**0**	**0%**

* Active operation

[3] Social and cultural groups that have a specific ethnic identity and an ancestral relationship with a certain land. These communities tend to have their own social, economic and political systems, and also their own languages, cultures and traditional lore passed down from generation to generation.

[4] Farming communities are recognized in the Peruvian Constitution, comprising families connected by ancestral, social, economic and cultural ties, expressed in the communal ownership of land, communal work, mutual assistance and democratic governance.

[5] In reference to this indicator, we use the definition of legitimate artisanal and small-scale mining (ASM) provided by the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals.

This artisanal mining is focused on the extraction of turquoise, a practice carried out by tunneling into the hills, which is different from our open-pit mining operation. The ASM mining activity is currently being conducted outside of company property and doesn't affect our operation. In Mexico's Mining Law, turquoise is considered a precious stone subject to this legislation, therefore the land for its extraction must be concessioned by the federal government. Additionally, those who engage in this activity must comply with labor and environmental laws, among others.

It is common for artisanal and small-scale miners to not fully comply with regulations, posing risks to themselves and the community due to accidents and pollution. This makes it hard to have a direct interaction with them regarding their activity.

All our Community Development programs and services, including our Support and Attention Center, job skills training, sports, cultural and education programs, among others, are available to the general public, including artisanal miners.

Additionally, the short film *"Piedra de Cielo"* (Stone from Heaven) was produced under our Documentary Filmmaking Mobile Workshop6. This film features artisanal turquoise mining in the area.



Members of the youth softball team, Nacozari de García, Sonora, Mexico

[6] Documentary Filmmaking Mobile Workshop: https://www.youtube.com/watch?v=3OaJrCjC8pA

a.III Engagement with indigenous peoples and communities

Operations on or adjacent to indigenous lands and operations that have formal agreements with indigenous communities

GRI G4-MM5

There is a Cochimi community in an indirect area of influence of the Mining Division in Mexico, while in Peru, there are Quechua in the core area of an exploration project and Aymara in the direct area of influence of two operations. In the United States, there are Tohono O'odham in the core area of one operation and Akimel O'odham and Pee-Posh (two tribes of the Gila River Indian Community), and Apache in the direct area of influence of two other operations. There is a Zapotec community near one of our Infrastructure Division wind farms.

For more information on our engagement with indigenous peoples and communities, see Indigenous Peoples & Communities.

Division	Operations (active, inactive, projects)	Presence of indigenous communities according to the area of influence		
		Core	Direct	Indirect
		Inside an operational site or project	3 miles (5 km) from the core of the operational site or project	Outside the 3 mile (5 km) direct area of influence, where there are settlements that could be impacted by the operation
Total Mining Division	**27**	**1**	**1**	**3**
Southern Copper Corporation	**23**	**1**	**2**	**1**
Mexico (MM)	17	0	0	1
Peru (SPCC)	6	1	2	0
ASARCO (USA)	**4**	**0**	**1**	**2**
Infrastructure Division	**4**	**0**	**1**	**0**

a.IV Risks and Impacts on Local Communities

Operations with significant actual or potential negative impacts on local communities

GRI-413-1 | SASB- EM - MM - 210b1

The following table summarizes the principal human rights-related risks we have proactively identified through our participative social diagnostics. Of note is that, in many cases, the risks are not directly associated with our operations, however they could impact our communities. In response, our mitigation plans address these risks, taking action in collaboration with the different levels of government in Mexico and Peru.

We define significant impacts as any situation the authorities determine requires remediation, such as displacement, loss of traditional territories, resettlement or encroachment on the cultural privacy of communities adjacent to mine operations.

To address this, we have company policies and processes in place, designed to assess the different types of risk and prevent impacts on the communities.

There were no significant impacts on communities near our operations in Mexico, Peru or the United States in 2024.

Although action has not yet been taken, we have identified two exploration projects in Peru (Chancas and Michiquillay) where a small number of people may be required to relocate. This possibility is considered in the social relocation agreements negotiated with the communities involved. In both cases, efforts are being made to minimize this possibility and, if necessary, actions will be taken in accordance with current legislation, in compliance with our Resettlement Policy and with the support of a dedicated community development program.



Students from Minerva Educational Center, Cananea, Sonora, Mexico

Division	Operation	Principal human rights-related risks perceived by the communities and identified through the participative diagnostics	Preventive/mitigation/remediation actions taken
Mining (Mexico)	La Caridad	Environment (liabilities of other mining companies)	• Moctezuma Mining Company tailings remediation program
		Access to water***	
	Esqueda	Free transit and safety (railroad crossings)**	• Urban improvement project for spaces near the rail lines and safe railroad crossings 2022-2023
	Cananea	Access to water***	• Comprehensive Plan for Cananea, with the federal, state and municipal governments, to ensure water availability for the community
		Access to economic spillover generated by company operations**	• Program to strengthen local suppliers
	El Arco	Access to decent work (lack of sources of employment)***	• *Forjando Futuro* (high school equivalency program)
	Santa Barbara	Social environment	• Media campaign for the Santa Bárbara Próspero program ("We are Santa Barbara, we are responsible, we are respectful, we are honest") at and outside the company site; Implementation of our Support and Attention Center (SAC) with timely follow-up on reports
		Environment (drilling and tailings dust)*	
		Safe and healthy workplace (illegal mining)**	
	Nueva Rosita	Environment (operation in closure stage)**	• La Chimenea park improvement program
		Social context (case of Pasta de Conchos)	• Monitoring of the Educational Trust • Nueva Rosita youth orchestra program
	Charcas	Environment (water shortages in the community of Charcas)	• In collaboration with Human Resources, development of short, medium and long term solutions to address water shortages • Actions taken include media campaigns and promoting caring for the environment at all educational levels; a school orchards program and a water capturing program
		Safety (correct helmet use by motorcyclists)	• In collaboration with Human Resources and the Charcas city hall, we are conducting media campaigns on correct helmet use by motorcyclists, with screens at company sites, billboards, and informational flyers strategically placed around the company
	San Luis Potosi	Environment (air and soil)*	• Bicentennial park, tree nursery, educational nursery and schools near the company site
		Unfamiliarity with the operation	• "Known My Company" tour program, with 24 visits each year open to employees, local residents and schools
	San Martin	Environment (tailings dust)*	• Dust reduction plan for the operational areas; regular clean-up campaigns for waterways and the community
		Job security (local suppliers)*	• Collaboration with state authorities: Sign an agreement for supplier development • Implementation of our *Provee* program for small businesses
		Job security (union activity)	• Open dialogue with employees and their families • Strengthen social programs: Seed Capital Grants and Sports Academies
	Angangueo (project)	Environment (former tailings dam)*	• Tailings dam remediation • Address concerns or grievances involving remediation actions through the SAC

*Risks related to our operations.
**Risks partially related to our operations.
***Risks in the community, unrelated to our operations.

Division	Operation	Principal human rights-related risks perceived by the communities and identified through the participative diagnostics	Preventive/mitigation/remediation actions taken

Mining (Peru)	Toquepala	Access to water (location in the Atacama Desert) ***	• Candarave water infrastructure projects (construction of dams and canals, technical studies to optimize the water supply for household consumption and agriculture)
			  • Callazas dam
			  • Calientes dam
			  • Pilot water treatment plants in Talaca and Curibaya
			  • Drinking water for Candarave district

		Access to decent work (lack of technical skills training)**	• *Forjando Futuro* program (job skills training)
			  • Basic technical training in carpentry (Candarave); Job skills training (Pampa Sitana)
			  • Local Supply program component; strengthening organizations in Candarave
			  • Entrepreneurship training in Candarave
			  • Capacity building – Ilabaya (gastronomy and cosmetology)

		Limited economic development***	• Productive programs tailored to the local context
			  • Training in weaving and embroidery
			  • Training in dairy production (Candarave)
			  • Technical assistance program for productive organizations – Ilabaya

	Ilo	Environment (air and water)**	• Construction of the Ilo wastewater treatment plant • Environment-related volunteer programs
	Cuajone	Environment (air)*	• Dust capturing and monitoring program, and farming support programs
		Limited access to healthcare ***	• Equipment upgrades at the Torata Health Clinic through the Impulsa Torata program • Comprehensive medical campaigns attending 5+ specializations each year

		Access to decent work (lack of sources of employment)***	• *Forjando Futuro* program (job skills training)
			  • Technical training
			  • Local Supply program component; strengthening organizations
			• Entrepreneurship training program

	Los Chancas	Limited economic development	• *Forjando Futuro* (job skills training), temporary employment program and Bienestar en tu comunidad program (health campaigns)
		Lack of access to specialized healthcare ***	• Health program (health campaigns)
		Services for the elderly are a low priority (mental health, recreational)	• Programs for the elderly
		Inadequate access to basic services ***	• Clean water and sanitation
		Lack of access to quality education ***	• Educational program (capacity and skill building and development)
		Inadequate school, healthcare and agricultural infrastructure ***	• Program for local suppliers
		Limited training for local suppliers **	• Programa de proveedores locales
		Farming crisis due to climate change ***	• Agricultural production program
		Access to water (farming community) **	• Clean water and sanitation

*Risks related to our operations.
**Risks partially related to our operations.
***Risks in the community, unrelated to our operations.

Division	Operation	Principal human rights-related risks perceived by the communities and identified through the participative diagnostics	Preventive/mitigation/remediation actions taken
Mining (Peru)	Tia Maria	Access to water (location is near farmlands) **	• Mine designed to operate with desalinated water; comprehensive drinking water project studies for the Islay province
		Food security (farming crisis due to climate change) Agricultural technification program	• Agricultural technification program
		Access to decent work (lack of sources of employment)***	• Trabajo Digno program (decent work) • *Provee* program • Capacitación para la Vida (Training for Life) program
	Michiquillay	Access to healthcare ***	• *Bienestar en Tu Comunidad*: Directed health campaigns, with public health agencies, for farming communities, particularly focusing on vulnerable populations and the elderly, and mental health
		Environment (air, water)*	• Participative air and water environmental monitoring program with representatives from public agencies and environmental monitoring committees • Environmental volunteer program
		Limited economic development ***	• *Provee* program (linkage opportunities with SPCC) • *Forjando Futuro* program (job skills training and strengthening local supply) • *Forjando Futuro* program (job skills training) in trades to optimize employment opportunities • Program to strengthen community organizations and associations (*Proyecto Código*), encouraging participation and designing plans for community development
Infrastructure (Mexico)	Highways	Gender equality ***	• Culture of peace and healthy coexistence; linkage with the Guanajuato State Human Rights Agenc
	El Retiro	Protections for the Zapotec culture (indigenous communities)**	• Preservation of the Zapotec culture through language courses, embroidery workshops, cultural activities, and regional hairstyling workshops • Raising awareness on indigenous rights through participation in the International Community Development Conference • Community services in Zapotec
	Fenicias	Citizen safety ***	• Schools without Violence workshops and initiatives to foster a culture of peace
	Drilling	Environment (water and marine life)**	• Comprehensive environmental strategy covering 5 areas: 1. Training and awareness on caring for the environment 2. Promoting the protection of marine species (sea turtles) 3. Strategic linkages 4. Implementing green technologies (rainwater capture systems) 5. Environmental conservation and restoration initiatives (Healing the Cove)

* Risks related to our operations.
** Risks partially related to our operations.
*** Risks in the community, unrelated to our operations.

Number and description of significant disputes related to land use, customary rights of local communities and indigenous peoples

GRI MM6

The company conducts its operational activities respecting the dynamics of the community in terms of their customs, sharing common goals for the development and wellbeing of the local residents. The company holds as a high priority maintaining close and healthy relationships with the local communities to prevent conflicts involving land use, strengthening our protocols and channels of communication to address any negative perception the community may have regarding lands and their management.

In this indicator, disputes are understood as conflicts between the company and the affected community involving land use or the customary rights of local communities and indigenous peoples. Disputes are considered significant when they cannot be resolved jointly within a reasonable time, there is a recurrence, the matter is widespread, or there would be long-term financial, legal or reputational consequences for the community or the company.

Under this definition, no significant disputes occurred at our operations in 2024.



Beneficiaries of the Youth Orchestras Program, Nueva Rosita, Coahuila, Mexico

b. Implementation and Monitoring of our Social Management Plans

b.I Community participation mechanisms

Support and Attention Center

Extent to which grievance mechanisms were used to resolve significant disputes

GRI-MM7

Our **Support and Attention Center** (SAC) is an open and permanent communication mechanism between the community and Grupo México, through which the community can communicate their concerns and grievances to the company when their human rights are involved.

This key tool in our due diligence process on human rights was designed in consultation with the Office of the United Nations High Commissioner for Human Rights in Mexico, and we receive occasional feedback from this body. The SAC is currently operating at 28 Mining Division and Infrastructure Division sites (active, inactive and in development) in Mexico, Peru and the United States.

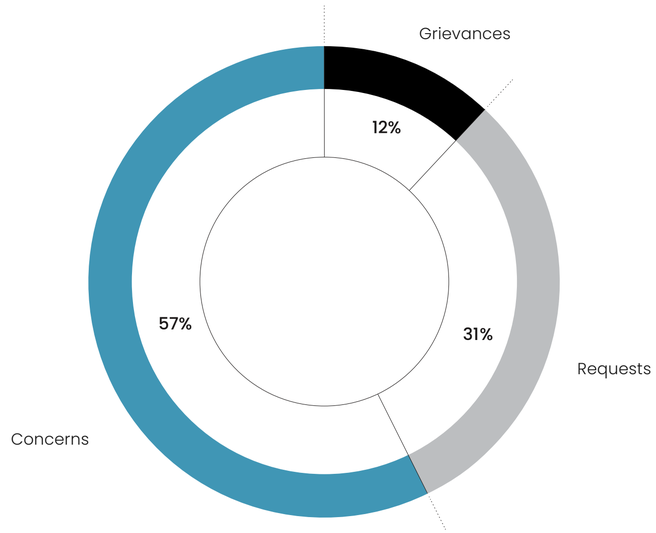
The reports received via our Support and Attention Center are summarized following by Division/country and by type of report:

2024 Reports received by division and country

	Requests	Concerns	Grievances	Total
	Level I	Level II	Level III	
Total Mining Division	**175**	**318**	**66**	**559**
Southern Copper Corporation	**162**	**317**	**59**	**538**
Mexico	27	12	38	77
Peru	135	305	21	461
ASARCO (USA)	**13**	**1**	**7**	**21**
Total Infrastructure Division	**2**	**3**	**4**	**9**
Total Grupo México	**177**	**321**	**70**	**568**

2024 Issues raised			
Topic	Requests or Concerns	Grievances	Total
Environment	4	17	21
Health and safety	1	9	10
Property issues	4	1	5
Business partners (suppliers and contractors)	39	25	64
Community relations	96	8	104
Job-related	328	0	328
Private property	0	2	2
Channeled to the Ethics and Discipline Committee	0	1	1
Indigenous communities	0	0	0
Other	25	8	33
Total	498	70	568

Grupo México



Of the 70 grievances received in 2024 through our communication channels, 60% fell into two categories: Commercial Partners (suppliers and contractors) and Environmental Issues.

- The 25 grievances in the Commercial Partners category involved late payments from suppliers to company employees and to outside contractors, and also a lack of communication on selection processes by suppliers and disgruntlement from a perceived lack of contracts. We addressed these cases by providing information to help users to identify the cause of the delayed payments and we provided additional assistance in this area. For example, we contacted the Contracts department to confirm information and included the Community Development department in the initial meetings with suppliers to emphasize the importance of maintaining good relationships with the local workforce and to talk about the SAC. Additionally, our Provee (Provide) program provides assistance to bring local small businesses into our value chain.

- We received 17 grievances involving environmental issues. After confirming the situation, with the support of local teams and following our Environmental Management System, actions were taken that included watering roads, seismographic studies of homes, and pipe repair projects.

The remaining 40% of the grievances involved disgruntlement from a perceived impact on the community. In coordination with other areas, the actions taken included road improvements, cleanup campaigns and property maintenance.

Sample cases:

Grievance involving dust generated by trucks
Santa Barbara, Chihuahua, Mexico

The SAC received a report on February 12 complaining about dust being kicked up from the trucks hauling tailings from the Noriega facility to the San Diego facility. The individual expressed they feared this situation would cause an accident. Mine personnel supervised the contractor while they cleaned the road (manually and with machinery) that same day. A few days later, the mine watered the dirt road various times to reduce dust.

The Community Development team contacted the individual to inform them of the actions taken. A meeting was held in early March with representatives from the Municipal and State Departments of Transportation and Communications, Health and Safety, and Community Development, where it was agreed to cover the trucks with tarps to reduce dust dispersion and to compact the road in question. The State Highway Department committed to donating paint and labor to paint the road surface markings and authorized caution signage to be placed in the areas where the incident occurred.

Grievance involving a contractor failing to pay a worker
Toquepala, Peru

In December 2024, a contractor company worker contacted the SAC to report that they had not been paid for 4 days of work at the Toquepala plant. After unsuccessful attempts to contact the company's payment processor, the worker decided to report the complaint. The SAC received and logged the case, then reported it to the Contracts department, who contacted the contractor company to confirm they were paying their workers. The contractor company shared proof the pay had been deposited and the worker was informed that the matter had been closed.

Community Committees and Dialogues

The actions and tools of our Community Dialogues program include visits and meetings with different authorities and/or stakeholders, including Community Committees and Participative Environmental Monitoring Committees (Peru). The performance of this program is summarized following:

Number of community participation mechanisms by country

Division	Community Participation Mechanisms	
	Community Committees	Environmental Monitoring Committees
Total Mining Division	**19**	**2**
Southern Copper Corporation	**19**	**2**
Mexico (MM)	8	0
Peru (SPCC)	11	2
ASARCO (USA)*	**0**	**0**
Total Infrastructure Division	**2**	**0**

Number of sessions in 2024

	Community Committees	Environmental Monitoring Committees
Total number of sessions	**87**	**8**
Principal topics discussed	Confirmation of the Community Committee, Evaluation and follow-up on social projects, seed capital grants.	Reports of water, air and soil studies, as considered in the Environmental Management Plan.

2024 Linkages and dialogues by country

Division	Community Communication Mechanisms
	Sector linkages and dialogues
Total Mining Division	**1,789**
Southern Copper Corporation	**1,702**
Mexico (MM)	512
Peru (SPCC)	1190
ASARCO (USA)	**87**
Total Infrastructure Division	**159**

* Formal community participation mechanisms are being developed following a restructuring of the implementation of the management model for the USA.

b.II Social programs

The performance of our social programs in Mexico , Peru and the United States is summarized following:

Division	Social programs	Activities	Participants + People benefited	Volunteers	Volunteer hours
Total Mining Division	**1,504**	**10,109**	**255,176**	**4,954**	**19,129**
Southern Copper Corporation	**1,492**	**10,109**	**244,375**	**4,954**	**19,129**
Mexico (MM)	1,042	4,119	102,276	3,247	12,434
Peru (SPCC)	450	5,990	142,099	1,707	6,695
ASARCO (USA)	**12**	**0**	**10,801**	**0**	**0**
Infrastructure Division	**352**	**2,361**	**30,438**	**1,070**	**4,494**
TOTAL	1,856	12,470	285,614	6,024	23,623

Highlighted programs:

Documentary Filmmaking and Photography Mobile Workshop

Our Documentary Filmmaking and Photography Mobile Workshop program has served more than 1,010 children and youth in nine communities in Mexico and the United States over the last five years. Over 296 workshops, participants have produced 192 films and over 3,000 photographs. This collaborative effort fosters creativity and artistic expression among the workshop participants.

The *Asociación Mexicana de Comunicadores Organizacionales* (AMCO) and the Business Council recognized our Documentary Filmmaking and Photography Mobile Workshop this year as a good practice in social communication.

The short film *"Volar para trascender"*, from the Santa Barbara community in Chihuahua, Mexico, received Best National Production and Best Documentary awards at the 29th Children's International Film Festival, held at the Cineteca Nacional in Mexico City.

The documentary *"Correr el riesgo de la infancia"*, produced by the Centro de Capacitación Cinematográfica and Grupo México Filmmaking Mobile Workshop students, was shown at the 2024 International Film Festival in Morelia, Michoacan.

Naranjeros - Grupo México Baseball Academy

The Naranjeros-Grupo México Baseball Academy fosters and develops the game of baseball among children and youth aged 4-17, residents of the communities of Cananea, Nacozari and Esqueda in the state of Sonora, Mexico. This program is operated through a strategic alliance with the Mexican Pacific League, the Hermosillo Naranjeros baseball club and the Sonora State Sports Commission (CODESON).

2024 Results

- More than 450 program participants, 44% of whom are children of company employees.
- 18 students were selected to play on the Grupo México team in the Mexican Pacific League Junior Tournament, 11-12 age group.

Schools

Students

2,000 Mexico

1,287 Peru

Teachers

126 Mexico

168 Peru

Schools

4 Mexico

7 Peru

Schools

The Mining Division sponsors schools at 7 of its operation and office locations providing spaces for the comprehensive development of our employees and their families, in addition to improving the level of education in these communities. Located in Mexico and Peru, these schools offer preschool, elementary and middle school education.

Services provided

Our schools offer a variety of services that facilitate and enrich student activities, such as a transportation service, extracurricular activities, extended hours, personalized tutoring, and psycho-pedagogical and nutritional care.

A total of 3,287 students, aged 3-16, were served in 2024 by a multidisciplinary staff of 294 teachers, 18 psychologists, 33 workshop and extracurricular activity facilitators, 18 coordinators and 18 school principals.

Academic achievement

Our schools conduct regular assessments using internal mechanisms, standardized testing and evaluations by outside institutions to ensure our students are advancing in their skills and learning.

In Mexico, 2nd and 9th grade students participated in standardized testing; 42% obtained satisfactory or higher results in Spanish and mathematics.

In Peru, 4th and 8th grade students participated in inhouse assessments based on the Student Census Assessment, which gathers information on student learning levels; 45% of our students obtained satisfactory or higher results in Spanish and mathematics.

Bilingual education

In 2024, 48% of our students completed their basic education at company-sponsored schools, graduating with an intermediate or higher level in English.

Our schools apply different methodologies for teaching English and we hold agreements with educational programs like Cambridge University Press, Oxford University Press, Pearson Education, Richmond and National Geographic, which are instructed by 65 bilingual teachers working in coordination with different organizations, achieving positive results in learning English as a second language.

Health promotion

To promote healthy habits that stay with students for a lifetime, our schools have multidisciplinary teams that accompany, raise awareness and train students and their families on the importance of healthy eating and exercise, and the impacts on their overall health.

At 2024 close, 71% of students in Mexico and Peru are at their ideal weight.

12 physical education teachers lead healthcare and physical development activities with the students, including exercise breaks, conscious eating campaigns and healthy cooking workshops at our schools in both Mexico and Peru.

Students with learning barriers

Our schools have specialist teachers in inclusive education, who train and accompany classroom teachers in preparing Individual Orientation Programs to support students with special needs, as well as providing personal accompaniment for students.

398 students with special needs were served throughout the school year by 18 psychologists, with the support of 8 shadow teachers and 12 teacher aids, providing assessment services, pedagogical adjustments, workshops for families and ongoing training for staff on diversity and inclusion.

Grupo México-sponsored Schools

Mexico



01 *Centro Educacional La Caridad Esqueda*
- Location: Esqueda, Sonora
- Founded in 1980
- 627 students
- 40 teachers
- Preschool, Elementary, Middle School

02 *Centro Educacional La Caridad Nacozari*
- Location: Nacozari de Garcia, Sonora
- Founded in 1977
- 880 students
- 51 teachers
- Preschool, Elementary, Middle School

03 *Instituto Minerva*
- Location: Cananea, Sonora
- Founded in 1903
- 513 students
- 26 teachers
- Elementary

04 *Centro Educativo Charcas*
- Location: Charcas, San Luis Potosi
- Founded in 1970
- 46 students
- 5 teachers
- Multigrade school (Preschool, Elementary)

Localización geógrafica de los colegios

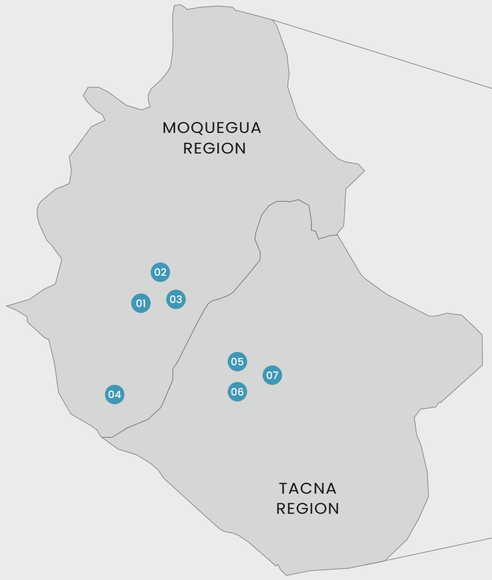
Perú

01 *IEF Inicial Santa Rosa de Lima*
- Location: Moquegua/Mariscal Nieto/Torata
- Founded in 1977
- 72 students
- 6 teachers
- Preschool

02 *IEF Daniel Alcides Carrión*
- Location: Moquegua/Mariscal Nieto/Torata
- Founded in 1977
- 277 students
- 34 teachers
- Elementary, Middle School

03 *IEP Juan Vélez Córdova*
- Location: Moquegua/Mariscal Nieto/Torata
- Founded in 1982
- 143 students
- 28 teachers
- Preschool, Elementary, Middle School

04 *IEP Enrique Meiggs*
- Location: Moquegua/Ilo/Pacocha
- Founded in 1984
- 256 students
- 29 teachers
- Preschool, Elementary, Middle School



05 *IEF Inicial 2677*
- Location: Tacna/Jorge Basadre/Ilabaya
- Founded in 1986
- 138 students
- 11 teachers
- Preschool

06 *IEF Toquepala*
- Location: Tacna/Jorge Basadre/Ilabaya
- Founded in 1999
- 436 students
- 47 teachers
- Elementary, Middle School

07 *IEP Mariscal Ramón Castilla*
- Location: Tacna/Jorge Basadre/Ilabaya
- Founded in 1984
- 155 students
- 29 teachers
- Preschool, Elementary, Middle School



Social investment

US$ million

Division	Social programs	Administrative Costs	Operating costs for Grupo México schools	Operating Costs for Grupo México neighborhoods	Community Infrastructure	TOTAL
Total Mining Division	**8.7**	**3.4**	**7.8**	**21.8**	**61.4**	**103.1**
Southern Copper Corporation	**8.5**	**3.4**	**7.8**	**21.8**	**61.4**	**102.9**
Mexico (MM)	3.5	2.1	3.2	9.8	6.4	25.0
Peru (SPCC)	4.9	1.4	4.6	12.0	55.0	77.9
ASARCO (USA)	**0.2**	**0.0**	**0.0**	**0.0**	**0.0**	**0.2**
Total Infrastructure Division	**0.7**	**0.0**	**0.0**	**0.0**	**0.0**	**0.7**

Principal Social Infrastructure Projects

Country	Project	Description	Investment	Impact
Mexico	Urban Improvement and Safe Pedestrian Crossings in Esqueda, Sonora	Installation of 5 pedestrian level crossings and a landscaped walkway with sculptures.	US$1,500,000	Complement to a prior project to complete and signal two vehicle crossings, representing an investment of US$570,000, to improve the safety of the approximately 7,000 residents and people who transit the area, interacting with the railroad. This project also contributes to improving the urban image.
Peru	High Performance Schools in Moquegua and Tacna	Improve the quality of education for high-performing students.	US$20,063,050	Educational and complementary infrastructure (administrative area, cafeteria, residential area and others), including equipment. This project will benefit 6,000 students.
Peru	Wastewater Treatment Plant in Ilo - Moquegua	Wastewater treatment services in Ilo province.	US$ 8,637,048	Construction of a 54 gallon (206 liter) per second treatment plant processing wastewater for reuse. Elimination of odor pollution and restoration of the marine ecosystem. This project will benefit more than 130,000 people.

In Mexico, we are currently working on the following infrastructure investment project:

- **Construction of a Sports Center with a semi-Olympic pool in Nacozari,** Sonora, Mexico, representing an estimated investment of US$3.2 million. This project will provide the more than 14,000 residents with a space to exercise, promoting swimming in particular.

In Peru, we highlight the following:

Works for Taxes

- **Applied research center and specialized labs in the Faculty of Engineering at the Universidad Nacional de San Agustin de Arequipa, Arequipa region.** This project was completed in 2024, with a committed investment of US$18.6 million, consisting of the construction of 24 specialized labs equipped with cutting-edge technology to support scientific advancements in engineering, benefiting 2,066 researchers and more than 83,200 students.

- **School improvement in Tiaparo – Apurimac.** In its final phase in 2024 and with a committed investment of U$2.1 million, this project includes the construction of 3 classrooms, 2 technological innovation classrooms, 1 multipurpose room, and complementary spaces. The school serves 75 elementary school students (6-11 years of age) each year.

Development Funds

- **Construction of the Manuel C. la Torre school temporary facility.** Completed in 2024, representing an investment of US$1.76 million, this project consisted of the construction of 31 classrooms and 6 complementary spaces as a temporary facility during the construction of the new school, which will be executed through the Works for Taxes program. This project will benefit 1,148 students.

- **Improvement of the irrigation system water service in Yalagua – Ubinas, Moquegua.** This project has been completed and represented an investment of US$1.1 million, consisting of improving 4.5 miles (7.4 km) of canals to increase irrigation efficiency by 69%, benefiting more than 80 families.



Tamosura Park, Cananea, Sonora, Mexico

i) Investment in infrastructure and supported services, and significant indirect economic impacts

GRI 203-1 y 203-2

Mexico
US $139.0
million paid in special mining rights

Peru
US $304.4
million paid to the Mining Fund

Peru
US $100.8
million paid in mining royalties

Mexico & Peru
$7.8
million invested in 11 schools

Peru
US $36.5
million in water, educational and agricultural projects (Works for Taxes)

The government allocates the special mining rights paid in Mexico to the Ministry of Education and the Ministry of Health, among others, for environmental and social impact projects and positive urban development.

We allocated US$21.8 million for the neighborhoods where our employees and their families live in Mexico and Peru, and we donated US$816,600 to our communities in 2024.

Forjando Futuro

The *Forjando Futuro* (Forging Futures) program in our Mining Division contributes to local development by strengthening the capacities of local residents and businesses, supporting job creation and supply chain development.

The program has three main components (job skills training and strengthening local suppliers, described following, and economic diversification, described in the section Closure of Operations), each with its own modalities, which also include a gender perspective:

a) Job skills training

This component focuses on developing skills and competencies, offering a wide range of courses and opportunities, including:

- **Trade Certification:** Certification courses for a variety of trades, including diesel mechanic, heavy equipment operator, electricity, electromechanics, instrumentation, plumbing, industrial safety, carpentry and TIG-MIG welding.
- **Professional Practices:** We offer opportunities for high school and university students to complete their service requirements. This includes internships at our sites registered with the "Jóvenes Construyendo el Futuro" federal government program in Mexico.
- **Academic Completion:** Opportunities for adults to complete their high school education to improve their job prospects and for personal and professional development.

Implementation

The implementation of the program at each site considers the needs identified through the participative social diagnostics prepared by the Community Development Department, considering also the perspectives of the Community Committees, local institutions and organizations, and the specific profiles and competencies required by the operational areas of the corresponding location.

The workshop and course offerings are based on partnerships we hold with specialized institutions:

- In Mexico, these institutions must be accredited by the Ministry of Labor or the Ministry of Education, and be authorized to certify training, ensuring the skills and academic certificates issued will be considered valid.
- In Peru, institutions must hold an agreement with the company confirming their activities are registered with and recognized by the state supervisory and regulatory agencies.

These controls ensure the certifications issued meet quality standards and will be valid and accepted for employment purposes.

At Grupo México, we acknowledge and respect legitimate artisanal and small-scale mining that is conducted in adherence of the laws and regulations in the countries where we operate and does not produce conflicts or engage in criminal activity. All the programs and services of our Community Development Department are available to these groups, as they are to the general public. We particularly note our Support and Attention Center as a linkage mechanism and Provee (program component that focuses on strengthening the local value chain), which includes technical training in mining-related trades.

2024 Results

The Community Development, Procurement and Human Resources departments coordinate the program plans for each site, strengthening both local job skills and the mining value chain. Additionally, training plans are developed for economic sectors unrelated to our operations to boost regional production.

We provided training in different trades for 654 program participants in 2024, including diesel mechanic (basic), health and safety, scoop tram, jumbo or dump truck operator, instructor training, instrumentation, welding (TIG MIG), electromechanics, electricity and high school diploma.

b) Strengthening local suppliers

The *Provee* (Provide) program in our Mining Division supports local small businesses to join our value chain, through trainings, personal attention and streamlined administrative processes.

This program is aimed at local small businesses, meaning the business is located within the area of influence of a Grupo México mine operation and has less than 50 employees, with annual sales under US$500,000.

Benefits for program participants include:

- 30-120 hours of training (in-person or via institutional platforms), depending on the specific needs of each business.
- Consulting on registering processes, bids, contracts and estimates, reducing processing times by 52%.
- Invitations to participate in bidding and other processes related to the line of business.
- Simplified payments, reducing times by 50%.

The *Provee* program is in operation in Cananea, Sonora and San Martin, Zacatecas, Mexico. We plan to expand the program to Nacozari, Sonora, Mexico in 2025, and also to Tia Maria, Peru and ASARCO in the United States.

The implementation of the program at each site considers the needs identified through the participative social diagnostics prepared by the Community Development Department, and also the perspectives of the Community Committees, local institutions and organizations, and the procurement requirements of our mine operations in each location.



Beneficiaries of the Provee - Forging Future program, Sonora, Mexico

Seed Capital Grants

Seed Capital Grants is a shared social investment program that provides seed capital to finance projects that improve quality of life and foster development. The projects are submitted by the community in response to an open invitation and reviewed by Community Committees, classifying the submissions as social or productive. To be approved, projects must align with the Community Development Management Model and the Social Management Plan of the corresponding company site.

The 2024 open invitations are summarized following and the projects approved this year represent an investment of US$256,200.

Division	Open invitations in 2024	Number of projects approved	
		Social	Productive
Total Mining Division	7	56	17
Southern Copper Corporation	7	56	17
Mexico (MM)	4	45	5
Peru (SPCC)	3	11	12
ASARCO (USA)	0	0	0
Total Infrastructure Division	1	8	1

b.III Social Closure of Operations

Regional approach: developing and strengthening local capacities

The social aspect of our operational closure management considers the diversification of resources and capital, promoting regional economic activity, strengthening local institutions and community development, as follows:

Baseline Studies: This involves maintaining current a knowledge base that considers the participative social diagnostics, applying due diligence principles to analyze the social context of the operation, the company's objectives and the principles of our Community Development Model. The different perspectives of our employees, the unions, communities, local institutions, and the expectations of various stakeholders are also considered.

Stakeholder Engagement and Dialogues: The perspectives of the communities are gathered through the participative social diagnostics, considering the associated risks and also their needs and concerns. This analysis is discussed with representatives from the community, ensuring they are represented in the development of the social management plans for each operational site.

Capacity Building and Development Plans: We build collaborative networks with different institutions and organizations according to the needs of each site. These networks combine efforts to develop and implement training programs (both educational and technical) in benefit of the communities.

Economic Diversification Plans: We identify opportunities for economic diversification, both in terms of technical skill certifications in different sectors and to create opportunities for local suppliers to participate in our value chain.



Beneficiaries of sports programs, Cananea, Sonora, Mexico

The status of the general closure of operations plans of our Mining Division is detailed below.

Operations and projects that require closure plans

Division	Operations and projects that require closure plans		
	Current production assets		Projects in development
	Active operations	Inactive operations	
Total Mining Division	15	3	1
Southern Copper Corp.	11	2	1
Mexico (MM)	8	2	0
Peru (SPCC)	3	0	1
ASARCO (USA)	4	1	0
Total Infrastructure Division	2	0	0
Total Grupo México	**17**	**3**	**1**

General status of our closure plans

Division	Total operations that require closure plans (active, inactive and projects)	Status of the closure plans (%)		Status of the closure plans (#)	
		Complete	In progress	Complete	In progress
Total Mining Division	19	79%	21%	15	4
Southern Copper Corp.	14	71%	29%	10	4
Mexico (MM)	10	70%	30%	7	3
Peru (SPCC)	4	75%	25%	3	1
ASARCO (USA)	5	100%	0%	5	0
Total Infrastructure Division	2	100%	0%	2	0
Total Grupo México	**21**	**81%**	**19%**	**17**	**4**

A specific social component is being added to our completed and in progress closure plans.

Operations with closure plans requiring a social component

Division	Operations and projects with closure plans requiring a social component		
	Current production assets		Projects in development
	Active operations	Inactive operations	
Total Mining Division	15	3	1
Southern Copper Corporation	11	2	1
Mexico (MM)	8	2	0
Peru (SPCC)	3	0	1
ASARCO (USA)	4	1	0
Total Infrastructure Division	2	0	0
Total Grupo México	**17**	**3**	**1**

Incorporation of a social component into closure plans

Division	Total operations requiring a social component in their closure plans (active, inactive and projects)	Status of the incorporation of a social component into closure plans (%)		Status of the incorporation of a social component into closure plans (#)	
		Completed	In progress	Completed	In progress
Total Mining Division	19	53%	47%	10	9
Southern Copper Corporation	14	71%	29%	10	4
Mexico (MM)	10	70%	30%	7	3
Peru (SPCC)	4	75%	25%	3	1
ASARCO (USA)	5	0%	100%	0	5
Total Infrastructure Division	2	100%	0%	2	0
Total Grupo México	**21**	**57%**	**43%**	**12**	**9**

Economic Diversification

Our *Forjando Futuro* (Forging Futures) program focuses on capacity development and strengthening, and also economic diversification, outlined here. The job training and strengthening of local suppliers components discussed in the section Social Programs – Forjando Futuro are also part of our strategy included in our social closure plans.

This area of the program offers alternatives for the economic diversification of the community so as to not rely exclusively on mining activity, including:

- Productive projects: Food farming, poultry farming and small orchards.
- Productive skills: Canning, dairy products, soy workshop, weaving, cooking, baking, hairdressing, crocheting, acrylic nails and make-up, among others.
- Indirect value chain: Personal finances, basic computer skills, English, administration.

2024 Results

Productive skills training was provided for 775 program participants, 77% of whom were women, in the following areas:

Painting, agri-food projects, weaving, cooking, baking, small orchards, increasing cattle ranching productivity, hairdressing, hairstyling, jellies, basic computer skills, embroidery, dressmaking, Huichol handicrafts, *amigurumis*, styling, crafts, make-up, artisanal products and acrylic nails.

c. Recognitions y certifications

Forums

We were invited to present our Community Development Model as an exemplary practice at four national and international forums in 2024. Of particular note is our representation of the mining sector at a debate in the Mexican Senate on the implementation of the GIZ “Responsible Business Helpdesk”, which focuses on business integrity and due diligence in supply chains.

We received 3 recognitions in 2024:

Exceptional Companies

For the third year, we received Exceptional Company recognition from the Business Coordinating Council, and also good practice recognition for our social infrastructure development with our Tamosura and Pinacate urban parks in Cananea and Nacozari de García, Sonora. These parks include public spaces, recreational and sports areas, and commercial spaces receiving more than 50,000 visitors each year.

Leader Companies in Sustainable Innovation Award

Our Infrastructure Division received the HSBC, in collaboration with EY, Leader Companies in Sustainable Innovation award, Social category, for our Community Development model, recognizing our focus on improving the quality of life and fostering shared value in the communities where we operate.

Recognition of our La Gongora Cultural Center in Charcas for its architectural and social value

This Grupo México Cultural Center in Charcas, San Luis Potosi, Mexico, was awarded first place in the “private institutional architecture” and “converted buildings” categories at the Noldi Schreck awards, in which 350 projects were entered.

Transportation Division

a. Dr. Vagón, the Health Train, services

Our Health Train delivers first-rate services, including general medicine, mammograms, diabetes testing, hearing tests, eye exams, ultrasounds, vasectomies, x-rays, lab work and free medications, among others. We ensure our medical services meet the highest standards, guaranteeing our patients receive the proper care.

Innovation has always been a cornerstone of this program and this year, we launched our Eye Care Car, equipped with cutting-edge technology to provide comprehensive ophthalmological services, and our Operating Room Car, which expands our capacity to perform cataract surgeries. These efforts have made a significant contribution to improving the quality of life of our patients.

2024 performance:

- 450 cataract surgeries
- 16,169 pairs of glasses and 790 hearing aids
- In the area of family planning, 83 vasectomies were performed
- 61 IUD devices, giving people greater control over their reproductive health.

Our commitment to prevention and early detection is reflected in the 170,487 lab tests and 14,079 imaging studies provided, including 4,315 mammograms for the early detection of breast cancer, for a total 54,342 patients.

Additionally, Our Cine Vagón showed movies, accompanied by popcorn, for 20,402 moviegoers.

b. Discounted fare program on the Chepe regional route

We have delivered 43,832 discount fare cards to residents living near or who travel frequently on the Chepe route.

There were 63,750 discounted fare tickets issued in 2024.

c. Free transportation of donations to the Sierra Tarahumara

We transported 235 tons of donations free of charge in 2024.

Historic data for donations transported free of charge				
	2021	2022	2023	2024
Tons	61.73	164.4	184.2	235

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Film Photography | Authors: Students of the Traveling Photography Workshop from the Tohono O'odham community. Photowalk exercise. | Community: Tohono O'odham, Arizona, USA | Year: 2024

5.6 Indigenous Peoples

GRI 3-3

We acknowledge the multicultural and multilingual nature of the countries where we operate, and we have deep respect for and commitment to the human rights of indigenous peoples in line with the United Nations Declaration on the Rights of Indigenous Peoples and the International Labor Organization (ILO) Convention 169.

At Grupo México, we respect and foster cultural diversity to build long-term relationships with the communities where we operate, as outlined in our **General Policy of Respect for the Rights of Indigenous Peoples and Communities.** Additionally, we are aligned and committed to complying with the national and local regulatory frameworks on indigenous peoples and communities, and respecting free, prior and informed consent.



Students from the PMW of the Tohono O'odham community. Photowalk exercise

5.6.1 Strategy and Management

The Grupo México Action Protocol with Indigenous Communities was designed in 2020 to raise awareness and provide training and orientation to company employees, contractors and suppliers, providing them with tools for engaging with indigenous communities near our operations, respecting the worldview, culture and identity of these communities.

This protocol is built on an approach of cultural relevance to respect and appreciate the diversity of these communities. Three key tools facilitate interactions that are both respectful and effective:

a. **Cultural Interaction Guide:** Provides guidelines for understanding and respecting indigenous practices, values and traditions in communication and collaborative processes.

b. **Sociocultural Datasheet:** Gathers and systematizes relevant information on the specific sociocultural characteristics of each indigenous group, providing a contextualized approach that is sensitive to the particular characteristics.

c. **Roadmap for appropriate engagement:** Provides clear and structured steps to ensure an inclusive, participatory dialogue aligned with the rights and needs of the indigenous communities, building relationships based on trust and mutual respect.

These tools are added to the Community Engagement Protocol, which outlines our community development management model and respective tools, mechanisms and programs. For more information, see Local Communities.

SASB EM-MM-210a.3.

We engage in ongoing dialogue with indigenous communities through different communication channels and promote social actions that foster respect for and the conservation of their culture.

I. Mexico

Our Social Management Plan is based on a Participatory Social Diagnostic, which is updated every two years and provides statistical, geographic, socioeconomic and qualitative information about the communities and their relationships with our operations. This plan contains measures to mitigate potential negative impacts and also actions to optimize positive effects to generate shared value in benefit of indigenous peoples and communities.

La Ventosa, Juchitan, Oaxaca

Wind farm located in a Zapotec indigenous community, where we hold lease agreements for the land. Our bilingual Community Development Center Casa Grande *Lidxinu'* ("place for everyone" in Zapotec) was opened here in 2014, promoting the preservation and strengthening of the Zapotec language and culture, as 60% of the local population speaks this language.

Guerrero Negro, Mulege, Baja California Sur

El Arco is a project in exploration, situated at the southern end of the Baja California peninsula, in the Villa Jesus Maria district, municipality of San Quintin, bordering the community of Guerrero Negro, Baja California Sur. Our Community Development Center here was opened in 2013, this being the largest, most representative and closest site to the project.

The El Arco exploration project is not situated within an area identified by the National Commission for the Development of Indigenous Peoples (CDI). More than 46 miles (75 km) from the project, in Guerrero Negro, Mulege, Baja California Sur, some members of this community identify as Cochimi, and we have established a close relationship with them to promote the preservation of their traditions and language.

II. Peru

Working in collaboration with local governments and institutions, we contribute to improving the quality of life of the farming communities near our operations and projects in Peru.

Our social management plan continues to prioritize investments to strengthen the existing infrastructure systems that are part of the culture and traditions of these rural farming communities.

Toquepala, Cuajone and Los Chancas

Mine operations near rural farming communities recognized by the Peruvian Constitution. The families here have ancestral, social, economic and cultural ties expressed in their communal ownership of the land, communal work, mutual support and democratic government.

In addition to our six Community Development Centers, where we offer activities that foster economic and human development, we operate cultural broadcasting initiatives (like *Radio Candarave*) and farming projects that promote the traditions of these communities.

III. United States

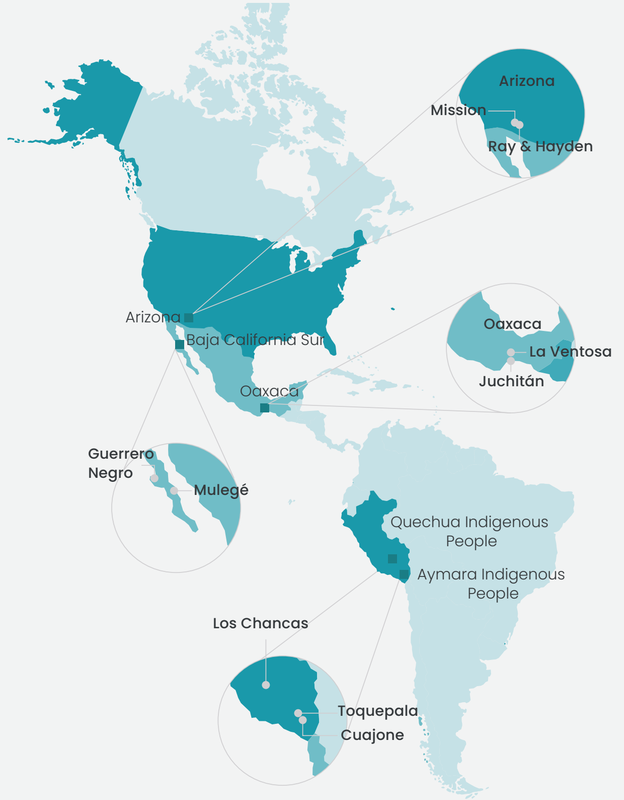
Our relationship with indigenous peoples in Arizona is conducted according to federal law and the specific codes of each nation. Our operations have mechanisms in place for ongoing communication.

Mission, Arizona

Mine partially situated on land owned by the Tohono O'odham nation reservation. We have a lease agreement in place and also an agreement of preferred right of access to jobs. The visitor center here features an area on local mining.

Ray and Hayden, Arizona

This mining complex is located near two indigenous communities: the San Carlos Apache Indian Reservation and the Gila River Indian Community. We have agreements with the latter on water rights.



5.6.2 Next Steps

With our policy and protocol on engagement with indigenous communities in place, we continue to strengthen these relationships focusing on three actions:

Continuing our social management programs and agreements with indigenous communities (Mining and Infrastructure divisions).

Applying the recommendations from our anthropological mapping of farming communities in the areas of influence around our Toquepala and Cuajone mines and the Los Chancas project. We will define a methodology and set up a working group for this project, ensuring a comprehensive and participative approach.

Training on human rights and due diligence will be provided in 2025, organized by the Mexican Mining Chamber with the support of the Office of the United Nations High Commissioner for Human Rights, the International Labor Organization and the Organization for Economic Cooperation and Development.

Consult our targets and goals, and also our progress, on our Sustainability website.

5.6.3 Metrics and Indicators

Our performance indicators in this area include:

- **a.** Ore reserves in indigenous communities.
- **b.** Operations in indigenous peoples' territories and operations that have formal agreements with indigenous communities.
- **c.** Formal grievance or reporting mechanisms.
- **d.** Incidents of violations involving the rights of indigenous peoples.
- **e.** Investment in community programs and projects.
- **f.** Engagement with indigenous communities by country (principal initiatives).



Members of the Zapotec community, Juchitán de Zaragoza, Oaxaca, Mexico

5.6.4 Highlights

- Five of our mine operations, one wind farm and one mine project are located near indigenous communities in Mexico, Peru and the United States, where we support fostering the culture and identity of the local residents.
- In Mexico, we support the Zapotec community in Oaxaca and the Cochimi community in Baja California Sur, through social projects that focus on economic revitalization and promoting indigenous cultures.
- We maintain a connection with farming communities in Peru through social management programs and actions to preserve their language, customs and traditions.
- Ongoing employment-related programs are in place at all our operations near indigenous communities in Mexico, Peru and the United States.
- In La Ventosa, Juchitan, Oaxaca, Mexico, our La Ventosa Wind Orchestra and Choir continues to grow as a project for social transformation through music. Under the direction of a music director and two professional maestros, 51 children and youth are developing their musical talent, taking their art to regional and national stages in 2024 with 10 concerts where they presented pieces in Spanish and Zapotec for 2,439 attendees.
- We implemented our Photography Workshop flagship program in 2024 with youth from the Tohono O'odham community, which produced work for three exhibitions in Nacozari de Garcia and Hermosillo, Sonora, Mexico, and in Tucson, Arizona, United States.
- We set up a rural radio station, Radio Candarave, in 2014 for the communities in Candarave province (Tacna) in Peru, to broadcast local and national news in indigenous languages and Spanish.
- In Cuajone, Peru, we support the Contisuyo Museum for the conservation and preservation of Peru's national heritage.

a. Ore reserves in indigenous communities

EM-MM-210a.2

As part of our efforts to disclose information on our operations near indigenous communities in the direct and indirect areas of influence of our sites, the percentage and grade of the probable reserves are detailed following:

El Arco, in Baja California Sur, is a world class copper deposit with ore reserves in excess of 1.230 billion tons with an estimated average grade of 0.40%; 141 million tons of leaching material with an average grade of 0.27%. This project includes an open pit mine with concentrator and leaching plant, and is expected to produce approximately 130,000 tons of copper and 92,000 ounces of gold annually.

Mission is an open pit copper mine located in Sahuarita, Arizona, with two concentrators. Actual reserves are 168 million tons with a grade of 0.41% and a remaining useful life of 10 years (2034). Mission is working with the Tohono O'odham indigenous community to mine in the San Xavier area, which would increase the reserves to 497 million tons, with a grade of 0.36%, and extend the life of the mine to 2062.

+1.230 billion
tons in ore reserves with an estimated average grade of **0.40%**

141 million
tons of leaching material with an average grade of **0.27%**

b. Operations on or adjacent to indigenous lands and operations that have formal agreements with indigenous communities

MM5

Our Mining Division and Infrastructure Division in Mexico, Peru and the United States have:

34 operations

9 projects

Of our total operations, five are adjacent to, or in some manner have presence with, indigenous communities in Mexico and the United States, and three with rural farming communities in Peru.

We have formal agreements with indigenous communities at four of these five operations (one in Mexico and six in the United States), representing 80% of our operations adjacent to, or in some manner having presence with, indigenous communities.

In the case of the Cochimi indigenous community in Mexico, we do not have a formal agreement as the community lies outside our area of influence (46 miles away). However, our social management programs prioritize respect for their culture and traditions.

c. Formal grievance mechanisms

SASB EM-MM-210a.3.

Support and Attention Center (SAC)

The principal channel of communication with indigenous peoples and communities.

Promoted via social media, print materials, community programs, presentations, megaphones and publicity, among others.

For more information, visit the Grupo México Sustainability website.

Our Community Development Center in Juchitan (Oaxaca, Mexico) has bilingual staff to attend to members of the Zapotec community. All our Support and Attention Center (SAC) materials are available in Zapotec, and we also have a toll-free line and WhatsApp number with service in Spanish, English and Zapotec.

Grievances and concerns regarding our company operations in the United States, including the Mission mine, are received through our Support and Attention Center (SAC) as of 2024. Additionally, the Tohono O'odham community can contact our Environmental Affairs and Community Development Department at the mine, by phone or email.

We received a total 82 reports (requests, questions and concerns) in 2024 from the communities near our operations where we have identified an indigenous population. In Mexico, we addressed 3 requests from Guerrero Negro, Baja California and 4 requests and 1 grievance in Juchitan, Oaxaca, while in Peru, we addressed 16 requests, 1 grievance and 5 concerns in Cuajone, and 14 requests, 10 grievances and 7 concerns in Toquepala, and in the United States, 2 grievances and 2 requests at Mission, Arizona, 10 requests and 5 grievances at Hayden, Arizona, and 2 requests at Ray, Arizona.

d. Incidents of violations of the rights of indigenous peoples

GRI 411-1

In compliance with national laws, the United Nations Declaration on the Rights of Indigenous Peoples, ILO Convention 169, and the Guiding Principles for Companies and Human Rights, we disclose that Grupo México received no reports, through our Support and Attention Center (SAC), the Community Development Centers, third parties or other media, of violations of the rights of indigenous peoples in Mexico, Peru or the United States.

e. Investment in social programs and projects

US$1.6 million

We invested more than US$1.6 million in social programs and projects in 2024 involving indigenous and rural communities in Mexico, Peru and the United States.



Member of the Zapotec community, Juchitán de Zaragoza, Oaxaca, Mexico

f. Actions with indigenous communities by country (principal initiatives)

Mexico:

Juchitan, Oaxaca

During 2024, we led 1,064 activities and events for 18,077 residents of the community of La Ventosa and the municipality of Juchitan de Zaragoza, Oaxaca. These activities focused on health, sports, the environment, culture and economic development, and were possible thanks to joint collaborations with community leaders, schools, nonprofits and various government agencies. Many of these events were held at the *Lidxinu'* ("place for everyone") Zapotec-Spanish bilingual Community Center.

These activities included:

La Ventosa Wind Orchestra and Choir: 51 children and youth from the Zapotec community participate in this program, which offers a space for social transformation through art, specifically music, under the direction of a music director and two professional maestros. After two years, the program has put on 10 open concerts (regional and national) for 2,439 attendees, presenting more than 15 musical pieces, including songs in Zapotec.

Sports programs: Our sports programs have held 402 training sessions for children, youth and women in La Ventosa; our Baseball Academy has 42 participants, the Volleyball Club has 25, and the Exercise Club for women, 20. These programs promote physical activity and community wellbeing in a healthy environment.

Community health fairs: In collaboration with public health agencies and nonprofits, we offered medical consultations, vision tests and free eyeglasses, vaccinations, and blood pressure and blood glucose testing. In October, we held breast cancer screenings and provided breast ultrasounds for local residents. All these services were offered in both Spanish and Zapotec, benefiting 280 people.

Educational programs: In support of the educational development of the children and youth of La Ventosa, we held 39 activities in which 321 students participated. These activities included a Robotics Club and a Basic English Course. Additionally, in collaboration with the Istmo and Valle de Etla technology institutes, we held conferences on wind power and invited students on guided tours of the El Retiro wind farm.

Mexico:

Guerrero Negro, Mulege, Baja California Sur

In 2024, 110 children and youth participated in Cochimi language workshops as part of our *Auka* ('hello' or greeting in Cochimi) summer camp, with the support of four Cochimi volunteers, and an indigenous volunteer from the Guerrero Negro community led traditional Mexican games.

These learning and recreational spaces also play a key role in preserving the cultural identity of the region. Revitalizing and sharing ancestral languages and traditions strengthens the sense of belonging of new generations, promoting respect and appreciation for cultural diversity. Initiatives like this contribute to keeping the historical roots of our indigenous communities alive, enriching the cultural heritage of society as a whole.

Peru:

We supported improving the quality of life of our neighbor communities in 2024 through social and productive programs. Through collaborations with local governments and institutions on social management programs, we reached 4,599 people in the last year.

We are currently working on applying the recommendations that came out of our anthropological mapping studies in the areas of influence of our Toquepala and Cuajone mines and our Los Chancas project.

We set up a rural radio station, *Radio Candarave*, in 2014 for the communities in Candarave province (Tacna) to broadcast local and national news in indigenous languages and Spanish, along with regional music programming.

In the Torata district, within the area of influence of our Cuajone mine, our social programs have focused on improving ancestral productive activities, such as breeding South American camelids, and also road improvements, supporting entrepreneurship and job skill capacity building.

In Cuajone, Peru, we support the Contisuyo Museum for the conversation and preservation of Peru's national heritage.

We implemented sustainable community development social programs in the communities of Tiaparo and Tapairihua in 2024 with initiatives in health, safety, intercultural education and strengthening agricultural productive skills.

United States:

Arizona

We implemented our Photography Workshop flagship program in 2024 with youth from the Tohono O'odham community. Over multiple sessions, participants not only developed technical skills in camera handling, composition and visual storytelling, they also explored photography as a tool for cultural and community expression.

The results of this creative process were brought together in three photography exhibitions, shown in Nacozari de Garcia and Hermosillo, Sonora, and in Tucson, Arizona. These exhibitions not only gave visibility to the talent and unique perspective of the youth, they also encouraged intercultural dialogue and brought recognition to the richness of their identity.



Students from the PMW of the Tohono O'odham community. Photowalk exercise

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Film Photography | Author: Elia del Sagrario López Dávila, 77 years old | Community: Charcas, SLP | Year: 2022

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Film Photography | Author: Carlos Rubén Chávez Chávez, 46 years old | Community: Santa Bárbara, Chihuahua | Year: 2022

6.1 Climate Change

GRI 3-3

Climate change is one of the greatest global challenges of today, requiring the engagement and action of governments, companies and society as a whole. Grupo México's materiality analysis identifies climate change as one of the most relevant issues in our three divisions, motivating our commitment to reducing our carbon footprint and to promoting energy efficiency.

Under our risk management and prevention approach, we're working to ensure all our company operations are safe and resilient to climate change, and to extend this resilience to our neighbor communities. Another focus area is mitigating the risks associated with the transition to low-carbon economies, positioning Grupo México as a key player in contributing to the transition to a green economy. We deliver products and services that support this transition, and we are an agent of positive change in the mitigation of global greenhouse gas (GHG) emissions.

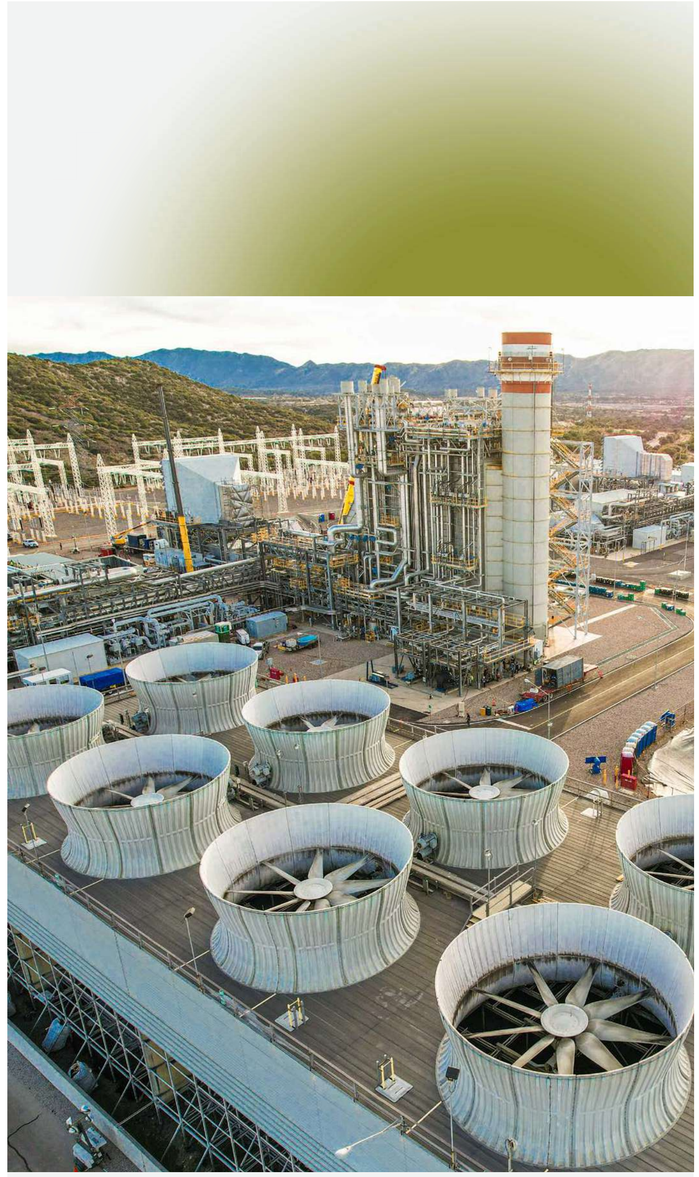
6.1.1 Governance

TCFD GOB-A, GOB-B

At Grupo México, we are continuously improving our governance structure to ensure the goals of our climate strategy are attained and to align and strengthen our business portfolio to a low-carbon economy.

Corporate governance mechanisms:

Body	Function
Grupo México Audit and Company Practices Committee	• The sustainability offices of each division present the environmental, social and governance strategy and management of related risks and opportunities to this Committee at special sessions.
Southern Copper Corporation Board Committee on Sustainable Development	• Made up of independent board members. • Supervises the management of the risks and opportunities associated with climate change.



Combined Cycle Plant, Nacozari de García, Sonora, Mexico

Our climate strategy, performance and management of related risks and opportunities are presented to both committees, which then share these issues with their respective Boards of Directors. Over the last two years (2023 and 2024), strategic topic areas related to opportunities for reducing GHG emissions were analyzed, and also climate-related risks and opportunities, projects to supply our operations with renewable energy, and actions to reduce emissions in our supply chain (Scope 3). These committees also review the performance of key indicators, including electricity and fuel consumption and GHG emissions.

- The Mining Division's Corporate Sustainable Development Department and, particularly, the Chief Sustainability Officer (CSO) are responsible for implementing the Grupo México climate strategy, coordinating the related aspects for our three divisions. This Department reports bimonthly to the Grupo México Audit and Company Practices Committee, and also to the SCC Sustainable Development Committee.
- A Climate Change office was created in 2022 to coordinate the strategy and the management of related risks and opportunities in our three divisions, and also to align our climate change vision and targets presented to the Committees. Additionally, the Infrastructure and Transportation divisions each have sustainability offices, which provide internal monitoring of our climate change management, in coordination with the Climate Change office.
- **Members of the World Economic Forum climate governance initiative, known as Chapter Zero, held an information session with the board members and senior management of Grupo México in the first quarter of 2024, on the roles and responsibilities of senior executives in the face of the risks and opportunities the climate emergency poses.**

In compliance with and as required by our Code of Ethics, none of our three divisions or subsidiaries, including Southern Copper Corporation, make contributions of any kind to political parties or organizations, pay lobbying expenses, or participate in setting public policy or in legislative or regulatory processes.

We are unequivocally committed to our lobbying activities, conducted exclusively through the trade associations where we are members, being aligned to the goals laid out in the Paris Agreement, to which Grupo México is committed through our Climate Change Policy. These goals include limiting global warming to well below 2 °C above preindustrial levels and to continuing efforts to limit global warming to 1.5 °C.

An ongoing practice of Grupo México is to share our decarbonization strategy at mining sector forums and with the associations and chambers in which we participate and are members.

Some examples of our actions in 2024 are described following:

Event	Topic	Place
Challenges of Mexican Mining forum	Panel moderators "Mining and indigenous communities: together in the fight against climate change".	Mexico
Sustainable Peru Summit	Participants in the National Prosperity Panel: The role of mining in the energy transition: challenges and opportunities.	Peru
Open debate in the Mexican Senate to define the roadmap for implementing the GIZ Responsible Business Helpdesk in Mexico	Representatives for the mining sector in the debate on Business Integrity and Due Diligence in Supply Chains.	Mexico
Boosting Competitiveness and Global Investment in Mexico through ESG forum	The road to decarbonization: Best practices for industries where decarbonization is difficult.	Mexico

We also participated in various other events and symposiums on sustainability and decarbonization, organized by the chambers and associations where we are members, particularly noting the Mexican Mining Chamber (in Spanish, CAMIMEX), Asociación de Mineros de Sonora, the International Copper Association (ICA), Asociación Mexicana de Energía, Asociación Mexicana de Energía Eólica, Asociación Mexicana de Energía Solar, Centro de Estudios del Sector Privado para el Desarrollo Sustentable del Consejo Coordinador Empresarial (CCE) de México, Cámara Mexicana de la Industria de la Construcción, National Mining Association, Arizona Mining Association, trade and industry chambers in Moquegua, Tacna, Ilo, Mollendo, Arequipa and Cajamarca in Peru, and also the Sociedad Nacional de Minería, Petróleo y Energía de Perú.

6.1.2 Management

GRI 201-2

Policies and Protocols

TCFD GDR-B

Sustainable Developent Policy	Outlines our commitment to the Paris Agreement and our contributions to the United Nations Sustainable Development Goals, specifically Goal 13: Climate Action, focusing on adopting urgent measures to combat climate change and its impacts.
Environmental Policy	Affirms our commitment to the Paris Agreement, to ongoing improvement and to adopting best practices and also our contributions to the transition to a green economy.
Climate Change Policy	Acknowledges the growing challenge of combating climate change, particularly in terms of social, economic and environmental aspects to ensure the continuity of our operations and the safety of our neighbor communities, as well as sustainable development for future generations. This policy, approved by Grupo México senior management and endorsed by the Audit and Company Practices Committee, includes various commitments to develop adaptation and mitigation plans to effectively manage these challenges and prevent any financial impact on our operations.
Mining Division	• Critical Risk Log, which ensures controls are applied to address atypical weather events and conditions that could trigger breaches of the curtains at tailings dams or landslides at open pits. (See Sustainability Risk Management). • Tailings Systems Policy to minimize the risks and impacts. • Heat Stress Prevention Protocols that include how to recognize signs and symptoms, and first aid techniques at our underground mines. • Some sites in Peru have an emergency response protocol for landslides caused by rainfall, and also a slope stability program. • Implementation of water retention ponds and side channels to redirect water flows at our mines. • Construction of safety infrastructure at tailings facilities, like overflow channels.
Transportation Division	• Speed restrictions and operating policies for high and low temperature conditions. • Maintenance programs for areas that are particularly vulnerable to extreme rainfall and landslides, and also a multiyear program to reinforce bridges, roads and tracks, for natural drainage and channeling.
Infrastructure Division	• Emergency response plans to mitigate the risks associated with extreme sea levels. • Sea weather conditions are monitored continuously and regular practice drills are conducted with the navy. • For the oil line of business, emergency response protocols for tropical cyclones.

Process for identifying risks and opportunities

TCFD GDR-A, GDR-B, GDR-C

At Grupo México, we identify, prioritize and classify risks based on the degree of significance of the economic, environmental and social impacts, taking into account the influence of stakeholder assessments and decisions in each of our divisions. These risks are grouped into four segments: (i) business ethics and integrity, (ii) climate change, (iii) communities, and (iv) our people. Identifying deficiencies and opportunities helps us to maintain a process of ongoing improvement and learning, shaping a culture focused on strategic risk management at both senior management levels and throughout the organization.

We follow a three lines of defense model for effective risk management and the controls required to comprehensively mitigate these risks, while at the same time strengthening the way we communicate risk management and supervision. This model provides the basis for effective corporate governance through the accountability of the different governance bodies, the actions of senior management, and the assurance provided by the Internal Audit department.

Lines of defense for risk management

1



Heads of the areas that are directly involved in the day-to-day operation of the business

Operational departments manage the operational risks and Senior Management monitors performance.

2



Areas that support the first line

Internal Control, Sustainability and the Environment, Corporate Legal.

3



Internal Audit

Whose primary task is to confirm compliance with policies and procedures, identify weaknesses and recommend improvements.

The Corporate Sustainable Development Department has been identifying and analyzing physical and transition risks since 2020, as well as opportunities associated with climate change, applying the TCFD framework.

Regarding the corporate level management, the opportunities identified, the Grupo México Audit and Company Practices Committee and the Southern Copper Corporation (SCC) Sustainable Development Committee have reviewed strategic aspects, like our performance, reducing GHG emissions, with particular attention to electrically powered mine trucks, fuel substitution in different areas of our business, energy efficiency, and developing projects to supply renewable energy to our operations.

As a next step, these committees will further explore the issues around climate-related risks. The Risk Committees at each Grupo México division also look at these topics, reporting their performance to the Board of Directors.

Systematizing the management of climate-related risks and opportunities as work of the Grupo México Audit and Company Practices Committee, the SCC Sustainable Development Committee and the Risk Committees of the three divisions, will support Grupo México in strengthening our climate change governance in the short term.

Short, medium and long term risks and opportunities identified

Physical risk analysis

TCFD EST-A, EST-B, EST-C, GDR-A

Physical Risk Analysis



Preliminary analysis

Map and prioritize the relevant risks associated with our operations and our value chain, informed by pertinent scientific publications and asset characteristics (including factors like type of operation, geographic location, historic climate impacts, contribution to earnings, among others).



Scenarios

Time horizons: The analysis used different time horizons to consider aspects like the end of the useful life of our sites, contract periods, and concessions for leased assets. Particular emphasis was placed on the long-term horizon as this would produce more extreme scenarios.

- Short term (2021-2025)
- Medium term (2025-2050)
- Long term (2050-2080)



Geography

- Mexico, USA and Peru, and other countries or regions where we have strategic projects in the planning or exploration stage, like Spain, Ecuador and Chile.



Granularity

Review of the corporate mechanisms currently in place.

Scenarios considered in the physical risk analysis[1]

RCP 2.6



Stringent mitigation

Low probability that the average global temperature rise will exceed 2 °C.
Probable range of change in the average global temperature by 2100: 0.3-1.7 °C.

RCP 4.5



Intermediate mitigation

Probable range of change in the average global temperature by 2100: 1.1-2.6 °C.

RCP 8.5



Business as usual (no mitigation)

Unlikely the average global temperature rise will remain below 4 °C.
Probable range of change in the average global temperature by 2100: 2.6-4.8 °C.

[1] Source: IPCC, 2014: Climate Change 2014: Synthesis report. Contribution of Working Groups I, II and III to the Fifth Assessment Report of the Intergovernmental Panel on Climate Change [Core writing team, R.K. Pachauri and L.A. Meyer (eds.)]. IPCC, Geneva, Switzerland, 157 pages. The analysis incorporated projections from various climate change scenarios. Most of the resources consulted included only projections for RCP 4.5 and RCP 8.5. However, when information was available, we also evaluated scenario RCP 2.6. Scenario RCP 6.0 was not included due to the lack of information available. The projections for scenario RCP 8.5 hold greater relevance for Grupo México as the potential impacts are the most severe. We also reviewed information to identify any trends in recent decades (upward or downward) that could emerge in the short term due to chronic events resulting from gradual changes in temperature and rainfall, and in the intensification of extreme climate scenarios.

Results of the physical risk analysis

Threat	Potential impacts on operations	Potential impacts on the value chain	Examples of existing initaitives to minimize the risk
Increased maximum high temperatures	• Reduced workforce productivity and restrictions on some activities inside underground mines (where operations are stopped when the temperature exceeds the 90 °C (90 °C) threshold). • Effects on worker health from heat stress. • Increased energy consumption. • Heat expansion of train tracks affecting the operations of the Transportation Division and the highways operated by the Infrastructure Division. • Potential decrease in power production by the wind farms due to decreased air density caused by high temperatures, which can also overheat the nacelles. • The combined cycle power plants operated by the Infrastructure Division could also experience decreased power production. It is estimated that for each 1 °C increase in the air temperature above 30 °C, the net production of the combined cycle gas turbines decreases 0.3%-0.6%. • Increased water loss from evaporation at tailings heaps and dams, also reducing capacity to recycle water.	• Interruptions or delays in the supply of key inputs and raw materials, particularly electricity, increasing power demands. • Overland transportation and distribution routes may be affected by overheated asphalt.	• Heat stress prevention protocols that include how to recognize signs and symptoms, and first aid techniques. We also provide courses on how to prevent heat stress. • The Transportation Division is developing initiatives to address worker health. For example, more comfortable employee uniforms, water stations, rest areas at worksites. • To prevent accidents, the Transportation Division has speed restrictions in place and operating policies for high temperature conditions.
Droughts	• Potential decrease in the water supply, which could affect our mine operations. • Limitations on usage for reducing dust emissions. • Limitation on operations, like concentration and leaching. • Increased water demand to compensate increased evaporation. • Additional investments to treat water at mines situated in water stress areas.	• Competition for water resources could raise water costs or increase the frequency and complexity of community conflicts.	• Preparation of water balances for each operation to determine the quantity of water available and define actions to keep the system balanced. • Tailings dam water recirculation systems for use at concentrators. • Water recovery from thickeners for reuse at concentrators.
Extreme rainfall	• Damages to the infrastructure and facilities at our sites and rail lines, particularly in the event of flooding. • Production interruptions at some Mining Division and Infrastructure Division sites. • In conjunction with other factors, there could be landslides, which would threaten worker safety and the infrastructure of some mines. • Service interruptions in the Transportation Division, particularly in the event of sinkholes and landslides. • Overflows at mine waste facilities.	• Interruptions or delays in the supply of key inputs and raw materials. • Transportation and distribution routes may be affected by damages to highways and rail lines.	• The Transportation Division has maintenance programs for areas that are particularly vulnerable to extreme rainfall and landslides, and also a multiyear program in place to reinforce bridges, roads and tracks, and for natural water drainage and channeling. • Some Mining Division sites in Peru have an emergency protocol for landslides caused by rainfall, and slope stability control programs. We are also evaluating additional measures to strengthen these programs. • Implementation of water retention ponds and side channels to redirect water flows at our mines. • Construction of new tailings dams designed to withstand storms with a return period of 10,000 years or to receive predictable maximum rainfalls resulting in more resilient dams and overflow channels to contain extreme rainfalls from climate change.

Results of the physical risk analysis

Threat	Potential impacts on operations	Potential impacts on the value chain	Examples of existing initaitives to minimize the risk
Flooding	• Potential damages to the infrastructure and facilities at some Mining Division and Infrastructure Division sites, and some Transportation Division rail lines. • Production interruptions at some Mining Division and Infrastructure Division sites. • Service interruptions or delays in the Transportation Division. • Slope erosion at tailings dams.	• Interruptions or delays in the supply of key inputs and raw materials. • Transportation and distribution routes may be affected by damages to highways and rail lines.	• All the same mitigation measures as noted for extreme rainfall. • Protective works to prevent overflows.
Tropical cyclones	• Damages to oil rigs and interruptions in activities. • Damages to the infrastructure and facilities of the Transportation Division in coastal areas, as well as service interruptions. • Service interruptions or delays in the Transportation Division. • Overflows at mine waste facilities.	• Interruptions or delays in the supply of key inputs and raw materials. • Transportation and distribution routes may be affected by damages to highways in coastal areas and ports.	• The Infrastructure Division's oil line of business has emergency response plans in place for tropical cyclones. • The Mining Division has implemented mitigation measures for extreme rainfall, as described above.
Extreme sea levels	• Damages to the Infrastructure Division's oil rigs and to the infrastructure and facilities of the Transportation Division in coastal areas. • Production potentially affected at some sites. • Service interruptions or delays in the Transportation Division.	• Interruptions or delays in the supply of key inputs and raw materials. • Transportation and distribution routes may be affected by damages to highways in coastal areas and ports.	• The Infrastructure Division has emergency response plans in place to mitigate these types of risks. Sea weather conditions are monitored continuously and regular practice drills are conducted with the navy. • The Transportation Division has an early warning system for extreme weather events that activates prevention and mitigation measures for these types of risks.

Changes projected for the indicators analyzed, RCP 4.5 and RCP 8.5 scenarios, long term

Legend	Threat	Indicators analyzed	Changes projected under RCP 4.5 RCP 8.5 Long term (2050-2080)	Probability[2]
	Increased maximum high temperatures	Days with temperatures >95 °C (>35 °C)	In some regions, like Arizona and northwest Mexico for example, the number of days per year with highs over 97 °C (35 °C) will increase 50% compared with the historic period in the RCP 4.5 scenario and 200% in the RCP 8.5 scenario.	High
	Droughts	Probability of experiencing droughts that could last for several years.	There would be a significant[3] increase in droughts in Arizona, northwest Mexico and southern Peru, and also in Spain and Chile, under the RCP 8.5 scenario. RCP 8.5 scenario studies project a 30-50% increase in the probability of megadroughts in Arizona that could last for several decades, while this increase would be 20-50% for the RCP 4.5 scenario.	High
	Extreme rainfall	Changes in the frequency and intensity of extreme rain events, with a return period of 30 years.	The return period would change so that extreme rainfall events would be more acute and more frequent in all our countries, except Spain. The maximum increase projected would reach 15% for the RCP 4.5 scenario, compared with the historic period, and 26% for the RCP 8.5 scenario for our sites in Sonora.	Moderate
	Flooding	Changes in the frequency and intensity of extreme rain events, with a return period[4] of 100 years.	More frequent and more intense rainfall events, as well as drastic changes in the magnitude of flooding, would affect certain sites in Mexico (La Caridad, METCO processing plant) and in the United States (Ray and Hayden).	Moderate
	Tropical cyclones	Frequency of tropical cyclones registering category 3 or higher on the Saffir-Simpson scale.	Increased ocean temperatures would lead to an increase in the number of tropical cyclones category 3 or higher on the Saffir-Simpson scale, with probability of making landfall in Mexico or the United States. For example, the projections indicate 5-15 tropical cyclones category 4 or higher on the Pacific coast could make landfall per decade, in addition to those recorded in the historic period. For the Atlantic, projections indicate up to 5 additional tropical cyclones category 4 or higher per decade, compared against the historic period, with possibility of landfall in Mexico or the United States. The projections are similar for both the RCP 4.5 and RCP 8.5 scenarios.	Low
	Extreme sea levels	Changes in the frequency of extreme sea levels with a return period of 100 years.	The gradual increase in sea levels would significantly increase the frequency of extreme sea levels (e.g. storm surges), which could cause coastal flooding in places like Sonora, Veracruz and Florida. The increase, compared against the historic period, would reach 10% for the RCP 4.5 scenario and would exceed 100% under the RCP 8.5 scenario. Events that currently have a 1% annual probability of occurrence could reach 100% annual probability in the long term.	High

[2] Three levels of probability were used, based on the granularity of the projections and the quality of the sources available: high (the information comes from one or more studies that have used regionalization methods or studies based on various climate models with narrow projections); moderate (the information comes from one or more studies that have used regionalization methods or studies based on various climate models with broad projections); low (the information comes from studies that do not meet the quality criteria described or which are limited in terms of the modeling methods used).

[3] Significant, in this context, means the projections for the threat show a statistically relevant change, considering the models and conclusions of the studies and sources consulted.

[4] The return period for a weather or climate event is a metric to estimate the probability of occurrence of a threat, indicating the approximate time (in years) between one event that reaches or exceeds a certain threshold and the next event with similar characteristics in terms of intensity and magnitude. For example, an event with a return period of 30 years would occur, on average, once every 30 years, or in other words, has a 3.3% chance of presenting in any given year.

Physical risks associated with climate change as identified under the RCP 8.5 scenario, long term (2050-2080), for Grupo México sites with an end of life or concession after 2050[5]

Division	Country	Site	Type	Location	Type of Risk					
					Increased maximum high temperatures	Droughts	Extreme rainfall	Flooding	Tropical cyclones	Extreme sea levels
Mining	Chile	Catanave	Future project	Parinacota		✓	✓			
	Ecuador	Chaucha	Future project	Cuenca & Guayaquil			✓			
	Spain	Andalusia	Future project	Seville	✓	✓				
	USA	Hayden	Plant	Arizona	✓	✓	✓	✓		
		Ray	Mine & Plant	Arizona	✓	✓	✓	✓		
	Mexico	Angangueo	Future mine project	Michoacan	✓					
		Buenavista del Cobre	Mine & Plant	Sonora	✓	✓	✓	✓		
		Buenavista Zinc	Future mine project	Sonora	✓	✓	✓			
		Chalchihuites	Future mine project	Zacatecas	✓	✓	✓			
		METCO processing plant	Plant	Sonora	✓	✓	✓	✓		
		El Arco	Future project	Baja California	✓	✓	✓			
		El Pilar	Future project	Sonora	✓	✓	✓			
		La Caridad	Mine & Plant	Sonora	✓	✓	✓			
		Pilares	Future project	Sonora	✓	✓	✓			
		Lime Plant	Mine & Plant	Sonora	✓	✓	✓			
		Central Repair Shop	Plant	Chihuahua	✓	✓	✓			
		Guaymas Terminal	Plant	Sonora	✓	✓	✓			✓
		Zinc Refinery	Plant	San Luis Potosi	✓	✓	✓			
	Peru	Tantahuatay	Gold mine	Cajamarca			✓			
		Los Chancas	Future project	Apurímac			✓			
		Tia Maria	Future project	Arequipa		✓	✓			
		Cuajone	Copper mine	Moquegua		✓	✓			
		Toquepala	Mine & Plant	Tacna		✓	✓			
		Ilo	Plant	Ilo		✓	✓			
Transportation	USA	Florida East Coast		Florida	✓				✓	✓
		Texas Pacifico		Texas	✓					
	Mexico	Ferromex			✓		✓		✓	✓
		Ferrosur			✓		✓		✓	✓

[5] Active or future operations for which no risks have been identified or with an estimated life ending before 2050 have been omitted.

Summary of operational physical risks resulting from the analysis of climate change scenarios and their impact on the business, strategy and financial planning

GRI 201-2

The potential physical impacts of climate change on our operations are highly uncertain and depend on the geographic location of each site. These impacts may include changes in precipitation patterns, water shortages, changes in temperatures, sea levels, and storm patterns and intensities. These effects may have an adverse impact on the cost, production and financial performance of our operations.

To date, weather conditions have not posed significant problems in our relationships and agreements with our customers or suppliers. However, significant weather-related conditions could affect our relationships and agreements with major customers and suppliers in the future by affecting our normal course of business, particularly sea-related transactions.

For example, severe weather events could damage transportation infrastructure and cause interruptions or delays in the supply of key inputs and raw materials, and also products sold. Therefore, we monitor fluctuations in weather patterns in the areas where we operate, and also evaluate our water demands and consumption, as weather changes may result in increases or decreases that would affect our water needs.

As part of our supply chain risk management strategy, we seek to ensure that our suppliers have a reliable supply chain structure while maintaining the continuity of our operations, adjusting delivery times and back-up reserves as necessary. We support all our relationships with our customers and suppliers through contracts and negotiation processes, creating strategic partnerships to provide, for example, rail services, construction services if a port is closed, energy or alternative energy sources in the event of an energy shortage that could affect our operations.

We have been developing and implementing a Scope 3 emissions reduction strategy since 2023, which includes joint reduction actions with our suppliers and customers and will improve the ESG performance of our supply chain.



Train in Cuyutlán, Colima, Mexico

Analysis of transition risks and opportunities associated with climate change

GRI 201-2

TCFD EST-A, EST-B, EST-C, GDR-A

Analysis of transition risks and opportunities associated with climate change

Opportunities associated with climate change

- Increased revenue
- Increasingly competitive electricity costs
- Reduced emissions from our operations by fostering a low-emission supply chain.

Transition risks associated with climate change

- Analysis of current regulations on carbon pricing mechanisms
- Carbon pricing analysis based on global decarbonization scenarios (2025-2040)

Opportunities associated with climate change

Grupo México is the fourth largest copper producer in the world and holds the largest copper reserves. Our stakeholders increasingly recognize the importance of copper in the transition to low-carbon economies, therefore the implications of climate change could benefit the company's position. However, this is conditioned on our commitment to supporting the attainment of the goals of the Paris Agreement and our ability to demonstrate clear and sustained progress in the decarbonization of our operations.



Increased revenue. Copper is a critical component in many of the technologies required for the transition to low-carbon economies, including wind and solar power generation, electric vehicles and power grids, among others. Therefore, demand for copper is expected to increase significantly in the future, which could drive up prices and positively impact Grupo México earnings.



Increasingly competitive electricity costs. The cost of generating renewable electricity is going to become more and more competitive, compared with conventional power plants, presenting an opportunity to reduce operating costs and GHG emissions at our operations.



Reduced emissions from our operations by fostering a low-emission supply chain. Copper is a critical material for electrically powered vehicles in general, and for mine vehicles in particular, due to it being used as a component in the electrical batteries that power these types of vehicles. Being a key player in the production of the copper used in this market, we will be contributing to the manufacturing of these trucks and batteries. Also, by reducing our diesel consumption, we are reducing the emissions from our copper extraction processes (Scope 1) and the emissions of our supply chain (Scope 3).

