

A blue-tinted photograph of a car body on an assembly line. A robotic arm is visible on the left side, and the car is positioned on a conveyor belt. The background shows industrial structures and large windows.

# Sustainability Report

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2024

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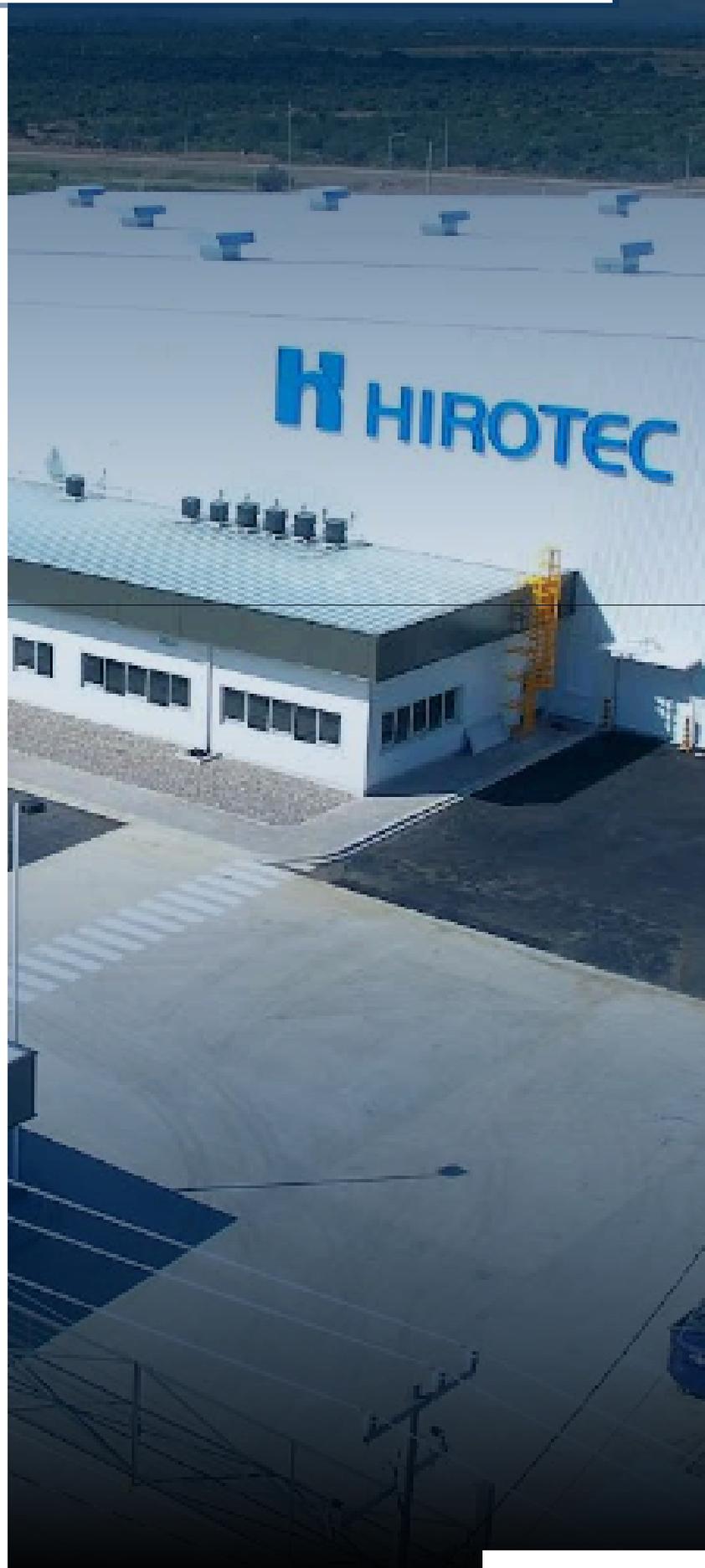
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## Leadership Message from the Executive President

At Hirotec México S.A. de C.V., we recognize the fundamental role of the private sector in achieving sustainability goals that allow us to protect the planet and ensure prosperity for all.

Our goal is to reduce our environmental impact and create value for society by integrating sustainability principles into our operations.

Presenting our **Sustainability Report** is an important milestone on the road to achieving our goals and reaffirming our commitments to society and the environment through our corporate governance.

As a company specializing in the manufacture of stampings and assemblies for automotive metal parts, we are proud to be a partner of prestigious global brands such as **General Motors, Mazda, Daimler, BMW, Toyota, Stellantis, Nissan and International**. Together with them, we have taken firm steps towards adapting our processes and systems, with the objective of becoming increasingly sustainable and complying with our customers' and applicable legal requirements.

We are establishing how we operate, not only to comply with regulations, but also to create long-term value for the benefit of society and the planet.

I sincerely thank the Hirotec México members for their dedication and effort, and our customers and partners for their trust and support in this transformation process.

The road to sustainability is a challenge we face with pride, knowing that each step brings us closer to a future that is more prosperous, just and respectful of our environment.

*Sincerely yours,*  
**Osamu Fujita**  
**President of Hirotec Mexico.**

# About Hirotec México

GRI 2-1, 2-6

**Hirotec México S.A. de C.V.** is a private company that operates in the automotive metal-mechanical manufacturing industries. Its headquarters are located in Silao, Guanajuato, and it currently operates in the states of **Silao and San Luis Potosí**

The organization specializes in the delivery of integral solutions for the automotive industry, classified within the Consumer Discretionary sector according to the GICS classification.

It offers a wide range of products including the **manufacture of stamped and assembled automotive metal parts**, such as **doors, hoods and exhausts**, among others. It should be noted that its sales are wholesale, adjusting to the production of each customer and the specific requirements of each project.



### Mission

The company seeks customer satisfaction by creating added value, prioritizing high quality, competitive costs and reduced delivery times.



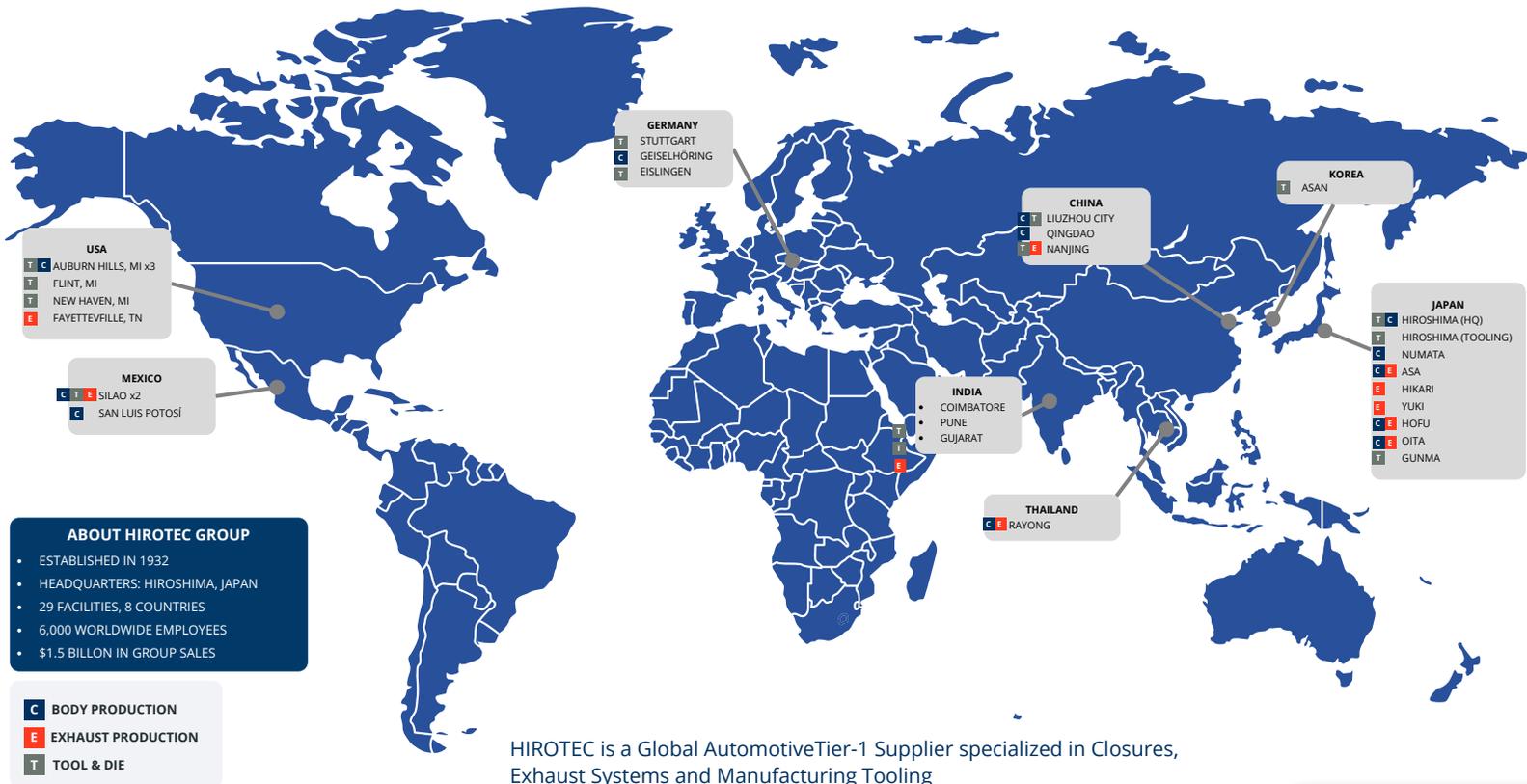
### Vision

The company aims to be the No. 1 mass production company in North America, driving production optimization for all its members.



### Values

- Sincerity
- Modesty
- Progress



# Sustainability Pillars

## Toward a more sustainable future

Hirotec Mexico implements an **Environmental Management System** as well as a **Sustainability Management System** with the objective of generating value for society by **integrating environmental sustainability** in all its operations, optimizing its positive impact on the environment and actively contributing to sustainable development.

As part of these systems, the company has established several **key policies**, including the **Human Rights Policy**, the **Health and Safety Policy**, the **Ethics Policy** and the **Environmental Policy**. These policies ensure consistent management, aligned with the organization's values and commitments.

As a result, the company identifies and promotes **key aspects** to strengthen its sustainability practices, among which the following stand out:

### ► Responsible Supply chain

Promote sustainable practices throughout the value chain and evaluate suppliers' ESG performance.

### ► Health and safety at work

Apply best practices in occupational health and safety to protect the well-being of personnel.

### ► GHG Emissions reduction

Implement concrete actions to advance in the reduction of greenhouse gas emissions.

### ► Diversity, equality and inclusion

Promote a fair, equitable and discrimination-free work environment.

### ► Among other topics relevant to the organization.



For each of these axes, Hirotec Mexico establishes, as part of its **Business Plan, key performance indicators (KPIs) and strategic objectives**, integrating the continuous improvement of its practices through **training, implementation of new technologies** and process optimization.

# Relevant Data 2024

348 (products)

part numbers (products) sold during the reporting period

11% of the **workforce** is made up of **women**

0 cases of non-compliance with applicable legislation and/or regulations, including environmental regulations.

100% coverage of the **Health and Safety Management System** for employees

100% of **operating plants certified** under ISO 45001 and ISO 14001 standards.

100% of **employees covered** by formally elected representatives or collective bargaining agreements.

100% of employees received regular performance and career development evaluations

0.25 was the rate of occupational accidents recorded

A total of 1,793 horas hours of external training for employees and unionized personnel.

# Certificates and awards



Bronze medal,  
EcoVadis 2024 and 2025 assessment



## Contribution to the Sustainable Development Goals (SDGs)

The private sector plays a fundamental role in the achievement of the **Sustainable Development Goals (SDGs)**, contributing with concrete actions that generate a positive impact on society and the environment. As part of this commitment, Hirotec promotes initiatives that promote the well-being of its employees, equal opportunities, responsible management of natural resources and the reduction of its environmental impact.

Below is an overview of the main SDGs to which the company contributes through its sustainable efforts and practices.



Hirotec prioritizes the health and wellness of its employees by adopting the highest standards in this area. The company focuses its efforts on training personnel on health and safety issues, conducting regular medical examinations and actively promoting the mental well-being of all its employees.



Hirotec is committed to creating an inclusive and respectful work environment, where no discrimination based on gender, age, ethnicity, disability, religion, sexual orientation or any other condition is tolerated. The company actively promotes gender equality and equal opportunities, ensuring that all employees have equal access to professional development, training and growth within the organization.



As part of its environmental management, Hirotec performs an annual analysis of water discharges to identify and control the presence of fats and oils, ensuring that these parameters remain within the limits established by NOM-001-SEMARNAT-2021. These actions guarantee regulatory compliance and contribute to the protection of ecosystems and public health.



Committed to the fight against climate change, Hirotec implements concrete measures to reduce its Greenhouse Gas (GHG) emissions. These actions include the adoption of more efficient technologies, the installation of energy-efficient compressors, automation of lighting systems and other initiatives focused on resource efficiency.

# Materiality Analysis

GRI 3-1, 3-2, 3-3

In **2024**, Hirotec México conducted its **first materiality analysis**, which allows us to identify and prioritize the most relevant issues for the organization. That is, those that have a significant impact on its strategy, operations and stakeholders. Likewise, this analysis allows establishing a solid basis for its sustainability strategy and aligning with international standards in the management of economic, social and environmental impacts.

## Standards and frameworks

The process of determining material issues was carried out following the **guidelines of the Global Reporting Initiative (GRI)**, ensuring alignment with international sustainability standards. Additionally, reference frameworks such as **SASB, MSCI and S&P** were considered, allowing for a broader view of the relevant issues for the company and its sector.

This analysis also incorporated the perspective of external evaluations such as **EcoVadis and CDP**, with the objective of integrating the most relevant issues identified in these platforms.

## Methodology

The materiality análisis was performed as follows:



Social	Governance	Environmental
<ul style="list-style-type: none"> <li>• Human Rights</li> <li>• Talent Development</li> <li>• Diversity, Equality and Inclusion</li> <li>• Occupational health and safety</li> <li>• Product quality and safety</li> <li>• Social and community engagement</li> <li>• Customer trust and satisfaction</li> <li>• Workforce management</li> </ul>	<ul style="list-style-type: none"> <li>• Responsible supply chain</li> <li>• Information security, privacy and cybersecurity</li> <li>• Governance</li> <li>• Anti-corruption compliance management</li> <li>• Risk Management</li> <li>• Innovation</li> <li>• Transparency</li> <li>• Ethics and integrity</li> <li>• Economic performance</li> </ul>	<ul style="list-style-type: none"> <li>• Water</li> <li>• Climate Change</li> <li>• Circular economy</li> <li>• Energy</li> <li>• Waste Management</li> <li>• GHG emissions reduction</li> <li>• Air Quality</li> <li>• Product Life Cycle</li> <li>• Materials</li> <li>• Efficient use of raw materials.</li> </ul>

## Stakeholders

The organization identifies its stakeholders with the greatest impact, recognizing their fundamental role in the creation of sustainable value and the achievement of its strategic objectives.



# Executive Board

GRI 2-11

## Leadership Team

At the top of the organization are the **President and Vice President, who hold the highest authority within the company.**

Their leadership drives innovation, operational excellence and commitment to sustainability, ensuring that the company continues to deliver high-value solutions for its customers and make a positive impact on its industry.



**President: Osamu Fujita**



**Vice-President: Sota Nakano**

# Governance



## Organizational Structure

GRI 2-9, 2-10, 2-11, 2-19

### Committees of the highest governance body

The highest governance body has the following committees responsible for decision making and overseeing the management of the organization's impacts:

1. **President and Vice president**
2. **Top Management**
3. **Managers / Senior Managers**

### Hierarchical Structure

Below the President and Vice President is the **Top Management**, made up of the leaders of the key strategic areas. This group makes critical decisions for the operation and direction of the company, and includes:

- Chief Officer of Manufacturing
- Chief Officer of Accounting, Purchasing and IT
- General Manager of Sales
- San Luis Potosi Plant Director
- Senior Manager of Human Resources and Administration

It should be noted that **all members of Top Management are executive members**. The criteria used to form this body is the **automatic assignment of the collaborators who occupy the highest positions** within the **strategic areas** of the organization.

The next level is composed of **Managers and Senior Managers**, responsible for implementing strategic decisions and coordinating the operations of their respective areas.

Finally, the structure includes:

- Assistant Managers
- Superintendents
- Supervisors
- Senior Specialists
- Specialists
- Staff
- Operators

This hierarchical and organizational structure ensures that each level has clear responsibilities, promoting efficiency in decision making and the achievement of corporate objectives.

## Sustainability Governance structure

GRI 2-12, 2-14, 2-15

Hirotec Mexico **has a sustainability governance structure** that enables the integration of environmental, social and governance (ESG) principles at all levels of the organization. This structure is designed to **define clear responsibilities, facilitate informed decision-making** and ensure compliance with strategic sustainability commitments.

### Responsibilities of the highest governance body

#### President and Vice-Presidente

- Final approval of the **material issues** identified by the organization.
- Validates the **information contained in sustainability reports** prior to publication.
- Participates in **strategic decision making related to the company's sustainable development**.

#### Top Management

- Although it is not directly responsible for the technical validation of sustainability reports, it maintains a **key role of supervision and information** on the contents that are planned to be disclosed.
- Participates in **processes to prevent and mitigate conflicts of interest**, contributing to the integrity of organizational management.

