

A photograph of a large industrial facility, possibly a refinery or chemical plant, featuring tall cylindrical storage tanks and a complex network of steel walkways and stairs. Several workers in orange safety vests and hard hats are visible on the ground level. The scene is captured during the "blue hour" of twilight, with a soft, warm light from the setting or rising sun. In the foreground, there are dark, silvery cholla plants.

HUMAN RIGHTS:

SUSTAINABILITY ACTIONS 2025

Sustainability Actions 2025: Human Rights¹

Human Rights Due Diligence Process

As part of our commitment to the United Nations Guiding Principles on Business and Human Rights, we have established comprehensive human rights due diligence processes to identify, prevent, mitigate, and, when necessary, remedy potential adverse impacts on our employees and local communities.

The due diligence methodology is applied consistently to four key stakeholder groups: local communities, company personnel, suppliers, and security providers. This approach is strengthened through participatory social diagnostics, where both men and women participate on equal terms which help identify and prioritize human rights risks specific to each operational context. These diagnostics are the basis of the Social Management Plans, which includes project designed specifically for women.

We maintain an open and permanent grievance mechanism through our Support and Attention Center (SAC), which serves as a two-way communication channel between the company and surrounding communities. This platform allows individuals to raise concerns, particularly those related to human rights, ensuring timely, confidential, and effective resolution.

Furthermore, we uphold strict policies and procedures to eliminate any risk of child labor, forced labor, **human trafficking**, or violations of freedom of association and collective bargaining. These policies are enforced across all operations and are aligned with applicable national regulations. In addition, Grupo México endorses and implements the Children's Rights and Business Principles, developed by UNICEF, the UN Global Compact, and Save the Children, to ensure that business activities do not negatively affect children or vulnerable groups.

To support the implementation of our human rights due diligence approach, we apply a structured model that enables the identification and assessment of risks across different dimensions of the business, including our own operations, our value chain and other business-related activities, as well as new business relationships such as mergers, acquisitions, and joint ventures. When required, we also engage qualified independent third parties to conduct specialized human rights due diligence assessments, ensuring objectivity, technical rigor, and alignment with international standards. For example, as part of a merger within Grupo México's Energy business, an independent third party conducted a human rights due diligence assessment across seven new operational sites. The review was performed in accordance with the OECD Guidelines on Corporate Governance and Responsible Business Conduct and the human rights due diligence requirements under Articles 26–30 of the Corporate Sustainability Due Diligence Directive (CSDDD), supporting informed decision-making throughout the transaction process.

¹ The actions described in this document are fully applicable to our subsidiary Southern Copper Corporation.

This approach is complemented by the periodic review of our risk mapping to ensure the ongoing identification of potential issues and the effectiveness of mitigation measures (if applicable). The table below summarizes the main components and activities implemented at each stage.

Table 1. Human Rights Due Diligence Model

EXPLORATION	CONSTRUCTION & OPERATIONS		CLOSURE
1. Social Viability Assessment • Baseline studies • Social risk assessment • Assessment of the project's social context • Stakeholder mapping	3. Human Rights Due Diligence a. Socio-Demographic Analysis b. Risk and Impact Identification c. Participatory Social Assessments d. Social Management Plan e. SAC Community Grievance Mechanism	4. Social Impact Assessment • Community baseline characterization • Assessment of the Project Area of Influence • Identification of social risks and impacts • Mitigation and/or remediation plan • Social Management Plan • Communication Plan	6. Operations Closure • Closure plan incorporating environmental and social components • Community development and capacity-building programs • Job fairs • Financial literacy workshops • Local investment promotion initiatives • Workforce transition and entrepreneurship programs
2. Social Pre-Feasibility Assessment • Social environment assessment • Potential risk screening • Assessment of business-related challenges • Recommendations on project viability and intervention strategies • Identification of social and environmental liabilities • Monitoring of social and environmental commitments		5. Grupo México Community Development Framework • Alignment with international standards • Social management initiatives • Humanitarian assistance • Monitoring of social and environmental commitments	
SAC COMMUNITY GRIEVANCE MECHANISM			