Energy transition: Zinc Refinery

The transition to renewable energy sources is key to reducing emissions worldwide, and at Grupo México, we recognize the importance of identifying opportunities that will help us to expedite this transition across our organization. Meanwhile, this transition represents a business opportunity as it could boost our competitiveness in energy costs while reducing emissions.

Therefore, the transition to renewable energy sources opens the way for us to seek out even more possibilities to strengthen our business model. In this regard, we continue to explore investment projects in renewable energy to supply our operations.

One example of a project that will have a major impact in this area is the Fenicias wind farm, which has been supplying renewable energy to our operations since August 2024, and in the short term will supply 83% of the electricity our zinc refinery in San Luis Potosi, Mexico, currently consumes. This project is one of our climate change mitigation measures and carries several benefits: job creation, a more flexible energy matrix and it will replace electricity generated from non-renewable sources. Additionally, we are looking to replicate this type of initiative with solar projects at ASARCO and in Peru, for which we are preparing the groundwork for feasibility studies for these operations.

Our Zinc Refinery has reduced its electricity costs by approximately 24% since the Fenicias wind farm started supplying renewable power to this site.

1. Current scenario (BAU)	
Energy source	MWh
Non-renewable electricity supplied by third parties (grid)	100%
Total	**100%**

2. Scenario with Fenicias	
Energy source	MWh
Electricity supplied by the Fenicias wind farm	83%
Non-renewable electricity supplied by third parties (grid)	17%
Total	**100%**

Transition risks associated with climate change

At Grupo México, we assess different types of transition risks associated with climate change, including the risks related to changes in technology and operations, market trends, credit risks and regulatory changes. This assessment is described in detail in the section Risk Management, concluding that these risks have not had a material impact on the company's economic performance, but this could change in the future.

We will therefore continue to measure and report the impact that these risks could generate, to inform the development of appropriate mitigation measures.

The costs of greenhouse gas emissions associated with Grupo México operations could have more immediate financial relevance. For this reason, we prepared an analysis of transition risks resulting from carbon pricing mechanisms, composed of two focus areas:



At Grupo México, we have considered the potential impact of the transition risks associated with climate change in terms of technological and operational changes, implementing measures aimed at reducing the use of fossil fuels and GHG emissions, and improving energy efficiency and optimizing water usage.

Additionally, the implementation of low or zero emission technology for heavy mine trucks is not yet commercially available, but as mentioned, we are working with our suppliers on defining a strategy that will accelerate the availability of electrically powered mine trucks using renewable energies. This initiative arose after identifying as a risk associated with technological and operational change, the possibility that Grupo México may not have access to sufficient supply of electrically powered trucks before 2030 (and thus, reduce our Scope 1 emissions) due to the saturation of demand for electrically powered trucks.

In 2024, we continued to look at the capex allocations needed to implement these measures, particularly for investments in energy efficiency and renewable energies (see Targets & Goals).

[6] Regulations in effect at the beginning of 2021.

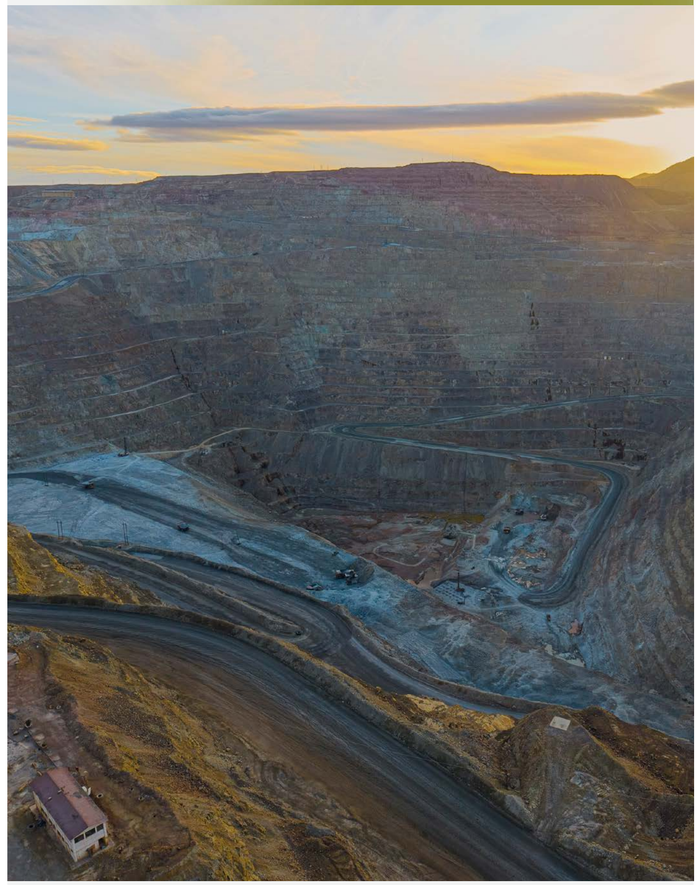
[7] Two scenarios from the International Energy Agency were considered: 1) According to current regulations, and 2) Scenario of Sustainable Development Goals. From the IPCC, multiple decarbonization pathways aligned to a temperature change of 1.5 °C were considered to represent the most ambitious scenario.

We have also considered how changing market trends or credit risks resulting from the demand for global and national greenhouse gas emission reduction targets may affect our business, financial position or operating results. Grupo México recognizes that potential climate-related changes and market trends may include reduced demand for goods that produce significant GHG emissions or that are associated with carbon-based energy sources, as well as increased demand for goods that are low carbon or sourced materials that help to reduce emissions.
It is likely that large copper consumers will increasingly seek to purchase low or zero emission products as a way of achieving their own GHG emissions reduction targets. Being slow to adapt to this trend, or without preparing adequately, could result in reputational risks for the organization or lost opportunities in the market.

Changes in regulations related to climate change in Mexico, the United States and Peru have not had a material impact on our operations. However, we are expecting additional environmental laws and regulations in the future to mitigate greenhouse gas emissions in the jurisdictions where we operate. In this regard, we have prepared an analysis of possible future carbon pricing associated with different decarbonization scenarios to assess how the resulting figures could impact the company financially.

This analysis highlights that emission costs under the most ambitious decarbonization scenarios could be up to 70% higher for the company under a “business as usual” GHG emissions generation scenario, compared to a scenario where the GHG emissions reduction would be in line with the expectations of the Paris Agreement (science-based targets).

In line with government efforts to combat climate change, Grupo México is working to reduce GHG emissions at our operations following our emissions roadmap. Efforts to comply with stricter environmental protection programs in the United States, Peru and Mexico, in conjunction with relevant trade agreements, could impose restrictions and imply additional costs for our operations. Consequently, there may be a need to make significant related investments in the future.



Buenavista del Cobre, Cananea, Sonora, Mexico

Analysis of current carbon pricing systems

USA

There are carbon pricing mechanisms in 11 states, but not in the states where we have operations (Arizona, Texas and Florida).

There are currently no bases on which to estimate any carbon pricing for the United States at the federal level or for the states where Grupo México has operations.

Mexico

There are federal and state fossil fuel taxes, and also an emissions trading system in pilot phase.

Tax rates range from US$2.1/$tCO_2$ to US$27/$tCO_2$, approximately[8]. The relevant tax rates for Grupo México include a federal tax and state taxes for Baja California, Zacatecas and San Luis Potosi.

Mexico continued to pilot an emissions trading system in 2024, therefore the allocation of allowances was without cost and determined by the federal government. When this system moves into its operational phase, and the various elements of this phase are defined (e.g., offsetting program, auctions with financial implications) we will be able to quantify future costs for the operations that are currently participating in this program.

Peru

No carbon pricing mechanism.

Although the Peruvian government has expressed its intention to set a carbon price, no carbon pricing mechanism is expected to be implemented in the short term. This is because the Nationally Determined Contribution (NDC), revised in 2020, does not include a carbon pricing system. The situation could change in 2025, when the national contributions come up for review.

Spain

Our Los Frailes mine project will be subject to the European Union emissions trading system and also a federal tax on fluorinated gases.

The European Union has had an Emissions Trading System in place, applicable in Spain, since 2005. Prices per ton of CO_2eq varied between €70 and €80 in the last quarter of 2024. The system continues in its fourth phase, covering the period 2021-2030, which will enable a linear reduction on the emissions cap and, by consequence, on emissions allowances. Considering the changes to the emissions trading system will be aligned with the highest level of climate ambition, it is reasonable to believe that prices will increase in the future.

[8] Approximate estimate rates retrieved from: Carbon Taxes in Mexico: Development and Trends. UK Pact, MexiCO2.

Carbon pricing analysis based on global decarbonization scenarios (2025-2040)

This analysis considered different scenarios, with projections of Grupo México's emissions and possible future carbon pricing.

The emissions projections considered in the analysis include the operational emissions of Grupo México under "business as usual" (BAU) scenarios, as well as a scenario aligned with an absolute reduction equivalent to that associated with science-based targets (or SBT), with a "below 2 °C" ambition[9]. This will support better estimates of the financial implications for the company in a climate action scenario.

The carbon pricing projections used were aligned with the global decarbonization scenarios of 1.5°C, 1.75°C and 1.9-3.5°C as shown in the table below.

A BAU emissions scenario for Grupo México, combined with high carbon pricing associated with ambitious climate action scenarios (1.75 °C and 1.5 °C), could have a material financial impact on the company. Under these scenarios, the future pricing per ton of carbon could exceed US$100 in Europe by 2030, while the carbon markets in other regions where we operate will remain in their early stages.

The financial implications for Grupo México associated with the potential future carbon pricing would decrease 60-70% considering an SBT emissions scenario, compared with a BAU scenario, current regulations scenario, the SDG scenario or the 1.5 °C scenario.

Scenarios	**Current IEA regulations scenario** (1.9-3.5 °C)[10] Considers the energy and carbon pricing regulations currently in effect.	**Scenario aligned with the Sustainable Development Goals** (1.75 °C)[11] Ambition aligned with the IEA United Nations Sustainability Goals.	**IPCC 1.5°C scenarios**[12] Most ambitious scenario with the highest carbon pricing.
Grupo México emissions – SBT (aligned with 'below 2 °C')	Reduced emissions with the **lowest carbon pricing.** **Minimum impact**	Reduced emissions with **medium carbon pricing.** **Minor impact**	Reduced emissions with **high carbon pricing.** **Moderate impact**
Grupo México emissions – BAU	Increased emissions with the **lowest carbon pricing.** **Moderate impact**	Increased emissions with **medium carbon pricing.** **Impacto alto**	Increased emissions with the **highest carbon pricing.** **Highest impact**

[9] Implies a 2.5% annual reduction in GHG emissions, in terms of the base year.
[10] More information available at: https://www.iea.org/reports/world-energy-model/stated-policies-scenario
[11] More information available at: https://www.iea.org/reports/world-energy-model/sustainable-development-scenario
[12] More information available at: https://data.ene.iiasa.ac.at/iamc-1.5c-explorer/#/about

Adaptation and mitigation projects

We are continually looking for ways to strengthen our risk management mechanisms and to make our operations and neighbor communities more resilient by adopting a preventive approach to eliminating or mitigating risks. For example, we have improved the emergency response and contingency plans for our operations by developing adaptation projects to make our operations safer and more resilient, including actions such as:

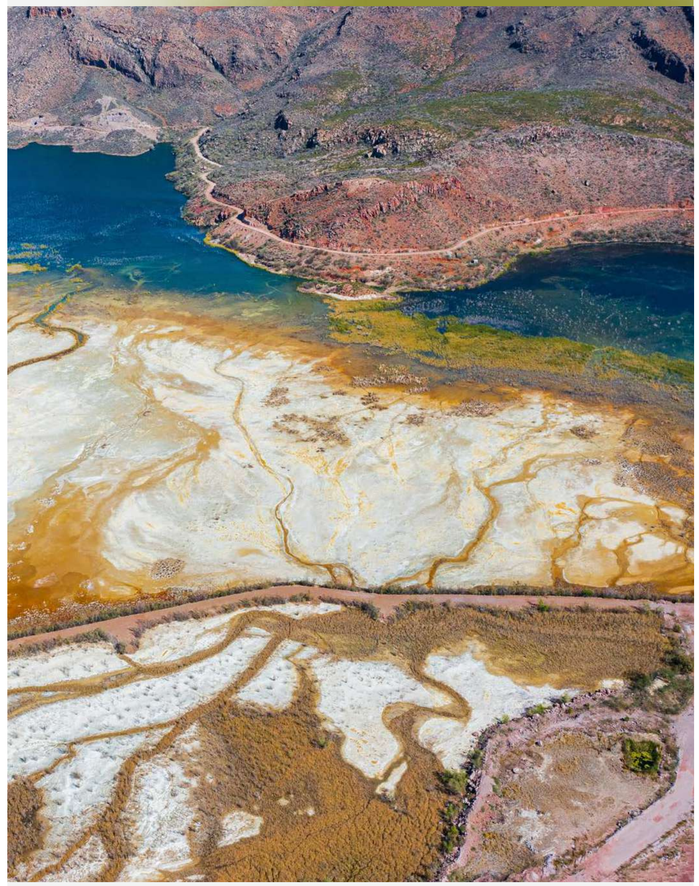
- Improving efficiency in the usage of fresh water.
- Strengthening infrastructure and facilities to increase their resilience to adverse weather conditions.
- Engineering works to improve rainwater management and to channel excess water.
- Modernizing and improving ventilation systems in underground chambers.

The **Transportation Division** has developed action protocols to minimize the impact of climate events on our facilities, considering multiple scenarios ranging from damage to signaling systems to landslides, mudslides and floods. The Transportation Division also operates a multiyear program to reinforce bridges, roads and tracks, and for natural water drainage and channeling.

The **Mining Division**, has implemented measures to increase the resilience of our neighbor communities, including projects that focus on preventing risks associated with water usage and water stress. In Peru, for example, we built more than 125 miles (200 km) of irrigation channels and 400 reservoirs to benefit 20,000 farmers. Another Grupo México project constructed the Culariahuira dam, built in collaboration with the community and local authorities, to contribute to water sustainability in one of the most arid regions on the planet, situated near our mine operations and the Atacama Desert. These efforts are complemented by productive technification and land recovery projects, such as in the town of Borogueña in southern Peru, where we implemented a program to improve the productivity of 700 farmers.

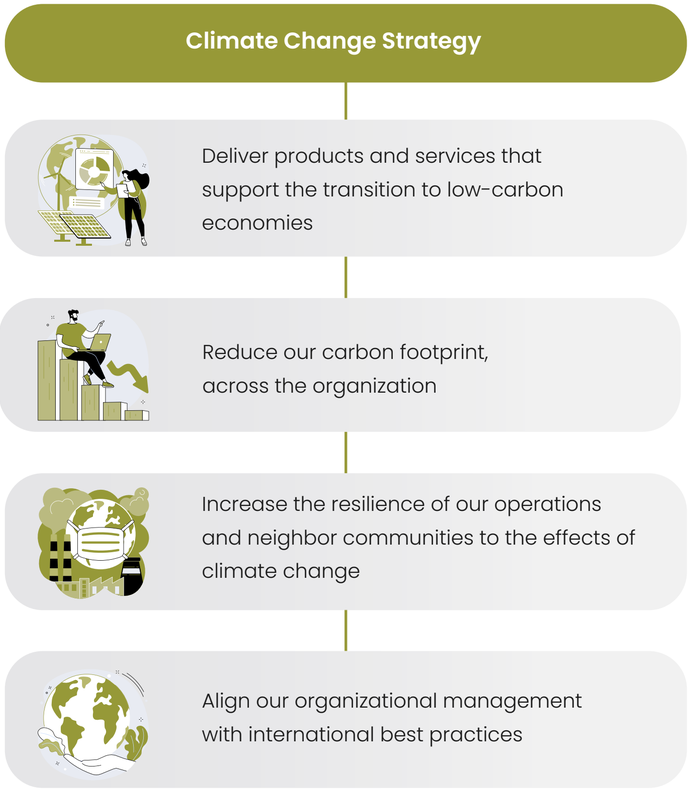
Additionally, our new tailings dams are designed to withstand storms with return periods of 10,000 years and to receive predictable maximum rainfalls, resulting in more resilient dams (which in some cases include overflow channels) to contain extreme rainfalls from climate change. An example of this are the overflow channels at the La Caridad tailings dam in Sonora, Mexico, which were constructed in the last 5 years to address these risks in the short term.

The **Infrastructure Division** is working on installing wastewater treatment plants at various sites to reuse this water in different operational processes.



La Caridad tailings dam, Nacozari de García, Sonora, Mexico

6.1.3 Strategy



Deliver products and services that support the transition to low-carbon economies

Grupo México operates in sectors that promote and facilitate the transition to inclusive low-carbon economies.

The **Mining Division** produces primarily copper, which is essential in the manufacturing of technological solutions that, collectively, have the potential to significantly reduce GHG emissions around the world. Copper is used to make components for wind generators, solar panels, smart grids, electric vehicles and cell phones, among others. Electrically powered vehicles contain almost four times more copper than a vehicle with an internal combustion engine. Wind turbines contain up to 1.6 tons Cu/MW and solar production systems use nearly 5.5 tons cu/MW[13]. Also, as a 100% recyclable metal that does not lose its properties when recycled, copper facilitates a circular economy and helps preserve the environment.

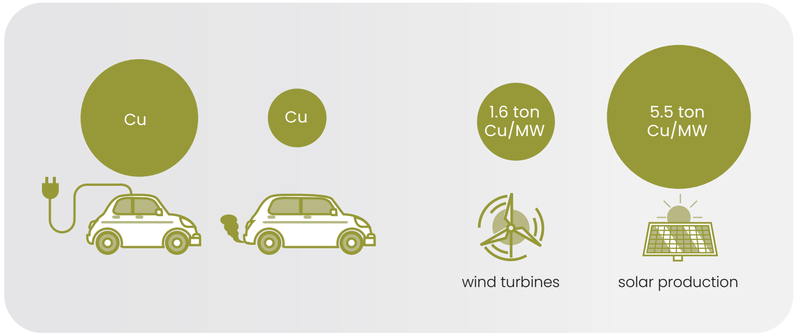
Additionally, our copper and other mineral production capital investment program (which we see as a climate solution) for this decade exceeds US$15 billion and includes investments in Buenavista Zinc and the Pilares, El Pilar and El Arco projects in Mexico, and Tia Maria, Los Chancas and Michiquillay in Peru. This investment plan considers various investments in infrastructure, including key investments to boost the competitiveness of the El Arco project (see page 4 of this quarterly financial report).

Moreover, we have mapped to 2032 copper and mineral production projects with estimated capex investments, as shown on page 15 of this report. **Since these intended investments have been mapped to the future and made public, we interpret these disclosures as a public target.**

The **Transportation Division** provides a quality freight transportation service not only in terms of customer service, safety and efficiency, but also in emissions reduction and mitigating climate change. The railroad can move large volumes of freight over long distances, making it an efficient means of transportation in terms of fuel consumption, compared with conventional trucks. Also, transporting freight by rail reduces traffic congestion on critical highways and city streets, which also improves air quality and reduces urban heat islands.

The **Infrastructure Division** develops engineering and energy projects to generate clean and renewable energy. We have two wind power generation operations: the 74 MW El Retiro and the 168 MW Fenicias (which started operations in 2024) wind farms. We have also installed 606 kW of solar panels, 376 kW along highways, 218 kW on our oil rigs and 12 kW at our power plants.

[13] Estimate based on one 3MW wind turbine containing nearly 4.7 tons Cu.



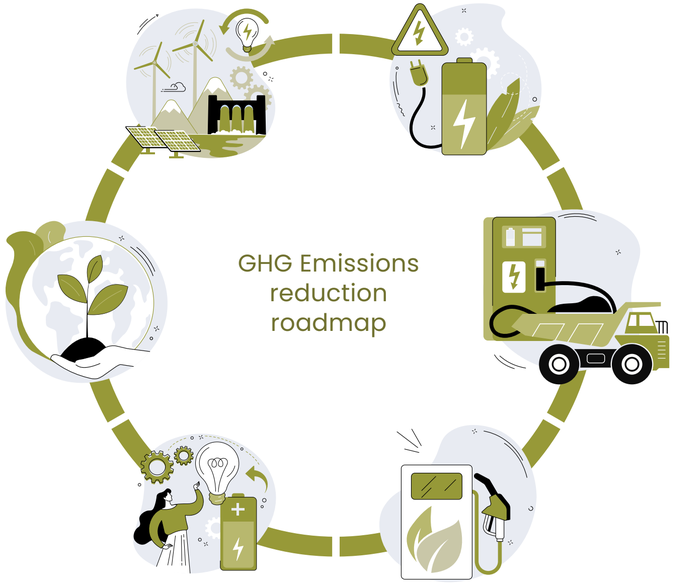
Reduce our carbon footprint, across the organization

At Grupo México, we are contributing to the transition to low-carbon economies with projects and services that produce the lowest carbon footprint possible, forming part of a responsible supply chain. We are collaborating with the International Copper Association (ICA) to develop a global plan to reduce emissions in the industry, known as the “Global Copper Decarbonization Roadmap”. The results of this initiative have been useful in strengthening our climate strategy and defining our own emissions reduction roadmap.

Emissions reduction in our value chain

Nature based solutions

Energy efficiency in our operations



Investment in renewable energy

Electrically powered mine trucks

Fuel substitution in freight locomotives and electrically powered yard locomotives

Investing in renewable electricity

- A first step in reducing our Scope 1 and 2 emissions is to replace diesel and other fuels with electrically powered options.
- Construction of the 168 MW Fenicias wind farm in the state of Nuevo Leon. This wind farm has been supplying power to our IMMSA mine and processing operations since August 2024.
- Analysis of renewable energy for future mine projects.
- Preparation of feasibility studies in 2024 on the potential to generate renewable energy on site for our mine operations in the United States and Peru. Work on these studies will continue through the first half of 2025.
- Installation of solar panels at Transportation Division operations in 2024.

Electrically powered mine trucks

- Build working groups with mine truck providers (both open pit and underground mines) to collaborate on defining a strategy to accelerate the production of electrically powered vehicles using renewable energies. We have identified that as these types of vehicles are not expected to be readily available before 2030, using electrically powered mine trucks will make only a limited contribution to reducing emissions in the short term.
- Analysis of how many of our trucks could be electrically powered after 2030, considering their useful life, and how these changes will contribute to our medium and long term emissions reduction targets.

Nature-based solutions

- Our company nurseries produced 5,647,409 trees in 2023 for reforestation projects and to absorb GHG emissions in areas at and around our mines.
- We have been creating an artificial wetland in Ite, Peru over the last 20 years on approximately 4,000 acres (1,600 hectares) of a former mine waste disposal site.
- We are exploring possible reforestation and ecosystem conservation projects to support carbon absorption on land near our mines in Mexico.
- In 2024, we began to quantify the carbon stored on lands near our mine operations and we prepared a comprehensive study to understand the feasibility of developing nature-based solution projects on these lands to offset emissions from our company operations (see Success Story below).

Energy efficiency in our operations

- The Transportation Division has implemented fuel saving and emissions reduction initiatives, like installing Trip Optimizers, an automated fuel management and power regulating system that reacts to the topographic features to improve train handling on each trip. We reached our target of installing Trip Optimizers in all our locomotives in 2023. We also use HP-TON, an operational and logistics strategy that considers the train's maximum towing capacity and the total tonnage of the freight, to move more with less. Our emissions reduction projects include retrofitting utility vehicles with hybrid technology. We are currently exploring the possibility of electrifying our tenders and auxiliary service vehicles.
- The Mining Division has been working on two emissions reduction projects at our Ilo plant: power cogeneration and substituting fuel oil and diesel for natural gas. We also began a project in 2024 to reduce our diesel consumption in the SX/EW process at La Caridad to heat electrolytes through a thermal system (solar combined with electric furnace), and we installed trace heating to reduce diesel usage at the Buenavista del Cobre SX/EW 3 plant.
- Meanwhile, the Infrastructure Division's Energy Efficiency department has implemented an electricity consumption monitoring tool at our Charcas mine to measure, verify and report our progress on energy saving projects, costs and emissions.

*The Infrastructure Division monitors electricity consumption at our El Retiro and Fenicias wind farms, and also at the La Caridad combined cycle power plant, to prepare diagnostics and assessments to identify high power consuming systems and equipment or those that can easily be replaced. As a result, we have replaced fluorescent lighting with LED, replaced various motors, and performed vehicle maintenance.



Train in Cuyutlán, Colima, Mexico

Fuel substitution in freight locomotives and electrically powered yard locomotives

- Initiative to explore the possibility of retrofitting diesel locomotives to hybrid (natural gas/diesel). This project will retrofit 30 locomotives in its first phase to reduce, based on our experience with our US subsidiaries, GHG emissions at all our operations.
- We continue to evaluate the feasibility of transitioning to 100% electric (or alternative energies and technologies) locomotives.

Emissions reduction in our value chain

- For the sixth year in a row, accounting of Scope 3 emissions, where we have identified that the material emissions are mostly related to category 1 (purchased goods and services), category 3 (fuels and energy usage) and category 10 (processing of products sold).
- We have created working groups with our customers and suppliers who are the highest contributors to our Scope 3 emissions, to share information to aid in tracking emissions efficiently and to identify opportunities for reduction.
- As a result of this analysis, we developed an emissions reduction strategy in 2023 that considers joint actions with our suppliers and customers, and will improve the ESG performance of our value chain.
- Our Code of Conduct for Business Partners asks our business partners to estimate their carbon footprints, to adopt reduction actions, and to provide information on the emissions associated with the products and services supplied to Grupo México on request.
- Also, the Mining Division has a Code of Conduct for Suppliers and Contractors that invites our commercial partners to join in the effort to minimize their greenhouse gas emissions, and to increase their usage of renewable energies and continually improve their energy efficiency.



Collaborator at Buenavista del Cobre, Cananea, Sonora, Mexico

Success Story: Installation of trace heating to reduce diesel usage at Buenavista del Cobre

Buenavista del Cobre is one of the largest copper mines in the world, making it a driving force in the metal-mechanic and electrical industries in Mexico, currently producing 60% of the country's copper. Because of its size, Buenavista del Cobre moves 800,000 tons of ore daily, equal to 40,000 trips by dump trucks every day.

Advanced technology and highly qualified personnel are needed to achieve these production levels and to operate a sustainable mine that cares for and respects the environment, and is socially responsible.

Of all the processes at Buenavista del Cobre, the solvent extraction and electrowinning (SX/EW) process is one of the most important and has major implications that must be considered. Low copper content ore, or low grade copper sulfides, are put through this process where, through leaching, the copper is recovered to then produce high purity copper cathodes.

Diesel had been used to heat water through heat exchangers to reach the temperature needed to heat the electrolyte at the SX/EW III plant. This became a critical aspect to consider as it involved high consumptions, high costs and intense GHG emissions. On average, we were consuming 221,640 gallons (839,000 liters) of diesel each year, representing an expense of more than $16.6 million pesos and emissions of approximately 2,381 tCO2eq annually.

Taking into account the implications of this consumption, and in line with our emissions reduction and climate change efforts, we implemented energy efficiency improvement projects at the SX/EW III plant in 2024.

These projects included major maintenance on the heat exchangers, basket filters, hot water regulating valves, flow adjustments and process controls. We also installed trace heating around pipes and valves to maintain the interior heat and avoid the diesel consumption in this process.

The improvements drastically reduced our diesel consumption in 2024 to 32,814 gallons (124,216 liters), representing a saving of more than 85%, equal to 188,883 gallons (715,000 liters), and more than 1,854 tCO2eq of avoided emissions.

The financial savings were more than $14.1 million pesos annually with an ROI (return on investment) of over 2,800% and a total investment of approximately $495,000 pesos.

With these actions, we continue to drive and promote energy efficiency at our operations.



Buenavista del Cobre, Cananea, Sonora, Mexico

Success Story: Implementation of a solar thermal system to reduce diesel consumption at La Caridad

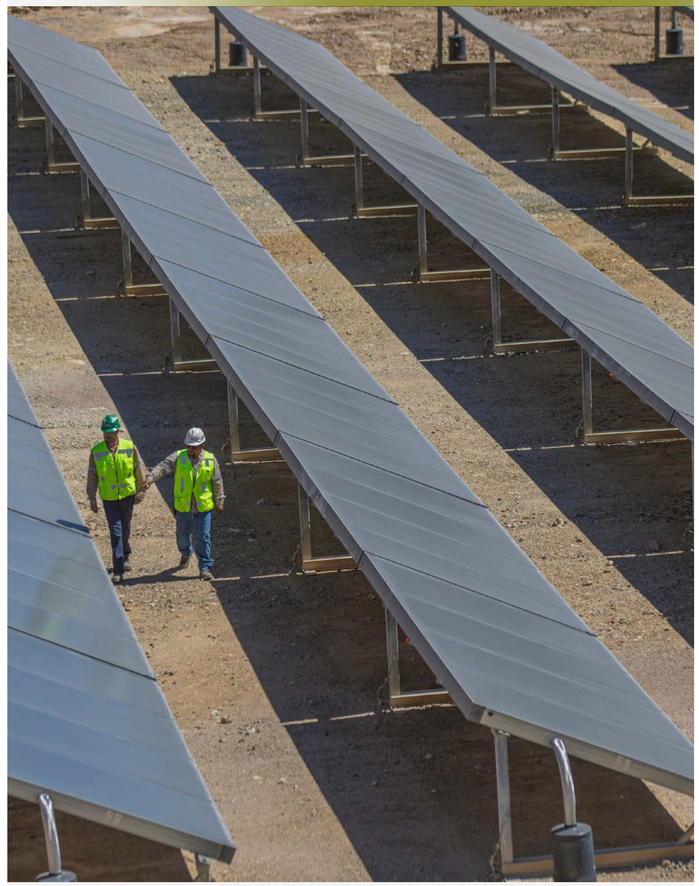
La Caridad is Grupo México's second largest open pit copper mine in Mexico with annual production around 100,000 tons of copper concentrates. We also produce refined silver and gold here, and molybdenum, a metal used in steel alloys.

The solvent extraction and electrowinning (SX/EW) process at La Caridad is one of the most important in recovering copper from low grade ore to produce high purity copper cathodes. The electrolyte in this process needs to reach the correct temperature, which means significant consumption of diesel to heat the water through a diesel-fueled furnace. This high consumption of diesel is not only costly, but also represents significant GHG emissions, requiring an average of 150,050 gallons (568,000 liters) of diesel annually and producing approximately 1,600 tCO_2eq each year.

We undertook an energy efficiency project at the La Caridad SX/EW plant in 2024 to install a solar thermal system combined with an electric furnace and eliminate the dependence on diesel to heat the electrolyte. This system uses solar energy to heat the water and the electric furnace serves as a backup, when necessary.

Thanks to this initiative, our diesel consumption at the plant was reduced to 23,617 gallons (89,400 liters) in 2024, representing a ***saving of more than 84%, which translates into emissions reductions of over 1,350 tCO_2eq, plus a financial saving of approximately $9.5 million pesos each year.*** The internal rate of return (IRR) for this improvement is estimated at 50%, with a ***total investment (capex) of approximately $19 million pesos.***

With these actions, our La Caridad mine remains a leader in innovative sustainable mining practices, aligned with our corporate goals in sustainability.



Thermo-solar system at La Caridad Mine, Nacozari de García, Sonora, Mexico

Success Story: Nature-Based Solutions

Although climate change threatens our environment and society, nature itself provides alternatives to capture carbon from the atmosphere and improve our climate resilience.

These alternatives are **Nature-Based Solutions** (NbS), these being actions that protect, sustainably manage and restore natural and modified ecosystems to address societal challenges effectively and benefit both humans and nature.

In this context, and as part of our efforts towards a sustainable environment, we prepared a comprehensive study in 2024 to explore the feasibility of nature-based solution projects on Grupo México properties. This study included: a) estimating a baseline for the carbon currently captured by the biomass on these properties, b) identifying possible actions and practices aligned to international standards to increase the removal of CO_2 in the short and medium term, and c) determining whether these additional actions could offset a portion of Grupo México's carbon footprint.

Consult the results of this study at (link).

Increase the resilience of our operations and neighbor communities to the effects of climate change

One of the key actions to strengthen the resilience of the Grupo México business model to the effects of climate change is to identify and manage the risks and opportunities related to climate change by analyzing climate scenarios, which we have been doing since 2020. As a result, we are incorporating factors related to climate change into our business decisions representing either risks (e.g., carbon taxes, increased costs related to climate management, physical impacts on operations) or opportunities (e.g., increased demand for copper, substitution of fossil fuels, implementation of low or zero emission technologies).

The scenarios were selected based on the 2017 guidelines of the TCFD[14], which recommend using Representation Concentration Pathways (RCP) to analyze physical risks. These pathways provide projections of the GHG concentrations in the atmosphere in the medium and long term, in accordance with the Intergovernmental Panel on Climate Change (IPCC) guidelines. For the transition risk analysis, particularly those risks associated with carbon pricing mechanisms, the TCFD recommends using the scenarios developed by institutions like the International Energy Agency (IEA). These models inform assessments of the potential medium and long term climate effects from global warming and the outlook for carbon pricing ranges that could be in place in the future in the different regions where Grupo México operates.

We will deepen our physical risk analysis at the operational level and prepare adaptation and mitigation plans in 2025 for our principal operations.
The results of these new analyses will serve as the basis for calculating the potential material financial impacts on our operations and our value chain in the medium (2030) and long (2050) term. This revision will help to lay the foundation for improving our management of climate-related risks, and also ensure that we are meeting the increased demands from our markets, particularly in terms of the new requirements of the International Finance Reporting Standard (IFRS) for climate disclosure".

Another action we have taken to improve the resilience of our operations to the effects of climate change is to build on recent efforts to understand, prevent and better address the risks associated with water management, both at our facilities and in the watersheds where we operate. In this regard, we regularly review and update our inventory of water-related risks, including droughts and flooding, and also prepare plans to prevent and address these issues.

Align our organizational management with international best practices

Our actions in this regard over the last two years have essentially been focused on aligning our organizational climate change management with international best practices.

[14] In particular, the 2017 technical supplement on the use of scenarios for disclosures on climate-related risks and opportunities.

As a result of these efforts, Grupo México maintained its “B” rating on the CDP’s climate change assessment in 2024, demonstrating our continued effective management of our climate strategy. This rating is higher than the regional average for North America (“C”) and higher than the average for the metal smelting, refining and production sector (“C”).

We also participate in the S&P Global Corporate Sustainability Assessment (CSA) and in 2024, Grupo México received a perfect score (100) in climate governance, while the score Southern Copper Corporation was 90 (out of 100), affirming our ongoing improvement in our efforts in this area. Additionally, the investor-led Climate Action 100+ initiative recognized our emissions reduction roadmap and gave us a “full compliance” rating in the category TCFD for the second year in a row.

Announcing our short, medium and long term Scope 3 emissions reduction targets for Grupo México, and starting to map the capex needed to invest in our decarbonization, have been important achievements for the company since 2023, and will support us to continue aligning our climate strategy with market trends, and continue improving our climate performance and our management of reputational risks.

Just Transition

At Grupo México, we understand the concept of “just transition to a low-carbon economy” as a continuous and collective process of adaptation and resilience to climate change that must be implemented considering all key players in our value chain, including our employees, stakeholders, and the communities near our operations, to avoid or minimize any negative impact resulting from our decarbonization actions. We recognize that these actions could imply a paradigm shift in the labor market and in the communities where we operate. Therefore, we seek to follow a fair and inclusive path.

As a first step, we have corporate policies in place to guide our adoption of urgent measures to combat climate change (Sustainable Development Policy, Environmental Policy and Climate Change Policy), along with our corporate policies on human rights, labor rights, our employees, and our neighbor communities (Code of Ethics, Human Rights Policy, Community Engagement Policy and Policy on Respect for the Rights of Indigenous Peoples and Communities, among others). Compliance with these policies is mandatory for all Grupo México.

We take a holistic approach to the International Labor Organization (ILO) Guidelines for a Just Transition towards Environmentally Sustainable Economies and Societies for All, which includes as guiding principles for Just Transition social dialogue, rights at work, strong gender dimension, creation of more decent jobs, and enabling an environment where workers and other important stakeholders can embrace and drive the transition towards environmentally sustainable and inclusive economies. Within this approach, we are fully committed to retaining, retraining, relocating and/or compensating workers affected by our decarbonization efforts, guaranteeing that these efforts and any new projects are carried out in consultation with and on the consent of the communities affected.

At Grupo México, we’re committed to our workforce, to caring for our employees and their personal and professional development. We offer various channels through which we listen to our employees. These channels include the workplace climate survey and the Reporting Line (for more information, see Our People). We are committed to maintaining our current retraining programs and to opening new job opportunities for workers affected by the transition to adjust to the new job market, demonstrating the high-specialization and resilience of the industry and our workforce.

As a second step, we have identified four key factors that will play an important role to continue producing transition metals and decarbonizing our operations. These factors could also have significant impacts on our value chain if not addressed with a just transition approach following the concept described:

1. Adoption of new technologies
2. Development and operation of new mining projects
3. Closure of mining operations
4. Nature-based solutions (NbS)

Detailed descriptions of the actions we are implementing in these areas follow:

1. Adoption of new technologies

Our emissions reduction roadmap entails a shift in our current technological paradigm, with examples like the use of zero emission trucks in the near future. This transition requires us to reevaluate our operational configurations and to retrain our employees, with potential impacts, both positive and negative, on our value chain. Our Community Development model is centered around personal empowerment and development and applies a due diligence process to identify and prevent potentially negative impacts. In anticipation of new technologies that may challenge the capacities of our employees, we are undertaking the following strategic actions to safeguard our workforce:

- **We have prepared an operational risk analysis** with particular emphasis on the human rights of our employees and the communities that may be affected, such as the right to freedom of work, profession, industry or trade.
- **Participative social diagnostics** where, every two years, we engage with the local community through various qualitative and quantitative methodologies to identify, prevent and mitigate any concerns residents may have regarding operational aspects and community perceptions. These diagnostics help us to develop better resilience strategies and change management.
- **Social management plans** are built from the information gathered through the participative diagnostics to develop programs and initiatives that address preventive aspects such as staff training in new trades, empowerment through courses on finance-related topics, seed capital projects to promote entrepreneurship, and economic diversification, among others.

2. Development and operation of new projects

Our community development model is founded on transparency and trust, fostering positive long-term relationships with the communities that neighbor our operations. Under the just transition concept, our *"Forjando Futuro"* (job training and productive skill development) and *"Provee"* (development of local small and medium businesses) programs are supporting skill and capacity development in the communities where we operate.

We implement mechanisms and tools for ongoing consultation with the community when we develop new projects and throughout their operation. These mechanisms ensure a just transition by maximizing opportunities for social, economic and human development in the community. Dialogue and engagement with the community are based on Participative Diagnostics to foster social dialogue among stakeholders. These diagnostics help us to identify the perceived needs of residents, detect risks and opportunities for intervention, and develop a collaborative work plan with the community (as a symbol of consent) to maximize the generation of social value. We strive to promote shared responsibility, empowerment and respect for human rights. We are committed to replicating these consultation activities for any future decarbonization projects we undertake.

The Infrastructure Division has implemented these measures at the El Retiro Wind Farm in Juchitan, the Fenicias Wind Farm in General Bravo, Nuevo Leon, and the Combined Cycle Power Plant in Nacozari, Sonora, which have contributed to the company's decarbonization efforts. These projects involve various activities to balance social, economic and environmental aspects in the transition towards cleaner and more sustainable energy sources. All three sites have a mechanism in place to identify and prevent negative impacts associated with operations (our Due Diligence process for communities), with the following components:

a. Sociodemographic variables
b. Operational risk analysis
c. Participative social diagnostics
d. Social management plan
e. Support and Attention Center: Community residents are encouraged to use this mechanism to share with the company their grievances and concerns about negative impacts on their rights where company operations are involved

Meanwhile, our Mining Division has a robust portfolio of future mining projects that will enable the company to continue producing transition metals that contribute to decarbonizing the economy. We currently have programs in place and are developing additional actions to mitigate negative social impacts and to enhance the positives that may result from these new projects. An example of this is the success story shared following.

For the development of decarbonization projects, at Grupo México we actively collaborate with governments, where applicable and in accordance with each country's regulatory framework, regarding the Free, Prior, and Informed Consent (FPIC) of affected indigenous communities. We recognize that FPIC is a fundamental right of indigenous peoples and that the State has the primary obligation to guarantee it. In Mexico, the competent authority conducts FPIC, and we maintain constant dialogue with communities through citizen participation mechanisms. For more information on our commitment with FPIC, please see this link.

Success Story: Citizen Consultation for the Michiquillay Project in Peru

We conducted a consultation process in 2020 for our future gold and copper project in Michiquillay, Peru. This process involved the Environmental Impact Assessment (EIA) and a connectivity analysis, finding that over 75% of the communities rely on radio as their primary means of communication.

The project has undergone several phases of work to reach approval, including pre-production, production and implementation. A Support and Attention Center (SAC) specific to the consultation process was set up with a toll-free phone line, email, WhatsApp and SMS texting, and a form to facilitate documenting questions and inquiries received via these platforms, and also promotional materials. We then installed receiving antennas for a radio link and other technical components to broadcast an uninterrupted 7-hour workshop where we presented the project and discussed the environmental and social baselines, the identification and assessment of impacts, and the environmental management strategy.

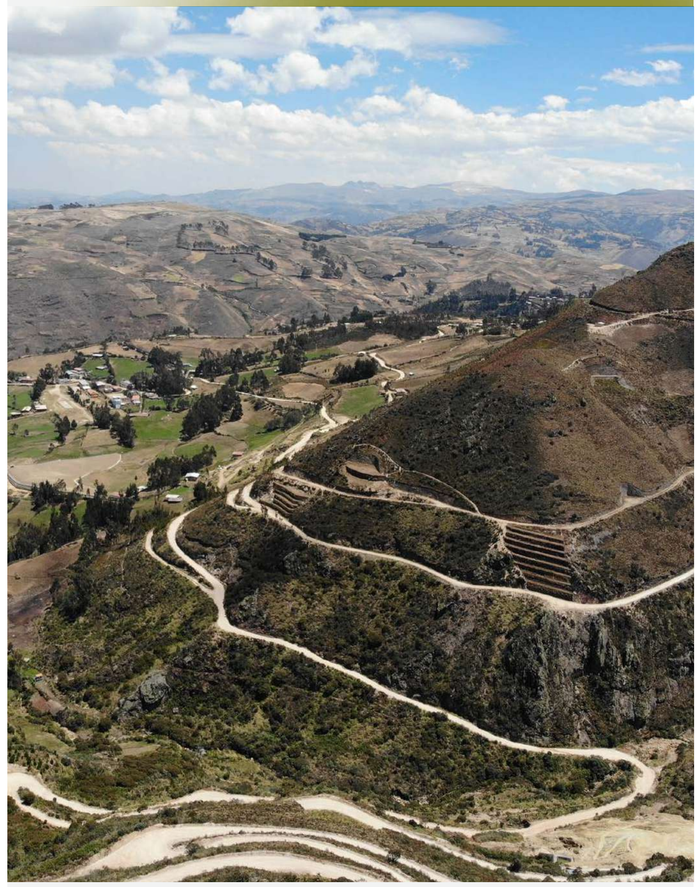
This innovative consultation process drew more than 10,000 listeners to the live workshop, 262 inquiries via WhatsApp, 48 calls during the broadcast, and 250 individuals utilized the CCS.

3. Closure of mining operations

Mining operations have a finite lifespan. Our Mining Division has experience implementing actions to address the social impacts resulting from these closures and preparedness to manage those that may arise in the future when our mines cease operations.

For example, our mine closure plans include a social component to promote long term wellbeing through economic diversification and job skill training programs. This approach contributes to a progressive and comprehensive closure, reducing the employment vulnerability of our employees and neighbor communities once the mines close (see Management Approach during Closure of Operations on our sustainability website). We strive to involve all stakeholders throughout the process, even post-closure. We have updated seven of our closure plans for mining operations and associated facilities. In addition to environmental and operational aspects, these plans include the development of a social baseline, identifying stakeholders, potential risks and planning under different closure scenarios, such as temporary suspension, progressive closure and post-closure, with a 10-year follow-up.

The plan is complemented by financial guarantees, the roles and responsibilities of the departments involved and performance indicators. The following case study illustrates our actions in this area in more detail.



Michiquillay Project, Peru

Social Closure Case Study: Nueva Rosita, Coahuila - Coal Mine

As part of our commitment to the community, we have had a closure strategy in place for our Nueva Rosita operation for over 18 years. This strategy was designed to address the closure needs and includes:

- Meetings with stakeholders to communicate the closure strategy and provide clear, transparent and timely information.
- Site visits to arrange leases, agreements and prevent social liabilities.
- Collaboration with local institutions, such as the State Institute for Adult Education (in Spanish, IEEA) and the Coahuila State Ministry of the Economy, as well as universities and nonprofits to explore training alternatives and job opportunities.
- Professional consultants to work on business incubation projects with workers and families.
- Training the Community Development team in collaboration with the Human Resources, Health and Safety, and Legal departments on handling the administrative closure.

Aspects related to the community were considered throughout the closure process, such as the future employment of the workers, seeking the maximum participation possible in the closure preparations, ensuring the availability of resources to address the socioeconomic aspects, exploring alternative uses for company facilities, and promoting productive, emblematic and competitive projects, like “Órale... Líderes por Nueva Rosita”, which encouraged citizen participation.

The actions undertaken during the responsible closure of the mine’s coke plant included:

- Advance communication campaign
  - Notification to local government authorities.
  - Social media campaigns for our Community Development model in Nueva Rosita highlighting positive actions.
  - Regular communication with stakeholders, such as the local mayor.
- Community actions for job searching and self-employment
  - Job fairs
  - 5 workshops on personal finance
  - Training and certification in different trades
  - Support for 17 business incubation projects
  - Assistance for 245 employees during the administrative closure.
- Dissemination of closure actions
  - Engagement with five media outlets
  - Close communication with local business groups and organizations

4. Nature-based solutions (NBS)

The protection and restoration of natural ecosystems, with their respective sustainable management, play a crucial role in mitigating climate change and lead us to explore projects built on nature-based solutions to develop long-term social and environmental safeguards (food security, job creation, lessening of the effects of natural disasters) that are aligned with our vision of a just transition, according to the most recognized international and national standards.

Next steps

At Grupo México, we recognize that climate change entails various risks and impacts at the operational level, including those related to neighboring communities, employees, the value chain and stakeholders. Therefore, we have strengthened our strategy to limit these aspects as we progress towards a just transition. Consequently, our next steps will involve:

- Defining the internal principles of just transition
- Developing short, medium and long term plans
- Raising awareness about the impacts and risks associated with our operations
- Continuing our social programs, dialogues and engagement with communities and stakeholders

Of note is that each country where we operate faces different panoramas of transition, which means we are continuously adapting our approach to consider the specific regulations applicable, reinforce our engagement with stakeholders and communities, and build new partnerships with key actors.

6.1.4 Targets & Goals

Short, medium and long term emissions reduction targets

TCFD MYO-C

We prepared a Scope 1 and 2 emissions reduction roadmap for Grupo México in 2022 to define our new short, medium and long term targets. A key part of this effort is our active collaboration in the "Global Copper Decarbonization Roadmap" working group of the International Copper Alliance (ICA), which aims to define the contribution of the copper industry to achieving the goals of the Paris Agreement, and also recommended actions to succeed in this effort.

Our targets are aligned with the ICA roadmap as follows:

- We have considered 2018 as the base year, as the emissions for 2019 and 2020 may not be representative due to the economic slowdown caused by the Covid-19 pandemic.
- As of 2022, our short (2027), medium (2035) and long (2050) term emissions projections consider the planning for new projects. For example, we anticipate that our operations will grow in response to increased demand for copper because of its importance in the transition to low-carbon economies. We also consider "business as usual" (BAU) scenarios to understand how our emissions would increase if we were to take no action to reduce or mitigate.
- Reducing our Scope 1 and 2 emissions is dependent, in the medium and long term, on technological advancements in electrically powered mine trucks and locomotives, the substitution of fossil fuels for alternative fuels (like hydrogen), and the capturing and storing or use of carbon dioxide. Our short term reductions could be achieved with energy efficiency measures and investments in green electrification initiatives, by constructing new renewable energy projects or negotiating new green power purchase agreements (PPAs) and international renewable energy certificates (iRECS).

Short term (2027)	Reduce Scope 1 and 2 emissions 15% by 2027 for BAU emissions, using 2018 as the base year.
Medium term (2035)	Reduce Scope 1 and 2 emissions 35% for BAU emissions, using 2018 as the base year.
Long term (2050)	Net zero Scope 1 and 2 emissions by 2050 for BAU emissions, using 2018 as the base year.

Short term (2027)

Reduce our Scope 1 and 2 emissions 15% by 2027 for BAU emissions, using 2018 as the base year. We have set an emissions intensity reduction target of 20% by 2027, compared to 2018, for our Mining Division, and we are aiming for at least 25% of our electricity consumption to come from renewable energy sources by 2027, using 2022 as the base year.

Actions to achieve our targets:

- **Invest in renewable electricity.**
  We have invested US$256 million in the construction of the 168 MW Fenicias wind farm, which started operations in August 2024 supplying power to our underground mines. Our estimates indicate that, after one full year of operation, Fenicias will avoid approximately 250 $ktCO_2e$ Scope 2 emissions, increasing the renewable electricity usage of the organization by at least 25%. Additionally, we are assessing the feasibility of implementing small solar power projects in Mexico following the model of medium voltage distributed generation for mines that do not have access to the renewable energy produced by the Grupo México wind farms. The first success case is the Tamosura Business Center, where we implemented this distributed generation model, producing a reduction of approximately 130 tCO_2eq. We are also preparing feasibility studies for our mine operations in the United States to explore the possibility of generating renewable energy on site and estimate the additional emissions reductions from such an investment, which could be around 120 $ktCO_2e$ of Scope 2 emissions. This emissions reduction would mean generating, through renewable energies, approximately 32% of the current power demands of our ASARCO operations.

- **Energy efficiency.**
  Our mine operations in Mexico started to implement the following energy efficiency projects in 2024, reducing emissions by more than 3 $ktCO_2e$.

  - Solar thermal system with electric furnace at the La Caridad SX/EW plant, replacing up to 84% of our diesel consumption to heat the electrolyte, producing a reduction of over 1 $ktCO_2e$.

  - Energy efficiency project at the Buenavista del Cobre SX/EW 3 plant, which involved major maintenance on several process components and installing trace heating around pipes and valves to maintain the interior heat and avoid diesel consumption. These improvements have reduced our diesel consumption to heat the electrolyte by 85% and avoided approximately 1.9 $ktCO_2e$.

  For our mines in Peru, we are developing three projects that will produce reductions of approximately 40 $ktCO_2e$, of which 23$ktCO_2e$ will be attained starting in 2024:

  - Power cogeneration using residual furnace heat at the Ilo Smelter to generate steam-based electricity.

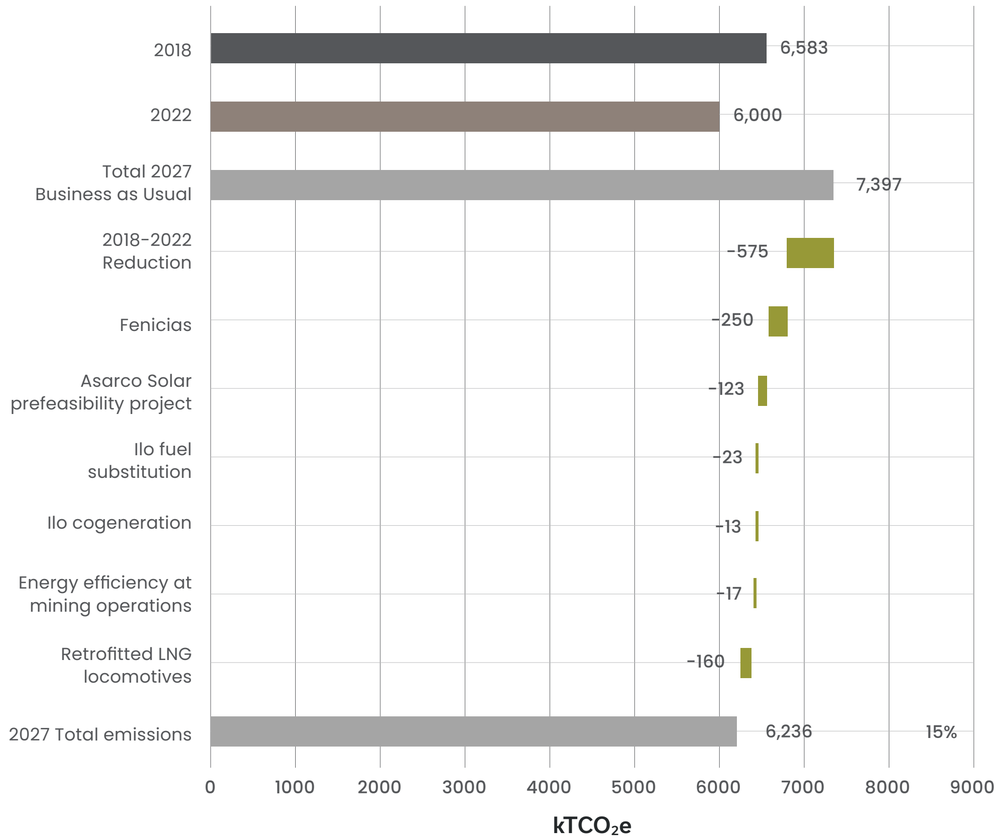
  - Substituting fuel oil and diesel for natural gas at the Ilo Smelter by using dry natural gas in plant equipment processes.

  - Solar thermal system with electric furnace at the Toquepala SX/EW plant, which will replace the use of diesel and fuel oil to heat the electrolyte.

  In 2025, we will continue to identify similar energy efficiency actions for our US operations that could be implemented in the short and medium term.

- **Substituting fuels in locomotives.**
  To reduce our emissions in the short term, we are analyzing the possibility of retrofitting freight locomotives and tenders to hybrid (natural gas/diesel). This project is in its first phase and, when completed, will reduce emissions by approximately 160,000 tCO_2eq.

2027 Emissions Reductions (thousands of tons)



At Grupo México, we report all data with transparency. Therefore, we note that the "2027 Business as Usual" (BAU) bar considers the estimated growth that best reflects the reality of the different divisions of our company for that year, including the mine projects that will start operations prior to 2027 and which will produce emissions if reduction actions are not taken from the onset. The emissions of our Mining Division account for 54% of our BAU emissions and were calculated from our 2027 production projections for both current operations and new mine projects, and the average emissions intensity for 2018. Meanwhile, the emissions of our Transportation Division account for 24% of our BAU emissions and were calculated considering an increase in our fleet of locomotives (and by consequence, diesel consumption) on par with company growth.

The remaining 22% is attributed to the emissions of our Infrastructure Division, which are not projected to experience significant growth by 2027. These BAU emissions represent 100% of the Scope 1 and 2 emissions of the three divisions that comprise Grupo México.

Of the total emissions reductions presented for this target, 15% are expected to come from Mining Division projects (Asarco solar, Ilo cogeneration and fuel substitution, energy efficiency), 22% from the Infrastructure Division (Fenicias), 14% from the Transportation Division (locomotive retrofitting), and the remainder is attributed to the emissions reductions during the period 2018-2022.

For more information on emissions intensity by process and division, see (link).

Notes about the chart

The information shown here is based on concept analyses, the results of which, together with the current status of project development, were used to inform the approximations for the values presented. In 2025, we will continue working on more specific studies (e.g., the ASARCO feasibility study) to strengthen and refine the reductions identified.

- **Capital expenditures**

  We have started a preliminary mapping of the capex that will be required for most of the emissions reduction opportunities presented in this report, based on the cost of projects already in place, feasibility studies and conversations with technology providers.

  We will revise the information presented following as we move forward with our analyses and the implementation of these projects, noting that the information offered here is preliminary.

Project	Type	Investment (US$ 000)	000 tCO_2eq reduction	Status and start of operations
Fenicias	Wind farm (renewable energy)	256,000	250	In operation/August 2024
Asarco solar	On site solar power (renewable energy)	tbd	123	Feasibility studies/tbd
Ilo fuel substitution	Investment in cleaner energy matrix	15,300	23	Tests/June 2025
Ilo cogeneration	Energy efficiency	24,500	13	Feasibility/tbd
Tamosura Business Center	Distributed generation (renewable energy)	175	0.13	In operation
SX/EW Peru	Solar thermal system (energy efficiency)	3,000	3	Concept phase/tbd
La Caridad SX/EW	Solar thermal system (energy efficiency)	938	1.35	In operation/April 2024
BVC SX/EW 3	Major maintenance (energy efficiency)	25	1.9	In operation/January 2024
Medium voltage distributed generation	Solar panels (renewable energy)	800	0.48	Concept phase/tbd
Retrofitting LNG locomotives	Investment in cleaner energy matrix	19,700	160	Tests

Medium term (2035)

Grupo México has set as our 2035 target, reducing our Scope 1 and 2 emissions by 35% for BAU emissions, using 2018 as the base year. We have set an emissions intensity reduction target of 50% by 2035, compared to 2018, for our Mining Division, and we are aiming for at least 50% of our electricity consumption to come from renewable energy sources by 2035, using 2022 as the base year.

Actions to achieve our targets:

- **Electrically powered mine trucks.**
  This project will make only a limited contribution to reducing GHG emissions in the short term as these types of vehicles are not expected to be readily available before 2030. We have started to analyze how many of our trucks could be electrically powered between 2030 and 2035, considering their useful life. On the assumption that electrically powered trucks will be available from our suppliers, we estimate approximately 20% of our current fleet of trucks could be electrically powered, which would represent a reduction of approximately 170 $ktCO_2e$.

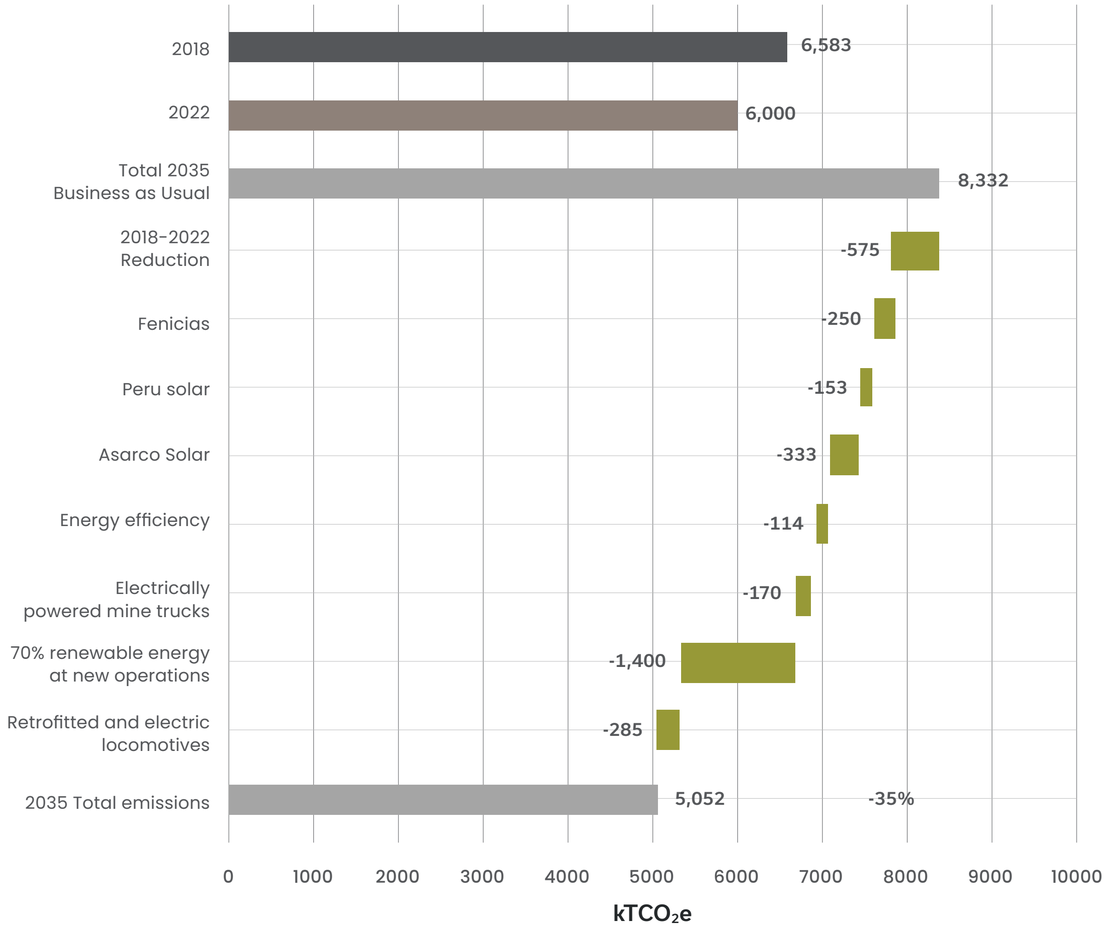
- **Continue investing in renewable energy for existing projects.**
  Assuming the Fenicias wind farm will remain in operation after 2027, we estimate that our ASARCO and Southern Peru operations could cover at least 90% of their current electricity needs from renewable energy sources, by negotiating new green power purchase agreements, international clean energy certificates or the construction of greater capacity renewable energy generation projects. This would produce a reduction of approximately 486 $ktCO_2e$. We continued to prepare feasibility studies in 2024 for the development of an on site 100 MW solar project near our Quebrada Honda tailings dam in Peru, and another similar 95 MW project for our Ilo smelter. Additionally, we are exploring the feasibility of a 300 MW solar project in Moquegua.

- **Invest in renewable energies for new mine projects.**
  We estimate Grupo México will have new projects in operation by 2035. If we consider that all new Mining Division operations will operate at 70% renewable electricity by 2035, including the electricity needs of 15% of their mine trucks, we estimate the BAU emissions could be reduced by approximately 1,400 $ktCO_2e$.

- **Electrically powered locomotives.**
  In addition to fuel substitution for locomotives, we believe that as of 2028, we will be starting to electrify around 30% of our yard locomotives, which could reduce the emissions of the Transportation Division by an additional 125 $ktCO_2e$ by 2035, assuming this technology is readily available by then. This project would produce a total reduction of 285 $ktCO_2e$ associated with the Transportation Division, considering the achievements made by 2027.

- **Additional energy efficiency projects.**
  In the coming years, Grupo México will continue working to redesign, convert and retrofit equipment, improve and reorganize processes, and provide efficient energy usage training for employees, to identify additional opportunities for energy efficiency. With these actions, we would expect to reduce the overall energy consumption of our operations by at least 2% by 2035, which would represent at least an additional 114k tCO_2eq.

2035 Decarbonization Roadmap (thousands of tons)



Notes about the chart

The information shown here is based on concept analyses, the results of which, together with the current status of project development, were used to inform the approximations for the values presented. In 2025, we will continue working on more specific studies (e.g., energy efficiency at the La Caridad combined cycle power plant) to strengthen and refine the reductions identified.

We note that the "2035 Business as Usual" (BAU) bar considers the estimated growth that best reflects the reality of the different divisions of our company that year, including the mine projects that will start operations prior to 2035 and which will produce emissions if reduction actions are not taken from the onset. The emissions of our Mining Division account for 55% of our BAU emissions and were calculated from our 2027 production projections for both current operations and new mine projects, and the average emissions intensity for the period 2019-2022. Meanwhile, the emissions of our Transportation Division account for 26% of our BAU emissions and were calculated considering an increase in our fleet of locomotives (and by consequence, increased diesel consumption) on par with company growth. The remaining 19% is attributed to the emissions of our Infrastructure Division, which are not projected to experience significant growth because of our renewable or low-emission energy projects. These BAU emissions represent 100% of the projected 2035 Scope 1 and 2 emissions of the three divisions that comprise Grupo México.

Of the total emissions reductions presented for this target, 66% are expected to come from the Mining Division (Asarco and Peru solar, energy efficiency, electrically powered mine trucks and renewable energy at new operations), 8% from the Infrastructure Division (Fenicias), 9% from the Transportation Division (locomotive retrofitting), and the remainder is attributed to the reductions since 2018.

For more information on emissions intensity by process and division, see (link).

We have started to map the capex that will be needed for the opportunities presented for the 2035 period, investing in renewable energies for our assets in Peru and ASARCO, these being sites that are currently in operation.

In the case of Peru, we are estimating an investment of approximately US$300 million, depending on the installed capacity, and for ASARCO, we are waiting for the results of the feasibility study that will be prepared in early 2025.

For the other opportunities presented for this period, we will continue to follow the technological advances with our truck and train providers, and also the development of our new mine projects, to then estimate more realistic investment amounts.

Long term (2050)

Our target is net zero Scope 1 and 2 emissions by 2050 for BAU emissions, using 2018 as the base year.

Actions to achieve our targets:

- **Continue investing in electrically powered mine trucks.**
  We expect 100% of our current fleet of mine trucks to be electrically powered by 2050, as we estimate that by then all our current trucks will have reached the end of their useful life, therefore there will be an opportunity to invest in new electrically powered trucks. We believe that having a 100% electric fleet by 2050 is crucial to achieving our target of net zero emissions by 2050.

- **Continue investing in renewable energies for new mine projects.**
  Continue investing in electrically powered locomotives

- **Continue investing in electrically powered locomotives.**
  Our target is that the majority of our Transportation Division locomotives will be electric by 2050.

- **Develop long term fuel substitution projects.**
  Ideally, the electricity generated at our La Caridad combined cycle power plant will gradually be replaced with renewable energies in the medium and long term, but if that is not possible, we believe these emissions could be reduced by substituting natural gas for hydrogen, expecting the production and supply of this alternative fuel will be a reality by 2030.

- **Neutralize the emissions that cannot be reduced.**
  To achieve our target of net zero emissions by 2050, we will need to take actions to neutralize those carbon emissions that are difficult or impossible to reduce, which we estimate will be around 10% of our BAU emissions calculated for 2050. We have started to prepare concept analyses to explore the technical and economic feasibility of capturing the carbon generated by our Lime plant and the La Caridad combined cycle power plant to use this in our industrial processes or for the production of alternative fuels. We are also considering implementing nature-based solutions, on company properties, to offset our emissions.

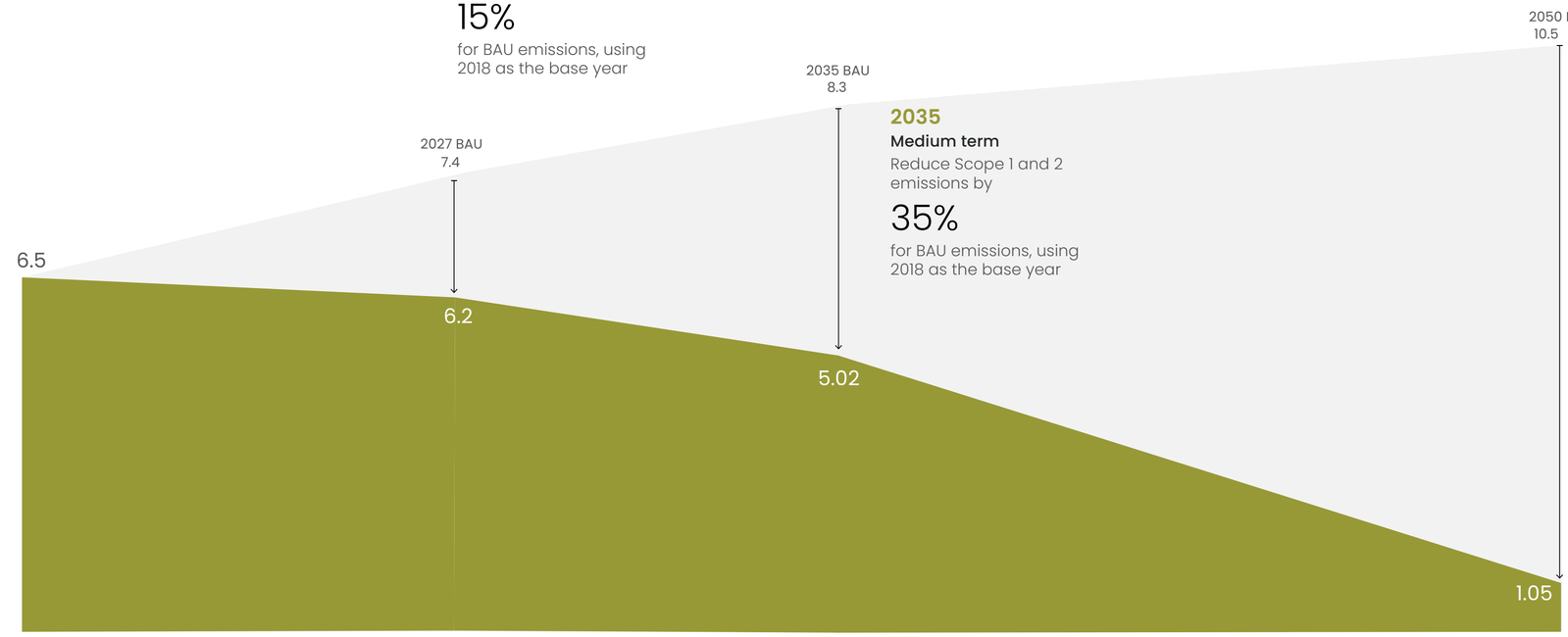
To date, which includes the 2024 calendar year, Grupo México has not used “offsets” or carbon credits (own or from third parties) to offset our operational emissions or those of our value chain, which includes the supply of raw materials or the distribution of our products.

Regarding the capex that will be needed for the opportunities presented for the 2050 period, we will continue to follow the technological advances with our truck and train providers, and also the development of our new mine projects, to then estimate more realistic investment amounts. For the nature-based solutions presented, we have identified approximately 28,000 acres (11,300 hectares) near our mine operations in Mexico where we are looking to develop reforestation and ecosystem conservation projects to permanently remove carbon from the atmosphere. For more information about the status of this analysis, see this (link) .

2027
Short term
Reduce Scope 1 and 2 emissions by
15%
for BAU emissions, using 2018 as the base year

2035
Medium term
Reduce Scope 1 and 2 emissions by
35%
for BAU emissions, using 2018 as the base year

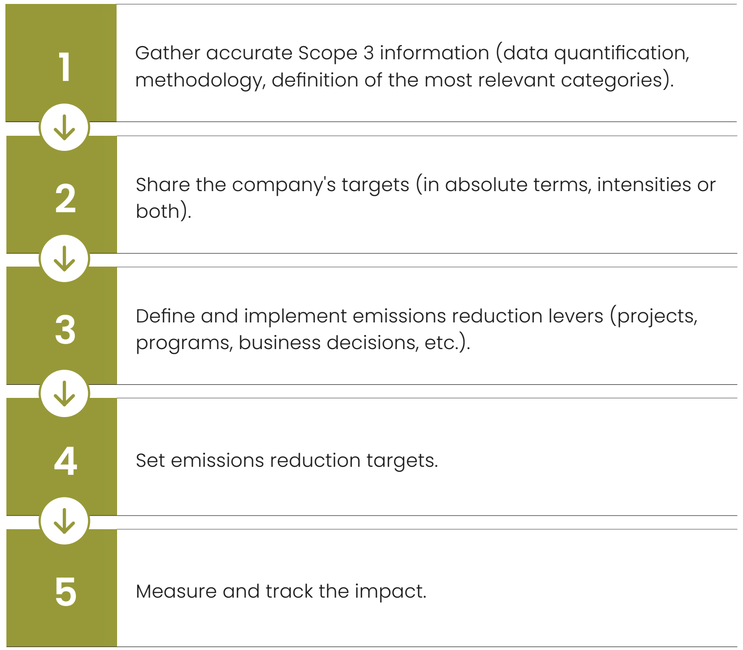
2050
Long term
0 net emissions
Reduce Scope 1 and 2 emissions by
90%
for BAU emissions, using 2018 as the base year and neutralize the remaining
10%
that cannot be reduced



Renewable energies	Operation of the Fenicias Wind Farm and invest in renewable electricity for our ASARCO operations	Invest in renewable energies for new mine projects	Continue to invest in renewable energies for our new mine projects
		Continue to invest in renewable electricity for our existing Mining Division projects	Continue to invest in the electrification of our mine trucks
Fuel substitution	Substitute fuels for freight locomotives	Start the electrification of mine trucks	Continue to substitute fuels for freight locomotives and the electrification of yard locomotives
Energy efficiency	Energy efficiency at our mine operations	Start electrification of yard locomotives	Fuel substitution projects for the La Caridad Combined Cycle Power Plant
		Additional energy efficiency projects	Neutralize emissions that cannot be reduced

Emissions reductions in our value chain.

One of our strategic priorities at Grupo México is to work with our suppliers and customers to reduce our company emissions as we have identified that the largest portion of our organizational footprint has historically been attributed to our value chain. This led us to prepare an analysis in 2023 to expand our climate change strategy to address reducing our Scope 3 emissions, aligned with best practices in our sector and global trends. This analysis was built on five key points:



1. **Gather accurate Scope 3 information:** We have been reporting our Scope 3 carbon footprint for the last 5 years and in 2022, we defined a more robust methodology for gathering information based on the ICMM Scope 3 Accounting and Reporting Guidance and the GHG Protocol to identify additional sources of emissions and prepare a more representative inventory. As a result, we set 2022 as our baseline. Also, we have created working groups with our customers and suppliers who are the highest contributors to our Scope 3 emissions to share information (emission factors, carbon footprint for products, etc.) to aid in tracking emissions efficiently and to identify opportunities for reduction.

2. **Share Grupo México's targets:** Our process for setting targets and goals is built on a methodology that helps us to quantify potential increases in the emissions of Grupo México according to a business as usual or BAU scenario to understand our context in the short, medium and long term, while also determining the approximate reductions we need to achieve to maximize the positive impact of our company.

3. **Define and implement emissions reduction levers:** This process was developed by identifying the actions that will make the greatest contribution to reducing our emissions, based primarily on the operational emissions reduction targets (Scope 1 and 2) that our major customers and suppliers are reporting, mapping the displacement of Scope 3 emissions resulting from the implementation of reduction projects at our operations (for example, energy efficiency projects, electrically powered mine trucks and locomotives, and investments in renewable energies), and defining collaboration plans with customers and suppliers to identify efficiencies in logistics and to select inputs with a lower carbon intensity.

4. **Set emissions reduction targets:** The efforts discussed above have led to the targets presented, based on actions that can be tracked and monitored over time. These targets focus mainly on the most representative Scope 3 emissions blocks in our inventory, which were defined according to the "Project Method" suggested under the GHG Protocol, to quantify the potential reductions from individual mitigation projects in terms of a baseline (meaning, a hypothetical or "business as usual" scenario that considers emissions with no mitigation projects).

5. **Measure and track the impact:** These targets are monitored constantly and are revised according to innovations in the industry and the efforts we identify together with our customers, suppliers and other actors. Additionally, we have mechanisms in place to stay in contact and to enforce compliance with certain requirements through the Grupo México Code of Conduct for Customers and Suppliers, and the Code of Conduct for Business Partners with our major business partners. Our aim is to expand these controls over the coming years to add efficient tracking of the progress on this strategy.

This analysis identified the following emissions reduction levers that were compatible with our strategy:

- Implement low-carbon procurement policies.
- Replace high-emissions capital with low-emissions capital.
- Replace fossil fuel consumption at our operations and throughout our value chain with renewable energies.
- Increase efficiency in the production and logistics for our products and services.
- Collaborate with key players (national and international customers, suppliers and organizations) to exchange accurate information and identify opportunities for emissions reductions.
- Follow market good practices and reduction initiatives in the sector.
- Taking advantage of the synergies between our three divisions, specifically between the transportation requirements of the Mining Division for inputs and products and the rail services our Transportation Division provides.

- **Quantification of the emissions reduction levers.**
  We distribute our Scope 3 carbon footprint in percentages of relevance according to each category quantified for the baseline (2022). We then divide the carbon footprint into 3 reduction blocks defined according to the volume of emissions and the reduction levers where we could have the most influence, to then prioritize the categories with the greatest impact. Lastly, we consider projects and actions that could reduce emissions through in-depth investigations into good practices and actions identified in the market and reported by our value chain. This helps us to estimate for each time horizon in our climate change strategy (2027, 2035 and 2050), the emissions reduction targets presented here to achieve these targets in a tangible and measurable way.



El Retiro Wind Farm, Juchitán de Zaragoza, Oaxaca, Mexico

Emissions reductions block #1 (suppliers, customers, capital goods and products)		
Scope 3 categories	**$ktCO_2e$**	**% relevance**
Category 1 (purchased goods and services)	2,126	27%
Category 10 (processing of products sold)	2,247	29%
Category 2 (capital goods)	529	7%
Total GMEX 2022	**4,902**	**63%**
Total AMC 2022	**4,460**	**57%**

High priority

Most relevant emissions reduction levers

- Implement low carbon procurement policies
- Collaboration with key players
- Monitor good practices in the market and reduction initiatives in the sector
- Replace high-emissions capital with low-emissions capital

Examples of initiatives that would impact our footprint

- Implementation of our Policy and Code of Conduct for Suppliers, which invites our suppliers to minimize their emissions, increase their use of renewable energy and continuously improve their energy efficiency.
- Creation of working groups with the 10 customers and suppliers that are the highest contributors to our footprint to review emission factors, confirm consumptions, unify calculation methodologies and share information about opportunities to reduce emissions from processes.
- Analysis of the carbon footprint for company and customer products to implement reduction strategies.
- Analysis of the carbon footprint for our major inputs to identify lower emission options.
- Collaboration and follow up with suppliers in terms of their emissions reduction initiatives.

Emissions reduction block #2 (vehicles and fuels for the transportation of inputs and products)		
Scope 3 categories	**$ktCO_2e$**	**% relevance**
Category 3 (fuels and energy consumption)	1,519	20%
Category 4 (upstream transportation and distribution)	829	11%
Category 9 (downstream transportation and distribution)	398	5%
Total GMEX 2022	**2,746**	**36%**
Total AMC 2022	**2,196**	**28%**

Medium priority

Most relevant reduction levers

- Replace fossil fuel consumption at our operations and through our value chain with renewable energies
- Improve efficiency in the production and logistics for our products and services
- Replace high-emissions capital with low-emissions capital
- Monitor good practices in the market and reduction initiatives in the sector

Examples of initiatives that would impact our footprint

- Development energy efficiency and renewable energy projects at our mines to displace indirect emissions associated with the processing and distribution of fossil fuels and electricity.
- Adoption alternative fuel sources with a lower carbon footprint.
- Implementation of fuel saving initiatives in the Transportation Division to improve the transportation logistics for our products.
- Replace diesel mine trucks and vehicles with electrically powered trucks and vehicles in the medium and long term to reduce the emissions in our value chain.
- Monitor the evolution of the industry from heavy vehicles to electrically powered as a standard for the distribution and transportation of goods.
- Efficiency analysis for our transportation routes.

Emissions reductions block #3 (disposal of waste, employee commuting and others)		
Scope 3 categories	$ktCO_2e$	% relevance
Category 5 (waste generated)	70	1%
Category 13 (downstream leased assets)	55	1%
Category 7 (employee commuting)	14	0.18%
Category 6 (business travel)	3.6	0.05%
Total GMEX 2022	**142**	**2%**
Total AMC 2022	**75**	**0.96%**

Long term priority

Most relevant reduction levers

- Replace high-emissions capital with low-emissions capital
- Implement low carbon procurement policies
- Collaboration with key players
- Monitor good practices in the market and reduction initiatives in the sector

Examples of initiatives that would impact our footprint

- Analysis to ascertain the feasibility of treating or recycling internally spent tires generated at our operations.
- Implementation of our Policy and Code of Conduct for Suppliers, which invites our suppliers to minimize their emissions, increase their use of renewable energy and continuously improve their energy efficiency.
- Analysis to identify programs that support circular economies as applicable to our operations.

-10%

Short term (2027): reduce our Scope 3 absolute emissions by 10% for BAU emissions, using 2022 as the base year.

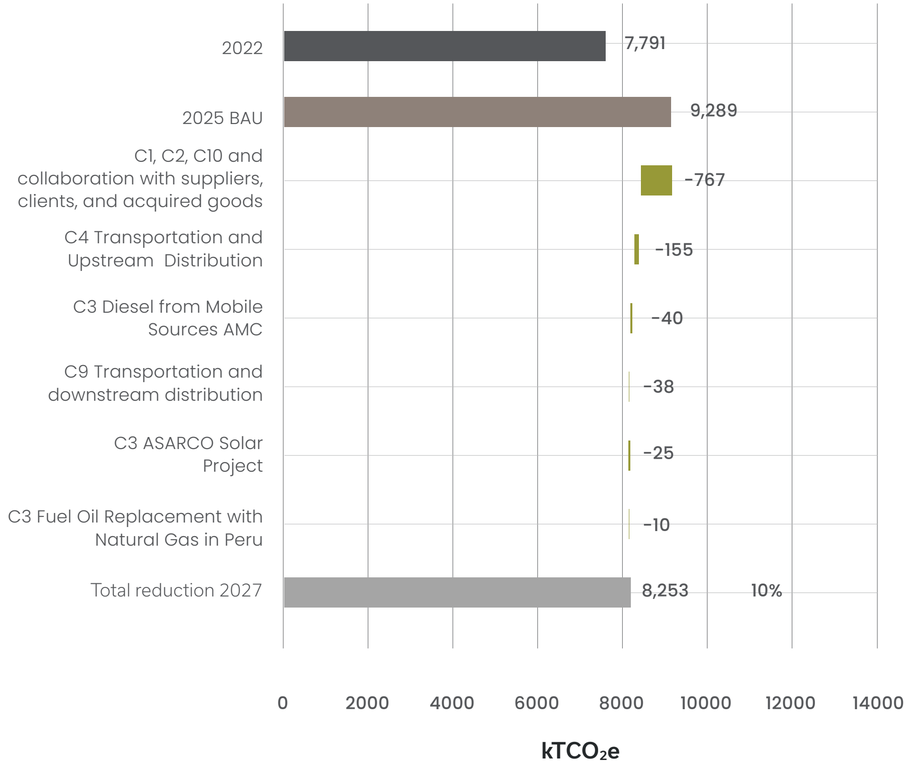
-20%

Medium term (2035): reduce our Scope 3 absolute emissions by 20% for BAU emissions, using 2022 as the base year.

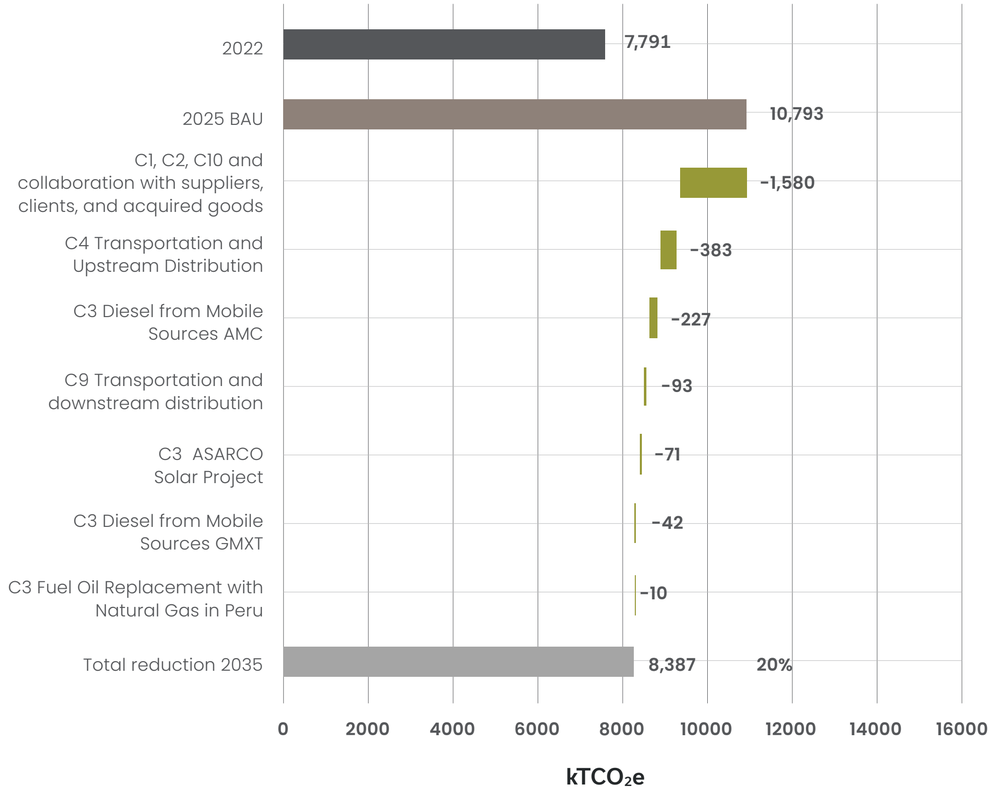
-30%

Long term (2050): reduce our Scope 3 absolute emissions by 30% for BAU emissions, using 2022 as the base year, although our aspiration is to reach the 60% proposed by the International Copper Association (ICA).