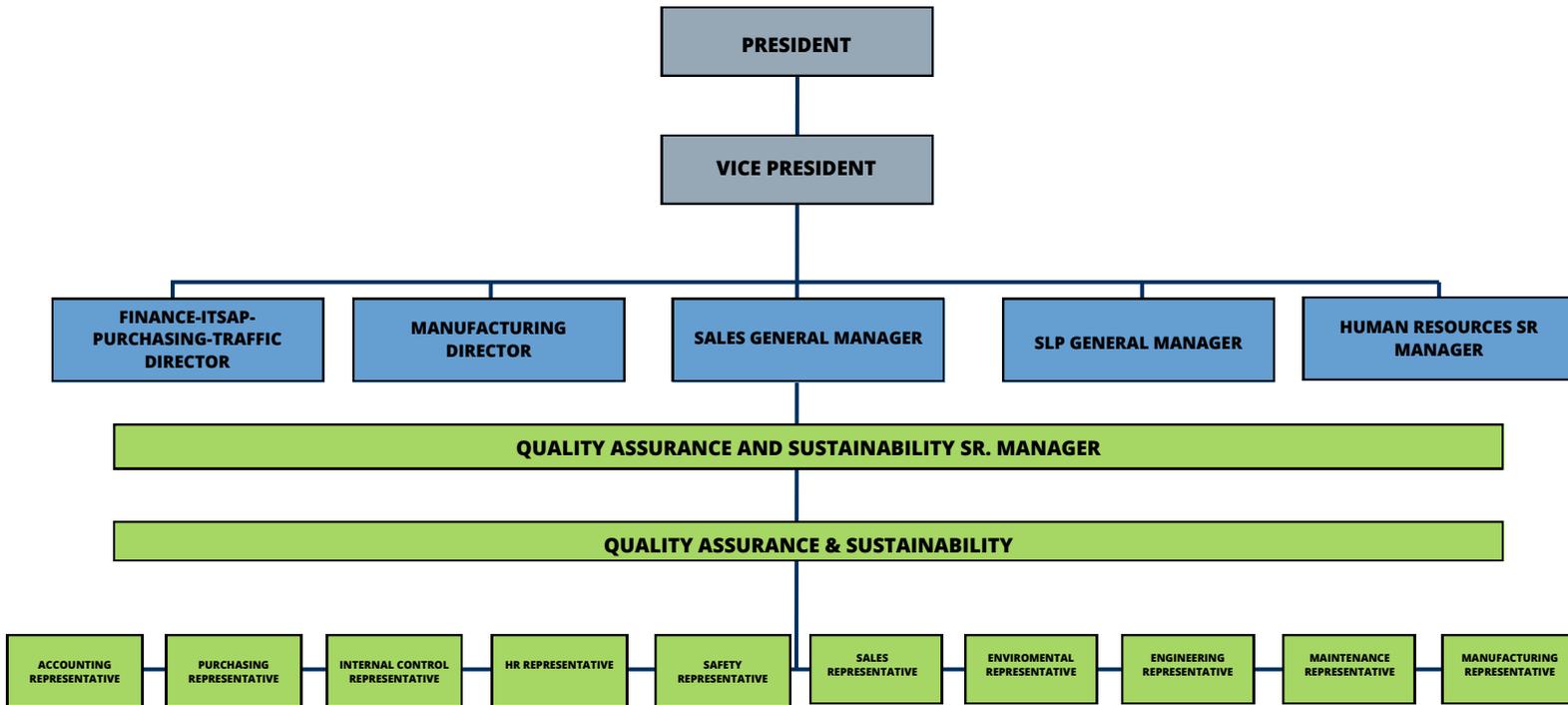
#### Managers / Managers Senior

- They are responsible for the **operational management of economic, environmental and social impacts**, in accordance with strategic guidelines.
- They report progress and sustainability results to management on a **monthly** basis.

#### Quality Assurance and Sustainability / Sustainability Coordination

- Within the Quality Assurance and Sustainability department, the Sustainability Coordination is responsible for the **collection, validation and review of ESG (environmental, social and governance ) information**

## Organizational Chart (Sustainability)



### Main roles

Main Functions of Top Management and the Sustainability Team:

- Develop the company's policies.
- Establish sustainability objectives.
- Monitor compliance with policies and objectives.
- Provide the necessary resources to achieve sustainability goals and targets.
- Take actions to improve the sustainability system.

It is important to note that the highest governance body **is not directly involved in processes to prevent and mitigate conflicts of interest**. This responsibility is delegated to top management, which manages these processes through special meetings and verbal guidance directed at areas with greater exposure to such situations.

## Remuneration and Benefits

Hirotec Mexico **does not have specific remuneration schemes or differentiated compensation policies applicable to the highest governance body, senior executives or other employees.** The salary structure and benefits are governed by the general provisions of the organization, with no formal documented distinctions between the different hierarchical levels. It should be noted that this statement applies only to non-unionized personnel, as the remuneration conditions for unionized personnel are established in the Collective Bargaining Agreement.

In the event of **termination** of a member of the governing body, the company grants **severance payments in accordance with the provisions of the Federal Labor Law.**

Likewise, **retirement benefits** are applied **uniformly to all employees**, including members of the highest governance body, with no distinctions between the two groups.



## Diversity and inclusion in the highest governance body

GRI 202-2

Hirotec Mexico promotes a work culture based on **respect, equity and valuing diversity, without any discrimination** based on gender, race, ethnicity, disability, sexual orientation, religion or other factors.

Its **highest governance body, the Top Management, has seven members, one of whom is a woman, representing 14% female participation** at this level of management.

The company also recognizes the importance of **including local talent** in leadership positions, promoting the development of human capital and generating economic benefits for the community. As of 2024, **71.4% of senior executives** (general manager positions or higher) were hired from the **local community**, that is, from the Mexican national territory.



Senior executives	
Japanese	2
Mexicans*	5
<b>Total</b>	<b>7</b>

\*The Mexican senior executives were recruited from the local community in the state of Guanajuato.

## Trust Line

GRI 2-26

### Communication Channel

Hirotec México S.A. de C.V. has a **Trust Line**, a whistleblowing and reporting channel accessible to **all its stakeholders**. This channel, operated by the company Resguarda, allows the confidential reporting of possible negative impacts, both real and potential, related to the organization's operations, as well as deviations from the **Code of Ethics**.

All reports are handled under strict confidentiality, ensuring an environment free of retaliation and promoting a culture **of integrity, transparency and accountability**.

### Reporting Channels



**Web page:**  
[www.resguarda.com/grupohirotecmx](http://www.resguarda.com/grupohirotecmx)



**E-mail:**  
[htxescucha@resguarda.com](mailto:htxescucha@resguarda.com)



**Telephone:**  
 800-123-3312 (toll free number nationwide)

### Complaints received on the Trust Line

During 2024, the company received a **total of 20 complaints**, classified in the following categories: psychosocial risks, health and safety, poor performance, lack of leadership, process improvement and harassment.

Of these, **19 have been addressed**, representing 95%, the other one was dismissed because of lack of proof.

### Training and Dissemination

Hirotec Mexico trains all its collaborators in the proper use of the **Trust Line**, including this training as part of the **induction** process for new employees.

In addition, to inform its **national and international suppliers**, the company implements a **dissemination campaign** that includes sending an informative letter. It details the means available for reporting complaints, as well as the types of situations that can be reported, thus promoting a culture of **integrity throughout its value chain**.

### Remediation of labor impacts

GRI 2-25

In line with its commitment to **human rights** and the **integral wellbeing of its employees**, **Hirotec Mexico implemented in 2024 a formal remediation process** to effectively address labor **incidents that may generate negative impacts**.

This procedure establishes **clear guidelines for the attention, investigation and resolution** of cases, prioritizing the **reparation of damages**, the well-being of the affected persons and the **implementation of preventive measures** to reduce the risk of recurrence.

The process ensures that all parties involved are treated with **fairness, transparency and respect**, promoting an organizational culture aligned with the **highest standards of corporate social responsibility**. In addition, the company promotes **training actions and awareness campaigns** aimed at strengthening **risk prevention and mutual respect** in the work environment.

## Ethical Operation

GRI 2-23, 2-24

### Business Ethics and Integrity

Acting **with ethics, integrity and in compliance with the law** is a fundamental principle that guides Hirotec Mexico's success. These values form the basis of its organizational culture and guide its decisions, ensuring the creation of value and the adoption of good business practices.

Through its policies and practices, the company seeks to:

- **Protect** the privacy of information.
- **Safeguard** the safety and physical and mental health of its employees.
- **Respect** and promote human rights.
- **Promote** the responsible development of its suppliers.
- **Ensure** compliance with applicable regulations.

As part of this commitment, Hirotec Mexico has several documents that support a **responsible business conduct**, among them

- Code of Ethics
- Supplier Policy
- Anti-Corruption Guidelines and Policies
- Ethics Policy

## Ethical Business

GRI 205-1, 205-2, 205-3, 206-1

Hirotec Mexico's culture of integrity is defined in its **Ethics Policy and Code of Ethics**, which establishes the **principles, values and guidelines** that must guide the behavior of all employees. It is the Code of Ethics that guides decision-making and promotes professional, responsible and respectful conduct in all operations and business relationships of the organization.

***The Code of Ethics is applicable to all areas of Hirotec Mexico, Silao plant and San Luis Potosi plant.***

It establishes the expected behaviors in the following areas: human rights, diversity, conflict of interest, corruption, relationship with business partners, sensitive transactions, fraud, money laundering, information security, health and safety, workplace harassment, environmental protection, among others.

At the time of hiring, all new employees receive **training on the Code of Ethics**, in order to ensure their understanding from the beginning of the employment relationship. In addition, **on an annual basis**, all personnel participate in a **reinforcement** session to consolidate their knowledge and reaffirm their commitment to the company's ethical principles.

During 2024, 100% of Hirotec Mexico's employees received annual **training on the Code of Ethics**.

On the other hand, the company has a **Supplier Policy** whose objective is to ensure that the working conditions of its employees promote **dignified treatment** and that their activities are carried out in an **environment of respect, equity and compliance with human rights**. It also seeks to ensure that operations are carried out in an **ethical and responsible** manner, both with **society** and the **environment**.

To ensure that its suppliers clearly understand the commitments expected during the commercial relationship, starting in 2024, Hirotec Mexico made it **mandatory for them to sign the Policy at the time of registration**.

## Anticorruption

In addition, the company demonstrates its commitment to ethical, upright, honest and **anti-corruption-free** operations through the following practices:

- **Annual corruption risk assessment:** The company conducts, internally, a risk analysis covering issues such as **corruption, fraud and bribery**. These risks are evaluated in conjunction with the **Vice-Presidency** to define the **annual audit plan**.
- **Control audits:** Audits are carried out in accordance with the established plan, in order to review and verify the effectiveness of the controls defined in the **procedures designed to prevent corruption and bribery**.
- **Third-party due diligence:** All **suppliers** are evaluated through a **corruption due diligence** process as part of **responsible supply chain management**.
- **Signing of Anti-Corruption Guidelines and Policies:** Suppliers must sign, upon registration, the **Anti-Corruption Guidelines and Policies**, renewing this signature annually as part of their contractual compliance with Hirotec Mexico.
- **Anti-corruption training:** The company actively communicates its policies and procedures in this area and provides **complementary training** to strengthen the knowledge and commitment of personnel in the **prevention of acts of corruption**.

In 2024, **corruption risk analyses** were performed. As a result of this assessment, **no significant risks were identified** in the processes analyzed. In addition, the company reported **no incidents of corruption**.

## Anti-competitive Practices

In the 2024 period, the company has no pending or finalized legal actions related to unfair competition, monopolistic practices or violations of applicable antitrust laws.

Hirotec Mexico's **Ethics Policy** reaffirms the commitment to a **zero-tolerance** policy towards any illicit or inappropriate conduct, including those that contravene the principles of fair competition.

In addition, it is through the section **"Guidelines for Appropriate Interaction with Competitors"** in the **Code of Ethics** that precise guidelines are provided for employees to maintain a professional, ethical and legal conduct when interacting with competitors, preventing possible improper acts or misinterpretations that could suggest collusion.

## Communication of compromises and policies

Hirotec Mexico ensures the **effective dissemination** of its **ethical commitments and internal policies** among **workers, contractors** and other **stakeholders** through **formal** communication and training **mechanisms**.

In the case of **employees**, the areas responsible for each policy define annually the **key topics** to be communicated, which are integrated into a **training plan**. Sessions are scheduled on a **monthly** basis and their effectiveness is validated. The **Human Resources** area monitors the **percentage of coverage by subject**, ensuring adequate participation of personnel.

Regarding **contractors**, those who perform continuous activities within Hirotec Mexico's facilities receive **specific training** related to **responsible business conduct**. For the rest, the company's **ethical principles** are communicated through **contracts**, whose signature implies their **acceptance** and **alignment** with Hirotec Mexico's **vision and values**.

## Communication of Anti-Corruption Policies and Procedures

The anti-corruption policies and procedures were communicated to the 100% of the employees, including business partners.

## Anti-corruption Training

The anti-corruption training was held for the 100% of the employees.

# Compliance with Legislations

GRI 2-27, 307-1

During 2024, Hirotec Mexico **did not record any cases of non-compliance with applicable laws and regulations**, including those related to **environmental matters**. Likewise, no **finances** or **sanctions** were incurred, which reflects the strength of the organization's internal mechanisms and its commitment to legality.

Hirotec México considers additional practices to comply with legislations, such as:

- **Comply with current legal and regulatory frameworks**, aligning itself with local and international standards applicable to its operations.
- **Implement internal controls and effective preventive measures** that allow continuous monitoring and mitigation of risks associated with non-compliance.
- **Foster an organizational culture based on ethics and responsibility**, promoting a cross-cutting commitment to compliance with regulations and good business practices.



# Communication with stakeholders

GRI 2-29

The organization recognizes the relevance of the active participation of its stakeholders, identifying as the most representative and significant: unions, suppliers, environmental and governmental authorities, shareholders and investors, collaborators, customers and society in general.

Stakeholder	Strategy	Frequency and/or Details:
Employees	Bidirectional communication spaces	<p><b>Annual management meeting:</b> At the beginning of each year, a meeting is held in which managers present to staff the <b>projections and objectives</b> for the rest of the year, fostering organizational transparency and alignment.</p> <p><b>Morning activation meetings (TAISO):</b> At the start of each shift, during <b>TAISO</b> sessions, managers can share relevant communications with staff. In turn, employees can express doubts, comments or concerns, thus promoting open and bidirectional communication.</p>
	Trust Line	<p><b>Trust Line:</b> Independent mechanism where employees can communicate any issue related to the company</p>
	Surveys	<p><b>Work Climate Survey:</b> Evaluation mechanism for unionized and direct employees to obtain general information about their perception of internal processes, professional development and feedback, alignment with company values, comments about their work team, etc.</p> <p>To regulate employee-worker relations, the company recognizes the right of its employees to free association and collective bargaining by having a union committee.</p>
	Trade Union	<p><b>Structured social dialogue:</b> The Human Resources area maintains regular dialogue with the union and unionized workers to address concerns, follow up on agreements and strengthen the labor relationship. These meetings are held on a monthly basis.</p>
Proveedores	Trust Line	<p><b>Trust Line:</b> Independent mechanism where any stakeholder can communicate any matter related to the company.</p>
	Onboarding Assessment	<p><b>ESG Assessment:</b> As part of the onboarding process, suppliers will be required to complete an <b>ESG assessment</b>, which allows for the evaluation of environmental, social and governance aspects. This format also provides the opportunity to include <b>additional comments</b> from the supplier, promoting transparency and dialogue from the beginning of the business relationship.</p>
	Audits	<p><b>On-site audits:</b> Allow us to establish a <b>direct dialogue</b> and evaluate compliance with <b>ethical, labor and environmental standards</b>. These visits strengthen the relationship with the supply chain and promote <b>continuous improvement</b> in supplier performance.</p>

## Strategic Collaboration with the Automotive Cluster

GRI 2-28

Hirotec México S.A. de C.V. is an active member of the Automotive Cluster of Guanajuato A.C. (CLAUGTO), a non-profit civil association made up of companies in the automotive sector, academic institutions and government agencies in Guanajuato. CLAUGTO's main objective is to **strengthen the competitiveness of the automotive sector** through strategic collaboration, generating common benefits for all its members.

Hirotec Mexico actively participates in **CLAUGTO's** various specialized committees, which address key issues such as health and safety, purchasing, human resources, sustainability (ESG), among others. The company has a representative in these committees, who ensures Hirotec's presence and contribution in the cluster's activities.

Through its contribution, Hirotec Mexico provides valuable knowledge, best practices and relevant information that benefit both its operations and those of other companies in the automotive sector



# Living Wage

## Pay Equity

GRI 2-19, 202-1

Hirotec Mexico is committed to guarantee a **living wage** for all its employees, understanding this as a **sufficient remuneration** to ensure an adequate standard of living for both the employee and his or her family.

In addition, the company **does not differentiate starting salaries by gender**, ensuring an **equitable and inclusive remuneration** scheme for all people.

*In 2024, All Hirotec's employees received a decent salary compensation in accordance with the LFT and market evaluations.*

## Measures to guarantee a dignified and competitive salary

Hirotec Mexico implements various actions to ensure that its compensation system is **dignified, competitive and equitable**, contributing to the well-being of its employees and promoting continuous improvement in compensation. Among the main practices are:

1. **Salary surveys**
2. **Benchmark studies**
3. **Gender pay-gap analysis**
4. **Clear communication about the remuneration system**
5. **Study of social salary differences**



## Information Security Innovation

**Information security** is a key aspect for Hirotec Mexico, fundamental to protect its operations, digital assets and the trust of its stakeholders. To this end, the organization has an **Information Security Management System (ISMS)**, whose main objective is to **guarantee the confidentiality, integrity and availability of information**, as well as to prevent unauthorized access, data loss and other cyber threats.

