

PUBLIC REPORT

FORJANDO FUTURO: IMPLEMENTATION IN COMMUNITIES

Through the Community Outreach Policy, Grupo México is committed to promoting initiatives that foster the employment growth of residents and encourage economic diversification in communities near our operations.

The Forjando Futuro program is implemented within the Mining division, aiming to contribute to local development by strengthening the capacities of individuals and businesses in the area through employment and procurement opportunities. It comprises three main components, including specific modalities with a gender focus: [Additional details about the components were not provided in the original text.

Through this program, we aim to develop skills and capacities within the communities, offering the following courses:

a) Employment

- Trade Certification: diesel mechanic, heavy machinery operator, electricity, electromechanics, instrumentation, plumbing, industrial safety, carpentry, and TIG-MIG welding.
- Professional Internships: social service and internships for high school or university students. This includes registered Work Centers under the Mexican Federal Government's "Jóvenes Construyendo Futuro" program.
- Academic Leveling: high school education for adults.

b) Economic Diversification

We offer various alternatives for economic diversification of the site, regardless of the mining industry:

- Productive Projects: agri-food, poultry farming, and family gardens.
- Productive Skills: food canning, dairy product manufacturing, soy workshop, knitting, cooking, baking, hairdressing, crochet, sewing, acrylic nail application, and makeup.
- Indirect Value Chain: photography and marketing, customer service, English, basic computing, and administration.

c) Strengthening Suppliers

We provide training for company suppliers, as well as for entrepreneurs and SMEs (small and medium-sized enterprises), enabling them to become direct value chain suppliers in the mining sector.

This component includes entrepreneurship courses and organizational training for local suppliers, as well as the development of ESG commitments (regarding environmental, social, and governance matters) to strengthen local suppliers and the value chain of the operating unit.

Implementation

The development of the program at each site takes into account the needs identified in participatory assessments conducted by the Community Development department, as well as the perspectives of Community Committees, local associations, and institutions, along with specific profile and competency requirements from the operational areas of the unit.

To establish the workshops and courses offered, connections are made with specialized institutions:

- In Mexico, these institutions must be endorsed by the Ministry of Labor or the Ministry of Public Education and have the capacity to provide certified trade training, issuing a skills certificate or a certificate of studies with official validity.
- In Peru, the institutions must have an established agreement with the company, ensuring registration and recognition by state bodies responsible for supervising and regulating their activity.

These controls ensure that the competence certifications issued meet quality standards and hold national recognition for employment applications.

At Grupo México, we acknowledge and respect the presence of artisanal and small-scale mining when it adheres to the regulatory frameworks of each country in which we operate, operating legally and without contributing to conflicts or crimes. All programs and services of the Community Development area are open to these groups, as well as to the general community, with the Community Attention Service standing out as a relationship mechanism, and the Forjando Futuro Program, which includes technical training in mining-related trades among its components.

Results and Progress

The program was initiated in Peru in 2014 and in Mexico in 2020. As of 2023, 12,283 individuals have been trained, with 71% of them being women. The main results over the past three years are summarized below:

- Currently, the program operates in 5 locations in Mexico and Peru.
- We have provided training to over 2,750 small and medium-sized enterprises in Mexico and Peru.
- More than 2,818 people have been trained in mining trades.
- In 2022, 350 young people from Peru and Mexico were incorporated into the program.
- 30% of the trained individuals are women, who are now employed in the mining sector.
- In 2022, in Mexico and Peru, 1,807 people received training for employment and productive skills, with 64.6% being women (1,208).
- 58% of individuals registered in the database were successfully placed in the job market.
- A One-Stop Shop was created to support local suppliers.
- As a medium-term goal, the program aims to expand its reach to 15 locations, including operations in the United States.

With this perspective, Forjando Futuro contributes to strengthening local institutions and promoting the regional economic development, with a focus on ensuring the sustainability of the operations, including the closure and post-closure stages. Grupo México reiterates its commitment to building a positive legacy for future generations in each community.