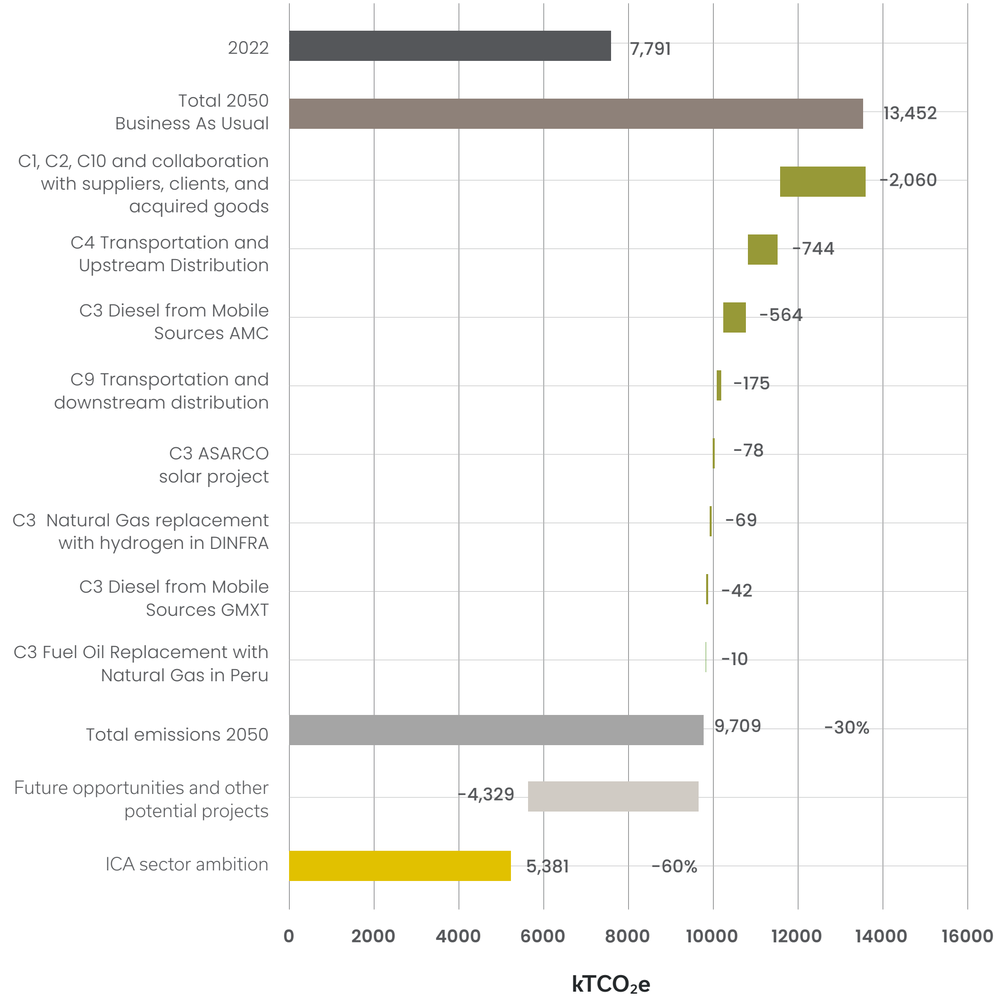
2027 Decarbonization roadmap (Thousand tons)



2035 Decarbonization roadmap (Thousand tons)



2050 Decarbonization roadmap (Thousand tons)



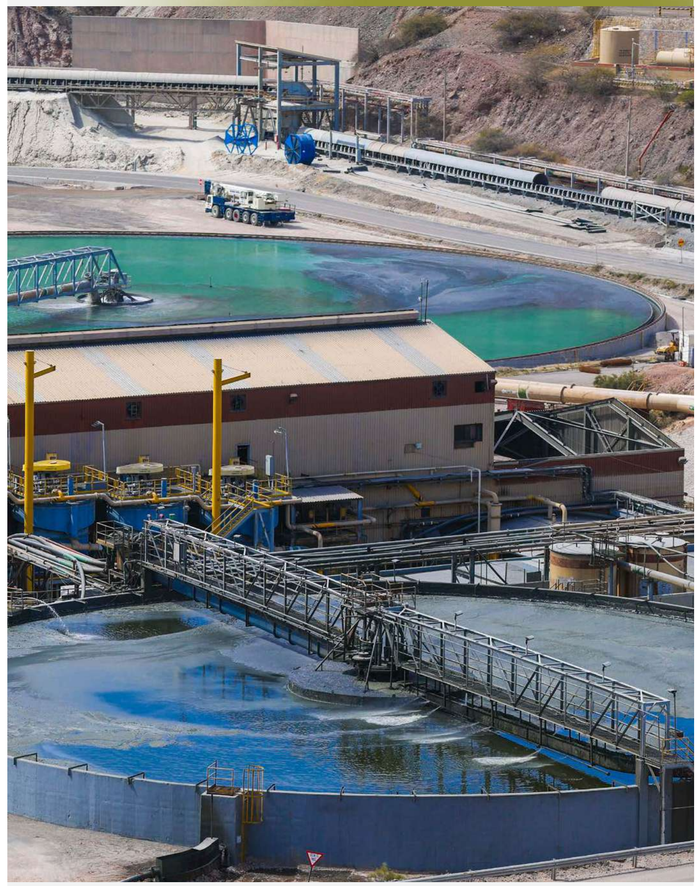
For more information about this analysis, as well as its distribution by Division, consult the following link.

We want to highlight that at Grupo México, we support the Science Based Targets initiative (SBTi), the primary goal of which is to help companies to set emissions reduction targets in line with climate science and the goals of the Paris Agreement. We have included the recommendations of this initiative in the preparation of the targets outlined above, analyzing whether they are in keeping with what the most recent climate science considers necessary to achieve the goals of the Paris Agreement: limit global warming to well below 2°C above preindustrial levels and pursuing efforts to limit warming to 1.5°C.

However, given that we need to incorporate the long term growth of the company to better reflect a more realistic and transparent projection of our business as usual emissions, and taking into account it is probable that the technological solutions that will be key to reducing our emissions will only be available in the long term, we have concluded that, at this time, we are not able to set reduction targets that are aligned with the recommendations of this initiative.

The next action to strengthen our climate change strategy, and by consequence achieve the Scope 1, 2 and 3 emissions reduction targets presented here, is to continue strengthening our emissions reduction roadmap to identify additional emissions reduction opportunities and continue analyzing the capex required and the anticipated annual costs to implement the actions described here.

As we move forward with this review, we are committed to continuing to analyze whether gour reduction targets will require adjustments to align with climate science and the SBTi initiative. Meanwhile, we are open to collaborating with this initiative in the development of a specific guide for the mining sector, which we believe would significantly drive the efforts of the sector to set emissions reduction targets in line with the Paris Agreement.



La Caridad Mine, Nacozari de García, Sonora, Mexico

6.1.5 Highlights 2024

Our climate strategy is built on the following pillars:

- Deliver products and services that support the energy transition.
- Reduce our carbon footprint across the organization.
- Increase the resilience of our operations and neighboring communities to the effects of climate change.
- Align our organizational management with international best practices.

Our 2024 efforts focused on the second pillar, which led to avoiding approximately 78,000 tCO2eq through the following projects:

Fenicias wind farm: The wind farm started operations during the second half of 2024, contributing to the 30% (75,000 tCO_2e) reduction in the emissions associated with the electricity consumed by our underground mines and the 34% consumption of renewable electricity reported for the Grupo México level.



Energy efficiency at La Caridad SX/EW: Installation of a solar thermal system to reduce the dependence on diesel to heat the electrolyte. Thanks to this initiative, we reduced our diesel consumption at the plant by 85%, compared with the previous year, avoiding around 1,350 tCO_2e.



Energy efficiency at Buenavista del Cobre SX/EW 3: Major maintenance and the installation of trace heating around pipes and valves to maintain the interior heat and avoid diesel consumption to heat the electrolyte in this process. These improvements have reduced our diesel consumption by more than 85%, compared with the previous year, avoiding around 1,800 tCO_2e.

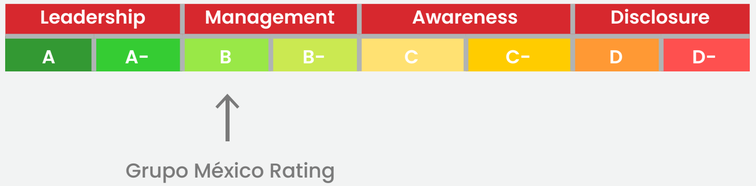


Additionally, we prepared a comprehensive study to understand the feasibility of developing nature-based solution projects on three Grupo México properties. The study included: a) estimating a baseline for the carbon currently captured by the biomass on these properties, b) identifying possible actions and practices aligned to international standards to increase the removal of CO2 in the short and medium term, and c) determining whether these additional actions could offset a portion of Grupo México's carbon footprint. Consult the results of this study at this (link).

As part of our efforts to strengthen our governance, members of the World Economic Forum climate governance initiative, known as Chapter Zero, held an information session with the board members and senior management of Grupo México and Southern Copper Corporation in the first quarter of 2024, on the roles and responsibilities that senior executives should adopt in the face of the risks and opportunities the climate emergency poses.

- Each year, we complete the CDP questionnaire on climate change, which provides a system for environmental disclosure and is globally considered the most relevant assessment on climate change. We also prepare a gap analysis each year from our annual assessment results in support of ongoing improvement. This led to Grupo México maintaining its "B" rating in 2024, demonstrating our continued effective management of our climate strategy. This rating is higher than the regional average for North America ("C") and higher than the average for the metal smelting, refining and production sector ("C").

CDP Rating Scale:



- We have participated in the S&P Global Corporate Sustainability Assessment (CSA) since 2020. Grupo México received a perfect score (100) in climate governance in 2024, while the score for Southern Copper Corporation was 90 (out of 100), affirming our ongoing improvement in our efforts in this area. We also received a score of 100 in the category TCFD (Task Force on Climate-Related Disclosures), which focuses on the management and disclosure of financial risks and opportunities related to climate change.

- Additionally, the investor-led Climate Action 100+ initiative recognized our emissions reduction roadmap and gave us a "full compliance" rating in the category TCFD for the second year in a row.

6.1.6 Next Steps

Our goals in 2025 are:

- Update our analysis of climate scenarios to identify new physical risks at the operational level and prepare adaptation plans for our most vulnerable sites.
- Define how to implement internal carbon pricing that will support our operations in anticipating potential regulations and favor the reduction of our carbon footprint.
- Begin to analyze the carbon footprint for copper concentrates and cathodes considering operational emissions (Scope 1 and 2) and from our value chain (Scope 3) for our major Sonora and SPCC sites.

6.1.7 Metrics and Indicators

GRI 302-1, 302-3, 302-4, 305-1, 305-2, 305-3, 305-5, 305-7

We evaluate the performance of our climate strategy and the different related mechanisms through the following indicators:

Energy consumption

a. Total energy consumption (fuels and electricity) (GJ)

Greenhouse gas emissions

a. Carbon footprint, operational emissions
b. Historic operational emissions
- Scope 1
- Scope 2

Fuels

a. Fuel consumptions (GJ)
b. Total fuel consumptions (GJ)
c. Fuel consumptions (GJ)
d. Grupo México emissions from fuel consumption in mobile consumption sources by type of gas
e. Grupo México emissions from fuel consumption in stationary consumption sources by type of gas

Electricity

a. Historic electricity consumption
b. Electricity consumption by source (MWh)
c. Mining Division grid energy consumption
d. Consumption of renewable energy

Emisiones de Alcance 3

a. Scope 3
- Scope 3 emissions per category
- Emissions per category

Summary of the Grupo México corporate footprint

a. Scope 1, 2, 3 total emissions
b. Total emissions $MtCO_2eq$
c. Year operational emissions $MtCO_2eq$
d. Grupo México total emissions ($ktCO_2e$)
e. Emissions reductions

For more information about our targets and goals, and our progress, visit the Grupo México Sustainability website.

Energy Consumption

Total energy consumption (fuels and electricity) by country and subsidiary (GJ)
GRI 302-1| SASB EM-MM-130a.1

Division / Subsidiary	2024	2023	2022	2021	2020	2019	Variación 2024-2023 (%)
Total MIN DIV	**55,391,217**	**52,730,346**	**52,942,758**	**51,310,021**	**49,082,890**	**52,072,515**	**5.05%**
SCC	49,337,007	46,927,913	46,971,120	44,609,792	43,244,904	43,208,095	5.13%
Mexico (MM)	30,174,904	29,145,440	29,274,794	27,343,238	26,743,178	26,450,947	3.53%
Peru (SPCC)	19,162,103	17,782,473	17,696,326	17,266,554	16,501,726	16,757,148	7.76%
USA (ASARCO)	6,054,210	5,802,433	5,971,638	6,700,229	5,837,986	8,864,420	4.34%
Total TRA DIV	**19,717,051**	**18,935,395**	**17,624,701**	**18,208,296**	**17,469,905**	**19,836,559**	**4.13%**
Mexico	18,474,065	17,443,066	16,264,664	16,921,974	15,873,940	17,190,295	0
USA	1,242,986	1,492,330	1,360,036	1,294,638	1,595,966	2,646,264	0
Total INF DIV	**26,982,540**	**23,054,428**	**24,219,428**	**25,120,070**	**26,037,483**	**28,189,659**	**17.04%**
Total Grupo México	**102,090,808**	**94,720,169**	**94,786,887**	**94,646,703**	**92,590,279**	**100,098,733**	**7.78%**

Electricity and fuel consumptions in the Mining Division were higher due to greater hauling distances at our open pit mines, increased copper production, and the start of operations of the zinc concentrator at Buenavista del Cobre. Additionally, the Infrastructure Division reports a 17% increase in energy consumption due to the Combined Cycle Power Plant returning to normal operation (2023 consumption was lower due to a shutdown for turbine maintenance) and increased power demands from our mine operations in Sonora.

- 73% of the energy Grupo México consumes is associated with fuels, while the remainder is electricity purchased or self-generated.
- Grupo México's total energy consumption in 2024 was 102,090,808 GJ.

Energy intensity (GJ/tCu))

	2019	2020	2021	2022	2023	2024
Energy intensity (GJ/tCu))	41.9	39.3	42.8	43.4	45.3	43.9

Greenhouse gas emissions (GHG)

GRI 305-1, 305-2, 305-4, 305-5, TCFD MYO-A, MYO-B

We report the GHG emissions resulting from our activities (Scope 1 and 2) and for the fourth year in a row, we also report the GHG emissions associated with our value chain (Scope 3).

Scope 1	Scope 2	Scope 3
Include all emissions generated from the use of fossil fuels by fixed and mobile sources, and also emissions from chemical and physical processes, in the case of the Mining Division emitted during lime production.[15]	Include indirect emissions from the consumption of electricity produced by third parties.	Include all other indirect emissions associated with the company's activities, upstream and downstream. The Scope 3 emissions produced by our value chain are included in the inventories to identify opportunities to collaborate with our supplier and customer stakeholders to promote emission reduction measures outside of our Grupo México operations.

The 2022 GHG emissions inventory was prepared according to the guidelines of the Greenhouse Gas Protocol[16], with a corporate focus that considers the multiple synergies between the three divisions of Grupo México to avoid a double accounting of the GHG emissions. For example, the power the Infrastructure Division supplies to the Mining Division and to the Transportation Division, and also the rail services the Transportation Division provides to the Mining Division.

The emissions accounting followed an operational control approach that includes all material operations of the three divisions. Also, and in alignment with the GHG Protocol guidelines, Scope 2 emissions were calculated using the 'market-based' approach and the 'location-based' approach[17]. The Scope 2 emissions reported here refer to the 'market-based' approach, unless otherwise indicated.

Estimates were used to calculate the Scope 1 emissions from fuel consumption in fixed and mobile sources, not direct measuring.

Excluded from our Scope 1 emissions are: Buenavista del Cobre landfill, the wastewater treatment plants at our different operations and the corporate offices, due to their negligible values in the total emissions reported for Grupo México.

[15] Fugitive emissions associated with the use of cooling and air conditioning equipment are included as they account for 0.4% of the Scope 1 emissions for all of Grupo México.

[16] "Corporate Accounting and Reporting Standard – Revised Edition" and the "Value Chain (Scope 3) Accounting and Reporting Standard" supplement to the GHG Protocol, prepared by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

[17] Market-based calculations consider contractual instruments for renewable energies (for example, renewable energy certificates, power contracts, and "green" tariffs) estimating the emissions associated with supplying electricity. Different from market-based calculations, location-based calculations consider only regional power production averages when calculating emissions.

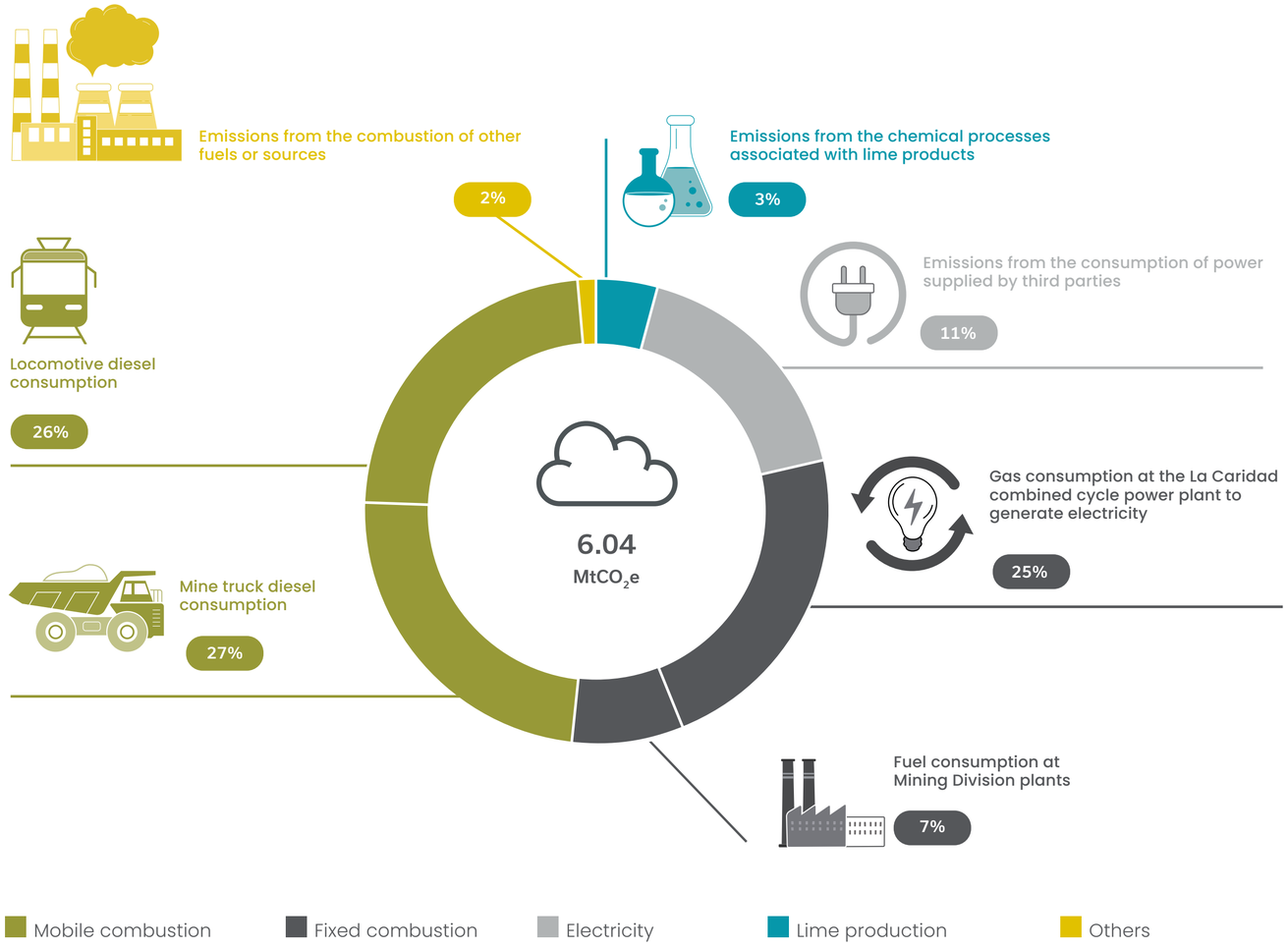
Greenhouse gas emissions

2024 Greenhouse gas operational emissions

Operational emissions include Scope 1 and 2 emissions. In the particular case of Grupo México, operational emissions covers those from the use of fuels in stationary and mobile sources, electricity purchased from third parties outside of Grupo México, and process emissions during lime production (CO2 emissions during the transformation of limestone into lime).

Considering the three divisions of the organization, Grupo México's total operational emissions were 6.04 million tCO_2e in 2024. The most significant source of emissions comes from fuel consumption in mobile sources (representing 53% of total operational emissions), followed by combustion in stationary sources (35%), and the consumption of electricity acquired from third parties (11%)* .

The chart provides a breakdown of our 2024 operational emissions by category.

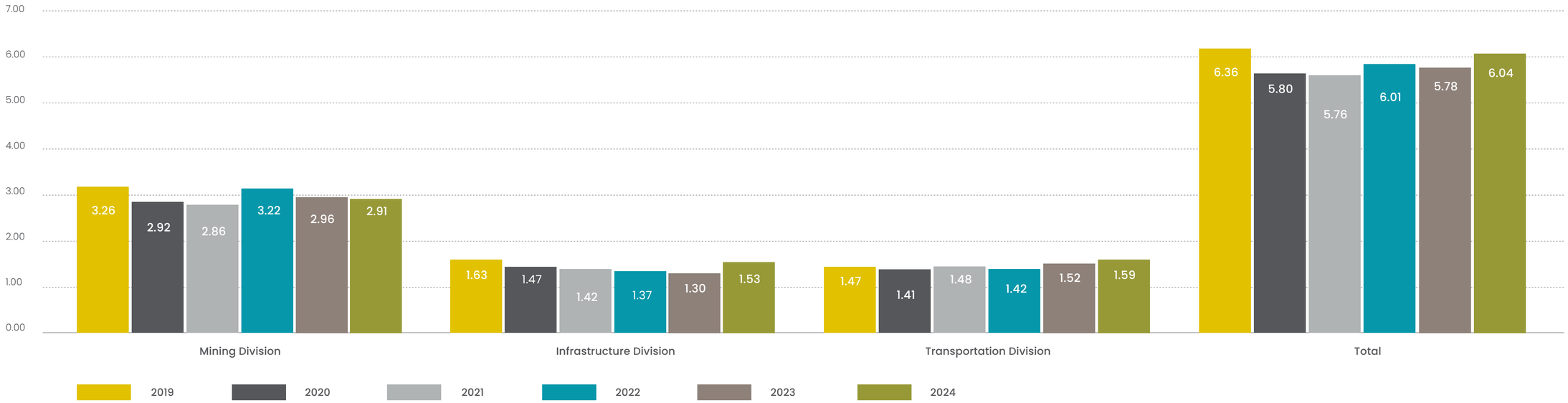


* The Combined Cycle Power Plant emissions from electricity generation are reported as Scope 1 emissions associated with the Infrastructure Division.

Operational Emissions 2019 - 2024 ($MtCO_2eq$)

GRI 305-1 y 305-2

Operational Emissions 2019-2024 ($MtCO_2eq$)



Grupo México's operational emissions in 2024 were 4.4% higher than in 2024, largely due to:

- Increased diesel consumption because of the greater hauling distances at our open pit mines (8% increase in emissions compared with 2023).
- Increased natural gas consumption in the Infrastructure Division with the Combined Cycle Power Plant returning to normal operation (2023 consumption decreased due to a shutdown for turbine maintenance) and greater demand for power from our mine operations in Sonora (13% increase in emissions compared with 2023).
- Increased diesel consumption in the Transportation Division because of the increased volumes of freight transported (7.5% increase compared with 2023).
- Increased electricity consumption due to increased copper production, the start of operations of the zinc concentrator at Buenavista del Cobre.

Operational Emissions
GRI 302-3, 305-1, 305-2 | SASB EM-MM-110a.1; TR-TRA-110a.1

Division / Subsidiary	2024 ($MtCO_2e$)			2023 ($MtCO_2e$)			2022 ($MtCO_2e$)			2021 ($MtCO_2e$)			2020 ($MtCO_2e$)			2019 ($MtCO_2e$)			Total variance 2024-2023 (%)
	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	
Total MIN DIV	**2.24**	**0.68**	**2.91**	**2.13**	**0.82**	**2.96**	**2.19**	**1.02**	**3.22**	**2.05**	**0.81**	**2.86**	**1.82**	**1.1**	**2.92**	**1.99**	**1.27**	**3.26**	**-1.52%**
SCC	2.04	0.291510	2.33	1.92	0.46	2.39	2.00	0.61	2.61	1.81	0.43	2.24	1.64	0.6	2.25	1.73	0.6	2.34	-2.25%
Mexico (MM)	1.23	0.29	1.52	1.21	0.46	1.67	1.28	0.44	1.72	1.13	0.26	1.39	1.01	0.43	1.45	1.04	0.43	1.46	-8.84%
Peru (SPCC)	0.81	0.00	0.81	0.71	0.00	0.71	0.72	0.17	0.89	0.68	0.17	0.85	0.63	0.17	0.8	0.7	0.18	0.87	13.17%
USA (ASARCO)	0.20	0.38	0.58	0.21	0.36	0.57	0.19	0.41	0.61	0.24	0.38	0.62	0.18	0.5	0.68	0.26	0.67	0.92	1.54%
Total TRA DIV	**1.58**	**0.01**	**1.59**	**1.51**	**0.01**	**1.52**	**1.41**	**0.01**	**1.42**	**1.47**	**0.02**	**1.48**	**1.4**	**0.01**	**1.41**	**1.46**	**0.02**	**1.47**	**4.83%**
Mexico	1.49	0.01	1.50	1.41	0.01	1.42	1.32	0.01	1.33	1.38	0.01	1.38	1.3	0.01	1.31	1.28	0.01	1.29	5.77%
USA	0.09	0.00	0.10	0.10	0.00	0.10	0.09	0.00	0.10	0.09	0.01	0.1	0.1	0	0.1	0.18	0	0.18	-7.93%
Total INF DIV	**1.52**	**0.01**	**1.53**	**1.30**	**0.00**	**1.30**	**1.37**	**0.00**	**1.37**	**1.42**	**0**	**1.42**	**1.47**	**0**	**1.47**	**1.63**	**0**	**1.63**	**17.25%**
Total Grupo México	**5.34**	**0.693157**	**6.04**	**4.95**	**0.84**	**5.78**	**4.97**	**1.04**	**6.01**	**4.94**	**0.83**	**5.76**	**4.69**	**1.12**	**5.81**	**5.08**	**1.29**	**6.37**	**4.38%**

All data and information refer to emissions; uncertainty analyses were not prepared.

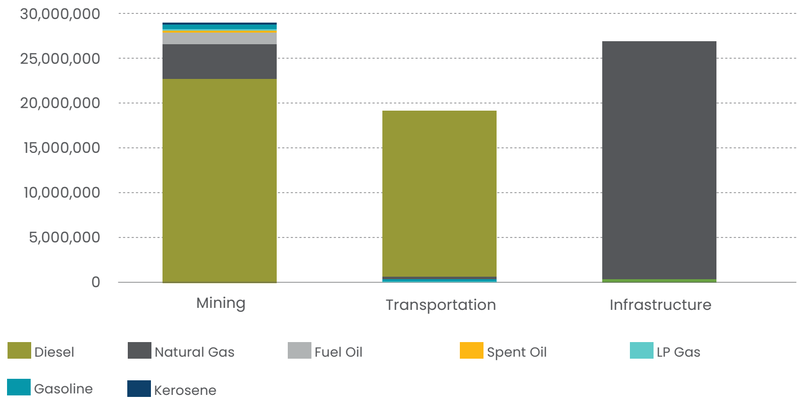
Emission Intensity

	2018	2019	2020	2021	2022	2023	2024
Emission intensity (tCo_2eq/tCu)*	4.2	3.7	3.4	3.5	3.7	3.5	3.5

* For more information on our intensities by process and in copper equivalent, visit this link.

Fuels

Fuel consumption (GJ) by division and type of fuel, 2024



Grupo México's total fuel consumption in 2024 was 74,852,054 GJ, representing a 9.06% increase over 2023.

Total fuel consumption (GJ) 2024
GRI 302-1 y 302-4| SASB EM-MM-130a.1

Division / Subsidiary	2024	2023	2022	2021	2020	2019	Variación 2024-2023 (%)
Total MIN DIV	**28,346,134**	**26,801,479**	**26,687,316**	**25,824,547**	**22,539,763**	**24,802,317**	**5.8%**
SCC	25,529,693	23,780,550	23,823,553	22,298,456	19,948,887	20,615,271	7.4%
Mexico (MM)	14,944,171	14,428,339	14,319,810	13,341,052	11,668,361	11,841,271	3.6%
Peru (SPCC)	10,585,522	9,352,211	9,503,744	8,957,404	8,280,526	8,774,000	13.2%
USA (ASARCO)	2,816,441	3,020,929	2,863,762	3,526,092	2,590,876	4,187,046	-6.8%
Total TRA DIV	**19,574,698**	**18,785,162**	**17,490,892**	**18,034,289**	**17,328,458**	**19,684,339**	**4.2%**
Mexico	18,371,399	17,339,492	16,161,349	16,815,368	15,764,106	17,073,314	6.0%
USA	1,203,298	1,445,670	1,329,542	1,218,921	1,564,352	2,611,025	-16.8%
Total INF DIV	**26,931,222**	**23,048,444**	**24,207,036**	**25,112,209**	**26,030,720**	**28,182,646**	**16.8%**
Total Grupo México	**74,852,054**	**68,635,086**	**68,385,244**	**68,971,045**	**65,898,941**	**72,669,302**	**9.06%**

Diesel and natural gas are the most used fuels in the organization, representing 56% and 41% of our total fuel consumption, respectively. In terms of total GHG emissions from the use of fuels, diesel represented 55%, while natural gas contributed 27%. The principal consumers of diesel in Grupo México are the Mining Division (53%) to move mine trucks, and the Transportation Division (45%) to move locomotives, while the principal consumer of natural gas is the Infrastructure Division (85%), with the La Caridad combined cycle power plant being the primary consumer. The Mining Division accounts for the remaining 15% of the natural gas consumed, mainly by the Processing Plant (METCO) and the Lime Plant in Sonora.

Diesel consumption at our mines increased 6.2% due to the greater hauling distances at our open pit sites. Natural gas consumption increased 15% due to the Combined Cycle Power Plant returning to normal operations (2023 consumption was lower due to a shutdown for turbine maintenance). Lastly, fuel oil consumption decreased 3%.

Fuel consumption (GJ) by division, country and type of fuel 2024
SASB TR-RA-110a.3

Division / Subsidiary	Spent oil	Fuel oil	Diesel	Gasoline	Natural gas	LP Gas	Kerosene
Total MIN DIV	**191,463**	**1,231,296**	**22,343,178**	**237,777**	**4,124,590**	**207,242**	**10,589**
SCC	191,463	1,222,771	19,695,467	185,984	4,041,696	181,723	10,589
Mexico (MM)	93,433	38,380	10,454,438	182,821	4,041,696	122,814	10,589
Peru (SPCC)	98,029	1,184,391	9,241,029	3,163		58,909	
USA (ASARCO)	-	8,525	2,647,711	51,793	82,894	25,519	
Total TRA DIV	-	-	**19,032,401**	**141,726**	**396,300**	**4,270**	
Mexico	-	-	17,851,450	119,630	396,050	4,270	
USA	-	-	1,180,952	22,096	251		
Total INF DIV	-	-	**512,102**	**28,485**	**26,389,857**	**777**	
Total Grupo México	**191,463**	**1,231,296**	**41,887,682**	**407,988**	**30,910,747**	**212,289**	**10,589**
% of whole	**0.26%**	**1.64%**	**55.96%**	**0.55%**	**41.30%**	**0.28%**	**0.01%**



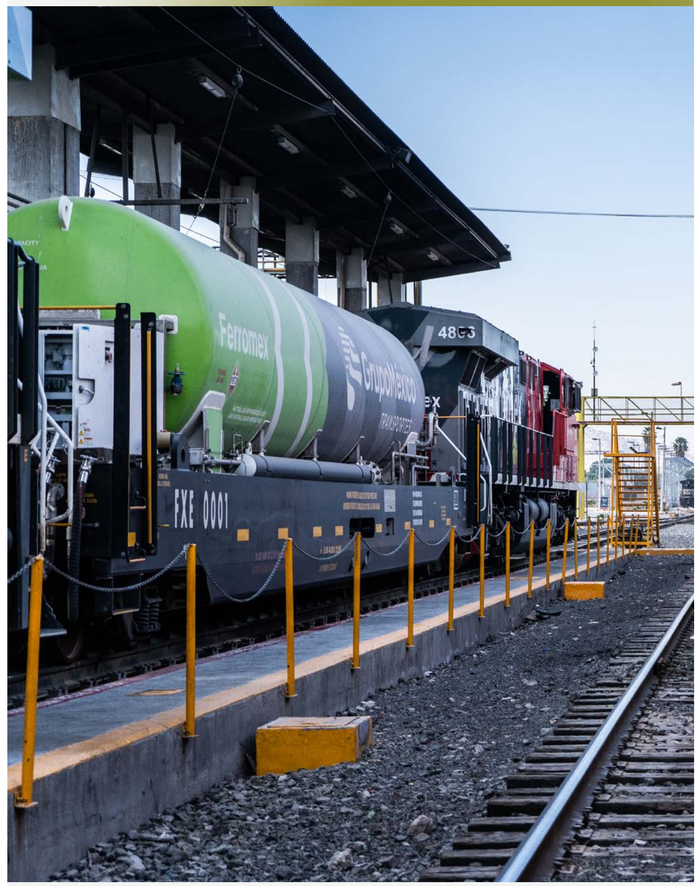
Liquefied gas tank car, Mexico

Grupo México emissions from fuel consumption in mobile combustion sources by type of gas | SASB EM-MM-110a.1

Division / Subsidiary	tCO_2e	tCO_2e		
		CO_2	CH4	N2O
Total MIN DIV	**1,634,460**	**1,607,515**	**3,013**	**23,932**
SCC	1,448,027	1,422,712	2,617	22,698
Mexico (MM)	798,539	785,364	1,674	11,502
Peru (SPCC)	649,488	637,348	943	11,196
USA (ASARCO)	186,433	184,803	396	1,234
Total TRA DIV	**1,583,283**	**1,443,887**	**4,571**	**134,825**
Mexico	1,490,764	1,353,571	3,184	134,010
USA	92,519	90,317	1,388	815
Total INF DIV	**40,343**	**39,685**	**74**	**584**
Total Grupo México	**3,258,087**	**3,091,087**	**7,658**	**159,341**

Grupo México emissions from fuel consumption in stationary combustion sources by type of gas | SASB EM-MM-110a.1

Division / Subsidiary	tCO_2e	tCO_2e		
		CO_2	CH4	N2O
Total MIN DIV	**406,275**	**404,774**	**445**	**1,056**
SCC	399,552	398,102	401	1,049
Mexico (MM)	247,759	247,462	130	167
Peru (SPCC)	151,793	150,639	272	882
USA (ASARCO)	6,723	6,672	43	8
Total TRA DIV				
Mexico	.	.	.	.
USA	.	.	.	.
Total INF DIV	**1482216.42**	**1480755.76**	**739**	**721**
Total Grupo México	**1,888,491**	**1,885,530**	**1,184**	**1,777**



Tank car yard, Mexico

Electricity

Electricity consumption by country and division, 2024-2019
GRI 302-1

Division / Subsidiary	2024		2023		2022		2021		2020		2019		Variance 2024-2023 (%)
	MWh	GJ	MWh	GJ	MWh	GJ	MWh	GJ	MWh	GJ	MWh	GJ	
Total MIN DIV	**7,512,523**	**27,045,082**	**7,202,463**	**25,928,867**	**7,293,178**	**26,255,442**	**7,079,298**	**25,485,474**	**7,373,091**	**26,543,127**	**7,575,055**	**27,270,198**	**4.3%**
SCC	6,613,143	23,807,313	6,429,823	23,147,363	6,429,880	23,147,567	6,197,593	22,311,336	6,471,116	23,296,017	6,275,785	22,592,824	2.9%
Mexico (MM)	4,230,759	15,230,732	4,088,084	14,717,101	4,154,162	14,954,985	3,889,496	14,002,186	4,187,449	15,074,817	4,058,243	14,609,676	3.5%
Peru (SPCC)	2,382,384	8,576,581	2,341,739	8,430,262	2,275,717	8,192,582	2,308,097	8,309,150	2,283,667	8,221,200	2,217,541	7,983,148	1.7%
USA (ASARCO)	899,380	3,237,769	772,640	2,781,504	863,299	3,107,876	881,705	3,174,137	901,975	3,247,110	1,299,271	4,677,374	16.4%
Total TRA DIV	**39,543**	**142,353**	**41,731**	**150,233**	**37,169**	**133,809**	**50,645**	**182,323**	**39,290**	**141,447**	**42,284**	**152,220**	**-5.2%**
Mexico	28,518	102,666	28,770	103,574	28,699	103,315	29,613	106,606	30,509	109,834	32,495	116,981	-0.9%
USA	11,024	39,687	12,961	46,659	8,471	30,494	21,033	75,717	8,781	31,613	9,789	35,239	-14.9%
Total INF DIV	**14,255**	**51,319**	**1,662**	**5,983**	**3,442**	**12,392**	**2,184**	**7,861**	**1,879**	**6,763**	**1,948**	**7,013**	**757.7%**
Total Grupo México	**7,566,321**	**27,238,754**	**7,245,856**	**26,085,083**	**7,333,789**	**26,401,643**	**7,132,127**	**25,675,658**	**7,414,261**	**26,691,337**	**7,619,287**	**27,429,431**	**4.4%**

Electricity consumption in 2024 was 7,566,321 MWh (27,238,754 GJ). The Mining Division accounted for 99.3% of the total electricity consumed, while the Transportation Division and the Infrastructure Division consumed 0.5% and less than 0.2%, respectively. Compared with 2023, total electricity consumption increased 4.4% due to increased copper production and the start of operations of the zinc concentrator at Buenavista del Cobre.

Grupo México electricity consumption by source (MWh) 2024
GRI 302-1 SASB EM-MM-130a.1

Division / Subsidiary	Renewable sources					Non-renewable sources					Total (renewable + non-renewable sources)
	Generated on site	Supplied by the Infrastructure Division (El Retiro)	Supplied by the grid (unrelated third parties)	Subtotal renewable sources	Subtotal renewable sources (%)	Generated on site	Supplied by the Infrastructure Division	Supplied by the grid (unrelated third parties)	Subtotal non-renewable sources	Subtotal non-renewable sources (%)	
Total Grupo México	**22,337**	**229,111**	**2,360,770**	**2,612,218**		**48,234**	**3,278,140**	**1,627,729**	**4,954,103**		**7,566,321**
Total MIN DIV	21,614	217,543	2,360,770	2,599,926	34.61%	48,234	3,278,140	1,586,222	4,912,597	65.39%	7,512,523
Total TRA DIV	0	11,568	0	11,568	29.26%	0	0	27,974	27,974	71%	39,543
Total INF DIV	723	0	0	723	5.07%	0	0	13,532	13,532	94.93%	14,255
Total Grupo México (%)	**0.30%**	**3.03%**	**31.20%**	**34.52%**		**0.64%**	**43.33%**	**21.51%**	**65.48%**		**100.00%**

The total emissions associated with electricity consumption (Scope 2) were 693 $ktCO_2e$, representing an 17% decrease compared with 2023. As a result, the overall proportion of renewable electricity decreased from 32.6% in 2023 to 34.5% in 2024.

As the Mining Division accounted for 99.3% of the total electricity consumed by the organization in 2024, the following table summarizes consumption by source for the subsidiaries of the Mining Division.

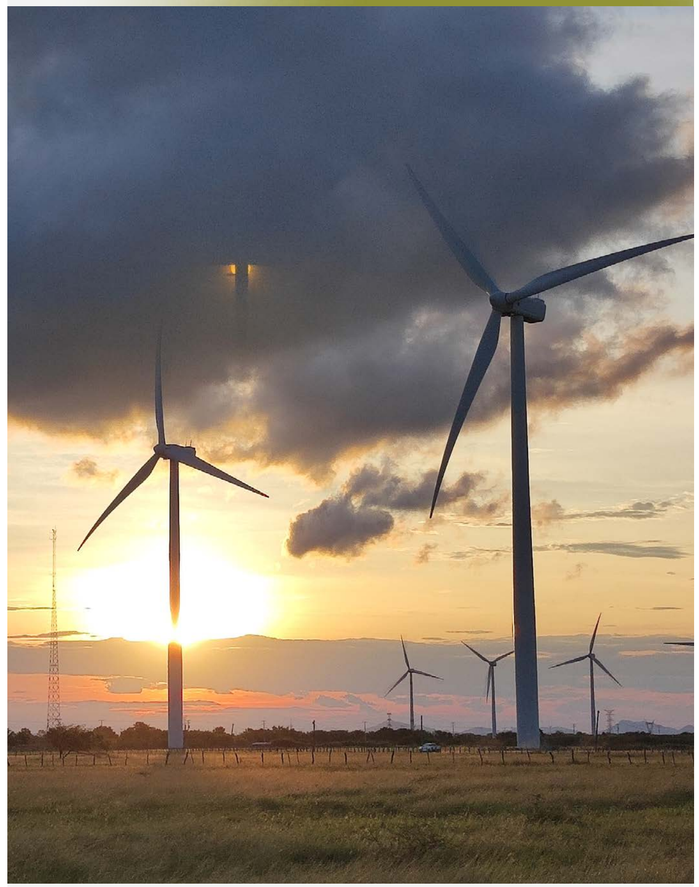
Mining Division electricity consumption by source (MWh) 2024
GRI 302-1 SASB EM-MM-130a.1

Division / Subsidiary	Renewable sources					Non-renewable sources					Total (renewable + non-renewable sources)
	Generated on site	Supplied by the Infrastructure Division (El Retiro)	Supplied by the grid (unrelated third parties)	Subtotal renewable sources	Subtotal renewable sources (%)	Generated on site	Supplied by the Infrastructure Division	Supplied by the grid (unrelated third parties)	Subtotal non-renewable sources	Subtotal non-renewable sources (%)	
Total MIN DIV (MWh)	**21,614**	**217,543**	**2,360,770**	**2,599,926**		**48,234**	**3,278,140**	**1,586,222**	**4,912,597**		**7,512,523**
SCC	21,614	217,543	2,360,770	2,599,926	39.31%	48,234	3,278,140	686,842	4,013,216	61%	6,613,143
Mexico	0	217,543	0	217,543	5.14%	48,234	3,278,140	686,842	4,013,216	94.86%	4,230,759
Peru (SPCC)	21,614	0	2,360,770	2,382,384	100%	0	0	0	0	0%	2,382,384
ASARCO (USA)	0	0	0	0	0%	0	0	899,380	899,380	100%	899,380
Total MIN DIV (%)	**0.29%**	**2.90%**	**31.42%**	**34.61%**		**0.64%**	**43.64%**	**21.11%**	**65.39%**		**100.00%**

Mining Division grid power SASB EM-MM-130a.1		
Subsidiary	**% electricity supplied by the grid**	**% electricity supplied off the grid**
SCC	46.08%	**53.92%**
Mexico (MM)	16.23%	**83.77%**
Peru (SPCC)	99.09%	**0.91%**
USA (ASARCO)	100.00%	**0.00%**
Total MIN DIV	**52.54%**	**47.46%**

100% of the electricity our mine operations in Peru consume comes from renewable sources. The proportion of renewable electricity consumed by SCC and the Mining Division (MIN DIV) is 39% and 35%, respectively. The emission factor for the Infrastructure Division's Combined Cycle Power Plant in Sonora is lower (8%) compared to Mexico's national grid.

	2019	2020	2021	2022	2023	2024	2027 Target	2035 Target
Renewable electricity consumption (%)	18.6	19.8	22.6	19.8	32.6	34.5	At least 25%	50%



El Retiro Wind Farm, Juchitán de Zaragoza, Oaxaca, Mexico

Scope 3 Emissions

GRI 305-3

The total Scope 3 emissions in 2024 were 7,488 $ktCO_2e$. The three main categories for Grupo México emissions remained in keeping with our reporting last year. The most relevant categories are processing of products sold (38%), purchased goods and services (30%), and fuel and energy usage (22%).

The emissions associated with processing of products sold are relevant only to the Mining Division, as this division supplies raw materials to other companies that manufacture finished and semi-finished products. In 2024, this was the most relevant category because the principal product sold is copper, which is essential in manufacturing clean and renewable technologies, needed for the transition to low-carbon economies and will only increase over time.

Scope 3 Emissions by category [a]

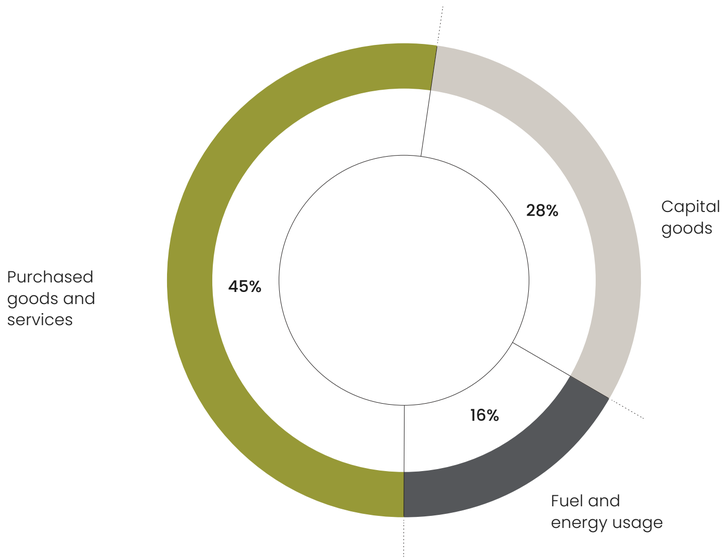
($ktCO_2e$)		
Upstream emissions		**57%**
1. Purchased goods and services [b]	2,235	30%
3. Fuel and energy usage [c]	1,620	22%
4. Upstream transportation and distribution [d]	18	0.2%
2. Capital goods [e]	331	4%
5. Waste generated by operations [f]	27	0.4%
7. Employee commuting [f]	12	0.2%
6. Business travel [g]	7.1	0.1%
Downstream emissions		**43%**
10. Processing of products sold [h]	2,870	38%
9. Downstream transportation and distribution [i]	309	4%
13. Downstream leased assets [j]	59	1%
Total Grupo México	**7,488**	**100%**

Notes about the table

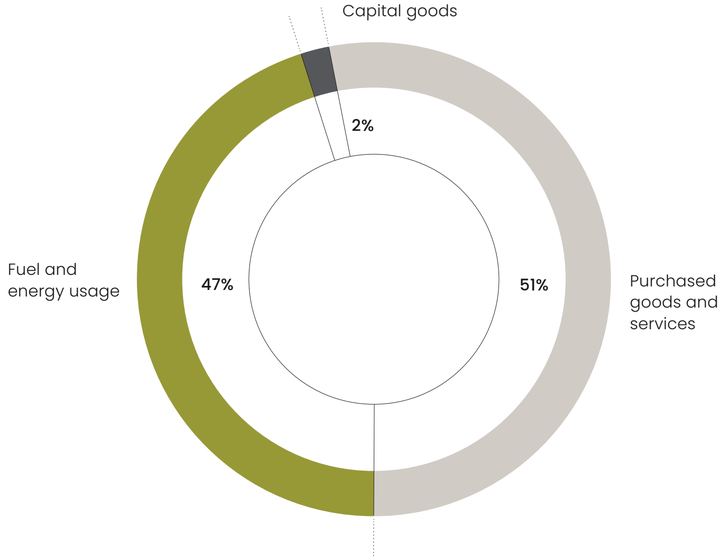
a. Numbers rounded to the nearest digit.
b. Includes emissions associated with the manufacturing of the principal products and material services purchased by Grupo México.
c. Emissions associated with the extraction, processing and transportation of the fuels used by the organization. This category also includes the fuels used to generate the electricity supplied by third parties and consumed in the operations of Grupo México. Also included are the emissions from energy lost during transmission and distribution.
d. Emissions generated by the transportation and distribution provided by third parties to the Mining Division and the Infrastructure Division (including sea, rail and road transportation paid for by the company).
e. Includes the emissions associated with the manufacturing of the capital goods acquired by Grupo México.
f. Emissions associated with air travel by employees and contractors.
g. The emissions in this category are those produced by Grupo México customers when they process the products sold into finished or semi-finished products. The calculation for this category includes the processing of the copper, molybdenum, zinc, lead and cadmium the organization sold in 2024.
h. Emissions associated with the fuel consumption of the oil rigs leased by the Infrastructure Division, considering only the fuels paid for by Grupo México.
i. Emissions produced by the transportation and distribution provided by third parties to the Mining Division and the Infrastructure Division (including sea, rail and road transportation).
j. Emissions associated with managing waste from operations (landfills, recycling, incineration, etc.).

For more information, see the SCC and Transportation Division Scope 3 emissions in the Annexes. The following charts show the distribution of Scope 3 emissions for each division, reflecting the characteristics of their activities.

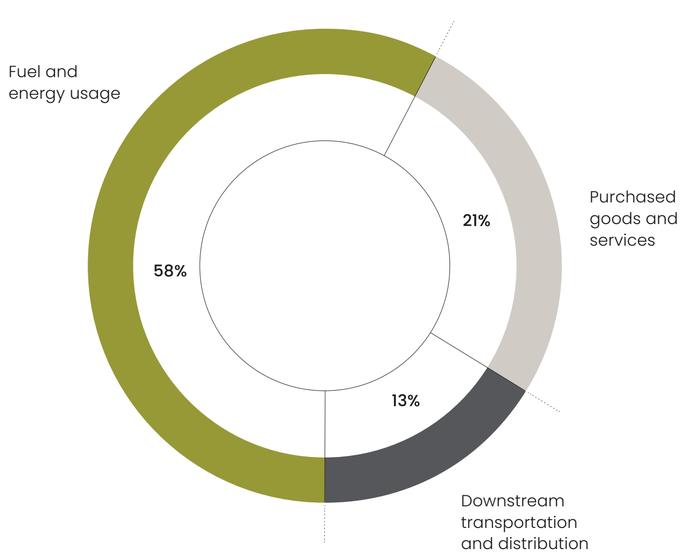
Mining Division



Transportation Division

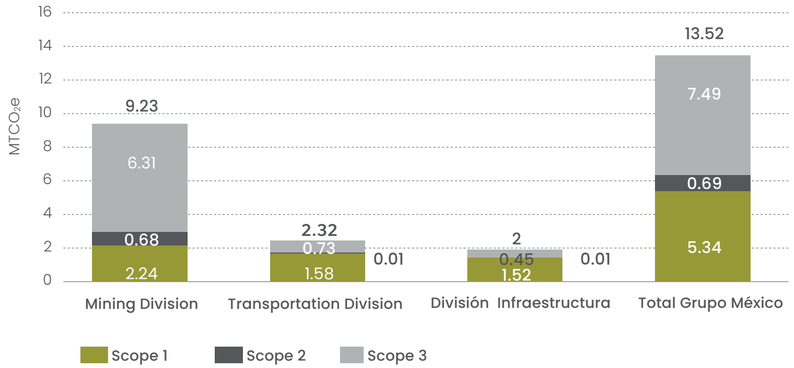


Infrastructure Division

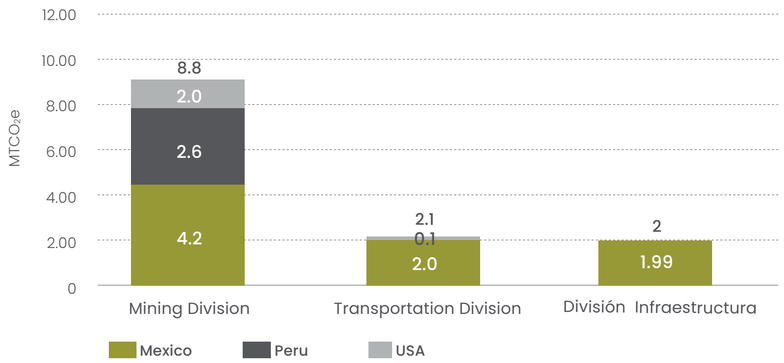


Summary of the Grupo México Corporate Footprint

Total Scope 1, 2 and 3 Emissions by Division and Scope



Total Emissions $MtCO_2e$ by Division and Country

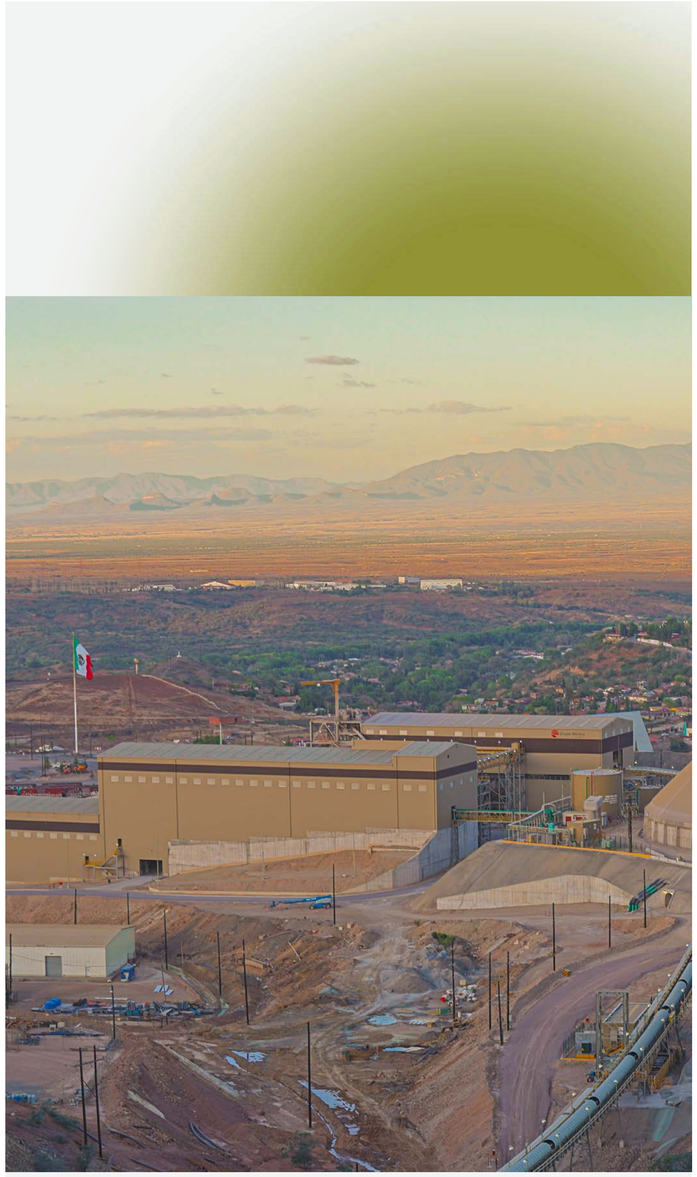


Our greenhouse gas emissions for all three scopes totaled 13.52 $MtCO_2e$ in 2024.

Scope 1 emissions increased approximately 8%, from 2023 to 2024, mainly due to an increase in diesel consumption because of the greater hauling distances at our open pit mines, increased natural gas consumption in our Infrastructure Division from operational standardization at the Combined Cycle Power Plant (consumption decreased in 2023 due to downtime for maintenance on the turbines), and increased diesel consumption in our Transportation Division as a result of transporting higher volumes of freight.

The Mining Division Scope 1 emissions are, on average, 44% higher than those of the Infrastructure and Transportation divisions. Our Scope 2 and 3 emissions are produced primarily by our mining activities.

Our Scope 2 emissions decreased 17%.



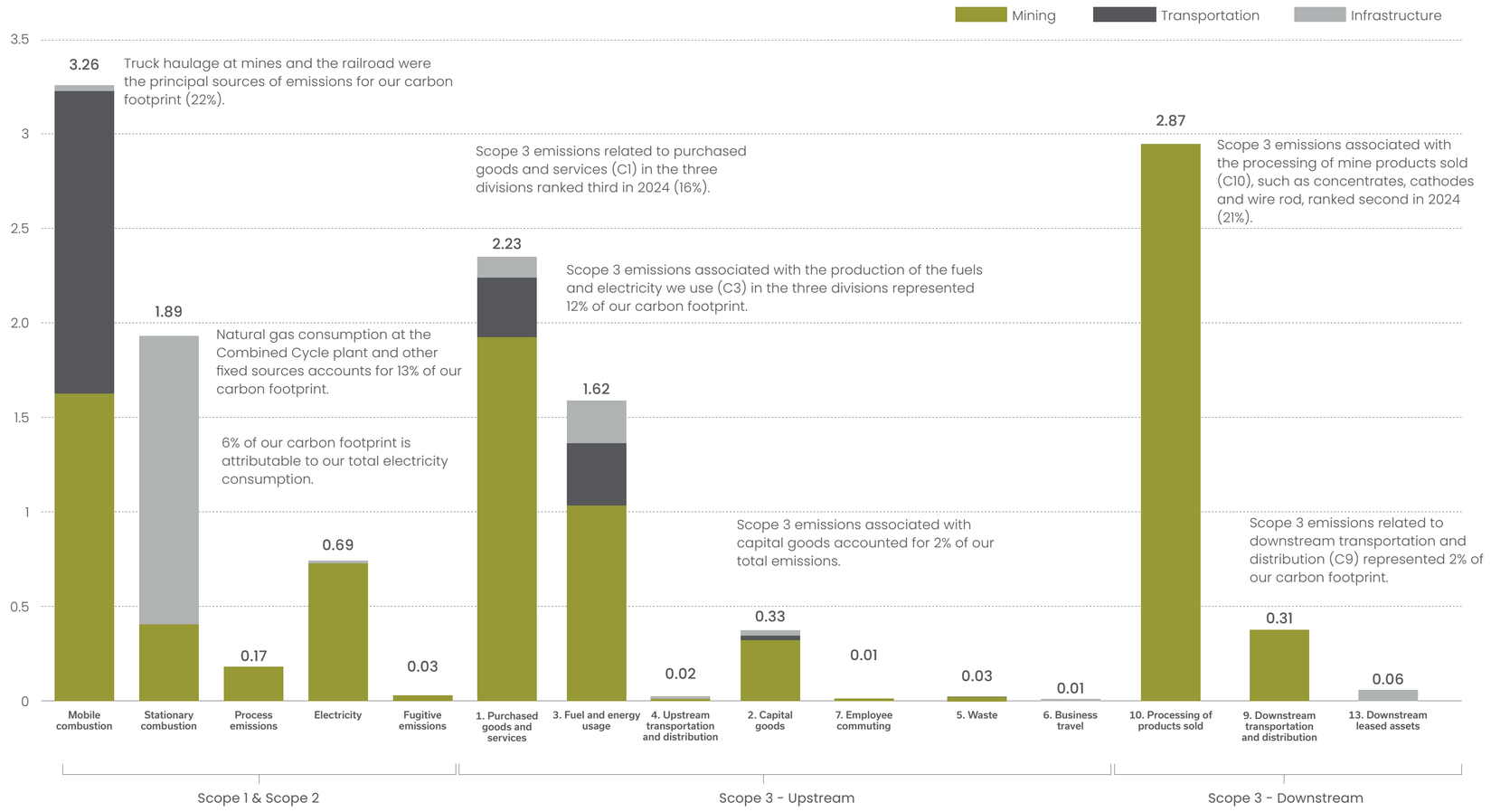
Zinc concentrator, Buenavista del Cobre, Cananea, Sonora, Mexico

Total Greenhouse Gas Emissions 2024 ($MtCO_2e$)

Scope 3 emissions reported in 2024 were 12% lower than in 2023.

Our analysis applied the same methodology as was used last year, congruent with the information gathering tools across the three company divisions to refine the analysis.

Our detailed results for the year-over-year variance in emissions are described following for each category:



* Note: Scope 1 and 2 are reported together due to the information collection and analysis being conducted together.

	Mining Division	Infrastructure Division	Transportation Division
C1 y C2*	Decrease due to a correction in the calculations for purchased goods, services and capital goods.	No significant changes.	The variation is primarily attributed to a change in the categorization of products, services, and goods, with higher expenditures reported in both categories.
C3	Increase due mainly to higher electricity consumption and a natural upward trend in operations.	Increase due to higher natural gas consumption at the Combined Cycle Power Plant and the acquisition of Planigrupo.	Energy consumption increased due to higher volumes of freight transported in 2024.
C4	Decrease due to a correction in the methodology used to calculate Tons/Km compared to previous years in the USA and Peru, as well as variability in the information from Mexico and Peru.	Decrease due to greater granularity of information and reduction in the use of more carbon-intensive modes of transportation.	Not applicable, not material.
C5	Increase due to the treatment of a greater quantity of solid waste at ASARCO (USA).	Increase due to the acquisition of Planigrupo, a shopping center management company that generates a large amount of waste.	Decrease due to lower production of impregnated solid waste.
C6	Increase due to a calculation of emissions in Peru not considered in prior years.	Slightly higher due to a natural increase in business travel.	Emissions remained constant, no significant change.
C7	Slight decrease due to a different reporting methodology for the Transportation Division.		
C8	Grupo México does not lease assets to third parties as part of our normal course of business.		
C9	Decrease due to a reduction in the distances traveled for copper concentrate and sulfuric acid in Mexico, as well as the beginning of reporting the distribution of sulfuric acid and copper wire rod at ASARCO (USA).	Not applicable because the bulk of our products are not transportable by conventional means.	Not applicable, this division moves its own goods.
C10	Increase due to higher sales of copper products, which are more emission-intensive.	Not applicable because the bulk of our products are not processable or used in other markets, meaning not business to business (b2b).	Not applicable because the bulk of our products are not processable or used in other markets, meaning not business to business (b2b).
C11	Not included, as the products Grupo México sells do not, by their nature, generate direct emissions in their final use.		
C12	Not included, as these emissions are considered non-material because the minerals sold have low end-of-life emissions and the services of the other divisions do not generate products that have end-of-life emissions.		
C13	The Mining Division does not lease downstream assets to third parties as part of its normal course of business.	The operations of the Infrastructure Division remained within a range that did not materially alter downstream leased assets.	The Transportation Division does not lease downstream assets to third parties as part of its normal course of business.
C14	Grupo México does not franchise operations to third parties.		
C15	Grupo México does not have third party equity investments, debt or project financing, or managed investments or customer services.		

Grupo México total emissions by scope, subsidiary and country ($ktCO_2e$)
GRI 305-1, 305-2 y 305-3

Division / Subsidiary	Direct emissions (Scope 1)	Indirect emissions from electricity consumption (Scope 2)	Emissions associated with our value chain (Scope 3)	Total emissions
Total MIN DIV	**2,237**	**676**	**6,309**	**9,222**
SCC	2,040	292	5,494	7,826
Mexico (MM)	1,232	292	3,677	5,200
Peru (SPCC)	808	-	1,817	2,626
USA (ASARCO)	197	384	815	1,396
Total TRA DIV	**1,583**	**11.6**	**731**	**2,326**
Mexico	1,491	7.5	696	2,195
USA	93	4.1	35	131
Total INF DIV	**1,523**	**6.0**	**447**	**1,976**
Total Grupo México	**5,343**	**693**	**7,488**	**13,523**
	39.5%	**5.1%**	**55.4%**	**100%**

Considering the three scopes, our mine operations in Mexico remain the primary source of emissions (38%), followed by our operations in Peru (19%), representing a total 57.84% for SCC. Our railroad operations in Mexico represent 15.49%, while the Infrastructure Division in Mexico represents 14.6%, and mine and railroad operations in the United States represent 10.32% and 0.97%, respectively.



Mission, Arizona, United States

Emissions Reductions

At Grupo México, we have been operating mitigation projects for several years, particularly related to energy. Initiatives in Mexico like the El Retiro wind farm in Oaxaca and cogeneration at the Processing Plant in Nacozari have increased our consumption of renewable energy and reduced our emission intensity. Additionally, third parties supply renewable energy to our operations in Peru.

These efforts have reduced our corporate carbon footprint by avoiding greenhouse gases (GHG) each year. These achievements are summarized in the table following, reporting our 2024 avoided emissions.

Division	Project	Type	Consumption avoided, annual	Unit	Emissions avoided ($ktCO_2e$/year)*
SPCC (AMC)	Power purchased from the grid	Renewable hydroelectric power	1,549,255	MWh	807.78
MM (AMC)	METCO	Cogeneration (reusing smelter gases to generate electricity)	48,234	MWh	**
Grupo México	El Retiro	Wind power	53,215	MWh	18.20
Grupo México	Fenicias	Wind power	175,896	MWh	75.50
Grupo México	La Caridad SX/EW	Solar power	478,600	litros	1.35
Grupo México	BVC SX/EW 3	Solar power	715,000	litros	1.85
Total ($ktCO_2e$/year)					**904.68**

*Grupo México prepared the scenarios to estimate our emissions reductions from a conservative perspective and these scenarios are not yet aligned to a specific protocol or guide. The projects presented have not been subjected to a verification process that would validate the methodology, principles and assumptions used in the scenarios established to estimate the emissions reductions.

**The preliminary estimated emissions reduction is 21.42 $ktCO_2e$/year. We're working at the methodological level to calculate and align the final reductions associated with this project to a specific reduction protocol developed and approved by expert institutions.

6.2 Water & Effluents

6.2.1 Governance 319

6.2.2 Management and Strategy 319

6.2.3 Management in our other divisions 323

6.2.4 Highlights 325

6.2.5 Metrics and Indicators 325

Film Photography | Author: Maria Eugenia Romero Madrid, 61 years old | Community: Hermosillo, Sonora | Year: 2022

6.2 Water & Effluents

GRI 3-3

Grupo México is committed to caring for water as an essential and strategic resource in our operations, in benefit of our neighbor communities and biodiversity conservation. This care includes water efficiency actions throughout the lifecycle of our projects and productive chain, ensuring the water returned to the natural environment is safe.

Water is an essential resource for sustainable development. Economic activities, ecosystems and human wellbeing depend on its availability and quality. Water is so important to sustainability that the United Nations has explicitly recognized the human right to water and sanitation since 2010.

Responsible water management, from a comprehensive perspective and preventive approach, is one of the pillars in the Grupo México sustainable development strategy, contributing to United Nations Sustainable Development Goal 6, which calls for the efficient and sustainable use, recycling and reuse of water.

Climate change represents a threat to the stability of the water cycle and the availability of this resource while increasing the vulnerability of our operations and the communities we interact with every day. Because of this, we make a concerted effort to understand, prevent and better address the risks associated with water management, both at our sites and for the basins and watersheds where we operate, involving various stakeholders, principally our communities.

According to the World Resources Institute Aqueduct: Water Risk Tool, 74% of our mines are situated in high water stress zones. These sites represent 95% of our Mining Division sales.

The water our operations consume comes from water tables, surface water, wastewater, recycled water and, on occasion, from the public supply. Our mining operations use water for both extraction and processing, and to transport tailings. The close relationship between mining and water requires the responsible and informed management of this resource to ensure its sustainable use.

The water stress assessments we prepare for all our sites and neighboring communities form the base for our water management approach. These assessments identify the local and regional conditions, and also the current and future risks associated with this resource. They also help us to contribute to providing timely solutions to the needs of the community, to protecting the ecosystems, and to reducing the risks associated with water management.
Our Mining Division has 18 active mine operations in Mexico, Peru and the United States, which together account for 99% of the company's total water consumption.

Map of the basins and watersheds where SCC has presence

Site
Basin or watershed



Our Mining Division participated in the CDP water assessment for the third year in a row, receiving a score B.

6.2.1 Governance

The organizational structure of Grupo México supports efficient and responsible water management at our operations.

For more information, visit the Grupo México Sustainability website.

6.2.2 Management and Strategy

GRI 303-1, 303-2

The Grupo México Environmental Policy commits us to minimizing our discharges, and to avoiding and reducing the risks and damages that our operations could cause to water sources. Through responsible water management, from a comprehensive perspective with a preventive approach, Grupo México is committed to continuing to care for water as an essential and strategic element in our operations, in benefit of our communities and biodiversity conservation.

Our strategy aims to maintain and, where possible, improve the wellbeing of the communities in the area of influence of our operations, and also preserve the integrity of the supply sources for our sites. This strategy is built on five pillars:

1. Preventive management of the risks associated with water usage at our operations.
2. Ongoing improvement in efficient water usage at our operations.
3. Ensuring the quality of the water we release back into the environment.
4. Collaboration with other players in the management of the river basins and watersheds where we work.
5. Generation of value added in water management.

Our Water Management Protocol commits and encourages us to:

- Reduce our water footprint and minimize our wastewater discharges through reuse practices.
- Regularly update the water balances for each of our operations.
- Review and regularly update our analysis of risks and opportunities to address these in a timely manner.
- Regularly monitor the water tables and meteorological variables associated with our operations.
- Maintain a current inventory of the water-related risks and the environmental and social repercussions that our operations could cause to water sources, the risks that climate change represents for our operations, and plans for prevention and attention.
- Promote a transition in our water matrix to gradually, and wherever possible, replace fresh water sources with treated, reclaimed or desalinated water.
- Prepare scenarios to analyze the potential impact of water shortages on our operations.
- Use environmental performance indicators that also contribute to improving this performance through ongoing improvement processes based on recognized best practices.
- Contribute to protecting the environmental services that ecosystems provide, through water harvesting projects and reforesting in the river basins and watersheds where we operate.

- Incorporate sector best practices on reporting and engagement with stakeholders and to ensure regulatory compliance.
- Collaborate with other stakeholders, particularly in the management of the river basins and watersheds where we work, to protect and preserve this shared resource.

The Protocol sets the minimum requirements to be considered in the planning, management and implementation of water resources throughout the lifecycle of our projects, and also the responsibilities of each company department and operation. The specific roles and responsibilities are laid out in our environmental management systems. The protocol also includes actions throughout the lifecycle of our projects and productive chain regarding water usage and the quality of the water when it is returned to the natural environment.

Identifying risks and opportunities

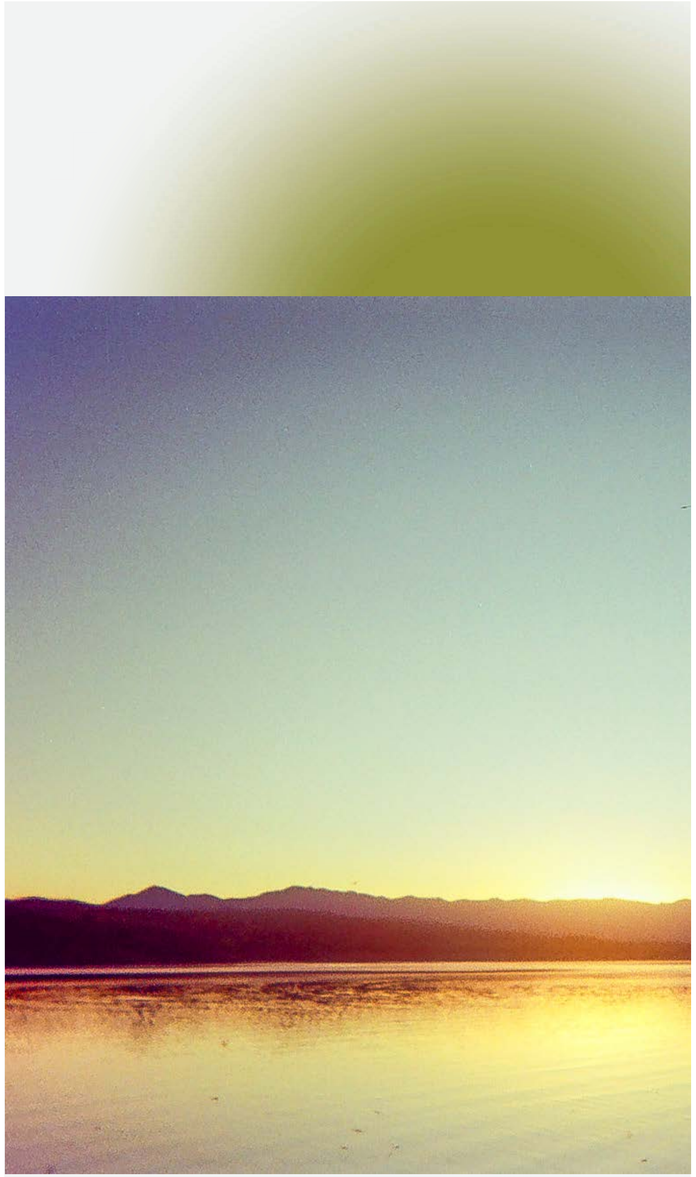
We identify the risks and impacts associated with water management before embarking on a new project, through supporting technical studies for zoning changes, preventive reports, and environmental impact assessments, which we update whenever there is a major change at an operation. These diagnostic tools inform different actions to prevent the risks and potential impacts on water resources and water users, including the ecosystems.

In parallel, we use water balances and water availability studies, which provide valuable information to maintain an accurate diagnostic of our water efficiency performance, and also the conditions of the watersheds and other supply sources.

The risk assessment is updated whenever there is a change to the original scenario, to reflect the new circumstances. The risk assessment process includes:

- Identify the risks that could affect water availability.
- Assess the risks based on their impact and probability of occurrence.
- Identify prevention and mitigation measures, accordingly (mitigation reduces the probability of occurrence).
- Reassess the risks post-mitigation.
- Apply the measures identified.

Various areas of the Mining Division participate in this ongoing process, particularly the Water Resources Department, the Environmental Affairs Department, and our operational sites.



PMW | Author: Liliana Ochoa Molina | Community: Esqueda, Sonora | Year: 2023

Short, medium and long term risks and opportunities

Our Mining Division has five active mining operations in the United States, two of which were exposed to negative water-related impacts in 2020. Our Silver Bell mine experienced a prolonged drought that resulted in requiring more water for dust control and processing. Electricity consumption increased for this same reason, as did our operating costs. The basin affected by this event was the Avra Valley, between Silver Bell and Tucson, in the Tucson Active Management Area (TAMA). Although this event increased our operating costs, it is not considered to have had a significant impact on the business or the site.

Our Mining Division has three active mining operations in Peru, which account for 37% of our total water extraction. Two of these operations (Toquepala and Cuajone) were exposed to intense rainfall in 2020, with the resulting flooding and landslides complicating access to the mines. The employee camp was also affected, as well as the integrity of the water supply lines. Although this event presented a major challenge for our operations, it is not considered to have had a significant impact on the business or the sites involved.

Short, medium and long term risks and opportunities

Potential risks	Opportunities
Legal • Non-compliance with water extraction and usage permits for groundwaters and surface waters. • Increased regulatory demands regarding water	• Maintain valid our permits, rights and concessions. • Timely identification of new sources and technologies to improve our water efficiency.
Water shortages, low supply and quality	• Monitor the water systems at our operations to determine water availability, volume and quality, and to identify and mitigate the risks associated with water management. • Improve water efficiency in our processes. • Improve efficiency in reclaiming water. • Diversify supply sources. • Reduce competition for this resource. • Works to increase water harvesting and conservation.
Poor water quality	• Monitor water quality. • Contamination prevention.
Impacts on infrastructure and facilities from weather events	• Preventive design of facilities, considering storm seasons. • Auxiliary facilities to handle atypical weather events (overflow channels, rainwater diversions, contingency systems, etc.). • Preventive weather monitoring. • Incorporate international good practices, like the International Council on Mining and Metals (ICMM) Water Stewardship Framework.
Reputational	• Diversify supply sources (wastewater). • Participate in collective decisions, acknowledging water as a shared resource. • Water capturing and soil erosion prevention at the watersheds and basins where we operate. • Involve other relevant stakeholders in water management. • Share pertinent information on water usage practices in production processes.

Measures to address and manage negative impacts

GRI 303-2

Our ISO 14001 certified environmental management systems help us to identify, prevent and, as necessary, mitigate the impacts our operations may cause during the different stages of their lifecycle.

Accredited and approved labs regularly test the quality of our discharge wastewater to ensure we are in compliance with the regulatory limits and parameters. We also continually monitor the quality of the water downstream to ensure our activities have not affected this resource.

Other specific actions

- We are currently reclaiming approximately 1.58 million gallons (6,000 m^3) of water per day through our new tailings filtering plant at Quebrada Honda in Peru, equal to 159 gallons (0.6 m^3) of water per ton of tailings. With a capacity of 10,000 t/day and representing an investment of US$27 million to date, this filtering plant is the largest tailings treatment facility of its kind in the market (581 million gallons -2.2 million m^3- per year).

- Improvement of the infrastructure and equipment for the water supply system in Cananea, Sonora. Deficiencies in the water infrastructure of the community near our Buenavista del Cobre operations cause a loss of up to 49% from leaks. In response, we replaced pumping equipment, sectioned the system and repaired the existing leaks to benefit the 39,408 residents of Cananea.

- *"Water, take it seriously"* education program. This major water care and saving awareness campaign includes a temporary exhibition titled *"Water, take it seriously"*, shown at our Casa Grande cultural centers. The campaign is directed at the general public and focuses on topics that include: the realities of water around the world, the water cycle, water footprint, good water practices in mining, and a call for community action.

- Drought Management Plan for the Tacna region. This instrument, unique in Peru, was developed in collaboration with the Australian government and is a tool for implementing actions to reduce impacts on the most vulnerable zones, according to the water events scale. This tool has been made available to those responsible for managing the water resources in the region and to take actions on the occurrence of extreme weather events, like droughts.

- Water Management Plan for the Locumba River Basin. Under this plan, we have prepared a diagnostic of the water resources and hydraulic infrastructure available in the Locumba River Basin and defined a strategic plan to improve water usage, today and in the future. This plan has been approved by the water authorities in Peru and has been made available to national, regional and local authorities to inform their investment decisions and ensure rational and efficient water usage, and also water security for the local communities.

Influence and involvement of stakeholders in the measures adopted

The regulatory authorities (SEMARNAT[1], CONAGUA[2], SENACE[3], ANA[4] and Arizona and Texas state governments in the United States) authorize water rights and environmental impact assessments, and set measures to prevent, mitigate and offset environmental impacts throughout the lifecycle of our operations. Of note is that the environmental impact authorization process in Mexico and Peru involves evaluations that include public consultations with persons holding interest in the project. These public consultations are held during the design and approval stages, and nonprofit and community stakeholders usually participate.

Supervisory authorities (OEFA[5], PROFEPA[6], Arizona and Texas state governments, and the USEPA[7] in the United States) are important stakeholders and monitor compliance with obligations in terms of effectiveness and timeliness.

The communities are involved in our water management through our due diligence and community engagement mechanisms as part of our Community Development model: Participative Social Diagnostics, the Support and Attention Center, and the Community Committees. Through these tools, we identify the needs and concerns raised by the community regarding this resource and we build solutions, together. In Toquepala, Peru, the Environmental Supervisory and Monitoring Committee is made up of members of the civil society, authorities and company representatives, who actively participate in quarterly environmental monitoring, hold events to share the results, and convey the environmental concerns of the community to the company.

[1] Ministry of the Environment and Natural Resources (Mexico)
[2] National Water Board (Mexico)
[3] National Environmental Certification Service for Sustainable Investments (Peru)
[4] National Water Board (Peru)
[5] Environmental Assessment and Inspection Agency (Peru)
[6] Environmental Protection Agency (Mexico)
[7] United States Environmental Protection Agency (USA)

6.2.3 Management of water and effluents in our other divisions

Infrastructure Division

GRI 303-1, 303-2

Water is becoming more and more scarce in different parts of the world, affecting food production, biodiversity, health, and sustainable development. For this reason, our Infrastructure Division is committed to efficient water usage, promoting responsible operations, considering comprehensive water management, from extraction to consumption and discharge. Our efforts adhere to Mexican regulations and we voluntarily adopt international standards.

We manage a wide variety of operations in 21 states in Mexico, with more than 50 sites. These sites use water in different ways, primarily to generate power, operate shopping centers, supply the oil rigs, and heavy construction activities, among others. Therefore, the Infrastructure Division considers it essential that we constantly monitor water discharges from our processes, improve our water efficiency, and maintain the environmental awareness of all our employees and stakeholders. We have defined three pillars to execute the comprehensive management of water resources:

1. Comprehensive protection of water resources.
2. Water efficiency and reuse at our operations.
3. Active participation with company employees and stakeholders.

Inhouse audits at our sites use our Comprehensive Water Management corporate procedure as a reference, ensuring all our sites monitor water extraction, consumption and discharges, and are in compliance with all contractual, municipal, state and federal obligations and regulations.

Interactions with water as a shared resource

GRI 303-1

We're committed to meeting strict compliance with Mexican environmental legislation. This commitment is supported by a procedure to identify and review the legal requirements. We actively participate in the National Environmental Audit Plan, which has resulted in six of our oil rigs and four sites in Mexico receiving Clean Industry certification. Additionally, three of our lines of business are ISO 14001 certified.

Our environmental management system is designed to prevent impacts on ecosystems, waterbodies and communities, and we address related issues in three ways, primarily:

1. We ensure all the water we use comes from authorized sites.
2. We monitor the quality of our water discharges quarterly according to Mexican legislation to maintain the quality of the waterbodies in the regions where we operate.
3. Through the Reporting Line, we listen to the communities and address their concerns and needs to avoid disputes involving water usage in our processes.

Committed to the health of our employees, our Oil line of business continually tests their drinking water. This water is extracted from the sea and put through a purification process that makes it safe for human consumption.

Management of impacts related to water discharges

GRI 303-2

An independent firm accredited by the Mexican accrediting agency *(Entidad Mexicana de Acreditación, A.C.)* tests our water discharges into federal waterbodies and municipal drainage systems based on Mexican standards NOM-001-SEMARNAT-2021 and NOM-002-SEMARNAT-1996. In addition to the national standard, our offshore operations align with the international directives defined in the MARPOL convention (International Convention for the Prevention of Pollution from Ships).

Transportation Division

We recognize the essential nature of water as a non-renewable and shared resource, reaffirming our commitment to efficient and responsible water management, ensure its availability for the generations to come.

In this regard, we have defined the following strategic pillars for our comprehensive water management:

1. **Efficiency in water usage**
   - Evaluation and implementation of operational processes that optimize our water usage.
   - Encourage sustainable practices that reduce water consumption at our operations.
2. **Regulatory compliance and adoption of standards**
   - Strict adherence to Mexican regulations and voluntary adoption of international standards on water management to ensure quality and responsible use. Our water treatment systems use decanters to ensure our operations are reliable and sustainable.
3. **Long-term responsibility and ongoing improvement**
   - Ongoing improvement in our water management practices.
   - Guarantee access to and availability of water for future generations, promoting a positive long-term impact.
4. **Employee training and awareness**
   - We began to provide water management awareness trainings in 2024, focusing on the participation of various company departments in environmental and water management.

In accordance with the guidelines of the GRI indicator 303-3, the total water provided to third parties consists of municipal water suppliers, municipal wastewater treatment plants, public or private services, and other organizations involved in the supply, transportation, treatment, disposal, or use of water and effluents. For the purposes of this report, a breakdown of this information is presented on pages 326, 329, and 498.



Dome at Cuajone Mine, Moquegua, Peru

6.2.4 Highlights 2024

We received a B rating from the CDP for the third time this year for our performance in Water Security, positioning Grupo México above the average for the metals industry and for North America, close to achieving leadership ranking.

We maintained our efficiency in water reclaiming for reuse in our operations.

We are working on diversifying and balancing our water supply matrix by increasing our use of reclaimed water and treated wastewater in our processes.