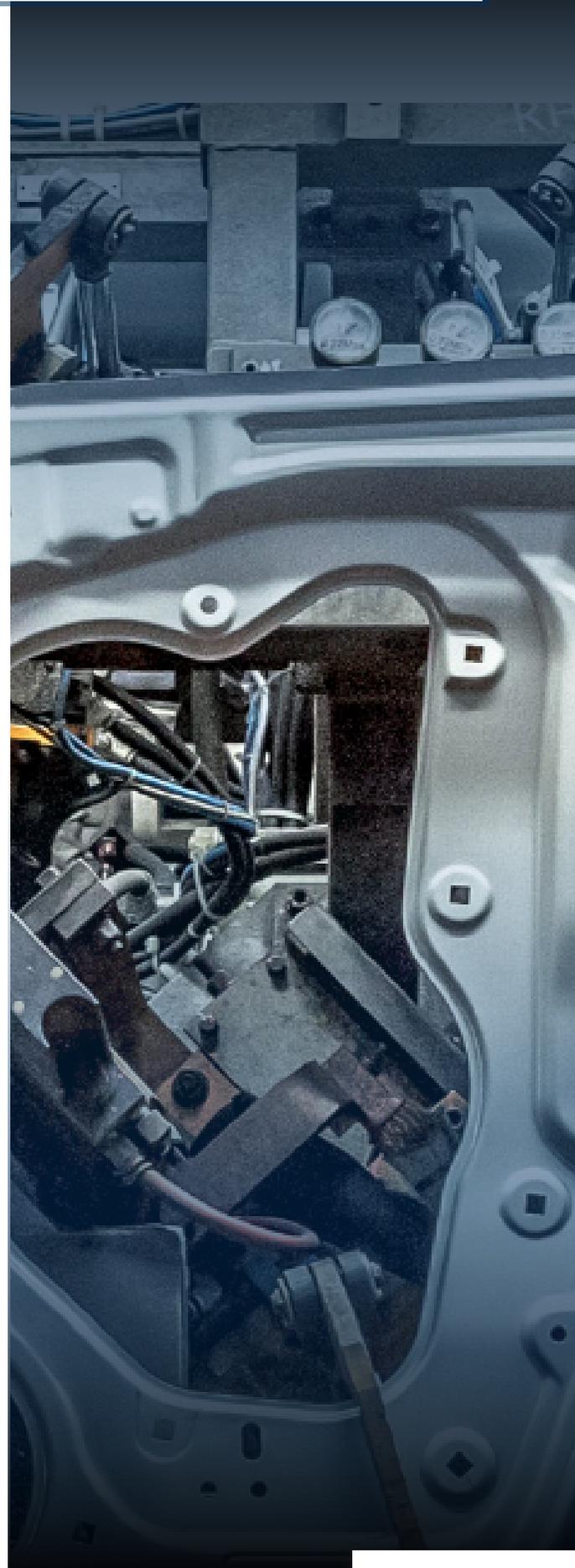
This system allows a structured management of the risks associated with the handling of information, ensuring compliance with internal policies, legal regulations and good practices in cybersecurity.

Hirotec Mexico adopts the **best practices in information security**, based on internationally recognized standards, such as the **TISAX (Trusted Information Security Assessment Exchange)**, which establishes specific guidelines for the protection of confidential data within the automotive sector.

In terms of prevention, and to **identify the most relevant information security risks**, Hirotec Mexico performs **risk assessments by process**. It also periodically monitors the effectiveness of its Information **Security Management System (ISMS)** through **internal and external audits**, ensuring continuous improvement and compliance with established standards.

As part of its **preventive actions**, the company also carries out **simulations of phishing attacks** to evaluate the cybersecurity awareness of its personnel. In addition, it has a **Business Continuity Plan** and an **Incident Response Procedure**, designed to effectively manage any information breach and ensure a timely response to critical events.

*In 2024, there were no information incidents.*



## Data Privacy

The company demonstrates its commitment to the privacy of its customers and stakeholders through its Supplier Information Security Policy and other key actions aimed at safeguarding the integrity of information.

### Information Security Leadership

Hirotec Mexico has appointed a **CISO (Chief Information Security Officer)**, who has the **highest authority in information security**. This person is responsible for leading the data protection strategy, supervising the implementation of the Information Security Management System (ISMS) and ensuring compliance with cybersecurity policies, regulations and best practices within the organization.

### Ongoing Staff Training

In line with this commitment, Hirotec Mexico offers biannual training in information security to all its employees, accompanied by evaluations to ensure the understanding and correct application of established security policies and guidelines.

*In 2024, All employees were trained in information security issues.*

### Data protection measures

To guarantee the privacy and security of the data, the company has implemented a set of physical, technical and organizational measures, among which the following stand out:

- **Physical, technical and organizational security measures** to prevent unauthorized access.
- **Restricted access to information**, limited only to authorized personnel.
- Clearly defined and communicated **privacy policies**.
- **Active management of vulnerabilities**, through the identification and mitigation of technological risks.
- **Privacy notice**, available to all stakeholders, in accordance with current regulations.



# Environmental



# Environmental Risks and Opportunities

GRI 201-2

Hirotec recognizes that **climate change** represents a significant source of **risks and opportunities** that could generate substantial changes in its operations, strategies and business environment. Therefore, the company has identified those climate-related risks and opportunities that could impact on its operational and competitive capacity, as well as its regulatory compliance and reputation.

The main physical and transition risks are presented below, together with the strategies implemented **to mitigate the effects of them in our operations**, as well as the opportunities identified that could strengthen the resilience and sustainability of the business in the medium and long term.

## Climate change and its effects.

Risk	Effect	Response / Strategy
Climate Change	Carbon tax	The company manages carbon tax risk through monthly <b>monitoring of environmental regulations and an annual audit of compliance.</b>
Climate Change	Heat wave	Hirotec Mexico has implemented a mitigation <b>and adaptation mechanism</b> to reduce the effects of the heat wave, focused on maintaining operational efficiency and product quality.
Climate Change	Hydric stress: droughts	To reduce the risk of water shortage due to droughts, the organization has implemented actions focused on diversification of supply sources and efficiency in the use of the resource. At the Silao plant, we capture rainwater through our water collecting vessel, with the purpose of using it in non-critical processes.  We are also continuously evaluating consumption and optimizing water management practices to ensure operational continuity in hydric stress scenarios.

## Opportunities due to climate change

Opportunity	Response and/or Strategy
Use of low-carbon energy sources	Hirotec Mexico is implementing a comprehensive strategy to harness low-emission energy sources.  By evaluating the feasibility of implementing pilot projects to install solar panels and evaluate the transition to lower-emission alternative fuels.

## Financial Assistance

GRI 201-4

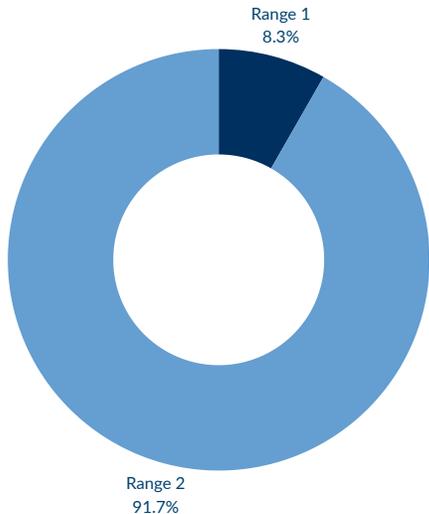
Hirotec Mexico **has not received financial assistance from the government.** This means that the company has not received incentives, compensation or financial subsidies -direct or indirect- related to actions undertaken in the face of climate change, asset costs or associated expenses. Nor has the company received tax exemptions, subsidies, debt forgiveness or any other type of economic support that does not involve a transaction of goods or services

# Emissions to the Atmosphere

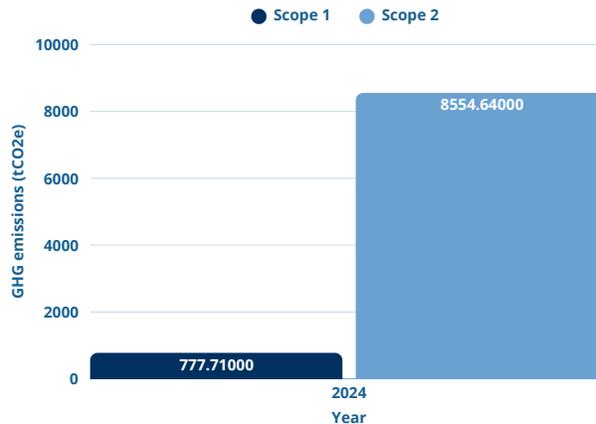
GRI 305-1, 305-2, 305-4

## CO<sub>2</sub>e emissions

Hirotec Mexico, Silao Plant and SLP Plant

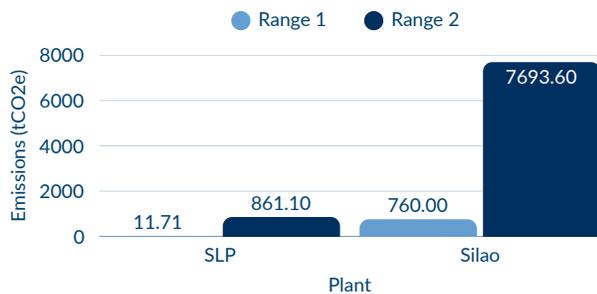


## GHG Emissions Scope 1 and 2



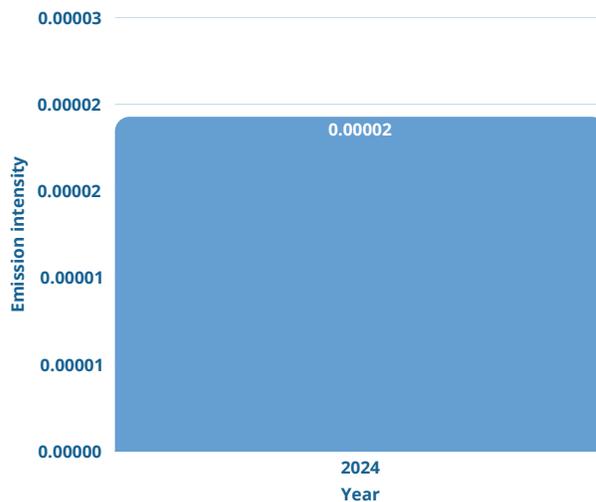
## Scope 1 and Scope 2 emissions per plant (tCO<sub>2</sub>e)

Hirotec Mexico, Silao Plant and SLP Plant

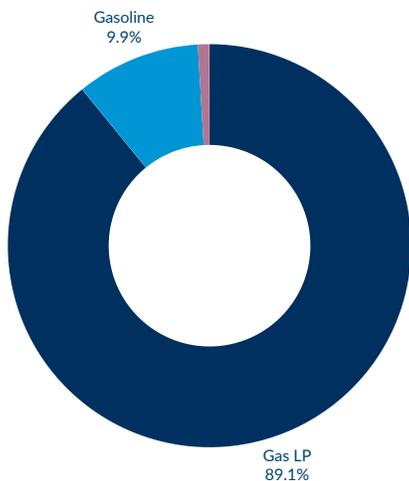


## Emissions intensity in 2024

tCO<sub>2</sub> million USD

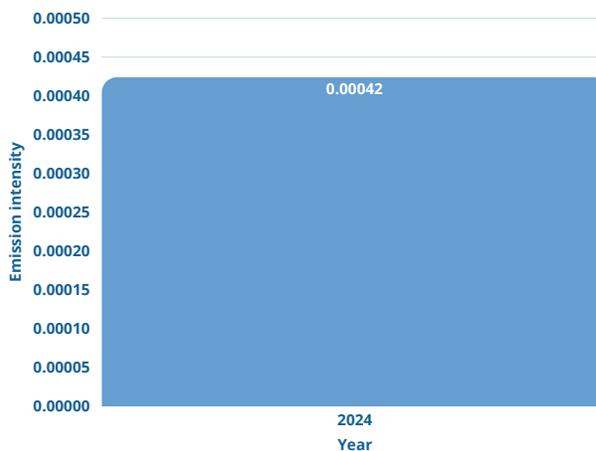


## Main sources of scope 1 emissions



## Emissions intensity in 2024

tCO<sub>2</sub> pieces produced



# Greenhouse Gas Emissions Management (GHG)

GRI 305-1, 305-2, 305-3

Since of 2022 Hirotec Mexico begins to account for its greenhouse gas (GHG) emissions using the guidelines established in the **Greenhouse Gas Protocol (GHG)**.

## Considerations

- Emissions are reported in **metric tons of CO2e**.
- Emission factors used:
  - a. **Scope 1**: CONUEE, according to the CONUEE Agreement for stationary, mobile and fugitive emissions.
  - b. **Scope 2**: Nacional Energy Grid.
  - c. **Scope 3** (2023): EPA (US Environmental Protection Agency), DEFRA (UK Department for Environment, Food and Rural Affairs) and Worldsteel Association.
- Data consolidation approach: Operational control. This is because the organization maintains operational control over all Hirotec Mexico S.A. de C.V. operations.
- Base year: 2022
- Scope 2: location-based.
- Market-based Scope 2 is not reported since the company's electricity consumption comes exclusively from the national electricity grid (CFE in Mexico).
- The organization's emissions inventory includes Hirotec Mexico's two manufacturing facilities, Silao plant and San Luis Potosi facilities. It does not include exclusions of locations or activities.

## Scope 1

The sources included in the inventory include fixed sources associated with the process, such as the consumption of LP Gas in the **curing oven and the use of diesel in the firefighting system**. Company-owned mobile sources, such as fleet vehicles, are also considered. Finally, inputs consumed in the process are included, such as **acetylene** and **fugitive emissions** from CO<sub>2</sub> extinguishers.

## Scope 2

Scope 2 emissions correspond exclusively to the consumption of **electricity** from the national grid (**CFE**). The organization does not purchase electricity from external suppliers or use energy generated from renewable sources, such as solar panels. Likewise, it does not consume thermal energy produced by third parties.

## Scope 3

The organization reports the following categories:

- Category 1: Purchased goods and services,
- Category 2: Capital goods,
- Category 3: Fuel and energy activities,
- Category 4: Upstream transportation and distribution,
- Category 5: Waste generated in operations,
- Category 6: Business travel,
- Category 7: Employee travel, and
- Category 8: Upstream leased assets

## Emissions detail

### Scope 1,2 y 3

Emissions	2024
Scope 1 (tCO2e)	777.71
Scope 2 (tCO2e)	8,554.64
Scope 3 (tCO2e)	To be completed in 2nd half of 2025

**Between 2022 and 2024, Hirotec Mexico's emissions have shown a steady increase, which is mainly attributable to a substantial increase in production levels.**

### Scope 1

The company breaks down its Scope 1 emissions by type of greenhouse gas: CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O

Scope 1 GHG inventory in 2024 (tco2e)		
CO <sub>2</sub>	CH <sub>4</sub>	N <sub>2</sub> O
767.92	1.1	2.69

At the beginning of each year, the company sets a target of at least a **1% reduction in its emissions** compared to the previous year. This commitment covers **Scope 1, 2 and 3 emissions** and includes the following Greenhouse Gases (GHG): carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>) and nitrogen oxide (N<sub>2</sub>O).

## GHG Emissions Commitment

### Energy Efficiency

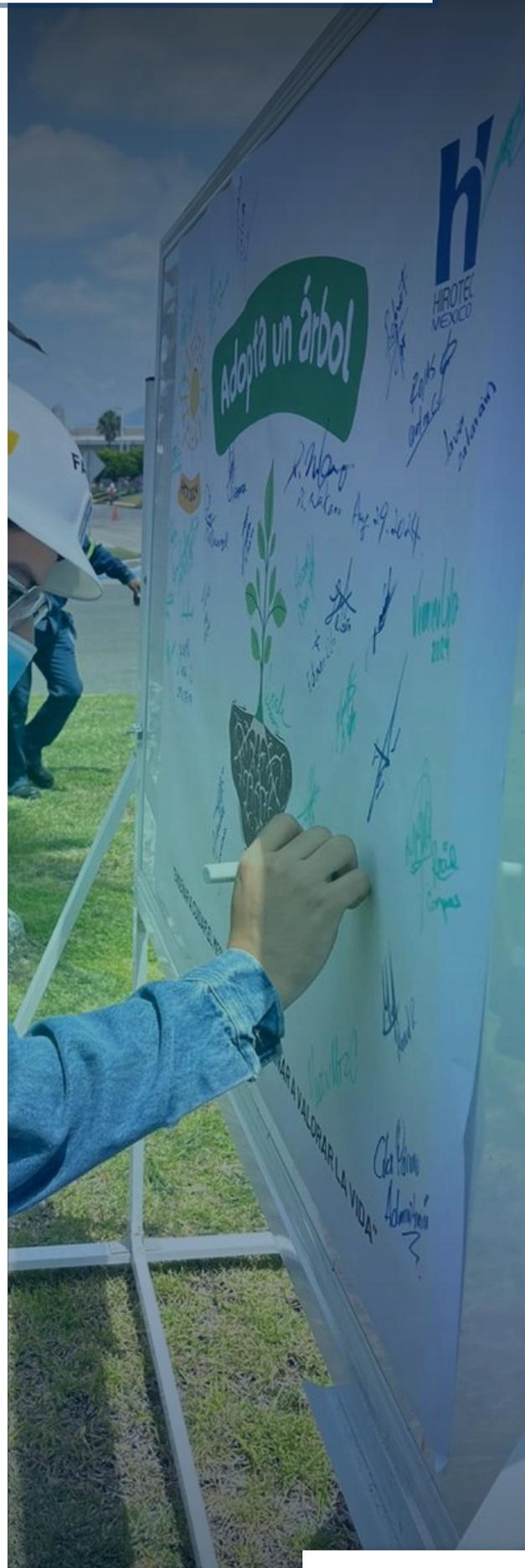
GRI 302-4

As part of its commitment to energy efficiency and the reduction of greenhouse gas (GHG) emissions, Hirotec Mexico began an initiative in 2022 to replace air conditioning units with more efficient technology without PB's. This project, designed with an initial duration of two years, sought to replace units in various operating facilities, finalizing in 2024.