6.2.5 Metrics and Indicators

GRI 303-3, 303-4, 303-5

Our performance indicators in this area are:

Mining Division

- **a.** Consumption of freshwater and reclaimed water
- **b.** Indexes of water used in crushed ore (m^3/DMT)

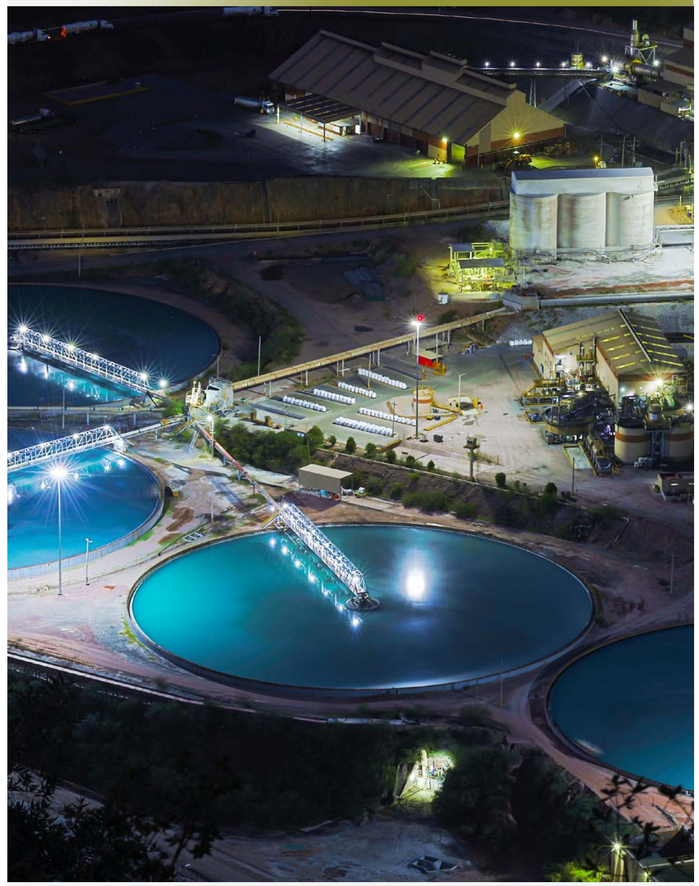
Infrastructure Division

- **a.** Water withdrawn
- **b.** Water discharges

Transportation Division

- **a.** Water consumption

For more information about our targets and goals, and our progress, visit the Grupo México Sustainability website.



La Caridad Mine, Nacozari de García, Sonora, Mexico

Grupo México Historic Water Consumption

GRI 303-3, 303-4, 303-5

	Grupo México				Mining Division (MIN DIV)												Transportation Division (TRA DIV)												Infrastructure Division (INF DIV)			
	Total Grupo México				SCC				Mexico				Peru				Total TRA DIV				Mexico				USA				Total INF DIV			
	2024	2023	2022	2021	2024	2023	2022	2021	2024	2023	2022	2021	2024	2023	2022	2021	2024	2023	2022	2021	2024	2023	2022	2021	2024	2023	2022	2021	2024	2023	2022	2021
GRI 303-3 Fresh water withdrawn in Megaliters (ML)																																
Surface water	42,595	38,827	33,245	36,499	42,564	38,824	33,240	36,494	27,147	23,897	18,836	21,099	15,416	14,927	14,404	15,395	0	0	0	0	0	0	0	0	0	0	0	0	31	3	30	5
Groundwater	79,178	75,764	75,595	79,582	75,223	72,651	71,794	75,780	38,259	37,017	38,057	39,008	36,963	35,633	33,737	36,772	74	206	156	164	74	206	156	164	0	0	0	0	3,881	2,907	3,165	3,637
Seawater	901	1,043	99	99	829	931	0	0	0	0	0	0	829	931	0	0	0	0	0	0	0	0	0	0	0	0	0	0	72	112	112	99
Produced	391	769	1,615	942	391	769	1,615	942	391	769	822	168	0	0	793	774	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
From third parties	592	241	171	171	64	61	65	65	22	17	16	16	43	44	49	49	232	180	143	106	184	153	78	99	48	27	65	7	296	0	48	0
Wastewater	1,363	0	0	0	1,311	0	0	0	1,311	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	52	0	0	0
Total water withdrawn in ML	125,019	116,643	110,726	117,293	120,381	113,235	106,715	113,281	67,130	61,700	57,732	60,291	53,251	51,535	48,983	52,990	306	386	299	270	258	359	234	263	48	27	65	7	4,332	3,023	3,355	3,741
GRI 303-4 Water discharges in Megaliters (ML)																																
Surface	775	747	537	587	214	243	227	50	214	243	227	50	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	560	505	506	537
Ground	0	0	0	166	0	0	0	166	0	0	0	166	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sea	1,668	1,494	1,323	1,570	1,628	1,453	1,263	1,510	0	0	0	0	1,628	1,453	1,263	1,510	0	0	0	0	0	0	0	0	0	0	0	0	40	41	40	60
Third parties	588	386	299	270	0	0	0	0	0	0	0	0	0	0	0	0	306	386	299	270	258	359	234	263	48	27	65	7	282	0	0	0
Total water discharges in ML	3,030	2,626	2,357	2,593	1,842	1,696	1,490	1,726	214	243	227	216	1,628	1,453	1,263	1,510	306	386	299	270	258	359	234	263	48	27	65	7	882	545	546	597
Consumption of recycled or reuse water in Megaliters (ML)	330,481	302,462	307,184	328,661	330,429	302,415	307,169	328,646	192,520	172,132	188,880	201,536	137,909	130,283	118,289	127,110	0	0	0	0	0	0	0	0	0	0	N/A	N/A	52	47	98	15
GRI 305-5 Total water consumption in Megaliters (ML)	452,776	416,479	415,553	443,361	448,968	413,955	412,394	440,201	259,436	233,589	246,385	261,611	189,532	180,366	166,009	178,590	306	386	299	270	258	359	234	263	48	27	65	7	3,502	2,524	2,907	3,173

* The transport division uses the formula Extraction = Discharge = Consumption. The discharges are released into the municipal network (third-party water), in compliance with the applicable water quality regulations.

** In accordance with GRI 303-3 indicator guidelines, total water for third parties consists of municipal water suppliers and municipal wastewater treatment plants, public or private utilities and other organizations involved in the supply, transport, treatment, disposal or use of water and effluents. For the purposes of this report, a breakdown of this information is presented in the Infrastructure Division.

Water Consumption (water stress sources)

GRI 303-3, 303-4, 303-5

	Grupo México		Mining Division (MIN DIV)						Transportation Division (TRA DIV)*						Infrastructure Division (INF DIV)	
	Total Grupo México		SCC		Mexico		Peru		Total TRA DIV		Mexico		USA		Total INF DIV	
	All zones	Water stress zones	All zones	Water stress zones	All zones	Water stress zones	All zones	Water stress zones	All zones	Water stress zones	All zones	Water stress zones	All zones	Water stress zones	All zones	Water stress zones
GRI 303-3 Fresh water withdrawn in Megaliters (ML)																
Surface water	42,595	42,564	42,564	42,564	27,147	27,147	15,416	15,416	0	0	0	0	0	0	31	0
Ground water	79,178	75,192	75,223	75,192	38,259	38,229	36,963	36,963	74	0	74	0	0	0	3,881	0
Seawater	901	0	829	0	0	0	829	0	0	0	0	0	0	0	72	0
Produced	391	391	391	391	391	391	0	0	0	0	0	0	0	0	0	0
From third parties	592	19	64	19	22	19	43	0	232	0	184	0	48	0	296	0
Wastewater	1,363	0	1,311	1,311	1,311	1,311	0	0	0	0	0	0	0	0	52	0
Total water withdrawn in ML	**125,019**	**118,166**	**120,381**	**119,477**	**67,130**	**67,098**	**53,251**	**52,380**	**306**	**0**	**258**	**0**	**48**	**0**	**4,332**	**0**
GRI 303-4 Water discharges in Megaliters (ML)																
Surface water	775	214	214	214	214	214	0	0	0	0	0	0	0	0	560	0
Ground water	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Seawater	1,668	0	1,628	0	0	0	1,628	0	0	0	0	0	0	0	40	0
From third parties	588	0	0	0	0	0	0	0	306	0	258	0	48	0	282	0
Total water discharges in ML	**3,030**	**214**	**1,842**	**214**	**214**	**214**	**1,628**	**0**	**306**	**0**	**258**	**0**	**48**	**0**	**882**	**0**
GRI 303-5 Consumption of recycled or reuse water in Megaliters (ML)	330,481		330,429		192,520		137,909		0		0		0		52	
GRI 305-5 Total water consumption in Megaliters (ML)	**452,776**		**448,968**		**259,436**		**189,532**		**306**		**258**		**48**		**3,502**	

* The transport division uses the formula Extraction = Discharge = Consumption. The discharges are released into the municipal network (third-party water), in compliance with the applicable water quality regulations.

Mining Division

a) Freshwater and reclaimed water consumption in Mill

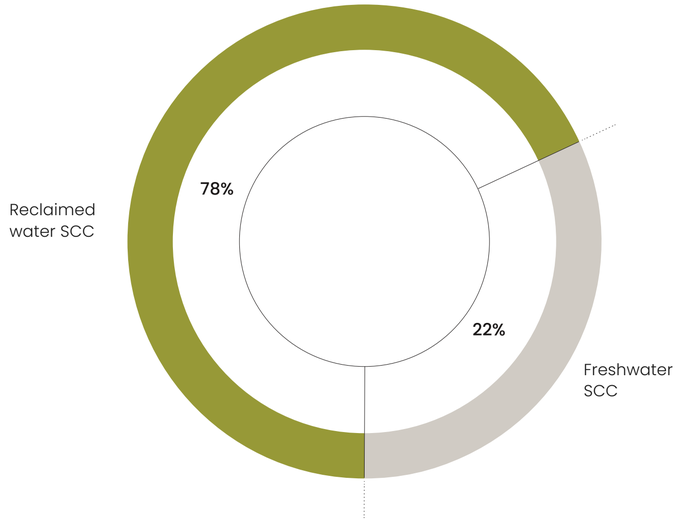
Open Pit Mines	SCC Crushed ore
DMT	186,696,036

Open Pit Mines	SCC Total Water	SCC Freshwater	SCC Reclaimed Water
%	100	22%	78%
m³	423,641,617	93,213,116	330,428,501

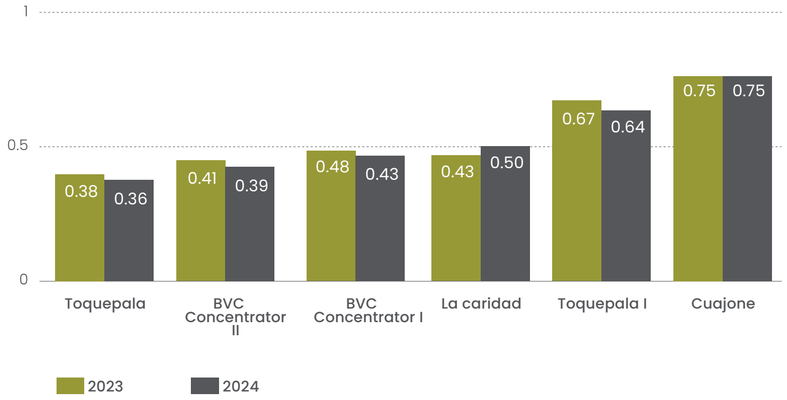
Open Pit Mines *	SCC Total Water Index	SCC Freshwater Index	SCC Reclaimed Water Index
m³ / TMS	2.27	0.50	1.77

Freshwater and reclaimed water consumption relative to production at Southern Copper Corporation's concentrators (Cuajone, Toquepala I, La Caridad, BVC Concentrator I, BVC Concentrator II, Toquepala II).

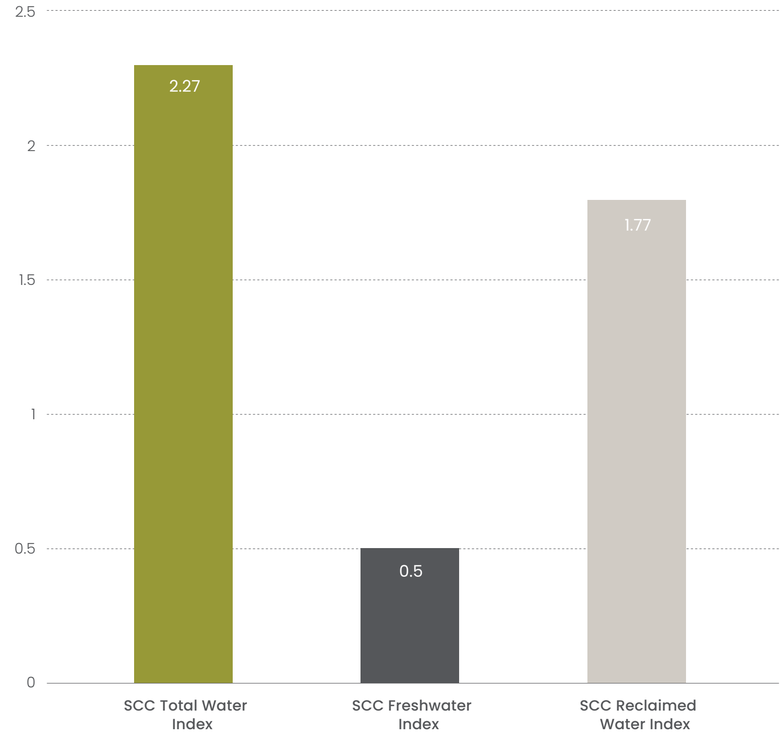
We report a 2% improvement in efficiency, compared with 2023, from 0.51 m³/Ton to 0.50 m³/Ton.



Efficiency at concentrators (m³/Ton)



b) Indexes of water used in crushed ore SCC (m³/DMT



DMT: Dry metric tons

* The index is obtained by dividing the water used in the mills by the crushed ore.

Infrastructure Division

a) Water Withdrawn

303-3

Water withdrawn (ML)						
Subsidiary	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**
Total seawater	72	112	112	112	106	168
Total groundwater	3881	2.907	3.165	3.637	3.932	3.917
Total surface water	31	3	30	5	106	82
Total recycled water / from third parties	52	0	48	15	418	231
Truck	27					
Public supply	269					
Total	**4.332**	**3.022**	**3.355**	**3.741**	**4.561**	**4.398**

All the water our Perforadora México (drilling) rigs use we withdraw from the sea and pass through a desalinization and treatment process to be able to use it for human consumption and the operational processes at each site. After use, the water is treated with an electrolysis process before it is returned to the sea.

Of the total water withdrawn for our Infrastructure Division operations, 89% comes from groundwater, used primarily to generate electricity at our La Caridad combined cycle power plant in Nacozari, Sonora, where 99% of the water used comes from wells and only 1% from surface waterbodies.

None of our sites operate in water stress areas.

- 97% of the water the Infrastructure Division consumes is freshwater (total dissolved solids ≤ 1000 mg/l).
- The remainder is saltwater and recycled water (total dissolved solids > 1000 mg/l).

b) Water Discharges

303-4

Water discharges by subsidiary (ML)							
Subsidiary	**Destino final**	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**
Energy	Surface	552	495	494	530	564	777
Oil	Sea	40	41	40	60	47	138
	Surface	0.25					
Highways	Surface	6	6	9	7	6	2
Construction	Surface	2	4	3	0.3	3	4
Fuels	Surface	0	0	0	0.1	0.1	_
Engineering	Public sewer system	0.79					
Real Estate	Public sewer system	281					
	Gran total	**882**	**545**	**546**	**597**	**620**	**921**

The Infrastructure Division channels water discharges to 3 destinations, primarily:

a. Land surface waterbodies: most of our operations are on land; 63% of our discharges are confined to surface waterbodies.

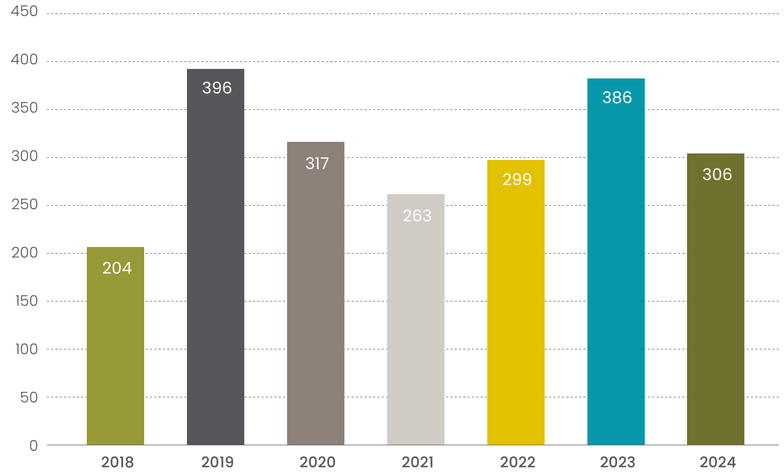
b. Marine waterbodies: discharges at our offshore rigs represent 4% of our total discharges for the Infrastructure Division.

c. Public sewer system: 100% of the water discharges in our real estate line of business drain to the public sewer system.

In all cases, our water discharges meet the quality requirements set by national and international water regulations.

Transportation Division

a) Water Consumption (ML)



Type of Source	2018	2019	2020	2021	2022	2023	2024
Public supply (ML)	53	181	108	99	143	180	205
Well (ML)	151	215	209	164	156	206	74
Truck (ML)	-	-	-	-	-	-	27
Total (ML)	**204**	**396**	**317**	**263**	**299**	**386**	**306**

Consumo de agua por tipo de fuente 2024 (ML)			
Type of source	**México**	**EUA**	**Total**
Public supply	157.16	48.16	**205.32**
Well	73.94	0	**73.94**
Truck	26.82		**26.82**
Total consumption	257.92	48.16	**306.08**

6.3 Biodiversity

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Analog Photography | Author: Ilse María Cabanillas Galindo, 26 years old | Community: Hermosillo, Sonora | Year: 2022

6.3 Biodiversity

GRI 3-3

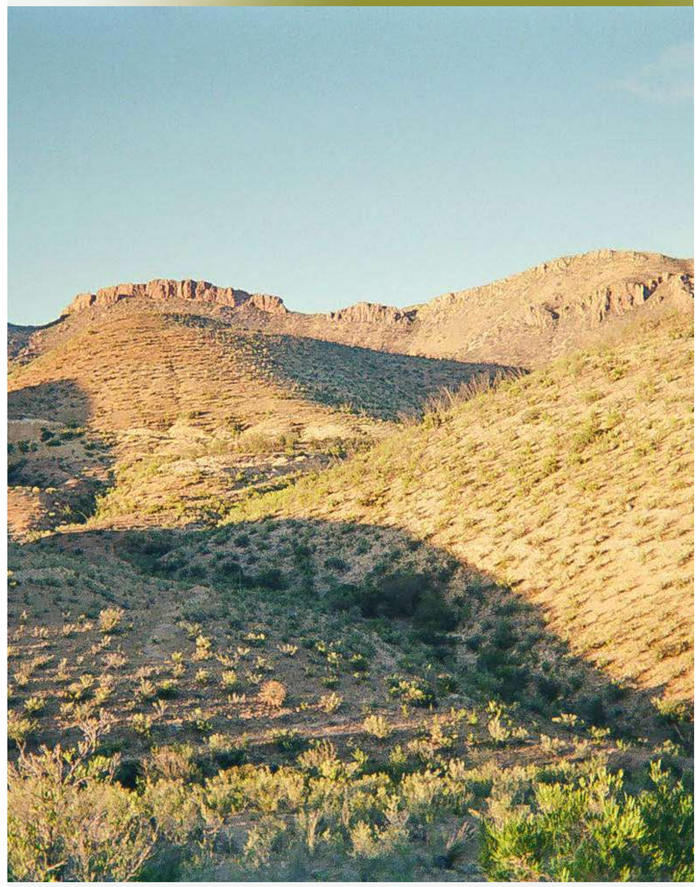
At Grupo México, we understand biodiversity as the variety and variability of life on Earth. The survival of life itself depends on it, as does the stability of the ecosystems that provide different provision and regulation environmental services, such as recharging the groundwater or absorbing carbon from the atmosphere via photosynthesis. The first global assessment report on biodiversity and ecosystem services (2019) prepared by the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES[1]) notes that biodiversity is decreasing globally and makes an urgent call to stop and revert the unsustainable use of nature.

Of all our divisions and lines of business, the Grupo México materiality analysis identifies our Mining Division as the most relevant in terms of biodiversity. Mines tend to be located in remote, and sometimes environmentally sensitive, areas. Mining activities must be conducted responsibly to prevent causing harm to biodiversity during the lifecycle of the project.

In this regard, we are committed to:

- Convention on Biological Diversity (CBD), which states as its 2050 vision a world where biodiversity is valued, conserved, restored and used wisely, maintaining ecosystem services, the health of the planet and reaping essential benefits for all people.
- Adopting the Kunming-Montreal Global Biodiversity Framework (GBF), which includes among its 2030 goals a call to the business sector to "regularly monitor, assess and disclose risks, impacts and dependencies on biodiversity".
- Declaration of the United Nations Decade on Ecosystem Restoration 2021-2030, which seeks to inspire and catalyze collaboration and the development of restoration initiatives around the world.
- United Nations 2030 Agenda for Sustainable Development, and more specifically goals 14 "Conserve and sustainably use the oceans, seas and marine resources for sustainable development" and 15 "Protect, restore and promote the sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and biodiversity loss."

[1] IPBES is an independent intergovernmental body comprising more than 130 member governments. A fundamental purpose of this body is to provide governments, the private sector and civil society with current, independent and reliable assessments of available knowledge to improve their biodiversity protection measures and decisions.



PMW | Author: Julián Ramírez Huerta | Community: Esqueda, Sonora | Year: 2023

6.3.1 Governance

The organizational structure of Grupo México supports efficient biodiversity management at the local level, at each site, which is supervised by the Environmental Affairs Department of each division in each country.

For more information, visit the Biodiversity section of the Grupo México Sustainability website.

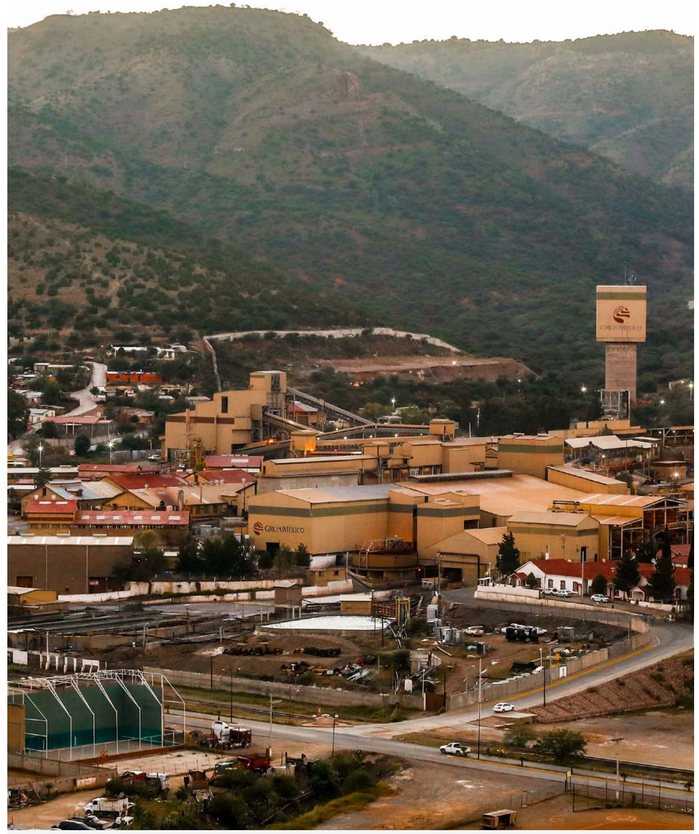
6.3.2 Management and Strategy

GRI 304-1, 304-2, 304-4

The Grupo México Environmental Policy sets out our commitment to achieving a net positive impact on biodiversity. We work with various stakeholders, mainly environmental authorities and academic and research institutions, to develop and maintain projects that go beyond our regulatory obligations.

We also have a Biodiversity Management Protocol, which commits us to achieving net zero deforestation and to protecting and fostering biodiversity according to the mitigation hierarchy of avoid, reduce, restore and offset potential impacts that, over the life of our sites, could negatively affect biodiversity.

Our Code of Conduct for Suppliers, Contractors and Relevant Commercial Partners involves our value chain in the management of this priority topic and invites them to contribute to biodiversity conservation and protection, committing to net zero deforestation and to generating a net positive impact. We also monitor the performance of our inputs suppliers and service providers on our properties and require them to protect the flora and fauna, avoid unnecessary clearing, and to take the measures necessary to protect the ecosystems.



Santa Bárbara Mining Unit, Chihuahua, Mexico

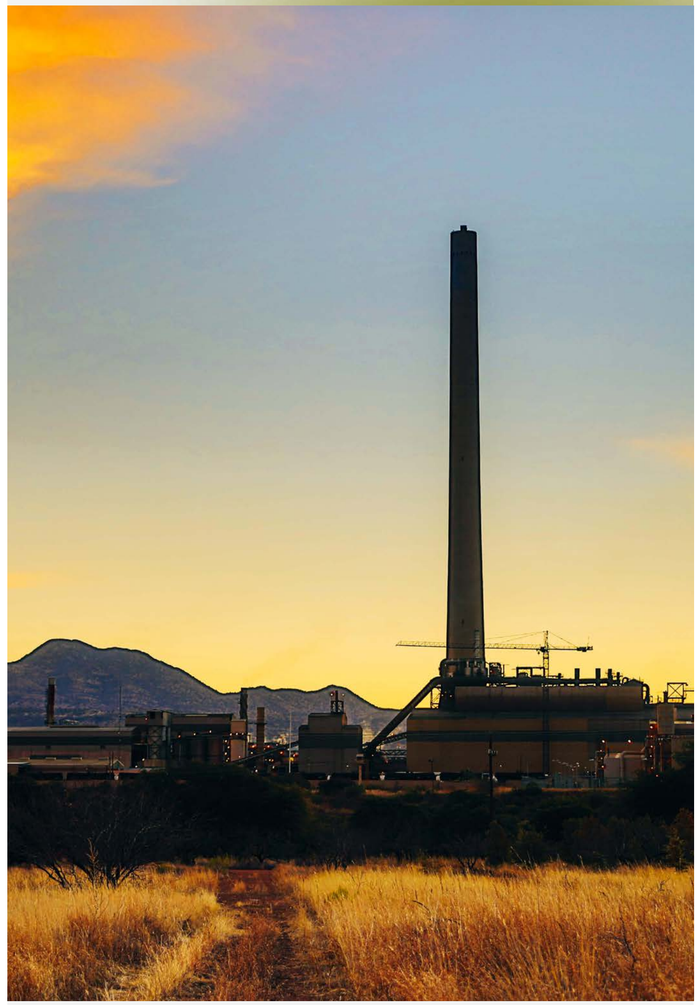
Our strategy is to identify the material effects that operations have on biodiversity and vice versa. This includes defining the relevance of our operations on biodiversity based on their location, the impacts and dependencies that occur between them, and the risks and opportunities related to nature. Then, we set concrete targets and actions for each site to avoid, reduce, restore and offset the potential and actual impacts of our operations on nature.

Our actions seek to:

- Gradually reduce the areas impacted with actions to restore more land area than we impact, contributing to our target of net zero deforestation.
- Determine and monitor the conditions and health status of the ecosystems around our sites to identify risks to biodiversity and measure the progress in restoring degraded areas, contributing to our target of net zero biodiversity loss.
- Develop and support wildlife conservation projects with impacts beyond our operations, contributing to our target of a net positive impact.
- Prevent the contamination of water and ecosystems.
- Achieve a harmonious coexistence with protected natural areas and those with high biodiversity value near our operations.
- Involve the local communities, environmental authorities, research institutions and nonprofits in all the above actions.

These actions are regularly evaluated to measure their performance and we monitor the conditions and status of biodiversity and ecosystems near our operations to measure their effectiveness. The results are shared internally to facilitate the ongoing improvement of our performance, and externally to provide transparency for our partners and stakeholders.

Additionally, the Grupo México Support and Attention Center follows a detailed procedure to receive and address concerns and grievances. For more information, see Human Rights - Support and Attention Center.



Metallurgical Complex, Fronteras, Sonora, Mexico

Dependencies and Impacts

GRI 304-2

At Grupo México, we know that our activities can affect biodiversity and that this same deterioration, in turn, can affect our operations. The integrity of the ecosystems near our operations depends, among other things, on not damaging the structure, components and functions of the ecosystems as a result of mining activity. The maintenance of these elements provides environmental services on which mining operations depend, to a greater or lesser extent. These include, for example, water supply, flood control, sediment retention and even microclimate regulation.

The principal negative environmental impact from our operations is changing the land, which can fragment ecosystems and disrupt the connectivity between them. This eventually increases the vulnerability of the populations, limiting their dispersion and gene flow, and can locally reduce the availability of resources for food and shelter.

Our mining expansions modified 1029 acres (416.38 hectares) of Mining Division land in 2024, principally secondary oak forest shrub vegetation[2], natural grassland and microphyllous desert scrub in Mexico and desert scrub in the United States and Peru. These modifications were carried out in compliance with current environmental regulations and include mitigation actions, such as the recovery of fertile soils and organic matter to then be used in restoration works, and also the rescue and relocation of slow-moving flora and fauna to suitable areas for their development. In this regard, our reforestation and ecosystem restoration plan includes soil erosion control and recovery works, water capturing and filtration, and reforestation with native species, and also follow-up actions to ensure the recovery of the ecosystem services.

Our restoration efforts contribute to mitigating and offsetting the impacts caused by changing or modifying land, as described above. For more information, see Measures to Address and Manage Negative Impacts.

Other potential impacts on nature are caused by GHG emissions (see the section on Climate Change), dust dispersion (see Waste), and changes to the local water flows, which we prevent and mitigate through constant watering of the roads and unfinished surfaces at our sites, and upstream and downstream monitoring at our sites ensures the availability and quality of the water that passes through our operations would not affect the water downstream (see Water and Effluents).

Without doubt, mine waste and the release of chemical substances from our processes represent a potential risk, which we actively address through rigorous critical environmental risk management. For more information, see Our Approach - Sustainability Risk Management.

To ensure that the resources needed to restore the landscape at the end of the useful life of our sites are available, we periodically prepare financial estimates and maintain a financial reserve that guarantees the recovery of the original environmental conditions at the end of our operations, in addition to post-closure monitoring that will detect any deviation from the recovery plans. For more information, see Closure of Operations.

Our ISO 14001-certified environmental management systems ensure we meet compliance with our obligations, monitoring the responsibilities of our business partners in terms of biodiversity protections, and fostering ongoing improvement in our monitoring of the biodiversity status around our sites, and also our actions to protect and promote biodiversity.

[2] Vegetation that occupies a space where the primary or original vegetation had once been predominant and is indicative of an area previously disturbed.

Risks & Opportunities

Environmental impact assessments identify the risks to biodiversity before embarking on a new project. These assessments are updated whenever there is a significant change in our operations. These diagnostics assist in defining different actions to prevent impacts on the ecosystems, and according to the mitigation hierarchy, reduce and offset such impacts when they cannot be avoided. Our biodiversity management plans identify opportunities to contribute to our target of a net positive impact on biodiversity, not only in the areas surrounding our sites, but with a broader scope to contribute to not only the preservation of populations of relevant species and their habitats, but to the recovery of ecosystems, the creation of new ecosystems, and the recovery of threatened species.

Three of our sites in Sonora, Mexico (Buenavista del Cobre, La Caridad and Metalúrgica del Cobre) have biodiversity risk prevention manuals, which specifically address the risks associated with each site.

We have begun a process to identify and assess nature-related impacts, dependencies, risks and opportunities using the LEAP approach developed by the Taskforce on Nature-related Financial Disclosure (TNFD) and the Science Based Targets Network (SBTN) methodology for our own operations, and also for a portion of our value chain. The sites involved are: Buenavista del Cobre, La Caridad, Lime Plant, Toquepala, Cuajone, Mission, Ray, Silver Bell, Charcas, San Martin, Santa Barbara, Metalúrgica del Cobre (processing plant) and Ilo.

Description of the risks and opportunities.

Biodiversity loss is a risk to mining operations that is often underestimated. Potential risks to the company and our operations include:

- Reduced provision and regulation environmental services[3].
- Reduced water availability. Impacts on the forest cover contribute to the depletion of aquifers by reducing the filtration capacity because of soil erosion. This carries negative impacts not only for company operations, but also for other water users, most notably the local communities.
- Reduced food production in the communities where we operate due to soil loss, reduced pollination, increased pests and reduced water supply.
- Increased risk of fire. Soil erosion and reduced moisture content can contribute to fire spreading, which would threaten our infrastructure, operations and neighbor communities.
- Flooding from flash floods. The inability of the soil to filter and reduce the force of the water can result in violent water flows that would negatively impact our sites, and also our neighbor communities.

Meanwhile, we have identified the nature of the significant direct and indirect impacts that our operations may cause to biodiversity. For each, we have also identified opportunities for prevention and reduction, insofar as possible, by adopting biodiversity management best practices, which we extend to our business partners.

The risks and opportunities associated with biodiversity at each site are described in the following table.

[3] Provision services are ecosystem services that describe the material products that ecosystems produce, which include food, water and other resources. Regulation services include climate and air quality, sequestering and storing carbon, the moderation of natural phenomena, wastewater treatment, erosion prevention and conservation of soil fertility, pest control, pollination, and regulation of water flows.

Actions taken on potencial opportunities

Type of impact / risk	Potential measures and opportunities*	Mexico							Peru			United States			
		Buenavista del Cobre	Charcas	La Caridad	Metco	Planta de cal	San Martín	Santa Bárbara	Cuajone	Ilo	Toquepala	Hayden	Mission	Ray	Silver Bell
Habitats and ecosystems affected by land transformation	**Prevention:**														
	• Wherever possible, use areas already impacted, like existing communication routes or sites that are in the closure process.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	• Avoid affecting areas through negligence.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	• Designate areas with high biological / ecological value for conservation and promote ecological conservation areas.	✓	✗	✗	✗	✗	✗	✗	✗	✗	✓	✗	✗	✗	✗
	Mitigation:														
	• Recover resources like soil and plant matter to use in restoration projects.	✓	✓	✓	✓	✗	✓	✓	✗	✓	✗	✗	✗	✗	✗
	• Rescue specimens of flora and fauna species with conservation value.	✓	✓	✓	✓	✗	✓	✓	–	–	–	✗	✗	✗	✗
	• Take early remediation actions, during the operational life of our sites, for land disturbed by our operations (concurrent remediation).	→	✓	✓	✓	✗	✓	✗	✗	✓	✓	✓	✓	✓	✓
	• Dust reduction actions.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Restoration:														
	• Soil restoration and works projects to divert and capture water to recover flora and fauna habitats.	✓	✓	✓	✓	✗	✓	✓	✓	✗	✓	✓	✓	✓	✗
	• Develop closure plans that include restoring the landscape and the functional conditions of the ecosystems affected.	✗	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Offsetting:														
	• Reforest impacted areas outside our operations.	✓	✓	✓	✓	✗	✓	✓	✓	✗	✓	✗	✗	✗	✗
	• Soil recovery projects and water and wind erosion prevention.	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓	✗	✗	✗	✗
	• Water harvesting projects.	✓	✓	✓	✓	✗	✓	✓	✗	✗	✗	✗	✗	✗	✗
	And in general, meet full compliance with the measures set by the environmental authorities to avoid, reduce, restore and offset specific or cumulative environmental impacts, temporary or permanent.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Type of impact / risk	Potential measures and opportunities*	Mexico							Peru			United States			
		Buenavista del Cobre	Charcas	La Caridad	Metco	Planta de cal	San Martín	Santa Bárbara	Cuajone	Ilo	Toquepala	Hayden	Mission	Ray	Silver Bell
Reduced populations of species with high biological / ecological value	**Prevention:**														
	• Avoid affecting areas with high value for the health of emblematic species populations or with high conservation value, like wildlife corridors, nesting, mating and breeding areas.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	• Monitor the status of biodiversity and populations of relevant species to take prompt action where necessary.	→	→	✓	✓	✗	→	→	✓	✓	✓	✗	✗	✗	✗
	Mitigation:														
	• Rescue and relocate specimens of threatened endemic species, with high biological value or that are slow or non-moving, or recovery species, as classified by the IUCN and the regulations of the countries where we operate.	✓	✗	✓	✓	✗	✓	✗	–	–	–	✗	✗	✗	✗
	• Monitor the status of specimens and their evolution at the transplant sites.	✓	✗	✓	✓	✗	✓	✗	✗	✗	✗	✗	✗	✗	✗
	Restoration:														
	• Recover ecosystems, habitats and vital ecosystem services for the populations of emblematic species affected or with high conservation value.	✓	✓	✓	✓	✗	✓	✗	✗	✗	✓	✗	✗	✗	✗
	• Carry out actions for captive breeding and repopulation of areas affected by our operations.	✓	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗
	Offsetting:														
	• Recover ecosystems, habitats and vital ecosystem services for populations of threatened species.	✓	✓	✓	✓	✗	✓	✗	✗	✗	✓	✗	✗	✗	✗
	• Captive breeding and reintroduction of threatened species into the wild in original population distribution areas.	✓	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗
	And in general, meet full compliance with the measures set by the environmental authorities to avoid, reduce, restore and offset specific or cumulative environmental impacts, temporary or permanent.	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Type of impact / risk	Potential measures and opportunities*	Mexico							Peru			United States			
		Buenavista del Cobre	Charcas	La Caridad	Metco	Planta de cal	San Martín	Santa Bárbara	Cuajone	Ilo	Toquepala	Hayden	Mission	Ray	Silver Bell
Contamination of waterbodies and ecosystems from dust, emissions, discharges or accidents	**Prevention:**														
	• Monitor and control solution management systems to avoid contingencies.	✓	✓	✓	✓	–	✓	✓	✓	✓	✓	✓	✓	✓	✓
	• Reduce the release of dust from our tailings dams and access roads.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Mitigation:														
	• Use controls to prevent waste, dust, solutions and acid drainage from reaching waterbodies or ecosystems near our sites in volumes or concentrations that could be harmful to biodiversity and ecosystem functions and services.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	• Monitor emissions and discharges to take prompt action if the limits are exceeded so as to be harmful to biodiversity and ecosystem functions and services.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Restoration:														
	• Remediate sites impacted by our operations to recover the existing conditions prior to the impact.	→	✓	✓	✓	✗	✗	✗	✗	✓	✓	✓	✓	✓	✓
	And in general, meet full compliance with the measures set by the environmental authorities to avoid, reduce, restore and offset specific or cumulative environmental impacts, temporary or permanent.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

*The Guaymas Terminal, Zinc Refinery and Amarillo operations are located in urban areas.

✓ Completed or ongoing
→ In progress
– Not applicable
✗ Not relevant

Measures to Address and Manage Negative Impacts

GRI 304-2

Our ISO 14001 Environmental management systems contain operational controls to address and manage the negative impacts caused by our operations.
We have biodiversity management plans in place at our seven operations in Mexico where the biological/ecological value is the most relevant: our Buenavista del Cobre, La Caridad, Santa Barbara, San Martin and Charcas mines, and the Metalúrgica de Cobre processing plant and Lime Plant. These plans are aligned with the International Council on Mining and Metals (ICMM) Good Practice Guide for Mining and Biodiversity and address both the characteristics of the area at and around the site, and the operations conducted there. Our biodiversity management plans take a preventive approach and include actions like using camera traps to detect the presence or absence of animals, preparing and updating inventories, logging hours of activity and other behaviors, diversity estimates, monitoring populations in different environments, and abundancy and density estimates. With this, we can prevent human actions that could disturb species of special interest and their populations, or the functions of the ecosystems they inhabit.

It is important to highlight that our Grupo México Mining Division and SCC biodiversity management considers the interaction of our operations with priority conservation areas, as determined by the Ramsar Convention[4] and the International Union for Conservation of Nature (IUCN). Our operations in Mexico also consider the priority areas identified by the National Commission for the Knowledge and Use of Biodiversity (in Spanish, CONABIO) and the National Commission for Protected Natural Areas (in Spanish, CONANP).

See Metrics and Indicators for our performance related to significant impacts and restored areas and habitats.

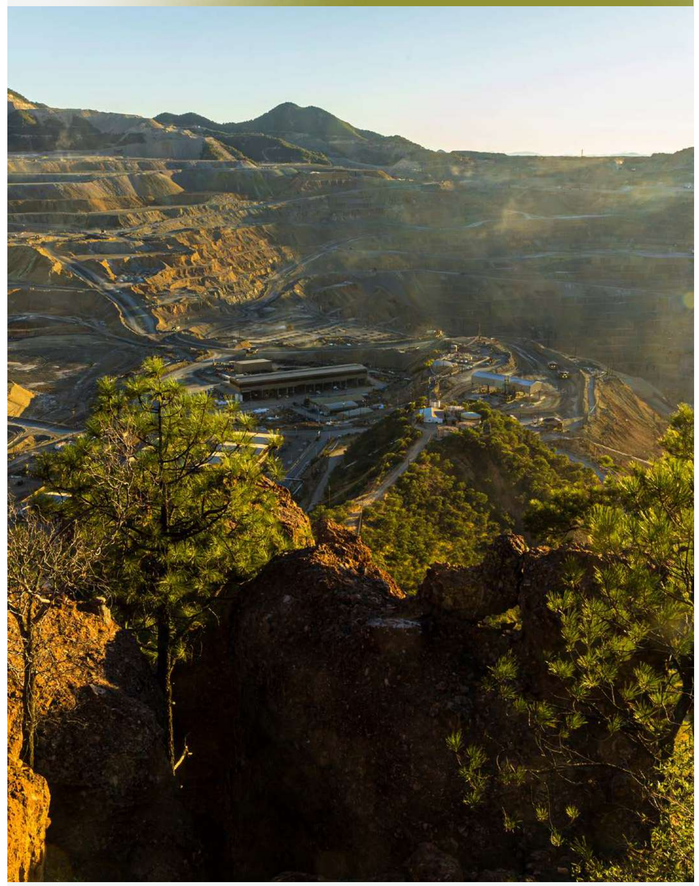
Influence and Involvement of Stakeholders

Biodiversity conservation relies on a lot of technical and scientific information requiring the collaboration of academic and research institutions. These stakeholders participate with Grupo México in the assessment and monitoring of the biodiversity status in the regions where we operate. We have built alliances and developed capacities to promote biodiversity and ecosystem protection in the areas where many of our operations are located.

Grupo México continues to foster new relationships with relevant players in biodiversity conservation. Communities and environmental nonprofit organizations play an essential role in the success of these initiatives.

In Mexico, we collaborate with the Mexican Alliance for Biodiversity and Business (in Spanish, AMEBIN), a joint biodiversity protection and conservation effort between the private sector, nonprofits, international cooperation agencies, business chambers and academe.

[4] Convention on wetlands of international importance, specifically waterbird habitats, Ramsar, Iran, 1971.



La Caridad Mine, Nacozari de García, Sonora, Mexico

Involvement of other parties in our biodiversity conservation projects

Project	Partners	Description
Mexican wolf conservation	Mexican Ministry of the Environment and Natural Resources (in Spanish, SEMARNAT), US Fish & Wildlife Service, Universidad de Querétaro	We are working with different civil, academic and governmental organizations to conserve the genetic stock of the Mexican wolf, breed specimens and repopulate areas where, until a few years ago, this species was considered extinct in the wild.
Bat conservation	Universidad Nacional Autónoma de México, Universidad de Chihuahua	The status of various bat populations near our operations in Chihuahua, Mexico has been assessed, and we're developing conservation and environmental education actions with a long-term vision.
Development of technosoils for landscape restoration	Universidad Nacional Autónoma de México	This project supports ecological restoration and closure of operations actions by reducing the need for fertile organic soil, while also repurposing different types of mine waste.
Protection of monstrous whisker cacti	Universidad Autónoma de Baja California	The goal is to identify populations of this endemic species, with protection status, to assess the status and abundance of various populations, and to propose reproduction and propagation mechanisms together with environmental authorities in Mexico.
Plant production	Grupo México Foundation	We operate seven nurseries in Mexico and two in Peru. The specimens these nurseries produce are used for reforestation and for environmental and ecological restoration projects.
Environmental education		We conduct tours and environmental education talks at our Mexican wolf and bat conservation projects, our teaching nursery in San Luis Potosi, Mexico, and at the Ite wetlands project in Peru.
Ite wetlands		This project involves the remediation of more than 3,212 acres (1,300 hectares) and the creation of the largest coastal wetlands in Peru, home to more than 150 species of resident and migratory birds.
Monitoring Darwin's rhea populations	Peruvian Ministry of Agricultural Development and Irrigation (Moquegua and Tacna region) National Forestry and Wildlife Service	We have been collaborating with the authorities in Peru since 2022 in the monitoring and tracking of populations of Darwin's Rhea *(ñandú andino, Rhea pennata)*, which the authorities have classified as "critically endangered", in the areas around our operations in the high Andes.
Bighorn sheep conservation	Arizona Game & Fish Department	We continue to collaborate with the Arizona Game & Fish Department in the management of bighorn sheep populations *(Ovis canadensis)* in southern Arizona in the United States, contributing to maintaining healthy herds in this region.

6.3.3 Biodiversity Management in Other Divisions

Infrastructure Division

GRI 304-1, 304-2

The Grupo México Infrastructure Division has identified and assessed the significant impacts our operations may have on biodiversity, implementing prevention, mitigation and control measures to address each impact, seeking to avoid these impacts wherever possible or minimize their effects. We involve all our collaborators and business partners in this task, and there are restriction and informational signs posted at all our sites. Additionally, we are committed to meeting strict compliance with national and international regulations on the care and conservation of species and ecosystems. Our ISO 14001-certified sites have specific and individual environmental aspects and impacts identification matrices and conduct various trainings during the year on caring for flora and fauna.

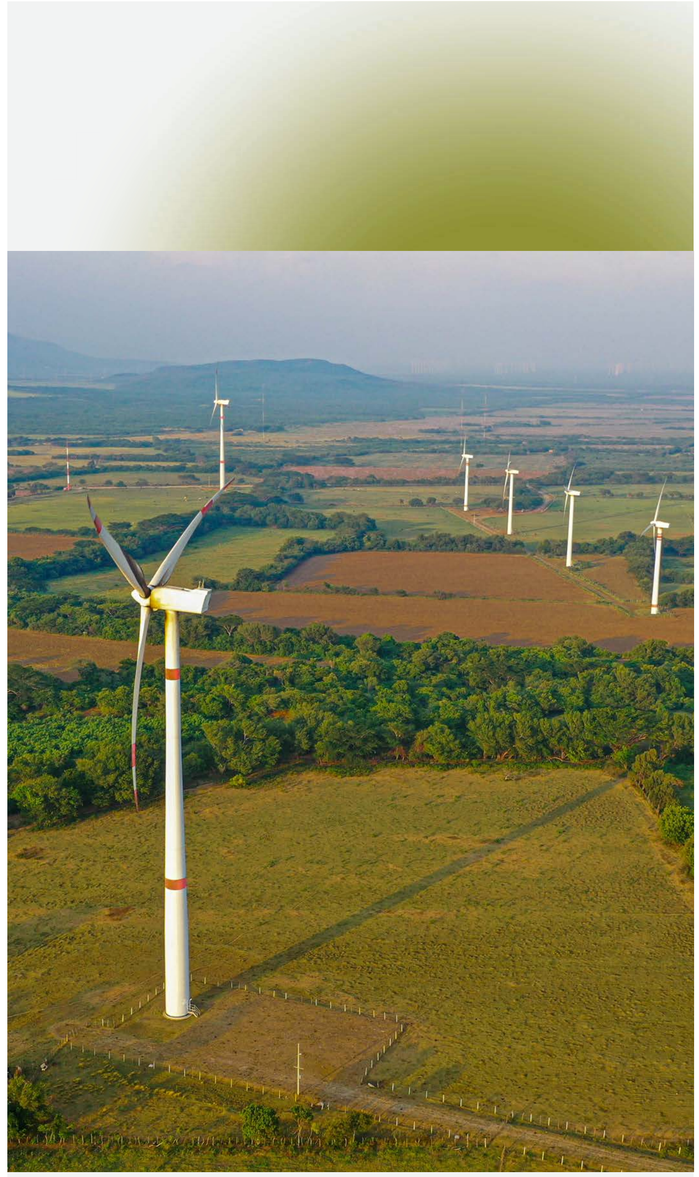
The Infrastructure Division does not have operations in protected areas or areas with high biodiversity value. Our operations closest to these types of areas are:

- The La Caridad power plant in Sonora, Mexico, is located 12.5 miles (20 km) from the Sierra de Ajos, Buenos Aires and Purica protected natural areas.
- Our oil sector administrative offices in Ciudad del Carmen, Campeche, Mexico, are located adjacent to the Laguna de Términos protected wildlife area.
- Also in Mexico, the Cerro del Cubilete protected natural area is located 18.5 miles (30 km) from the Salamanca-Leon Highway and the Silao Bypass, which do not invade or affect the protected areas.

The range of operations of our Infrastructure Division presents significant challenges in terms of mitigating risks and impacts on biodiversity. We have, therefore, implemented various measures and taken specific actions at each site and in compliance with the requirements laid out in our environmental permits. We use operational controls and measures to prevent impacts on biodiversity, including controls to prevent the contamination of ecosystems, soil and wildlife protections and reforesting impacted areas.

Both the Fenicias and the El Retiro wind farm projects have Environmental Management Plans to address the environmental impacts identified for these sites. These plans include all the prevention and control actions implemented for the wind farms in compliance with regulations. These environmental management plans include bird and bat monitoring programs to determine the potential impacts from the operation of the wind turbines on the local birdlife and bat populations.

We will continue our monitoring throughout the life of the projects, as we did during the construction and assembly of the wind turbines, to collect biological, ecological, abundance and behavioral information (heights and flight paths) of the birds and bats during the different seasons in the area of influence. Prevention and mitigation measures to address the potential impacts on bird and populations are determined based on the results of this monitoring.



El Retiro Wind Farm, Juchitán de Zaragoza, Oaxaca, Mexico

Operations at sites with high biodiversity value



Transportation Division

GRI 304-1, 304-2

The Transportation Division operates a railway network that was mostly built between the 19th and early 20th centuries, therefore any related ecosystem fragmentation occurred decades ago.

All construction and improvements are conducted in strict adherence of current environmental regulations. Additionally, vegetation growing within the right-of-way is controlled for operational safety reasons and to prevent accidents and damage to the railway infrastructure.

The operations of our Transportation Division are not generally located in areas with high biodiversity value, though some rail lines cross zones that were declared protected after the railway system was built. These zones are mostly located in Sonora, Chihuahua and Puebla. In these cases, we comply with all environmental regulations from the design to the operation of the infrastructure, implementing monitoring mechanisms to mitigate impacts and to protect biodiversity.

We operate under a vision of sustainability where we address all potential negative and positive impacts on the environment caused by our operations. Ensuring our operations and the development of new infrastructure prevent, reduce and mitigate all potential environmental impacts is a key part of our sustainability and business strategies.

Biodiversity metrics	2024	Unit
Number of protected natural areas (on company operations)*	8	number
Biodiversity surface impact assessment for company operations	2,822 (1,142)	Acres (Ha)

* We have management plans in place for 75% of the protected natural areas we impact.

Year	Target	Status
2023-2024	Zero accidents having a significant impact on biodiversity	✓
Initiatives		
2025	Actively participate in biodiversity care projects	
	• Pollinator garden	→
	• Reforestation	→

With our actions, we:

- Improve ecosystem connectivity by installing drainage systems, viaducts, underpasses and overpasses that provide safe crossings for wildlife.
- Prevent soil contamination and ecosystem damage.
- Achieve harmonious coexistence between our railway operations and protected natural areas and areas with high biodiversity value.

6.3.4 Next Steps

Targets and goals in biodiversity management (Mining Division)

We have adopted a goal of net zero deforestation, reversing net biodiversity loss, and to being net positive.

To achieve this, we have started working on transitioning towards science-based targets, focusing on the risks to ecosystems and their components, with a global purpose and aligned with the Montreal Agreement on Biodiversity (COP 15):

i. Contribute to the protection and conservation of land and marine areas through protected areas and other effective conservation measures.
ii. Contribute to the restoration of currently degraded areas.
iii. Contribute to monitoring, assessment and transparent reporting of the risks and impacts on biodiversity at our operations and value chain.

For more information, see our targets and goals, and our progress, by operational site.

We strive to ensure that our efforts in biodiversity conservation are effective, and when they are not, correct whatever is necessary. In addition to evaluating our performance based on biodiversity management indicators, our actions go through a verification process to certify our environmental management systems, independent assurance for our Sustainable Development Report, and assessment by the Wildlife Habitat Council.

Verification systems provide ways to continuously identify opportunities for improvement, which are incorporated through the change management processes of our environmental management systems. Our decisions are informed by the best science-based information available, considering not only the environmental aspects, but also the social, cultural and economic. It is therefore important to involve the academic and scientific communities, the public and the civil society in our actions.

Biodiversity conservation is only possible, in many cases, through sustainable use, making it very important to combine conservation needs with the economic improvement of the local communities.
Our biodiversity conservation and awareness projects include social and economic components from which we are constantly learning.

Building alliances is essential to advance in attaining our common goal of protecting biodiversity and its value for future generations. These alliances must also include the authorities, particularly in those cases where the government holds authority over biological diversity. We have also learned that to be successful, we need to resolve the conflicts that sometimes hinder the path of conservation, such as the current conflict between wildlife populations and human activities over the use of land.

Biological diversity is linked to other complex management processes, like those related to climate change, water management and pollution prevention. Therefore, a broad and comprehensive vision is required to be successful in raising awareness on biodiversity. We are working to better understand these relationships to more clearly reflect them in our policies and procedures.

Lastly, and perhaps most importantly, is to ensure that our personnel understand that caring for biodiversity is everyone's responsibility, and that they have the tools to contribute to this goal. In this regard, we dedicate significant efforts to providing training on caring for the environment.

6.3.5 Highlights 2024

At Grupo México, we understand the importance of conserving and protecting biodiversity and the ecosystems at and around our sites. We work responsibly to avoid, insofar as possible, impacting the biodiversity by our projects and operations.

Work continued in 2024 on our project to create and maintain the Ite Wetlands along the southern coast of Peru, restoring another 24.7 acres (10 hectares), for a total 3,279 acres (1,327 ha).

We did not explore or develop new projects in declared Natural World Heritage sites[5].

We continued to protect and preserve biodiversity at our operations according to the biological and ecological value of the area (protected areas[6] and high biodiversity value areas[7]). Our five operations in Mexico located in high biodiversity value areas have biodiversity management plans that consider this classification. Also, our four operations in the United States and one in Peru that are near high biodiversity value areas are currently preparing their own biodiversity management plans, which are expected to be completed by the end of 2025.

Additionally, we continued to collaborate with governments, academic institutions and nonprofits in 2024 on wildlife protection and conservation (Mexican wolf, Darwin's rhea, bighorn sheep, free-tailed bat, bobcat, birds of prey, migratory water birds) to identify and prevent risks and significant impacts on the biodiversity and ecosystem services.

We continue to meet due and full compliance with our legal obligations related to biodiversity management throughout the lifecycle of our projects.

Work continued on the ecological integrity studies at five of our mine operations in Mexico, with sampling during the rainy season in 2024, and in 2025, we will do this during the dry season.

We expanded the involvement of local communities, environmental authorities, research institutions, nonprofits and our business partners in our biodiversity management. For more information, see Description of the Influence and Involvement of Stakeholders.

We reported our Biodiversity and Forests performance to the CDP (Carbon Disclosure Project) for the second time.

[5] Precisely delineated areas with outstanding universal value from the point of view of science, conservation or natural beauty (World Heritage Convention, 1972).
[6] Biosphere reserves designated by the UNESCO and protected areas declared by national legislation.
[7] Wetlands of international importance under the Ramsar Convention; priority land regions in Mexico; areas of importance for the conservation of birds in Mexico (AICA); KBA Partnership key biodiversity areas (KBAs).

6.3.6 Metrics and Indicators

GRI 304-2, 304-3, 304-4, G4-MM1

Our quantitative performance indicators and qualitative actions in this area are:

Mining Division

a. Biodiversity management by operational site
b. Significant impacts of our activities on biodiversity
c. Land disturbed and rehabilitated
d. Protected or restored habitats
e. Nursery production
f. Reforestation
g. Concurrent remediation
h. Land restored / Land disturbed
i. Rescue of flora and fauna specimens with protection status, endemic or with high biological/ecological value
j. Specific actions (qualitative performance)

Infrastructure Division

a. Protected or restored habitats
b. IUCN Red List threatened species and national conservation list species with habitats in areas affected by operations
c. Certifications



White-tailed deer specimen near La Caridad Mine, Nacozari de García, Sonora, Mexico

Mining Division

a) Biodiversity management by operational site

GRI G4-MM2

Site	Biodiversity diagnostic	Biodiversity management plan (ICMM[8])	Biodiversity monitoring	Potential risk	Water stress (WRI Aqueduct Water Risk Atlas)	Restoration / reforestation	Conservation projects	Involvement of others	2024 Targets	Status of the 2024 targets	2025 Targets
Charcas Charcas, San Luis Potosí, México.	✔	Prepared in 2021, active	Not carried out in 2024	Contamination of ecosystems / Habitats affected	Extremely high	"Nursery with production capacity of 450,000 plants/year. Concurrent remediation of 2.2 acres (0.89 ha)."	No conservation projects in 2024		Publicly report the status of the biodiversity near our relevant Minera México sties. Publicly report the status of the biodiversity near our relevant Minera México sties.	Work continued on the ecological integrity study with flora and fauna sampling during the rainy season. The status of the biodiversity near our relevant Minera México sties was not publicly reported.	Complete the ecological integrity study to assess the status of the biodiversity in areas adjacent to the operation, as part of a biodiversity risk assessment. Publicly report the status of the biodiversity near our relevant Minera México sties.
San Martin Sombrerete, Zacatecas, Mexico.	✔	Prepared in 2021, active	Not carried out in 2024	Contamination of ecosystems / Habitats affected	Medium-high	Nursery with production capacity of 820,000 plants/year 1.1 acres (0.45 ha) reforested in 2024 with 490 plants	No conservation projects in 2024		Continue the ecological integrity study to assess the status of the biodiversity in areas adjacent to the operation, as part of a biodiversity risk assessment. Publicly report the status of the biodiversity near our relevant Minera México sties.	Work continued on the ecological integrity study with flora and fauna sampling during the rainy season. The status of the biodiversity near our relevant Minera México sties was not publicly reported.	Complete the ecological integrity study to assess the status of the biodiversity in areas adjacent to the operation, as part of a biodiversity risk assessment. Publicly report the status of the biodiversity near our relevant Minera México sties.
Santa Barbara Santa Barbara, Chihuahua, Mexico.	✔	Prepared in 2021, active	Not carried out in 2024	Contamination of ecosystems / Habitats affected	Extremely high	Concurrent remediation of 10.2 acres (4.14 ha).	Conservation of bat populations	UNAM Ecology Institute / Universidad Autónoma de Chihuahua / Community	Continue the ecological integrity study to assess the status of the biodiversity in areas adjacent to the operation, as part of a biodiversity risk assessment. Publicly report the status of the biodiversity near our relevant Minera México sties. Bat conservation project: Build an alliance with the Universidad Autónoma de Chihuahua, to develop a plan for the legal protection of the Bustillos mine in Santa Eulalia, Chihuahua, Mexico, which is inhabited by different species of bats.	Work continued on the ecological integrity study with flora and fauna sampling during the rainy season. The status of the biodiversity near our relevant Minera México sties was not publicly reported. Collaboration agreement signed with the Universidad Autónoma de Chihuahua for research and other activities, and the development of flora and fauna protection programs.	Complete the ecological integrity study to assess the status of the biodiversity in areas adjacent to the operation, as part of a biodiversity risk assessment. Publicly report the status of the biodiversity near our relevant Minera México sties. Bat conservation project: Continue to build our alliance with the Universidad Autónoma de Chihuahua, to develop a plan for the legal protection of the Bustillos mine in Santa Eulalia, Chihuahua, Mexico, which is inhabited by different species of bats.

Site	Biodiversity diagnostic	Biodiversity management plan (ICMM[8])	Biodiversity monitoring	Potential risk	Water stress (WRI Aqueduct Water Risk Atlas)	Restoration / reforestation	Conservation projects	Involvement of others	2024 Targets	Status of the 2024 targets	2025 Targets
Zinc Refinery in San Luis Potosi San Luis Potosi, San Luis Potosi, Mexico.	⊘	Not applicable, urban area	Not applicable, urban area	Contamination of ecosystems	Extremely high	Two nurseries with a total production capacity of 1,950,000 plants/year	No conservation projects in 2024		Not applicable, urban area	Not applicable, urban area	Not applicable, urban area
Buenavista del Cobre Cananea, Sonora, Mexico.	✓	Prepared in 2021, active	Not carried out in 2024	Contamination of ecosystems / Reduced populations of species with high biological / ecological value	Extremely high	"Nursery with production capacity of 820,000 plants/year. 32.7 acres (13.22 ha) reforested in 2024 with 12,578 plants. Concurrent remediation of 96.25 acres (38.95 ha)."	"Buenavista del Cobre Wildlife Conservation Center Rescue and relocation of 408 specimens of fauna and 5,176 specimens of flora."	US Fish & Wildlife Service / Semarnat / Conanp / Mexico-USA Binational Committee for the Conservation of the Mexican Gray Wolf / Universidad de Querétaro / UNAM Faculty of Geology	Continue the ecological integrity study to assess the status of the biodiversity in areas adjacent to the operation, as part of a biodiversity risk assessment. Publicly report the status of the biodiversity near our relevant Minera México sties. Collaborate with the Binational Conservation Program for the Mexican gray wolf *(Canis lupus bayleyi)*. Prepare a study to create a wildlife corridor by voluntarily designating for conservation an area in Sonora, Mexico. Project to produce techno-soils from mine waste for use in the restoration of land disturbed.s.	Work continued on the ecological integrity study with flora and fauna sampling during the rainy season. The status of the biodiversity near our relevant Minera México sties was not publicly reported. We continued our collaboration with the Binational Conservation Program for the Mexican gray wolf *(Canis lupus bayleyi)*. We recorded the birth of two Mexican gray wolf pups at our Conservation Center in 2024, which, to date, has housed 67 Mexican wolves and bred 26 pups at the facility. The study to create a wildlife corridor by voluntarily designating for conservation an area in Sonora, Mexico, has not been completed. Evaluate techno-soils in three phases (greenhouse, different field designs, apply the best techno-soil for rehabilitation at 11 sites). The results show that fertile substrates favor plant germination and development, with acceptable microbial activity.	Complete the ecological integrity study to assess the status of the biodiversity in areas adjacent to the operation, as part of a biodiversity risk assessment. Publicly report the status of the biodiversity near our relevant Minera México sties. Collaborate with the Binational Conservation Program for the Mexican gray wolf *(Canis lupus bayleyi)*. Start to use techno-soils to restore disturbed land.

Site	Biodiversity diagnostic	Biodiversity management plan (ICMM[8])	Biodiversity monitoring	Potential risk	Water stress (WRI Aqueduct Water Risk Atlas)	Restoration / reforestation	Conservation projects	Involvement of others	2024 Targets	Status of the 2024 targets	2025 Targets
La Caridad Nacozari de Garcia, Sonora, Mexico.	✔	Prepared in 2021, active	"Diversity of species and use of the feline habitat. Diversity of species and use of the birds of prey habitat."	Contamination of ecosystems / Reduced populations of species with high biological / ecological value.	Extremely high	-	Rescue and relocation of 21 specimens of fauna and 33,213 specimens of flora.	-	Continue the ecological integrity study to assess the status of the biodiversity in areas adjacent to the operation, as part of a biodiversity risk assessment. Publicly report the status of the biodiversity near our relevant Minera México sties. Continue to monitor birds of prey. Continue to monitor felines, focusing on bobcats *(Lynx Rufus)*.	Work continued on the ecological integrity study with flora and fauna sampling during the rainy season. The status of the biodiversity near our relevant Minera México sties was not publicly reported. Wildlife monitoring with trap cameras and treks through 52 mi^2 (134 km^2) in Nacozari, Sonora, in 2024, in a joint effort between our METCO Processing Plant and La Caridad, identifying 3,874 individuals of 88 species (22 mammals, 60 birds, 5 reptiles, 1 amphibian). The recorded mammal species include bobcat *(Linx Rufus)* (63 individuals) and puma *(Puma concolor)* (26 individuals).	Complete the ecological integrity study to assess the status of the biodiversity in areas adjacent to the operation, as part of a biodiversity risk assessment. Publicly report the status of the biodiversity near our relevant Minera México sties. Continue to monitor birds of prey. Continue to monitor felines, focusing on bobcats *(Lynx rufus)*.
METCO Processing Plant in Nacozari Nacozari de Garcia, Sonora, Mexico..	✔	Prepared in 2021, active	"Diversity of species and use of the birds of prey habitat. Diversity of species of birds and mammals."	Contamination of ecosystems.	Low / Extremely high	Nursery with production capacity of 730,000 plants/year	Development of an ecological integrity monitoring model for adjacent ecosystems. Monitoring of large and medium felines. Monitoring of songbirds and grassland birds. Monitoring of birds of prey. Monitoring of reptiles.	Aviario Sonorense para la Protección de Especies Silvestres A.C.	Develop an ecological integrity monitoring model for adjacent ecosystems. Monitoring of large and medium felines. Monitoring of songbirds and grassland birds. Monitoring of birds of prey. Monitoring of reptiles.	The ecological integrity monitoring model for adjacent ecosystems was not completed in 2024. Wildlife monitoring with trap cameras and treks through 52 mi^2 (134 km^2) in Nacozari, Sonora, in 2024, in a joint effort between our METCO Processing Plant and La Caridad, identifying 3,874 individuals of 88 species (22 mammals, 60 birds, 5 reptiles, 1 amphibian). The recorded mammal species include bobcat (Linx Rufus) (63 individuals) and puma (Puma concolor) (26 individuals). Monitoring of songbirds and grassland birds continued. Monitoring of birds of prey continued. Monitoring of reptiles continued.	Develop an ecological integrity monitoring model for adjacent ecosystems. Monitor large and medium felines. Continue to monitor songbirds and grassland birds. Continue to monitor birds of prey. Continue to monitor reptiles.

Site	Biodiversity diagnostic	Biodiversity management plan (ICMM[8])	Biodiversity monitoring	Potential risk	Water stress (WRI Aqueduct Water Risk Atlas)	Restoration / reforestation	Conservation projects	Involvement of others	2024 Targets	Status of the 2024 targets	2025 Targets
Lime Plant Agua Prieta, Sonora, Mexico.	✔	Prepared in 2021, active	Not carried out in 2024	Contamination of ecosystems	Extremely high		No	-	Develop an ecological integrity monitoring model for adjacent ecosystems.	The ecological integrity monitoring model for adjacent ecosystems was not completed in 2024.	Develop an ecological integrity monitoring model for adjacent ecosystems.
Guaymas Terminal Guaymas, Sonora, Mexico.	⊘	No	Not applicable, urban area	Contamination of ecosystems	Extremely high	Yes	No	-	Not applicable, urban area	Not applicable, urban area	Not applicable, urban area
Toquepala Tacna, Peru.	✔	In development	Not carried out in 2024	Contamination of ecosystems	High	"1,863 plants produced in 2024 2.8 acres (1.12 ha) reforested in 2024 with 1,173 plants"	No	-	Prepare a biodiversity management plan.	The biodiversity management plan was not completed in 2024.	Prepare a biodiversity management plan,
Cuajone Moquegua, Peru.	✔	In development	Not carried out in 2024	Contamination of ecosystems	Extremely high	1,000 plants produced in 2024. 3.9 acres (1.59 ha) reforested in 2024 with 200 plants.	Conservation of the Darwin's Rhea *(ñandú andino or Rhea pennata)*.	National Forestry and Wildlife Service of Peru	Continue our collaboration with the National Forestry and Wildlife Service of Peru to monitor populations of Darwin's Rhea (ñandú andino or Rhea pennata). Prepare a biodiversity management plan.	Continued collaboration with the National Forestry and Wildlife Service of Peru to monitor populations of Darwin's Rhea *(ñandú andino or Rhea pennata)*. The biodiversity management plan was not completed in 2024.	Continue our collaboration with the National Forestry and Wildlife Service of Peru to monitor populations of Darwin's Rhea *(ñandú andino or Rhea pennata)*. Prepare a biodiversity management plan,
Ilo Tacna, Peru.	✔	In development	Not carried out in 2024	Contamination of ecosystems	High	concurrent remediation of 27,18 acres (11 ha)	Yes - Ite Wetlands	Ite Community / Goat farmers in the region	Implement the management plan for the Ite Wetlands.	We began to implement the management plan for the Ite wetlands.	Continue to implement the management plan for the Ite wetlands.

Site	Biodiversity diagnostic	Biodiversity management plan (ICMM[8])	Biodiversity monitoring	Potential risk	Water stress (WRI Aqueduct Water Risk Atlas)	Restoration / reforestation	Conservation projects	Involvement of others	2024 Targets	Status of the 2024 targets	2025 Targets
Mission Arizona, Pima County, Sahuarita, USA.	→	Will be prepared in 2025	The biodiversity status will be assessed in 2025	Habitats disturbed	High	-	-	-	Prepare a biodiversity management plan.	The biodiversity management plan was not completed in 2024.	Prepare a biodiversity management plan.
Ray Arizona, Pinal County, Kearny, USA.	→	Will be prepared in 2025	The biodiversity status will be assessed in 2025	Habitats disturbed	Extremely high	-	-	-	Prepare a biodiversity management plan.	The biodiversity management plan was not completed in 2024.	Prepare a biodiversity management plan.
Silver Bell Arizona, Pima County, Marana, USA.	→	Will be prepared in 2025	The biodiversity status will be assessed in 2025	Habitats disturbed	High	-	Conservation of the bighorn sheep (Ovis canadensis)	Arizona Game & Fish Department	Continue our collaboration with the Arizona Game & Fish Department in the conservation of the bighorn sheep *(Ovis canadensis)*. Continue to manage specimens of bighorn sheep in coordination with the Arizona Game & Fish Department at our Silver Bell site, for the conservation of healthy populations. Prepare a biodiversity management plan.	Continued our collaboration with the Arizona Game & Fish Department in the conservation of the bighorn sheep *(Ovis canadensis)*. We continued to manage specimens of bighorn sheep in coordination with the Arizona Game & Fish Department at our Silver Bell site, for the conservation of healthy populations. The biodiversity management plan was not completed in 2024.	Continue our collaboration with the Arizona Game & Fish Department in the conservation of the bighorn sheep *(Ovis canadensis)*. Continue to manage specimens of bighorn sheep in coordination with the Arizona Game & Fish Department at our Silver Bell site, for the conservation of healthy populations. Prepare a biodiversity management plan,
Amarillo Amarillo, Texas, USA.	⊘	Not applicable, urban area	Not applicable, urban area	Contamination of ecosystems	Low	-	No	-	Not applicable, urban area	Not applicable, urban area	Not applicable, urban area
Hayden Arizona, Gila & Pinal Counties, Hayden and Winkelman, USA.	→	Will be prepared in 2025	The biodiversity status will be assessed in 2025	Habitats disturbed	Extremely high	-	No	-	Prepare a biodiversity management plan.	The biodiversity management plan was not completed in 2024.	Prepare a biodiversity management plan.

[8] ICMM - Good Practice Guide for Mining and Biodiversity

b) Significant impacts of activities on biodiversity

GRI 304-2

Unidad	MM (Mexico)							SPCC (Peru)			ASARCO (USA)				Total Mining Division
	Buenavista del Cobre	Charcas	La Caridad	Metalúrgica del Cobre	Planta de Cal	San Martín	Santa Bárbara	Cuajone	Toquepala	Ilo	Silver Bell	Hayden	Ray	Mission	
Size of site (hectares)	49,601.00	269.70	25,291.00	6,656.00	958.00	704.00	776.34	19,399.70	107,884.00	3,377.20	6,591.00	7,286.00	17,679.00	5,919.57	**252,392.51**
Cumulative total land disturbed (hectares)	10,449.17	205.63	4,436.55	413.77	154.86	137.08	304.60	3,056.88	12,434.08	871.70	1,511.61	950.00	3,998.00	3,351.78	**42,275.71**
Total land disturbed in 2024 (hectares)	159.46	2.60	121.98	-	-	3.60	-	60.32	32.49	-	12.00	-	13.00	10.93	**416.38**
Cumulative total land with permanent and irreversible impact (hectares)	1,188.53	-	733.03	-	100.29	-	-	757.76	881.80	-	413.00	-	878.40	608.00	**5,560.81**
Site assessed and mapped for biodiversity in the last five years	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Not located in or adjacent to high biodiversity value or protected areas	In progress	In progress	In progress	In progress	**-**
Total land with permanent and irreversible impact in 2024 (hectares)	-	-	34.93	-	-	-	-	18.76	26.80	-	10.77	-	-	-	**91.26**

The principal negative environmental impact from our operations is changing the land. Our mine expansions in 2024 affected 1,029 acres (416.38 hectares) of Mining Division land, mainly secondary oak forest shrub vegetation, natural grassland and microphyllous desert scrub in Mexico and desert scrub in Peru and the United States.

c) Land disturbed or rehabilitated (hectares)

GRI G4-MM1

	MM (Mexico)							SPCC (Peru)			ASARCO (USA)				Total Mining Division
	Buenavista del Cobre	Charcas	La Caridad	Processing Plant (METCO)	Lime Plant	San Martin	Santa Barbara	Cuajone	Toquepala	Ilo	Silver Bell	Hayden	Ray	Mission	
Total land disturbed not yet rehabilitated at 2023 close (A)	10,289.71	203.02	4,314.57	413.77	154.86	133.38	304.60	2,996.24	12,399.96	871.70	1,499.61	936.17	3,669.40	3,291.84	**41,478.83**
Total land disturbed in 2024 (B)	159.46	2.60	121.98	-	-	3.60	-	60.32	32.49	-	12.00	-	13.00	10.93	**416.38**
Total land rehabilitated in 2024 (C)	38.95	0.89	-	-	-	-	4.14	-	-	11	-	-	-	-	**54.98**
Total land disturbed not yet rehabilitated at 2024 close (D=A+B-C)	10,410.22	204.73	4,436.55	413.77	154.86	136.98	300.46	3,056.56	12,432.45	860.70	1,511.61	936.17	3,682.40	3,302.77	**41,840.23**

The cumulative total area impacted not yet rehabilitated at 2024 close is 103,500 acres (41,840.23 ha).

The cumulative total area restored is 4354 acres (1,762 ha), including the cumualtive total area restored from the wetland of Ite that corresponds to 3279 acres (1,327 ha) of 3860 acres (1,562 ha); In 2024 acres 24.71 (10.00 ha) have been restored on this site.

d) Habitats restored or protected

GRI 304-3

Unidad	Mexico					Peru	
	Buenavista del Cobre	La Caridad	Nueva Rosita	San Martin	Charcas	Toquepala	Cuajone
Name of the high biodiversity value or protected area	**Inside:** • Ramsar Site No. 2044 Ajos-Bavispe ecosystem, area of influence San Pedro River Basin • RTP-41 Cananea-San Pedro • AICA No. 126, Western Sierra Madre system • KBA Western Sierra Madre mountains	**Inside:** • RTP-44 Bavispe-El Tigre • AICA No. 126, Western Sierra Madre mountains • KBA Western Sierra Madre mountains **Adjacent:** • ANP Bavispe flora and fauna protected area	Not located in or adjacent to high biodiversity value or protected areas.	Not located in or adjacent to high biodiversity value or protected areas.	**Inside:** • KBA Sierra Catorce	Not located in or adjacent to high biodiversity value or protected areas.	KBA Cerro Los Calatos-Torata
Total land reforested in 2024 (hectares)	13.22	-	3.40	0.45	-	1.12	1.59
Total land disturbed in 2024 (hectares)	159.46	121.98	-	3.60	2.60	32.49	60.32
Total specimens reforested in 2024	12,578	-	2,408	490	-	1,173	200
Net gain (Land restored / Land disturbed)	0.08	-	3.4	0.13	-	0.03	0.03

An exceptional drought in 2024 affected our ability to achieve our target of net zero deforestation, however we are planning to execute new strategies in 2025 to mitigate droughts, including the use of technical irrigation systems.

Other Indicators

GRI 304-3

Indicator	Unit	2024	2023	2022	2021	2020
e) Nursery production	# plants	3,793,105	5,647,409	5,849,378	4,955,922	4,350,363
f) Reforestation	# trees planted	16,849	1,471,364	1,441,068	229,141	335,354
	Area reforested (hectares)	19.78	1,410	1,772	252	333
g) Concurrent remediation	Area remediated (hectares)	64.98	1,697			
h) Land restored / Land disturbed *	Hectares	84.76 / 416.38	1,410 / 661	1,772 / 231	252 / 204	333 / 550
	Rate	0.2	2.1	7.7	1.24	0.6

An exceptional drought in 2024 affected our ability to achieve our target of net zero deforestation, however we are planning to execute new strategies in 2025 to mitigate droughts, including the use of technical irrigation systems.

Our Grupo México nurseries and greenhouses have an extensive production capacity and in 2024, we produced 3,793,105 plants. Also, the Grupo México Foundation donated 2,048,816 plants to reforest degraded areas in Chihuahua, Michoacan and Estado de México, primarily.

i) Flora and fauna with protection status, endemic or with high biological/ecological value

Mexico				
	Buenavista del Cobre	**La Caridad**	**METCO**	**Total**
Individuals of flora rescued	5,176	33,213	1,728	40,117
Individuals of fauna rescued	408	21	30	459
IUCN Red List Species (IUCN Classification)				
Low Concern (LC)	4,073	19,165	1752	24,990
Nearly Threatened (NT)	1	40	0	41
Vulnerable (VU)	2	0	0	2
Endangered (EN)	0	0	3	3
Critically Threatened (CT)	0	0	0	0
Extinct in the Wild (EW)	0	0	0	0
Data Deficient (DD)	7	0	0	7
No protection status	1,501	14,029	3	15,533
Species according to Mexican Standard NOM-059-SEMARNAT-2010 classification				
Threatened	15	1	4	20
In danger of extinction	0	0	0	0
Probably extinct in the wild	0	0	0	0
Subject to special protection	119	3	18	140
No protection status	5,450	33,230	1,736	40,416

j) Specific actions

Reversing history: The Ite Wetlands in Peru.

Located in southern Peru, at the mouth of the Locumba River in the Tacna region, near the border with Chile, these wetlands are home to over 150 species of birds (local and migratory) and other flora and fauna. Today, these are the largest coastal wetlands in the country and represent a site with high biodiversity value for South America.

The 3,860 acre (1,562 hectare) site had been a mine waste deposit for nearly three decades. We have physically and chemically stabilized 3,254 acres (1,327 hectares) through a long-term restoration process that involves building small wetland areas, flooding areas to inhibit the oxidation of the remnant pyrites, testing with vegetation tolerant to changes in pH (like natural grasses, reeds and rushes, and cattails), applying organic matter, building a water infrastructure to control the water levels, which includes floodgates, channels, dumps and pipes, and continuous monitoring of different physical-chemical parameters and metals.

As a result, an important ecosystem for biodiversity conservation, and for the wellbeing of the local community, has developed there. The environmental services generated in the wetlands include, among others, water storage in one of the most arid zones on the planet and carbon sequestering.

Its natural beauty and diversity of animal and plant life make the Ite Wetlands a popular and highly appreciated place for visitors and recreation. This project generates revenue for the local economy and today, the Ite Wetlands are a reference site for education and environmental research.



Ite Wetlands, Tacna, Peru

Reversing history: The Mexican Wolf repopulating in the forests of Mexico.

The Mexican gray wolf *(Canis lupus baileyi)* plays a fundamental role in maintaining balance in the ecosystems it inhabits, regulating the populations of other species, contributing to maintaining biological diversity.

Until the first half of the last century, the Mexican gray wolf inhabited the wild areas of Arizona, New Mexico and Texas in the United States, and in the Western and Eastern Sierra Madre mountains in Mexico, down to the neo-volcanic range in Central Mexico. After an intensive eradication campaign in the first half of the 20th century, the Mexican gray wolf practically disappeared in the wild and was declared probably extinct.

Aware of the environmental repercussions of this situation, and in accordance with UN Sustainable Development Goal 15: Life on Land, in 2011, Grupo México adopted the Mexican gray wolf as the insignia for our Center for the Conservation, Management and Sustainable Use of Wildlife (known in Spanish as the UMA) at Buenavista del Cobre in Cananea, Sonora. This Center contributes to the recovery of the species by reintroducing specimens to their natural habitat.

We recorded the birth of two Mexican gray wolves at our Conservation Center in 2024. To date, the Center has housed 67 Mexican wolves and bred 26 pups. In a coordinated effort with the Mexican and the US authorities, through the Binational Recovery Program for the Mexican Gray Wolf, 27 individuals have been reintroduced into the wild at sites this species originally inhabited.

With this important contribution by Grupo México to these conservation efforts, the Mexican Gray Wolf was recently moved from the category "Probably extinct in the wild" to "Critically endangered".

Our Buenavista del Cobre Wildlife Conservation Center received Wildlife Habitat Council (WHC) certification for our efforts in wildlife conservation, a project that supports the protection, exhibition, reproduction, reintroduction, and scientific and ethological research of wildlife.

CONSERVATION CERTIFICATION
WILDLIFE HABITAT COUNCIL
WHC Certified
SILVER



Mexican wolf specimen at the Environmental Management Unit of Cananea, Sonora, Mexico

Environmental protection and the local economy: Conservation of bat populations in Chihuahua, Mexico.

Grupo México has established a Bat Conservation Program in collaboration with UNAM Ecology Institute students and researchers.

This project arose from visits by technical specialists in 2021 to different Grupo México sites in Baja California, Sonora, Chihuahua and Zacatecas, where it was determined that a management plan was needed for existing colonies of bats at company sites.

This Management Plan, in addition to highlighting the value of these bats and the ecosystem services they provide, would support the development of an effective awareness and environmental education program focused on the people directly involved, helping to address any issues affecting the normal operation of the mines.

By protecting bat colonies, Grupo México is driving an assessment process for the role bats play in guaranteeing the continuity of environmental services, as keeping these colonies at our sites healthy, they will serve as effective pest control for crops. This insectivore species devours tons of insects every night, maintaining production and avoiding the use of pesticides, saving farmers unnecessary expenses and avoiding contamination by unwanted chemicals in crop fields.

It's important to note that, despite being widely recognized as biological regulators that feed on multiple insects that are pests for some crops, including corn and potatoes, bats has a misguided negative reputation, mostly because of their nocturnal habits, myths, stories and legends deeply rooted in different cultures.

Bat colonies play an important role in the surrounding ecosystems. Because of their large concentrations in caves, when bats emerge, they need to travel long distances to find food.

Conservatively estimated, they travel at least 30 miles (50 km) each night, although many travel more than 80 miles (130 km). They are capable of flying even greater distances, as this species is highly migratory and one of the fastest in the air, reaching up to 100 mph (160 km/h). Considering the minimum distance mentioned, we could calculate the area of influence of bats at any mine site as being around 3,031 square miles (7,850 km^2) or even greater.



Short-tailed bat near Santa Eulalia Mining Unit, Chihuahua, Mexico

Recovering habitats and environmental services in Sonora, Mexico.

Global efforts to restore and create forest cover have many chemical, social and biological benefits. Planting new trees can help to reduce CO_2 concentrations in the atmosphere. Greenhouse gases, like carbon dioxide and methane, contribute significantly to a changing climate. Forests are effective natural carbon sinks that absorb large amounts of carbon released from the burning of fossil fuels. Reversing global deforestation is a key element for an effective mitigation strategy to combat global warming.

Our Grupo México nurseries and greenhouses have an extensive production capacity and in 2024, we produced 3,793,105 plants. Also, the Grupo México Foundation donated 2,048,816 plants to reforest degraded areas in Chihuahua, Michoacan and Estado de México, primarily.

With this and other efforts, we are making progress towards our 2030 target of net zero deforestation and net positive impact on biodiversity. Healthy ecosystems sustain the supply and quality of water, and provide protection against water-related threats and disasters. The grasslands, forests and other forms of vegetation we are restoring provide an essential source of protection for watersheds in highland areas, helping to reduce the velocity of run-off, protect against erosion, balance seasonal peaks and dips in water flow, and minimize the sludge and sediments that flow downstream.

Our ecosystem restoration activities in Mexico are designed based on the Guide for preparing supportive technical studies, issued by the Mexican Ministry of the Environment and Natural Resources (in Spanish, the SEMARNAT), which evaluates our success in this area.

To recover and protect the soils of the ecosystems near our operations, we built 18 filter dams in 2024 around our Buenavista del Cobre mine, with a retention capacity of 2,773,331 ft3 (78,532 m^3) of soil, preventing this loss. We also built 12 dams with a capacity to capture 120,440,265 gallons (455,916 m^3) of rainwater.



Puma specimen near the Metallurgical Complex, Fronteras, Sonora

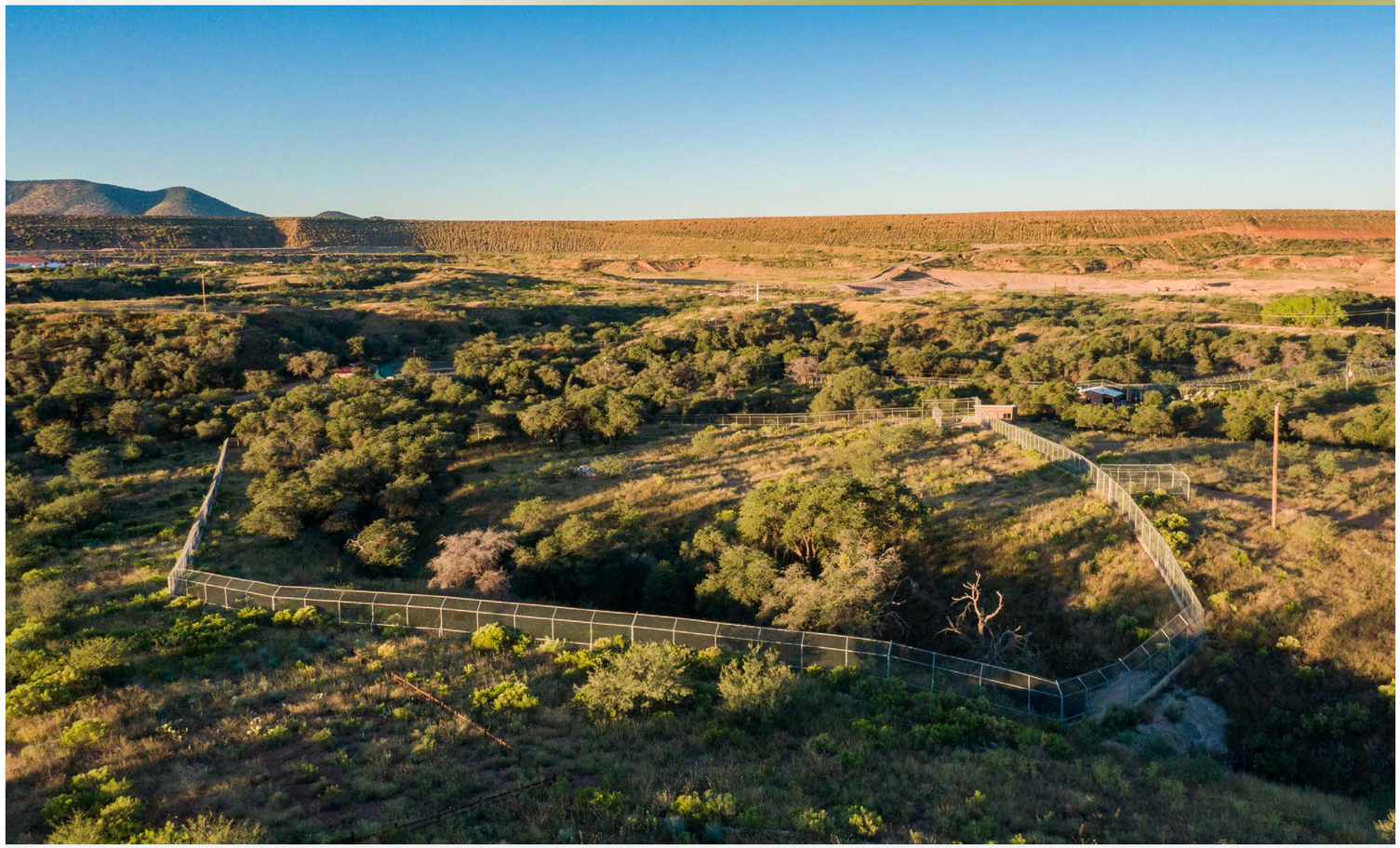
Buenavista del Cobre Wildlife Conservation Center in Cananea, Mexico.

Belonging to Grupo México, this facility, registered and with an approved management plan, cares for, breeds and releases into the wild different species, contributing to maintaining their populations in the wild. This is also a captive rearing, germplasm and reproduction center for threatened species, particularly the jaguar (Panthera onca), Mexican gray wolf (Canis lupus baileyi) and the American black bear (Ursus americanus).

Our 205 acre (83 hectare) Conservation Center (known in Spanish as the UMA) has two enclosures dedicated to the Mexican Gray Wolf (one is 3.2 acres (1.3 ha), and the other 4.2 acres (1.7 ha)) for the rescue of this emblematic species of the southern United States and northern Mexico. The Mexican gray wolf is a critically endangered species according to the International Union for Conservation of Nature Red List of Threatened Species, making these conservation efforts even more important.

The consistency of this work, which enables the conservation of genetic information for the Mexican gray wolf, places our conservation center second in successful reproduction of this species.

A highlight of this work is the birth in May 2024 of a pair of wolf pups, descendants of a family from Rio Grande, New Mexico, USA under the agreements of the Binational Committee for the Recovery of the Mexican Gray Wolf.



Environmental Management Unit of Cananea, Sonora, Mexico

Assessing the ecological integrity of the ecosystems near our operations.

To be successful, ecosystem restoration requires rigorous short and long term monitoring of the ability of the ecosystems to maintain a community of organisms that perform a variety of functions and have different compositions and structures. Ecological integrity assessments are used in this monitoring.

We began ecological integrity monitoring testing in 2023 at five of our open pit and underground mine operations in Mexico. This is an internationally accepted methodology for evaluating the condition of an ecosystem and its biodiversity, and for implementing actions for adaptative management. Work continued on the studies in 2024 with sampling at five mines during the rainy season, and in 2025, the sampling will be done during the dry season.

This process will determine the current ecological conditions of these ecosystems and the baseline for identifying relevant changes in the future.

The US National Park Service, the US Fish and Wildlife Service and the US Forest Service use this methodology in their biodiversity planning and monitoring systems. In Mexico, it is used by the National Biodiversity Monitoring System, coordinated by the National Commission for the Use and Conservation of Biodiversity (in Spanish, CONABIO), the National Forestry Commission (in Spanish, CONAFOR) and the National Commission on Protected Natural Areas (in Spanish, CONANP).



Agave specimen near Charcas Mining Unit, San Luis Potosí, Mexico

Wildlife monitoring.

Permanent monitoring around our operations in Mexico helps to detect relevant changes in the biological and ecological value of these ecosystems. This monitoring includes using trap cameras, transects and sampling to determine changes.

We have been monitoring emblematic species since 2018 in areas around our operations in the Mexican Sonora mountains, noting in particular our monitoring of birds of prey and felines -with emphasis on the bobcat *(Lynx rufus)* and the puma *(Puma concolor)*- detecting the presence or absence of organisms, preparing or updating inventories, recording hours of activity and other behaviors, estimating diversity, monitoring populations in different habitats, and estimating numbers and density.

In 2024, we monitored wildlife with trap cameras and nesting with treks over 51 square mile (134 km^2) area in the Sonora mountains, recording 3,874 individuals of 88 species (22 mammals, 60 birds, 5 reptiles and 1 amphibian). The species identified include 63 lynxes (Linx rufus), 26 pumas *(Puma concolor)*, 46 red-tailed hawks *(Buteo jamaicensis)*, and 25 great horned owls *(Bubo virginianus)*.

The information gathered from this monitoring is shared with the Mexican environmental authorities to feed their biodiversity databases, which inform federal conservation actions.

The lynx or bobcat *(Lynx rufus)* is one of six species of felines found in Mexico and is the only feline *(Felidae family)* with a short tail.



Hawk specimen *(Buteo jamaicensis)* near La Caridad Mine, Nacozari de García, Sonora, Mexico

Wildlife deterrent, rescue and relocation program.

We activate our wildlife deterrent, rescue and relocation program when we are clearing vegetation to change the land use at our mine operations to prevent harming individuals present in these areas. The program limits the presence of wildlife in work areas using methods to deter species without harming them, primarily human presence and the use of auditory repellents with predator and wildlife warning sounds and for slow-moving species, we catch and release these individuals to nearby areas. We also relocate active bird nests.

In 2024, we rescued 459 individuals, mainly reptiles and birds, at our operations in Sonora, which were released into the environment in coordination with the environmental authorities.

Activities:

- Training crews
- Presence to deter wildlife
- Rescue and relocation of slow-moving species
- Relocation of bird nests



Black hawk specimen *(Buteogallus anthracinus)* rescued at La Caridad Mine, Nacozari de García, Sonora, Mexico

Flora rescue and relocation program.

We rescued and relocated 40,117 specimens of flora species of biological importance at our mine operations in Mexico in 2024, primarily cacti and agaves, as a prevention and mitigation measure in our clearing or change of land use activities. This program focuses on species of biological importance to protect and conserve biodiversity, reducing the risk of loss.

These actions are also used to restore degraded areas around our operations.

Typical activities are:

- Training rescue crews.
- Identification, selection and marking of the individuals to be rescued.
- Specimen rescue and extraction.
- Moving specimens to transplant areas.
- Conditioning transplant areas.
- Transplanting specimens.
- Identification of individuals.
- Maintenance (watering, weeding, pest and disease control).
- Monitoring survival.



La Caridad personnel relocating rescued flora

Infrastructure

a) Habitats protected or restored

GRI 304-3

We reforested various areas in 2024:

Energy, La Caridad combined cycle power plant, Nacozari, Sonora: We have been working on the conservation of 14 areas since the start of this project, with a total 4,588 plants of 19 different species. In 2024, we voluntarily reforested 2 acres (0.77 hectares) with 1,080 *Quercus Emory plants*, as this species has a high rate of survival in this area.

Energy, El Retiro wind farm, Juchitán, Oaxaca: We rehabilitated 0.22 acres (0.09 hectares) in 2024 in areas around the wind farm, with a total 87 plants of 8 different species, which were selected according to the vegetation present in the area.

Energy, Fenicias wind farm, Nuevo Leon: We performed maintenance on 6,000 previously planted individuals in 2024, all as part of our compliance with the environmental impact assessment and technical studies. We also planted 10,000 individuals of 2 different species in 2.47 acre (1 hectare), to replace species that hadn't survived from prior years.

Oil, Ciudad del Carmen, Campeche: The Veracruz rig voluntarily reforested a RAMSAR site along the San Jose River, to the east of the municipality of Carmen, Campeche. This activity was completed with the support of the Universidad Autónoma del Carmen (UNACAR), planting a total 624 individuals of 14 native wetlands species, over a total 4.4 acres (1.8 hectares).

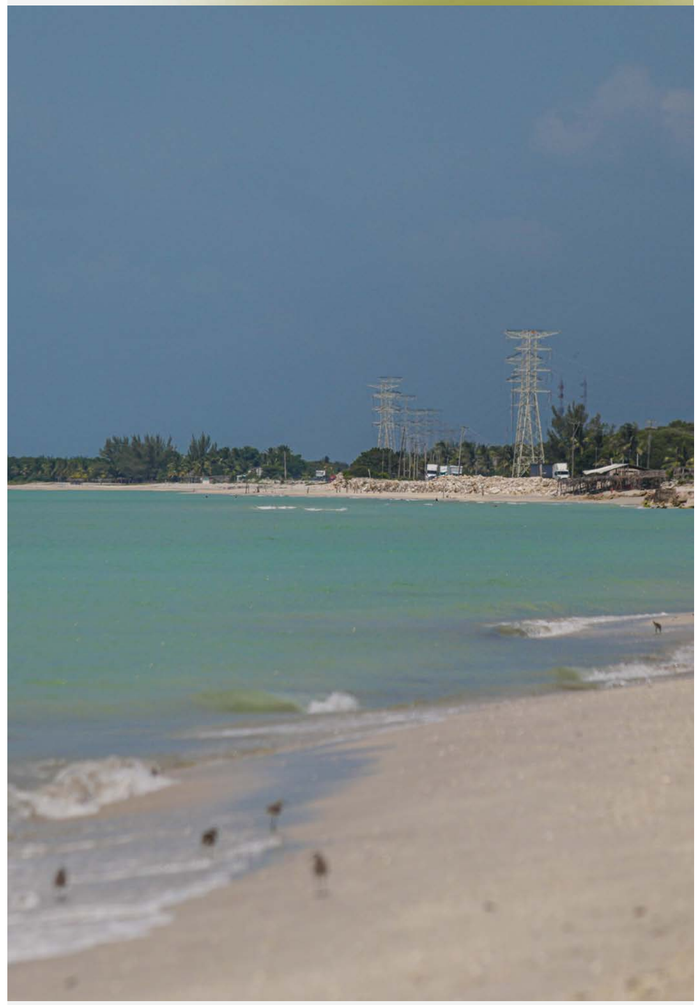
Oil, Poza Rica, Puebla: We held a tree planting day at the Poza Rica cement plant in 2024, planting 18 trees of 10 different species, over approximately 107 ft2 (0.001 hectares).

Construction, Guanajuato: Our Romita repair shop and Highway Maintenance office hosted an Environment and the Community Day in 2024, which reforested a park in the community of Guadalupe de Ramales, planting 81 individuals of 4 different species, over approximately 0.55 acres (0.223 hectares).

Construction, Nacozari: Our Nacozari Project hosted an Environment and the Community Day in 2024, which reforested 3 areas in the community of Nacozari de Garcia, Sonora, over approximately 0.07 acres (0.030 hectares) with a total 80 individuals of 5 different species.

Construction, Cananea: Our NDJ project hosted an Environment and the Community Day in 2024, which voluntarily reforested approximately 0.08 acres (0.032) hectares around the project, with a total 60 individuals of 5 different species, maintaining the natural vegetation in the area.

Real Estate, Plaza La Nogalera: We performed maintenance on 321 individuals of 6 different species around the town square in 2024.



Ciudad del Carmen, Campeche, Mexico

b) IUCN Red List species and national conservation list species with habitats in areas affected by operations

GRI 304-4

Category	Mexico (NOM 059-SEMARNAT-2019)
Probably extinct in the wild	0
Critically endangered	0
Threatened	1
Special protection	0
Total	1

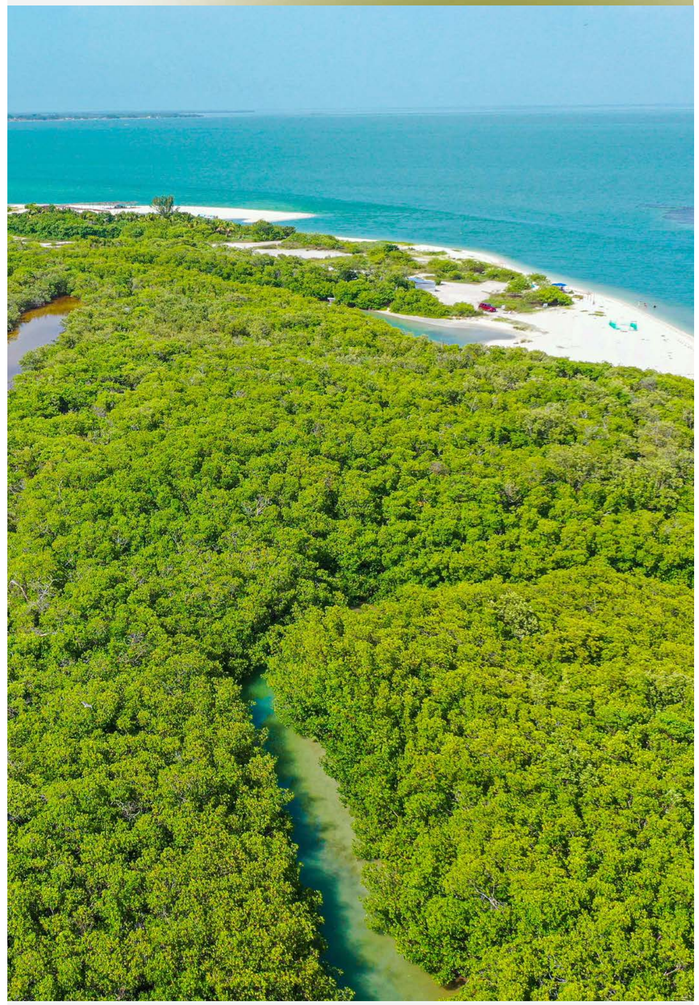
Only one plant species at our operations is on the NOM-059-SEMARNAT list, category Threatened, the mangle (mangrove tree).

c) Certifications

Our Oil line of business renewed its International Oil Pollution Prevention certificates, which validate the integrity of our facilities to prevent damages such as leaks or wastewater contamination, and we also renewed our Clean Industry certifications for 5 rigs and 1 onshore facility.

Our Energy line of business renewed its Clean Industry certificate for 1 of our sites, the El Retiro wind farm, and our Combined Cycle Power Plant has begun the certification process.

Added to this, our Oil, Construction and Engineering lines of business are ISO 14001:2015 certified.



Mangroves in the Términos Lagoon, Campeche, Mexico

6.4 Mine Waste

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Film Photography | Author: Maria Irene Lugo Galván, 19 years old | Community: Charcas, SLP | Year: 2024

6.4 Mine Waste

GRI 3-3

Responsible waste management is an essential part of our sustainable development strategy. Grupo México aligns with United Nations Sustainable Development Goal 12 to reduce the waste we produce and promote reuse and repurposing.

We apply the principles of waste management hierarchy and, wherever possible, circular economies by identifying opportunities that prevent waste, contribute to preserving the value of the materials, and encourage solutions to mitigate and control the risks associated with waste management.

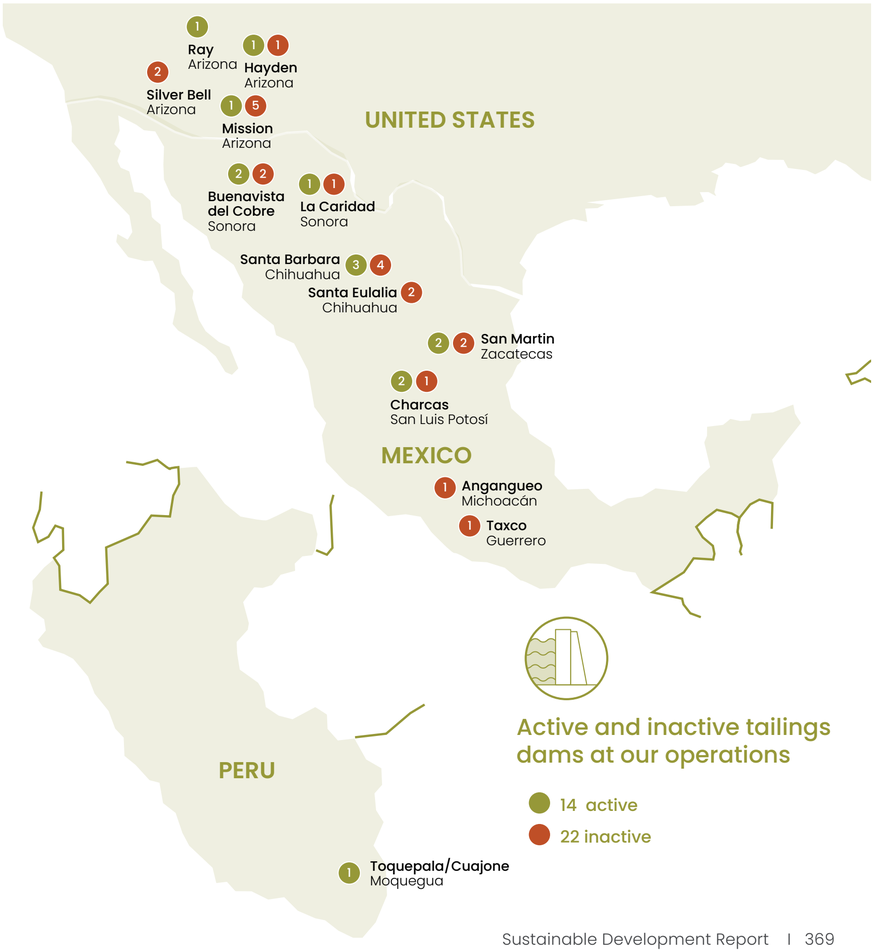
Because of its volume, the waste generated by our mining activities is the most relevant. This waste is produced from the extraction and processing of ore and can potentially produce acid drainage and contain some metals in concentrations that would require special handling and environmentally safe and proper disposal to prevent impacts on the environment. Also, final disposal or impoundment tends to occupy significant tracts of land that will eventually need to be reintegrated into the natural landscape as part of the safe closure of the facility. For more information about our mine waste facilities, see the Annexes to this report.

We ensure our operations prioritize safety at our mine waste impoundments and the systems that feed these facilities, throughout their lifecycle, from design to closure and post-closure. We also give special attention to the ongoing improvement of our actions for emergency preparedness and response.

Sharing relevant information with the public and collaboration with the authorities and our neighbor communities contributes to improving our waste management.

Although produced in much smaller volumes, our non-mine waste is relevant because of its potential to be hazardous in nature, therefore, we handle this waste in strict compliance with all regulations and international best practices to reduce our generation of hazardous waste, handle it safely, and repurpose this waste wherever possible.

Active and inactive tailings dams at our operations



6.4.1 Governance

Grupo México has an organizational structure that supports efficient and effective mine waste management at our operations.

In addition to being supported by our ISO 14001 certified environmental management systems, our Mining Division has consolidated a Tailings Systems Review Committee. This specialized technical group reports to the highest levels in the company and conducts independent technical reviews of the design, construction, operation, closure and management of our tailings systems, providing an additional level of review for all stages in the lifecycle of our tailings facilities, including closure and post-closure.

For more information, visit the Grupo México Sustainability website.

6.4.2 Management and Strategy

GRI 301-1, 306-1, 306-2, 306-3, 306-4, 306-5, G4MM3

The Grupo México Environmental Policy outlines our commitment to plan, design, construct and operate our facilities responsibly and with a preventive approach throughout their lifecycle, to minimizing our impact on the land, and to reducing all types of waste, discharges and emissions.

Additionally, our Tailings Systems Policy has been in place since 2019 and promotes international best practices for:

i. The design, construction, operation and monitoring of our tailings facilities.

ii. The classification, by stability risk, of our tailings facilities through the evaluation of the conditions downstream.

iii. The design, implementation and operation of monitoring systems to manage the risks associated with each phase of the tailings facility lifecycle.

iv. Emergency response preparedness; safety is one of our base pillars.

We prioritize prevention in the generation of waste and endeavor to recover and preserve the value of the materials wherever possible, applying our waste management hierarchy.

The commitments laid out in our environmental policy extend to all Grupo México personnel, and also to our suppliers, contractors and partners in our Mining, Transportation and Infrastructure divisions in all countries where we have operations. The Tailings Systems Policy also extends to SCC and all our Mining Division subsidiaries. The codes of conduct for our suppliers, contractors and partners are available on our website.

Our strategy follows the waste management hierarchy and seeks to:

1. **Prevent** waste from the onset with the project design.
   - Develop an organizational culture of prevention that promotes learning, communication and early detection of problems associated with managing mine waste.
   - Develop plans and design criteria for impoundments that would minimize the risks associated with each stage of the lifecycle, including closure and post-closure.
2. **Reduce** the volume and environmental impact of our waste throughout the lifecycle of our projects.
   - Develop and maintain current a multidisciplinary knowledge base (social, engineering, environmental) to support our mine waste management throughout the lifecycle of our tailings impoundments, including closure and post-closure.
   - Publicly report the relevant aspects of our mine waste management and address concerns raised by our neighbor communities.
3. **Recover** and, wherever feasible, repurpose solid, hazardous and mine waste.
4. **Avoid, mitigate and address** the risks associated with waste management.
   - Design and operate monitoring systems to manage the risks associated with each stage in the lifecycle of our waste management facilities, particularly our tailings deposits.
   - Maintain current our emergency response systems associated with managing hazardous and mine waste.

5. **Restore** the areas affected by the management of our mine waste.
    - Hold in reserve the necessary resources to guarantee a successful closure that ensures the restoration, repair, restitution or rehabilitation of the environment on the closure of our mine waste facilities.

    - Ensure a safe and environmentally appropriate closure of active and inactive mine waste facilities, including the post-closure stage. (For more information, see Closure of Operations).

Process for identifying risks and opportunities

We identify the risks and impacts associated with waste management before we embark on a new project, through environmental impact assessments, which are updated whenever there is significant change to an operation. These diagnostics are used to define different actions to prevent the potential risks and impacts on humans and ecosystems.

The risk assessment is updated whenever there is a change to the original scenario, to reflect the new circumstances, particularly in the case of mine waste facilities, following the recommendations of the ICMM. (For more information, see Our Approach – Sustainability Risk Management).



Identify the risks that may present during the preparation of the impoundments, their construction, operation and closure.



Assess the risks based on their impact and probability of occurrence.



Identify prevention measures and controls, accordingly (mitigation reduces the probability of occurrence).



Reassess the risks post-mitigation.

We identify the physical risks associated with all our active and inactive tailings dams, and classify these risks according to the potential damage that may be caused by a breach, to then prioritize and implement the safety and risk management measures necessary to avoid the occurrence of unwanted events.

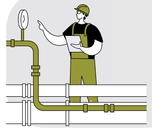
To identify and classify these risks, we need to predict the flow of tailings that could be released and the path of this flow according to the hydrography of the area. Breach analyses at our tailings facilities are essential to determine the effects an accident could have on the human population and the ecosystems, to then define response actions. To do this, we estimate the volume of tailings that could be released, the quantity of water in the tailings, and the concentration of solids. We also prepare hydrographic analyses and identify the flows downstream from the facility.

On reaching the end of their useful life, there is still a potential for tailings dams to impact the health and the environment around them if we do not take appropriate action according to their particular physical and chemical characteristics. For more information, see Closure of Operations – Risks.

Tailings facilities (with and without closure plans)



Environmental considerations during the lifecycle of our mine waste deposits



Design
- Site selection
- Geological, seismic and hydrological surveys



Construction
- Construction method
- Quality control assurance



Operation
- Good practices (e.g. water management, maintenance)
- Follow-up and monitoring
- Expansions



Closure
- Transition
- Physical and chemical stability
- Active and passive care actions



Post-Operation
- Reintegration of the natural landscape
- Passive care actions

Description of the risks and opportunities

There are different risks and opportunities related to waste management, including legal and regulatory, health and safety, environmental, social, financial and reputational aspects.

Type of impact	Risk	Opportunity	Actions on potential opportunities
Legal and regulatory	Laws and regulations tend to expand their scope and requirements over time, which means the obligations also change and the cost of compliance increases. Delays or failure to obtain the necessary permits for new projects can stall or impede the development of these projects and increase their implementation costs. Furthermore, improper waste management may generate liabilities on damages to individuals or the environment.	If we reduce the quantity of waste or the waste is managed safely and can be repurposed, the liabilities for damages can be avoided and costs are lowered.	• Full and timely compliance with all legal and regulatory obligations. • Training to ensure familiarity with obligations, how to meet compliance and the consequences of not doing so.
Health and safety	Accidents caused by breaches at mine waste facilities, human exposure to hazardous waste, dust and particles, and accidents involving equipment during the construction, maintenance and operation of mine waste facilities may represent risks to humans and ecosystems that should be avoided.	Prevention, like the approach we have adopted in waste management, minimizes the operational risks and reduces the costs associated with responding to unwanted events.	• Training to ensure familiarity with the measures to prevent accidents. • Monitoring and control of company safety regulations. • Monitoring contractor performance.
Environmental	Improper hazardous and mine waste management may potentially contaminate waterbodies, soil and air, and also affect wildlife populations and habitats. For more information, see Biodiversity – Environmental Impacts.	Proper waste management avoids compensation for damages and reduces ecological restoration costs.	• Implementation of preventive measures to reduce impacts on air, soil, water and ecosystems. • Restoration of the natural landscape, taking into consideration the type of ecosystem and continuity of the ecosystem functions. • Reintroduction of native species or species with a protection classification. • Restoration of environmental services, like water capture.
Social	Improper waste management can affect the quality of life of the communities near our mines and their usage of existing natural resources in their surroundings. This may generate discontent and grievances, potentiallyleading to formal complaints with the authorities and social conflicts that could affect operations and the development of new projects.	Proper waste management contributes to maintaining a social license and facilitates the operation and closure of facilities.	• Strengthen community relations. • Provide information to our neighbor communities. • Address the concerns of the communities. • Strengthen the community infrastructure. • Strengthen the social weave through sports and cultural activities.
Financial	All the above risks carry financial consequences for our operations.	The proactive management of risks not only reduces potential incidents but also leads to significant savings in operational costs, damage mitigation, and regulatory compliance, thereby contributing to the sustainability and efficiency of operations.	• Undertake closure activities prior to the end of the life of our mine waste facilities. • Hold in reserve the resources necessary to ensure we meet our closure obligations and closure plan expectations.
Reputational	The company's image and public perception may be negatively affected by the way the company manages its waste and by accidents that would impact human health and safety and the environment.	To counter, safe and preventive waste management that applies the waste hierarchy is a reputational strength.	• Planning and follow-up for a safe closure, with value added. • Leave a positive legacy at the site.

Our mine waste management and disposal facilities are in a constant process of both construction and operation. We take advantage of opportunities to initiate closure activities in areas that are no longer affected by our operations. These actions reduce operational risks, compliance obligations and closure costs for waste facilities. For more information, see Closure of Operations – Measures to address and manage potential impacts.

Description of the real impacts

GRI 306-1

We have identified the nature of the significant impacts from our handling of mine waste at our operations.

1. **Modification of the landscape.**
   The construction of mine waste facilities has a direct impact on the land and the landscape, which affects the continuity of the ecosystems and their functions, and may fragment these ecosystems. Our operations impacted 1,029 acres (416.38 ha) in 2024, most of which was due to the construction and growth of mine waste facilities. For more information about the impacts on the landscape, impacted areas and reforested areas, see Biodiversity – Impacts.

2. **Dust generation.**
   Wind and the movement of machinery on the surface of mine waste deposits tend to disperse dust and upset our neighboring communities.
   This is a problem that presents throughout the lifecycle of these facilities and may affect human health and ecosystems.

Acid drainage.
Some of our mine waste facilities may generate acid drainage due to reactive metal sulfides, which produce and release acid drainage when they oxidize. According to our most recent calculations, the total cumulative volume of mine waste at our operations with the potential to generate acid drainage is 512 million tons. The water stress and high evaporation rates at our operations limit the volume of acid drainage that may be generated, which facilitates its management and reduces the risk of contamination. For more details by site, see Annexes – Potential to produce acid drainage, by site.

3. **Contamination of ecosystems.**
   Hazardous waste released into the environment may cause significant impacts on human health and affect ecosystem functions (see Biodiversity – Description of Impacts). There were no events of this type at our Mining Division operations in 2024.

Measures to address and manage negative impacts

GRI 306-1

As outlined in our strategy, the measures we use to address impacts include:

- **Prevent, from the project design stage, the generation of waste and its impacts on the environment.**
  Guided by our ISO 14001 certified environmental management systems, we classify, transport, store, treat and dispose of our hazardous waste, complying with environmental regulations. We are always seeking solutions that will reduce our consumption of chemical substances, improve the efficiency of the chemical reactions, and reduce packaging and the generation of hazardous waste, avoiding cross-contamination with non-hazardous waste. See Our Approach – Goals & Targets.

- **Reduce the volume and impact of waste on the environment throughout the lifecycles of our projects.**
  We send nearly one million tons of tailings to fill underground mines, which avoids their storage in open spaces and reduces the stress on rock masses, falling rock and damage to the ground inside our underground mines. This action also improves the conditions and safety inside these mines.

  We design and construct our tailings facilities to optimize stability and minimize wind erosion, and when certain areas of these facilities reach the end of their useful life, we cover them with borrow material or vegetation. Additionally, we carry out scheduled irrigation during the dry season and cover with dust suppressants the areas of the facilities through which machinery does not pass.

- **Recover and repurpose waste.**
  The use of metallurgical waste produced at our smelters represents an important business opportunity that reduces the volume of waste and returns a profit. Our slag repurposing project in Hayden, Arizona, processed 1.15 million tons in 2024, and our other project at our processing plant (METCO) in Sonora, Mexico, reprocessed a little more than 1,825 tons last year.

We take our responsibility to prevent releasing acid drainage into the environment very seriously. In this regard, we conduct diagnostics of potential sources of acid drainage and design long-term solutions for prevention and control. These solutions primarily involve recovery and reuse in leaching systems. We are currently designing the indicative / predictive testing at our facilities in Sonora, Mexico, to better predict the quality and quantity of the acid drainage.

For more information about the volumes of repurposed hazardous and non-hazardous waste, and our 2024 targets and goals, see Metrics & Indicators.

- **Avoid, mitigate and address the risks associated with waste management.** Each operation has specific goals and targets for reducing and repurposing different types of waste. For more information, visit the Grupo México Sustainability website.

The design and operation of our future tailings dams consider the best practices available and seek to ensure the safe and responsible management of this waste in the long term. We recently designed a facility in Mexico for semi-dry tailings, and we're designing two more, also in Mexico.

None of these facilities are in coastal or marine areas. We keep our neighbor communities informed about the safety measures in place at our projects. These actions are supported by the commitments laid out in our Tailings Systems Policy.

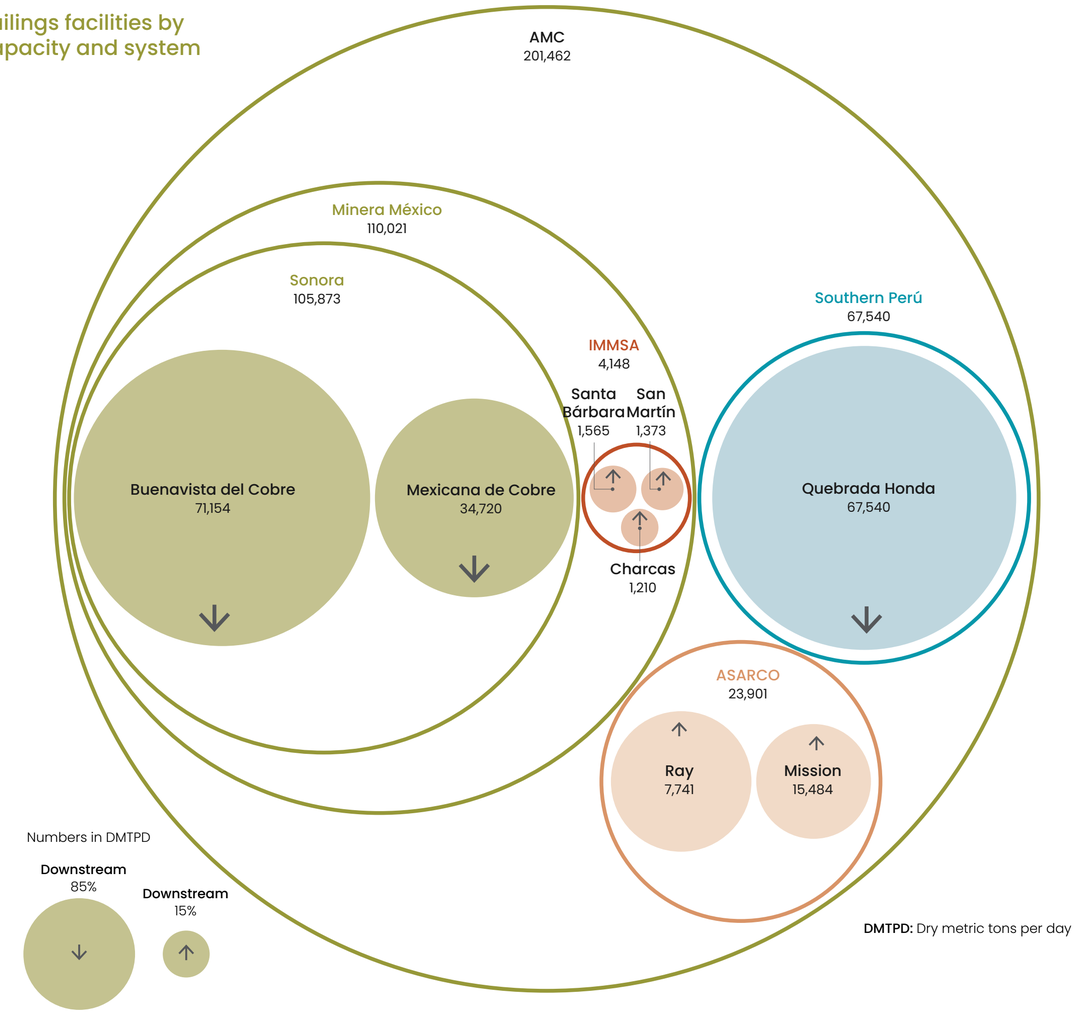
We are gradually implementing the ICMM Global Industry Standard on Tailings Management to strengthen the safe handling of our tailings and other waste, supported by our Tailings Systems Policy, aligned with international best practices. All these actions are periodically reviewed and supervised by our Tailings Systems Review Committee.

Also, acknowledging the importance of early detection, in real time, of stresses and deformations in the structures and the water pressure in the tailings pores and soils in reservoirs and curtains, our tailings dams are equipped with instruments for automatic monitoring by telemetry with the installation of vibrating wire piezometers, inclinometers, extensometers, accelerograph stations, GNSS antennas[1] for collimation and leveling by telemetry, and prisms and automated stations. We will soon be incorporating InSAR technology (interferometric synthetic aperture radar) to monitor curtain movements at our mine waste facilities.

We continually monitor the weather at our mines in real time through automated telemetric meteorological stations to inform our hydrologic surveys and our adaptations to climate change. We also measure volumes or levels and flows in sections or at hydraulic control points to log reclaimed water and the volumes stored in the tailings dams. Additionally, we regularly conduct exploratory surveys of the tailings dam curtains and reservoirs taking disturbed and undisturbed soil and tailings samples, standard penetration assays, electric piezocone testing for pore pressure dissipation, permeability and piezometric levels, among others, to update the knowledge base for each tailings facility and review their structural and hydraulic geotechnical safety.

[1] Global navigation satellite system.

Tailings facilities by capacity and system



- **Restore the spaces affected by our mine waste.**

  We aspire to leave a positive legacy for future generations. In this regard, we periodically update our closure plans, which apply a closure hierarchy that prioritizes, wherever possible, the recovery of the original conditions of sites occupied by tailings dams, then developing alternative uses for the land to produce greater benefits than prior to the mining operation, and lastly, reconstruct the site to an acceptable level according to regulations.

  These closure plans typically include an analysis and monitoring of the physical and chemical stability of the tanks, their covers, rainfall precautions, controls to prevent erosion, and post-closure maintenance and monitoring mechanisms. Our closure plans detail specific actions for each site to minimize and control acid drainage, prioritizing passive systems like wetlands. For more information, see our Closure Protocol and Closure of Operations in this report.

- **Other specific actions**

  Slope safety and behavior diagnostics for open pits, waste rock piles and slag heaps. We use high-resolution satellite images to regularly monitor deformations through satellite interferometry to prevent unwanted events and facilitate the closure of operations. With this, we can assess the magnitude of potential morphological changes at our mine waste facilities and estimate the direction, evolution and magnitude of observed movements with millimetric precision, and calibrate and/or validate the geotechnical models for these structures.

We restored 119 acres (48 hectares) in 2024 to recover the landscape and ecosystem functions at mine waste sites.

Develop artificial soil production techniques. We have been exploring using mine waste (tailings and overburden) to produce technosoils at our Buenavista del Cobre operation. In the current pilot phase, we are testing different compositions of artificial soil to restore areas affected by our operations.

Creating a layer of fertile soil is a critical step in restoring the ecosystems in areas potentially impacted by our mining activities. Natural reforestation can be extremely difficult, particularly in desert or semi-desert zones, where most of our operations are located. These areas are characterized by shallow soil and being deficient in organic matter and nutrients. We are working with the Universidad Nacional Autónoma de México to build knowledge in this field.

Production of native plants for reforesting and restoration. We have nine nurseries (seven in Mexico and two in Peru) with an annual production capacity of more than five million plants, most of which are native to the zones where we operate. Our Vegetation Restoration and Production Department uses these plants for projects both in and outside our properties. For more information, see Biodiversity – Specific Actions.

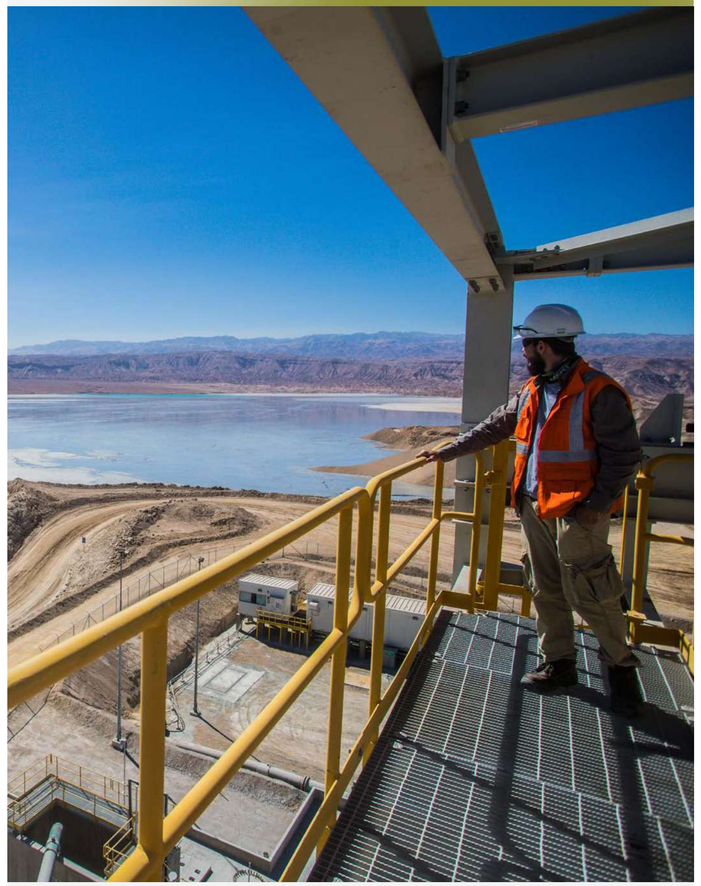
Influence and involvement of stakeholders

The regulatory authorities (SEMARNAT[2], SENACE[3] and the Arizona and Texas state governments in the United States) hold influence in our projects and activities by authorizing our environmental impact assessments, and setting measures to prevent, mitigate and offset environmental impacts throughout the lifecycle of these facilities, and particularly for the end of operations / operational life stage. Of note is that the environmental impact authorization process in Mexico and Peru involves evaluations that include public consultations with persons holding interest in the project. These public consultations are held during the design and approval stage, and nonprofit and community stakeholders usually participate.

Supervisory authorities (OEFA[4], Profepa[5], Arizona and Texas state governments, and the USEPA[6] in the United States) are involved by monitoring compliance with these obligations in terms of their effectiveness and timeliness.

The communities are involved in our waste management through our due diligence and community engagement mechanisms as part of our Community Development model: Participatory Social Diagnostics, the Support and Attention Center, and the Community Committees. Through these tools, we identify the needs and concerns raised by the community regarding mine waste and we build solutions, together. For more information, see Local Communities.

[2] Ministry of the Environment and Natural Resources (Mexico)
[3] National Environmental Certification Service for Sustainable Investments (Peru)
[4] Environmental Assessment and Inspection Body (Peru)
[5] Environmental Protection Agency (Mexico)
[6] United States Environmental Protection Agency (USA)



Tailings dam at Quebrada Honda, Toquepala, Peru

6.4.3 Waste Management in other Divisions

Infrastructure Division

GRI 3-3

Comprehensive waste management carries different implications for the environment and public health, and if not collected and disposed of properly, waste can contaminate the air, land and/or water. Our Infrastructure Division is committed to reducing the waste generated, separating and classifying waste, promoting reuse and recycling, disposing of waste properly, and promoting responsible consumption of resources.

Through environmental education strategies, inter-institutional work and recycling campaigns, we have strengthened the comprehensive management of waste at our operations. Being such a diversified division, we produce different types of waste, the majority of which being the slurry produced by the wastewater treatment plant at our La Caridad Combined Cycle Power Plant. This waste is passed through a composting process, avoiding its impoundment. Meanwhile, the hazardous waste generated by our oil operations is mostly reused in other productive chains, and impoundment is always the last option.

Organizational management

GRI 3-3

Our Infrastructure Division has two corporate procedures for waste management:

1. Comprehensive Hazardous Waste Management
2. Comprehensive Non-Hazardous Waste Management

These procedures are based on four pillars:

- Legal compliance
- Compliance with environmental policies
- Spill prevention and control
- Environmental culture and training

Three of our sites are ISO 14001 certified, meeting compliance with company protocols on waste management and handling spills.

Evaluation mechanisms

GRI 3-3

We use monitoring and evaluation mechanisms for our processes to ensure our handling of hazardous and non-hazardous waste is in compliance with regulations at all our sites. The principal tools we use are:

- Monthly reports of indicators to comply with the Annual Operations Certificate for each site.
- Random inspections conducted by the Audit department each year at both the corporate and site levels.
- Corporate Comprehensive Hazardous Waste Management procedure, which unifies the environmental performance indicators at all our sites and provides guidance for all personnel on how to manage waste and which processes to follow. Our Infrastructure Division holds as a priority returning waste to the productive chain, avoiding impoundment wherever possible. Some of these actions include separating and classifying waste where it is produced, to prevent contamination at the origin.
- Our Corporate Comprehensive Non-Hazardous Waste Management Procedure was published in 2024 and outlines how we manage municipal solid waste and waste requiring special handling. This procedure unifies the way all our operations manage their waste, avoiding regulatory non-compliance.
- Assess waste requiring special handling for recycling and/or reuse, as permitted by regulations.
- Promote sustainable purchasing to prevent producing large volumes of waste.
- Conduct PET collection campaigns, for subsequent donation.
- Hold talks and campaigns on caring for the environment.

Transportation Division

GRI 3-3

The Transportation Division manages waste according to the regulations in each region where we operate, with particular attention to handling, storage and shipment for final disposal.

The hazardous waste we produce comes from our repair shops where we perform maintenance, fueling and repairs for our railcars and locomotives. Our waste reduction action plan considers to forms of disposal, authorized under our national management plan:



Action plan

Proper classification at the point of origin minimizes the volume of waste produced and avoids cross-contamination with non-hazardous waste. A third party certified by the local and federal environmental authorities is responsible for the collection, transportation and repurposing of our waste.



- **Final disposal**

  Impregnated solid waste is sent for destruction as there is little reuse for this type of waste.



- **Repurposing**

  Spent oil is separated at origin for repurposing by authorized companies, who use it as a raw material to produce fuel for the shipping industry.

The following annual waste reduction target is part of our action plan:

2025	Reduction target for waste sent for final disposal	50% spent oil recycled

Our waste management strategy involves:

1. Minimization strategies
   - **a.** Training for operational departments on classifying and handling waste.
   - **b.** Dissemination of good practices.
   - **c.** Correct signage for containers and warehouses.
2. Indicator monitoring
   - **a.** Volume of waste produced by type, monthly.
   - **b.** Percentage of oil repurposed vs. oil consumed.
3. Technological innovations and evaluation
   - **a.** Equip stations with cleaning kits for spills involving hydrocarbons.
   - **b.** Filter presses to reduce volumes and recover spent oil.
4. Participants in our comprehensive waste management
   - **a.** Waste producers: All Grupo México Transportes subsidiaries meet their obligations as waste producers or generators, in strict adherence of local and federal laws and regulations.
   - **b.** Waste collectors and haulers: External providers that hold local and federal permits and authorizations.
   - **c.** Repurposing and final disposal centers: External companies authorized to repurpose spent oil and to destroy solid waste (using the energy generated for industrial furnaces).

The Environmental Management department of our Transportation Division performs regular inspections and environmental audits to ensure our storage facilities meet compliance with environmental regulations and the waste produced is correctly logged, and also provide training for the managers of our temporary waste storage facilities.

Spills

GRI 306-3

Our Transportation Division has a response protocol in place to address spills of materials which, depending on the type of event, involves different mechanisms for prevention and coordinated action with different levels of the organization and governments in the regions where we operate.

Waste Management



Waste produced at repair shops
Railcar and locomotive storage, maintenance and repair.



Entry of hazardous waste to temporary storage
Hazardous waste is classified and logged into the storage facility log.



Authorized hauler arrives
Disposal of waste with an authorized service provider.



Hazardous waste disposal report
Report of waste received and its final disposal.

Our emergency response protocol for spills is structured as follows:



Prevention
The prevention activities of the Safety Committee are defined.



Response
In such event, the Chemical Emergency Response Plan is activated.



Remediation
Once the emergency is under control, the company reports the track is clear and assesses damages to the track and surrounding areas. Damages to infrastructure and equipment are assessed and quantified, as well as any environmental restoration that may be needed.

6.4.4 Next Steps

GRI 303-3, 303-4, 303-5

In the Mining Division, we will continue measuring hazardous and non-hazardous waste trends, setting reduction and repurposing targets, and monitoring our improvement actions, supported by our environmental management systems.

To prevent the impact of our mine waste, we will:

- Wherever possible, use already disturbed land for mine waste impoundments.
- Wherever possible, use waste rock to reduce the potential for acid drainage.
- Maintain our acid drainage capturing and pumping systems to reincorporate this into our leaching heaps.
- Continue our projects to reduce the exposure of acid drainage producing waste to conditions that enable this process.
- Reincorporate depleted leaching lands into the natural landscape at the end of their useful life.

The primary goal of our waste management (particularly mine waste) is to guarantee human safety and the ecosystems at and around our tailings facilities, depleted waste rock piles and smelter slag heaps.

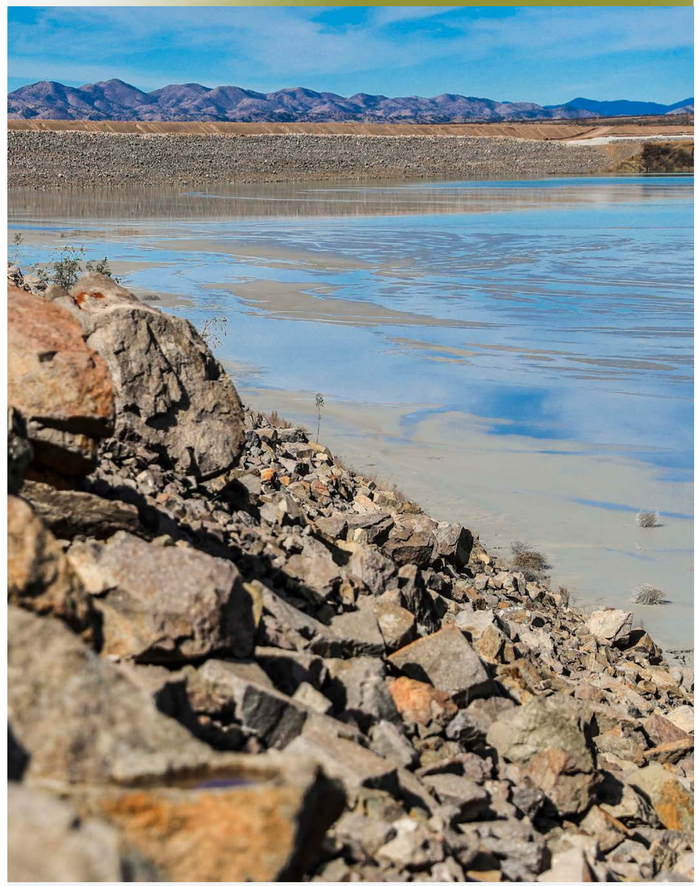
For more information about our targets and goals, and our progress, visit the Grupo México Sustainability website.

Effectiveness of the processes, measures and goals to manage the material topic, and also lessons learned and how these have been incorporated

We strive to ensure our efforts to contribute to the safe and responsible handling of waste at our operations are effective, and we adjust these efforts as needed to achieve our goals. In addition to evaluating our performance by measuring our waste management indicators, our actions are verified with the certification of our environmental management systems and the independent assurance of our Sustainable Development Report. These verification systems provide an ongoing process that helps us to identify opportunities for improvement, which we incorporate into our environmental management systems through change management processes.

We know that to achieve our goals effectively, we need to make decisions supported by the best science-based information available, and considering not only the environmental, but also the social, cultural and economic aspects. It is therefore important to involve the authorities, the academic and scientific communities, our local communities, and the civil society in our actions. We are clear that building alliances is essential in achieving our goals.

For more information about our targets and goals, and our progress, visit the Grupo México Sustainability website.



Tailings dam at Buenavista del Cobre, Cananea, Sonora, Mexico

6.4.5 Highlights 2024

We maintained the safety factors at all our active tailings facilities within the acceptable values set by the International Commission on Large Dams (ICOLD) and the Canadian Dam Association (CDA). A qualified independent review engineer regularly conducts a systematic Dam Safety Review (DSR) considering potential failures.

We have made progress on digitalizing the measuring instruments at all our active tailings facilities, which helps us to monitor -as part of our preventive approach- the behavior of walls and curtains in real time using recognized safety parameters.

Our safety measures, investments and ongoing improvements in the operation of our tailings facilities were reflected in zero major incidents involving leaks, overflows, landslides or containment failures in 2024.

At Buenavista del Cobre, we started to use mine waste to prepare artificial soils for the anticipated closure of one section at Tailings Dam 3.

6.4.6 Metrics and Indicators

GRI 301-1, 306-1, 306-2, 306-3, 306-4, 306-5, G4-MM3

Our performance and management indicators are constantly monitored and reviewed, and include the following components for each division:

Mining Division

a. Mine waste produced
b. Volume of rock produced capable of creating acid drainage
c. Waste diverted from disposal
d. Waste directed to disposal
e. Acceptable safety factors for active tailings dams
f. Percentage of compliance with our Tailings Systems Policy and the ICMM Global Industry Standard on Tailings Management
g. Percentage of significant risks that have functional critical controls in place at all sites
h. Percentage of remediation at inactive tailings dams
i. Incidents related to failures at our tailings facilities

Infrastructure Division

a. Waste diverted from disposal, waste directed to disposal
b. Significant spills
c. Materials used by weight or volume

Transportation Division

a. Waste diverted from disposal, waste directed to disposal
b. Significant spills

Mining Division

a) Mine waste produced

GRI 301-1, 306-3, G4-MM3

AMC Mine Waste Produced

	Total MIN DIV					SCC					Minera México (México)					SPCC (Peru)					ASARCO (USA)				
	2024	2023	2022	2021	2020	2024	2023	2022	2021	2020	2024	2023	2022	2021	2020	2024	2023	2022	2021	2020	2024	2023	2022	2021	2020
Slag and other smelter and refinery waste	1,650,926	1,711,534	1,716,589	1,562,781	1,696,791	1,650,926	1,711,534	1,716,589	1,562,781	1,696,791	760,107	726,081	663,905	697,855	759,970	890,819	985,453	1,052,684	864,926	936,821	0	0	0	0	0
Tailings	211,288,873	201,461,965	198,375,051	204,163,195	202,971,891	187,113,709	177,560,692	174,278,833	179,797,989	178,462,310	117,332,441	110,020,632	110,248,245	109,970,100	110,021,747	69,781,268	67,540,060	64,030,588	69,827,889	68,440,563	24,179,701	23,901,273	24,096,218	24,365,206	24,509,581
Waste rock or overburden	541,717,989	516,206,252	486,264,155	425,721,871	314,072,100	483,239,654	459,374,267	421,956,829	369,191,458	262,016,100	222,230,164	202,226,713	182,218,777	143,322,030	87,742,100	261,009,490	257,147,554	239,738,052	225,869,428	174,274,000	58,478,335	56,831,985	64,307,326	56,530,413	52,056,000
Total mine waste (ton)	754,657,788	719,379,751	686,355,795	631,447,847	518,740,782	672,004,289	638,646,493	597,952,251	550,552,228	442,175,201	340,322,712	312,973,426	293,130,927	253,989,985	198,523,817	331,681,577	325,673,067	304,821,324	296,562,243	243,651,384	82,658,036	80,733,258	88,403,544	80,895,619	76,565,581

We generated 754,657,788 tons of mine waste in 2024, 72% of which was rock waste.

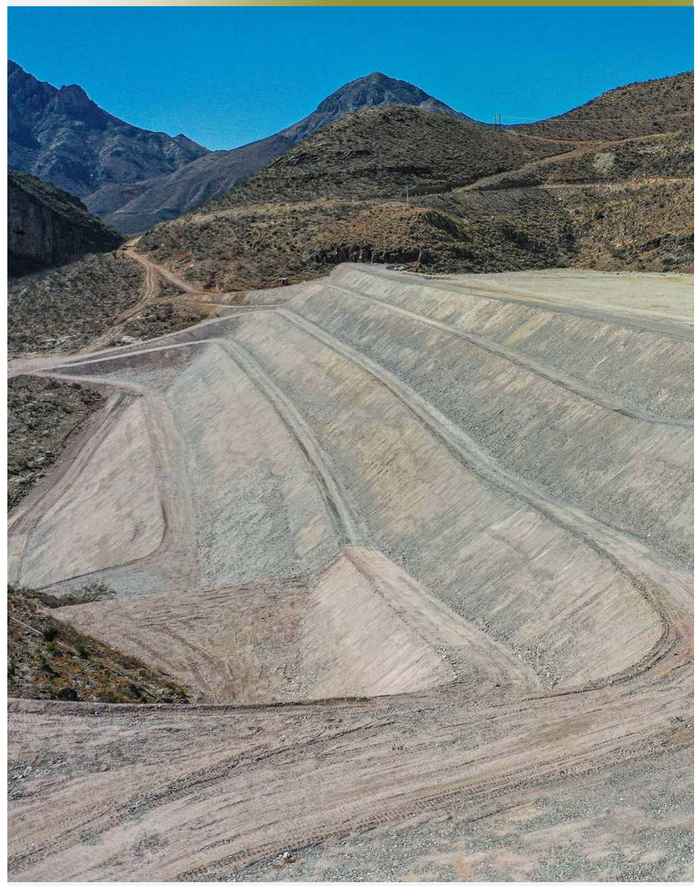
The non-hazardous waste reported this year includes a fraction that has not yet been disposed of, but which, for the practical purposes of this report, is classified as final landfill. Looking ahead to next year, we have strengthened our processes to ensure that this practice is no longer necessary, moving towards better management of our data.

b) Volume of rock produced capable of creating acid drainage

GRI 301-1, 306-3, G4-MM3

Site	Volume of rock produced capable of creating acid drainage (ton)
Mexico	
Buenavista del Cobre (BVC)	131,224,276
OMINA (La Caridad)	90,647,900
Peru	
Toquepala	146,320,529
Cuajone	114,688,961
Asarco	
Ray	18,961,359
Silver Bell	10,652,682
Total	**512,495,707**

We produced 541,717,989 tons of overburden and waste rock in 2024, 94% (512,495,707 tons) of which is capable of creating acid drainage.



Tailings dam at Santa Eulalia Mining Unit, Chihuahua, Mexico

c) Waste diverted from disposal, and d) Waste directed to disposal

GRI 306-3, 306-4 y 306-5

	Grupo México		Mining Division (MIN DIV)										Transportation Division (TRA DIV)						Infrastructure Division (INF DIV)	
	Total Grupo México		Total MIN DIV		SCC		Mexico		Peru		USA		Total TRA DIV		Mexico		USA		Total INF DIV	
	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous
GRI 306-4 Waste diverted from disposal (ton)																				
Waste sent for recovery																				
Reuse	632	1,059	632	1,059	632	1,059	632	0	0	1,059	0	0	-	0	0	0	0	0	0	0
Recycling	8,084	6,072	7,168	4,969	5,671	4,969	5,456	2,625	215	2,344	1,497	0	-	781	0	781	0	0	916	322
Composting	8,428	NA	1,656	NA	1,656	NA	1,376	NA	281	NA	0	NA	-	NA	0	NA	0	NA	6,772	NA
Sale	21,505	796	21,505	796	21,505	796	1,121	0	20,384	796	0	0	-	0	0	0	0	0	0	0
Other* (co-processing, leaching heaps)	2,244	307	2,244	307	2,205	307	2,205	307	0	0	39	0	-	0	0	0	0	0	0	0
Total waste diverted from disposal (ton)	**40,893**	**8,234**	**33,205**	**7,131**	**31,670**	**7,131**	**10,790**	**2,933**	**20,880**	**4,198**	**1,536**	**0**	**-**	**781**	**0**	**781**	**0**	**0**	**7,688**	**322**
GRI 306-5 Waste directed to disposal (ton)																				
Waste sent for disposal (ton)																				
Incineration with energy recovery	0	148	0	0	0	0	0	0	0	0	0	0	-	0	0	0	0	0	0	148
Incineration without energy recovery	0	66	0	56	0	56	0	56	0	0	0	0	-	0	0	0	0	0	0	10
Sent to disposal sites or impoundments	35,356	5,186	35,356	4,283	35,356	4,283	20,398	1,713	14,958	2,570	0	0	-	891	0	762	0	130	0	12
Sent to controlled landfills	26,678	125	23,171	125	450	0	450	0	0	0	22,721	125	-	0	0	0	0	0	3,507	0
Well injection	230,999	0	230,999	0	0	0	0	0	0	0	230,999	0	-	0	0	0	0	0	0	0
Other (disposal en situ, uncontrolled landfills)	3,992	0	3,992	0	0	0	0	0	0	0	3,992	0	-	0	0	0	0	0	0	0
Total waste directed to disposal (ton)	**297,024**	**5,525**	**293,517**	**4,464**	**35,806**	**4,339**	**20,848**	**1,769**	**14,958**	**2,570**	**257,712**	**125**	**-**	**891**	**0**	**762**	**0**	**130**	**3,507**	**170**
GRI 306 -3 Total waste (ton)	**337,918**	**13,759**	**326,723**	**11,595**	**67,475**	**11,470**	**31,638**	**4,702**	**35,838**	**6,768**	**259,248**	**125**	**-**	**1,672**	**0**	**1,542**	**0**	**130**	**11,195**	**492**

In 2024, the Transport Division did not carry out the accounting of non-hazardous waste.

e) Acceptable safety factors* for our active tailings dams.

The Grupo México Mining Division uses as the reference, the safety factors recommended by the ICOLD (International Commission on Large Dams). These factors are: 1.5 static and 1.3 pseudo-static.

f) Percentage of compliance with our Tailings Systems Policy.

78% compliance with our Tailings Systems Policy. AMC has 14 active and 31 inactive tailings facilities. The principal gaps are considered in our emergency response plan and tailings systems closure plan updates.

g) Percentage of significant risks that have functional critical controls in place at all sites.

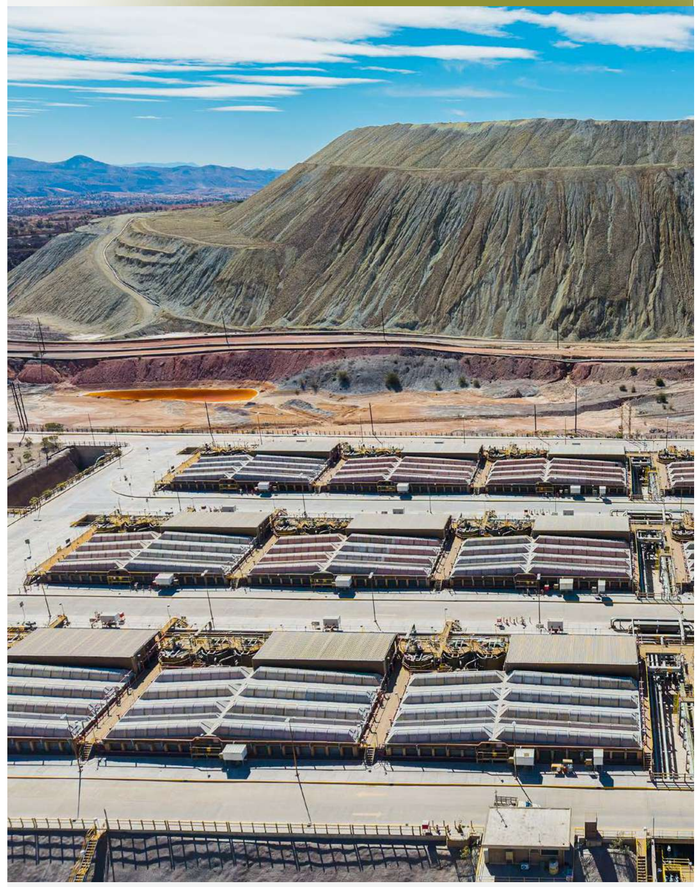
We have identified 18 critical environmental risks that have operational controls.

h) Percentage of remediation at inactive tailings dams.

62%. 19 of our 31 inactive tailings facilities are remediated and 2 are in progress.

i) Incidents related to failures at our tailings facilities (last 6 years).

There have been no incidents related to tailings deposit failures since 2019.



Leaching pad, Buenavista del Cobre, Cananea, Sonora, Mexico

Infrastructure Division

a) Waste diverted from disposal and waste directed to disposal

GRI 301-1, 306-3, G4-MM3

Hazardous waste by disposal method	2024	2023	2022	2021	2020
Recovery (TON)					
Reuse	0	0.34	0	0	0
Recycling	322	373	393	438	254
Subtotal	**322**	**373**	**393**	**438**	**254**
Waste directed to disposal (TON)					
Incineration with energy recovery	148	155	164	116	114
Incineration without energy recovery	10	4	0	1	4
Impoundment in controlled facilities	12	20	19	36	58
Other	0	0	0	57.29	0
Subtotal	**170**	**180**	**184**	**211**	**176**
Total	**492**	**553**	**576**	**649.51**	**428.53**

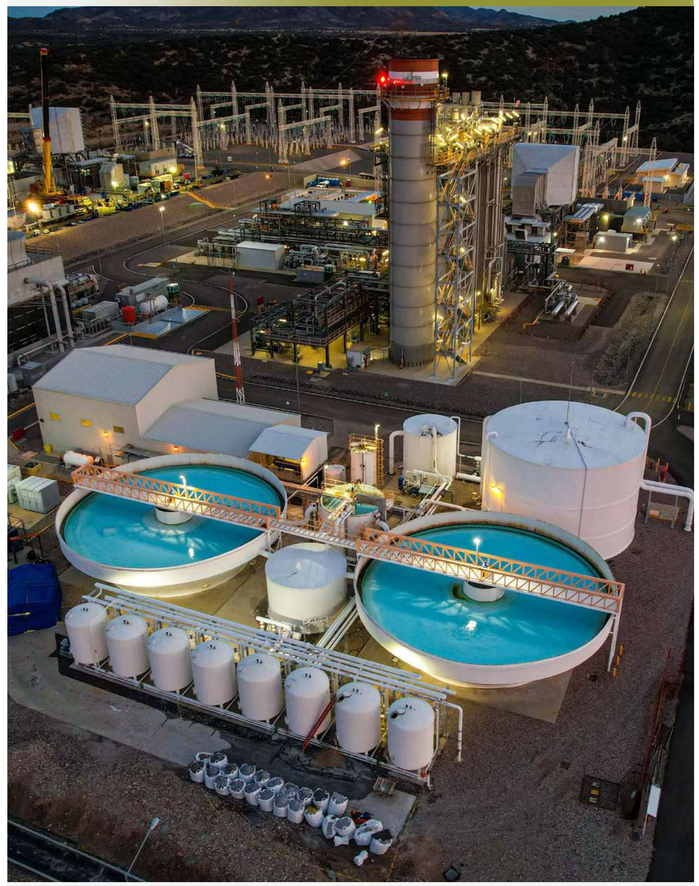
The waste produced in 2024 was managed comprehensively, in compliance with regulations, promoting reuse, separation, recycling and any other method to avoid impoundment.

As a result, 96% of our hazardous waste was reincorporated into other industrial chains, providing raw material and/or fuel for other processes.

Non-hazardous waste by disposal method	2024	2023	2022	2021	2020
Recovery (TON)					
Reuse	0	46	31	88	0
Recycling	916	600	1,052	367	265
Composting	6,772	5,078	5,612	6,431	5,777
Total	**7,688**	**5,724**	**6,696**	**6,886**	**6,042**
Waste directed to disposal (TON)					
Impoundment in controlled facilities	3,507	0	36	41	100
Total	**3,507**	**0**	**36**	**41**	**100**
Total	**11,195**	**5,724**	**6,732**	**6,927**	**6,142**

Most of our non-hazardous waste (also known as requiring special handling) is produced by water treatment at the La Caridad combined cycle power plant.

By segregating our waste, 67% of our non-hazardous waste is repurposed into other productive chains, avoiding impoundment.



Combined Cycle Plant, Nacozari de García, Sonora, Mexico

b) Significant spills*

Our personnel receive ongoing training on topics related to environmental care, handling hazardous substances, and disposal of hazardous and non-hazardous waste. We also monitor our worksites constantly to identify any irregularity and avoid potential impacts on the environment, and we conduct drills at both our onshore and offshore sites to ensure all personnel know what to do and who to alert in the event of a spill.

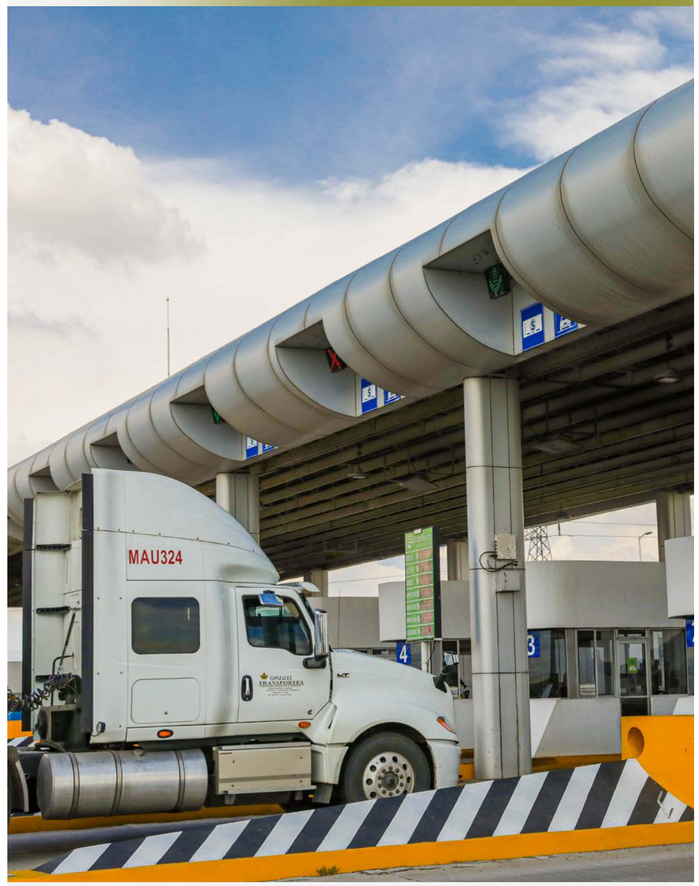
There were no significant spills in 2024 involving chemical substances or hazardous waste at any of our worksites, therefore we were not subject to any technical or legal reporting requirement with the Mexican authorities.

c) Materials used by weight or volume

301-1

The Infrastructure Division depends on different inputs to guarantee the operation of our six lines of business. The most used materials in the Infrastructure Division are summarized following:

1	DIESEL	13,481,474	L
2	TYPE H CEMENT	9,300.00	T
3	ALUMINUM CHLOROHYDRATE 23%	900,000.00	KG
4	RADIAL TIRES 12.00 R-24 16-PLY	1,293.00	PC
6	TIRES 27.00 R49	58.00	PC
5	DELO GOLD ULTRA X OIL SAE 15W-40	144,992.00	L
7	UNLEADED GASOLINE	500,508.66	L
8	TIRES 425/65R-22.5	890.00	PC
9	CALIDRA	3,002,190.00	KG
10	READY-MIX CONCRETE FC=150 REV 14 28 D	3,882.00	m3



Salamanca - León Highway, Guanajuato, Mexico

* Over 264 gallons (1 m³)

Transportation Division

a) Hazardous waste produced and its disposal

GRI 306-3, 306-4, 306-5

Hazardous waste by disposal method						
Country	2024			2023		
	Waste sent for disposal	Waste sent for recovery	Total waste (ton)	Waste sent for disposal	Waste sent for recovery	Total waste (ton)
Mexico	761.7	780.60	1,542.30	1,154.20	637.1	1,791.30
USA	129.6	0	129.6	62.1	0	62.1
GMXT	**891.3**	**780.6**	**1,671.90**	**1,216.30**	**637.1**	**1,853.40**

10% reduction in the waste produced, compared with 2023.

We implemented improvements in the handling and disposal of hazardous waste in 2023 and 2024 as part of our waste management strategy update, to ensure correct classification and minimize cross-contamination. We identified that part of our water classification corresponds to discharges from specific activities that do not mix with hydrocarbons and if this occurs, we apply a treatment process before the discharge, therefore these discharges are not required to be reported as hazardous waste.

"During waste management activities in 2023 at operations in the United States, the Company identified an error in the classification of the volume of wastewater discharged from washing activities. It had been incorrectly categorized as hazardous waste, without considering the process that separates water from other contaminating substances after washing. As a result, 1,760 tons of wastewater were reclassified, as they should not be considered hazardous waste. With this adjustment, the final figure for hazardous waste generated in 2023 is corrected to 1,853 tons. This reclassification ensures compliance with regulations and improves the comparability of the Company's environmental management reports."

b) Spills

GRI 306-3

There were no significant spills or related fines in 2024.

In 2024, we experienced an operational accident in Ciudad Juárez, Chihuahua, which triggered the emergency response protocol for transportation. During the emergency response, immediate containment actions were carried out and the relevant authorities were notified. The accident resulted in the release of 3 m^3 of sulfuric acid, which was successfully contained. To prevent any residual negative impacts, cleanup and material recovery activities were conducted at the site. Administrative and technical procedures have demonstrated that there is no contamination at the site. As of the end of 2024, no fines or sanctions have been imposed as a result of this accident. In 2024, we did not experience any other incidents or receive any significant fines.

* Significant: an individual fine exceeding USD 10,000.

6.5 Closure of Operations

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Film Photography | Author: Julian Ramirez Huerta, 17 years old | Community: Esqueda, Sonora | Year: 2023

6.5 Closure of Operations

Because of its nature, a mining operation will evolve and change over time and, by consequence, the considerations for its safe closure will also change. At Grupo México, we aspire to leave a positive legacy for future generations. This is embodied by our commitment to leaving a net positive social and environmental impact, which means preventing, mitigating and offsetting potential impacts that our activities may cause throughout the lifecycle of our projects, acknowledging that the use of the land will often change when our operations reach the end of their useful life.

The closure of sites used for industrial activities is one of our most important challenges, particularly for our mining operations. The closure process is carried out over an extended period of time and the potential impacts may manifest even after the operations have ended, if not foreseen and avoidance measures implemented correctly in advance. Mine closure is a comprehensive and dynamic process, requiring the participation of all the stakeholders involved: authorities, communities, trade unions, suppliers, contractors, employees and their families, nonprofits, and even consideration of the ecosystems.

Effective planning and implementation of our closure plans depends on the magnitude and types of impacts on the environment, the communities and the company:

- We strive to avoid residual impacts and restore the land impacted by our operations to its original conditions, restoring ecosystem functions and services, and generating value added in benefit of the communities that accompany us during the life of our mines.
- We also focus, as much as possible, on reducing the potentially negative social and economic impacts the closure may cause if these processes are not carried out carefully, while capitalizing on the opportunities a careful closure offers.
- Given this, together with our stakeholders, we set goals and targets for the anticipated closure of an operation and to support economic activities in the community.

Mine closure is much more than a technical-administrative formality, it's a responsible process that works with the relevant stakeholders to define and review the regulatory, environmental, social, labor and financial expectations to produce more effective and cost efficient results. Addressing risks and impacts early supports a gradual social transition and restoration of the land we occupy.

There are legal and financial provisions in place to guarantee the fulfillment of our closure requirements and to cover future responsibilities, in the event of divestment or the sale of operations. Additionally, the company and the buyer enter into a formal agreement that ensures each party complies with their respective responsibilities.

6.5.1 Governance

The Grupo México organizational structure supports managing the closure of our operations efficiently. For more information, visit the Grupo México Sustainability website.

6.5.2 Strategy

The following policies and procedures guide our closure of operations processes:

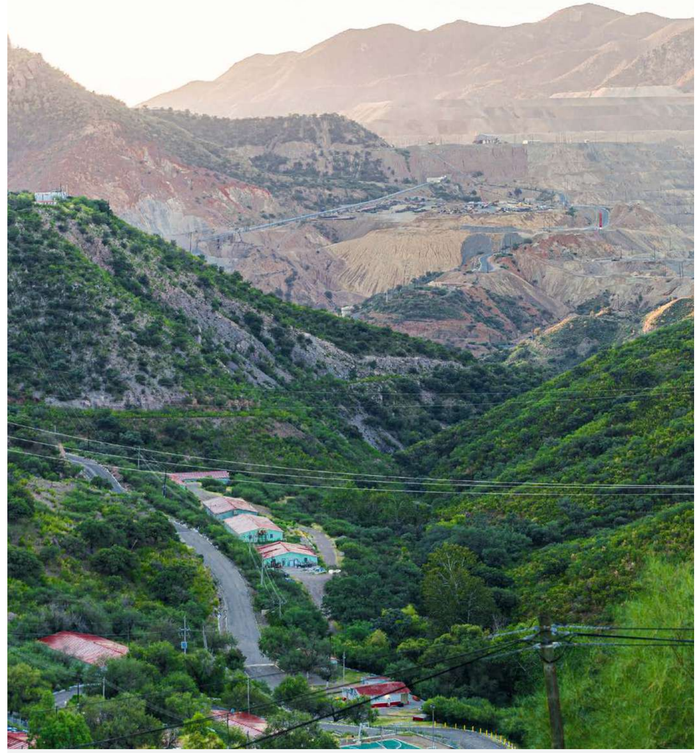
Document	Objectives	Scope		
		Mining Division (including SCC)	Infrastructure Division	Transportation Division
Sustainable Development Policy	Support ongoing improvement in our environmental and social performance through the responsible use of natural resources and working together with our communities, ensuring a safe operation with an approach of risk management and prevention.	•	•	•
Environmental Policy	Plan, design, construct and operate our facilities responsibly and with a preventive approach to minimize our impact on the land and to reduce our waste, discharges and emissions throughout the lifecycle of the site.	•	•	•
Community Development Policy	Address the social aspects of our operations, committing us to ongoing listening and dialogue with the communities through different communication mechanisms, providing timely and relevant information for our stakeholders and fostering the economic and social development of the communities where we operate.	•	•	•
Tailings Systems Policy	Comply with legal and administrative obligations in the planning, design, construction, operation and closure of Tailings Systems, responsibly.	•		
Closure of Operations Protocol	Ensure sustainability in the closure and post-closure phases. Reverse possible environmental and social effects following the closure of the operation. Restore ecosystem services, guarantee safety in the area, strengthen local institutions, and support regional job markets and community development.	•		
Biodiversity Management Protocol	Maintain biodiversity and ecosystem functions, and also the continued provision of ecosystem services in the areas around our operations.	•		
Community Engagement Protocol	Ensure the wellbeing of the communities near our operations through active engagement based on listening, communication, participation and response to grievances. Improve the quality of life of the community, supporting economic development, throughout the lifecycle of our projects.	•		

Our mining facilities are large-scale operations, therefore we have corporate protocols and guidelines in place for the closure of operations that are applied at each site through our environmental management systems, while each operation has its own closure plan. The management of our Infrastructure and Transportation divisions in this area is discussed at the end of this section.

The strategy of our Mining Division considers the guidance of the International Council on Mining and Metals (ICMM) and the Economic Commission for Latin America and the Caribbean (ECLAC) to identify the potential impacts our operations may cause and areas of opportunity to mitigate these negative impacts, while optimizing the positives. Our primary goal is to maintain and, wherever possible, improve the wellbeing of the communities near our operations, and also preserve the integrity of the ecosystems at our sites, focusing on:

- Integrating closure planning into the lifecycle of the operation.
- Building and continually adding to a knowledge base (with physical, biophysical and socioeconomic information) for our sites to support informed decision-making during the lifecycle.
- Preparing and updating every two years social diagnostics for each operation.
- Identifying the environmental and social risks and impacts inherent to the closure process to then prevent and mitigate these risks and impacts.
- Reviewing and regularly updating the risks and opportunities analysis to address these in a timely manner.
- Identifying our environmental and social actions for each stage of a site's lifecycle and defining a plan for the execution of these actions.
- Defining performance criteria to determine and report the success of our closure actions.
- Estimating, evaluating and updating annually the closure costs for each operation to guarantee the necessary resources are held in reserve. This estimate includes post-closure costs and monitoring.
- When a property transaction is involved, ensuring full compliance is met with the closure responsibilities by notifying the corresponding authorities and including the transfer of responsibilities in the contracts, after completing a due diligence process.

We conduct an iterative and ongoing process to achieve these goals, building close relationships and trust with the authorities, communities and other stakeholders, which enriches our closure plans, reduces the risks, and prevents potential impacts in a timely manner.



La Caridad Mine, Nacozari de García, Sonora, Mexico

6.5.3 Management

Mining Division

Our mines involve different types of facilities that have a variable useful life, therefore there are opportunities to partially begin specific closure activities prior to the definitive closure of a project. A gradual closure process carries the advantages of early compliance with regulatory obligations and reducing the associated risks and costs.

I. Risk management, impacts and opportunities

Our closure of operations management considers five stages that involve identifying risks, impacts, opportunities and actions.

1.1 Identification

We identify the risks and impacts associated with the closure of operations prior to starting new projects through environmental impact assessments, which we update whenever there is a major change at an operation, and also with participatory social diagnostics, involving different community stakeholders.

This process includes:

1. Identify the environmental and social risks that may affect the closure of the operation, the social transition and/or the post-closure phase.
2. Assess the risks based on the impact and probability of occurrence.
3. Define prevention and mitigation measures, where applicable.
4. Reassess the risks post-mitigation.
5. Identify and update the closure cost estimates.



Tailings dam at Santa Eulalia Mining Unit, Chihuahua, Mexico

1.2. Description

We have identified the significant direct and indirect impacts that the closure of our mining operations may cause. For each operation, we have also identified opportunities to prevent and reduce these impacts as much as possible.

Principal potential negative impacts	
Environmental	• Collapses at surface and underground projects, erosion at our mine waste facilities, impacts on surface and underground drainage, and fragmentation of ecosystems, among others. • Acid drainage leaks containing metals that could contaminate surface and ground waterbodies. • Impacts on the continuity and functioning of ecosystems caused by their fragmentation (such as slope collapses in pits, galleries or mine waste facilities).

We recognize that the works required to avoid these potential impacts, and also the dismantling, demolition, soil remediation and recovery of the natural landscape may, in turn, produce other effects on the air, soil, water and ecosystems, which must be anticipated to ensure they are avoided and mitigated efficiently.

To ensure the workers employed at the site are cared for post-closure and in support of alternative economic activities for the community, we classify the social impacts as follows:

Principal potential negative impacts		
Social	Health and Safety	• Injuries when safety standards are not followed.
	Communities	• Reduced income and purchasing power for households and local businesses that depend on the mining sector. • Changes in the community dynamic, potentially affecting the social weave. • Loss of identify and feeling of uprooting in the community. • Potential for community accidents associated with the closure activities.

Addressing both types of impacts (environmental and social) is essential for our closure plans to be successful.



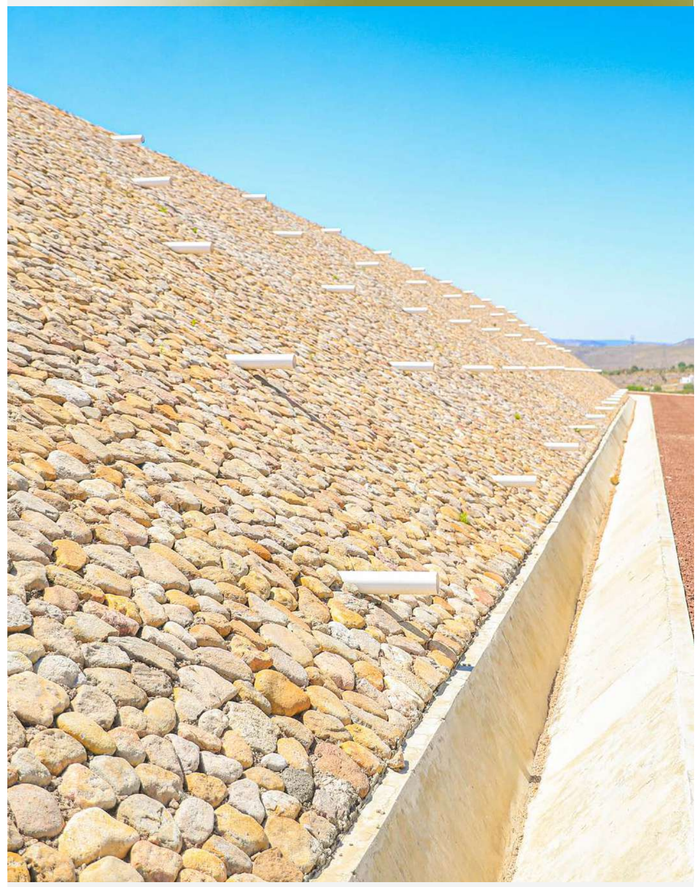
Leaching pad, Buenavista del Cobre, Cananea, Sonora, Mexico

1.3 Actions on potential opportunities

Our ISO 14001 certified environmental management systems help us to identify, prevent and, as necessary, mitigate the impacts our operations may cause during the different stages of their lifecycle.