Also, Hirotec Mexico partially **updated their compressor air system, reducing their environmental impacts and improving the electrical energy use.**

With these actions, Hirotec Mexico reaffirms its commitment to optimizing energy consumption as a key strategy for climate change mitigation and will continue to apply strategies to reduce greenhouse gas emissions.

*The company purchases electricity exclusively from the Comisión Federal de Electricidad (CFE), the local supplier. Therefore, calculating Scope 2 emissions using the market-based approach is not applicable*



*Each replaced unit has improved energy efficiency by 40%, directly contributing to the reduction of electricity consumption and, consequently, greenhouse gas (GHG) emissions.*

## Exploration of Renewable Energy Projects

As part of its commitment to sustainability and the reduction of greenhouse gas (GHG) emissions, Hirotec Mexico is evaluating the feasibility of integrating renewable energy sources into its operations. Although the initiative has not yet been implemented, it is currently in the research phase to determine its technical and operational feasibility.

This strategy reinforces Hirotec Mexico's commitment to the transition towards a more sustainable and resilient energy model.

## Energy Management

GRI 305-5

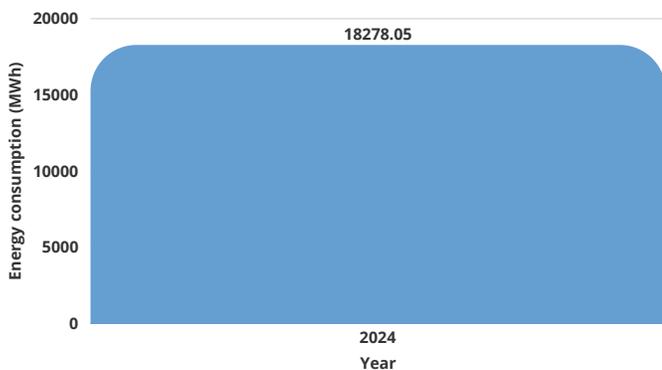
### Energy Consumption

GRI 302-1

In 2024, total electricity consumption, supplied by the Federal Electricity Commission (CFE), reached **18,278.05 MWh, considering both of the organization's facilities.**

#### Energy consumption (MWh)

Hirotec Mexico, Silao Plant and SLP Plant



### Energy Intensity

GRI 302-3

Hirotec Mexico monitors its energy intensity as part of its efficiency and electricity consumption reduction strategy. The company establishes annual objectives, with the continuous goal of **reducing it by 1% each year** compared to the previous period.

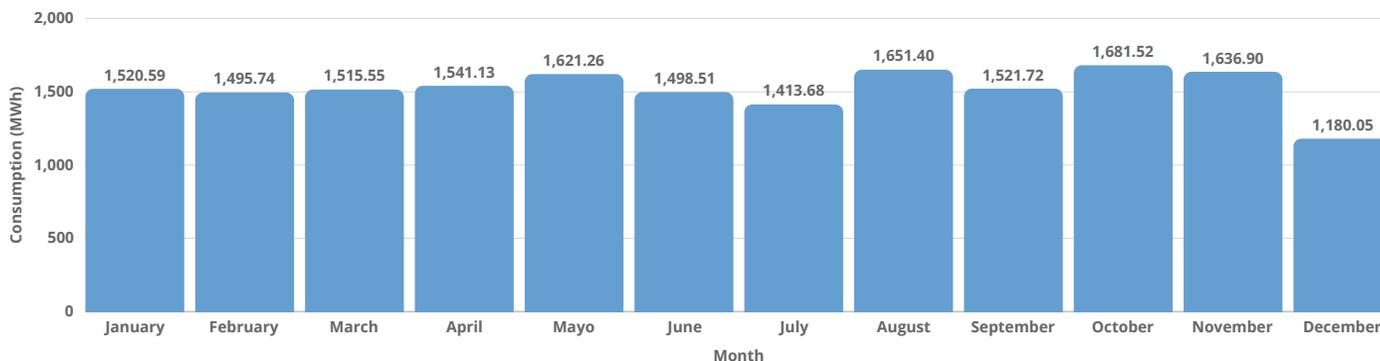
For its calculation, the denominator used is the number of parts produced, and the numerator is the total electricity consumption within the organization.

#### Energy Intensity (KWh per piece produced)

2022	2023	2024
0.9292	0.8707	0.8308

In 2024, the organization's energy intensity **decreased by 4.97%, compared to 2023.**

#### Consumption of electricity through the year (MWh)



## Water as a shared resource

GRI 303-1, 303-2

*At the beginning of each year, the company sets the goal of reducing its water consumption by 1% compared to the previous year*

Hirotec Mexico recognizes the importance of efficient water management and aligns its strategy with the Sustainable Development Goals (SDGs), in particular SDG 6: Clean Water and Sanitation and SDG 14: Undersea Life.

To achieve this and minimize its environmental impact, the company implements several initiatives focused on water efficiency and sustainability.

1. **Optimizing water use in operations** Hirotec Mexico seeks to improve water efficiency in its operations by recirculating water for our assembly process.
2. **Water analysis and regulatory compliance.** To guarantee water quality and in compliance with **NOM-001-SEMARNAT-2021 (Official Mexican Standard)**, the organization performs internal evaluations of physical parameters such as temperature, pH, and conductivity, ensuring that they remain within the established limits. In addition, monthly, a specialized environmental laboratory provides a detailed report on the concentration of metals and the results of physicochemical and microbiological analyses.
3. **Wastewater treatment.** The water used at Hirotec México's facilities is sent to the industrial park's treatment plant where it receives the **appropriate treatment before being discharged.**

### 4. Prevention and water quality measures

To prevent water contamination with oil and grease, the company has installed grease traps in the cafeteria area, and other measures to prevent water contamination, complying with the human consumption standards.

### 5. Monitoring and quantifying water consumption

The organization monitors its water consumption with eight meters that record the volume of water received daily from an external supplier to the industrial park. This information allows precise control of consumption and contributes to the optimization of water resources.

## Water Extraction, Discharge and Consumption

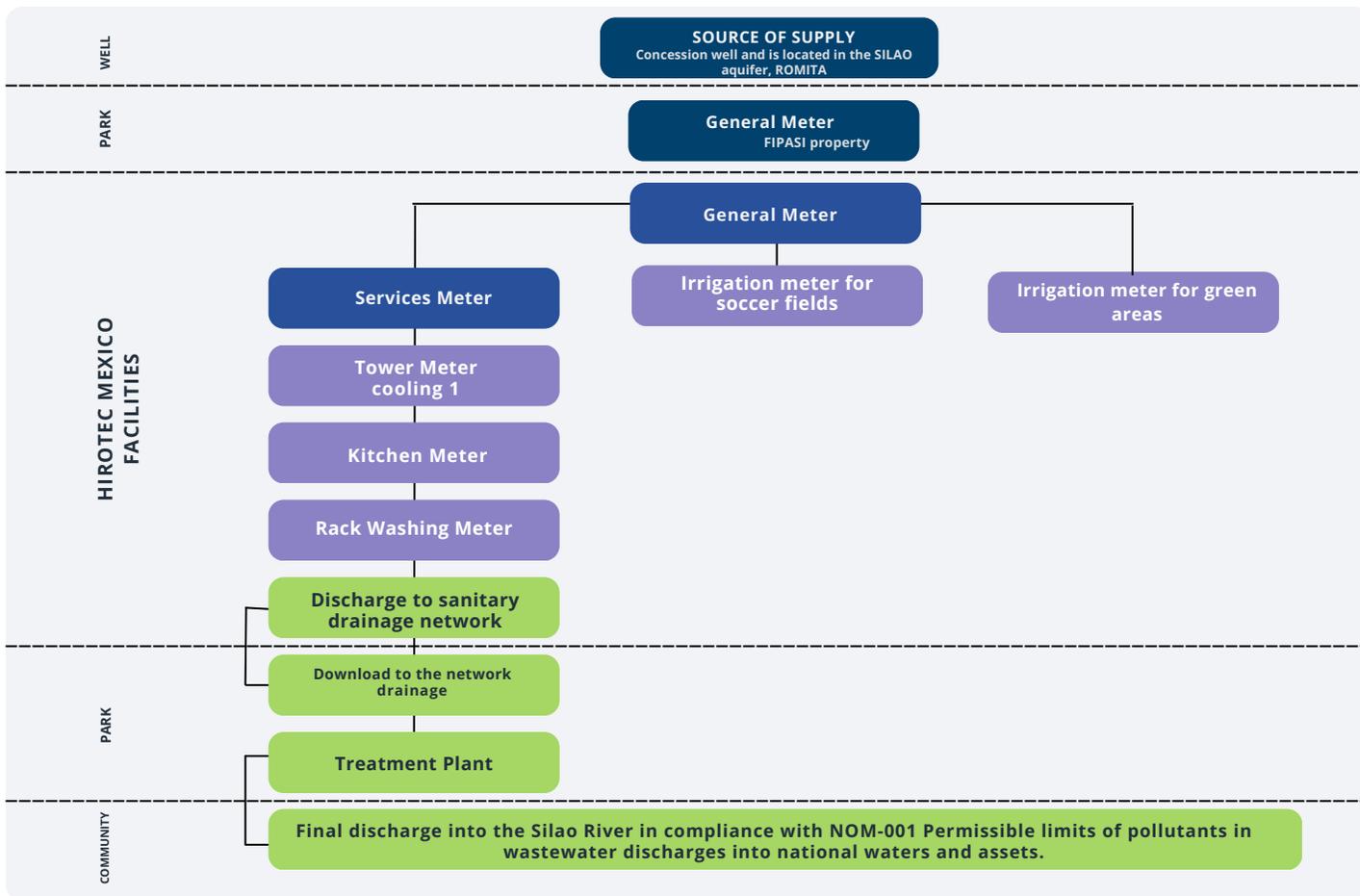
For Hirotec, water is not a main resource, since it is not used directly in its production processes. However, the company implements the best water management practices, ensuring an efficient and responsible consumption of the resource.

### Interaction with water

Hirotec Mexico **receives its water supply through the industrial park where it is located**, highlighting that the use of the resource is shared, since all companies within the park are supplied from the same source.

Below is a **diagram of water traceability**, which allows us to visualize how the organization interacts with this resource, from its extraction and consumption to its discharge

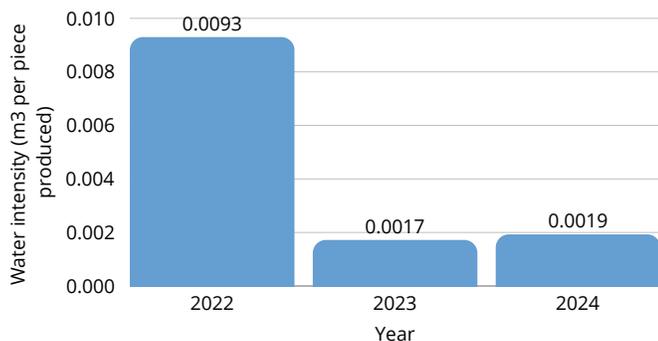




Water is supplied by an external provider, stored in tanks, and treated through filtration and chemical processes before use in cooling systems. After use, it is discharged into the industrial park's drainage system and sent to a treatment plant. Information on its post-treatment use is currently unavailable.

## Water intensity

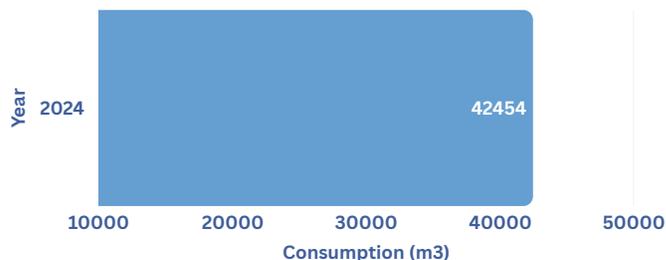
Water intensity (m3 per piece produced) through the years



**Scope:** All Hirotec Mexico facilities

## Water consumption

Water consumption (m3)  
Hiroec Mexico, Silao and SLP Plant



**Scope:** All Hirotec Mexico facilities

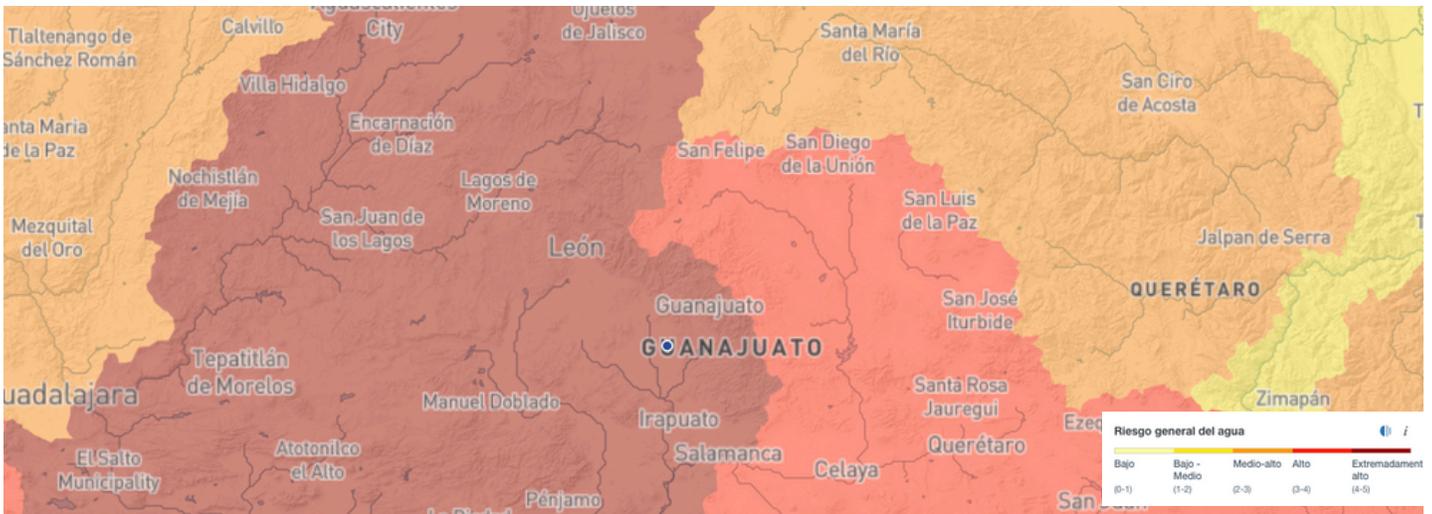
## Water Risk Assessment

Hirotec Mexico has assessed water risks in the areas of operation in Mexico using the World Resource Institute's (WRI) Aqueduct Water Risk Atlas (version 3.0).

Address	Major basin	Minor basin	Provincence	Current general hydric stress	Stress projected under a pessimistic scenario 2030
<b>Circuito de los Industriales Poniente # 1100 Parque Industrial Silao FIPASI, 36294 Silao de la Victoria, Gto.</b>	Río Lerma	Lerma/Salamanca	Guanajuato	Medium-High (2-3)	Extremely high (>80%)
Av. Toronto 100, Parque Logistik 2 super carretera san luis, 79526 Villa de Reyes, S.L.P.	Río Verde	Tamuín	San Luis Potosí	Extremely high (4-5)	Extremely high (>80%)

Source: (1) Aqueduct Water Risk Atlas, WRI

## Water risk map in Hirotec Mexico's operational area (2024)



Source: Aqueduct water risk atlas. (s/f). Wri.org.

## Waste Management and Circularity

GRI 306-3, 306-4, 306-5

In 2024, the total amount of waste generated by the organization **decreased by 25.34%** compared to 2023, reflecting the implementation of good environmental practices and efficient waste management.

Within its operations, the company identifies as a relevant aspect **the generation of hazardous waste, such as water contaminated with oil and metal waste.** Likewise, non-hazardous waste, such as **plastic, wood, and paper.**

To mitigate their impact, the company implements various management and circularity measures focused on **reducing, reusing, and correctly disposing of these materials.**

### Waste Flow

The organization has detailed diagrams that visualize the **waste flow at each stage of the production process.** This makes it possible to identify points of generation, optimize their management and improve efficiency in waste management.

### Waste Management and Accounting

GRI 306-1, 306-2

Hirotec México S.A. de C.V. maintains a rigorous approach to waste management, by implementing a certified system with procedures that ensure **compliance with regulations** and proper waste management.