The principal opportunities that arise as we address the risks identified include:

Type of risk	Opportunities
Legal	• Full and timely compliance with all legal and regulatory obligations. • Training to ensure familiarity with obligations, how to meet compliance and the consequences of not doing so.
Health and Safety	• Developing an ongoing improvement process for occupational health and safety. • Training to ensure familiarity with the measures to prevent accidents and occupational diseases. • Monitoring and control of company safety regulations and related legislation. • Monitoring contractor performance.
Environmental	• Implementation of preventive measures to reduce impacts on air, soil, water and ecosystems. • Restoration of the natural landscape, taking into consideration the type of ecosystem and continuity of the ecosystem functions. • Reintroduction of native species or species with a protection classification. • Restoration of environmental services, like water capture.
Social	• Supporting the diversification of economic activities in the area of influence of the operation. • Promoting the integration of company employees into the economic activities of the community. • Fostering micro and small businesses, certifications with technical institutes, job fairs. • Generating value added during the transition in the change of land use. • Strengthening the community infrastructure. • Community Committees to follow up on closure plan programs. • Strengthening the social weave through sports and cultural activities.
Financial	• Reducing costs by carrying out closure activities prior to the end of the operational life of our sites. • Holding in reserve the resources necessary to ensure we meet our closure obligations and expectations of our closure plans.
Reputational	• Building trust and reducing uncertainty about the future use of the spaces occupied by our operations. • Leaving a positive legacy at the site.
Labor	• Building an inventory of talent. • Relationships and collaborations with chambers and similar industries. • Accompaniment for eligible personnel in processing their retirement. • Outplacement training.



Confinement structures, San Luis Potosí, Mexico

II. Closure of operations management during the lifecycle of a site or project

The Closure Plans for each site ensure our facilities have the bases for effective planning and implementation on the conclusion of their activities. These plans are updated every five years and include pre-closure activities that consider operational, environmental and social aspects with the following actions:

Operational

Our Closure of Operations protocol commits us to:



Incorporating risk assessment into the decision-making throughout the lifecycle of our operations, taking into account our employees, trade unions, our social and environmental values, our obligations, safety, risks to humans and to ecosystems, costs, and stakeholder expectations.



Set the minimum requirements for the planning, management and implementation of the closure of operations throughout the lifecycle, and also the responsibilities of each company department and site.



Hold in reserve the necessary resources to guarantee the closure phase will be successful and promote local economic diversification during the social closure.

Environmental

In the environmental aspect, the Closure of Operations Protocol defines actions focused on preventing and mitigating possible negative impacts based on the type of environmental (or social) impact and its potential magnitude, which requires defining the necessary resources and corresponding roles and responsibilities in the Closure Plans. In support of this, we build and regularly update a knowledge base with reliable information that includes:

- Social and environmental baselines
- Inventory of facilities
- Annual estimate of the financial reserves that will be required to fulfill our closure obligations
- And, when possible, a diagnostic of geologically active material, the characterization of tailings, and information on successful closure practices according to the vision for the use of the land at closure.

Additionally, our Biodiversity Management Protocol requires the Closure Plan for each site to include preparing and carrying out an ecological restoration program as part of the mitigation measures to address significant negative environmental impacts to restore the ecosystems, as much as possible, to their original conditions prior to the degradation. This program details the activities to achieve ecological restoration, considering the following:

- Define the reference ecosystem.
- Assess the current status of the ecosystem.
- Restoration strategy.
- Selection of suitable species for the restoration.
- Propagation of species.
- Soil recovery.
- Monitor the restoration process.
- Determine ecological indicators to measure performance.

Our ISO 14001 certified Environmental Management Systems outline the specific roles and responsibilities for each company department and site to fulfill the requirements of both protocols.

Additionally, we take the following specific environmental actions to strengthen our closure plans:

- Acid drainage diagnostic and design of long-term solutions for prevention and control.
- Slope safety and behavior diagnostic for open pits, tailings dams, waste rock piles and slag heaps. To prevent unwanted events and facilitate the closure of operations, at Buenavista del Cobre in Sonora, Mexico, for example, we use cutting-edge technology to regularly monitor and control deformations through satellite interferometry at open pits, waste rock piles and dam curtains. With this, we can assess the magnitude of potential deformations at these mine waste facilities, and estimate the direction, evolution and magnitude of observed movements with millimetric precision, and calibrate and/or validate the geotechnical models for these structures.
- Develop artificial soil production techniques.
- Production of native plants for reforesting and restoration.
- Develop infrastructure to channel rainwater and prevent the erosion of mine waste facility structures.

For more information, see Mine Waste and Biodiversity.

Social

During the operation, and with particular emphasis on closure and post-closure, we seek out opportunities to leave a sustainable legacy for our communities.

The Closure of Operations Protocol requires us to prepare a social baseline obtained from official information sources that include socioeconomic indicators and preliminary studies to then define the initial reference parameters for comparison against subsequent measures during the lifecycle of our projects, including their closure. We also use social inequality and human development indexes to measure our company efforts at the local level.

We also conduct Participatory Social Diagnostics as part of this process, which, after analyzing the community context with documented, observational, qualitative, statistical and participatory research prepared by the company and the community, provides a base on which we build our strategies for community engagement processes, taking into consideration the actions of the local authorities in the communities where we operate. We update the Participatory Social Diagnostics every two years to ensure our repository of information is reliable and verifiable, supported by a due diligence process for proper management during all the stages in the lifecycle of each site: planning, design, exploration, preparations, development and operation, closure and post-closure.

For more information, see Local Communities.

We are working on preparing social closure plans for all our operations. These plans outline the strategies for involving stakeholders, setting the social baseline, and the mechanisms that comprise the Social Management Plan, including impact assessments, risk management, and programs that promote economic development for company employees and contractors.

In this regard, our Community Engagement Protocol considers four scenarios for the closure of operations:



1. **Temporary suspension of activities:** When there is a possibility of a stoppage of operations due to external (blockade, demonstration, strike) or internal (operational, financial, regulatory) factors.



2. **Progressive closure:** This scenario does not consider eventualities during the production phase and, therefore, has a higher level of planning for closure activities.
3. **Definitive closure:** When starting the dismantling process, this scenario considers there is a solid community capital in place due to the continued efforts of the Social Management Plan, that can address the potential needs of residents and the different stakeholders.



4. **Post-closure monitoring and maintenance:** Upon completion of the site dismantling and abandonment processes, social programs that focus on skill development and economic diversification, and also community engagement mechanisms, will continue for up to 10 years to transfer a sustainable social legacy to individuals, authorities and community organizations.



The community participation mechanisms and social programs under our Social Management Plans for each scenario consider four goals with specific activities, according to the context of each community:

Social Management plan components	Goal	Principal activities
Participation mechanisms	 Stakeholder engagement and involvement	• Dialogues and linkage with community groups, institutions, authorities and organizations. • Involvement of Community Committees in the closure of an operation. • Support and Attention Center(SAC) to receive and address concerns and grievances. • Engagement with media outlets.
Social programs	 Skill development and upskilling	• Analysis of skills and competencies for the professional growth of company employees. • Educational and technical training programs. • Technical skill certifications.
	 Economic diversification	• Productive activities diversification programs. • Financial education and business incubation program. • Workshops on entrepreneurship and for micro and small businesses. • Support and strengthening of regional value chains.
	 Repurposing infrastructure and materials	• Inventory of spaces at our sites that could be refurbished for community use. • Restoration projects. • Local infrastructure works. • Shared responsibility mechanisms to allocate materials, equipment and inputs.

III. Influence and involvement of stakeholders

The regulatory authorities (SEMARNAT[1], SENACE[2] and the Arizona and Texas state governments) authorize our environmental impact assessments and set measures to prevent, mitigate and offset environmental impacts throughout the lifecycle of each facility, and particularly for the closure or end of the operational life stage.

Of note is that the environmental impact authorization process in Mexico and Peru involves evaluations that include public consultations with project stakeholders. These public consultations are held during the design and approval stages, and nonprofits and community stakeholders usually participate.

We collaborate with the supervisory authorities (OEFA[3], Profepa[4], Arizona and Texas state governments, and the USEPA[5] in the United States) to follow up and monitor compliance with our environmental obligations in terms of effectiveness and timeliness.

The involvement of financial authorities is related to implementing the necessary measures to guarantee that sufficient funds are held in reserve to meet our closure obligations for all Grupo México operations.

In the academic community, we are working with the Universidad Nacional Autónoma de México (UNAM) to develop knowledge in the production of technosoils using mine waste.

[1] Ministry of the Environment and Natural Resources (Mexico)
[2] National Environmental Certification Service for Sustainable Investments (Peru)
[3] Environmental Assessment and Inspection Agency (Peru)
[4] Environmental Protection Agency (Mexico
[5] United States Environmental Protection Agency (USA)



Collaborators at Ray Unit, Arizona, United States

6.5.4 Management in Other Divisions

Infrastructure Division

Our Infrastructure Division comprises a diverse range of operations (oil, energy, construction, highways, engineering, fuels and real estate), all of which have multiple sites and operations holding various environmental permits granted by different levels of government.

Each of our environmental permits sets different closure requirements for the construction, operation and closure stages, and we hold in reserve the monies required for the closure of operations to guarantee the availability of these resources to meet compliance.

The following oil and energy operations have closure obligations:

- Veracruz and Tamaulipas oil rigs in our Oil operation.
- Combined Cycle Power Plant and our Fenicias and El Retiro wind farms, in our Energy operation.

To date, the Infrastructure Division has not closed any operations having environmental obligations.

Transportation Division

The primary business of our Transportation Division is to transport freight by rail, which does not negatively impact, fragment or affect ecosystems, as our operations are conducted over rail lines that were concessioned to Grupo México in 1998.

Considering that most of the rail network in Mexico was built in the 19th and 20th centuries, and that the Transportation Division is not permitted to change the original rail lines, we can assume that the impact on biodiversity from land alterations occurred during construction and would then not be caused by our current operations.

As the railway system (rail lines that connect states) falls under federal public domain, we ensure all infrastructure construction and improvement projects are carried out in strict adherence of local, state and federal environmental laws and regulations, to provide quality service and operation until the end of the defined concession term corresponding. In this scenario, our responsibility ends with the delivery of the rail lines as prescribed by law.



Tank car yard, Mexico

6.5.5 Next Steps

We strive to ensure our efforts to contribute to the safe and responsible closure of our operations are effective and we adjust these efforts as needed to achieve our goal.

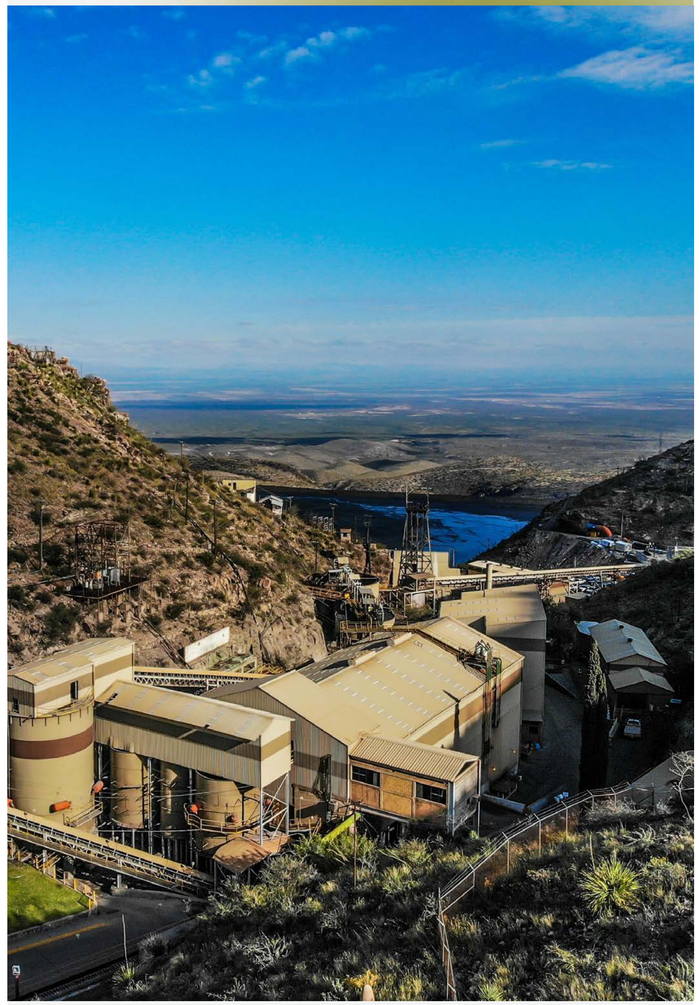
In addition to evaluating our performance through our closure of operations indicators, our actions are verified with the certification of our environmental management systems and the independent assurance of our Sustainable Development Report. These verification systems identify opportunities for improvement, which we incorporate into our environmental management systems through change management processes.

We know that to achieve our goals effectively, we need to make decisions supported by the best science-based information available, and considering not only the environmental, but also the social, cultural and economic aspects. It is therefore important to involve the authorities, the academic and scientific communities, our local communities, and the civil society in our actions. We are clear that building alliances is essential in achieving our targets and goals.

Our efforts in 2025 will focus on:

- Identifying gaps in information that should be covered with the knowledge base for each operation.
- Continuing to update our closure plans, accordingly.
- Continuing to explore economic alternatives associated with the closure of operations.
- Developing improved capacities for the closure of operations (soil, nursery production, labs, studies, training, governance).

For more information about our targets and goals, and our progress, visit the Grupo México Sustainability website.



Santa Eulalia Mining Unit, Chihuahua, Mexico

6.5.6 Highlights 2024

Maintained current our inventory of mining and metallurgical operations to estimate the efforts and resources needed to fulfill our obligations, primarily for the safe and timely closure of our operations. This information is reported periodically to the financial authorities, as required by regulations.



Developed and maintained our production capacity of native plants for reforestation and ecosystem restoration, ensuring the needs of early (concurrent) and permanent closure are covered.



Explored alternatives for economic diversification in our neighbor communities.



Increased our early remediation activities, working on 160.56 acres (64.98 ha) in 2024.



6.5.7 Metrics and Indicators

Our aim at SCC and the Mining Division is to ensure the long-term physical, chemical and biological stability of sites that are no longer in operation, while also preventing potential risks to personal health and safety, and to the environment.

Grupo México uses a hierarchy for the subsequent use of a closed site, focusing first on restoring the original conditions of the site, then developing alternative uses for the land to produce greater benefits than had been in place prior to the mining operation, and lastly, reconstruct the site to an acceptable level according to regulations.

We use the following metrics to measure our performance:

- **a.** Operations that require closure plans
- **b.** Status of our closure plans
- **c.** Progress/Status of the social and environmental baselines
- **d.** Date of last update of the inventory of operations for closure (including notes for each country)
- **e.** Land designated for progressive closure
- **f.** Land restored / Land disturbed (hectares)
- **g.** Operations with closure plans that require a social component
- **h.** Incorporation of the social component into closure plans
- **i.** Community engagement mechanisms

Operations

Division			Current production assets		Projects in development
			Active operations	Inactive operations	
Mining Division	Southern Copper Corporation	Mexico (MM)	Zinc refinery	Nueva Rosita plant	El Arco
			Charcas mine	Santa Eulalia mine	El Pilar
			La Caridad complex	Taxco mine	Angangueo
			Processing plant (METCO)		
			Lime plant		
			Guaymas terminal		
			Santa Barbara mine		
			Central repair shop		
			San Martin mine		
			Cananea complex		
			Pilares mine		
		Peru (SPCC)	Cuajone		Michiquillay
			Ilo		Los Chancas
			Toquepala		Tia Maria
	Total SCC (MM + SPCC)		Active operations: 14	Inactive operations: 3	Projects in development: 6
	ASARCO	USA	Silver Bell	Amarillo	
			Ray		
			Hayden		
			Mission		
Total MIN DIV (SCC + ASARCO)			Active operations: 18	Inactive operations: 4	Projects in development: 6
Infrastructure		Mexico	Highways		
			Drilling		
			El Retiro wind farm		
			Fenicias wind farm		
Total INF DIV			Active operations: 4	Inactive operations: 0	Projects in development: 0
Total Grupo México			Active operations: 22	Inactive operations: 4	Projects in development: 6

Operations or projects that do not require a Closure Plan

Details of operations and projects that do not require a Closure Plan:

- **Central Repair Shop and Pilares Mine**, are considered extensions of the Santa Barbara mine and the Cananea complex, respectively.
- **Guaymas Terminal** and the **Salamanca - Leon Highway**, are operations that do not have a defined useful life and operate under a federal concession or permit subject to specific regulations that do not consider this requirement.
- **Drilling** and oil facilities, are considered mobile infrastructure that are not installed in a fixed space, and the responsibility associated with the closure of wells lies with PEMEX directly.
- **El Arco, El Pilar, Angangueo, Michiquillay** and **Los Chancas** (projects in development), have not yet started the process to seek authorization and therefore do not yet require Closure Plans.
- **Taxco mine**, inactive due to conflicts with the union and therefore does not require a Closure Plan until the issues have been resolved.

a) Operations and projects that require closure plans

Division	Operations and projects that require closure plans		
	Current production assets		Projects in development
	Active operations	Inactive operations	
Total MIN DIV	15	3	1
Southern Copper Corporation	11	2	1
Mexico (MM)	8	2	0
Peru (SPCC)	3	0	1
ASARCO (USA)	4	1	0
Total INF DIV	2	0	0
Total Grupo México	**17**	**3**	**1**

b) Status of our closure plans

Division	Total operations (active, inactive, projects) that require closure plans	Status of closure plans (%)		Status of closure plans (#)	
		Completed	In progress	Completed	In progress
Total MIN DIV	19	79%	21%	15	4
Southern Copper Corporation	14	71%	29%	10	4
Mexico (MM)	10	70%	30%	7	3
Peru (SPCC)	4	75%	25%	3	1
ASARCO (USA)	5	100%	0%	5	0
Total INF DIV	2	100%	0%	2	0
Total Grupo México	**21**	**81%**	**19%**	**17**	**4**

Characteristics of the closure plans for the operations where they are required

✓ Current → Partial

Division			Site	Status of the operation / project	Estimated closure date	Useful life (estimate date)	Closure plan?	Closure plan has a social component?	Closure completed	Approval of the authorities	Date last Closure Plan	Date next Closure Plan	c) Baseline progress / status				d) Year inventory of operations for closure last updated
													Environmental		Social		
													Status	Last update	Status	Last update	
Mining	Southern Copper Corporation (SCC)	Mexico (MM)	Zinc refinery	Active	2059	40 years (2019)	Yes	Yes	No	Not yet required	2023	2028	✓	2019	✓	2023	2024
			Charcas mine	Active	2070	50 years (2020)	Yes	Yes	No	Not yet required	2023	2028	✓	2020	✓	2023	2024
			La Caridad complex	Active	2078	60 years (2018)	Yes	Yes	No	Not yet required	2023	2029	✓	2018	✓	2023	2024
			Processing plant (METCO)	Active	2081	63 years (2018)	Yes	Yes	No	Not yet required	2024	2029	✓	2018	✓	2023	2024
			Lime plant	Active	-	-	In progress	In progress	No	Not yet required	-	-	✓	2023	✓	2023	2024
			Santa Barbara mine	Active	2069	50 years (2019)	Yes	Yes	No	Not yet required	2022	2027	✓	2024	→	2022	2024
			San Martin mine	Active	2069	50 years (2019)	Yes	Yes	No	Not yet required	2023	2028	✓	2024	✓	2023	2024
			Cananea complex	Active	2068	56 years (2012)	Yes	Yes	No	Not yet required	2024	2029	✓	2024	→	2022	2024
			Nueva Rosita plant	Inactive	-	-	In progress	In progress	No	Not yet required	-	-	→	2017	→	2024	2024
			Santa Eulalia mine	Inactive	-	-	In progress	In progress	No	Not yet required	-	-	→	2019	→	2024	2024
		Peru (SPCC)	Cuajone	Active	-	-	Yes	Yes	No	Yes	2019	2025	✓	1997	✓	2023	2023
			Ilo	Active	-	-	Yes	Yes	No	Yes	2025	2030	✓	1997	✓	2023	2025
			Toquepala	Active	2052	42 years (2011)	Yes	Yes	No	Yes	2025	2030	✓	2014	✓	2023	2025
			Tia Maria	Project in development	-	-	Pending	Pending	-	-	-	-	✓	2014	✓	2023	-
	ASARCO	USA	Silver Bell	Active	2044	26 years (2018)	Yes	In progress	No	Yes	2018	2023	→	-	✓	2024	2024
			Ray	Active	2068	50 years (2028)	Yes	In progress	No	Yes	2018	2023	→	-	✓	2024	2024
			Hayden	Active	2052	34 years (2018)	Yes	In progress	No	Yes	2018	2023	→	-	✓	2024	2024
			Mission	Active	2045	27 years (2018)	Yes	In progress	No	Yes	2018	2023	→	-	✓	2024	2024
			Amarillo	Inactive	-	-	Yes	In progress	No	Yes	-	-	→	2024	→	-	2024
Infrastructure		Mexico	El Retiro wind farm	Active	2044	30 years (2014)	Yes	Yes	No	Not yet required	2014	-	✓	2025	✓	2024	2024
			Fenicias wind farm	Active	2048	30 years (2018)	Yes	Yes	No	Not yet required	2018	-	✓	2018	✓	2024	2024

Notes

The social baseline is general and is updated every two years according to our Social Diagnostics procedure. This knowledge base serves as a complement to the social component of our Closure Plans.

e) Land designated for progressive closure

	2024	2023 - 2020
Land designated for progressive closure (ha)	64.98	1,697

Note

The 2024 information is for our Buenavista del Cobre, Charcas and Santa Barbara mines in Mexico.

f) Land restored / land disturbed

	2024	2023	2022	2021	2020
Land restored / land disturbed	84.76 / 416.38	1,410 / 661	1,772 / 231	252 / 204	333 / 550

Notes

An exceptional drought in 2024 affected our ability to meet our target of net zero deforestation, however we are planning to execute new strategies in 2025 to mitigate drought, including using technical irrigation systems.



La Caridad tailings dam, Nacozari de García, Sonora, Mexico

g) Operations with closure plans that require a social component

Division	Operations and projects with closure plans that require a social component		
	Current production assets		Projects in development
	Active operations	Inactive operations	
Total MIN DIV	15	3	1
Southern Copper Corporation	11	2	1
Mexico (MM)	8	2	0
Peru (SPCC)	3	0	1
ASARCO (USA)	4	1	0
Total INF DIV	2	0	0
Total Grupo México	**17**	**3**	**1**

h) Incorporation of the social component into closure plans

Division	Total operations (active, inactive, projects) that require a social component in the closure plans	Status of the incorporation of the social component into closure plans (%)		Status of the incorporation of the social component into closure plans (#)	
		Completed	In progress	Completed	In progress
Total MIN DIV	19	53%	47%	10	9
Southern Copper Corporation	14	71%	29%	10	4
Mexico (MM)	10	70%	30%	7	3
Peru (SPCC)	4	75%	25%	3	1
ASARCO (USA)	5	0%	100%	0	5
Total INF DIV	2	100%	0%	2	0
Total Grupo México	**21**	**57%**	**43%**	**12**	**9**

i) Mechanisms for community engagement

Our approach to the social closure of operations is based on the principles of fair transition, seeking to minimize the negative impacts while optimizing the opportunities for our communities.

Our Support and Attention Center (SAC) is the principal channel of communication with our communities during the closure process, providing clear and timely information, also serving as a mechanism to receive grievances and concerns arising during the final stages.

We also maintain a proactive and transparent engagement with the local media outlets, to share information with the public at the time of the closure of the operation, promoting access to information and building trust with stakeholders.

As of today, we have not received any grievance or concern related to the closure processes at our operations.

7 Annexes

7.1 GRI Indicators Index 410

7.2 SASB Indicators Index 421

7.3 TCFD Indicators Index 446

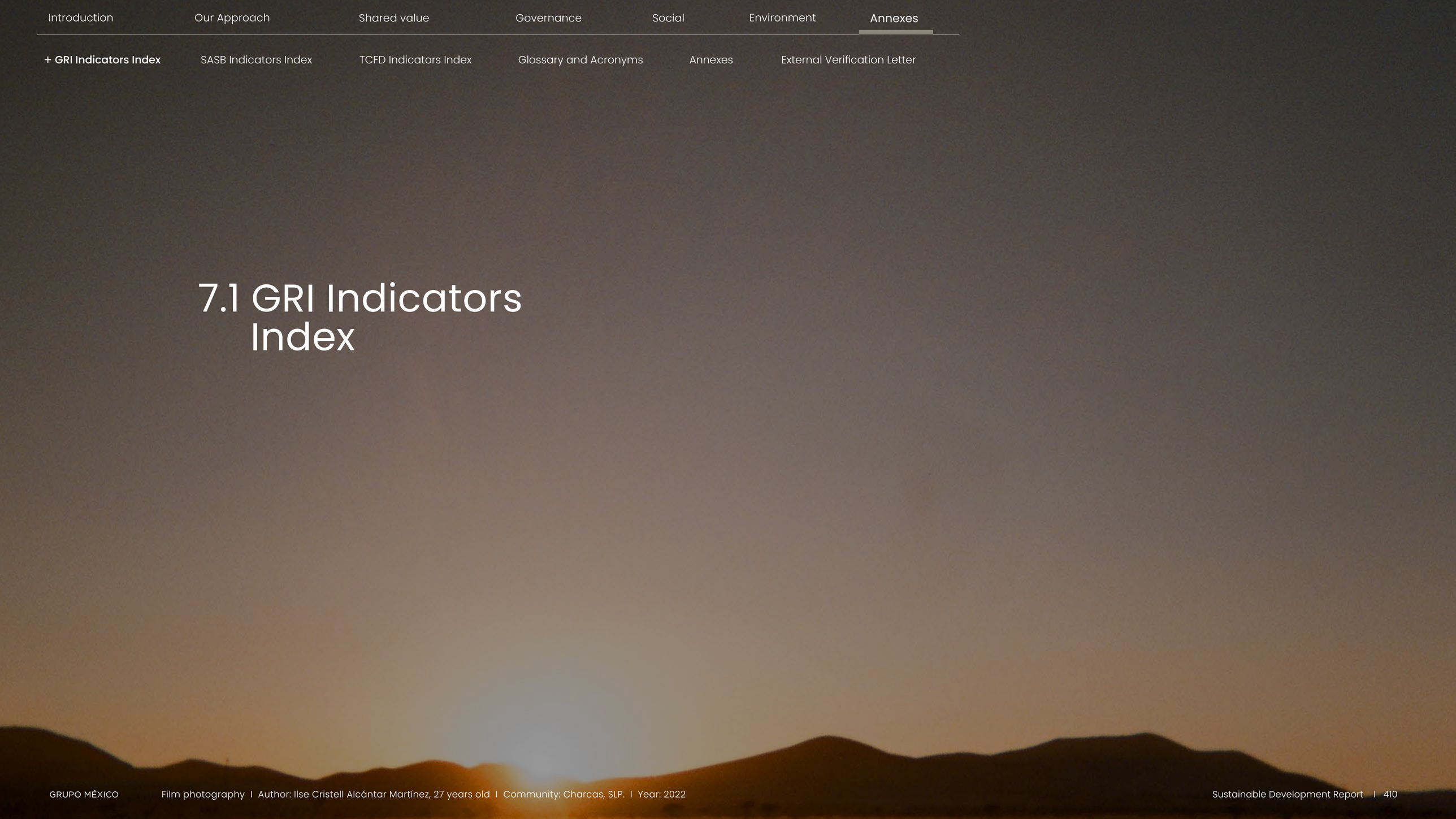
7.4 Glossary and Acronyms 448

7.5 Annexes 455

7.6 External Verification Letter 502

Film photography I Author: Ilse Cristell Alcántar Martínez, 27 years old I Community: Charcas, SLP. I Year: 2022

7.1 GRI Indicators Index



Film photography I Author: Ilse Cristell Alcántar Martínez, 27 years old I Community: Charcas, SLP. I Year: 2022

Material Topic	GRI #	Disclosure	Global Compact Principle(s)	Section in this Report	Additional notes
GRI 2: GENERAL DISCLOSURES 2021					
The organization and its reporting practices	2-1	Organizational details		**SDR: 1.3 About Grupo México**	
	2-2	Entities included in the organization's sustainability reporting		**SDR: 1.4 Our Presence, 1.5 Corporate Structure**	
	2-3	Reporting period, frequency and contact point		**SDR: 1.1 About this Report**	
	2-4	Restatements of information		**SDR: 1.1 About this Report**	
	2-5	External assurance		**SDR: 1.1 About this Report**	
Activities and workers	2-6	Activities, value chain and other business relationships		**SDR: 1.3 About Grupo México** **SDR: 3.2 Supply Chain Management,** 3.2.2 Management, 3.2.6 Metrics and Indicators	
	2-7	Employees		**SDR: 5.2 Our People,** 5.2.2 Management and Strategy, 5.2.5 Labor practices, 5.2.4 Talent recruitment and retention	
	2-8	Workers who are not employees		**SDR: 5.2 Our People,** 5.2.2 Management and Strategy, 5.2.5 Labor practices, 5.2.4 Talent recruitment and retention	
Governance	2-9	Governance structure and composition		**SDR: 4.1 Corporate Governance,** 4.1.1 Governance Structure, Governance annexes	
	2-10	Nomination and selection of the highest governance body		**SDR: 4.1 Corporate Governance,** 4.1.2 Selection and Independence	
	2-11	Chair of the highest governance body		**SDR: 4.1 Corporate Governance,** 4.1.1 Governance Structure	
	2-12	Role of the highest governance body in overseeing the management of impacts	Principles 7, 8	**Corporate Governance Manual,** 3.2.2 Board of Directors pp.7-9 **SDR: 4.1 Corporate Governance,** 4.1.4 Sustainable Development Management in each Division	
	2-13	Delegation of responsibility for managing impacts		**SDR: 4.1 Corporate Governance,** 4.1.4 Corporate Sustainable Development Department	
	2-14	Role of the highest governance body in sustainability reporting		**SDR: 4.1 Corporate Governance,** 4.1.4 Corporate Sustainable Development Department	
	2-15	Conflicts of interest		**Corporate Governance Manual,** 4.1.1 Policies on Independence and conflicts of interest pp. 18-19	

Material Topic	GRI #	Disclosure	Global Compact Principle(s)	Section in this Report	Additional notes
GRI 2: GENERAL DISCLOSURES 2021					
Governance	2-16	Communication of critical concerns	Principles 1, 2, 10	**SDR: 4.1 Corporate Governance,** 4.1.4 Sustainable Development Management in each Division	Omitted: We do not currently disclose the number or nature of critical concerns communicated to the Board of Directors. Comment: We disclose the number and nature of the concerns received via our reporting line. For more information, see Business Ethics.
	2-17	Collective knowledge of the highest governance body		**SDR: 4.1 Corporate Governance,** 4.1.2 Board of Directors	
	2-18	Evaluation of the performance of the highest governance body		**SDR: 4.1 Corporate Governance,** 4.1.2 Board of Directors **Corporate Governance Manual,** 3.2.2.2 Competencies, diversity and independence pp. 7, 7. Corporate governance and self-assessment pp. 23	
	2-19	Remuneration policies			Omitted: Our remuneration policy is not public information.
	2-20	Process to determine remuneration			Omitted: Our remuneration policy is not public information.
		Annual total compensation ratio			Omitted: We do not currently disclose information about the total annual compensation ratio.
Strategy, policies and practices	2-22	Statement on sustainable development strategy		**SDR: 1.2 Letter from the Chairman of the Board**	
	2-23	Policy commitments	Principles 1, 2	**SDR: 4.2 Business Ethics,** 4.2.2 Code of Ethics **SDR: 5.4 Human Rights,** 5.4.1 Management, 5.4.2 Due diligence processes **Policies:** Human Rights Policy, Policy on Respect for Indigenous Peoples and Communities, Policy on Diversity, Inclusion and Non-Discrimination, Code of Conduct for Business Partners, Code of Ethics and Business Conduct	All Grupo México policies are validated by our Executive Leadership.

* Third-party verified indicator.

Material Topic	GRI #	Disclosure	Global Compact Principle(s)	Section in this Report	Additional notes
GRI 2: CONTENIDOS GENERALES 2021					
Strategy, policies and practices	2-24	Embedding policy commitments		**SDR: 2.3 Risk Management,** 2.3.1 Governance, 2.3.2 Risk strategy and management **SDR: 4.2 Business Ethics,** 4.2.1 Commitments and policies **SDR: 5.4 Human Rights,** 5.4.1 Management, 5.4.2 Due diligence processes Our Policies	
	2-25	Processes to remediate negative impacts		**SDR: 4.2 Business Ethics,** 4.2.3 Processes to remediate negative impacts, 4.2.4 Reporting Line	
	2-26*	Mechanisms for seeking advice and raising concerns	Principles 1, 2, 10	**SDR: 4.2 Business Ethics,** 4.2.4 Reporting Line **SDR: 5.4 Human Rights,** 5.4.2 Due diligence processes Reporting Line	
	2-27	Compliance with laws and regulations		**SDR: 4.2 Business Ethics, Non-compliance with environmental laws and regulations**	
	2-28	Membership associations		**SDR: 2.5 Stakeholder Engagement**	
Stakeholder engagement	2-29	Approach to stakeholder engagement	Principles 1 - 10	**SDR: 2.5 Stakeholder Engagement**	
	2-30	Collective bargaining agreements	Principles 1, 3	**SDR: 5.2 Our People,** 5.2.2 Management and Strategy, 5.2.5 a. Labor practices	
Disclosures on material topics	3-1*	Process to determine material topics		**SDR: 2.2 Material topics for the three divisions of Grupo México**	
	3-2	List of material topics		**SDR: 2.2 Material topics for the three divisions of Grupo México**	

* Third-party verified indicator.

Material Topic	Standard	GRI #	Disclosure	Global Compact Principle(s)	Section in this Report & Notes
Water & Effluents	3: Material Topics 2021	3-3	Management of material topics	Principles 7,8,9	**SDR: Water and Effluents,** 6.2.2 Management and Strategy, 6.2.3 Management of water and effluents in other divisions **Policies:** Environmental Policy, Sustainable Water Management Protocol
	303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Principles 7,8,9	
		303-2	Management of water discharge-related impacts	Principles 7,8,9	Sustainable Water Management Protocol, VI. Performance indicators, VII. Knowledge base, X. Implementation
		303-3*	Water withdrawal	Principle 8	**SDR: Water and Effluents annexes – GM Historic Water Consumption**
		303-4*	Water discharge	Principle 8, 9	
		303-5*	Water consumption	Principle 8	
Biodiversity	3: Material Topics 2021	3-3	Management of material topics		**SDR: 6.3 Biodiversity** **Policies:** Environmental Policy, Biodiversity Management Protocol, Code of Conduct for Business Partners
	304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Principle 8	**SDR: 6.3 Biodiversity,** 6.3.2 Management and Strategy – Operations in or adjacent to protected areas or areas of high biodiversity value
		304-2	Significant impacts of activities, products and services on biodiversity	Principle 8	**SDR: 6.3 Biodiversity,** 6.3.2 Management and Strategy, 6.3.3 Management in the other divisions, 6.3.6 Metrics and Indicators – División Mining: a. Significant impacts on biodiversity
		304-3*	Habitats protected or restored		**SDR: 6.3 Biodiversity,** 6.3.6 Metrics and Indicators – Mining Division: c. Habitats restored or protected, 6.3.6 Metrics and Indicators – Infrastructure Division: a. Habitats restored or protected
		304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		**SDR: 6.3 Biodiversity,** 6.3.2 Management and Strategy, 6.3.6 Metrics and Indicators – Infrastructure Division: b. IUCN Red List specie and national conservation list species with habitats in areas affected by operations
	Mining and Metals Sector Supplement	G4-MM1	Amount of land disturbed or rehabilitated	Principle 8	**SDR: 6.3 Biodiversity,** 6.3.6 Metrics and Indicators – División Minera: b. Area impacted or rehabilitated
		G4-MM2	The number and percentage of total sites identified as requiring biodiversity management plans, and the number of those sites with plans in place	Principle 8	**SDR: 6.3 Biodiversity,** 6.3.2 Management and Strategy – Biodiversity management by operation

* Third-party verified indicator.

Material Topic	Standard	GRI #	Disclosure	Global Compact Principle(s)	Section in this Report & Notes
Climate Change	3: Material Topics 2021	3-3	Management of material topics	Principles 7,8	**SDR: 6.1 Climate Change** **Policies:** Sustainable Development Policy, Environmental Policy, Climate Policy
	201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	Principle 7, 8, 9	**SDR: 6.1 Climate Change,** 6.3.2 Management – Summary of physical operational risks resulting from analyses of climate change scenarios and their impact on the business, strategy and financial planning, Analysis of climate change-related transition risks and opportunities
	302: Energy 2016	302-1*	Energy consumption within the organization	Principle 8	**SDR: 6.1 Climate Change,** 6.1.6 Metrics – Energy, Fuel and Electricity Consumption
		302-2	Energy consumption outside of the organization		
		302-3	Energy intensity	Principle 8	**SDR: 6.1 Climate Change,** 6.1.7 Metrics – Energy Consumption
		302-4	Reduction of energy consumption		**SDR: 6.1 Climate Change,** 6.1.7 Metrics – Energy Consumption
		302-5	Reductions in energy requirements of products and services		
	305: Emissions 2016	305-1*	Direct (Scope 1) GHG emissions	Principles 8,9	**SDR: 6.1 Climate Change,** 6.1.7 Metrics – GHG Emissions
		305-2*	Energy indirect (Scope 2) GHG emissions	Principles 8,9	**SDR: 6.1 Climate Change,** 6.1.7 Metrics – GHG Emissions
		305-3*	Other indirect (Scope 3) GHG emissions		**SDR: 6.1 Climate Change,** 6.1.7 Metrics – Scope 3 Emissions
		305-4	GHG emissions intensity	Principles 8,9	**SDR: 6.1 Climate Change,** 6.1.7 Metrics – Scope 1 and 2 emissions intensity charts, Scope 3 emissions intensity charts
		305-5	Reduction of GHG emissions	Principles 8,9	**SDR: 6.1 Climate Change,** 6.1.7 Metrics – Emissions reductions
		305-6	Emissions of ozone-depleting substances (ODS)		**Omitted:** N/A. We do not generate ozone emissions.
		305-7*	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Principles 8,9	**SDR: Climate Change annexes** – Mining Division NOx and SOx emissions
Closure of Operations	3: Material Topics 2021	3-3	Management of material topics		**SDR: 6.5 Closure of Operations** **Policies:** Community Development Policy, Closure of Operations Protocol
	Mining and Metals Sector Supplement	G4-MM1	Amount of land disturbed or rehabilitated		**SDR: 6.5 Closure of Operations,** 5.2.4 Metrics and Indicators – b. Land restored / land impacted
		G4-MM10	Number and percentage of operations with closure plans		**SDR: 6.5 Closure of Operations,** 5.2.4 Metrics and Indicators – a. Percentage of sites with closure plans

Material Topic	Standard	GRI #	Disclosure	Global Compact Principle(s)	Section in this Report & Notes
Local Communities	3: Material Topics 2021	3-3	Management of material topics	Principles 1, 2	**SDR: 5.5 Local Communities** **Policies:** Community Development Policy, Policy on Respect for Indigenous Peoples and Communities
	203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Principle 6	**SDR: 5.5 Local Communities,** 5.5.2 Management and Strategy – b) Economic Development, .5.5.5 Metrics and Targets – Economic development: i. Investment in infrastructure and supported services, and significant indirect economic impacts
		203-2	Significant indirect economic impacts		
	413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs		**SDR: 5.5 Local Communities,** 5.5.2 Management and Strategy, 5.5.3 Engagement and co-existence with communities, 5.5.5 Metrics and Targets – Mining Division and Infrastructure Division: a. Operations with local community participation
		413-2	Operations with significant actual and potential negative impacts on local communities	Principles 2, 8	**SDR: 5.5 Local Communities,** 5.5.5 Metrics and Targets – Mining Division and Infrastructure Division: c. Operations with significant actual or potential negative impacts on local communities
	Mining and Metals Sector Supplement	G4-MM6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples, and the outcomes	Principles 1, 2	**SDR: 5.5 Local Communities,** 5.5.5 Metrics and Targets – Mining Division and Infrastructure Division: e. Number and description of significant disputes relating to land use and customary rights of local communities and indigenous peoples
		G4-MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and indigenous peoples, and the outcomes	Principles 1, 2	**SDR: 5.5 Local Communities,** 5.5.5 Metrics and Targets – Mining Division and Infrastructure Division: f. Use of grievance mechanisms to resolve disputes relating to land use and customary rights of local communities and indigenous peoples, and the outcomes
		G4-MM8	Number (and percentage) of company operating sites where artisanal and small-scale farming (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	Principles 1, 2	**SDR: 5.5 Local Communities,** 5.5.5 Metrics and Targets – Mining Division and Infrastructure Division: b. Operations where there is artisanal or small-scale mining
		G4-MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Principles 1, 2	**SDR: 5.5 Local Communities,** 5.5.5 Metrics and Targets – Mining Division and Infrastructure Division: Operations and projects with resettlements
Human Rights	3: Material Topics 2021	3-3	Management of material topics	Principles 1, 2,6	**SDR: 5.4 Human Rights** **Policies:** Human Rights Policy, Policy on Respect for the Rights of Indigenous Peoples and Communities, Policy on Diversity, Inclusion and Non-Discrimination, Code of Conduct for Business Partners, Code of Ethics and Business Conduct
	406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Principles 1, 2,6	**SDR: 5.4 Human Rights,** 5.4.3 Metrics and Targets – Employees: c. Corrective actions in cases of discrimination
	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		**SDR: 5.4 Human Rights,** 5.4.3 Metrics and Targets – Employees: d. Freedom of association and collective bargaining, and prohibition of child and forced labor

* Third-party verified indicator.

Material Topic	Standard	GRI #	Disclosure	Global Compact Principle(s)	Section in this Report & Notes
Human Rights	408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor		**SDR: 5.4 Human Rights,** 5.4.3 Metrics and Targets – Employees: d. Freedom of association and collective bargaining, and prohibition of child and forced labor
	409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		**SDR: 5.4 Human Rights,** 5.4.3 Metrics and Targets – Employees: d. Freedom of association and collective bargaining, and prohibition of child and forced labor
	410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	Principles 1, 2	**SDR: 5.4 Human Rights,** 5.4.3 Due Diligence Processes – Due diligence process with security officers
	412: Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	Principles 1, 2	**SDR: 5.4 Human Rights,** 5.4.3 Metrics and Targets – Employees: e. Operations subject to human rights-related reviews
		412-2	Employee training on human rights policies or procedures	Principles 1, 2,6	**SDR: 5.4 Human Rights,** 5.4.3 Metrics and Targets – Employees: f. Employee human rights training
		412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Principles 1, 2	
Diversity and Inclusion	3: Material Topics 2021	3-3	Management of material topics		**SDR: 5.3 Diversity and Inclusion** **Policies:** Human Rights Policy, Policy on Diversity, Inclusion and Non-Discrimination, Code of Ethics and Business Conduct
	405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Principles 1,6	**SDR: 5.3 Diversity and Inclusion,** 5.3.4 Metrics and Targets
		405-2*	Ratio of basic salary and remuneration of women to men		**SDR: 5.3 Diversity and Inclusion,** 5.3.4 Metrics and Targets – d. Salary gap
Business Ethics	3: Material Topics 2021	3-3	Management of material topics		**4.2 Business Ethics and Integrity** **Policies:** Our Policies
	205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Principle 10	**4.2 Business Ethics and Integrity,** 4.2.5 Anti-Corruption
		205-2	Communication and training about anti-corruption policies and procedures	Principle 10	**4.2 Business Ethics and Integrity,** 4.2.6 Channels to promote professional ethics
		205-3	Confirmed incidents of corruption and actions taken	Principle 10	**4.2 Business Ethics and Integrity,** 4.2.6 Channels to promote professional ethics – Confirmed cases of corruption and actions taken
	206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices		**4.2 Business Ethics and Integrity,** 4.2.6 Channels to promote professional ethics – Legal actions related to unfair competition, anti-trust and monopolistic practices
	307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	Principle 8	**4.2 Business Ethics and Integrity,** 4.2.6 Channels to promote professional ethics – Non-compliance with environmental laws and regulations
	415: Public Policy 2016	415-1	Political contributions		**4.2 Business Ethics and Integrity,** 4.2.6 Channels to promote professional ethics – Contributions to political parties or representatives
	419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area		**4.2 Business Ethics and Integrity,** 4.2.6 Channels to promote professional ethics – Non-compliance with social and economic laws and regulations

Material Topic	Standard	GRI #	Disclosure	Global Compact Principle(s)	Section in this Report & Notes
Economic Contributions	201: Economic Performance 2016	201-1	Direct economic value generated and distributed		**SDR: 3.1 Economic Contributions, 3.1.4 Metrics and Indicators- a. Economic value generated and distributed**
	207: Tax 2019	207-1	Approach to tax		**SDR: 3.1 Economic Contributions, 3.1.2 Tax management and compliance**
		207-2	Tax governance, control and risk management		**SDR: 3.1 Economic Contributions, 3.1.3 Governance**
		207-3	Stakeholder engagement and management of concerns related to tax		**Omitted: Information not available.**
		207-4	Country-by-country reporting		**SDR: 3.1 Economic Contributions, 3.1.4 Metrics and Indicators- b. Revenue and tax payments**
Supply Chain Management	204: Procurement Practices 2016	204-1*	Proportion of spending on local suppliers	Principle 1	**IDS: 3.2 Gestión de la cadena de suministro,** 3.2.2 Gestión, 3.2.6 Métricas e indicadores- 1. Gasto en proveedores
Our People	3: Material Topics 2021	3-3	Management of material topics	Principles 1, 2, 3, 4, 5, 6	**SDR: 5.2 Our People** **Policies:** Code of Ethics, Human Rights Policy, Policy on Diversity, Inclusion and Non-Discrimination, and Zero Tolerance for Workplace or Sexual Harassment, Occupational Health and Safety Policy
	202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage		**SDR: 5.2 Our People,** 5.2.4 Metrics and Indicators - Talent recruitment and retention: Ratio of starting base salary by gender compared to local minimum wage **SDR: Our People annexes** – Living Wage
		202-2	Proportion of senior management hired from the local community	Principle 6	**SDR: 5.2 Our People,** 5.2.4 Highlights
	401: Employment: 2016	401-1	New employee hires and employee turnover	Principle 6	**SDR: 5.2 Our People,** 5.2.4 Metrics and Indicators – Talent recruitment and retention: New hires and employee turnover **SDR: Our People annexes** – Talent recruitment and retention: New hires and turnover
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Principle 6	**SDR: 5.2 Our People,** 5.2.4 Metrics and Indicators – Talent recruitment and retention: Employee benefits
		401-3	Parental leave	Principle 6	**SDR: 5.2 Our People,** 5.2.4 Metrics and Indicators – Talent recruitment and retention: Parental leave **SDR: Our People annexes** – Parental leave
	402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes		**SDR: 5.2 Our People,** 5.2.4 Metrics and Indicators – Labor practices: Minimum notification periods for operational changes
	404: Training and Education 2016	404 -1	Average hours of training per year per employee		**SDR: 5.2 Our People,** 5.2.4 Metrics and Indicators – Human capital development: Professional training **SDR: Our People annexes** – Human capital development: Average employee training hours

* Third-party verified indicator.

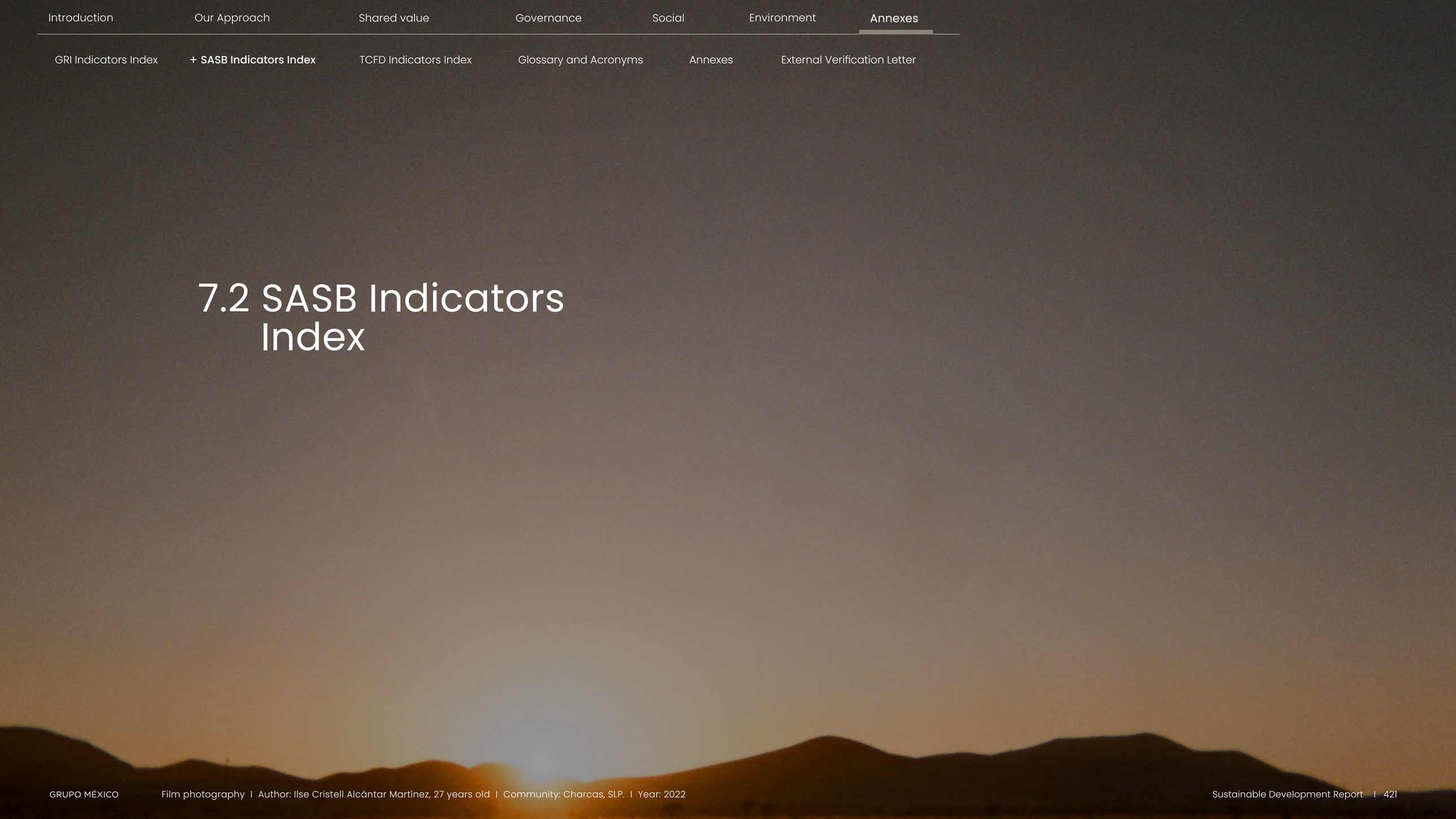
Material Topic	Standard	GRI #	Disclosure	Global Compact Principle(s)	Section in this Report & Notes
Our People	404: Training and Education 2016	404 -2	Programs for upgrading employee skills and transition assistance programs		**SDR: 5.2 Our People,** 5.2.4 Metrics and Indicators – Human capital development: Training programs **SDR: Our People annexes** – Human capital development: Programs to upgrade employee skills and transition support
		404-3	Percentage of employees receiving regular performance and career development reviews		**SDR: 5.2 Our People,** 5.2.4 Metrics and Indicators – Human capital development: Performance reviews **SDR: Our People annexes** – Human capital development: Percentage of employees participating in reviews
	Mining and Metals Sector Supplement	G4-MM4	Number of strikes and lockouts exceeding one week's duration, by country	Principle 3	**SDR: 5.2 Our People, Metrics and Indicators**- a. Labor practices: Number of strikes and lockouts exceeding one week's duration, by country
Indigenous Peoples	3: Material Topics 2021	3-3	Management of material topics		**SDR: 5.6 Indigenous Peoples** **Policies:** Policy on Respect for the Rights of Indigenous Peoples and Communities
	411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	Principles 1, 2	**SDR: 5.6 Indigenous Peoples,** 5.6.3 Metrics and Indicators - d) Incidents of violations involving rights of indigenous peoples
	Mining and Metals Sector Supplement	G4-MM5	Total number of operations taking place in or adjacent to indigenous peoples' territories, and number and percentage of operations or sites where there are formal agreements with indigenous peoples' communities	Principles 1, 2	**SDR: 5.6 Indigenous Peoples,** 5.6.3 Metrics and Indicators - b) Operations on indigenous lands and operations that have formal agreements with indigenous communities
Waste	3: Material Topics 2021	3-3	Management of material topics		**SDR: 6.4 Mine Waste** **Policies:** Environmental Policy, Tailings Systems Policy
	301: Materials 2016	301-1	Materials used by weight and volume		**SDR: 6.4 Mine Waste,** 6.4.2 Management and Strategy, 6.4.3 Management in other divisions, 6.4.6 Metrics and Indicators: **- Mining Division:** a) Mine waste generated
	306: Waste 2020	306-1	Waste generation and significant waste-related impacts		**SDR: 6.4 Mine Waste,** 6.4.2 Management and Strategy, 6.4.3 Management in other divisions, 6.4.6 Metrics and Indicators: **- Mining Division:** a) Mine waste generated, b) Land impacted by mine waste facilities (tailings and overburden), f) Percentage of risk
		306-2	Management of significant waste-related impacts	Principle 8	**SDR: 6.4 Mine Waste,** 6.4.2 Management and Strategy, 6.4.3 Management in other divisions, 6.4.6 Metrics and Indicators: - **Mining Division:** d) Waste diverted from disposal, and e) Waste directed to disposal - **Infrastructure Division:** a) Waste diverted from disposal and waste directed to disposal
		306-3*	Waste generated	Principle 8	
		306-4*	Waste diverted from disposal	Principle 8	
		306-5*	Waste directed to disposal	Principle 8	
	Mining and Metals Sector Supplement	G4-MM3*	Total amounts of overburden, rock, tailings and sludges, and their associated risks	Principle 8	**SDR: 6.4 Mine Waste,** 6.4.2 Management and Strategy, 6.4.3 Management in other divisions, 6.4.6 Metrics and Indicators: **- Mining Division:** a) Mine waste generated, c) Volume of rock produced that could cause acid drainage

* Third-party verified indicator.

Material Topic	Standard	GRI #	Disclosure	Global Compact Principle(s)	Section in this Report & Notes
Occupational Health and Safety	3: Material Topics 2021	3-3	Management of material topics	Principle 1	**SDR: 5.1 Occupational Health and Safety** **Policies:** Workplace Health and Safety Policy
	403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Principles 1, 2	**SDR: 5.1 Occupational Health and Safety,** 5.1.2 Management, 5.1.3 Strategy, 5.1.6 Metrics – d) Certifications
		403-2	Hazard identification, risk assessment and incident investigation	Principles 1, 2	**SDR: 5.1 Occupational Health and Safety,** 5.1.2 Management, 5.1.3 Strategy
		403-3	Occupational health services	Principles 1, 2	**SDR: 5.1 Occupational Health and Safety,** 5.1.2 Management, 5.1.3 Strategy – Health programs and tools
		403-4	Worker participation, consultation and communication on occupational health and safety	Principles 1, 2,3, 6	**SDR: 5.1 Occupational Health and Safety,** 5.1.2 Management, 5.1.3 Strategy – Health programs and tools
		403-5	Worker training on occupational health and safety	Principles 1, 2,6	**SDR: 5.1 Occupational Health and Safety,** 5.1.6 Metrics – c) Training
		403-6	Promotion of worker health	Principles 1, 2	**SDR: 5.1 Occupational Health and Safety,** 5.1.4 Next Steps
		403-8	Workers covered by an occupational health and safety management system	Principles 1, 2	**SDR: 5.1 Occupational Health and Safety,** 5.1.1 Governance, 5.1.2 Management, 5.1.3 Strategy **SDR: Occupational Health and Safety annexes** – a) Historic information on safety performance, b) Safety performance
		403-9*	Work-related injuries	Principles 1, 2	**SDR: 5.1 Occupational Health and Safety,** 5.1.6 Metrics – a) Lost time injury frequency rate (LTIFR), Fatality rate (FR) **SDR: Occupational Health and Safety annexes** – a) Historic information on safety performance, b) Safety performance
		403-10*	Work-related ill health	Principles 1, 2	**SDR: 5.1 Occupational Health and Safety,** 5.1.6 Metrics – e) Occupational diseases **SDR: Occupational Health and Safety annexes** – a) Historic information on safety performance, b) Safety performance

Some figures presented in this report may differ by one unit from those indicated in the independent assurance statement. These variations are solely due to rounding adjustments in decimal values and do not affect the integrity or consistency of the reported information.

7.2 SASB Indicators Index



Film photography I Author: Ilse Cristell Alcántar Martínez, 27 years old I Community: Charcas, SLP. I Year: 2022

SASB Standard: Metals and Mining 2024						
SASB Topic	**Code**	**Disclosure**	**Unit of measure**	**Omissions and/or restatements**	**Section**	**Additional notes**
ACTIVITY PARAMETERS						
Activity metrics	EM-MM-000.A	Production of metal ores	metric tons (t) saleable			Production by subsidiary/country and mineral is reported in detail following the SASB Indicators tables. The consolidated figures for the Mining Division are also provided in the financial report at: https://www.gmexico.com/Pages/reportes-financieros.aspx
		Production of finished metal products	metric tons (t) saleable			
	EM-MM-000.B	Total number of employees, percentage contractors	number, percentage (%)		Our People	Mining Division personnel in 2024: Employees: 17,627 (59% of the total) Contractors: 12,437 (41% of the total) Total personnel (employees + contractors): 30,064
ACCOUNTING PARAMETERS						
Greenhouse gas emissions	EM-MM-110a.1	Gross global Scope 1 emissions	metric tons (t) CO_2-e		Climate Change	Details of our 2024 Scope 1 emissions: Grupo México: 5.37 MtCO_2eq Mining Division: 2.26 MtCO_2eq SCC: 1.92 MtCO_2eq
		Percentage of Scope 1 emissions covered under emissions-limiting regulations	percentage (%)		Climate Change	The Mining Division has mines and plants in Mexico, Peru and the United States (Arizona). Mexico has mandatory emissions reporting to the National Registry (in Spanish, RENE), although this is not a regulation to restrict emissions. However, the emissions trading system (ETS) sets an emissions limit for operations with annual emissions over 100,000 tCO_2eq, only from stationary sources. Only two Mining Division operations exceed this threshold with combined emissions of 417,092 tCO_2eq, representing 8.4% of Grupo México's total Scope 1 emissions. The ETS is in its pilot phase. In Arizona, the state withdrew from the Western Climate Initiative (WCI) in 2011 (cap-and-trade system), therefore, this regulation is not applicable to our operations. Peru also does not have an emissions trading system or regulatory caps. The assets in Chile, Ecuador and Spain are projects and are therefore not considered here.

SASB Standard: Metals and Mining 2024						
SASB Topic	**Code**	**Disclosure**	**Unit of measure**	**Omissions and/or restatements**	**Section**	**Additional notes**
ACCOUNTING PARAMETERS						
Greenhouse gas emissions	EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	n/a		Climate Change	We prepared a GHG emissions reduction roadmap in 2022 to reduce the overall carbon footprint of the company. This roadmap has been key to setting new climate mitigation targets: • Short term (2027), reduce our Scope 1 and 2 absolute emissions by 15%, BAU emissions, with 2018 as the base year. • Medium term (2035), reduce our Scope 1 and 2 absolute emissions by 35%, BAU emissions, with 2018 as the base year. • Long term (2050), net zero Scope 1 and 2 emissions, BAU emissions, with 2018 as the base year. Our analysis indicates that Grupo México operational emissions in 2024 were 4.7% higher than in 2023. This increase is largely due to: • Increased consumption of natural gas at our combined cycle power plant after returning to normal operations following turbine maintenance in 2023 (13.4% increase in emissions, compared with 2023). • Increased diesel consumption at our mines due mainly to greater hauling distances (8.1% increase in emissions, compared with 2023). • Increased diesel consumption in the Transportation Division due mainly to greater hauling distances (7.5% increase in emissions, compared with 2023).
Air quality	EM-MM-120a.1	CO emissions	metric tons (t)		Annex	2024: 3,127,149 t We measure our emissions according to procedures approved by the authorities. We are in the process of standardizing our calculation methodology across our three divisions.
		NO_x emissions (exclusive of N_2O)	metric tons (t)		Annex	2024: 746,082 t We measure our emissions according to procedures approved by the authorities. We are in the process of standardizing our calculation methodology across our three divisions.
		SO_x emissions	metric tons (t)		Annex	2024: 207 t We measure our emissions according to procedures approved by the authorities. We are in the process of standardizing our calculation methodology across our three divisions.

SASB Standard: Metals and Mining 2023						
SASB Topic	**Code**	**Disclosure**	**Unit of measure**	**Omissions and/or restatements**	**Section**	**Additional notes**
ACCOUNTING PARAMETERS						
Air quality	EM-MM-120a.1	Particulate matter emissions (PM10)	metric tons (t)		Annex	2024: 22,348 We measure our emissions according to procedures approved by the authorities. We are in the process of standardizing our calculation methodology across our three divisions.
		Mercury emissions (Hg)	metric tons (t)			Not available; we do not monitor mercury or lead emissions as these elements are not present in our emissions.
		Lead emissions (Pb)	metric tons (t)			
		Emissions of volatile organic compounds (VOCs)	metric tons (t)			We measure our emissions according to procedures approved by the authorities. We are in the process of standardizing our calculation methodology across our three divisions.
Energy management	EM-MM-130a.1	Total energy consumed	gigajoules (GJ)		Climate Change	2024: Grupo México: 102,406,733 GJ Mining Division: 55,708,133 GJ SCC: 49,283,695 GJ
		Percentage grid electricity	percentage (%)		Climate Change	2024: Grupo México: 27,236,200 GJ, 26.6% Mining Division: 27,042,690 GJ, 48.6% SCC: 23,804,921, 48.3%
		Percentage renewable (GJ)	percentage (%)		Climate Change	2024: Grupo México: 9,403,984 GJ 34.5% Mining Division: 9,359,734 GJ, 34.6% SCC: 9,359,734, 39.3%
Water management	EM-MM-140a.1	Total freshwater withdrawn	thousand cubic meters (m^3)	Information not available for ASARCO.	Water and Effluents	2024: 119,713,000 m^3 total freshwater withdrawn for Grupo México (901,000 m^3 seawater) 115,146,000 m^3 total freshwater withdrawn for SCC (829,000 m^3 seawater)
		Total freshwater consumed	thousand cubic meters (m^3)	Information not available for ASARCO.	Water and Effluents	2024: 438,352,000 m^3 total freshwater consumed for Grupo México. 434,850,000 m^3 total freshwater consumed for SCC (includes reuse water).

SASB Standard: Metals and Mining 2024						
SASB Topic	**Code**	**Disclosure**	**Unit of measure**	**Omissions and/or restatements**	**Section**	**Additional notes**
ACCOUNTING PARAMETERS						
Water management	EM-MM-120a.1	Percentage of water withdrawn in high or extremely high water stress zones	percentage (%)	Information not available for ASARCO.	Water and Effluents	Water withdrawn in water stress zones as a percentage of total water withdrawn: 2024: Grupo México: 94% SCC: 99%
		Percentage of water consumed in high or extremely high water stress zones	percentage (%)	Information not available for ASARCO.	Water and Effluents	Water consumed in water stress zones as a percentage of total water withdrawn: 2024: Grupo México: 94% SCC: 99%
	EM-MM-140a.2	Number of incidents of non-compliance with water quality or quantity permits, standards and regulations	number		Water and Effluents	No incidents in 2024.
Waste and hazardous materials management	EM-MM-150a.4	Total weight of non-mineral waste generated	metric tons (t)	Hazardous and non-hazardous waste	Waste (annexes)	2024: Grupo México: 209,121 tons SCC: 171,887 tons
	EM-MM-150a.5	Total weight of tailings produced	metric tons (t)		Waste (annexes)	2024: Mining Division: 211,293,410 tons (includes SCC and ASARCO) SCC: 187,113,709 tons
	EM-MM-150a.6	Total weight of waste rock generated	metric tons (t)		Waste (annexes)	2024: Mining Division: 541,717,989 tons (includes SCC and ASARCO) SCC: 483,239,654 tons
	EM-MM-150a.7	Total weight of hazardous waste generated	metric tons (t)		Waste (annexes)	2024: Grupo México: 60,096 tons SCC: 36,764 tons
	EM-MM-150a.8	Total weight of hazardous waste recycled	metric tons (t)			2024: Grupo México: 24,718 tons SCC: 23,708 tons

SASB Standard: Metals and Mining 2024						
SASB Topic	**Code**	**Disclosure**	**Unit of measure**	**Omissions and/or restatements**	**Section**	**Additional notes**
ACCOUNTING PARAMETERS						
Waste and hazardous materials management	EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management	number			No incidents in 2024.
	EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	n/a			The Grupo México Environmental Policy outlines our commitment to minimizing the impact of the waste we generate. The Mining Division Tailings Systems Policy defines our commitment to managing our tailings systems and facilities responsibly and aligned to international standards throughout the lifecycle of these operations.
Biodiversity impacts	EM-MM-160a.1	Description of environmental management policies and practices for active sites	n/a		Biodiversity	The Grupo México Environmental Policy outlines our commitment to achieving a net positive impact on biodiversity. To achieve this goal, we are collaborating with different stakeholders, primarily the environmental authorities and academic and research institutions, to develop and maintain important projects that go beyond our regulatory obligations. The Biodiversity Management Protocol for our Mining Division is mandatory for all our min operations as of 2023. This Protocol defines roles and responsibilities -including for our suppliers- and commits us to: • Contribute to biodiversity conservation through the protection and recovery of species, their habitats and ecosystems. • Not explore or develop new projects at declared Natural World Heritage sites. • Design and manage new operations and changes to existing operations in a way that is compatible with the value for which they were designated protected areas and high biodiversity value areas. • Achieve net zero deforestation and a net positive impact on biodiversity. • Assess and prevent significant risks and impacts to biodiversity and ecosystem services at our operations. • Timely compliance with all applicable legal obligations associated with biodiversity management, during the construction, operation and closure of sites, and also in the post-closure stage. • Ongoing improvement of our performance in biodiversity management. • Involve the local communities, environmental authorities, research institutions, nonprofits and our business partners in our biodiversity actions, where appropriate and insofar as possible. • Promote the adoption of best practices in biodiversity management with our business partners.

SASB Standard: Metals and Mining 2024						
SASB Topic	**Code**	**Disclosure**	**Unit of measure**	**Omissions and/or restatements**	**Section**	**Additional notes**
ACCOUNTING PARAMETERS						
Biodiversity impacts	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is predicted	percentage (%)			100% at our mines in Peru, Mexico and the United States.
	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is actively mitigated	percentage (%)			100% at our mines in Peru, Mexico and the United States.
	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is under treatment or remediation	percentage (%)			100% at our mines in Peru, Mexico and the United States.
	EM-MM-160a.3	Percentage of (1) proved, and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	percentage (%)			Not available.
Security, human rights and rights of indigenous communities	EM-MM-210a.1	Percentage of (1) proved, and (2) probable reserves in or near areas of conflict	percentage (%)	n/a		The company does not operate in areas of conflict, as defined by the SASB.
	EM-MM-210a.2	Percentage of (1) proved, and (2) probable reserves in or near indigenous land	percentage (%)		Indigenous Peoples	**El Arco**, in Baja California Sur in Mexico, is a world-class copper deposit with ore reserves in excess of 1.230 billion tons with an estimated average grade of 0.40% and 141 million tons of leaching material with an average grade of 0.27%. **Mission** is an open pit copper mine located in Sahuarita, Arizona, USA, with two concentrators and actual reserves of 209 million tons with a grade of 0.41% and a useful life of 10 years (2034).

SASB Standard: Metals and Mining 2024						
SASB Topic	**Code**	**Disclosure**	**Unit of measure**	**Omissions and/or restatements**	**Section**	**Additional notes**
ACCOUNTING PARAMETERS						
Security, human rights and rights of indigenous communities	EM-MM-210a.3	Discussion of engagement process and due diligence practices with respect to human rights, indigenous rights and operation in areas of conflict	n/a		Human Rights Indigenous Peoples	The company does not operate in areas of conflict, as defined by the SASB. For a detailed description of the engagement process and due diligence practices with respect to human rights and indigenous rights, see Management Approach in the sections Human Rights and Indigenous Peoples of the Sustainable Development Report.
Community relations	EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	n/a			Our due diligence process on human rights is part of our risk assessment processes to identify, prevent, mitigate and, as necessary, remediate potentially adverse impacts on the human rights of both our company employees and our neighbor communities. Grupo México uses a series of tools as part of our preventive approach, guaranteeing respect for the human rights of our neighbor communities (Participative Diagnostics, Social Management Plans and the Support and Attention Center), which are applied at each stage of the lifecycle. Our due diligence processes during contracting and ongoing monitoring ensure that our suppliers and contractors comply with the Voluntary Principles on Security and Human Rights. For more information, see the Human Rights section of our Sustainable Development Report and corresponding annex on the human rights-related risks identified through participative diagnostics/SAC, and our prevention/mitigation actions. All our sites have Social Management Plans, based on our Community Development Model, tailored to each site, which aim to foster responsible relationships, promote economic development and drive human development with the collaboration of stakeholders through ongoing commitment to respond to the needs and interests of each community and provide programs with shared value. For more details on our Community Development Model, these strategies, programs and investments, see the Local Communities section of our Sustainable Development Report. We have 14 procedures that ensure the implementation, measure and ongoing improvement of our community actions, and also ISO 9001:2015 certification for our community processes in Peru, for a total 24 policy documents. Both internal and independent auditors review the performance of our Community Development Model. We have sought specialized consulting for various mechanisms, like the consultation with the Office of the United Nations High Commissioner on Human Rights in Mexico regarding our Support and Attention Center (SAC). We have also received various recognitions from different bodies, including city councils and, specifically, the Inter-American Development bank (IDB) and the Business Coordination Council in Mexico, among others, which recognized our Community Development Model as a good corporate practice in the executive sector in Latin America.

SASB Standard: Metals and Mining 2024						
SASB Topic	**Code**	**Disclosure**	**Unit of measure**	**Omissions and/or restatements**	**Section**	**Additional notes**
ACCOUNTING PARAMETERS						
Community relations	EM-MM-210b.2	Number and duration of non-technical delays (days, hours)	number, days			There were no non-technical delays in 2024.
Labor relations	EM-MM-210b.1	Percentage of active workforce covered under collective bargaining agreements, by national and non-national employees	percentage (%)		Our People	Percentages of employees covered by collective bargaining agreements in 2024: Grupo México: 65.6% (20,898 employees of the 31,876 total) Mining Division: 62.3% (10,988 employees of the 17,627 total) SCC: 66.4% (10,710 employees)
	EM-MM-210b.2	Number and duration of strikes (days, hours)	number, days			There were no strikes in 2024 involving more than 1,000 employees.
Occupational health and safety	EM-MM-320a.1	MSHA all-incidence rate	various		Workplace Health and Safety	2024: MSHA - 1.11 (company employees only) The rate is calculated per 200,000 hours worked.
	EM-MM-320a.1	Work-related fatality rate	various		Workplace Health and Safety	2024: Fatality rate - 0.0 (company employees), 0.007 (contractors) The rate is calculated per 200,000 hours worked.
	EM-MM-320a.1	Near miss frequency rate (NMFR)	various			2024: NMFR – 3.44 (company employees), 0.76 (contractors) The rate is calculated per 200,000 hours worked.
	EM-MM-320a.1	Average hours of health, safety and emergency response training for (a) full-time employees, and (b) contract employees	hours		Workplace Health and Safety	2024 Average training hours for company employees – 3.33, contractors – 4.16 (calculated as 362,363 training hours divided by 108,895 employees, and 77,768 training hours divided by 18,679 contractors)
Business ethics and transparency	EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	n/a		Business Ethics	Our anti-corruption and anti-bribery management systems are described in the sections Business Ethics and Supply Chain Management.
		Production in countries that have the 20 lowest rankings in the Transparency International Corruption Perception Index	metric tons (t) saleable			The Mining Division has operations in Mexico, Peru and the United States only, with projects in Chile, Argentina, Ecuador and Spain. None of these countries are ranked in the 20 lowest positions in the Transparency International Corruption Perception Index.

SASB Standard: Metals and Mining 2024						
SASB Topic	**Code**	**Disclosure**	**Unit of measure**	**Omissions and/or restatements**	**Section**	**Additional notes**
ACCOUNTING PARAMETERS						
Tailings storage facilities management	EM-MM-540a.1	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	various			The Mining Division has 14 active tailings facilities. For more information, see our 2024 Sustainable Development Report: Waste – Active Tailings Dams (annexes).
	EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	n/a			Grupo México has an organizational structure that supports efficient mine waste management at our operations. Our Mining Division set up a Tailings System Review Committee in July 2022. This high-level technical group conducts independent technical reviews of the design, construction, operation, closure and management of our tailings systems, providing an additional level of review to develop a solid risk and quality management system for all stages of the tailings facility lifecycle, including closure and post-closure.
	EM-MM-540a.2	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	n/a			Our Tailings Systems Policy reflects our commitment to defining emergency response plans, and to integrating and operating these plans through practice drills.

Mining Division Production

SASB EM-MM-000.A

The production of the Mining Division is summarized below, reporting for each mineral the quantities produced of the different products, by subsidiary and region: Minera México (Mexico), SPCC (Peru) and ASARCO (USA).

The consolidated production of the Mining Division is also disclosed in our annual financial report.

Copper (tons)

	2022				2023				2024			
Product	Minera México	SPCC	ASARCO	Total	Minera México	SPCC	ASARCO	Total	Minera México	SPCC	ASARCO	Total
Concentrates (DMT)	1,903,432	1,251,406	318,493	**3,473,331**	1,886,647	1,388,349	355,239	**3,630,235**	1,019,152	278,290	301,975	**1,599,417**
Content in concentrates	456,824	312,852	79,623	**849,298**	426,330	348,884	86,163	**861,377**	254,788	69,573	75,494	**399,854**
SX/EW content (cathode)	116,612	26,380	32,524	**175,516**	110,547	25,253	32,678	**168,478**	107,290	24,115	32,918	**164,323**
Total mine content	573,436	339,232	112,147	**1,024,814**	536,877	374,137	118,841	**1,029,855**	362,078	93,688	108,412	**564,177**
Smelter content				**-**				**-**				**-**
Refinery	245,672	289,387	-	**535,059**	218,564	289,663	-	**508,227**	217,138	287,904	-	**505,042**
Refined (Refineries + SX/EW)	362,284	315,767	32,524	**710,575**	329,111	314,916	32,678	**676,705**	324,428	312,019	32,918	**669,365**
Refined, converted into Rod	156,448	-	47,346	**203,794**	154,307	-		**154,307**	152,767	-		**152,767**
Refined, converted into Sheet	-	-	-	**-**	-	-		**-**	-	-		**-**

Zinc (tons)

Product	2022				2023				2024			
	Minera México	SPCC	ASARCO	Total	Minera México	SPCC	ASARCO	Total	Minera México	SPCC	ASARCO	Total
Concentrates	124,044	0	0	**124,044**	131,980	0	0	**131,980**	130,664	0	0	**130,664**
Content in concentrates	60,010	0	0	**60,010**	65,509	0	0	**65,509**	65,714	0	0	**65,714**
Refinery	99,893	0	0	**99,893**	101,013	0	0	**101,013**	98,763	0	0	**98,763**

Lead (tons)

Product	2022				2023				2024			
	Minera México	SPCC	ASARCO	Total	Minera México	SPCC	ASARCO	Total	Minera México	SPCC	ASARCO	Total
Concentrates	32,531	0	0	**32,531**	33,648	0	0	**33,648**	37,237	0	0	**37,237**
Content in concentrates	16,590	0	0	**16,590**	18,746	0	0	**18,746**	21,087	0	0	**21,087**

Gold (ounces)

Product	2022				2023				2024			
	Minera México	SPCC	ASARCO	Total	Minera México	SPCC	ASARCO	Total	Minera México	SPCC	ASARCO	Total
Content in concentrates (ounces)	22,165	1,746	-	**23,911**	25,778	1,939	-	**27,717**	27,837	872	-	**28,709**
Refinery (ounces)	35,250	5,972	-	**41,223**	30,482	7,173	-	**37,655**	28,626	6,752	-	**35,378**

Silver (ounces)

Product	2022				2023				2024			
	Minera México	SPCC	ASARCO	Total	Minera México	SPCC	ASARCO	Total	Minera México	SPCC	ASARCO	Total
Content in concentrates (ounces)	5,475,078	777,211	1,100,790	**7,353,079**	5,999,982	1,444,227	1,119,760	**8,563,969**	2,919,346	1,253,123	909,095	**5,081,564**
Refinery (ounces)	8,569,423	3,740,746	-	**12,310,169**	7,397,654	3,565,523	-	**10,963,177**	7,928,659.75	4,070,291	-	**11,998,951**

Molybdenum

Product	2022				2023				2024			
	Minera México	SPCC	ASARCO	Total	Minera México	SPCC	ASARCO	Total	Minera México	SPCC	ASARCO	Total
Refinery (ounces)	14,966	10,557	0	**25,523**	30,302	17,173	-	**47,475**	15,611	13,386	-	**28,997**

Other Products

Product	2022				2023				2024			
	Minera México	SPCC	ASARCO	Total	Minera México	SPCC	ASARCO	Total	Minera México	SPCC	ASARCO	Total
Coal	0	0	0	**0**	0	0	0	**0**	0	0	0	**0**
Coke	0	0	0	**0**	0	0	0	**0**	0	0	0	**0**
Sulfuric acid	1,181,386	1,210,181	0	**2,391,567**	1,112,532	1,282,000	0	**2,394,532**	1,183,772	1,185,019	0	**2,368,791**
Cadmium	671	0	0	**671**	513	0	0	**513**	645	0	0	**645**
Lime	346,066	0	0	**346,066**	240,000	0	0	**240,000**	220,778	0	0	**220,778**

SASB Standard: Railroad Transportation 2024						
SASB Topic	**Code**	**Disclosure**	**Unit of Measure**	**Omissions and/or Restatements**	**Section**	**Additional Notes**
ACTIVITY PARAMETERS						
Activity metric	TR-RA-000.A	Number of carloads transported	Number			This information is available in our 2024 Annual Financial Report at: https://www.gmexico.com/en/Pages/financial-reports.aspx
	TR-RA-000.B	Number of intermodal units transported	Number			This information is available in our 2024 Annual Financial Report at: https://www.gmexico.com/en/Pages/financial-reports.aspx
	TR-RA-000.C	Track miles	Miles			More than 6,845 miles (11,017 km).
	TR-RA-000.D	Revenue ton-miles (RTM)	RTM	Not available; metric not tracked		This information is available in our 2024 Annual Financial Report at: https://www.gmexico.com/en/Pages/financial-reports.aspx
	TR-RA-000.E	Number of employees	Number			GMXT total workforce in 2023: 11,029
ACCOUNTING PARAMETERS						
Greenhouse gas emissions	TR-RA-110a.1	Gross global Scope 1 emissions	Metric tons (t) de CO_2-eq		Cambio Climático	Our Scope 1 emissions are reported in the section Climate Change. Transportation Division Scope 1 emissions were 1.59 million metric tons CO_2e in 2024.
	TR-RA-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	n/a		Cambio Climático	The Transportation Division is working on a decarbonization strategy to maintain the energy efficiency of our operational productivity and reduce emissions. We are analyzing scenarios and technologies that will support achieving a significant emissions target. We have implemented measures to optimize the efficiency of our locomotives, through the installation of various technological equipment in the operation of trains to achieve “move more, with less”.
	TR-RA-110a.3	Total fuel consumed, percentage renewable (Gigajoules (GJ))	Gigajoules (GJ), percentage (%)		Cambio Climático	The Transportation Division consumed 19.57 million GJ of fossil fuels in 2024; 100% of the fossil fuels consumed is non-renewable.
Air quality	TR-RA-120a.1	1.1 NO_x emissions (excluding N_2O)	Metric tons (t)			We are in the process of standardizing our calculation methodology to unify our three divisions.
		1.2 Particulate matter (PM10)	Metric tons (t)			We are in the process of standardizing our calculation methodology to unify our three divisions.

SASB Standard: Railroad Transportation 2024						
SASB Topic	**Code**	**Disclosure**	**Unit of Measure**	**Omissions and/or Restatements**	**Section**	**Additional Notes**
ACCOUNTING PARAMETERS						
Employee health and safety	TR-RA-320a.1	1.1 Total recordable incident rate (TRIR)	Rate	Reported as the lost time injury frequency rate (LTIFR)	Occupational Health and Safety	GMXT Incident rate 2023: 2.13 GMXT Incident rate 2024: 1.75
		1.2 Fatality rate	Rate			GMXT Fatality rate 2023: 0.04 GMXT Fatality rate 2024: 0.02
		1.3 Near miss frequency rate (NMFR) for employees and contractors	Rate		Occupational Health and Safety	Near misses are not reportable in the Transportation Division.
Competitive behavior	TR-RA-520a.1	Total monetary losses as a result of legal proceedings associated with anti-competitive regulations	Reporting currency			No monetary sanctions for anti-competitive practices in 2024.
Accident and safety management	TR-RA-540a.1	1.1 Number of accidents or incidents	Number			We disclose accidents involving personal injury (company employees, third parties) as reported to the Railroad Regulatory Agency: 2020:40 2021:55 2022: 54 2023: 52 2024: 50
	TR-RA-540a.2	2.1 Number of accidental releases of hazardous material	Number			2024: 1 incident involving compromised hazardous material reported to the environmental authority in Ciudad Juarez, Chihuahua.
		2.2 Number of non-accident releases of hazardous material (not caused by derailment, collision or other accidents)	Number			No significant releases of hazardous material not resulting from an accident in 2024.
	TR-RA-540a.3	3.1 Number of Federal Railroad Administration (FRA) recommended violation defects	Number			Not available
	TR-RA-540a.4	4.1 Frequency of internal railway integrity inspections	Various			Not available

SASB Standard: Engineering and Construction Services 2024						
SASB Topic	**Code**	**Disclosure**	**Unit of Measure**	**Omissions and/or Restatements**	**Section**	**Additional Notes**
ACTIVITY PARAMETERS						
Activity Metric	IF-EN-000.A	Number of active projects	number			Our active projects at close of each year: 2020: 13 projects 2021: 17 projects 2022: 19 projects 2023: 12 projects 2024: 6 projects
	IF-EN-000.B	Number of commissioned projects	number			The Altamira, Tunnel 4, Dam 3, Parts Shop, Lime Plant and Nacozari "Bella Unión" projects were delivered in 2024.
	IF-EN-000.C	Total backlog	number			At 2024 close, the total sale for these projects was US$1.398 billion MXN.
ACCOUNTING PARAMETERS						
Environmental impacts of project development	IF-EN-160a.1	Number of incidents of non-compliance with environmental permits, standards and/or regulations	number		Business Ethics and Integrity	All projects and operations were in compliance with federal environmental laws in 2024, consequently, the Infrastructure Division received no penalties this year.
	IF-EN-160a.2	Discussion of the process to assess and manage environmental risks associated with project design, siting and construction	n/a		Biodiversity	Our México Compañía Constructora (construction) and Grupo México Servicios de Ingeniería (engineering) Environmental Management Systems are ISO 14001 certified, systematizing our environmental risk management, which includes preparing an environmental aspect and impact matrix, along with an analysis of the specific legal requirements for each project, which are audited by the project customer and the company's Audit department.
Structural integrity and safety	IF-EN-250a.1	Total costs for defect and safety-related rework	reporting currency	Not included in our monitoring indicators		The total cost for rework on the Lime Plant project was $6,298,574.00 MXN.
		Total monetary loss as a result of legal proceedings associated with defect and safety-related incidents	reporting currency			$0 MXN. No penalties or sanctions.