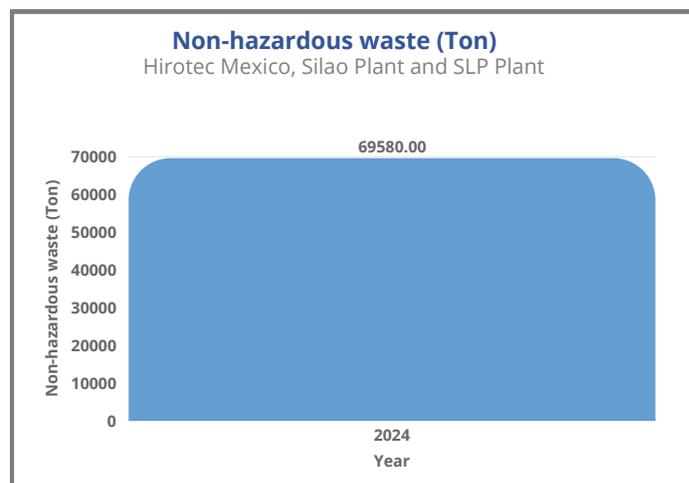
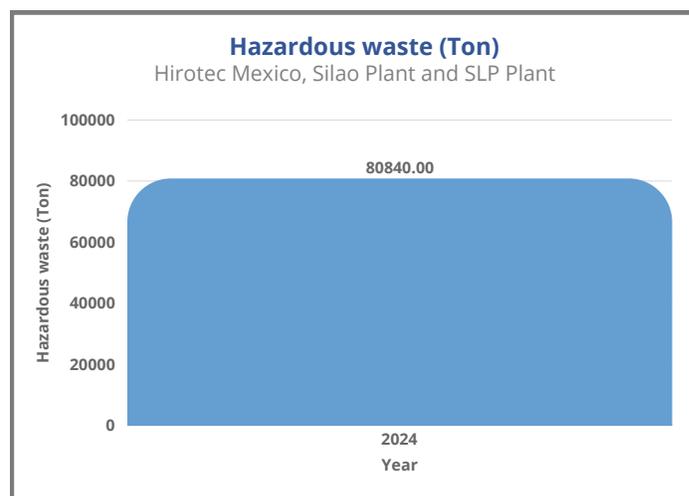
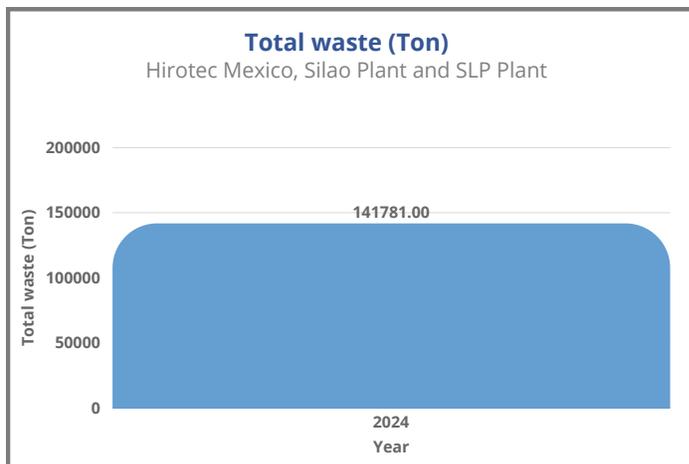
The company has specific procedures for the safe handling of both hazardous and non-hazardous waste.

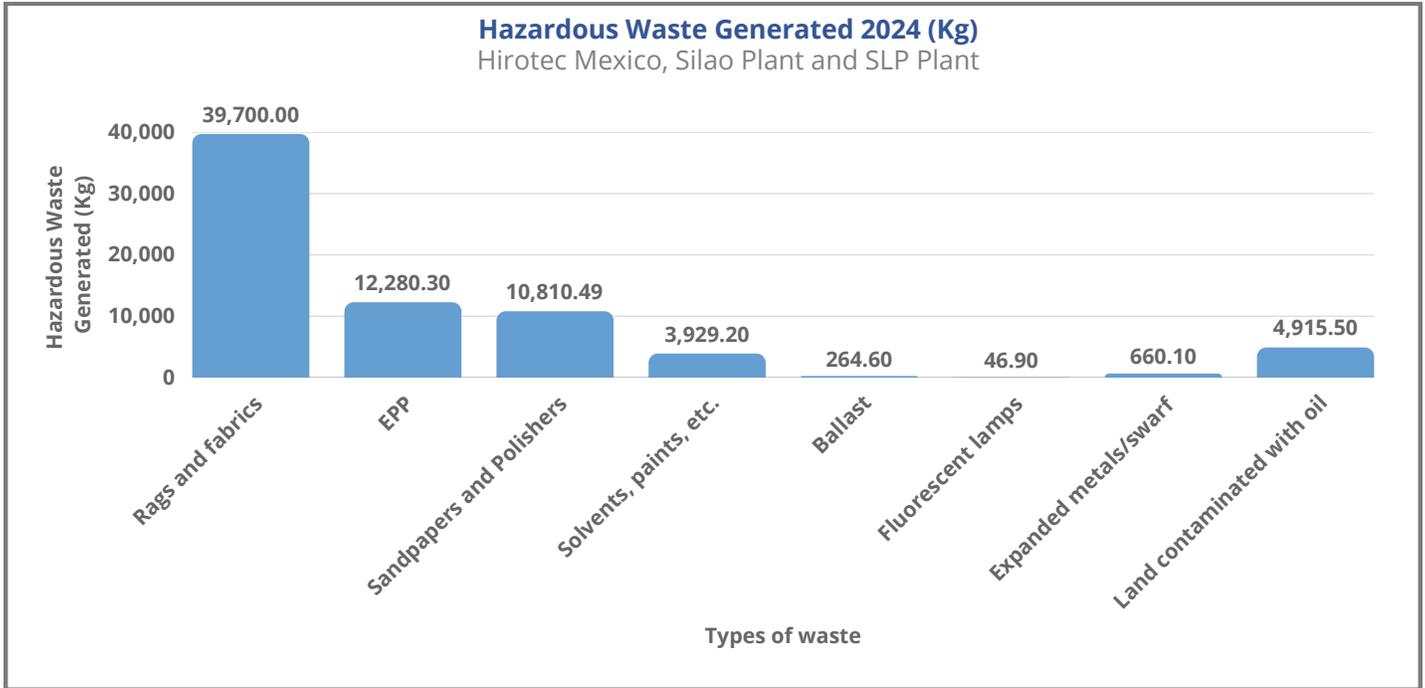
### Circularity measures

**Reuse of components:** Out-of-operation machinery is stored so that different areas can take advantage of its parts, reducing the generation of internal waste and optimizing the use of resources.

To ensure adequate control, an updated inventory of available components is maintained.

## Evolution of Waste Generation





## Commitment with the Biodiversity

GRI 304-1, 304-2

### Environmental Management and Biodiversity

In alignment with SDG 15: Life of Terrestrial Ecosystems, Hirotec Mexico recognizes the fundamental role of the industrial sector in the conservation of ecosystems and mitigation of biodiversity loss. It is therefore committed to adopting best practices to minimize its environmental impact and contribute to the protection and preservation of biodiversity.

Hirotec Mexico is not located within protected areas or areas of high biodiversity value, as its facilities are located in industrial parks.

Although its operations do not generate irreversible ecological impacts, the company understands that its activity can contribute to environmental effects. Therefore, Hirotec Mexico continues to strengthen its practices to minimize its impact and contribute to the resilience of ecosystems.

In the case of San Luis Potosí plant, we have been engaging during 2024 in some reforestation campaigns along with BMW

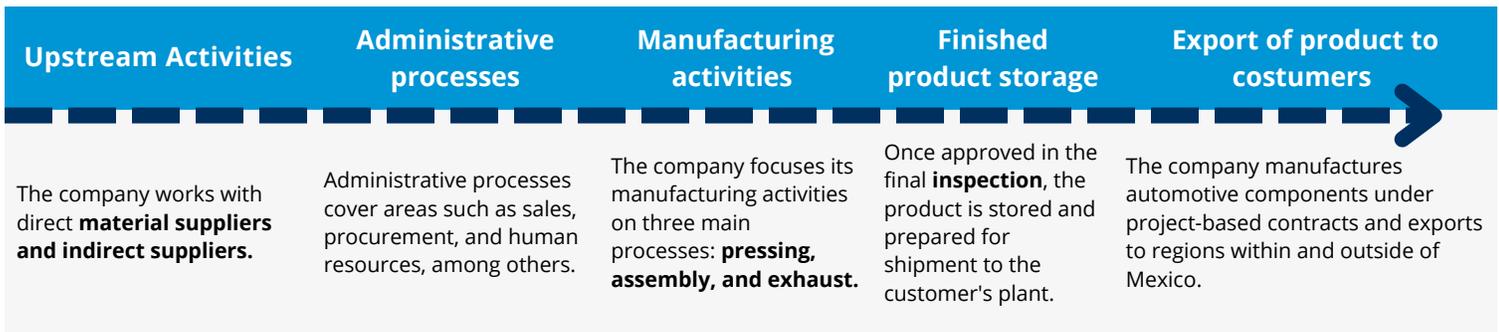
# Sustainable Supply Chain

GRI 2-6

## Value Chain

Hirotec Mexico recognizes that its value chain is a key element to generate a positive impact, as it allows integrating sustainability principles in each of its stages.

Through comprehensive management of this chain, the company is moving towards a **more sustainable and resilient business model**, aligned with the **Sustainable Development Goals (SDGs)** and committed to long-term **value creation**.



## Geographic distribution of suppliers

It should be noted that in the case of indirect material and service suppliers, priority is given to contracting **national companies** or, those that operate in Mexico, thus guaranteeing better **logistical** control and **strengthening the local supply chain**.

The company also works with direct material suppliers from China, the United States, Germany, Poland, Japan, Thailand and the United States.

Currently, around **57% of our suppliers are located in Mexico**, which reinforces our commitment to supporting more sustainable value chains.



*Hirotec is not the final link in the product value chain, as it manufactures components that are later integrated into the final assembly process at the customer's plant.*

# Sustainable Procurement

## Supplier management

GRI 308-1, 308-2

Hirotec Mexico reaffirms its commitment to sustainable management of its supply chain through its **Sustainable Procurement Policy**, which establishes clear guidelines to promote the selection of suppliers aligned with the company's sustainability values and goals.

Potential suppliers must complete a **Corporate Social Responsibility (CSR) self-assessment questionnaire**. The results of these evaluations are then analyzed and compared, allowing the company to select suppliers whose performance best aligns with its sustainability and corporate responsibility criteria.

## Commitment to suppliers

The company is considering making the signing of the Supplier Policy mandatory at the beginning of a commercial relationship, with the expectation that suppliers will renew their signature annually.

*In 2024, 1% of new suppliers signed the Supplier Policy.*

## Materials

GRI 301-1, 301-2

**In 2024, the company reported a total production of 21,989,693 parts.** To achieve this volume, a variety of non-renewable materials were used in the manufacturing processes of the organization's main products.

The materials used in Hirotec's processes are: **steel, blanks, aluminium and adhesives**, which do not have alternatives that comply with this characteristic.

Total material used in the annual production	
Material	Pieces
Steel	50,887,652.6
Aluminum	417,466,030
Small parts	12,165,570.5
Adhesives	7,500
Fasteners	364,500

# Product Design

## Customer-defined design

The products manufactured by Hirotec are components that are part of a final product, **which is assembled directly by the customer at its plant.** The design of these components is defined by the customer and, therefore, *cannot be modified by Hirotec*, which **limits the possibility of introducing improvements aimed at reducing materials or optimizing resources from the design phase.**

## Final product life cycle

Once the components are shipped to the customer, Hirotec **maintains no jurisdiction or responsibility over the final destination of the product.**

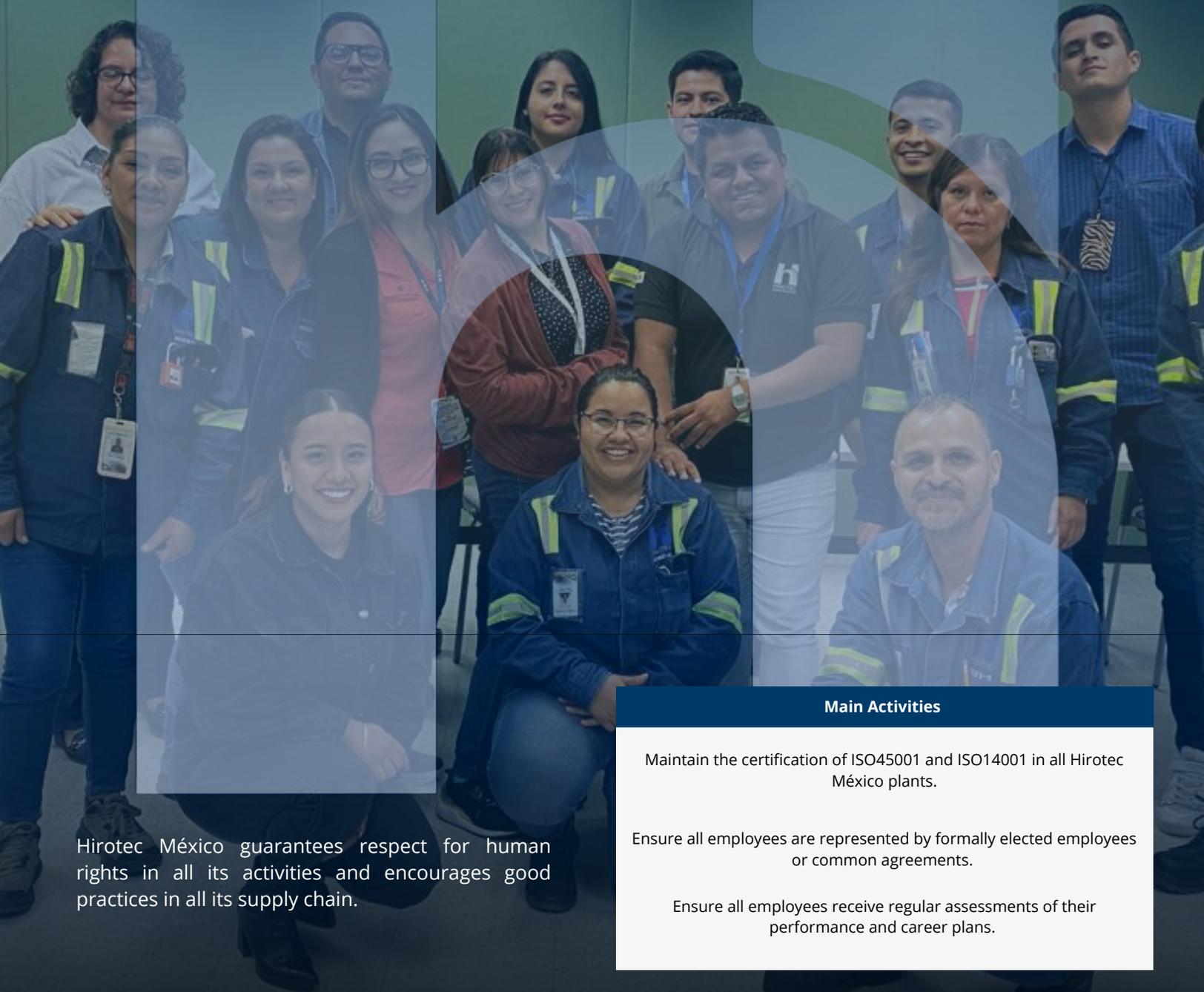
## Customer-directed material sourcing

In many cases, the materials used in the production process come from suppliers previously selected by the customers themselves, which limits Hirotec's ability to directly influence the sustainability of the raw materials used.

## Materials and safety monitoring

Although the company has no involvement in the design or final disposal, it does participate in the monitoring of materials through the **IMDS (International Material Data System)**, in order to ensure that products do not contain hazardous substances or materials in conflict. These reports are provided to customers upon request, as part of Hirotec's commitment to material safety and traceability.

# SOCIAL



Hirotec México guarantees respect for human rights in all its activities and encourages good practices in all its supply chain.

## Main Activities

- Maintain the certification of ISO45001 and ISO14001 in all Hirotec México plants.
- Ensure all employees are represented by formally elected employees or common agreements.
- Ensure all employees receive regular assessments of their performance and career plans.

# Work Environment

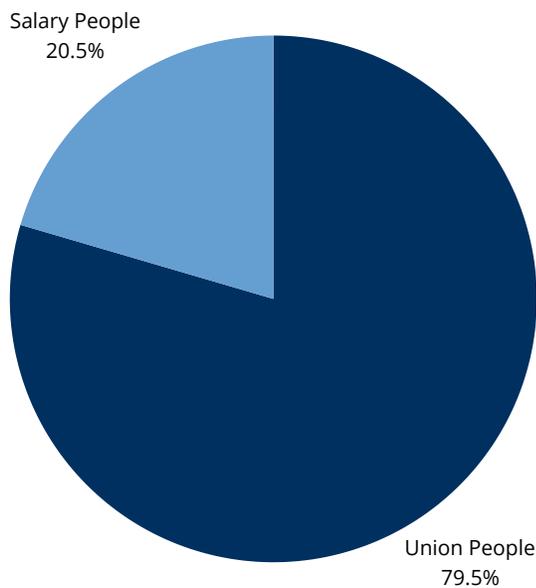
## Working hours

At Hirotec México, **all the personnel are hired full-time**. The company does not hire part-time or temporal employees; all the collaborators are employed as **fixed full-time employees**.

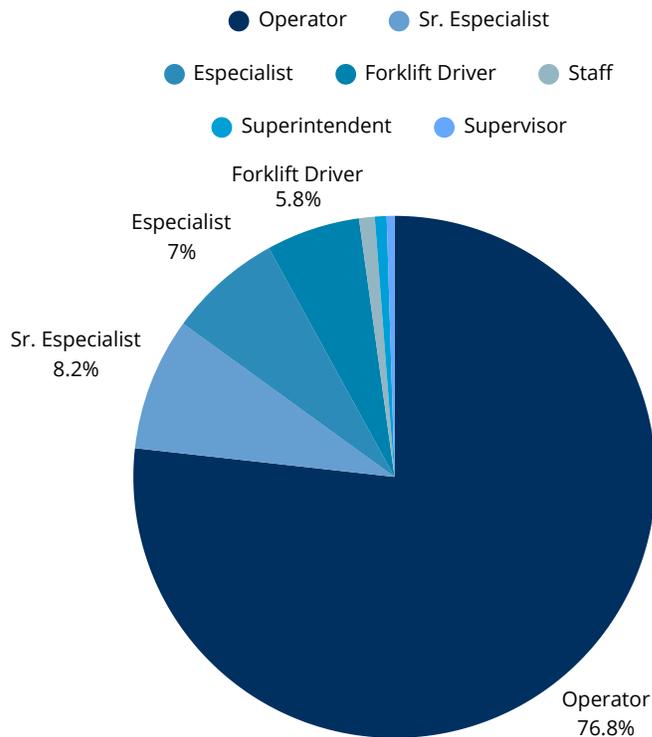
Dividing their working hours in two types:

- **Administrative working day:** From Monday to Friday; 47.5 hours per week.
- **Operative working day:** 4 days per week; 12 hours per day.