SASB Standard: Engineering and Construction Services 2024						
SASB Topic	**Code**	**Disclosure**	**Unit of Measure**	**Omissions and/or Restatements**	**Section**	**Additional Notes**
ACCOUNTING PARAMETERS						
Occupational health and safety	IF-EN-320a.1	1.1 Total recordable incident rate (TRIR)	Varios		We report the lost time injury frequency rate (LTIFR). We do not use the TRIR metric.	LTIFR: 0.45 our incident rate increased due to the intensity of the operations at our Cananea project.
		1.2 Fatality rate for (a) direct employees, and (b) contract employees	Varios		Workplace Health and Safety	There were no fatalities in the Infrastructure Division in 2024.
Lifecycle impacts of buildings and infrastructure	IF-EN-410a.1	Number of (1) commissioned projects certified to a third party multi-attribute sustainability standard, and (2) active projects seeking such certification	Número			México Compañía Constructora (construction) does not have projects with sustainable infrastructure certification because of the types of projects we develop (e.g. mining infrastructure). We do have the corresponding health and safety certifications for the work and the environmental and social assessments required.
	IF-EN-410a.2	Discussion of the process to incorporate operational energy and water efficiency considerations into project planning	n/a			We strive to ensure that our projects, and particularly their construction phase, produce the least environmental and social impacts possible, implementing mitigation and/or offsetting measures in all cases. For the construction phase, the characteristics of the equipment we use are key and we look for the best performance in fuel consumption. Regarding materials and techniques, we look for those that are efficient in the use of resources, including water.
Climate impacts of business mix	IF-EN-410b.1	Amount of backlog for (1) hydrocarbon-related projects, and (2) renewable energy projects. Meaning, revenue contractually expected in the future but has not been recognized (at close of the reporting period)	Divisa para comunicar			There were no new hydrocarbon or renewable energy projects in 2024.
	IF-EN-410b.2	Monetary loss for cancellations associated with hydrocarbon-related projects	Divisa para comunicar			There were no hydrocarbon projects in 2024.
		Monetary amount (value) of non-energy projects associated with climate change mitigation	Divisa para comunicar			No such investment in 2024.

SASB Standard: Engineering and Construction Services 2024						
SASB Topic	**Code**	**Disclosure**	**Unit of Measure**	**Omissions and/or Restatements**	**Section**	**Additional Notes**
ACCOUNTING PARAMETERS						
Business ethics	IF-EN-510a.1	(1) Number of active projects, and (2) backlog in countries that have the 20 lowest rankings in the Transparency International Corruption Perception Index	number			México Compañía Constructora (construction line of business of the Grupo México Infrastructure Division) only has projects in Mexico, which is not ranked in the lowest 20 positions in the Transparency International Corruption Perception Index.
	IF-EN-510a.2	Total monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption, and (2) anti-competitive behavior	reporting currency		Business Ethics and Integrity	There were no reports or legal actions in 2024 associated with anti-competitive practices, bribery or corruption.
	IF-EN-510a.3	Description of policies and practices for prevention of (1) bribery or corruption, and (2) anti-competitive behavior in the project bidding process	n/a		Business Ethics and Integrity	At Grupo México, including the Infrastructure Division and subsidiaries, we operate under the COSO framework for fraud-related internal controls, risk management and deterrence, the Grupo México Anti-Corruption Policy, Code of Ethics, and Code of Conduct for Suppliers, which we apply for bidding processes and commercial relationships to win projects.

SASB Standard: Electric Utilities and Power Generators 2024						
SASB Topic	**Code**	**Disclosure**	**Unit of Measure**	**Omissions and/or Restatements**	**Section**	**Additional Notes**
ACTIVITY PARAMETERS						
Activity metric	IF-EU-000.A	Number of: (1) residential, (2) commercial, and (3) industrial customers	number			The production of the Nacozari combined cycle plant is destined to the Mining Division of the Group (Metalúrgica del Cobre, Operadora de Minas de Nacozari and OMINSA - Buenavista del Cobre Unit); it sells the surplus to the Federal Electricity Commission (CFE) and in the Mexican Wholesale Market (MEM). On the other hand, El Retiro Wind Farm sells 64% to Cinemex; the rest is destined to Grupo Mexico; 7% of the production to Ferromex (Transportation Division), 24% to IMMSA and 5% to MEXCOB (Mining Division). Fenicias wind farm 91% goes to IMMSA and the remaining 9% to CFE.
	IF-EU-000.B	Total electricity delivered to: (1) residential, (2) commercial, (3) industrial, (4) retail customers, and (5) wholesale customers	megawatt hours (MWh)			See response I IF-EU-000.A
	IF-EU-000.C	Length of transmission and distribution lines	kilometers (km)			We do not have or operate transmission lines; only the connection from the El Retiro wind farm to the CFE connecting point (less than 20 km (12 miles)).
	IF-EU-000.D	Total electricity generated, percentage by energy source, percentage in regulated markets	megawatt hours (MWh), percentage (%)			The electricity generated by the Nacozari combined cycle power plant and the El Retiro wind farm is reported as: Combined cycle power plant - México Generadora de Energía (MGA) • 3,463,560.89 MWh in 2020 • 3,342,825.49 MWh in 2021 • 3,211,109.75 MWh in 2022 • 3,150,644.94 MWh in 2023 •3,278,140 MWh in 2024 Wind farm - El Retiro (ERSA) • 174,738.64 MWh in 2020 • 171,884.02 MWh in 2021 • 175,854.31 MWh in 2022 • 172,434.00 MWh in 2023 • 53,215 MWh in 2024 Wind farm – Fenicias • 175,896 MWh in 2024

SASB Standard: Electric Utilities and Power Generators 2024						
SASB Topic	**Code**	**Disclosure**	**Unit of Measure**	**Omissions and/or Restatements**	**Section**	**Additional Notes**
ACTIVITY PARAMETERS						
Activity metric	IF-EU-000.E E	Total electricity purchased	megawatt hours (MWh)			All electricity consumed at the combined cycle power plant is self-generated. In the case of the wind farm, the majority is self-generated, but a portion is purchased from the CFE. These annual data are: 2019: 992 MWh 2020: 813 MWh 2021: 854 MWh 2022: 805 MWh 2023: 656 MWh 2024: 852 MWh Wind farm - Fenicias 2024: 1,123 MWh
ACCOUNTING PARAMETERS						
Greenhouse gas emissions and energy resource planning	IF-EU-110a.1	Gross global Scope 1 emissions	metric tons (t) CO_2e		Climate Change	2023: 1,302,913 ton CO_2e 2024: 1,481,782 ton CO_2e
		Percentage of emissions covered under emissions-limiting regulations or emissions-reducing regulations	percentage (%)		Climate Change	All power generation assets are located in Mexico, which has mandatory emissions reporting to the National Registry (in Spanish, RENE), although this is not a regulation to restrict emissions. However, the emissions trading system (ETS) sets an emissions limit for operations with annual emissions over 100,000 tCO_2eq, only from stationary sources. Currently, only one Infrastructure Division operation exceeds this threshold, our La Caridad combined cycle power plant, reporting emissions of 1,488,914 $tonCO_2eq$, representing 97% of the total Scope 1 emissions for our Infrastructure Division energy business.
		Emissions covered under emissions reporting regulations	metric tons (t) CO_2e		Climate Change	The emissions subject to disclosure are those produced by our La Caridad combined cycle power plant and reported following: 2019: 1,477,567 $tonCO_2e$ 2020: 1,451,714 $tonCO_2e$ 2021: 1,341,350 $tonCO_2e$ 2022: 1,337,574 $tonCO_2e$ 2023: 1,267,309 $tonCO_2e$ 2024: 1,481,782 $tonCO_2e$

SASB Standard: Electric Utilities and Power Generators 2024						
SASB Topic	**Code**	**Disclosure**	**Unit of Measure**	**Omissions and/or Restatements**	**Section**	**Additional Notes**
ACCOUNTING PARAMETERS						
Greenhouse gas emissions and energy resource planning	IF-EU-110a.2	Greenhouse gas (GHG) emissions associated with power deliveries	metric tons (t) CO_2e		Climate Change	The principal emissions source associated with our power deliveries is our La Caridad combined cycle power plant, reported as 1,481,782 ton CO_2e
	IF-EU-110a.3	Discussion of long and short term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	n/a		Climate Change	See targets reported for Grupo México in the sections above.
Air quality	IF-EU-120a.1	NO_x emissions (exclusive of N_2O)	metric tons (t)			We are in the process of standardizing our calculation methodology acros sour three divisions.
		SO_x emissions	metric tons (t)			We are in the process of standardizing our calculation methodology acros sour three divisions.
		Particulate matter (PM10) emissions	metric tons (t)			We are in the process of standardizing our calculation methodology acros sour three divisions.
		Lead (Pb) emissions	metric tons (t)			Our power generation operations do not release lead.
		Mercury (Hg) emissions	metric tons (t)			Our power generation operations do not release mercury.
		Percentage of each in or near areas of dense population	percentage (%)			Neither the combined cycle power plant nor the wind farm is located in densely populated areas.

SASB Standard: Electric Utilities and Power Generators 2024						
SASB Topic	**Code**	**Disclosure**	**Unit of Measure**	**Omissions and/or Restatements**	**Section**	**Additional Notes**
ACCOUNTING PARAMETERS						
Water management	IF-EU-140a.1	Total water withdrawn	thousand cubic meters (m^3)		Water and Effluents	2023: 3,069,619.22 m^3 2024: 3,892,335.67 m^3
		Total water consumed	thousand cubic meters (m^3)		Water and Effluents	2023: 2,524,254.49 m^3 2024: 3,339,854.30 m^3
		Percentage of each in regions with high or extremely high water stress	percentage (%)		Water and Effluents	0%
	IF-EU-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	number		Business Ethics and Integrity	Zero. No incidents, fines or sanctions reported for legal non-compliance. Adherence to Mexican law and international good practices is part of our Grupo México Infrastructure Division code of ethics.
	IF-EU-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	n/a			In the case of the combined cycle plant, a water availability study was conducted to identify the risk and actions to be taken. Regarding the Juchitán and Fenicias wind farms, water consumption is extremely low and therefore does not represent a material issue for these operating facilities.
Coal ash management	IF-EU-150a.1	Amount of coal combustion products generated and the percentage recycled	metric tons (t)	Disclosure topic not applicable to México Generadora de Energía because of the type of operation and energy sources.		
	IF-EU-150a.2	Total number of coal combustion residual impoundments, by hazard potential classification and structural integrity assessment	percentage (%)			

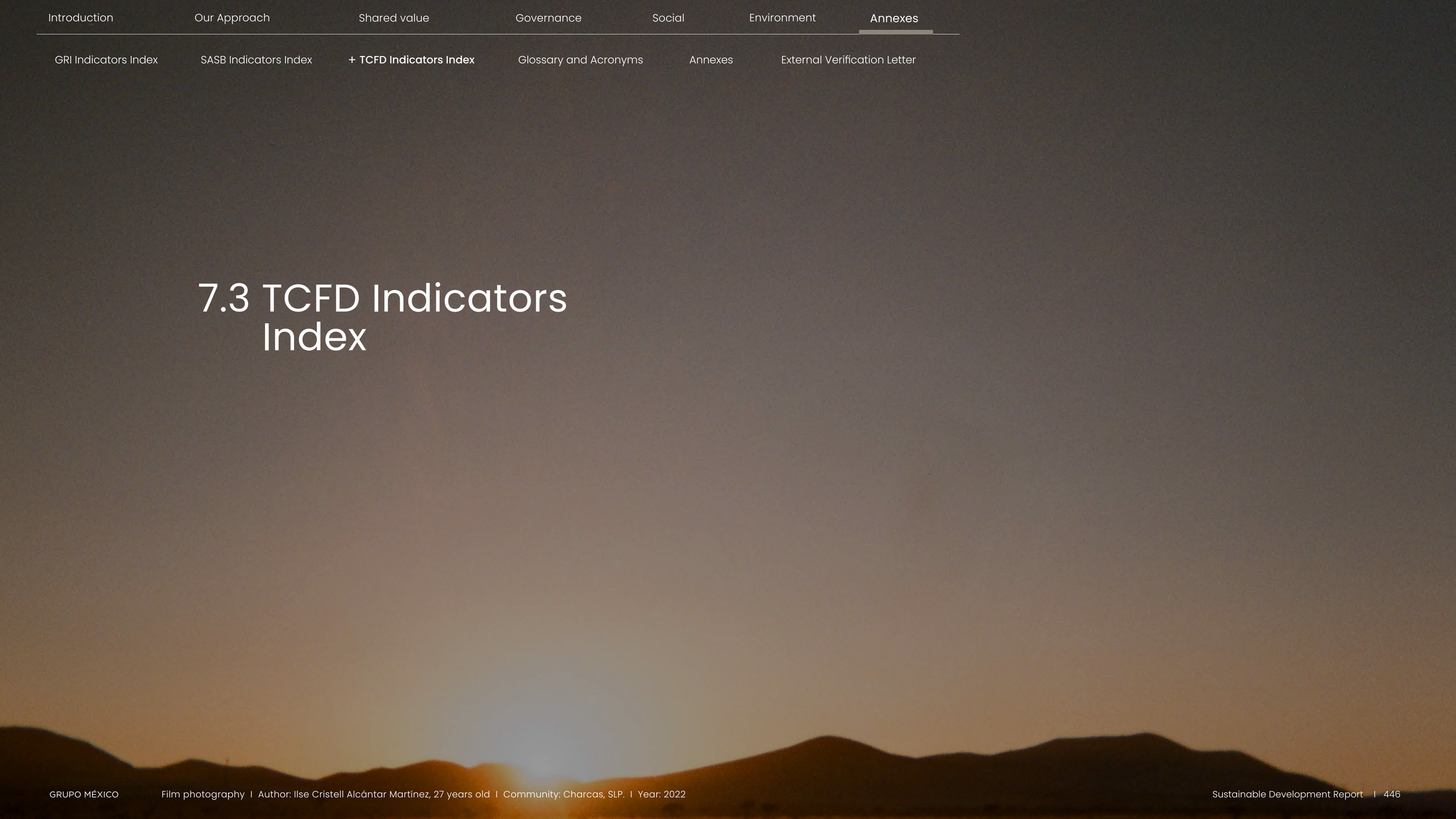
SASB Standard: Electric Utilities and Power Generators 2024						
SASB Topic	**Code**	**Disclosure**	**Unit of Measure**	**Omissions and/or Restatements**	**Section**	**Additional Notes**
ACCOUNTING PARAMETERS						
Energy affordability	IF-EU-240a.1	Average retail electric rate for residential customers	various	Disclosure topic not applicable to México Generadora de Energía because of the type of operation and energy sources.		
		Average retail electric rate for industrial customers	various			
		Average retail electric rate for industrial customers	various			
	IF-EU-240a.2	Typical monthly electric bill for residential customers for 500 kwh	reporting currency			
		Typical monthly electric bill for residential customers for 1,000 kwh	reporting currency			
	IF-EU-240a.3	Number of residential customer electric disconnections for non-payment and percentage reconnected within 30 days	number, percentage (%)			
	IF-EU-240a.4	Discussion of impact of external factors on customer affordability of electricity, including the economic conditions of the service territory	n/a			

SASB Standard: Electric Utilities and Power Generators 2024

SASB Topic	Code	Disclosure	Unit of Measure	Omissions and/or Restatements	Section	Additional Notes
ACCOUNTING PARAMETERS						
Occupational health and safety	IF-EU-320a.1	Total recordable incident rate (TRIR)	various	We report the lost time injury frequency rate (LTIFR). We do not use the TRIR metric.		Reporting only the 3 energy operations of the Infrastructure Division, there were 0 lost time injuries in 2024.
		Fatality rate			Workplace Health and Safety	Zero fatalities reported at our 3 energy operations or at the Infrastructure Division level in 2024.
		Near miss frequency rate (NMFR) for (a) direct employees, and (b) contract employees				We consider near misses as those incidents that would entail economic loss, with no employee injury. There were 0 near miss incidents in 2024.
End use efficiency and demand	IF-EU-420a.1	Percentage of electric utility revenues from rate structures that are decoupled	percentage (%)	Disclosure topic not applicable because of the type of operation and commercialization being mostly internal.		
		Percentage of electric utility revenues from rate structures that contain a lost revenue adjustment mechanism (LRAM)	percentage (%)			
	IF-EU-420a.2	Percentage of electric load served by smart grid technology	percentage (%) per Megawatt hour (MWh)			
		Customer electricity savings from efficiency measures, by market	megawatt hours (MWh)			

SASB Standard: Electric Utilities and Power Generators 2024						
SASB Topic	**Code**	**Disclosure**	**Unit of Measure**	**Omissions and/or Restatements**	**Section**	**Additional Notes**
ACCOUNTING PARAMETERS						
Nuclear safety and emergency management	IF-EU-540a.1	Total number of nuclear power units	number	Disclosure topic not applicable because we do not have generation assets with nuclear sources		
	IF-EU-540a.2	Description and efforts to manage nuclear safety and emergency preparedness	n/a			
Grid resilience	IF-EU-550a.1	Number of incidents of non-compliance with physical or cybersecurity standards or regulations	number	Disclosure topic not applicable because we are not energy distributors and we do not operate a grid.		
		(1) System Average Interruption Duration Index (SAIDI), (2) System Average Interruption Frequency Index (SAIFI), and (3) Customer Average Interruption Duration Index (CAIDI), inclusive of major event days	minutes / number			

7.3 TCFD Indicators Index



Film photography I Author: Ilse Cristell Alcántar Martínez, 27 years old I Community: Charcas, SLP. I Year: 2022

Topic	Recommendation	Recommended Disclosure	Code	Section
Governance	TCFD G: Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the Board's oversight of climate-related risks and opportunities.	GOV-A	**SDR: 6.1 Climate Change,** 6.1.2. Governance
		b) Describe management's role in assessing and managing climate-related risks and opportunities.	GOV-B	**SDR: 6.1 Climate Change** 6.1.2. Governance **SDR: 4.1 Corporate Governance**
Strategy	TCFD S: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's business, strategy and financial planning where such information is material.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	ST-A	**SDR: 6.1 Climate Change,** 6.1.3 Management – Physical risk analysis, Analysis of transition risks and opportunities associated with climate change
		b) Describe the impact of climate-related risks and opportunities on the organization's business, strategy and financial planning.	ST-B	**SDR: 6.1 Climate Change,** 6.1.3 Management – Physical risk analysis, Analysis of transition risks and opportunities associated with climate change **SDR: 1.2 Letter from the Chairman of the Board** **SDR: 2.1 Sustainable Development Strategy**
		c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	ST-C	**SDR: 6.1 Climate Change,** 6.1.3 Management – Physical risk analysis, Analysis of transition risks and opportunities associated with climate change
Risk Management	TCFD RM: Disclose how the organization identifies, assesses and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	RM-A	**SDR: 6.1 Climate Change,** 6.1.3 Management – Process for identifying risks and opportunities, Physical risk analysis, Analysis of transition risks and opportunities **SDR: 4.1 Corporate Governance**
		b) Describe the organization's processes for managing climate-related risks.	RM-B	**SDR: 6.1 Climate Change,** 6.1.3 Management – Policies and protocols, Process for identifying risks and opportunities
		c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	RM-C	**SDR: 6.1 Climate Change,** 6.1.3 Management – Process for identifying risks and opportunities
Metrics and Targets	TCFD M&T: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	M&T-A	**SDR: 6.1 Climate Change,** 6.1.7. Metrics
		b) Disclose the Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	M&T-B	**SDR: 6.1 Climate Change,** 6.1.7. Metrics
		c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	M&T-C	**SDR: 6.1 Climate Change,** 6.1.5. Goals and Targets

7.4 Glossary and Acronyms

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Acronyms and abbreviations

A	*Amenazada* (Threatened)	**AMESPAC**	Asociación Mexicana de Empresas de Servicios Petroleros (Mexican Association of Oil Service Companies)	**BE**	Business ethics
A&P S	*Auditoría y Prácticas Societarias* (Audit and Societary Practices)			**BI**	Business Integrity
AAR	Association of American Railroads	**AMEXHI**	*Asociación Mexicana de Empresas Hidrocarburos* (Mexican Association of Hydrocarbon Companies)	**BID**	*Banco Interamericano de Desarrollo* (Inter-American Development Bank)
ADEX	*Asociación de Exportadores* (Association of Exporters)				
ADHD	Attention-Deficit/Hyperactivity Disorder	**AMF**	*Asociación Mexicana de Ferrocarriles* (Mexican Railroad Association)	**BIVA**	*Bolsa Institucional de Valores* (Institutional Securities Exchange)
ADI	*Asociación de Desarrolladores Inmobiliarios* (Real Estate Developers Association)	**AMIB**	*Asociación Mexicana de Intermediarios Bursátiles* (Mexican Association of Stock Intermediaries)	**BMV**	*Bolsa Mexicana de Valores* (Mexican Stock Exchange)
				BMP	Biodiversity Management Protocol
ADVC	*Áreas Destinadas Voluntariamente a la Conservación* (Voluntary Conservation Areas)	**AMIVTAC**	*Asociación Mexicana de Ingeniería de vías Terrestres* (Mexican Association of Road Engineering)	**BOD**	Biological oxygen demand
				BVC	Buenavista del Cobre
AENOR	*Asociación Española de Normalización y Certificación* (Spanish Association of Standardization and Certification)	**AMSAC**	*Asociación de Mineros de Sonora* (Sonora Miners Association)	**BVL**	*Bolsa de Valores de Lima* (Lima Stock Exchange)
		AMTI	*Asociación Mexicana de Transporte Intermodal* (Mexican Association of Intermodal Transportation)	**CA**	*Calidad del Aire* (Air Quality)
AGM	*Asociación Geotérmica Mexicana* (Mexican Gethernal Association)			**CAIDI**	Customer Average Interruption Duration Index
AICA	*Áreas de Importancia para la Conservación de las Aves* (Important Bird Areas)	**ANA**	*Autoridad Nacional del Agua* (Peruvian National Water Authority)	**CAMIMEX**	*Cámara Minera México* (Mexican Mining Chamber)
		ANIPAC	*Asociación Nacional del Plástico* (National Plastics Association)	**CAPEX**	Capital expenditure
ALARP	As low as reasonably practical	**ANIQ**	*Asociación Nacional de la Industria Química* (National Association of the Chemical Industry)	**CBD**	Convention on Biological Diversity
AMA	Arizona Mining Association			**CC**	Climate change
AMC	Americas Mining Corporation	**ANP**	*Área natural protegida* (Protected natural area)	**CCE**	*Consejo Coordinador Empresarial* (Business Coordinating Council)
AMCIV	*Asociación Mexicana de Concesionarios de Infraestructura Vial* (Mexican Association of Road Infrastructure Concessionaires)	**APEC**	Asian-Pacific Economic Cooperation		
		APP	Aquifer Protection Permit	**CCL**	*Cámara de Comercio de Lima* (Lima Chamber of Commerce)
AMCO	*Asociación Mexicana de Comunicadores Organizacionales* (Mexican Association of Organizational Communicaters)	**APPAMEX**	*Asociación de Proveedores de Productos Agropecuarios* (Association of Agricultural Retailers in Mexico)	**CD**	Community Development
				CDA	Canadian Dam Association
AMDEE	*Asociación Mexicana de Energía Eólica* (Mexican Wind Energy Association)	**AQ**	Air quality	**CDP**	Carbon Disclosure Project
		ARR	Association of American Railroads	**CEC**	Clean energy certificate
AME	*Asociación Mexicana de Energía Eléctrica* (Mexican Electricity Association)	**ASARCO**	American Smelting and Refining Company	**Cemefi**	*Centro Mexicano para la Filantropía* (Mexican Center for Philanthropy)
		AST	*Análisis Seguro de Trabajo* (Job Security Analysis)		
AMEBIN	*Alianza Mexicana de Biodiversidad y Negocios* (Mexican Biodiversity and Business Alliance)	**b2b**	Business to business	**CEO**	Chief Executive Officer
		BAU	Business As Usual	**CEPAA**	*Consejo de Prioridades Económicas* (Council on Economic Priorities)

Acronyms and abbreviations

CEPAL	*Comisión Económica para América Latina y el Caribe* (Economic Commission for Latin America and the Caribbean)	**CONANP**	*Comisión Nacional de Áreas Naturales Protegidas* (National Comission of Natural Protected Areas)	**DEI**	*Diversidad e Inclusión* (Diversity and Inclusion)
CESPEDES	*Comisión de Estudios del Sector Privado para el Desarrollo Sustentable* (Private Sector Commission for Sustainable Development)	**CONCAMIN**	*Confederación de Cámaras Industriales* (Confederation of Industrial Chambers)	**DEMAS**	*Dirección de Medio Ambiente y Aprovechamiento Sustentable* (Department of the Environment and Sustainable Usage)
CFO	Chief Financial Officer	**CONFIEP**	*Confederación Intersectorial de Empresas Privadas* (Intersectoral Confederation of Private Companies)	**DINFRA / INF DIV**	Infrastructure Division
CFR	Code of Federal Regulations			**DJSI**	Dow Jones Sustainability Index
CG	Corporate Governance	**CONOCER**	*Consejo Nacional de Normalización y Certificación de Competencias Laborales* (National Council for Standardization and Certification of Labor Competencies)	**DM**	Diabetes Mellitus
CH4	*Metano* (Methane)			**DQO**	*Demanda Química de Oxígeno* (Chemical Oxygen Demand)
CHRB	Corporate Human Rights Benchmark	**COP**	Conference of the Parties	**DRP**	Disaster Recovery Plan
CIS	Center for Internet Security	**COP15**	United Nations Biodiversity Conference	**DSR**	Dam Safety Review
CISO	Chief Information Security Officer	**COPARMEX**	*Confederación Patronal de la República Mexicana* (Employer´sConfederation of the Mexican Republic)	**E**	*Probablemente extinta en el medio silvestre* (Probably extint in the wild)
CMIC	*Cámara Mexicana de la Industria de la Construcción* (Mexican Chamber of the Construction Industry)			**EBITDA**	Earnings before interest, taxes, depreciation and amortization
CMMI	Capability Maturity Model Integration	**COSO**	Committee of Sponsoring Organizations of the Treadway Commission	**EBC**	*Escuela Bancaria y Comercial* (Banking and Commercial School)
CNA	Cumplimiento Normativo Ambiental (Environmental Compliance)	**COVID 19**	Coronavirus	**ECA**	Estándares de Calidad Ambiental (Environmental Quality Standards)
CO	Carbon Monoxide	**CP**	Closure plans	**ECO**	*Encuesta de Opinión* (Opinion Survey)
CO2	Carbon dioxide	**CR**	Critically endengered	**EIE**	Environmental Impact Evaluation
COA	*Cédula de Operación Anual* (Annual Operating Statement)	**CSA**	Corporate Sustainability Assessment	**EITI**	Extractive Industries Transparency Initiative
COD	Chemical oxygen demand	**CSO**	Chief Sustainability Officer	**ELSSA**	*Entornos Laborales Seguros y Saludables* (Occupational Safe and Healthy program)
CODESON	*Comisión del Deporte del Estado de Sonora* (Sonora State Sports Commission)	**CTPAT**	Customs Trade Partnership Against Terrorism	**EMA**	*Entidad Mexicana de Acreditación* (Mexican Accreditation Entity)
		Cu	Copper	**EN**	Endengered
COEPI	*Comisión Estatal para los Pueblos Indígenas de Chihuahua* (Chihuahua State Commission on Indigenous Peoples)	**Cu/MW**	Copper per Mega Watt	**ENCORE**	Exploring Natural Capital Opportunities, Risks and Exposure
		DBO	*Demanda biológica de Oxígeno* (Biological Oxygen Demand)	**EP**	Economic Performance
CONABIO	*Comisión Nacional para el Conocimiento y Uso de la Biodiversidad* (National Commission for the Knowledge and Use of Biodiversity)	**DBR**	Design-based research	**EPA**	Environmental Protection Agency
		DCSD	*Dirección Corporativa de Desarrollo Sustentable* (Corporate Direction of Sustainable Development)	**EPP**	*Equipo de Protección Personal* (Personal Protective Equipment)
CONAGUA	*Comisión Nacional del Agua* (Mexican National Water Commission)			**EPRP**	Emergency Preparedness and Response Plans
CONAFOR	*Comisión Nacional Forestal* (National Forestry Commission)	**DD**	Data deficient	**EQS**	Environmental Quality Standard

Acronyms and abbreviations

ERM	Enterprise Risk Management	**GIZ**	*German Corporation for International Cooperation* (Deutsche Gesellschaft für Internationale Zusammenarbeit)	**IEEA**	*Instituto Estatal de Educación para los Adultos* (State Institute of Adult Education)
ESA	US Endangered Species Act				
ESG	Environmental, Social and Governance	**GJ**	Gigajoules	**IEF**	*Instituciones Educativas Fiscalizadas* (Educational Institutions Audited)
ESR	*Empresa Socialmente Responsible* (Socially Responsible Company)	**GJ/tCu**	Gigajoule per ton Copper	**IEP**	*Instituciones Edicativas Privadas* (Private Educational Institutions)
EST	Strategy	**GM/ GMEX**	Grupo México	**IFRS**	International Financial Reporting Standards
ETS	Emissions Trading System	**GMXT**	Grupo México Transportes	**IIMP**	*Instituto de Ingenieros de Minas del Perú* (Peruvian Institute of Mine Engineers)
EVD	Economic Value Distributed	**GNSS**	Global navigation satellite system		
EVG	Economic Value Generated	**GOB**	Governance	**ILO**	International Labor Organization
EVIS	*Evaluación de Impacto Social* (Social Impact Assessment)	**GRI**	Global Reporting Initiative	**ILOC**	International Labor Organization Conventions
EVR	Economic Value Retained	**Ha**	Hectares	**IMMSA**	Industrial Minera México S.A.
EW	Extinct in the wild	**Hg**	Mercury	**IMNC**	*Instituto Mexicano de Normalización y Certificación* (Mexican Institute of Standardization and Certification)
EX	Extinct	**HIPAA**	Health Insurance Portability and Accountability Act		
EY	*Ernts & Young* (British accounting firm)	**HIV**	Human Immunodeficiency Virus	**IMOA**	International Molybdenum Association
FCPA	The Foreign Corrupt Practices Act	**HP-TON**	Horse Power - Ton	**IMS**	Integrated Management System
FEC	Florida East Coast Railway	**HR**	Human Rights	**IMSSA**	Institute of Mine Surveyors of Southern Africa
Ferrosur	*Ferrocarril del Sureste* (Southeastern Railroad)	**HSBC**	The Hongkong and Shanghai Banking Corporation	**IMSS**	*Instituto Mexicano Del Seguro Social* (Mexican Institute of Social Security)
FGM	*Fundación Grupo México* (Grupo México Foundation)	**IAASB**	International Auditing and Assurance Standards Board		
FPTA	Florida Public Transportation Association	**IANA**	International Association of North America	**INEI**	*Instituto Nacional de Estadística e Informática*
FR	Fatality Rate	**IC**	*Integridad Corporativa* (Corporate Integrity)	**INM**	*Instituto Nacional de Migración*
FRA	Federal Railroad Administration	**ICA**	International Copper Association	**INSAR**	Interferometric synthetic aperture radar
FUNED	*Fundación Mexicana para la Educación, la Tecnología y la Ciencia* (Mexican Foundation for Education, Technology and Science)	**ICCPR**	International Covenant on Civil and Political Rights	**IPBES**	Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services
		ICESCR	International Covenant on Economic, Social and Cultural Rights		
FTSE	Financial Times Stock Exchange Group	**ICMM**	International Council on Mining and Metals	**IPCC**	Intergovernmental Panel on Climate Change
GBF	Kunming-Montreal Global Biodiversity Framework	**ICOLD**	International Commission on Large Dams	**IPER**	*Identificación de Peligros y la Evaluación de Riesgos* (Hazard Identification and Risk Assesment)
GHG	Greenhouse gases	**IDB**	Inter-American Development Bank		
GICS	Global Industry Classification Standard	**IE**	Indirect economic impacts	**IPERC**	*Identificación de Peligros y la Evaluación de Riesgos y Controles* (Hazard Identification and Risk Assesment and Controls)
GISTM	Global Industry Standard on Tailings Management	**IEA**	The International Energy Agency		

Acronyms and abbreviations

iREC	International Renewable Energy Certificate	**Ltd**	Limited company	**MP**	Market presence
IRGC	International Risk Governance Council	**LTIFR**	Lost Time Injury Frequency Rate	**MPD**	*México Proyectos y Desarrollos* (Mexico Projects and Developments)
IRR	Internal Rate of Return	**M&T**	Metrics and Targets	**MPL**	Maximum Permissible Level
ISAE	International Standard on Assurance Engagements	**m^3**	cubic meter	**MPW**	Mobile Photography Workshop
ISO	International Organization for Standardization	**m^3/hr**	cubic meter per hour	**MSCI**	Morgan Stanley Capital Internacional
ISS	Institutional Shareholder Services	**m^3/TMS**	Metric cube per	**MSHA**	Mine Safety and Health Administration
IT	Information technologies	**m^3/ton**	Metric cube per ton	**MTCC**	Metropolitan Tuscon Chamber of Commerce
IUCN	International Union for Conservation of Nature	**mm^3**	cubic millimeters	**$MtCO_2e$**	Metric ton of carbon dioxide equivalent
KBAs	Key Biodiversity Areas	**Manual OMS**	Operations maintenance surveillance manual	**MW**	Megawatt
Kg	Kilogram	**MAPFRE**	*Mutualidad de la Agrupación de Propietarios de Fincas Rústicas de España* (Mutual Society of the Group of Owners of Rustic Farms of Spain)	**MWh**	Megawatt hour
Km	Kilometer			**N2O**	*Óxido nitroso* (nitrous oxide)
Km/h	Kilometer per hour	**MARPOL**	International Convention for the Prevention of Pollution from Ships	**NA (N/A)**	Not applicable
Km^2	Square kilometer	**MCC**	*México Compañía Constructora* (México Compañía Constructora)	**NAMC**	North American Metals Council
KPI	Key Performance Indicator	**MEM**	*Mercado Mayorista de México* (Mexican Wholesale Electricity Market)	**NBS**	Nature Based Solutions
$ktCO_2e$	Kilotonnes of Carbon Dioxide Equivalent			**NDC**	Nationally determined contributions
KW	Kilo Watt	**METCO**	Sonora Metallurgical Complex, Mexico	**NDJ**	*Nuevo Depósito de Jales* (New Tailings Deposit)
L/s	Liters per second	**MGA**	*México Generadora de Energía*	**NE**	Not evaluated
LBFO	last, best and final offer	**MH**	Men Hour	**NIST**	National Institute for Standards and Technology
LC	Least concern	**MILA**	*Mercado Integrado Latinoamericano* (Latin American Integrated Market)	**NMFR**	Near miss frequency rate
LEAP approach	Locate, Evaluate, Assess and Prepare			**NMX**	*Norma Mexicana de Responsabilidad Social* (Mexican Standard on Social Responsibility)
MAPE	*Minería artesanal y de pequeña escala*	**MIN DIV**	Mining Division		
LGBT+	*Lesbianas, Gais, Bisexuales y Trans* (Lesbians, Gays, Bisexuals, and Trans)	**MIT**	Massachusetts Institute of Technology	**NOM**	*Norma Oficial Mexicana* (Official Mexican Standard)
		ML	Megaliters	**NOM-001-SEMARNAT-1996**	Official Mexican Standard that sets the maximum permissible levels of contaminants in discharges of wastewater and federal waters and assets
LNG	Liquified Natural Gas	**mm**	millimeters		
LP	Liquified Petroleum	**MM**	Mining Mexico	**NO_x**	Nitrogen oxides
LPO	Local Process Owners	**MMBTU**	Millions BTU	**NT**	Near threatened
LRAM	Land Rehabilitation and Maintenance	**MNX**	Mexican peso	**NYSE**	New York Stock Exchange

Acronyms and abbreviations

OCDE	*Organización para la Cooperación y el Desarrollo Económico* (Organization for Economic Cooperation and Development)	**Pr**	*Sujetas a protección especial* (Subject to special protection)	**SASB**	Sustainability Accounting Standards Board
OEFA	*Organismo de Evaluación y Fiscalización Ambiental* (Peruvian Agency for Environmental Assessment and Enforcement)	**PRAE**	*Planes de Respuesta y Atención de Emergencias* (Emergency Response Plans)	**SAST**	Static Application Security Testing
OHS	Occupational Health and Safety			**SBC**	Safety-based conduct
OHCHR	Office of the High Commissioner on Human Rights	**PROFEPA**	*Procuraduría Federal de Protección al Ambiente* (Mexican Environmental Protection Agency)	**SBT**	Science Based Targets
OHSAS	Occupational Health and Safety Assessment Series			**SBTi**	Science Based Targets Initiative
OMINA	*Operadora de Minas de Nacozari*	**RailTEC**	Rail Transportation and Engineering Center	**SBTN**	Science Based Targets Network
OMIMSA	*Operadora de Minas e Instalaciones Mineras*	**RCP**	Representative Concentration Pathway	**SCC**	Southern Copper Corporation
OMS Manual	Operations maintenance surveillance manual	**REINFO**	*Registro Integral de Formalización Minera* (Integral Registry of Mining Formalization)	**SDG**	Sustainable Development Goals
ONU	Organización de las Naciones Unidas (United Nations)			**SDP**	Sustainable Development Report
OP	Our People	**RENE**	*Registro Nacional de Emisiones* (Mexican Emissions Registry)	**SEC**	Securities and Exchange Commission
P	*En Peligro de Extinción* (Endangered)	**RFI**	*Request for Information* (Solicitud de Información)	**SEMARNAT**	*Secretaría de Medio Ambiente y Recursos Naturales* (Ministry of the Environment and Natural Resources)
PASST	*Programa de Autogestión en Seguridad y Salud en el Trabajo* (Occupational Health and Safety Self-Management Program)	**RFP**	*Request for Proposal* (Solicitud de Propuesta)		
		RFT	*Request for Target* (Solicitud de Objetivo)	**SENACE**	*Servicio Nacional de Certificación Ambiental* (National Environmental Certification Service)
		RM	Risk Management	**SENER**	Secretaría de Energía
Pb	Lead	**RMI**	Responsible Mining Index	**SINIA**	*Sistema Nacional de Información Ambiental* (Peruvian Environmental Information System)
PCO	*Protocolo de Cierre de Operaciones* (Operations Closing Protocol)	**ROI**	Return On Investment		
PCR	Policy on Community Relations	**RTM**	Revenue Ton Mile	**SISSEI**	*Sistema de Información Salud y Seguridad Integral* (Comprehensive Health and Safety Information System)
PEMEX	Petróleos Mexicanos	**S1, S2 & S3**	Scope 1, 2 and 3		
PEP	*Personas Expuestas Políticamente* (Politically Exposed Persons)	**S.A de C.V.**	*Sociedad Anónima de Capital Variable* (Public Stock Corporation with Variable Capital)	**SJA**	Safe Job Analysis
PESTEL	Politics, Economics, Socials, Tecnologics, Ecologics y Legals			**SLP**	San Luis Potosi
PET	Polyethylene terephathalate	**SAAMI**	Andean Mining Cluster	**SME**	Society for Mining Metallurgy and Exploration
pH	Hydrogen potential	**SAC**	*Servicio de Atención Comunitaria* (Support and Attention Center)	**SMM**	*Sociedad Minera de México* (Mexican Mining Society)
PM10	Particulate matter	**SAH**	Systemic Arterial Hypertension	**SMV**	Super Intendencia del Mercado de Valores
POI	*Programa de Orientación Individual* (Individual Orientation Program)	**SAIDI**	System Average Interruption Duration Index	**SMS**	Short Message Service
PPAs	Power Purchase Agreement	**SAIFI**	System Average Interruption Frequency Index	**SNMPE**	Sociedad Nacional de Minería, Petróleo y Energía del Perú (National Society of Mining, Petroleum and Energy of Peru)
PPE	Personal protective equipment	**SARS CoV-2**	Severe Acute Respiratory Syndrome Coronavirus 2		

Acronyms and abbreviations

SNTMMSRM	*Sindicato Nacional de Trabajadores Minero, Metalúrgicos y Similares de la República Mexicana* (National Union of Mining, Metallurgical and Similar Workers of the Mexican Republic)
SOC	Security Operations Center
SOFOM	*Sociedad Financiera de Objeto Múltiple* (Multiple Purpose Financial Institutions)
SOPEP	Shipboard Oil Pollution Emergency Plan
SO_x	Sabarnes-Oxley Law
SO_x	Sulfur oxides
SPCC	Southern Peru Copper Corporation
SPCI	*Secretaría de Pueblos y Comunidades Indígenas*
STIs	Sexually Transmitted Diseases
STEM	Science, Technology, Engineering, Mathematics
STPS	*Secretaría del Trabajo y Previsión Social* (Ministry of Labor and Social Welfare)
SUNAT	*Superintendencia Nacional de Aduanas y Administración Tributaria*
SX/EW	Solvent extraction and electrowinning
S&P	Standard & Poor's
TACD	*Taller Ambulante de Cine Documental* (Mobile Documentary Filmmaking Workshop)
TAMA	Tuscon Active Management Area
TCFD	Task Force on Climate-Related Financial Disclosures
tCO_2e	Tons of CO_2 equivalent
tCO_2e/tCu	Tons of CO_2 equivalent per ton of Copper
tCu	Tons of Copper
TIPS	Threaten, Interrogate, Promise, Surveil
TMS	Tetramethylsilane
Ton	Ton
TNFD	Taskforce on Nature-related Financial Disclosures
TPCT	Community of Tumilaca, Pocata, Coscore and Tala
TRA DIV / DTRA	Transportation Division
TRACE	Anti-Bribery Compliance Solutions
TRANSCAER	Transportation Community Awareness Emergency Response
TRIR	Total Recordable Incident Rate
TRIFR	*Tasa de Frecuencia Total de Lesiones Totales Registrables* (Total Recordable Injury Frequency Rate)
UDHR	Universal Declaration of Human Rights
TRANSCAER	Transportation Community Awareness Emergency Response
TRIR	Total Recordable Incident Rate
TRIFR	*Tasa de Frecuencia Total de Lesiones Totales Registrables* (Total Recordable Injury Frequency Rate)
UDHR	Universal Declaration of Human Rights
UIC	Underground Injection Control
UK	United Kingdom
UMA	*Unidad de Manejo Ambiental* (Wildlife Conservation Management Center)
UNACAR	*Universidad Autónoma del Carmen* (Autonomous University of Carmen)
UNAM	*Universidad Nacional Autónoma de México* (National Autonomous University of Mexico)
UNEP FI	The UN Environment Programme Finance Initiative
UNEP-WCMC	The UN Environment Programme World Conservation Monitoring Centre
UNESCO	*Organización de las Naciones Unidas para la Educación, la Ciencia y la Cultura* (United Nations Educational, Scientific and Cultural Organization)
UNICEF	*Fondo de las Naciones Unidas para la Infancia* (United Nations Children's Fund)
UNSA	*Universidad Nacional de San Agustín, Perú* (National University of San Agustin, Peru)
URL	Uniform Resource Locator
USA / US	United States of America
USEPA	United States Environmental Protection Agency
VC	Value Chain
VOC	Volatile organic compounds
VU	Vulnerable
WARN	Worker Adjustment and Retraining Notification Act
WBCSD	World Business Council for Sustainable Development
WCI	Western Climate Initiative
WEF	World Economic Forum
WHC	Wildlife Habitat Council
WIM	Women in Mining
WRI	World Resources Institute
WTP	Wastewater Treatment Plant
WTT	Well-to tank
WWF BRF	World Wildlife Fund Biodiversity Risk Filter

7.5 Annexes

Film photography I Author: Ilse Cristell Alcántar Martínez, 27 years old I Community: Charcas, SLP. I Year: 2022

Annexes - Our Approach

2.3 Risk Management

Identified Emerging Risk	Description	Scenarios			Mitigation Measures
		Short term (0–2 years)	Medium term (2–10 years)	Long term (+10 years)	
1. Regulatory, economic, and political uncertainty	The railway sector in Mexico faces a critical risk stemming from regulatory uncertainty and potential changes in the Mexican regulatory framework, particularly due to the government's drive to reactivate passenger rail service and the redefinition of the legal framework.	• Impact on right-of-way and implementation of passenger trains.	• Regulations affecting economic and rail competition could limit our exclusivity rights and operational efficiency.	• Impacts on the railway concession. • Change in business model and competitiveness due to coexistence with passenger transport.	• Preventive regulatory monitoring: Identifying legislative changes related to the rail sector and engaging with regulatory agencies to optimally strengthen the legal framework. • Regulatory compliance: Operating limits strictly aligned with regulatory requirements. • Collaboration with the government on passenger rail projects. • Innovation: Adoption of new technologies to improve competitiveness.
2. Road builders associations	The lack of skilled labor in technical, maintenance, and rail operations represents a critical emerging risk to operational continuity, safety, and modernization of the sector.	• Safety gaps: Untrained personnel increase the risk of accidents. • Growing demand for personnel: Due to expansion of rail projects.	• Aging workforce: Mass retirement of technicians experienced in traditional rail systems. • Lack of generational replacement: Low interest in rail technical careers among youth. • Technological lag: Difficulty operating modern systems due to lack of specialists.	• Educational misalignment: Education system not aligned with future needs (e.g., artificial intelligence, etc.). • Technological stagnation: Inability to adopt innovations due to lack of local expertise.	• Establishment of succession plans: Focus on knowledge transfer from experienced workers to new generations through our training center. • Partnerships with the public and education sectors: Introduction of rail technology into educational curricula and promotion of joint internship programs. • Partial automation: Use of digital systems to reduce human errors.

2.5 Stakeholder Engagement

Principal payments to associations by Division and Country

DIVISION	AMOUNT	ASSOCIATION
MINING	$2,572,843	International Copper Association
	$369,000	*Asociación de Mineros de Sonora AC*
	$353,624	International Molybdenum Association
SCC	$2,572,843	International Copper Association
	$369,000	*Asociación de Mineros de Sonora AC*
	$353,624	International Molybdenum Association
MM (Mexico)	$1,417,379	International Copper Association
	$369,000	*Asociación de Mineros de Sonora AC*
	$196,226	International Molybdenum Association
SPCC (Peru)	$1,155,464	International Copper Association
	$227,668	*Instituto de Ingenieros de Minas*
	$157,397	International Molybdenum Association
ASARCO (USA)	$52,000	Arizona Mining Association
TRANSPORTATION	$411,362	*Asociación Mexicana de Ferrocarriles*
	$218,764	Association of American Railroads
	$101,520	*Asociación Mexicana del Transporte Intermodal*
Mexico	$411,362	*Asociación Mexicana de Ferrocarriles*
	$101,520	*Asociación Mexicana del Transporte Intermodal*
	$20,374	*Asociación Mexicana de Agentes Navieros AC*
USA	$218,764	Association of American Railroads
	$32,202	Intermodal Association of North America
	$19,698	Flager Center Owners Association
INFRASTRUCTURE	$22,402	*Asociación Mexicana de Energía Eólica AC*
	$21,755	*Asociación Mexicana de Energía AC*
	$19,143	*Asociación Mexicana de Concesionarios de Infraestructura Vial*
GRUPO MÉXICO	$2,572,843	International Copper Association
	$411,362	*Asociación Mexicana de Ferrocarriles*
	$369,000	*Asociación de Mineros de Sonora AC*

Payments by type of association

1) Grupo México

US$

	MEXICO	PERU	UNITED STATES	DESCRIPTION OF THE PARTICIPATION / RELATIONSHIP
Mining Division	**$2,029,734**	**$1,691,594**	**$52,000**	
International mining associations	$1,613,605	$1,399,509	-	We actively participate in mining associations that promote the benefits of the use of mining products, such as copper, molybdenum and zinc, etc., and also initiatives that inform the ongoing improvement of our company processes.
Mining associations and chambers	$416,128	$20,186	$52,000	We support the initiatives of mining associations and chambers in the jurisdictions where we have active operations.
General trade associations and chambers	-	$271,899	-	We support the initiatives of general trade associations and chambers in the jurisdictions where we have active operations.
Transportation Division	**$550,348**		**$282,609**	
Railway industry associations	$512,883	-	$250,966	We support the initiatives of railway industry associations and chambers in the jurisdictions where we have active operations.
Freight transportation associations (maritime)	$20,374	-	$11,545	We support the initiatives of maritime freight transportation associations and chambers in the jurisdictions where we have active operations.
Freight transportation associations (overland, non-railway)	-	-	$400	We support the initiatives of overland (non-railway) freight transportation associations and chambers in the jurisdictions where we have active operations.
Various trade associations and chambers	$17,092	-	$19,698	We actively participate in industry associations and chambers related to the materials and products our operations transport.
Infrastructure Division	**$93,359**			
Construction industry chambers	$11,554	-	-	We support construction industry chambers.
Oil & hydrocarbon industry associations and chambers	$7,341	-	-	We coordinate and carry out activities in support of oil and hydrocarbon industry associations and chambers.
Energy industry associations and chambers	$50,826	-	-	We support the initiatives of energy sector associations and chambers.
Real estate associations	$4,495	-	-	We support the initiatives of real estate associations and chambers.
Road builders associations	$19,143	-	-	We support the initiatives of road builder associations and chambers.

2) Southern Copper Corporation

US$

	MEXICO	PERU	DESCRIPTION OF THE PARTICIPATION / RELATIONSHIP
SCC	**$2,029,734**	**$1,691,594**	
International mining associations	$1,613,605	$1,399,509	We actively participate in mining associations that promote the benefits of the use of mining products, such as copper, molybdenum and zinc, etc., and also initiatives that inform the ongoing improvement of our company processes.
Mining associations and chambers	$416,128	$20,186	We support the initiatives of mining associations and chambers in the jurisdictions where we have active operations.
General trade associations and chambers	-	$271,899	We support the initiatives of general trade associations and chambers in the jurisdictions where we have active operations.

2.6 Investments in Sustainability

Occupational Health & Safety

	2021			2022			2023			2024			
	Operating costs	Investments	Total	Operating costs	Investments	Total	Operating costs	Investments	Total	Operating costs	Investments	Works and projects at operations	Total
MIN DIV	**72.3**	**9.5**	**81.8**	**28.4**	**80.6**	**109**	**39.3**	**94.5**	**133.8**	**25.1**	**2.6**	**93.4**	**121.1**
SCC	66.5	3.4	**69.9**	23.5	80.4	**103.9**	32.4	94.5	**126.9**	16.3	2.6	93.4	**112.3**
MM (Mexico)	59.9	0	**59.9**	16.4	68.8	**85.2**	21.1	90	**111.1**	6.1	0.8	93.4	**100.3**
SPCC (Peru)	6.6	3.4	**10**	7.1	11.6	**18.7**	11.3	4.5	**15.8**	10.2	1.8	0	**12**
ASARCO (USA)	5.7	6.1	**11.8**	4.9	0.2	**5.1**	6.9	0	**6.9**	8.8	0	0	**8.8**
TRA DIV	**0.6**	**2.6**	**3.2**	**2.8**	**3.3**	**6.1**	**10.8**	**0**	**10.8**	**12.3**	**0**	**0**	**12.3**
INF DIV	**2.1**	**0**	**2.1**	**2.4**	**2.6**	**5**	**3.4**	**0**	**3.4**	**3.7**	**0**	**0**	**3.7**
Grupo México	**75**	**12.1**	**87.1**	**33.6**	**86.5**	**120.1**	**53.5**	**94.5**	**148**	**41.1**	**2.6**	**93.4**	**137.1**

Environment

	2021			2022			2023			2024		
	Operating costs	Investments	Total	Operating costs	Investments	Total	Operating costs	Investments	Total	Operating costs	Investments	Total
MIN DIV	**95.6**	**108.1**	**203.7**	**174.6**	**59.3**	**233.9**	**278.4**	**41.9**	**320.3**	**134.1**	**20.8**	**154.9**
SCC	87.9	90.5	**178.4**	157.6	56.2	**213.8**	256.5	34.2	**290.7**	127.9	20.2	**148.1**
MM (Mexico)	81.4	62.3	**143.7**	125	51	**176**	249.6	31.6	**281.2**	119.1	10.3	**129.4**
SPCC (Peru)	6.5	28.2	**34.7**	32.6	5.2	**37.8**	6.9	2.6	**9.5**	8.8	9.9	**18.7**
ASARCO (USA)	7.7	17.6	**25.3**	17	3.1	**20.1**	21.9	7.7	**29.6**	6.2	0.6	**6.8**
TRA DIV	**1.1**	**23.5**	**24.6**	**0.6**	**19**	**19.6**	**2.3**	**21.7**	**24**	**2.9**	**0**	**2.9**
INF DIV	**1.2**	**65.2**	**66.4**	**2**	**12.7**	**14.7**	**2.2**	**0**	**2.2**	**5.7**	**0**	**5.7**
Grupo México	**97.9**	**196.8**	**294.7**	**177.2**	**91**	**268.2**	**282.9**	**63.6**	**346.5**	**142.7**	**20.8**	**163.5**

Community Development

	2021				2022				2023				2024			
	Operating costs	Management expenses	Investments	Total	Operating costs	Management expenses	Investments	Total	Operating costs	Management expenses	Investments	Total	Operating costs	Management expenses	Investments	Total
MIN DIV	**20.1**	**4.1**	**41.9**	**66.1**	**25**	**3.6**	**42.1**	**70.7**	**32.7**	**5**	**58.7**	**96.4**	**36.2**	**3.4**	**63.5**	**103.1**
SCC	20.1	3.9	41.9	**65.9**	24.9	3.4	42.1	**70.4**	32.7	4.7	58.7	**96.1**	36	3.4	63.5	**102.9**
MM (Mexico)	7.4	1.7	3.2	**12.3**	9.6	1.8	1.3	**12.7**	14.9	3.2	1.9	**20**	16	2	7	**25**
SPCC (Peru)	12.7	2.2	38.7	**53.6**	15.3	1.5	40.8	**57.6**	17.8	1.5	56.8	**76.1**	20	1.4	56.5	**77.9**
ASARCO (USA)	0	0.2	0	**0.2**	0.1	0.2	0	**0.3**	0	0.3	0	**0.3**	0.2	0	0	**0.2**
TRA DIV	**0.9**	**0**	**0.4**	**1.3**	**0**	**0**	**72.5**	**72.5**	**0**	**0**	**57.4**	**57.4**	**0**	**0**	**11.7**	**11.7**
INF DIV	**0.3**	**0**	**0**	**0.3**	**0.2**	**0.2**	**0**	**0.4**	**0.6**	**0.6**	**0**	**1.2**	**0.7**	**0.3**	**0**	**1**
Grupo México	**21.3**	**4.1**	**42.3**	**67.7**	**25.2**	**3.8**	**114.6**	**143.6**	**33.3**	**5.6**	**116.1**	**155**	**36.9**	**3.7**	**75.2**	**115.8**

Governance Annexes

4.1 Corporate Governance

Grupo México Board of Directors

GRI 2-9

Board of Directors

#	Name	Board Role	Independence	Gender	Age	Nationality	Country of Residence	Year Appointed	Service (years)	Board Committees[1]	% Attendance (average)[2]	Background / Specialization	Current Additional Service[3]	Other Boards[4]	Other Corporate Governance Roles[5]	Experience by Sector[6]
1	**Germán Larrea Mota Velasco**	Chairman	Non-Independent or Executive (CEO)	Male	71	Mexico	Mexico	1981	43	Executive (Chairman)	100%	Business Administration	-	Chairman of the Boards of SCC / Grupo México / Mining Division (AMC) / Transportation Division (GMXT) / Infrastructure Division (GMINFRA)/ Empresarios Industriales de México Consejo Mexicano de Negocios board member	President & CEO Grupo México Executive President Grupo Ferroviario Mexicano S.A. de C.V. / Empresarios Industriales de México, S.A. de C.V.	**Materials:** President & CEO Grupo México (mining, transportation, infrastructure) (1994 - current) **Industrial:** Founder of Grupo Impresa (publishing house) (1978 - 1989) **Transportation:** Executive President Grupo Ferroviario Mexicano (railroad) (1997 - current)
2	**Oscar González Rocha**	Board Member	Non-Independent or Executive	Male	86	Mexico	Mexico / Peru	1981	43	-	100%	Civil Engineering	-	Board Member Grupo México / SCC	President SCC / Asarco LLC / AMC Executive President SCC / AMC	**Materials:** President SCC (mining) (since 1999), CEO SCC (since 2004), President & CEO Americas Mining Corporation (mining) (since 2014)
3	**Alfredo Casar Pérez**	Board Member	Non-Independent or Executive	Male	70	Mexico	Mexico	1996	28	-	100%	Economics	-	Member of the Boards of Grupo México / GFM / SCC / Transportation Division	Transportation Division President	**Materials:** Director of Development Grupo México (mining, transportation, infrastructure) for two years **Industrial:** CEO Cía. Perforadora México, S.A. de C.V. (infrastructure), CEO México Cía. Constructora, S.A. de C.V. (infrastructure) for 7 years **Transportation:** Executive President GFM and Ferromex (railroad) (2008)
4	**Luis Castelazo Morales**	Board Member	Non-Independent or Executive	Male	68	Mexico	Mexico	2016	8	-	100%	Civil Engineering	-	Members of the Boards of Grupo México / Empresarios Industriales de México	CEO Empresarios Industriales de México	**Industrial:** CEO Desarrollo de Ingeniería, S.A. de C.V. (DISA) (engineering solutions) for more than 10 years **Finance:** Asociación Mexicana de Intermediarios Bursátiles (in Spanish, AMIB) certified Investment Strategy Advisor for the Mexican Stock Exchange

Board of Directors

#	Name	Board Role	Independence	Gender	Age	Nationality	Country of Residence	Year Appointed	Service (years)	Board Committees[1]	% Attendance (average)[2]	Background / Specialization	Current Additional Service[3]	Other Boards[4]	Other Corporate Governance Roles[5]	Experience by Sector[6]
5	**Fernando López Guerra Larrea**	Board Member	Non-Independent or Executive	Male	42	Mexico	Mexico	2019	5	-	100%	Business Administration, Finance	-	GMXT Board Member	CEO Transportation Division	**Transportation:** CEO GMXT (railroad) (2018 - current), Chief Administrative and Financial Officer (2015 - 2018), Vice-President Sales and Marketing (2012 - 2015). **Ferromex:** Director Agricultural and Industrial Freight, Automotive and Intermodal Sales.
6	**Leonardo Contreras Lerdo de Tejada**	Board member	Non-Independent or Executive	Male	38	Mexico	Mexico	2024	-	-	100%	Industrial Engineering Business Administration	-	Board member Grupo México / AMC / SCC	CEO AMC / President ASARCO /Vice-President Sales and Supply Chain AMC / President IMMSA / CFO AMC	**Materials:** President ASARCO (subsidiary) (2019 - current), Vice-President Sales and Supply Chain AMC (2019 - current), President IMMSA (subsidiary) (2020 - current), CFO AMC (2022 - current) **Finance:** More than 10 years of experience in private capital, investment banking and entrepreneurship. Founder Murano Capital (2015)
7	**Francisco Zinser González**	Board member	Non-Independent or Executive	Male	39	Mexico	Mexico	2024	-	-	100%	Industrial Engineering Business Administration	-	Board member Grupo México	CEO Infrastructure Division (GMINF)	**Materials:** Vice-President IMMSA (subsidiary) (2016 - 2018), Project Manager AMC (2010 - 2014) **Industrial:** CEO Grupo México Infrastructure Division (2019 - current)
8	**Antonio del Valle Ruiz**	Board Member	Independent	Male	87	Mexico	Mexico	2016	8	-	100%	Accounting	1	Board member (publicly traded companies) Grupo México Board member (private companies) EBC / Club de Industriales	Chairman Emeritus Grupo Kaluz, Orbia, Elementia, BX+, etc.	**Finance:** Chairman Emeritus Grupo Kaluz (financial services), BX+ (bank), actively involved in the Mexican financial sector for more than 60 years **Materials:** Chairman Emeritus Grupo Orbia (chemical industry), Elementia (construction materials) **Industrial:** Chairman Emeritus Grupo Orbia (construction, infrastructure, agriculture systems) **IT:** Chairman Emeritus Grupo Orbia (connectivity solutions)
9	**Emilio Carrillo Gamboa**	Board Member	Independent	Male	86	Mexico	Mexico	2003	21	A&CP	100%	Law	4	Board member (publicly traded companies) Grupo México / Grupo Nacional Provincial / Grupo Profuturo / Kimberly-Clark Board member (private companies) The México Fund	Founding Partner of the Law Firm Carrillo Gamboa	**Consumer discretionary:** Founding Partner of the firm Carrillo Gamboa (law firm) **Finance:** Income Tax Department of the Mexican Ministry of the Treasury (government) (1957 - 1958) **Communications:** Teléfonos de México-Head of the Financial Studies Department (1960), Deputy CEO (1967), CEO (1975-1987) **Diplomatic Relations:** Mexican Ambassador to Canada (1987 - 1989)

Board of Directors

#	Name	Board Role	Independence	Gender	Age	Nationality	Country of Residence	Year Appointed	Service (years)	Board Committees[1]	% Attendance (average)[2]	Background / Specialization	Current Additional Service[3]	Other Boards[4]	Other Corporate Governance Roles[5]	Experience by Sector[6]
10	Carlos Prieto Sierra	Board Member	Independent	Hombre	71	Mexico	Mexico	2016	8	-	100%	Business Administration Education	-	Board member (publicly traded companies) Grupo México Board member (private companies) BX+ / Editorial Banca y Comercio / Hermes Corporativo / R202 / RUF	Dean of the Escuela Bancaria y Comercial (Mexico)	**Consumer discretionary:** Dean of the Escuela Bancaria y Comercial (education), Hermes Corporativo (automotive), City Express (hotels) **Finance:** BX+ (bank) **IT:** RUF (electronics) **Real Estate:** R202
11	Carlos Rojas Mota Velasco	Board Member	Independent	Hombre	71	Mexico	Mexico	2016	8	-	80%	Business Administration	2	Board member (publicly traded companies) Grupo México Chairman of the Board Grupo Rotoplas Private enterprises: FUNED (foundation) Participation in: Nasoft / Universidad Centro / Grupo Lar	President & CEO Grupo Rotoplas	**Industrial:** Co-founder and Executive President Grupo Rotoplas (water solutions)
12	Claudio X. González Laporte	Board Member	Independent	Hombre	91	Mexico	Mexico	1990	34	Executive	100%	Chemical Engineering Business Administration	4	Board member (publicly traded companies) Grupo Alfa / Grupo Carso / Grupo México Chairman of the Board Kimberly-Clark Participation: The Baker Institute for Public Policy (Houston, Texas) / The Salzburg Global Seminar (Washington D.C. and Salzburg, Austria) / The New York Philharmonic / Director Emeritus General Electric / Director Fondo México		**Industrial: Director** Emeritus General Electric, Co (electrical equipment)
13	Fernando Ruiz Sahagún	Board Member	Independent	Male	81	Mexico	Mexico	2004	20	A&CP	100%	Accounting Law	4 or more	Board member (publicly traded companies) Grupo México / Banco Santander / Grupo Palacio de Hierro / Grupo Nacional Provincial / Fresnillo Ltd. Board member (private companies) Rassini / Arcelor Mittal de México	Founder and Managing Partner of the Law Firm Chevez, Ruiz, Zamarripa	**Consumer discretionary:** Founder and Managing Partner of the firm Chevez, Ruiz, Zamarripa (law firm)

Board of Directors

#	Name	Board Role	Independence	Gender	Age	Nationality	Country of Residence	Year Appointed	Service (years)	Board Committees[1]	% Attendance (average)[2]	Background / Specialization	Current Additional Service[3]	Other Boards[4]	Other Corporate Governance Roles[5]	Experience by Sector[6]
14	**Rolando Vega Sáenz**	Board Member	Independent	Male	76	Mexico	Mexico	2010	14	Executive A&CP (Chairman)	100%	Chartered Accountant	1	Board member (publicly traded companies) Grupo México Chairman of the Board Seguros Atlas / Finanzas y Cauciones Atlas / Corporación Financiera Atlas, S.A. / Agroservicios Financieros Atlas, S.A. / Cremería Americana / Acasa Perinorte / Atradius Seguros de Crédito Participation in Consejo de Mexicano de Negocios, A.C. / Coordinador Empresarial / Asociación Mexicana de Instituciones de Seguros Board member for industrial, commercial and financial sector companies	CEO Seguros Atlas Chairman of the Supervisory Committee Club de Banqueros de México / Patrono / Fundación Alberto y Dolores Andrade I.A.P., Fundación Para Ancianos Concepción Beistegui, I.A.P., Fundación Francisca Campero de Pasquel, I.A.P	**Finance:** CEO Seguros Atlas, S.A (insurance)

[1] The Board of Directors has two Committees: (i) Executive, and (ii) Audit and Company Practices (A&CP).
[2] % Attendance (average): refers to the average annual attendance at the meetings of the Board of Directors.
[3] Applicable only to independent board members. Refers to the number of positions or roles on the Boards or as CEOs of other publicly traded companies. The additional service with other Boards considers publicly traded companies and does not include participation on the boards of private limited companies, foundations, academic institutions and nonprofits.
[4] Details of additional board roles at other companies and enterprises in 2024.
[5] Details of other corporate governance roles in 2024.
[6] Experience by sector refers to the board member's experience in executive positions or as employees in companies, based on the sector classifications of the Global Industry Classification Standard (GICS®).

Board members in 2024	14
Board members average length of service	20 years
Percentage of women on the Board	0
Percentage of independent board members	50%
Average attendance at Board meetings	99%
Required independence on the Board	25% (minimum required by law)
Number of independent board members with experience in Grupo México sectors, according to GICS® level 1	Mining Division (Materials): 1 Infrastructure Division (Industrial): 2

Board of Directors Skills and Expertise

GRI 2-9, 2-17

Board of Directors Skills and Expertise

Skillset	Definition	GERMÁN LARREA MOTA VELASCO	OSCAR GONZÁLEZ ROCHA	ALFREDO CASAR PÉREZ	LUIS CASTELAZO MORALES	FERNANDO LÓPEZ GUERRA LARREA	LEONARDO CONTRERAS LERDO DE TEJADA	FRANCISCO ZINSER GONZÁLEZ	ANTONIO DEL VALLE RUIZ	CARLOS PRIETO SIERRA	CARLOS ROJAS MOTA VELASCO	CLAUDIO X. GONZÁLEZ LAPORTE	EMILIO CARRILLO GAMBOA	FERNANDO RUIZ SAHAGÚN	ROLANDO VEGA SÁENZ
Corporate Management															
Executive management	Experience in executive positions (C-suite) at companies or organizations of significant size or complexity.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Boards of Directors	Experience in board positions at companies or organizations of significant size or complexity.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Strategy	Executive or board experience in the development, execution, analysis or supervision of corporate strategies.	✓	✓	✓		✓	✓	✓							
Sector & Complementary Experience															
Financial experience	Experience in accounting, audits or financial advising or technical skills in financial statements, corporate finance, audits and internal controls.					✓	✓		✓	✓		✓	✓	✓	✓
Risk management	Experience in the identification, assessment and assurance of financial and operational risks, or organizational risk management.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Knowledge of the industry	Executive experience at an organization that operates in the same sectors as Grupo México (mining, transportation, infrastructure).	✓	✓	✓	✓	✓	✓	✓		✓					
Experience in international business	Executive or board experience at organizations that operate in multiple jurisdictions with different political, cultural, regulatory and commercial aspects.	✓	✓			✓				✓		✓	✓		
Innovation and technology	Experience in technology development or applications, which may include emerging technologies, IT systems and/or cybersecurity.									✓			✓	✓	✓

Board of Directors Skills and Expertise

Skillset	Definition	GERMÁN LARREA MOTA VELASCO	OSCAR GONZÁLEZ ROCHA	ALFREDO CASAR PÉREZ	LUIS CASTELAZO MORALES	FERNANDO LÓPEZ GUERRA LARREA	LEONARDO CONTRERAS LERDO DE TEJADA	FRANCISCO ZINSER GONZÁLEZ	ANTONIO DEL VALLE RUIZ	CARLOS PRIETO SIERRA	CARLOS ROJAS MOTA VELASCO	CLAUDIO X. GONZÁLEZ LAPORTE	EMILIO CARRILLO GAMBOA	FERNANDO RUIZ SAHAGÚN	ROLANDO VEGA SÁENZ
Sector & Complementary Experience															
Academics	Experience in the academic or research sector or holding master's or doctorate degrees.			✓	✓	✓	✓				✓	✓			✓
Experience in government / regulation	Regulatory experience with an organization that has relevant supervisory responsibility.												✓		
Sustainability															
Sustainability / ESG	Familiarity with implementing strategies and sustainability programs at the corporate level, including environmental and social responsibility.	✓								✓					✓
Climate change	Knowledge of climate-related risks and opportunities, the transition to a low-carbon economy, and public policies.										✓		✓	✓	✓

Mining Division Executive Leadership

Americas Mining Corporation		
Americas Mining Corporation		
Germán Larrea Mota Velasco Chairman of the Board of Directors	**Oscar González Rocha** Executive President	**Leonardo Contreras Lerdo de Tejada** CEO
Vidal Muhech Dip Chairman Management Committee	**Daniel Chávez Carreón** Operations Director	**Francisco Domenech Fernández** Commercial Director
Martín Ugarteche Crosby Director of Supply Chain	**Manuel Hallivis Pérez** General Counsel and Head of Compliance	**Jorge Lazalde Psihas** Director of Legal and Institutional Relations
Francisco López Guerra Larrea Director of Sustainable Development	**Oscar González Barrón** Director of Administration and Finance	**Federico Poo Mantecón** Director of Human Resources
Ernesto Ríos Patrón Director of Engineering and Construction	**José Ramón González García** IT Officer	**Rafael Ríos García** Safety Officer
Southern Perú		
Jorge Meza Viveros COO Southern Perú	**Raúl Jacob Ruisanchez** Director of Administration and Finance Southern Peru	
ASARCO		
Leonardo Contreras Lerdo de Tejada ASARCO General Director		
Industrial Minera México		
Alfonso Ventura Nevares Industrial Minera México General Director		

Corporate Governance Structure – Transportation Division

GRI 2-9

The Grupo México Transportes corporate governance structure is defined according to the guidelines set in the company bylaws. Grupo México Transportes applies the same mechanisms as Grupo México for appointing the members of its Board of Directors and the members of its Executive Committee and Audit and Company Practices Committee.

The Board of Directors meets quarterly to address and manage potential impacts on the organization. Being a multidisciplinary group with broad and extensive experience ensures a strategic decision-making process aligned to preventing negative impacts on the economy, environment and communities.

100%
Attendance rate of members at the 4 council sessions in 2024

Three
Independent members

10
GMXT Board Members in 2024

7.7 years
Average members tenure

#	Name		Gender	Year appointed	Years in service	Sector experience	Background	Current additional service	Other Corporate Governance roles
1	Germán Larrea Mota Velasco	Chairman	Male	2014	10	Transportation	Business Administration	8	Chairman of the Board Grupo México / Empresarios industriales / Cinemex / Banamex
2	Alfredo Casar Pérez	Executive	Male	2014	10	Transportation	Economics / industrial Engineering	3	Board member Grupo México
3	Fernando López Guerra Larrea	Executive	Male	2017	7	Railroad transportation and infrastructure	Business Administration / Business and Finance	5	Board member Grupo México / Kimberly Clark de México
4	Carlos Noriega Arias	Independent	Male	2017	7	Transportation	Industrial Engineering / Administration and Finance	8	Board member Consejo Coordinador Empresarial / CESE /IMSS North District / IMNC / CANCAMIN / FUNDEMEX
5	Jaime Corredor Esnaola	Independent	Male	2017	7	Maritime and overland transportation	Economics	1	Board member Hipotecaria Casa Mexicana / Grupo Financiero Monex / CINTRA / Comisión Nacional de Energía / Banco Nacional de Comercio Exterior
6	Roberto Slim Seade	Executive	Male	2014	10	Transportation	Administration / Marketing and Business Management	4	Board member Consejo Empresarial APEC / Universidad Anáhuac Tourism and Gastronomy
7	Arturo Elías Ayub	Executive	Male	2016	8	Transportation	Administration / Business Executive Leadership	10	Board member Sitios Latinoamérica / Grupo Carso / Grupo Financiero Inbursa / Grupo Gigante / Grupo Kuo
8	Eduardo Joaquín Gallástegui Armella	Independent	Male	2017	7	Transportation	Law	1	---
9	Hugo Rafael Gómez Díaz	Executive	Male	2017	7	Railroad transportation and infrastructure	Mechanical industrial Engineering / Business Administration	1	---
10	Isaac Franklin Unkind	Executive	Male	2021	4	Railroad transportation and infrastructure	Industrial and Systems Engineering / Business Administration	1	---

* The Board structure includes 2 alternates and 1 secretary who are not part of the Board of Directors.

1	Luis Roberto Frías Humphrey*	Alternate	Male	2017	7	Transportation	Industrial Engineering	15	Board member Grupo Financiero Inbursa / SOFOM
2	Daniel Hajj Slim*	Alternate	Male	2017	7	Transportation	Industrial Engineering	4	Board member Minera Frisco / Sitios Latinoamérica / Eurotelesites
3	Christian Lippert Helguera*	Secretary (non-member)	Male	2017	7	Transportation	Law	5	Board member Grupo Vasconia / Grupo Ferroviario Mexicano

Transportation Division Executive Leadership

Transportation Division Executive Leadership	
Germán Larrea Mota Velasco Chairman of the Board of Directors	**Hugo Rafael Gómez Díaz** COO
Alfredo Casar Pérez Executive President	**Isaac Franklin Unkind** Chief Administrative and Financial Officer
Fernando López Guerra Larrea CEO	**Jorge Manuel Márquez Abreu** Chief Commercial Officer
Alberto Vergara Perrilliat Cheif Projects and Planning Officer	

Infrastructure Division Executive Leadership

Infrastructure Division Executive Leadership	
Germán Larrea Mota Velasco Chairman of the Board of Directors	**Julio Francisco Larrea Mena** Vice-President of Constructora México
Francisco Zinser González CEO	**Gustavo Ortega Gómez** Vice-President of Energy
Javier Gomez Aguilar Lead Counsel	**Héctor Raúl Huerta Avendaño** Vice-President of Engineering Services
Mario Fernando Chávez Galas Vice-President of Administration and Control	**José Olaya Hernández** Vice-President of Highways
Ricardo Arce Castellanos Vice-President of Oil and Gas, Engineering and Construction	**Julio Ricaud Garza** Vice-President of Real Estate
Jose Jaime Gonzalez Acosta Vice-President Oil	

4.2 Business Ethics and Integrity

Breakdown of the reports received by category at the Grupo México level, our three divisions and for Southern Copper Corporation (SCC).

Reports Received (2024)

	Mining Division					Transportation Division	Infrastructure Division	Grupo México
	Total MIN DIV	SCC	Minera México	SPCC	ASARCO			
Human Resources-related	**172**	**172**	**140**	**32**	**0**	**111**	**35**	**318**
Discrimination	**2**	2	2	0	0	**0**	**0**	2
Abuse of authority	**59**	59	44	15	0	**17**	**22**	98
Improper or unsafe working conditions	**5**	5	5	0	0	**6**	**0**	11
Urban coexistence	**1**	1	1	0	0	**47**	**0**	48
Human rights violations	**1**	1	1	0	0	**0**	**0**	1
Other	**104**	104	87	17	0	**41**	**13**	158
Business Ethics-related	**100**	**97**	**62**	**35**	**3**	**35**	**11**	**146**
Conflicts of interest	**18**	16	9	7	2	**0**	**2**	20
Corruption	**0**	0	0	0	0	**0**	**0**	0
Customer data privacy	**0**	0	0	0	0	**0**	**0**	0
Money laundering / Use of privileged information	**4**	4	2	2	0	**0**	**0**	4
Other	**78**	77	51	26	1	**35**	**9**	122
Total	**272**	**269**	**202**	**67**	**3**	**146**	**46**	**464**

Annexes for Social

5.1 Occupational Health & Safety

Mining Division

Historic Safety Performance

GRI 403-8, 403-9, 403-10

Indicator	AMC							SCC						
	2018	2019	2020	2021	2022	2023	2024	2018	2019	2020	2021	2022	2023	2024
Fatalities	1	4	0	3	4	4	**1**	1	4	0	3	4	4	**1**
LTIFR - Employees[1]	3.59	4.16	2.38	4.84	2.53	3.29	**2.43**	4.74	4.11	2.44	4.85	2.49	3.42	**2.54**
LTIFR - Contractors	2.27	2.99	2.11	1.94	1.56	1.76	**1.74**	2.33	2.96	2.14	1.96	1.58	1.82	**1.79**
TRIFR - Employees[2]	4.83	5.33	3.23	5.56	4.06	4.54	**3.88**	6.47	5.35	3.35	5.61	3.86	4.50	**3.73**
TRIFR - Contractors	2.3	3.02	2.11	1.94	1.71	2.35	**2.02**	2.37	2.99	2.14	1.96	1.75	2.37	**2.08**
Process safety events[3]	0	1	0	1	1	0	**0**	0	1	0	1	1	0	**0**
Process safety events rate (employees)[4]	0	0.03	0	0.03	0.03	0	**0.0**	0	0.03	0	0.03	0.03	0	**0.0**
Process safety events rate (employees + contractors)	0	0.01	0	0.01	0.01	0	**0.0**	0	0.02	0	0.02	0.01	0	**0.0**

There were no incidents involving the safety of our processes, achieving our target of zero incidents of this type.

[1] Lost Time Injury Frequency Rate (LTIFR): Number of injuries resulting in time lost per 1,000,000 man hours worked.
[2] Total Recordable Injury Frequency Rate (TRIFR): Total number of recordable injuries per 1,000,000 man hours worked.
[3] Incidents that involve an unforeseen containment failure in a pipe system or a process that could result in a leak of hazardous substances, fire or explosion.
[4] Number of process safety events per 1,000,000 man hours worked.

b. Safety Performance

Indicator		AMC		SCC		México	Perú	EUA
		Total	Tasa	Total	Tasa	Total	Total	Total
I. Fatalities	a) Employees	0	0.00	0	0.00	0	0	0
	b) Contractors	1	0.03	1	0.04	1	0	0
	a + b	1	0.01	1	0.01	1	0	0
II. Permanent incapacitating injury	a) Employees	0	0.0	0	0.0	0	0	0
	b) Contractors	0	0.0	0	0.0	0	0	0
	a + b	0	0.0	0	0.0	0	0	0
III. Temporary incapacitating injury	a) Employees	101	0.49	98	0.51	84	14	3
	b) Contractors	51	0.35	51	0.36	29	23	0
	a + b	152	0.43	149	0.44	113	37	3
IV. Hours worked	a) Employees	41,534,635	N/A	38,590,348	N/A	24,848,420	13,741,928	2,944,287
	b) Contractors	29,277,008		28,422,187		14,920,204	13,501,983	854,821
	a + b	70,811,643		67,012,535		39,768,624	27,243,911	3,799,108
V. Days lost due to incapacitating injuries or fatalities	a) Employees	8,670	N/A	8,602	N/A	7,573	1,029	68
	b) Contractors	11,959		11,959		7,553	4,406	0
	a + b	20,629		20,561		15,126	5,435	68

Lost Time Injury Frequency Rate (LTIFR) = # lost time injuries *200,000 total man hours worked

Fatality Rate (FR) = # fatalities * 1,000,000 total man hours worked

Infrastructure Division

a) Safety Performance

Indicator		Energy	Oil	Construction	Highways	Engineering	Fuels	Real Estate	Administrative	Total	LTIFR*
I. Fatalities	a) Employees	0	0	0	0	0	0	0	0	**0**	-
	b) Contractors	0	0	0	0	0	0	0	0	**0**	-
II. Permanent incapacitating injury	a) Employees	0	0	0	0	0	0	0	0	**0**	-
	b) Contractors	0	0	0	0	0	0	0	0	**0**	-
III. Temporary incapacitating injury	a) Employees	0	3	8	2	0	0	2	0	**15**	-
	b) Contractors	0	0	0	0	0	0	0	0	**0**	-
IV. Hours worked	a) Employees	182,340.00	1,653,021.00	2,082,259.10	813,039.00	1,050,814.00	12,480.00	588,582.00	409,545.00	**6,785,355.00**	0.44
	b) Contractors	270,696.00	1,184,329.70	137,396.00	0	0	0	0	0	**1,592,421.70**	-

*Lost Time Injury Frequency Rate (LTIFR): Refers to the number of lost time injuries per 200,000 hours worked.

Transportation Division

a) Safety Performance

Indicator		GMXT Mexico		GMXT USA		GMXT Global	
		Total	Rate	Total	Rate	Total	Rate*
I. Fatalities	a) Employees	**2**	0.02	**0**	0.0	**2**	0.02
III. Lost time injuries	a) Employees	**196**	1.81	**6**	0.84	**202**	1.75
IV. Hours worked	a) Employees	**21,598,680**	NA	**1,437,091**	NA	**23,035,771**	NA

Indicador		GMXT México	
		Total	Rate*
I. Fatalities	a) Contractors	**0**	0.00
III. Lost time injuries	a) Contractors	**15**	1.64
IV. Hours worked	a) Contractors	**1,832,064**	NA

We consolidated the recording of the accident and fatality rates of our contractors in 2024. Our reporting includes contractors working at our facilities, mostly providing maintenance and cleaning services. This means we can continue to affirm our occupational health and safety commitments.

*Rate: (Recordable occupational accident rate): Refers to the number of recordable occupational accident per 200,000 hours worked, and (fatality rate): Refers to the number of fatalities per 200,000 hours worked.

5.2 Our People

Labor Practices

Workforce by Nationality

Workforce by nationality	Mining Division				Transportation Division			Infrastructure Division	Grupo México Corporate	Grupo México
	Total MIN DIV	SCC	Mexico	Peru	Total TRA DIV	Mexico	USA	Total INF DIV		Total
Total	**%**	%	%	%	**%**	%	%	**%**	**%**	%
Mexico	**68.3%**	68.1%	99.9%	0.2%	**93.9%**	100%	1.1%	**99.3%**	**100%**	80.8%
Peru	**31.7%**	31.7%	0.05%	99.8%	**0%**	0%	0%	**0.5%**	**0%**	16.9%
USA	**0.03%**	0%	0.05%	0%	**6.1%**	0%	98.9%	**0%**	**0%**	2.3%
Other nationalities	**0.04%**	0.1%	0.05%	0.02%	**0%**	0%	0%	**0.1%**	**0%**	0.03%

The Mining Division operations in the United States are not included in the total employees by nationality due to data privacy policies at these sites.

Management positions by nationality	Mining Division			Transportation Division		Infrastructure Division	Grupo México Corporate	Grupo México		
	Mexican	Peruvian	American	Mexican	American	Mexican	Mexican	Mexican	Peruvian	American
Management**	2.1%	2.2%	3.2%	2.4%	3.8%	3.3%	20.0%	1.9%	2.2%	3.4%
Deputy and Executive Management	12.3%	17.1%	31.0%	23.0%	38.1%	22.0%	76.0%	15.6%	17.1%	33.1%
Middle Management	85.6%	80.7%	65.9%	74.6%	58.1%	74.7%	4.0%	82.5%	80.7%	63.6%
All management positions	68.5%	22.0%	9.5%	91.0%	9.0%	100.0%	100.0%	84.9%	9.4%	5.7%

**The category Executive Leadership includes all vice-presidents and above, Senior Management includes deputy directors, managers and superintendents, Middle Management covers deputy or assistant managers and supervisors.

Workforce by Ethnicity***	Mining Division	SCC	Transportation Division	GM Corporate	Grupo México
Latino / Hispanic	95.8%	99.9%	94.7%	100.0%	95.4%
Indigenous	0.1%	0.0%	0.0%	0.0%	0.1%
White / European Descent	2.9%	0.1%	3.8%	0.0%	3.3%
Afro-descendant	0.1%	0.0%	1.3%	0.0%	0.6%
Asian	0.1%	0.0%	0.1%	0.0%	0.1%
Other	0.9%	0.0%	0.1%	0.0%	0.6%

***The total number of employees broken down by ethnicity does not include the Infrastructure Division; however, we are working to include it in future reports.