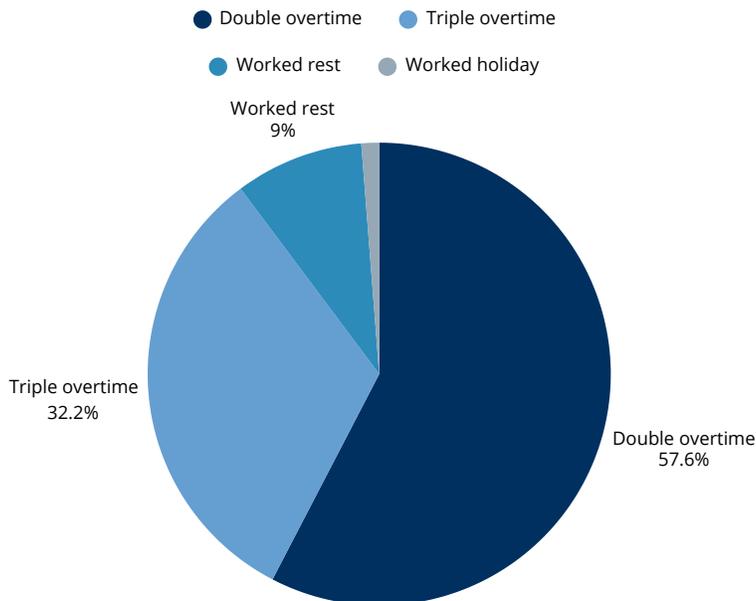
### Real Overtime by payroll type



### Real overtime by position



### Real overtime by type



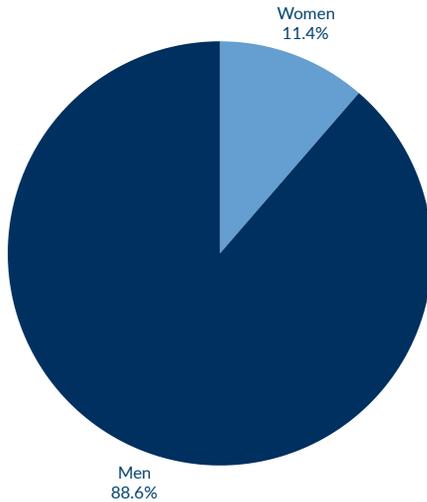
## Workforce

GRI 2-7, 2-8, 2-30

The work force of Hirotec Mexico consists of **1,233 collaborators**, from which 1,093 are men and 140 are women.

### Workforce distribution by gender

Hirotec México

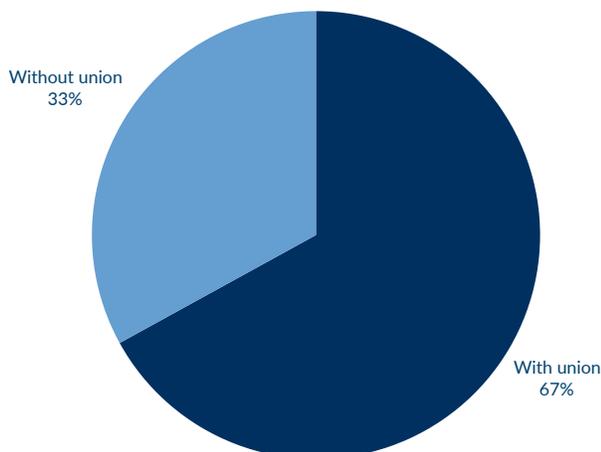


From all the employed women, 46 women oversee **leadership positions**, reflecting the compromise of the company with gender equity and inclusion within all the levels of the organization.

In the same way and as part of its working structure, Hirotec Mexico distinguishes between **unionized and non-unionized workers**, which allows an adequate management of its working relationships. In total, **826 workers are unionized, while 407 do not belong to any union.**

### Distribution of Unionized vs. Non-Unionized Employees

Hirotec México

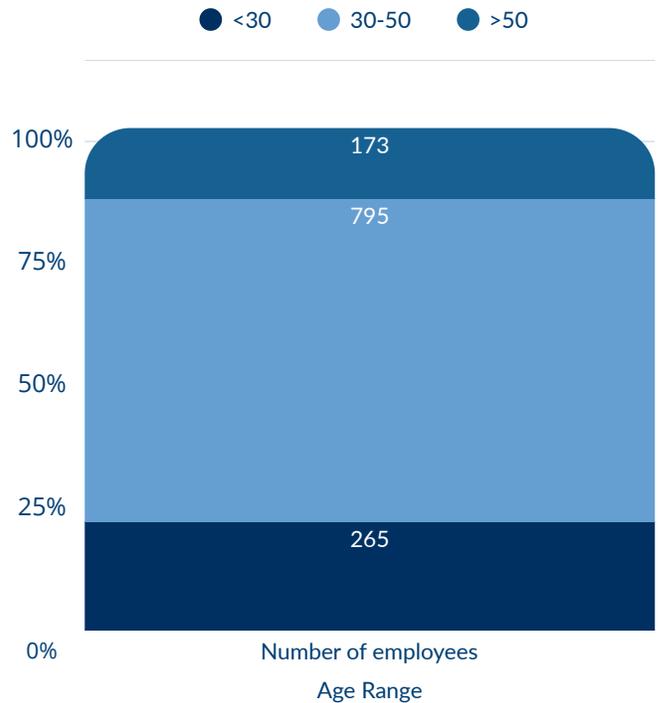


## Age distribution:

265 employees younger than 30 years old (21%)  
 795 employees between 30 and 50 years old (57%)  
 173 employees older than 50 years old (14%)

### Workforce distribution by age group

Hirotec México, Silao



Likewise, the company has **2 people with impaired hearing**, allowing a safe, inclusive and **development-oriented** work environment for everybody.

Through mentorship and continuous training programs, and equity policies, the company promotes diversity of all kinds within each level of the organization.

## Hirotec as Employer

### Benefit plans

GRI 201-3

Compensation/ Seniority compensation

The amount reported in the severance account follows the national established laws.

### Talent in the industry

The growing demand for technical profiles specializing in advanced manufacturing, automation and sustainability requires a flexible and adaptive hiring strategy. At Hirotec Mexico, there is an approach based on creating opportunities for personnel specialization, driving an orderly transition to the new demands of the automotive industry in the country.

Talent management becomes a key pillar for Hirotec Mexico's competitiveness. The transition to new forms of hiring and skills development must be managed strategically.



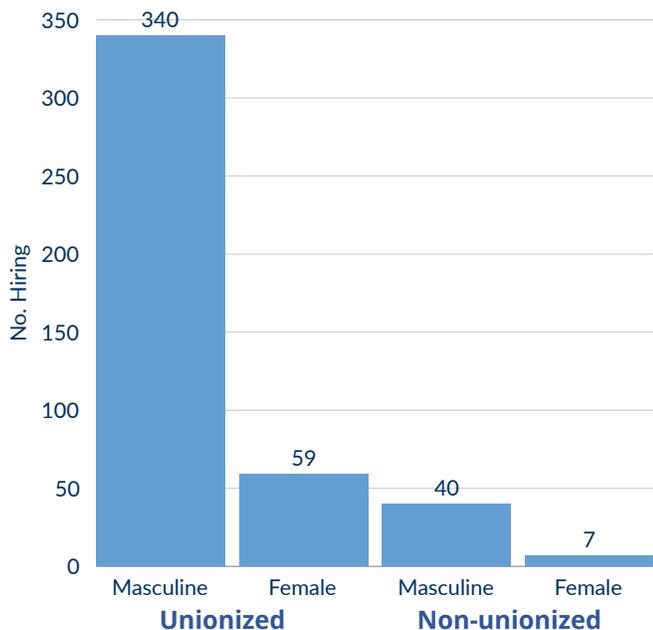
## New hires

GRI 401-1

The automotive Tier 1 industry in Mexico is facing a significant transformation. To address this, Hirotec Mexico has strengthened its inclusion policies, promoting training programs, leadership development, and equal access to employment opportunities in its plants. Maintaining a commitment to regional economic development.

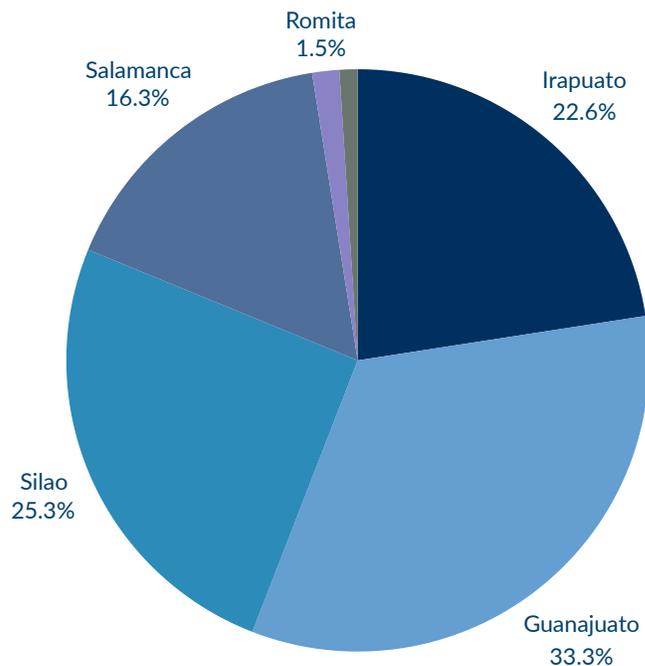
**New Hires in Hirotec México**

By genre and work type



**New Hires in Hirotec México**

By region



# Support to the Hirotec family

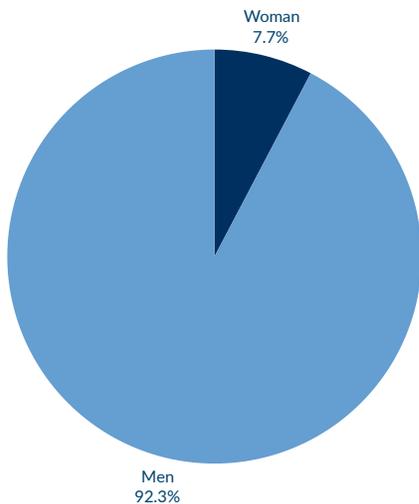
GRI 401-2, 401-3

## Parental leaves

Hirotec Mexico is committed to ensuring that all its personnel, both unionized employees and direct employees, have equal access to parental leave, without distinction of position, gender or hierarchical level. Allowing them to balance their professional development with their personal lives.

### Paternity leaves granted

By genre



### Return rate of employees returning to work after a parental leave

Category	2023	2024
Women who applied for parental leave	8	5
Women who returned to work after completing parental leave	5	4
Men who applied for parental leave	78	60
Men who returned to work after completing parental leave	68	51

### Tasa de retención y regreso al trabajo (%)

Género	2023	2024
Women	62.5	80
Men	87.18	85

Based on the results of 2023 and 2024, the return rate of women increased from 62.5% in 2023 to 80% in 2024, indicating an improvement in labor reintegration after parental leave.

*The percentage of improvement in the rate of return to work after parental leave for women was 28% from 2023 to 2024.*

In the case of men, although there was a slight decrease (from 87.18% in 2023), the rate of return remained high at 85% in 2024.

## Parental Supports

As part of its commitment to inclusion, **equal opportunities and quality of life** for its employees, the company has implemented **the childbirth bonus**, an economic support aimed at employees who become parents, to contribute to the expenses associated with this stage.

## Other Supports

In the same way, the company provides financial **support for school supplies and for the death of a direct family member** to reinforce its commitment to the prosperity of the families that are part of it.

## Transparent Management of Operational Changes

GRI 402-1

The company recognizes that any modification in internal processes can have a direct impact on its employees, so it implements strategic planning to minimize the impact and optimize the transition in each organizational adjustment.

*Significant operational change is defined by Hirotec Mexico as*

*“Any modification in the productive process, services, organizational structure, corporate strategy, internal policies or adjustments in its supply chain”.*

To manage these changes in an effective way, the company maintains an anticipated clear communication, ensuring that both customers and employees have the information they need to adapt to new working conditions.

Type of change	Frequency	Example	Minimum time of notification
Working hours	Weekly	Shift adjustment	3 days before
Horizontal movements	Monthly	Change of area for operative need	15 days before
Promotions	Yearly (april)	Change of position for good performance	15 days before

This strategy not only ensures efficient management of operational changes, but also reinforces Hirotec Mexico's commitment to transparency, labor stability and continuous improvement, essential pillars of the company's organizational culture.

## Health and Safety System at Hirotec Mexico

GRI 403-1

Hirotec México S.A. de C.V., in its Silao and San Luis Potosí plants, maintains a **health and safety policy** which establishes a clear and effective framework for managing the well-being and safety of its employees.

### Management System

The company has implemented an Occupational Health and Safety Management System aligned with international standards and current regulations, ensuring safe working environments and compliance with best practices in risk prevention.

This system has been developed in compliance with applicable legal requirements and based on internationally recognized guidelines, such as: ILO-OSH 2001, published by the International Labour Organization (ILO), as well as **ISO 14001 and ISO 45001:2018 standards**.

These certifications provide a structured framework for managing occupational safety and environmental impact across operations, promoting safe working conditions, risk control, and the continuous improvement of occupational health performance.

To ensure the continuous improvement of the system, Hirotec México has designated a team of trained internal professionals responsible for **supervising, evaluating, and optimizing occupational health and safety conditions** across all facilities.

Through regular **audits, risk assessments, and training programs**, the system is continuously strengthened to adapt to operational changes and industry best practices.

Relevant documents include:

- Occupational Health and Safety Manual
- Hazard and Opportunity Identification
- Safety and Hygiene Manual
- Occupational Health Care for Personnel
- Incident Monitoring and Findings
- Code of Ethics
- Emergency Preparedness and Response Plan



Scope of the Occupational Health and Safety System

Hirotec Mexico's Occupational Health and Safety Management System applies to:

- ✓ All employees and in-site business partners;
- ✓ Every operation, at the Silao and San Luis Potosí plants;
- ✓ Every procedure, manual and policy developed within the framework of this system, guaranteeing its application in each area of the company.

## Hazard Identification

GRI 403-2

The company uses various studies and methodologies for risk assessment in all processes in all its operating plants.

### Monitoring Methodologies and Mechanisms

To ensure compliance with the Occupational Health and Safety Management System (OHSMS) and the efficiency of its implementation, Hirotec Mexico has established a series of monitoring mechanisms that include:

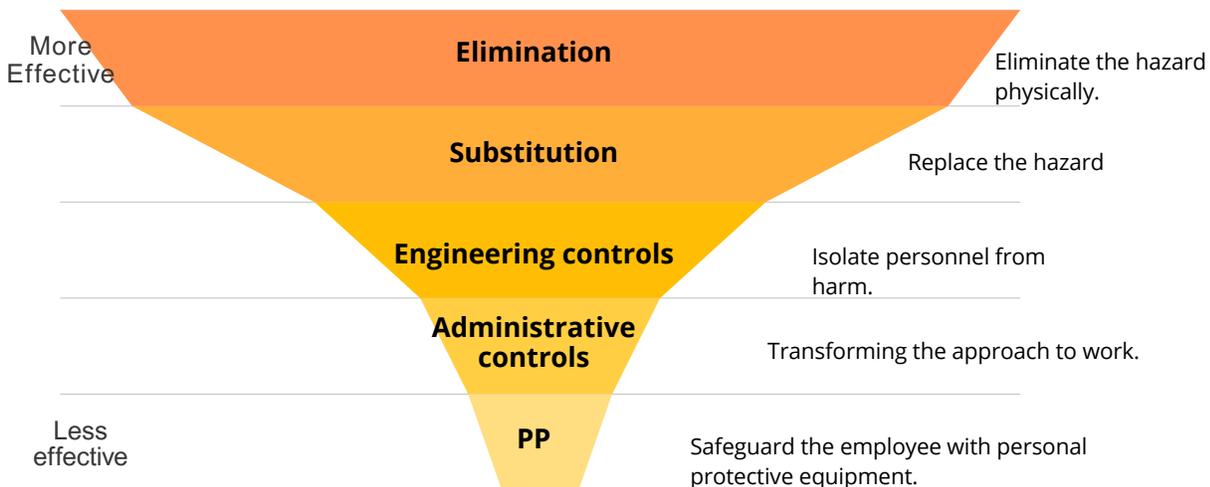
<b>Safety patrols</b>	Weekly inspections are conducted in each work area to identify possible risks or findings and follow up on corrective actions
<b>Management tours</b>	Biweekly audits conducted by senior management to evaluate the status and operation of work equipment, ensuring compliance with health and safety standards.
<b>Annual internal audits</b>	Evaluation of the OHSMS in accordance with the requirements established in the ISO 45001:2018 standard, which makes it possible to verify compliance with internal policies and the effectiveness of their implementation.

### Hierarchy of Controls to Minimize Risks

Hirotec Mexico applies a hierarchy of controls to eliminate hazards and minimize risks, in accordance with best practices in occupational health and safety, as detailed in the company's **Health and Safety Management System Manual**.