Local Workforce

GRI 2-30

Local Workforce[5]							
	Mining Division				Transportation Division	Infrastructure Division[6]	Grupo México[7]
	Total MIN DIV	SCC	Minera México (Mexico)	SPCC (Peru)	Total TRA DIV	Total INF DIV	
Employees from local communities	**11,385**	11,350	10,481	904	**11,424**	**1,511**	**24,320**
% Employees from local communities	**70.5%**	70.4%	95.0%	17.7%	**100%**	**54.6%**	**76.4%**
% Upper management employees from local communities	**73.7%**	64.6%	81%	15.4%	**100%**	**52%**	**65.3%**

[5] Employees from local communities are people who were born in or are residents of communities near our operations.
[6] In the Transportation Division, the definition of Local personnel is equal to the personnel hired in the country, considering only Mexico and the U.S.A., where operations are located. Personnel classified as senior executives are those in the "Management" labor category.
[7] The U.S.A region of the Mining Division and the administrative company Grupo México Corporate are not included, however we are working to include these figures in future reports.

Collective Bargaining Agreements

GRI 2-30

Collective Bargaining Agreements

	Mining Division					Transportation Division			Infrastructure Division	Grupo México Corporate	Grupo México
	Total MIN DIV	SCC	Mexico	Peru	USA	Total TRA DIV	Mexico	USA	Total INF DIV		Total
Total employees covered by a collective bargaining agreement	**10,988**	**10,710**	**7,798**	**2,912**	**278**	**8,758**	**8,308**	**450**	**1,152**	**0**	**20,898**
Nationals	**10,987**	**10,709**	**7,797**	**2,912**	**278**	**8,758**	**8,308**	**450**	**1,152**	**0**	**20,897**
Women	**327**	291	211	80	36	**49**	43	6	**109**	**0**	485
Men	**10,660**	10,418	7,586	2,832	242	**8,709**	8,265	444	**1,043**	**0**	20,412
Foreigners	**1**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**
Women	**0**	0	0	0		**0**	0	0	**0**	**0**	0
Men	**1**	1	1	0		**0**	0	0	**0**	**0**	1
% Unionized	**62.3%**	**66.4%**	**70.7%**	**56.9%**	**18.8%**	**76.7%**	**77.5%**	**63.6%**	**41.6%**	**0%**	**65.6%**
Total non-union employees	**6,639**	**5,423**	**3,231**	**2,208**	**1,200**	**2,666**	**2,409**	**257**	**1,614**	**59**	**10,978**
Nationals	**6,612**	**5,397**	**3,216**	**2,196**	**1,200**	**2658**	**2409**	**249**	**1,599**	**59**	**10,928**
Women	**1,344**	1223	857	359	128	**559**	495	64	**465**	**32**	2,400
Men	**5,268**	4,174	2,359	1,837	1,072	**2,099**	1,914	185	**1,134**	**27**	8,528
Foreigners	**27**	**26**	**15**	**12**	**0**	**8**	**0**	**8**	**15**	**0**	**50**
Women	**4**	3	2	2	0	**0**	0	0	**6**	**0**	10
Men	**23**	23	13	10	0	**8**	0	8	**9**	**0**	40

Human Capital Development

Average employee training hours

GRI 404-1

The following tables summarize the employee training hours by gender, category and age group.

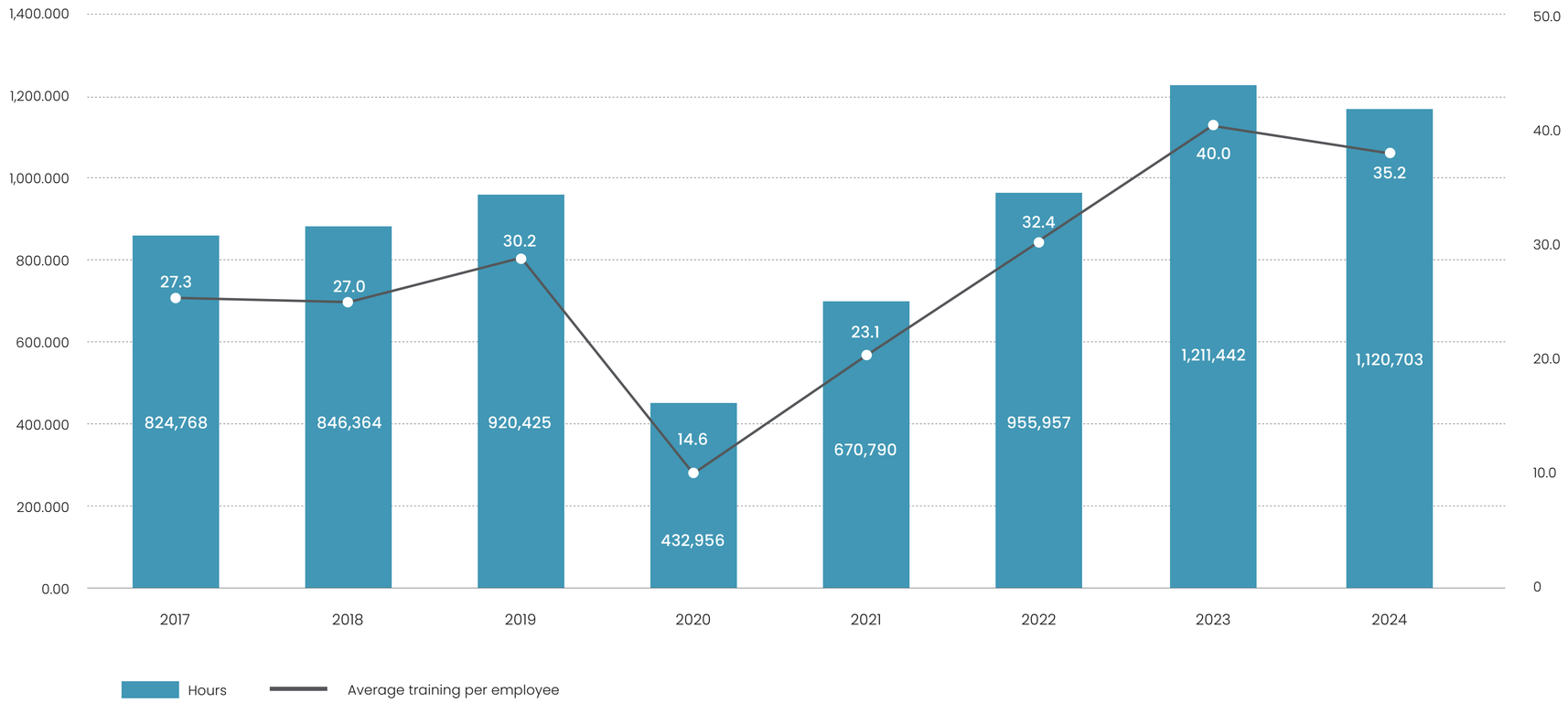
Average training hours per year	Mining Division										Transportation Division						Infrastructure Division		Grupo México Corporate		Grupo México		
	Total MIN DIV		SCC		Mexico		Peru		USA		Total TRA DIV		Mexico		USA		Total INF DIV				Total		Total
Category *	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	Total
Executive Leadership	10.5	27.6	N/A	33.4	13	15.4	N/A	59.9	8	30.7	23	2	23	2	N/A	2.3	8.1	2.9	1	1	11.1	15.8	15.4
Senior Management	42.5	40.8	47.6	46.7	50.5	24.7	40.1	90.4	16	16.8	17	8.4	21.7	9.2	2	5.2	15.8	16.5	1	1	24.8	25.6	25.4
Middle Management	49.8	43.2	51.4	45.8	52	42.6	49	56.3	17.7	12.4	13.3	11.4	14.2	11.8	0	2.1	22.5	9.3	N/A	1	34.5	31.8	32.3
Administrative / Operational	35.6	44.5	35.4	36.6	34.7	39.8	38	34.9	34.1	63.9	10.5	22.2	11.7	23.7	1.3	7.6	24.7	23	1	1	28.1	36	34
Union	37.6	33.0	41.1	33.6	49.2	37.5	19.7	23.1	9.1	8	188.2	43	214.5	44.2	0	19.7	11.6	13.6	N/A	N/A	47	36.3	36.5
Average training hours by gender	38.8	36.5	39.9	35.7	41.8	38.1	36.2	30.8	25.6	45.1	26.3	37.9	29.6	39.3	1.1	15.6	21.2	15.9	1	1	32.2	35.5	35.2
Average training hours by region	36.7		36.1		38.4		31.3		43		37.3		38.8		14.1		17		1				

* The category Executive Leadership includes all vice-presidents and above, Senior Management includes deputy directors, managers and superintendents, Middle Management covers deputy or assistant managers and supervisors, Administrative / Operational is all non-union employees not covered in the previous categories, and Union refers to all active unionized personnel.

Average training hours per year	Mining Division										Transportation Division						Infrastructure Division		Grupo México Corporate		Grupo México		
	Total MIN DIV		SCC		Mexico		Peru		USA		Total TRA DIV		Mexico		USA		Total INF DIV				Total		Total
Age group	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	Total
< 30	48.6	58.1	49.3	62	52.5	78.5	36.6	33.5	33.9	22.9	44.4	54	45.3	54.5	0	44.6	17.9	11.7	1	1	42.9	52.9	52
30 - 50	37.3	34.9	37.8	32.1	37.6	32.8	39.6	30.8	28.8	73.8	15.9	36.5	17.7	37.6	0.9	15.8	22.6	18.2	1	1	28.6	34.1	33.7
> 50	23.5	23.1	25.2	24.4	20.0	20.0	29.3	30.4	15.5	12.9	34.7	29.3	47.1	31.8	1.5	2.4	19.1	12.4	1	1	25.5	24.9	24.9
Average training hours by gender	38.8	36.5	39.9	35.7	38.1	44.2	36.2	30.8	25.6	45.1	26.3	37.9	29.6	39.3	1.1	15.6	21.2	15.9	1	1	32.2	35.5	35.2

Grupo México employee training hours

GRI 404-1



At the Grupo México level, the total cost of training was around US$9.7 million, while the average cost of training per employee was around US$305.
For the Mining Division and SCC, the cost of training per employee was around US$287 and US$297, respectively, while for the Infrastructure and Transportation divisions, it was US$232 and US$720, respectively.

Programs for upgrading employee skills and transition assistance programs

GRI 404-2

Mining Division	
Minera México (Mexico) Training	
Programs for upgrading employee skills **2,068 participants**	**Programs for improving employee competencies** **12,475 participants**
Corporate Training Calendar - 1,944 participants Focus on developing institutional competencies, as described in our Company Dictionary of Competencies. We develop soft skills for all non-union employee levels to ensure our goals consider the "how" we interact professionally in our workplaces. We continued to use online learning tools in 2024, such as Talentogmexico.net and Coursera. **Management Skills (Tiendas del Minero) - 17 participants** Strengthening skills to lead teams efficiently and effectively to achieve goals and targets. Topics: Cost and time management for key duties, quality customer service, fulfilling their needs, negotiating with vendors, employee motivation. **Support for Professional and Post-Graduate Studies - 107 participants** Encouraging professional and continuing education, the company offers support for employees to complete undergraduate and Master's degrees and post-graduate diploma programs, elevating their professionalization and specialization. Four people completed Master's degrees in 2024 with company support and we are currently supporting 7 others. 96 people completed a post-graduate diploma course or certification in topic areas that included Health and Safety, Compliance, Technical Know-How, Management Skills.	**Comprehensive Training and Development Program - 10,693 participants** The Minera México training and Development program is provided for all company personnel (union and non-union) working at underground and open pit mines, processing plants and offices to strengthen their competencies. The program objectives include supporting the comprehensive development of our personnel, improving productivity, and safe and efficient workplaces aligned to the values and strategic goals of the company, ensuring the continuity and growth of our operations.The program covers topics that include Occupational Health & Safety, Technical Development and Operations, Management and Administration, Sustainability and the Environment, and Regulatory Compliance, among others. Training is delivered in different theoretical-practical learning modalities to ensure all personnel can access the program (in-person, online, blended, in situ). We prepare an initial diagnostic of the specific needs by area and level to then develop content with inhouse and outside experts, delivering robust learning programs. Training is a fundamental pillar for operational excellence. **IMPULSA - 1,515 participants** Minera México launched this program in 2022 as a key initiative in the company's training and development efforts, designed to contribute to the goal of "Cero Rezago Educativo"" (motivation to finish school) at our sites, offering company personnel the opportunity to complete their elementary, middle school and high school education to drive their professional and personal development, promoting their overall growth and that of their families and communities. By 2024 close, more than 1,051 people have raised their level of education through the IMPULSA program. 63 completed their elementary education, 209 middle school, and 779 high school, and today, they are an example for their colleagues, families and communities. Better prepared personnel means better quality work at our operations. There are currently more than 500 people enrolled in the program. **REPSE renewal (Tiendas del Minero) - 3 participants** Labor obligations and transparency. **Comprehensive Management System policy dissemination (nurseries) - 33 people** **Industrial Hygiene and PPE (nurseries) - 31 participants** **Signage (nurseries) - 32 participants** Signage interpretation, identifying pipes and receptacles containing hazardous chemicals and mixes. **Introduction to Ecology, Good Environmental Practices and Waste Management (nurseries) - 110 participants** **Machine Operation and Maintenance - 26 participants** This program trains operators in the prevention of accidents in the workplace. The principal topics covered include miniloader operation and maintenance, safe operation of heavy machinery and tractors. **Safety conditions in buildings, facilities, properties and workplaces - 32 participants**

SPCC (Peru) Training

Programs for upgrading employee skills 2,427 participants	Programs for improving employee competencies 15,533 participants
Leadership Coaching - 1,110 participants Develop skills in self-leadership, emotional intelligence, and intra and interpersonal relationships to become an agent of change in SPCC. **Skills Development Online - 291 participants** For supervisors to develop the soft skills they need to best manage the personnel under their charge. **Strengthening Competencies online program - 257 participants** Strengthen competencies in key management tools, boosting the individual and collaborative performance of company personnel to face the challenges of a dynamic and digital work environment. **SPCC Supervisor ABC - 769 participants** For supervisors to develop the skills and techniques they need to best manage their personnel to strengthen the workplace climate. **Young Professionals - Number of participants not counted as these are interns, not employees.** Engineer Trainee Program (33 CTSM supervisors), Internship Program (109 university or college graduates), Technical Professionals Program (28 graduates from technical colleges) and interns children of employees, from the communities and other; preparation for joining the company in the future.	**Mining / Industrial Health & Hygiene Training (DS 0.24) - 5,158 participants** To strengthen our culture of preventive safety among all company personnel and to comply with current regulations. **New Hire Orientation: Code of Conduct and Ethics - Asset Laundering - 5,406 participants** To ensure new hires are familiar with the corporate codes of conduct and ethics, and asset laundering. Includes new hires from job training programs. **Environmental Training Program - 4,765 participants** Compliance with current environmental regulations; OSHA HAZWOPER Certification Level IV / Hazardous Materials Specialist. **Interpretation and Implementation of ISO 9001, ISO 14001, ISO 45001 - 173 participants** **English Classes - 31 participants** To strengthen the English language skills of management personnel.

ASARCO (USA) Training

Programs for upgrading employee skills 55 participants	Programs for improving employee competencies 1,544 participants
Learning programs - 35 participants Dedicated training and preparation for employees to become certified in specific fields. This program is available at Ray, Mission and Silver Bell. **Professional Training Program - 20 participants** This program trains our talent at different Mining Division sites, including La Caridad, Buenavista, etc., and also active personnel at Silver Bell, Mission and Ray.	**New Miner MSHA for company employees - 404 participants** **MSHA Refresher for company employees - 1,105 participants** **English courses for specialized trades - 15 participants** **English courses - 20 participants** English courses for employees from Mexico to support their communications and become proficient in a second language, which will help their performance.

Infrastructure Division

Programs for upgrading employee skills 720 participants	Programs for improving employee competencies 81 participants
Ideal Leader - 214 participants Implementation of our model for successful leadership. **Techniques to become a leader-coach** - 165 participants Building skills in areas related to operations and process innovation and improvement. **The DNA of a successful professional** - 154 participants **Learn to learn** - 141 participants **Program for Administrators** - 46 participants Quality assurance and safety for specialized operations.	**Basic level development (Drilling)** - 41 participants Knowledge and innovation. **Oil well repair and completion (Drilling)** - 59 participants Middle management and higher. Knowledge and innovation.

Transportation Division

Programs for upgrading employee skills 637 participants	Programs for improving employee competencies 7,421 participants
The Power of Leadership - 435 participants This program identifies and optimizes company talent, preparing company leadership to face complex challenges, developing leadership skills to improve their opportunities for promotion. **Information analysis** - 125 participants Focused on providing employees with tools to gather, analyze and interpret relevant data for decision-making in the organization while also supporting the effective development of the employee in decision-making situations. **Time Management** - 77 participants Employees learn how to set priorities and manage interruptions effectively, identifying activities that would add greater value.	**Use and handling of extinguishes, Occupational Health & Safety (OHS)** - 1,438 participants Employees are trained in how to respond in the event of an emergency situation. **Communication of risks associated with lack of lighting and reflection (OHS)** - 1,551 participants **Personal protective equipment (PPE) (OHS)** - 1,434 participants Employees are trained in the proper use of personal protective equipment. **Reading safety signals (OHS)** - 1,432 participants **Operational Safety Rule (OHS)** - 1,073 participants **Training for train conductors, track operators, yard engineers, yardmasters, etc.** - 493 participants

Grupo México Corporate

Programs for improving employee competencies 27 participants
Civil Protection Training Program - 9 participants **English classes** - 3 participants Developing effective communication skills. **Tax Updates** - 7 participants **Accounting Updates** - 7 participants **Labor-related Updates** - 1 participant

Percentage of employees receiving performance reviews

GRI 404-3

The percentage of employees that received performance reviews is summarized following, by category:

% Employees evaluated for performance	Mining Division										Transportation Division		Infrastructure Division		Grupo México Corporate		Grupo México		
	Total MIN DIV		SCC		Mexico		Peru		USA		Total TRA DIV		Total INF DIV				Total		Total
Category *	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	Total
Executive Leadership	100%	91.5%	N/A	82.6%	100%	94.6%	N/A	80%	N/A	N/A	100%	100%	100%	100%	100%	100%	100.0%	95%	95.4%
Senior Management	93%	89%	92.9%	88.1%	92.3%	85.8%	100%	94.6%	N/A	N/A	100%	100%	100%	100%	100%	100%	97.4%	94.3%	94.9%
Middle Management	85.9%	86.6%	85.9%	86.6%	84.0%	84.1%	93.9%	95.7%	N/A	N/A	100%	100%	100%	100%	100%	100%	92.8%	91.1%	91.4%
Administrative / Operational	90.7%	93.3%	90.7%	93.3%	88.9%	90.8%	97.4%	98.1%	N/A	N/A	100%	100%	100%	100%	100%	100%	95.1%	97.3%	96.6%
Total	89.1%		89.0%		86.7%		96.4%		N/A		100%		100%		100%		94.7%	94.2%	94.3%

* Transportation Division performance reviews report only the subsidiaries in Mexico. We're working on disclosing complete information in future reports.

Our performance reviews at the Grupo México level are described following:

Performance Reviews

The performance review covers goals and competencies, while also reviewing completion of training and compliance with company policies and ethical guidelines. All non-union personnel receive these reviews, and union, temporary or project personnel, or personnel joining the company after July 31 each year do not participate.

The Mining Division subsidiary Minera México and Southern Copper Corporation (SCC) conduct the following type of review:

Performance Calibration - 15 boxes

We hold Performance and Potential Calibration sessions to rate employees in the same department or area. All non-union personnel participate in these sessions, which are held with leadership and managers, with guidance from Human Resources, defining the performance ranking on a scale from 1 to 5, and the potential on a scale from 1 to 3. The results produce a 15-box matrix and we identify performance and development actions for each quadrant. We also identify the High Performers and potential successors.

% Employees evaluated in Calibration sessions	Minera México	
Category*	M	H
Executive Leadership	100%	94.3%
Senior Management	90.2%	89.7%
Middle Management	90.2%	87.7%
Administrative / Operational	92.8%	93.2%
Total	90.1%	

Talent Recruitment and Retention

New hires

GRI 404-1

New Hires	Mining Division										Transportation Division						Infrastructure Division		Grupo México Corporate		Grupo México		
	Total MIN DIV		SCC		Mexico		Peru		USA		Total TRA DIV		Mexico		USA		Total INF DIV				Total		Total
Age ranges	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	Total
< 30	226	982	207	852	154	724	52	128	20	130	69	782	67	739	2	43	103	579	1	1	399	2344	2,743
30 - 50	142	790	115	630	65	368	50	262	27	160	58	629	51	554	7	75	149	871	3	1	352	2,291	2,643
> 50	21	116	12	62	4	34	7	30	10	52	7	48	0	34	7	14	17	231	0	2	45	397	442
Total new hires	389	1,888	334	1,544	223	1,126	109	420	57	342	134	1,459	118	1,327	16	132	269	1,681	4	4	796	5,032	5,828
Total new hires rate	17.1%	82.9%	N/A		59.2%		23.2%		17.5%		8.4%	91.6%	98%		9.3%		13.8%	86.2%	50.0%	50.0%	13.7%	86.3%	100%

New Hires by Category	Mining Division					Transportation Division			Infrastructure Division	Grupo México Corporate	Grupo México	
	Total MIN DIV	SCC	Mexico	Peru	USA	Total TRA DIV	Mexico	USA	Total INF DIV		Total	%
Executive Leadership	7	4	2	3	2	0	0	0	3	0	10	0.2%
Senior Management	39	23	17	6	16	10	6	4	29	0	78	1.3%
Middle Management	278	255	165	90	23	85	76	9	122	0	485	8.3%
Administrative / Operational	1,080	723	307	415	358	305	261	44	374	8	1,767	30.3%
Union	873	873	858	15	0	1,193	1,102	91	1,422	0	3,488	59.8%
Total	2,277	1,878	1,349	529	399	1,593	1,445	148	1,950	8	5,828	100%

Inhouse promotions

Inhouse promotions	Mining Division					Transportation Division			Infrastructure Division	Grupo México Corporate	Grupo México
	Total MIN DIV	SCC	Mexico	Peru	USA	Total TRA DIV	Mexico	USA	Total INF DIV		Total
Total	**1,751**	1,735	1,528	211	12	**65**	65	0	**160**	**1**	1,977
% Vacancies filled by inhouse candidates (inhouse promotions)	**43.5%**	48%	53.1%	28.5%	2.9%	**3.9%**	4.3%	0%	**7.6%**	**11.1%**	25.3%

Employee turnover

The following tables summarize our employee turnover by gender, age group, category, and voluntary and involuntary.

Turnover	Mining Division										Transportation Division						Infrastructure Division		Grupo México Corporate		Grupo México	
	Total MIN DIV		SCC		Mexico		Peru		USA		Total TRA DIV		Mexico		USA		Total INF DIV				Total	
Age group	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M
< 30	**92**	**498**	81	415	76	407	5	8	11	83	**32**	**258**	28	222	4	36	**98**	**544**	**1**	**1**	223	1,301
30 - 50	**112**	**786**	87	670	70	530	16	142	26	114	**65**	**530**	44	400	21	130	**150**	**780**	**4**	**1**	331	2,097
> 50	**42**	**407**	26	343	17	202	8	141	17	64	**19**	**417**	8	328	11	89	**11**	**264**	**0**	**0**	72	1,088
Total turnover	**246**	**1,691**	**1622**		**1302**		**320**		**315**		**116**	**1,205**	**1030**		**291**		**259**	**1,588**	**5**	**2**	**626**	**4,486**
Total turnover rate	**14.7%**	**10.6%**	**10.1%**		**11.8%**		**6.3%**		**21.3%**		**19.1%**	**11.1%**	**9.6%**		**41.2%**		**44.7%**	**72.6%**	**15.6%**	**7.4%**	**21.6%**	**15.5%**

The following table shows staff turnover by labor category and gender.

Turnover by category	Mining Division					Transportation Division			Infrastructure Division	Grupo México Corporate	Grupo México
	Total MIN DIV	SCC	Mexico	Peru	USA	Total TRA DIV	Mexico	USA	Total INF DIV		% Total
Executive Leadership	**5.1%**	4.0%	2.6%	0.0%	25%	**13.3%**	13.0%	14.3%	**25.0%**	**0%**	10.5%
Senior Management	**11.7%**	10.2%	12.5%	6.0%	17%	**8.2%**	7.5%	10.9%	**24.2%**	**5.3%**	12.2%
Middle Management	**12.7%**	12.7%	15.0%	5.3%	12.7%	**11.0%**	10.0%	31.7%	**35.9%**	**0%**	15.3%
Administrative / Operational	**14.6%**	11.2%	13.7%	9.1%	25.2%	**26.1%**	14.2%	137.2%	**37.2%**	**17.6%**	20.7%
Union	**9.4%**	9.2%	10.8%	4.9%	14.4%	**9.2%**	8.9%	15.8%	**110.5%**	**N/A**	14.9%
Total	**11.0%**	**10.1%**	**11.8%**	**6.3%**	**21.3%**	**11.6%**	**9.6%**	**41.2%**	**66.8%**	**11.9%**	**16.0%**

The following table shows voluntary and involuntary turnover by gender.

Turnover	Mining Division					Transportation Division			Infrastructure Division	Grupo México Corporate	Grupo México
	Total MIN DIV	SCC	Mexico	Peru	USA	Total TRA DIV	Mexico	USA	Total INF DIV		% Total
Voluntary turnover	**7.8%**	**7.3%**	**10.0%**	**1.5%**	**12.9%**	**6.9%**	**6.3%**	**16.1%**	**22.6%**	**10.2%**	**8.8%**
Women	**10.3%**	9.3%	11.6%	3.2%	20.7%	**13.7%**	12.5%	22.9%	**19.3%**	**12.5%**	12.4%
Men	**7.5%**	7.1%	10%	1.3%	11.9%	**6.5%**	6.0%	15.4%	**23.5%**	**7.4%**	8.4%
Involuntary turnover	**3.2%**	**2.7%**	**1.8%**	**5%**	**8.5%**	**4.6%**	**3.3%**	**25.0%**	**44.1%**	**1.7%**	**7.3%**
Women	**4.4%**	3.5%	3.6%	3.4%	12.2%	**28.0%**	2.4%	224.3%	**25.3%**	**3.1%**	13.5%
Men	**3.1%**	2.7%	1.6%	4.9%	8.0%	**3.3%**	3.3%	3.1%	**49.1%**	**0.0%**	6.6%
Total	**11.0%**	**10.1%**	**11.8%**	**6.3%**	**21.3%**	**11.6%**	**9.6%**	**41.2%**	**66.8%**	**11.9%**	**16.0%**

Parental leave

GRI 404-3

The following table summarizes the information by gender.

Parental leave	Mining Division										Transportation Division		Infrastructure Division		Grupo México Corporate		Grupo México	
	Total MIN DIV		SCC		Mexico		Peru		USA		Mexico		Total INF DIV				Total	
	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M
Total employees (entitled to parental leave)	1,675	15,952	1,517	14,616	1,070	9,959	441	4,679	164	1,314	538	10,179	580	2,186	32	27	2,895	28,981
Employees that took parental leave	49	578	49	558	43	403	5	155	1	20	7	229	24	13	1	1	81	821
Employees that returned to work after parental leave	43	563	43	543	37	391	5	152	1	20	7	229	22	13	1	1	73	806
Employees continuing on payroll at 2024 close	33	523	33	523	28	378	4	145	1	0	7	223	14	13	0	1	54	760
Return to work rate (%)	87.8%	97.4%	87.8%	97.3%	86%	97%	100%	98.1%	100%	100%	100%	100%	91.7%	100%	100%	100%	90.1%	98.2%
	96.7%		96.5%		96.0%		98.1%		100.0%		100.0%		94.6%		100.0%		97.5%	
Employee retention rate (%)	76.7%	92.9%	76.7%	96.3%	75.7%	96.7%	80%	95.4%	100%	0%	100%	97.4%	63.6%	100%	0%	100%	74%	94.3%

Workplace climate

Our Employee Survey (ECO) was applied in the **Mining Division** in 2023.

The same methodology and instrument are used in all the countries where we operate (Mexico, Peru, Spain and the United States) to obtain a valid comparison, which is reviewed and prepared jointly by the Human Resources departments in each country. The instrument measures the perceptions of our people to learn how they feel to then design actions to increase their commitment. The survey addressed 18 Loyalty and Satisfaction aspects through 97 questions, which we updated for the 2023 iteration. We use a Likert scale of 1-5 for the responses, where 1 is Totally Disagree and 5 is Totally Agree. Participants complete the survey online and a third party with broad experience in social measuring and statistics runs the exercise, which also guarantees impartiality and confidentiality.

Each factor or aspect is analyzed in detail and the results are delivered to company management at each site to prepare a Response Plan to address the needs identified. We added diversity aspects to the ECO in 2021, including age and gender, among other identifiers, to better understand the composition and level of commitment of different groups within our company.

In 2023, 1,087 women (304 more than in 2021) and 12,099 men participated in the survey, together representing 85% of the total workforce (9% increase over 2021). The higher voluntary participation of our people far exceeds our 2023 response target of 60%.

Women responded with higher scores than men in each of the aspects evaluated, leading to an overall commitment level of 83.2%.

From the results, the employee commitment score in Mexico was 4.28 out of 5, demonstrating a high level of loyalty to and satisfaction with the company, while in Peru, this score was 3.91, and in the United States, 3.79. The average commitment of our people in 2023 was 4.16, an increase over the 4.09 average in 2021.

The results of the 2023 survey indicate that the three aspects rated highest are:

1. BELONGING (4.40), looks at whether the employee agrees their company is a great place to work.

2. SAFETY AND HYGIENE (4.33), refers to how employees feel about the working conditions at AMC, and how the workplace environment, health and safety are managed.

3. PRIDE (4.28), being the sense of satisfaction that employees feel working for the company.

The most improved aspects or factors from 2021 to 2023 are:

1. LEADERSHIP, measures employee opinion on the management and supervision they receive in the company and how this is carried out, increased from 3.86 to 4.07.

2. SOCIAL IMPACT, measures employee perception of the company's actions to improve the communities where we operate, in terms of infrastructure, education and community activities, increased from 3.88 to 4.04.

3. FAIR TREATMENT, measures the feeling of being treated with respect, justice, dignity and individual consideration, increased from 3.94 to 4.21. Our people today perceive company leadership as treating others much more equitably and fairly.

The EQUITY aspect also improved over 2021, increasing from 4.01 to 4.15, measuring employee perception of being treated by leadership equally and without favoritism.

The aspects rated lower in 2023 were actually rated higher than in 2021, indicating our greater areas of opportunity:

1. RECOGNITION, refers to feeling appreciated in terms of achievements and performance, and that this does not go unnoticed, scored 4.04, while in 2021, this score was 3.89.

2. WORK-LIFE BALANCE, speaks to an employee's quality of life, received a score of 4.03, higher than the score of 3.96 in 2021.

3. COMMUNICATION, measures employee opinion on how information flows within AMC and whether it is congruent and assertive, scored 3.93, higher than the score of 3.83 in 2021.

Employees in Mexico also participated in the Mexican Standard NOM-035 survey "Psychosocial risk factors at work," completing 9,021 surveys (88.44% employee participation), a much higher participation rate than the standard requires. The results were quickly tabulated and reviewed, and we prepared work plans for each site and office, particularly to respond to cases that reported severe traumatic events, channeling these for psychological and medical follow-up.

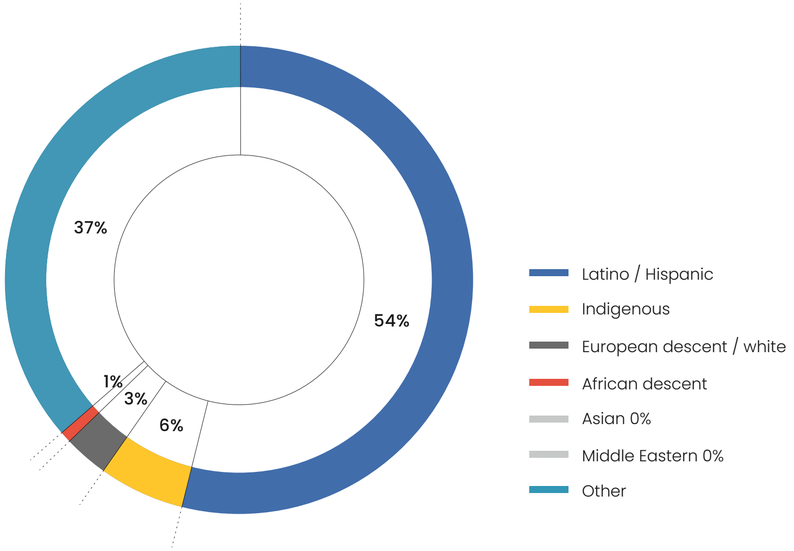
Mining Division "ECO" Employee Survey Results

ECO Results	Total Mining Division		SCC		Minera México (Mexico)		SPCC (Peru)		ASARCO (USA)	
	W	M	W	M	W	M	W	M	W	M
% Employees actively committed to or satisfied with the company	**83%**	**83%**	83%	83%	85%	85%	82%	78%	74%	76%
% Total employees participating	**85%**		**85%**		**88%**		**79%**		**69%**	
2023 Target	**60%**		**60%**		**60%**		**60%**		**60%**	

Employees participating in the survey	Mining Division		SCC		Minera México (Mexico)		SPCC (Peru)		ASARCO (USA)	
Type of employee / gender	W	M	W	M	W	M	W	M	W	M
Union	**67**	**748**	250	8,906	162	6,189	88	2,717	-	-
Non-Union	**51**	**572**	786	2,966	598	2,088	188	878	50	208
Total	**8%**	**92%**	**1,036**	**11,872**	**760**	**8,277**	**276**	**3,595**	**50**	**208**

Employees participating in the survey	Mining Division		SCC		Minera México (Mexico)		SPCC (Peru)		ASARCO (USA)	
Age group / gender	W	M	W	M	W	M	W	M	W	M
18 - 24	**171**	**1,229**	169	1,223	136	1,145	33	78	2	6
25 - 40	**578**	**6,136**	563	6,072	469	4,493	94	1,579	15	64
41 - 57	**260**	**3,747**	234	3,644	133	2,299	101	1,345	26	103
≥ 58	**77**	**968**	70	933	22	340	48	593	7	35
Total	**1,086**	**12,080**	**1,036**	**11,872**	**760**	**8,277**	**276**	**3,595**	**50**	**208**

Ethnic Identity



14%

of respondents identify as having one of the following disabilities:

- Visual
- Mobility
- Hearing
- Intellectual
- Psychosocial

Living wage at Grupo México

At Grupo México, we're committed to offering all company personnel a living wage that supports them to cover their basic needs and those of their families.[3] Here, we have developed a methodology to compare the salaries of our employees against the living wage for where they live, as defined by internationally recognized independent sources (Wage Indicator Foundation and the Massachusetts Institute of Technology), and if our salaries fall below this threshold, we make the corresponding adjustments. The company is committed to conducting this analysis annually to ensure our employees are earning a living wage.

The first step in this methodology is to identify the lowest base salary at our sites in the three countries where our Mining Division operates and for our Infrastructure and Transportation division companies. The Grupo México base salary represents only a portion of employee income. In addition, to the base salary, all employees receive monthly benefits above those required by law (including grocery vouchers, savings fund, etc.). Also, company employees receive variable compensation through profit sharing, which can represent a high percentage of their annual income. It is important to note that our living wage analysis does not consider these other benefits above the base salary.

We then compare the identified base salaries against the living wage (calculated by recognized third parties) at the national level for the Mining Division operations in Mexico and Peru, for the Infrastructure Division and for the Transportation Division operations in Mexico. For the Transportation Division and Mining Division companies operating in the United States, we compare the base salaries against the state living wage.[4]

We apply this methodology for all our Mining Division operations and corporate offices in Mexico, Peru and the United States, all our Infrastructure Division operations, and our Transportation Division operations in Mexico (representing 92% of Transportation Division personnel). This methodology identifies cases where the base salary for any employee falls below the living wage for where they live, to then take the corresponding actions.

Additionally, we include in the analysis the lowest base salaries of our Mining Division contractors in Mexico and Peru, comparing these against the national living wage. In Minera Mexico we have 264 contractors, of which we analyzed 244 (92.4%). In Peru, of the 191 contracts we have with 110 companies, we analyzed 150 (78.5%).

[3] According to the Global Living Wage Coalition, an internationally recognized source on this topic, basic needs include (but are not limited to) food, clothing, housing, healthcare and education.

[4] For the United States, we used as a reference the living wage for a single adult with no children for the state level and a two-parent family with 2 children (family with two earners) for the national level, provided by MIT. For Mexico, we used as a reference the living wage for a two-parent family with 2.2 children (family with 1.6 earners), and for Peru, we used as the reference the living wage for a two-parent family with 2.3 children (family with 1.7 earners), provided by the Wage Indicator Foundation.

[5] A contractor company will frequently provide their services at different sites, therefore the base for the analysis was the number of services and not the number of contractors. In Mexico, we analyzed 378 of the 410 services recorded (92.2% of the services provided).

5.3 Diversity & Inclusion

Diversity of Employees by Category

GRI 405-1

The table summarizes our workforce by category and gender.

	Mining Division												Transportation Division								Infrastructure Division				Grupo México Corporate				Grupo México				
	Total MIN DIV				SCC		Mexico		Peru		USA		Total TRA DIV				Mexico		USA		Total INF DIV								Total Grupo México				Total
Category	%W	Total W	%M	Total M	W	M	W	M	W	M	W	M	%W	Total W	%M	Total M	W	M	W	M	%W	Total W	%M	Total M	%W	Total W	%M	Total M	%W	Total W	%M	Total M	
Top Management	**0.2%**	**4**	**0.3%**	**55**	0%	0.2%	0.2%	0.4%	0%	0.3%	1.2%	0.5%	**0.5%**	**3**	**0.2%**	**27**	0.6%	0.2%	0%	1.1%	**0.2%**	**1**	**0.9%**	**19**	**9.4%**	**3**	**7.4%**	**2**	0.4%	11	0.4%	103	0.4%
Deputy directorate and Management	**3.8%**	**63**	**2.1%**	**339**	3%	1.8%	3.9%	1.8%	2.0%	1.9%	7.3%	5.0%	**11.0%**	**67**	**2.2%**	**238**	9.5%	1.9%	22.9%	7.5%	**6.6%**	**38**	**4.3%**	**94**	**31.3%**	**10**	**33.3%**	**9**	6.1%	178	2.3%	680	2.7%
Middle Management	**18%**	**303**	**11.9%**	**1,896**	19%	11.9%	21.3%	13.4%	13.8%	8.8%	8.5%	11.6%	**26.3%**	**160**	**6%**	**673**	27.9%	6.3%	14.3%	4.9%	**18.3%**	**106**	**15.7%**	**343**	**0.0%**	**0**	**3.7%**	**1**	19.7%	569	10.1%	2,913	11%
Administrative / Operational	**58.4%**	**978**	**18.8%**	**3,001**	58.5%	14.8%	54.9%	8.2%	66.0%	28.5%	61.0%	64.5%	**54.1%**	**329**	**10.8%**	**1,169**	54.1%	10.4%	54%	16.8%	**56.2%**	**326**	**31.5%**	**688**	**59.4%**	**19**	**55.6%**	**15**	57.1%	1,652	16.8%	4,873	20.5%
Union	**19.5%**	**327**	**66.8%**	**10,661**	19.2%	71.3%	19.7%	76.2%	18.1%	60.5%	22.0%	18.4%	**8.1%**	**49**	**81%**	**8,709**	8.0%	81.2%	8.6%	69.7%	**18.8%**	**109**	**47.7%**	**1042**	**0.0%**	**0**	**0.0%**	**0**	16.8%	485	70.4%	20,412	65.6%

Women in Management Positions

Women in Management Positions CSA	Mining Division					Transportation Division			Infrastructure Division	Grupo México Corporate	Grupo México
	Total MIN DIV	SCC	Mexico	Peru	USA	Total TRA DIV	Mexico	USA	Total INF DIV		Total
Top Management*	**8.7%**	0%	5.3%	N/A	25.0%	**10.0%**	13.0%	0.0%	**5.0%**	**60.0%**	10.9%
All Management Positions	**13.9%**	14.2%	14.9%	12.0%	11.1%	**19.7%**	19.3%	23.2%	**24.1%**	**52.0%**	17.0%
Junior Management	**13.8%**	14.2%	14.6%	12.9%	8.4%	**19.2%**	18.9%	24.4%	**23.6%**	**0.0%**	16.3%
Revenue-Generating Management Positions[1]	**31.2%**	26.5%	31.0%	0.0%	42.3%	**48%**	50.7%	23.1%	**21.1%**	**0.0%**	40.9%

[1] The percentage was calculated on the total number of women in the Management category.
* In the Mining Division, 100% of women in the Top Management category are part of the administrative company (AMMINCO), which is not part of SCC.

We are working to progressively bring more women into the organization. Currently, 17.0% of our women employees hold Management positions[2] at the Grupo México level (13.9% Mining Division, 19.7% Transportation, 24.1%, Infrastructure and 52% Grupo México Corporate).

57.1%
of women employees hold administrative or operational positions.

56.5%
women are 30-50 years of age.

25.2%
of the total women employees in the Infrastructure Division hold Management positions, while in the Transportation Division, Mining Division and SCC, this figure is 17.8%, 13.4% and 13.5%, respectively.

Of our total 2,895 women employees, 29.9% hold STEM (science, technology, engineering or mathematics) positions.

Workforce by age group and gender

Diversity by age group	Mining Division										Transportation Division						Infrastructure Division		Grupo México Corporate		Grupo México	
	Total MIN DIV		SCC		Mexico		Peru		USA		Total TRA DIV		Mexico		USA		Total INF DIV				Total	
Age group	%W	%M	W	M	W	M	W	M	W	M	%W	%M	W	M	W	M	%W	%M	%W	%M	%W	%M
< 30	**32.5%**	**17.9%**	34.1%	17.7%	38.9%	23.4%	22.7%	5.5%	17.7%	21.1%	**24.2%**	**17.9%**	26.8%	18.1%	4.3%	14.9%	**22.4%**	**18.6%**	**3.1%**	**3.7%**	28.4%	17.9%
30 - 50	**51.6%**	**60.5%**	51.8%	61.5%	52.0%	59.0%	51.0%	66.8%	51.2%	49.4%	**57.1%**	**58.5%**	57.8%	59%	51.4%	51.2%	**68.4%**	**63%**	**71.9%**	**56%**	56.4%	60%
> 50	**15.8%**	**22%**	14.1%	20.8%	9.2%	17.7%	26.3%	27.7%	31.1%	29.5%	**18.8%**	**23.6%**	15.4%	23.0%	44.3%	33.9%	**9.1%**	**18.3%**	**25.0%**	**40.7%**	15.2%	22.1%

Women in STEM Positions

STEM Women[2]	Mining Division					Transportation Division			Infrastructure Division	Grupo México Corporate	Grupo México
	Total MIN DIV	SCC	Mexico	Peru	USA	Total TRA DIV	Mexico	USA	Total INF DIV		Total
Percentage	32.5%	29.4%	32.1%	24%	59.1%	32.7%	34.4%	20.0%	21.2%	0.0%	29.9%

[2] The percentage was calculated based on the total number of women in each region, subsidiary, and at the Grupo México level.

5.5 Local Communities

SDG Materiality of the Community Development Model

SDG Materiality of the Community Development Model

Model Component	Materiality	Performance Indicators	SCC			Mining Division	Infrastructure Division (Mexico)
			Mexico	Peru	Total		
Responsible Coexistence	**Transformation of the Environment**						
	We promote caring for the environment in farming and urban communities through actions, campaigns, workshops, training and studies to improve infrastructure.	Activities	53	85	138	138	81
		Volunteers	276	188	465	465	42
		Participants or people benefited	2,345	3,709	6,054	6,054	1,701
		Linkages	19	104	123	123	6
	Citizen Engagement and Development						
	We foster active involvement and shared responsibility with programs that put the community at the center of their own development.	Activities	417	142	559	559	536
		Volunteers	958	423	1,381	1,381	510
		Participants or people benefited	19,758	10,347	30,105	30,105	10,488
		Linkages	67	110	177	177	29
	Impact and Transformation						
	We disseminate information and participate in partnerships, associations and forums to expand the vision and maximize the generation of shared value with stakeholders.	Activities	46	311	357	357	4
		Volunteers	22	423	445	445	11
		Participants or people benefited	1,508	11,585	13,093	13,093	144
		Linkages	1	110	111	111	5
	Sustainable Water Usage						
	We promote the efficient and responsible use of water and reducing wastage, excessive consumption and the water footprint from human activities.	Activities	3	1	3	3	33
		Volunteers	0	1	1	1	5
		Participants or people benefited	99	82	181	181	1,415
		Linkages	0	1	1	1	4
Economic Development	**Productive Skills**						
	We promote skills development to improve opportunities to earn income, whether through paid work or entrepreneurship, providing services or producing products.	Activities	703	2,620	3,324	3,324	19
		Volunteers	63	85	148	148	3
		Participants or people benefited	3,131	30,174	33,304	33,304	102
		Linkages	19	390	409	409	0

SDG Materiality of the Community Development Model

Model Component	Materiality	Performance Indicators	SCC			Mining Division	Infrastructure Division (Mexico)
			Mexico	Peru	Total		
Responsible Coexistence	**Work and Economic Growth**						
	We promote specialized training for individuals and businesses to join the mining production chain as employees or suppliers, in addition to funding entrepreneurial endeavors through seed funding grants.	Activities	236	74	310	310	29
		Volunteers	63	256	319	319	1
		Participants or people benefited	4,228	2,231	6,459	6,459	118
		Linkages	19	120	140	140	7
Economic Development	**Social Wellbeing and Quality of Life**						
	We support the development of artistic and cultural skills with workshops and courses, as well as initiatives that contribute to human and personal development.	Activities	1,034	1,118	2,152	2,152	708
		Volunteers	1,321	155	1,476	1,476	271
		Participants or people benefited	36,308	34,859	71,167	71,167	6,643
		Linkages	214	85	299	299	31
	Education						
	We support the development of extracurricular educational competencies, with distance learning, English and computer classes, and also reading rooms.	Activities	295	1,047	1,342	1,342	385
		Volunteers	94	21	116	116	55
		Participants or people benefited	4,049	37,864	41,913	41,913	4,576
		Linkages	12	184	196	196	29
	Prevention and Safety						
	We foster the development of a healthy culture through campaigns, events and workshops on physical exercise, healthy eating, first aid and disease prevention.	Activities	1,320	592	1,913	1,913	521
		Volunteers	441	155	596	596	166
		Participants or people benefited	29,879	11,248	41,126	41,126	4,692
		Linkages	151	85	237	237	40
	Gender Equality and Empowerment						
	We support empowering women as agents of change, offering workshops and courses from different perspectives.	Activities	12	0	12	12	44
		Volunteers	7	0	7	7	6
		Participants or people benefited	971	0	971	971	558
		Linkages	9	0	9	9	6

Annexes for Environment

6.1 Climate Change

2023 Scope 2 Emisions (tCO_2e)

Division / Subsidiary	Market-Based						Location-Based					
	2024	2023	2022	2021	2020	2019	2024	2023	2022	2021	2020	2019
Total MIN DIV	**675,558**	**822,863**	**1,023,193**	**810,686**	**1,111,191**	**1,272,934**	**1,946,583**	**1,979,510**	**1,976,503**	**1,139,331**	**1,279,967**	**1,501,644**
SCC	291,510	460,789	**610,324**	430,507	607,377	**604,965**	1,643,722	1,691,774	**1,644,120**	810,382	887,733	934,376
Total TRA DIV	**11,591**	**12,576**	**11,157**	**16,100**	**10,864**	**15,497**	**16,727**	**17,505**	**15,793**	**20,373**	**18,516**	**20,639**
Total INF DIV	**6,008**	**728**	**1,497**	**924**	**928**	**483**	**6,008**	**728**	**1,497**	**924**	**928**	**984**
Total Grupo México	**693,157**	**836,167**	**1,035,847**	**827,710**	**1,122,983**	**1,288,914**	**1,969,318**	**2,005,422**	**1,993,793**	**1,160,628**	**1,299,411**	**1,523,267**

Scope 3 Emissions 2024 (tCO_2e)

Category	Mining Division					Transportation Division			Infrastructure Division	Grupo México	
	Total MIN DIV	SCC	Mexico	Peru	USA	Total TRA DIV	Mexico	USA	Total INF DIV	Total Grupo México	%
1. Purchased goods and services	**1,772,402**	1,506,803	910,814	595,989	265,599	**370,655**	363,471	7,184	**91,892**	2,234,948	30%
2. Capital goods	**286,172**	234,820	123,068	111,752	51,352	**12,389**	7,532	4,858	**32,112**	330,674	4%
3. Fuel and energy usage (WTT)	**1,017,787**	884,814	577,059	307,755	132,973	**344,828**	322,368	22,460	**257,371**	1,619,986	22%
4. Upstream transportation and distribution	**14,775**	13,804	11,064	2,741	971	**-**	-	-	**3,170**	17,945	0%
5. Waste	**24,847**	11,476	4,788	6,688	13,371	**244**	197	47	**1,866**	26,957	0%
6. Business travel (flights)	**4,307**	4,188	2,365	1,823	119	**1,692**	1,692	-	**1,104**	7,103	0.09%
7. Employee commuting	**10,701**	255	255	-	10,446	**1,121**	1,121	-	**664**	12,486	0.19%
9. Downstream transportation and distribution	**308,727**	289,760	238,469	51,292	18,967	**-**	-	-	**0**	308,727	4%
10. Processing of products sold	**2,869,712**	2,548,147	1,809,116	739,031	321,565	**-**	-	-	**0**	2,869,712	38%
13. Downstream leased assets	**-**	-	-	-	-	**-**	-	-	**59,013**	59,013	1%
Total	**6,309,430**	**5,494,067**	**3,676,997**	**1,817,070**	**815,363**	**730,929**	**696,381**	**34,548**	**447,191**	**7,487,550**	**100%**

Pollutant Emissions

GRI 305-7 I SASBEM-MM-120a.1.

Emissions	Grupo México	Mining Division					Transportation Division			Infrastructure Division
		Total MIN DIV	SCC	Mexico	Peru	ASARCO	Total TRA DIV	Mexico	USA	Total INF DIV
NOx	**851,451**	**759,196**	**756,980**	743,866	13,114	2,216	**92,059**	91,213	847	**195**
SOx	**69,249**	**26,902**	**26,738**	43	26,695	164	**42,347**	39,930	2,417	**-**
COP	**-**	**-**	**-**	-	-		**-**	-	-	**-**
COV	**1,270**	**225**	**7**	7	-	218	**1,045**	1,018	27	**-**
COT	**88**	**88**	**88**	88	-		**-**	-	-	**-**
CO	**3,149,113**	**3,127,149**	**3,127,149**	3,127,149	-		**21,946**	21,703	243	**17**
PM 2.5	**600**	**392**	**231**	-	231	161	**208**	196	12	**-**
PM 10	**27,785**	**27,570**	**27,374**	22,152	5,222	197	**215**	202	12	**-**
PST	**67,135**	**67,135**	**66,935**	46,024	20,911	200		495	25	**-**
PM	**520**	**-**	**-**	-	-	-	**520**	-	-	**-**

*The pollutant emissions verified included NOx and SOx for all divisions, CO specifically for the Infrastructure Division, and Particulate Matter (PM) for the Transportation Division. The reporting of the other emissions is currently in the process of being adjusted, with the objective of integrating them into the verification exercises in the coming years.

6.2 Water & Effluents

Fresh water and reclaimed water consumption by SCC concentrator plants

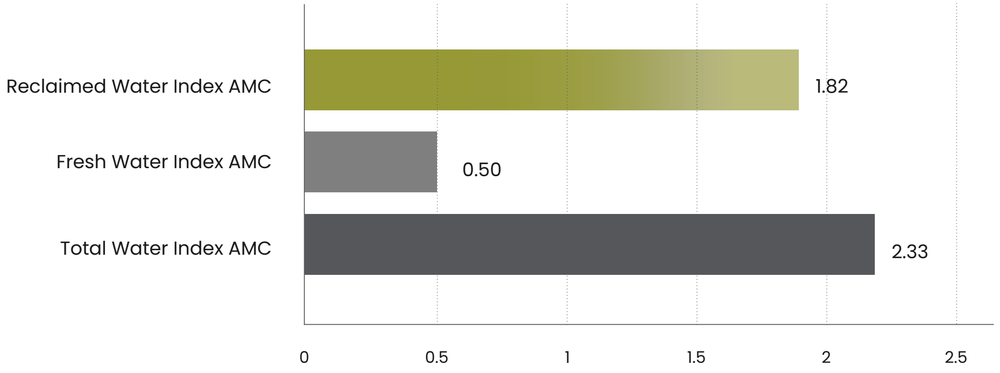
	Crushed Ore SCC
DMT	181,079,484

Fresh water and reclaimed water consumption by SCC concentrator plants

	Total Water SCC	Fresh Water SCC	Reclaimed Water SCC
%	100	22%	78%
M^3	421,425,860	90,997,359	330,428,501

	Total Water Index SCC	Fresh Water Index SCC	Reclaimed Water Index SCC
M^3/DMT	2.33	0.50	1.82

Indexes of water used in crushed ore SCC (M^3/DMT)



Grupo México Historic Water Consumption

GRI 303-3, 303-4, 303-5

	Grupo México				Mining Division (MIN DIV)												Transportation Division (TRA DIV)												Infrastructure Division (INF DIV)			
	Total				SCC				Mexico				Peru				Total TRA DIV				Mexico				USA				Total INF DIV			
	2024	2023	2022	2021	2024	2023	2022	2021	2024	2023	2022	2021	2024	2023	2022	2021	2024	2023	2022	2021	2024	2023	2022	2021	2024	2023	2022	2021	2024	2023	2022	2021
GRI 303-3 Fresh water withdrawn in Megaliters (ML)																																
Surface water	42,595	38,827	33,245	36,499	42,564	38,824	33,240	36,494	27,147	23,897	18,836	21,099	15,416	14,927	14,404	15,395	0	0	0	0	0	0	0	0	0	0	0	0	31	3	30	5
Groundwater	79,178	75,764	75,595	79,582	75,223	72,651	71,794	75,780	38,259	37,017	38,057	39,008	36,963	35,633	33,737	36,772	74	206	156	164	74	206	156	164	0	0	0	0	3,881	2,907	3,165	3,637
Seawater	901	1,043	99	99	829	931	0	0	0	0	0	0	829	931	0	0	0	0	0	0	0	0	0	0	0	0	0	0	72	112	112	99
Produced	391	769	1,615	942	391	769	1,615	942	391	769	822	168	0	0	793	774	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
From third parties	592	241	171	171	64	61	65	65	22	17	16	16	43	44	49	49	232	180	143	106	184	153	78	99	48	27	65	7	296*	0	48	0
Wastewater	1,363	0	0	0	1,311	0	0	0	1,311	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	52*	0	0	0
Total water withdrawn in ML	125,019	116,644	110,726	117,293	120,381	113,236	106,715	113,281	67,130	61,700	57,732	60,291	53,251	51,535	48,983	52,990	306	386	299	270	258	359	234	263	48	27	65	7	4,332	3,023	3,355	3,741
GRI 303-4 Water discharges in Megaliters (ML)																																
Surface	775	748	537	587	214	243	227	50	214	243	227	50	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	560	505	506	537
Ground	0	0	0	166	0	0	0	166	0	0	0	166	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sea	1,668	1,494	1,303	1,570	1,628	1,453	1,263	1,510	0	0	0	0	1,628	1,453	1,263	1,510	0	0	0	0	0	0	0	0	0	0	0	0	40	41	40	60
Third parties	588	386	299	270	0	0	0	0	0	0	0	0	0	0	0	0	306	386	299	270	258	359	234	263	48	27	65	7	282	0	0	0
Total water discharges in ML	3,030	2,627	2,139	2,593	1,842	1,696	1,490	1,726	214	243	227	216	1,628	1,453	1,263	1,510	306	386	299	270	258	359	234	263	48	27	65	7	882	545	546	597
Consumption of recycled or reuse water in Megaliters (ML)	330,481	302,462	307,184	328,661	330,429	302,415	307,169	328,646	192,520	172,132	188,880	201,536	137,909	130,283	118,289	127,110	0	0	0	0	0	0	0	0	0	0	N/A	N/A	52	47	98	15
GRI 305-5 Total water consumption in Megaliters (ML)	452,470	416,479	415,770	443,361	448,968	413,955	412,394	440,201	259,436	233,589	246,385	261,611	189,532	180,366	166,009	178,590	306	386	299	270	258	359	234	263	48	27	65	7	3,502	2,524	2,907	3,173

The total water consumption is the sum of the water withdrawn plus the water recycled less the discharges.

The Transportation Division uses the formula: Withdrawal= Discharge = Consumption. We only discharge wastewater to the municipal system (third party) in compliance with local environmental regulation.

* In accordance with GRI 303-3 indicator guidelines, total water for third parties consists of municipal water suppliers and municipal wastewater treatment plants, public or private utilities and other organizations involved in the supply, transport, treatment, disposal or use of water and effluents. For the purposes of this report, a breakdown of this information is presented in the Infrastructure Division.

Water Consumption (water stress sources) 2024

GRI 303-3, 303-4, 303-5

	Grupo México		Mining Division (MIN DIV)						Transportation Division (TRA DIV)						Infrastructure Division (INF DIV)	
	Total Grupo México		SCC		Mexico		Peru		Total TRA DIV		Mexico		USA		Total INF DIV	
	All zones	Water stress zones	All zones	Water stress zones	All zones	Water stress zones	All zones	Water stress zones	All zones	Water stress zones	All zones	Water stress zones	All zones	Water stress zones	All zones	Water stress zones
GRI 303-3 Fresh water withdrawn in Megaliters (ML)																
Surface water	42,595	42,564	42,564	42,564	27,147	27,147	15,416	15,416	0	0	0	0	0	0	31	0
Groundwater	79,178	75,192	75,223	75,192	38,259	38,229	36,963	36,963	74	0	74	0	0	0	3,881	0
Seawater	901	0	829	0	0	0	829	0	0	0	0	0	0	0	72	0
Produced	391	391	391	391	391	391	0	0	0	0	0	0	0	0	0	0
From third parties	592	19	64	19	22	19	43	0	232	0	184	0	48	0	296	0
Wastewater	1,363	0	1,311	1,311	1,311	1,311	0	0	0	0	0	0	0	0	52	0
Total water withdrawn in ML	**125,019**	**118,166**	**120,381**	**119,477**	**67,130**	**67,098**	**53,251**	**52,380**	**306**	**0**	**258**	**0**	**48**	**0**	**4,332**	**0**
GRI 303-4 Water discharges in Megaliters (ML)																
Surface	775	214	214	214	214	214	0	0	0	0	0	0	0	0	560	0
Ground	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sea	1,668	0	1,628	0	0	0	1,628	0	0	0	0	0	0	0	40	0
Third parties	588	0	0	0	0	0	0	0	306	0	258	0	48	0	282	0
Total water discharges in ML	**3,030**	**214**	**1,842**	**214**	**214**	**214**	**1,628**	**0**	**306**	**0**	**258**	**0**	**48**	**0**	**882**	**0**
Consumption of recycled or reuse water in Megaliters (ML)	330,481		330,429		192,520		3,520		137,909		0		0		52	
GRI 305-5 Total water consumption in Megaliters (ML)	**452,470**		**448,968**		**259,436**		**189,532**				**359**		**27**		**3,502**	

6.3 Biodiversity

IUCN Red List threatened species and national conservation list species with habitats in areas affected by operations

GRI 304-4

Mexico

Ariocarpus retusus, Brahea berlandieri, Coryphanta villarensis, Coryphatha delicata, Dasylirion acrotriche, Echinocactus platyacanthus, Ferocactus histrix, Ferocactus pilosus, Mammillaria bocasana, Mammillaria haageana, Mammillaria longiflora, Mammillaria miegiana, Mammillaria moelleriana, Pinus cembroides, Accipiter cooperi, Accipiter Gentilis, Accipiter striatus, Aguila chrysaetos, Aimophila ruficeps, Ambystoma rosaceum, Amphispiza bilineata, Anas diazi, Aquila chrysaetos, Aspidoscelis communis, Boa constrictor, Bubo virginianus, Buteo albonotatus, Buteo jamaicensis, Buteo regalis, Buteo swainsoni, Buteogallus anthracinus, Calidris mauri, Cardinalis, Carduelis pinus, Carpodacus mexicanus, Cnemidophorus tigris, Colaptes auratus, Colaptes chrysoides, Coleonyx variegatus, Coluber flagellum, Columbina passerina, Contopus sordidulus, Crotalus aquilus, Crotalus atrox, crotalus molossus, Crotalus willardi, Crotalus basiliscus, Crotalus lepidus, Crotalus molossus, Crotalus scutulatus, Crotalus tigris, Crotalus willardi, Crotaphytus collaris, Ctenosaura hemilopha , Cynanthus latirostris, Cyrtonyx montezumae, Dendroica coronata, Elgaria kingii, Empidonax difficilis, Empidonax traillii, Falco mexicanus, Falco peregrinus, Gastrophryne olivacea, Geothlypis tolmiei, Glaucidium gnoma, Gopherus agassizii, Haliaeetus leucocephalus, Heloderma suspectum, Heterodon nasicus, Holbrookia maculata, Hyla eximia , Hypsiglena chlorophaea, Hypsiglena jani, Hypsiglena torquata, Icterus pustulatus, Ictinia mississippiensis, Junco hyemalis, Junco phaeonotus, Kinosternon integrum, Kinosternon sonoriense, Lampropeltis getula, Lampropeltis pyromelana, Lampropeltis triangulum, Leptonycteris nivalis, Leptotila verreauxi, Lepus californicus, Lithobates berlandieri, Lithobates montezumae, Lithobates pustulosus, Masticophis flagellum, Megascops asio, Melanerpes formicivorus, Melospiza melodia, Micrathene whitneyi, Micruroides euryxanthus, Nasua narica, Notiosorex crawfordi , Oporornis tolmiei, Parabuteo unicinctus, Passerina ciris, Patagioenas fasciata, Phrynosoma orbiculare, Picoides stricklandi, Pipilo maculatus, Pituophis deppei, Quiscalus mexicanus, Regulus calendula, Salpinctes obsoletus, Salvadora bairdi, Sceloporus goldmani, Sceloporus grammicus, Sciurus arizonensis, Spilogale putorius, Spizella wortheni, Strix occidentalis, Tachybaptus dominicus, Taxidea taxus, Terrapene ornata, Terrapene ornata, Thamnophis cyrtopsis, Thamnophis eques, Thryomanes bewickii, Toxostoma bendirei, Trachemys scripta, Trachemys yaquia, Trimorphodon biscutatus, Trimorphodon vilkinsonii, Troglodytes aedon, Uma notata, Ursus americanus, Uta stansburiana, Vireo bellii, Vireo cassinii, Vireo gilvus y Vireo huttoni.

Peru

Azorella compacta, Azorella diapensioides, Junellia arequipense, Kageneckia lanceolata, Kageneckia lanceolata Ruiz & Pav., Lobivia pampana Britton & Rose, Opuntia sphaerica, Parastrephia lepidophylla, Polylepis besseri, Senecio nutans Sch. Bip, Arctocephalus australis, Ctenomys peruanus, Lama guanicoe, Larosterna inca, Leopardus jacobitus, Liolaemus tacnae, Lontra felina, Microlophus quadrivittatus, Otaria flavescens, Pelecanus thagus, Phalacrocorax gaimardi, Platalina genovensium, Procellaria aequinoctialis, Procellaria aequinoctialis, Rhea pennata, Rhea pennata, Sula variegata, Telmatobius peruvianus, Telmatobius peruvianus, Theristicus melanopis, Vultur gryphus, Vultur gryphus, Xenospingus concolor y Xenospingus concolor.

USA

Southwestern Willow Flycatcher, Yellow Bill Cuckoo y Pima Pineapple Cactus.

6.4 Waste

Active tailings dams

SASB EM-MM-540a.1

Mine	Name of the tailings dam	Type of dam	Company	Coordinates of the dam (latitude, longitude)	Start date of operations	Volume stored (m^3)	Anticipated maximum storage volume (in 5 years)
La Caridad	Tailings Dam No. 7	Downstream	OMINA	12 R 652,038.26 m E 3,355,576.45 m N	1984	667,743,000	791,582,286
Cuajone - Toquepala	Quebrada Honda	Downstream	SPCC	19 K 307600.00 m E 8067200.00 m S	1996	943,887,543	1,163,000,000
Buenavista del Cobre	Tailings Dam No. 3	Downstream	OMIMSA	12 R 575,920 m E 3,424,060 m N	+100 years	692,120,690	812,386,957
Mission	#4	Upstream	ASARCO	12 S 499186.52 m E 3538988.63 m N	1997	128,502,676	339,802,159
Ray	Elder Gulch	Upstream	ASARCO	12 S 504119.67 m E 3666038.52 m N	1992	121,860,000	147,521,000
Buenavista del Cobre	New tailings dam	Downstream	OMIMSA	12 R 567,000 m E 3,413,000 m N	2015	236,970,930	387,129,158
Hayden	D	Upstream	ASARCO	12 S 516759.34 m E 3649980.49 m N	1982	81,880,040	96,823,147
San Martin	Tailings dam 5-7	Upstream	IMMSA	13 Q 628323.35 m E 2618299.05 m N	1980	15,000,000	4,128,594
San Martin	Tailings dam 6	Upstream	IMMSA	13 Q 628017.65 m E 2619828.23 m N	1970	4,800,000	
Santa Barbara	Noriega 4	Upstream	IMMSA	13 R 422458.60 m E 2967653.28 m N	+30 years	16,000,000	2,033,708
Santa Bárbara	Tecolotes Norte	Upstream	IMMSA	13R 419671.52 m E 2967090.82 m N	+50 years	1,650,000	
Santa Bárbara	Noriega 3	Upstream	IMMSA	13R 422352.55 m E 2967670.72 m N	+30 years	13,200,000	
Charcas	Cañada 1	Upstream	IMMSA	14Q 277694.41 m E 2561068.58 m N	2023	220,558	3,295,722
Charcas	Tailings dam (No. 6)	Upstream	IMMSA	14 Q 279241.31 m E 2560943.96 m N	+100 years	6,800,000	

7.6 External Verification Letter

Film photography I Author: Ilse Cristell Alcántar Martínez, 27 years old I Community: Charcas, SLP. I Year: 2022

Grupo México, S.A.B. de C.V.

Limited assurance report for selected sustainability information included in the Sustainable Development Report 2024 for the year ended December 31, 2024.

Independent Practitioner's Limited Assurance Report for selected sustainability information of Grupo México, S.A.B. de C.V.

Information subject to the assurance engagement

We have been engaged by Grupo México, S.A.B. de C.V. ("Grupo México" or the "Entity") to perform a limited assurance engagement on selected sustainability information included in the Sustainable Development Report 2024 for the year ended December 31, 2024.

Our work was performed by an independent and multidisciplinary team including assurance practitioners and sustainability specialists.

Our limited assurance engagement was performed solely in respect of the selected sustainability information included in Appendix A. Our assurance report does not extend to information from previous periods or other information included in the Sustainable Development Report 2024, including other information related to such report that may contain images, audio or videos.

Criteria used for the preparation of the information subject to the assurance engagement ("Criteria")

The selected sustainability information, included in Appendix A, has been prepared and presented in accordance with the guidelines of *Global Reporting Initiative (GRI).*

Grupo México's responsibility for selected sustainability information

Grupo México is responsible for the preparation of the selected sustainability information in accordance with *GRI*. This responsibility includes the design, implementation, and execution of internal controls over the relevant information for the preparation of the selected information that is free from material misstatement, whether due to fraud or error.

Inherent limitations to the assurance engagement

Selected sustainability information is subject to inherent uncertainty due to the use of non-financial information which is subject to greater inherent limitations than financial information, given the nature of the methods used to determine, calculate, sample, or estimate such information. In preparing the selected information, the Entity makes qualitative interpretations about the relevance, materiality and accuracy of the information that are subject to assumptions and judgments.

Our independence and quality control

We have complied with the independence and ethical requirements of the Code of Ethics for Public Accountants issued by the *International Ethics Standard Board for Accountants* (*IESBA*), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior.

Our Firm applies *International Standard on Quality Management 1 (ISQM 1)* and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our responsibility

Our responsibility is to express a limited assurance conclusion on selected sustainability information for the year ended December 31, 2024, based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with *International Standard on Assurance Engagements 3000 (Revised), assurance engagements other than audits or reviews of historical financial information (ISAE 3000)* issued by the *International Auditing and Assurance Standards Board (IAASB)*. That standard requires that we plan and perform this engagement to obtain limited assurance about whether the selected sustainability information is free from material misstatement.

A limited assurance engagement undertaken in accordance with *ISAE 3000* involves assessing the suitability in the circumstances of Grupo Mexico use of methodologies in accordance with *GRI,* as the basis for the preparation of the selected sustainability information, assessing the risks of material misstatement of the information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the selected sustainability information. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluation of the appropriateness of quantification methods, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Performed inquiries through which we obtained an understanding of the Entity's internal policies related to the selected sustainability information.
- Performed inquiries through which we obtained an understanding of Grupo Mexico's control environment and information systems relevant to the preparation of selected sustainability information; but did not evaluate the design of particular control activities nor obtain evidence about their implementation, nor test operating effectiveness.
- Evaluated whether Grupo Mexico's methods for developing estimates are appropriate and had been consistently applied in the preparation of the selected information.
- Performed substantive tests on the information referred in this report and corroborate that the data has been adequately measured, recorded, compiled, and reported through the following procedures:
    - Inspection;
    - Observation;
    - Confirmation;
    - Re-calculations.

- Comparison of the contents presented by the Management with what is established in the section of *Criteria* of this report.

The procedures performed in a limited assurance engagement vary in nature and opportunity, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained if we had performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether Grupo México's selected information has been prepared, in all material respects, in accordance with the guidelines provided by *GRI.*

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

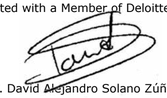
Limited assurance conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the selected sustainability information for the year ended December 31, 2024, was not prepared, in all material aspects, in accordance with the *Criteria* section of this report.

Restriction on use and distribution

Our report is intended solely for the management of Grupo México, S.A.B de C.V., in accordance with the terms of our engagement letter and, should not be used by, or distributed to any other party.

Galaz, Yamazaki, Ruiz Urquiza, S.C.
Affiliated with a Member of Deloitte Touche Tohmatsu Limited



C.P.C. David Alejandro Solano Zúñiga
Mexico City, Mexico
June 6, 2025

Appendix A

The following include the *GRI* metrics in scope of the limited assurance engagement determined by Grupo México's Management.

GRI Description	Metric
2-26 Mechanisms for seeking advice and raising concerns	**Mining, Transportation, and Infrastructure Divisions** • Qualitative review of mechanisms for seeking advice and raising concerns.
3-1 Process to determine material topics	**Mining, Transportation, and Infrastructure Divisions** • Qualitative review of the procedures for determining material topics.
204-1 Proportion of spending on local suppliers	**Mining Division** • 18% of spending on local suppliers **Transportation Division*** • 86% of spending on local supplies **Infrastructure Division** • 41% of spending on local suppliers *Due to the nature of the Transportation Division's operations, national suppliers are considered local suppliers.
302-1 Energy consumption within the organization	**Mining Division** • Mexico: 30,174,904 GJ • Peru: 19,162,103 GJ • USA: 6,054,210 GJ • Total: 55,391,217 GJ **Transportation Division** • Mexico: 18,474,065 GJ • USA: 1,242,986 GJ • Total: 19,717,051 GJ **Infrastructure Division** • Mexico: 26,982,540 GJ • Total: 26,982,540 GJ **Total Grupo México** • Mexico: 75,631,509 GJ • Peru: 19,162,103 GJ • USA: 7,297,196 GJ • Total: 102,090,808 GJ
303-3 Water withdrawal	**Mining Division*** • Total surface water withdrawal: 42,564 ML • Total groundwater withdrawal: 75,223 ML • Total seawater withdrawal: 829 ML • Total produced water withdrawal: 391 ML • Total third-party water withdrawal: 64 ML • Total wastewater: 1,311 ML • Total water withdrawal: 120,381 ML * USA information was not verified.

GRI Description	Metric
303-3 Water withdrawal	**Transportation Division** • Total groundwater withdrawal: 74 ML • Total third-party water withdrawal: 232 ML • Total water withdrawal: 306 ML **Infrastructure Division** • Total surface water withdrawal: 31 ML • Total groundwater withdrawal: 3,881 ML • Total seawater withdrawal: 72 ML • Total third-party water withdrawal: 296 ML • Total wastewater: 52 ML • Total water withdrawal: 4,332 ML **Total Grupo México** • Total surface water withdrawal: 42,595 ML • Total groundwater withdrawal: 79,178 ML • Total seawater withdrawal: 901 ML • Total produced water withdrawal: 391 ML • Total third-party water withdrawal: 592 ML • Total wastewater: 1,363 ML • Total water withdrawal: 125,019 ML
303-4 Water discharge	**Mining Division*** • Total surface water discharge: 214 ML • Total seawater discharge: 1,628 ML • Total water discharge: 1,842 ML * USA information was not verified. **Transportation Division** • Total third-party water discharge: 306 ML • Total water discharge: 306 ML **Infrastructure Division** • Total surface water discharge: 560 ML • Total seawater discharge: 40 ML • Total third-party water discharge: 282 ML • Total water discharge: 882 ML **Total Grupo México** • Total surface water discharge: 774 ML • Total seawater discharge: 1,668 ML • Total third-party water discharge: 588 ML • Total water discharge: 3,030 ML
303-5 Water consumption	**Mining Division*** • Total recycled or reused water: 330,429 ML • Total water consumption: 448,968 ML * USA information was not verified. **Transportation Division** • Total water consumption: 306 ML **Infrastructure Division** • Total recycled or reused water: 52 ML • Total water consumption: 3,502 ML **Total Grupo México** • Total recycled or reused water: 330,481 ML • Total water consumption: 452,776 ML

GRI Description	Metric
304-3 Habitats protected or restored	**Mining Division** Extension of the total reforested area of 19.78 hectares (ha), whose location per unit and size in hectares of the reforested area is as follows: • Buenavista del Cobre, Mexico with 13.22 ha • Nueva Rosita, Mexico with 3.40 ha • San Martin, Mexico with 0.45 ha • Toquepala, Peru with 1.12 ha • Cuajone, Peru with 1.59 ha **Infrastructure Division** Extension of the total reforested area of 4.018 hectares (ha), whose location per unit and size in hectares of the reforested area is as follows: • La Caridad, Mexico with 0.77 ha • El Retiro, Mexico with 0.09 ha • Fenicias, Mexico with 1.00 ha • Plataforma Veracruz, Mexico with 1.87 ha • Poza Rica, Mexico with 0.001 ha • Guanajuato, Mexico with 0.22 ha • Nacozari, Mexico with 0.03 ha • Cananea, Mexico with 0.03 ha **Total Grupo México** • Extension of the total reforested area of 23.79 hectares (ha).
305-1 Direct (scope 1) GHG emissions	**Mining Division** • Mexico: 1,231,726 tCO2e • Peru: 808,438 tCO2e • USA: 196,693 tCO2e • Total: 2,236,857 tCO2e **Transportation Division** • Mexico: 1,490,764 tCO2e • USA: 92,519 tCO2e • Total: 1,583,283 tCO2e **Infrastructure Division** • Mexico: 1,522,560 tCO2e • Total: 1,522,560 tCO2e **Total Grupo México** • Mexico: 4,245,050 tCO2e • Peru: 808,438 tCO2e • USA: 289,212 tCO2e • Total: 5,342,700 tCO2e
305-2 Energy indirect (scope 2) GHG emissions	**Mining Division** • Mexico: 291,510 tCO2e • Peru: 0 tCO2e • USA: 384,048 tCO2e • Total: 675,558 tCO2e

GRI Description	Metric
305-2 Energy indirect (scope 2) GHG emissions	**Transportation Division** • Mexico: 7,526 tCO2e • USA: 4,065 tCO2e • Total: 11,591 tCO2e **Infrastructure Division** • Mexico: 6,008 tCO2e • Total: 6,008 tCO2e **Total Grupo México** • Mexico: 305,044 tCO2e • Peru: 0 tCO2e • USA: 388,113 tCO2e • Total: 693,157 tCO2e
305-3 Other indirect (scope 3) GHG emissions	**Mining Division** • Category 1: 1,772,402 tCO2e • Category 2: 286,172 tCO2e • Category 3: 1,017,787 tCO2e • Category 4: 14,775 tCO2e • Category 5: 24,848 tCO2e • Category 6: 4,308 tCO2e • Category 7: 10,701 tCO2e • Category 9: 308,727 tCO2e • Category 10: 2,869,712 tCO2e • Total: 6,309,431 tCO2e **Transportation Division** • Category 1: 370,655 tCO2e • Category 2: 12,389 tCO2e • Category 3: 344,828 tCO2e • Category 5: 244 tCO2e • Category 6: 1,692 tCO2e • Category 7: 1,121 tCO2e • Total: 730,929 tCO2e **Infrastructure Division** • Category 1: 91,892 tCO2e • Category 2: 32,112 tCO2e • Category 3: 257,371 tCO2e • Category 4: 3,170 tCO2e • Category 5: 1,866 tCO2e • Category 6: 1,104 tCO2e • Category 7: 664 tCO2e • Category 13: 59,013 tCO2e • Total: 447,191 tCO2e **Total Grupo México** • Category 1: 2,234,948 tCO2e • Category 2: 330,674 tCO2e • Category 3: 1,619,987 tCO2e • Category 4: 17,945 tCO2e • Category 5: 26,957 tCO2e • Category 6: 7,103 tCO2e • Category 7: 12,486 tCO2e • Category 9: 308,727 tCO2e • Category 10: 2,869,712 tCO2e • Category 13: 59,013 tCO2e • Total: 7,487,551 tCO2e

GRI Description	Metric
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	**Mining Division** • NOx: 759,196 ton • SOx: 26,902 ton **Transportation Division** • NOx: 92,059 ton • SOx: 42,347 ton • PM: 520 ton **Infrastructure Division** • NOx: 195 ton • CO: 17 ton **Total Grupo México** • NOx: 851,450 ton • SOx: 69,249 ton • PM: 520 ton • CO:17 ton
306-3 Waste generated	**Mining Division** • Hazardous waste: 11,595 ton • Non-hazardous waste: 326,723 ton **Transportation Division*** • Hazardous waste: 1,672 ton *Non-hazardous waste generated is not accounted by the Division. **Infrastructure Division** • Hazardous waste: 492 ton • Non-hazardous waste: 11,195 ton **Total Grupo México** • Hazardous waste: 13,759 ton • Non-hazardous waste: 337,918 ton
306-4 Waste diverted from disposal	**Mining Division** • Total hazardous waste diverted from disposal: 7,131 ton • Total non-hazardous waste diverted from disposal: 33,205 ton **Transportation Division*** • Total hazardous waste diverted from disposal: 781 ton *Non-hazardous waste diverted from disposal is not accounted by the Division. **Infrastructure Division** • Total hazardous waste diverted from disposal: 322 ton • Total non-hazardous waste diverted from disposal: 7,688 ton **Total Grupo México** • Total hazardous waste diverted from disposal: 8,234 ton • Total non-hazardous waste diverted from disposal: 40,893 ton

GRI Description	Metric
306-5 Waste directed to disposal	**Mining Division** • Total hazardous waste directed to disposal: 4,464 ton • Total non-hazardous waste directed to disposal: 293,517 ton **Transportation Division*** • Total hazardous waste directed to disposal: 891 ton *Non-hazardous waste directed to disposal is not accounted by the Division. **Infrastructure Division** • Total hazardous waste directed to disposal: 170 ton • Total non-hazardous waste directed to disposal: 3,507 ton **Total Grupo México** • Total hazardous waste directed to disposal: 5,525 ton • Total non-hazardous waste directed to disposal: 297,024 ton
403-9 Work-related injuries	**Mining Division** *The following rates were calculated based on 1,000,000 man-hours worked Employees • Zero fatalities resulting from work-related injuries during the review period • Rate of fatalities as a result of work-related injuries of 0 (zero fatalities during the period) • Lost Time Injury Frequency Rate (LTIFR) of 2.43 ((101 incidents x 1,000,000) / 41,534,635 man-hours worked) • Total Recordable Injury Frequency Rate (TRIFR) of 3.88 ((161 incidents x 1,000,000) / 41,534,635 man-hours worked) Contractors • One fatality resulting from work-related injuries during the review period • Rate of fatalities as a result of work-related injuries of 0.03 ((1 fatality x 1,000,000) / 29,277,008 man-hours worked) • Lost Time Injury Frequency Rate (LTIFR) of 1.74 ((51 incidents x 1,000,000) / 29,277,008 man-hours worked) • Total Recordable Injury Frequency Rate (TRIFR) of 2.02 ((1 fatality + 58 incidents x 1,000,000) / 29,277,008 man-hours worked) Total Mining Division • One fatality resulting from work-related injuries during the review period • Rate of fatalities as a result of work-related injuries of 0.01 ((1 fatality x 1,000,000) / 70,811,643 man-hours worked) • Lost Time Injury Frequency Rate (LTIFR) of 2.15 ((152 incidents x 1,000,000) / 70,811,643 man-hours worked) • Total Recordable Injury Frequency Rate (TRIFR) of 3.11 ((1 fatality + 219 incidents x 1,000,000) / 70,811,643 man-hours worked)

GRI Description	Metric
403-9 Work-related injuries	*The following rates were calculated based on 200,000 man-hours worked Employees • Lost Time Injury Frequency Rate (LTIFR) of 0.49 ((101 incidents x 200,000) / 41,534,635 man-hours worked) Contractors • Lost Time Injury Frequency Rate (LTIFR) of 0.35 ((51 incidents x 200,000) / 29,277,008 man-hours worked) Total Mining Division • Lost Time Injury Frequency Rate (LTIFR) of 0.43 ((152 incidents x 200,000) / 70,811,643 man-hours worked) **Transportation Division** *The following rates were calculated based on 200,000 man-hours worked Employees • Two fatalities resulting from work-related injuries during the review period • Rate of fatalities as a result of work-related injuries of 0.02 ((2 fatalities x 200,000) / 23,035,771 man-hours worked) • Total recordable workplace injury rate of 1.75 ((2 fatalities + 200 incidents x 200,000) / 23,035,771 man-hours worked) Contractors • Zero fatalities resulting from work-related injuries during the review period • Rate of fatalities as a result of work-related injuries of 0 (zero fatalities during the period) • Total recordable workplace injury rate of 1.64 ((15 incidents x 200,000) / 1,832,064 man-hours worked) **Infrastructure Division** *The following rates were calculated based on 200,000 man-hours worked • Zero fatalities resulting from work-related injuries during the review period • Rate of fatalities as a result of work-related injuries of 0 (zero fatalities during the period) • Total Recordable Injury Frequency Rate (TRIFR) of 0.44 ((15 incidents x 200,000) / 6,785,355 man-hours worked)
403-10 Work-related ill health	**Mining Division** • Twenty cases of recordable work-related ill health **Infrastructure Division** • Zero cases of recordable work-related ill health **Total Grupo México** • Twenty cases of recordable work-related ill health

GRI Description	Metric
405-2 Ratio of basic salary and remuneration of women to men	**Mining Division** • Ratio of the basic salary of women to men in executive leadership positions of 1.02 • Ratio of the basic salary of women to men in senior management positions of 1.02 • Ratio of the basic salary of women to men in middle management positions 0.91 • Ratio of the basic salary of women to men in administrative and operational positions of 0.94 • Ratio of the basic salary of women to men in unionized positions of 0.96 **Transportation Division** • Ratio of the basic salary of women to men in executive leadership positions of 0.75 • Ratio of the basic salary of women to men in senior management positions of 1.03 • Ratio of the basic salary of women to men in middle management positions 0.94 • Ratio of the basic salary of women to men in administrative and operational positions of 0.87 • Ratio of the basic salary of women to men in unionized positions of 0.95 **Infrastructure Division** • Ratio of the basic salary of women to men in executive leadership positions of 0.91 • Ratio of the basic salary of women to men in senior management positions of 0.86 • Ratio of the basic salary of women to men in middle management positions of 0.84 • Ratio of the basic salary of women to men in administrative and operational positions of 0.88 • Ratio of the basic salary of women to men in unionized positions of 0.88 **Total Grupo México** • Ratio of the basic salary of women to men in executive leadership positions of 0.98 • Ratio of the basic salary of women to men in senior management positions of 0.98 • Ratio of the basic salary of women to men in middle management positions 0.90 • Ratio of the basic salary of women to men in administrative and operational positions of 0.93 • Ratio of the basic salary of women to men in unionized positions of 0.95
G4 MM3 Total amounts of overburden, rock, tailings, and sludges and their associated risks	**Total Grupo México** • Total rock waste or overburden: 541,717,989 ton • Total tailings: 211,288,873 ton • Total slag and other smelter and refinery waste:1,650,926 ton • Total mining waste generation: 754,657,788 ton