These controls include:

<b>Elimination</b>	Total removal of the hazard at its source. This is the most effective control, as it eliminates the hazard in its entirety.
<b>Substitution</b>	Replacement of hazardous processes, materials or equipment with less hazardous ones, significantly reducing the potential for accidents.
<b>Engineering controls</b>	Implementation of physical barriers or isolation measures that protect workers from risk without the need for direct intervention.
<b>Administrative controls</b>	These measures include ongoing staff training, the use of appropriate signage, staff rotation to avoid prolonged exposure to risks, and the development of safety protocols to guide the proper execution of tasks.
<b>Personal Protection Equipment (PPE)</b>	In those cases where it is not possible to eliminate or replace the hazard, the use of PPE, such as helmets, safety glasses, gloves, respirators, among others, is mandatory, according to NOM-017-STPS-2008 (Mexican Standard), to protect employees from the risks present in the work environment.



## Risks and Opportunity Matrix

To complement risk prevention efforts, the Health and Safety Department applies a risk and opportunity matrix for each area, aligned with the standards established in **ISO 31000 (risk management)**.

### Ergonomic Evaluations and Musculoskeletal Risk Prevention

In line with proactive risk management, **periodic ergonomic assessments** are conducted for all employees to identify potential musculoskeletal risks arising from posture and repetitive tasks.

#### Mitigation strategies

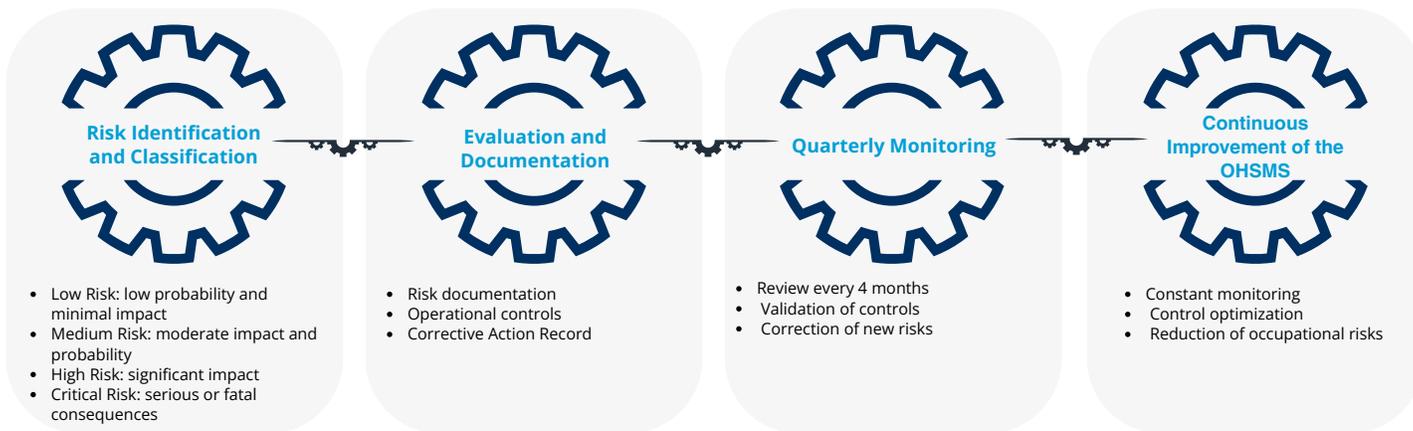
- **Semiannual Process Improvements:** Improvements are implemented every six months based on previous evaluations that identified impacts on workers' health, particularly related to manual handling tasks.
- **Training in Good Labor Practices:** All employees are trained in the prevention of ergonomic injuries and in the application of good labor practices, such as the proper use of equipment and maintaining correct posture during daily activities.

To prevent **noise exposure** within the plants, Hirotec Mexico conducts studies in accordance with NOM-011-STPS (Mexican Standard) and, as part of its maintenance plan, installs filter valves in pneumatic equipment to reduce the noise emitted. In addition, earplugs are provided to all employees, guaranteeing their hearing protection in the work environment.

## Procedure for Follow-up and Continuous Improvement of the OHSMS

At Hirotec Mexico, risks associated with occupational health and safety are classified according to their probability of occurrence and their potential consequence. Once the risks have been identified and classified, Hirotec Mexico implements an internal procedure for monitoring, measurement, analysis and improvement of the Occupational Health and Safety Management System (OHSMS).

As part of the strategy to maintain an effective management system, Hirotec Mexico conducts **annual internal audits**. These audits allow us to evaluate the compliance of the OHSMS with the company's internal requirements and with **ISO 45001:2018**, ensuring compliance with international occupational health and safety standards.



## Incident investigation at Hirotec Mexico

GRI 403-2

At Hirotec Mexico, we recognize the importance of creating a safe work environment where employees can report **hazardous conditions without fear of retaliation**. The company has implemented internal mechanisms that protect workers from unjustified dismissal, disciplinary sanctions or any other unfavorable treatment for reporting dangerous situations.

### Report mechanisms

Hirotec México has established a proactive system for identifying and addressing occupational health and safety risks. Employees are encouraged to report unsafe conditions using the **Hiyari Hatto** form, which collects key data such as incident details, root cause analysis, current control measures, and photographic evidence.

In addition, health and safety walkthroughs support the early detection of hazards. **Reports can also be submitted anonymously through a confidential trust line**, ensuring protection from retaliation.

If an employee perceives an immediate health risk, they may stop the activity and report the situation via the **open medical service channel**. All incidents are analyzed using structured methods like the Ishikawa diagram and factor correlation, allowing Hirotec to implement appropriate countermeasures in accordance with the hierarchy of controls.

For the investigation of incidents, Hirotec Mexico generates a detailed report of each event.

From this analysis, countermeasures are applied, to eliminate or reduce the risk, which strengthens safety in the organization and improves the implementation of its Occupational Health and Safety Management System (OHSMS).

This comprehensive approach ensures that Hirotec Mexico not only complies with safety standards but also implements preventive practices that protect the health and well-being of all its employees.

## Employees participation with the OHSMS

GRI 403-4

Hirotec Mexico encourages consultation and participation through various initiatives, ensuring that employees are part of the process of development, implementation and evaluation of occupational safety policies.

### 1. Safety and Health events

During the annual Health and Safety Week and emergency drills, we reinforce knowledge of risk prevention and encourage employees' commitment to a safe work environment.

### 1. Safety and Health committees

Hirotec México has formal committees where workers have representation and a voice in occupational health and safety decision-making. These committees include:

- Ergonomy committee
- Safety and Health champions

**LA SEGURIDAD ES PRIMERO...**  
 Por: Vidal Hernández  
**Conoce a tu champion de seguridad**

En Hirotec Mexico nuestra filosofía es: La seguridad y salud es primero, por lo que nuestro compromiso es proporcionar un ambiente seguro y saludable para todo el personal dentro de Hirotec Mexico y cumplir con los requisitos legales y otros aplicables. Con el involucramiento de los trabajadores, nos comprometemos a eliminar los peligros y reducir los riesgos, cumplir los objetivos y mejorar continuamente nuestro sistema de gestión de seguridad y salud en el trabajo.

Y como parte del proyecto de "Volver a los básicos", se ha retomado el compromiso de contar con un Champion de seguridad en cada área. Pero ¿qué es un champion de seguridad? Es una persona comprometida con su área de trabajo que tiene el compromiso de dar seguimiento a reportes de hallazgos y reportes de sus compañeros para mantener la seguridad.

• Identifícalo por su brazalete color verde.

• Puedes reportar cualquier tema de seguridad y salud con ellos.

• Considera que, él podrá apoyarte y orientarte sobre las reglas de seguridad.

¿Sabías que...?  
 Ya puedes hacer reportes en nuestra línea de confianza para cuidar nuestra seguridad y Salud dentro de la compañía.

Ingresa el siguiente URL en la barra de direcciones de tu buscador, selecciona el canal de reporte y llena la información que se te solicite:  
[https://etica.resguarda.com/grupohirotecmx/hirotec\\_es.html](https://etica.resguarda.com/grupohirotecmx/hirotec_es.html)

Canales de Reporte Alternativos  
 Bienvenido al sistema de Resguarda

## Safety of external workers

Hirotec Mexico is committed to ensuring the health and safety of external workers through strict control and supervision procedures.

Through procedure HS-03, the access and supervision of contractors are regulated to ensure **compliance** with the company's established **health and safety standards**. In addition, training is provided to contractors on ISO 45001 and ISO 14001, ensuring alignment with safety and environmental standards, and evidence of compliance is maintained.

To ensure continuous monitoring, the company has implemented an ongoing control system that evaluates contractors' safety performance, guaranteeing a safe working environment for both internal and external personnel.

## Safety of our Clients

Hirotec México ensures compliance with all applicable laws and regulations regarding customer health and safety, regularly identifying and assessing potential **risks to its customers' health and safety**.

The company implements appropriate preventive measures to mitigate detected risks, ensuring the protection of its customers' well-being.

The staff at Hirotec is highly trained to ensure the quality of all products manufactured by the company.

In 2024, approximately **48 internal and external courses on quality assurance were delivered as part of the Annual Training Plan**. These included:

- First Product Control
- Instruction for the Preparation and Control of Appearance Samples
- Instruction for Identification and Traceability
- Instruction for New Product Inspection
- Procedure for the Control of Rejected Products
- Among others

Additionally, Hirotec monitors all materials through the International **Material Data System (IMDS)** to verify that they do not contain hazardous or conflict substances, and provides this information to customers upon request, reaffirming its commitment to safety and transparency.

## Training of Workers in Occupational Health and Safety

GRI 403-5

### Continuing Training and Needs Identification

Hirotec Mexico is committed to providing **ongoing, high-quality occupational health and safety training**, aligned with national and international regulations, to ensure a safe working environment for all its employees.

This training is delivered through a structured approach that includes needs identification, course planning, and implementation with a team of trained instructors.

Hirotec Mexico offers a variety of courses that comply with official **Mexican standards (NOM) and internal procedures**.

The company delivers training on the following regulations

- Basic Concepts of the Occupational Health and Safety Management System (OHSMS) (ISO 45001:2018)
- NOM-001-STPS-2008: Safety conditions in workplaces.
- NOM-026-STPS-2008: Safety and hygiene colors and signage.
- NOM-036-STPS-2018: Ergonomic risk factors at work.
- Handling of hazardous substances and chemical materials.

Specific Procedures:

- Handling of hazardous substances.
- Access control and restricted area procedures.
- Safe operation of forklifts.
- Fire response and first aid program.
- Lockout procedures for hazardous machinery.
- among others

The company has an **employee handbook containing clear emergency**, first aid, and evacuation procedures, ensuring that all employees are familiar with the procedures to follow during incidents, including designated evacuation routes.

- Quick Exams:

At the end of each course, participants complete quick exams with a minimum passing grade. This ensures that the knowledge acquired is properly understood and applied.

- Record keeping and Audits:

Attendance and worker performance during training sessions are recorded. Internal audits verify that the safety measures learned during the courses are correctly implemented in the workplace.

## Promoting Worker Health at Hirotec

### Mexico

GRI 403-6

We are committed not only to complying with applicable legislation but also to creating a safe and healthy work environment through **voluntary health promotion programs** that address risks not directly related to work.

## Health services at work

GRI 403-3, 403-6

At Hirotec Mexico, occupational health services are a fundamental part of the strategy to protect employee well-being and ensure a safe work environment. These services not only contribute to efforts to eliminate hazards, but also to the prevention of workplace accidents, but also minimize risks to worker health through various preventive initiatives.

## Health and Safety Walkthroughs

Walkthroughs are conducted with medical and security personnel to identify and correct any conditions that may affect the health and well-being of employees. These walkthroughs help detect potential hazards in the facilities and maintain a safe work environment.

## Training of Health Personnel

To guarantee the quality of medical services, the company ensures that its healthcare personnel, both internal and external, are properly trained and qualified. This ensures that workers receive effective care and comply with current regulations.

## Dissemination of Information

Hirotec Mexico facilitates access to these services by constantly disseminating information about available health services, promoting a culture of prevention and well-being in the workplace.

*All Hirotec México's employees have Major Medical Expense Insurance.*

*All Hirotec México's employees and unionized personnel are covered by Social Security by national law.*



Some of the services offered in 2024 are:



#### Medical help at the workplace

- Employees have access to **medical consultations** through a pass authorized by their supervisor and receive appropriate treatment.
- In cases of emergencies or workplace accidents, immediate **first aid** is provided, and if necessary, they are transferred to a medical unit.
- After an incident, an investigation is conducted to identify its source and take appropriate corrective measures.



#### General health control

- **Annual Vaccination Campaigns** which include vaccinations against influenza, tetanus, hepatitis, and COVID-19.
- Preventive health screenings such as weight, height, and blood pressure monitoring.
- Annual **audiometry, ergonomics, and spirometry studies.**



#### Health Promotion and Disease Prevention Programs:

- **Cancer prevention campaigns:** cervical and breast, with free screening tests.
- **Preventive Screening Sessions** to measure cholesterol, triglycerides, and glucose with the goal of preventing cardiovascular disease and diabetes.



#### Mental Health and Emotional Well-being:

- Activities such as "**Work Café**" and **Human Talent Week**, which promote employee recreation and emotional well-being.
- Rest and recreation areas to improve the quality of work life.
- **Annual surveys of work environment** with a focus on psychological well-being, this allows for identifying areas of opportunity and improving working conditions. These surveys are conducted every two years, with the 2023 results as the final benchmark.

## Access and Communication

To ensure all employees are informed about available health programs, Hirotec Mexico uses various **communication channels:**

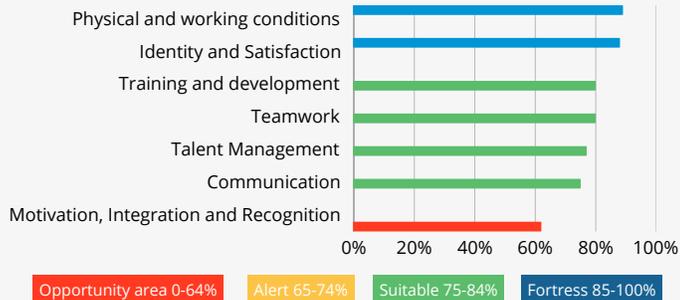
- Corporate emails with details about campaigns and services.
- Display on digital boards and screens in common areas such as the dining room to ensure the visibility of the information.
- Coordination with external health agencies to expand access to specialized medical services.



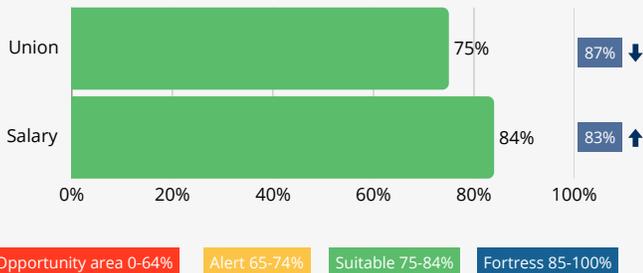
## Main findings of work environment survey 2023



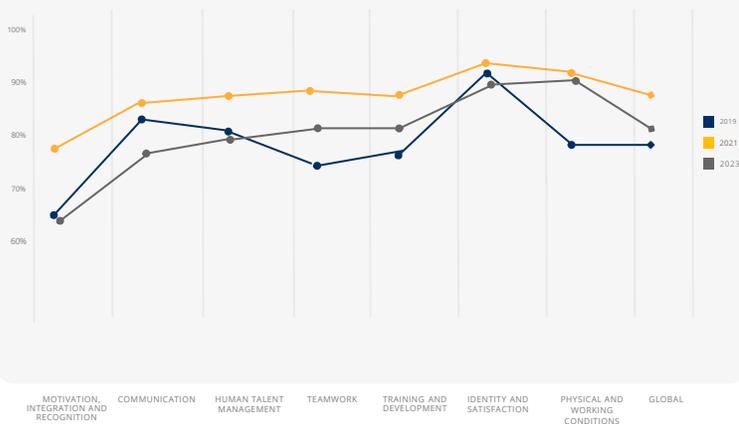
### Global Results 2023 Paternity Leave Granted, Silao Guanajuato Plant



### Results by Employee Type 2023



### Comparison of Global Results 2019-2023



## Coverage of the Occupational Health and Safety Management System

GRI 403-8

At Hirotec Mexico, occupational health and safety is a priority for all employees, without exception. This commitment is reinforced through internal and external audits, ensuring that no employee is excluded from compliance with safety regulations and standards, promoting a safe, equitable work environment aligned with international best practices.

	Total employees	Coverage of the OHSMS
<b>Direct employees</b>	<b>418</b>	<b>100%</b>
<b>Unionized employees</b>	<b>837</b>	<b>100%</b>



## Work accidents

GRI 403-9

Despite rigorous safety measures and ongoing training, workplace accidents are an inherent risk in industrial activity, especially in operating environments that require long hours.

During the reporting year, the company reports:

The number and rate of fatalities resulting from work-related injuries	0
The number and rate of work-related injuries with serious consequences (excluding fatalities)	2
The number and rate of recordable work-related injuries	3
Main types of work-related injuries	Musculoskeletal

This calculation allows the company to objectively measure workplace safety and compare it with industry standards, allowing us to identify areas for improvement in our safety processes.

- For workers who are not employees but whose work is controlled by Hirotec México, the company reported zero fatalities and injuries during the reporting year.

**In 2024, the recorded occupational injury rate was 0.25.**

The breakdown of the calculation is as follows:

- Number of recordable injuries in the year: 3
- Standard factor used: 240,000 (represents the number of hours worked by 100 employees working 48 hours per week for 50 weeks per year)
- Total hours worked during the year: 2,938,688 hours
- Injury rate calculation:

$$(3 \text{ injuries} \times 240,000) / 2,938,688 \text{ hours} = 0.25$$

This calculation allows the company to objectively measure workplace safety and compare it with industry standards, allowing us to identify areas for improvement in our safety processes.

## Main Risk Activities

Hirotec México recognizes that the company's operational activities require a rigorous focus on safety and prevention, as factors such as excessive work demands, tripping hazards, and exposure to flammable materials can lead to accidents with significant consequence.

Hazard Identification	Corrective action
Fall from work performed at heights greater than 1.8 meters	External training courses on working at heights safety were implemented.
Electrocution	A procedure was developed focusing on electrical work in coordination with the maintenance area, along with the implementation of KYT activities focused on voltage-related tasks.
Burns/fire resulting from oxy-fuel cutting and welding work	Develop and communicate an instruction sheet for the safe use of oxy-fuel cutting.
Chemical exposure due to the use of hazardous substances	Develop and communicate the corresponding procedure for the handling of hazardous substances and materials.

Specifically, hazards in the work environment have been determined based on **risk analyses** conducted during periodic walkthroughs of the company's operational areas. Based on these studies, hazards that have caused or contributed to high-consequence injuries during the reporting period were identified and documented. However, these hazards may also have been identified reactively following an incident that could have had serious consequences.

Of these hazards, those that have caused or contributed to high-consequence injuries during the reporting period are of a hazardous nature:

- Physical: **20%**
- Due to contact with machinery **12%**
- Mechanical hazards: **12%**

To mitigate these risks and ensure worker safety, corrective actions have been implemented and planned based on the risk control hierarchy, prioritizing the elimination and replacement of hazards before the use of administrative controls or PPE.

In addition to the measures arising from the risk analysis, the company implements administrative and engineering controls such as the following:

*Develop a standardized operating procedure to ensure safe handling of dies on and off the press.*

*Implement countermeasure sheets on all lines to mitigate operational risks.*

*Periodic review and updating of workstations to maintain security standards.*

*Create a standard operation sheet specific to model changes that includes safety measures.*

*Hoist Installation*

*Install an automatic lubrication system to minimize human contact with hazardous components.*

*Continuing education in safe work practices and the use of personal protective equipment PPE.*

*Develop educational visual materials on the correct use of PPE according to the job.*

To ensure the effectiveness of these measures, Hirotec Mexico carries out:

*Constant monitoring of the implementation of corrective actions.*

*Internal audits and safety reviews on all production lines.*

*Incident assessment and root cause analysis to identify additional improvement opportunities.*

## Occupational illnesses and diseases

GRI 403-10

Hirotec México recognizes the importance of identifying, preventing, and managing occupational illnesses and diseases, which may be acute, recurrent, or chronic and may be related to working conditions and practices.

For employees and workers whose jobs and/or workplaces are controlled by the organization, these are reported.:

**2024**

The number of deaths resulting from an occupational illness or disease:

**0**

The number of recordable cases of occupational illnesses and diseases

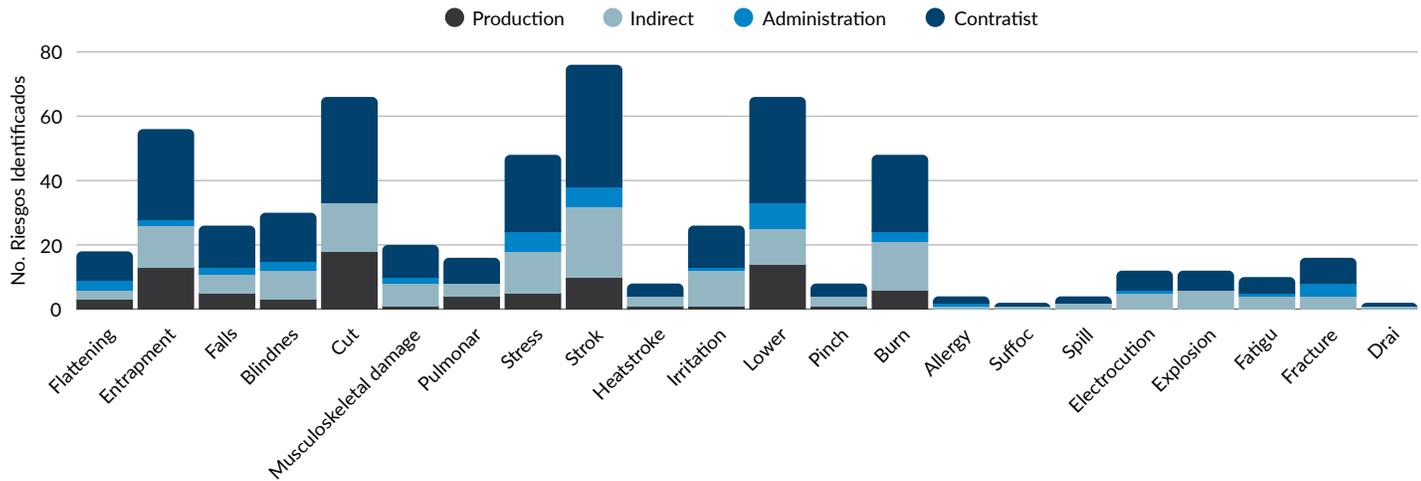
**82**

*The main types of occupational ailments and illnesses at Hirotec Mexico are related to musculoskeletal disorders (lumbar).*

In addition, the company has identified the most likely types of illnesses based on the safety **walkthroughs** conducted in the various work areas. These analyses allow for determining, based on the nature of each activity, the specific risks associated with each position, facilitating the implementation of preventive and mitigation measures

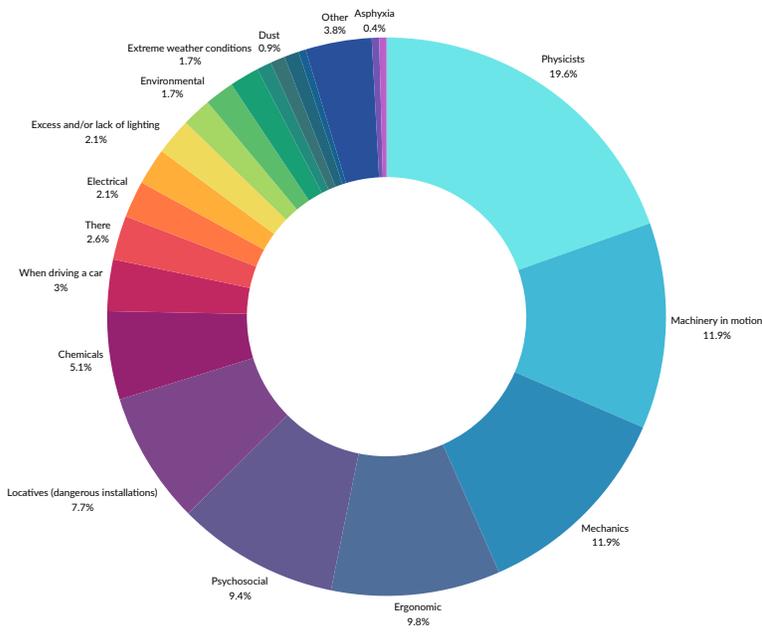
### Main Risk Identified in Work Areas

Hirotec México, Silao Guanajuato Plant



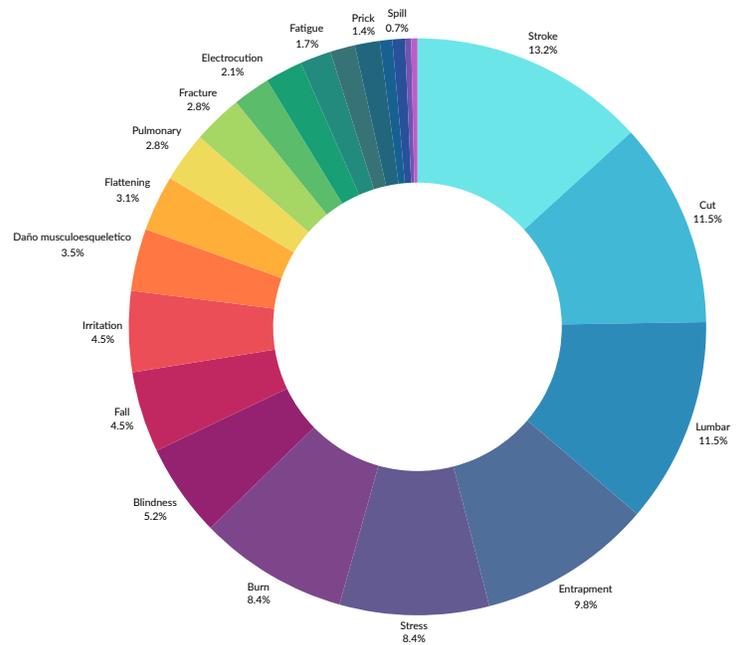
### Main Risks Identified in Work Areas

Hirotec Mexico



### Main Hazards Identified in Work Areas

Hirotec Mexico



## Professional Development

GRI 404-1, 404-2, 404-3

Hirotec Mexico has a **strict Professional Development policy**, aiming to establish guidelines to foster employee growth and skill enhancement. It also aligns individual employee objectives with the company's strategic goals and competitiveness, increasing internal turnover and job satisfaction

## Training programs

In 2024, Hirotec Mexico made significant progress in the training and professional development of its employees, reaffirming its commitment to ongoing training and strengthening team competencies. The efforts made to promote professional development and continuous improvement reflect the company's commitment to maintaining a safe, efficient, and highly qualified work environment. Key achievements in this area are presented below.:

- **90% of employees actively participated in professional training programs** related to their work areas.
- A total of **1,743 hours were invested in external courses**, ensuring that employees received quality training that meets the highest performance standards.
- On average, each employee received **11.68 hours of external training**.
- In addition to external training, employees also **received 0.24 hours of internal training**. This internal training focuses on specific topics and internal procedures, allowing employees to strengthen their skills and align with the company's operational needs.

## Performance Evaluation System

Hirotec México also has an internal performance evaluation procedure that is applied in a structured manner and involves both operational employees and unionized personnel. The guidelines established in this procedure include:

- **Periodic evaluations:** During the reporting period, 100% of employees received a performance and professional development evaluation. This system ensures that all employees have access to constant feedback on their performance and areas for improvement, promoting motivation and professional growth.
- **Unionized employees evaluations:** All unionized operators were also periodically evaluated. Evaluations for this group are conducted at varying frequencies (every 10, 11 months, or more), ensuring continuous monitoring of their performance, depending on their stage within the company.

This process is designed to strengthen equity, internal growth, and continuous improvement, ensuring that all employees, regardless of their position or hierarchical level, receive equal opportunities to advance within the organization.

## Motivation and Awareness

At Hirotec Mexico, employee motivation and engagement are essential to achieving organizational goals and fostering a productive and safe work environment. The company implements an incentive system that promotes the achievement of key goals in **productivity, quality, safety, perfect attendance, and waste prevention**.

Through the **Collective Agreement**, it is established that unionized personnel can obtain a bonus equivalent to 5.5% of their monthly salary, provided they achieve the proposed objectives.

Through these incentives, Hirotec Mexico seeks not only to recognize employee achievements but also to maintain **high performance standards** in critical areas. These incentives are an integral part of an organizational culture that encourages continuous improvement and the active participation of all employees, ensuring a **motivated, safe, and efficient work environment**.

## Horizontal mobility

The company encourages horizontal mobility, ensuring that whenever vacancies arise, the Human Resources department first uses the **internal staff** inventory and proposes potential candidates. Internal recruitment processes are then launched, eliminating candidates with reports of misconduct, absenteeism, or safety violations.

In addition, the company offers **cross-functional training** to ensure a pool of employees capable of performing a variety of tasks, ensuring operational continuity in the event of a staffing shortage.

# Commitment to Human Rights

Hirotec México has a **Human Rights Policy**, the fundamental purpose of which is to establish principles and commitments that guide its operations and business relationships toward the promotion, respect, and protection of fundamental rights. The company is committed to ensuring an **inclusive and safe work environment**, where all individuals—collaborators, suppliers, clients, and other stakeholders—are treated with **equity, dignity, and respect**, ensuring that they are free from discrimination, harassment, or any form of violence.

## Equal Opportunities

GRI 405-1

### Salary compensation

GRI 2-19, 2-21, 405-2

Hirotec México implements **equitable salary strategies**, recognizing the importance of equal pay as a crucial factor for talent retention and professional development. The company ensures that no employee receives a salary lower than that established by the Federal Labor Law.

To ensure salary equity and maintain a fair compensation policy, the company conducts an annual **benchmarking study** through an external entity to evaluate and align compensation with market standards. This ensures that compensation is competitive and that its employees receive fair treatment.

In terms of internal equity, **the ratio of the highest-paid individual's annual total compensation to the median annual total compensation of all employees is**

**16.70**

## Gender Inclusion in the Workplace

As part of Hirotec Mexico's commitment to employee well-being, the plants have a **lactation room** available for all breastfeeding women, ensuring a private and comfortable space for them to care for their newborns' needs. In addition, the company provides **special support** to women who have given birth, recognizing their efforts and facilitating their return to work.

As part of the celebration of **Mother's Day and Women's Day**, the company organizes activities to recognize their contributions, giving all female employees a gift as a symbol of gratitude and respect. These initiatives are part of its strategy to promote inclusion and respect in the workplace, ensuring that all women feel valued and supported in their professional development.



## Commitment to the supply chain

GRI 407-1

At Hirotec Mexico, we recognize the importance of protecting human rights throughout the company's supply chain. For this reason, we have implemented a **strict supplier policy** to ensure that all operations, both internal and external, comply with fundamental human rights principles.

Hirotec requires its suppliers to respect workers' right to form and join unions of their choice. Furthermore, they must allow **collective bargaining and participation in peaceful assembly**. Under no circumstances should employees be coerced into refraining from participating in these activities.

## Prohibition of Child, Forced or Compulsory Labor

GRI 408-1, 409-1

All employees of the company's suppliers must **work voluntarily**, with full freedom to leave their position or terminate their employment relationship at any time, without any penalty, always in accordance with the terms of their contract.

Hirotec Mexico has a **zero-tolerance** policy toward any form of child labor, whether forced or compulsory. All suppliers must ensure that they do not employ minors in their operations or those of their business partners, ensuring compliance with international and local regulations related to child labor.

In addition, the company carries out **impact assessments and remediation procedures** as preventative measures to address these types of situations.

### Supplier Evaluation and Policy Compliance

To ensure compliance with this policy, Hirotec México conducts an **annual corporate social responsibility evaluation** process, which verifies suppliers' performance in relation to human rights and working conditions.

Evaluation Procedure:

1. **Initial survey:** A detailed assessment is applied to measure the supplier's performance in terms of social responsibility and labor rights.
2. **On-Site/Remote Audit:** One month after completing the survey, an audit is conducted at the supplier's facilities or remotely to verify the information provided and assess compliance with human rights and working conditions standards.
3. **Annual Monitoring:** Supplier performance is monitored throughout the year to ensure that corrective actions are implemented, and that the supplier continually improves in compliance with established requirements.

In addition, suppliers are expected to implement **training programs for their employees**, both new and current, to ensure that they are informed about their labor rights and the responsible practices that must be followed to comply with human rights regulations.

## Security Personnel at Hirotec Mexico

The **company's human rights policy** establishes that security guards' primary role is to prevent incidents and protect facilities, employees, and visitors. In line with this principle, **Hirotec Mexico strictly prohibits the use of force**, promoting the peaceful resolution of conflicts and ensuring a safe and respectful environment for all members of the organization.

### Security Personnel Training

*GRI 410-1*

As part of the annual training plan, security personnel already receive ongoing training in key procedures, such as:

- **Ethics Code:** Mandatory training that applies to all company personnel, including security personnel, ensuring that all employees understand the principles of respect, responsibility, and ethical behavior.
- **Emergency line:** Instruction on correct procedures in emergency situations, ensuring an appropriate response in compliance with safety and welfare regulations.
- **Internal Protocols:** Training on company-specific safety standards, promoting regulatory compliance and mutual respect.

#### Training of External Personnel

For third-party providers who supply security or property security personnel, training requirements are tailored to their specific roles. These providers receive annual training in various relevant areas, including:

- **Basic concepts of the environmental management system:** Ensuring that security personnel are familiar with environmental policies and related protocols.
- **Industrial safety concepts:** Training to protect both facilities and personnel, and to ensure a safe working environment.
- **Asset security and access control:** Specialized training in access management and protection of company assets.

With this differentiated approach, Hirotec Mexico ensures that both internal personnel and external security providers operate within a framework of respect, safety, and regulatory compliance, aligned with the company's ethical principles and security standards. In this way, we guarantee a safe, inclusive, and respectful work environment, always promoting the protection of human rights and the integrity of all those involved.

### Regulatory Non-Compliance During the Reporting Period

*GRI 416-1, 416-2*

During the reporting period, Hirotec Mexico recorded **a single case of non-compliance** related to training regulations during the internal audit.

- Zero non-compliances were recorded during external audits corresponding to the reporting period.
- No instances of non-compliance resulting in a formal warning were recorded during the reporting period.
- No instances of penalizations were recorded during the reporting period.
- No cases of non-compliance related to the voluntary codes were recorded during the same period.

Hirotec México maintains a firm commitment to continuous improvement and compliance with all legal and voluntary regulations. This commitment is supported by a constant review of internal processes, the implementation of corrective actions, and the monitoring of any potential areas of opportunity to prevent similar incidents in the future.

# GRI APPENDIX



Indicator	Name	Page
<b>General</b>		
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