

03

TALENT AND SOCIAL RESPONSIBILITY

> MOVING FORWARD taking care of our people

Collaborating in the social and economic development of our employees and the communities where we are present has been part of our corporate culture since the company was founded.

548

EMPLOYEES

18

ENVIRONMENTAL AND SOCIAL SUPPORT PROGRAMS

51

INSTITUTIONS AND COMMUNITIES SUPPORTED



OUR talent

GRI 2-7, 2-8

SDG **8** **10**

459 PERMANENT EMPLOYEES

89 TEMPORARY EMPLOYEES

415 EMPLOYEES RECEIVED A PERFORMANCE EVALUATION

7,536.01 TRAINING HOURS

HUMAN CAPITAL management

ACHIEVEMENTS, CHALLENGES AND OPPORTUNITIES

➤ THE YEAR 2025 WAS, FOR HUMAN CAPITAL, AN EVOLUTION TOWARDS A MORE STRATEGIC ROLE WITHIN FINSA, SEEKING TO GENERATE VALUE FOR ALL AND CONSOLIDATE TEAMWORK.

To this end, several actions were carried out, resulting in several achievements and challenges. Some of the activities were:

- Strengthening of the management system by extending the succession plan to a greater number of critical positions.
- Strengthening the development program with the implementation of the FINSA Talent Academy.
- Optimizing the performance evaluation process, with clarity in the definition of objectives, structured feedback and alignment with organizational priorities.
- Following up on the implementation of NOM-035-STPS-2018. Psychosocial risk factors at work.



- Strengthening the culture of integral care of people and prevention of psychosocial risks.
- Formalizing communication campaigns focused on talent and leadership.
- Promoting organizational awareness on development and co-responsibility in people management.
- Advancing in the optimization of resources and in the consolidation of metrics to demonstrate the strategic impact of Human Capital on sustainability and results of the business.

Through an analysis of opportunities, we established objectives and targets for 2026, focusing on aligning our performance to meet the company's strategic requirements.

The **main objectives and goals** were defined as follows:



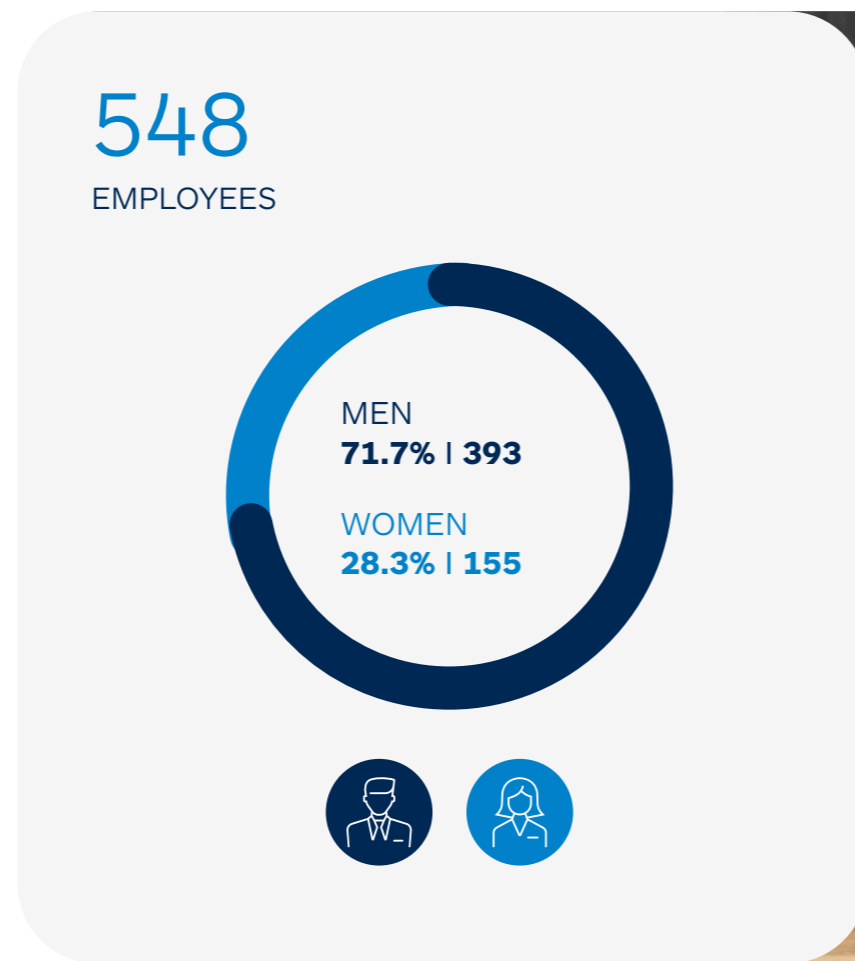
- Strengthening strategic talent management as a pillar of corporate sustainability. Expanding effective coverage of succession planning in critical positions to mitigate operational risks and ensure organizational continuity.
- Consolidating the FINSA Talent Academy as a structured platform for the development of competencies and leadership.
- Strengthening performance evaluation mechanisms with metrics to demonstrate impact on productivity, commitment and organizational culture.
- Promoting the digitalization of processes and the periodic generation of key Human Capital indicators for senior management.
- Strengthening transparency and accountability for decision-making.

OUR team

In 2025, our workforce consisted of 548 employees, 459 permanent employees and 89 temporary ones, a 1.4% reduction over the previous year.

Our national team is made up of 71.7% men and 28.3% women who work responsibly to meet FINSA's goals and make the right decisions to operate in an integral and sustainable manner.

EMPLOYEES	PERMANENT	TEMPORARY	TOTAL
Men	333	60	393
Women	126	29	155
Total	459	89	548

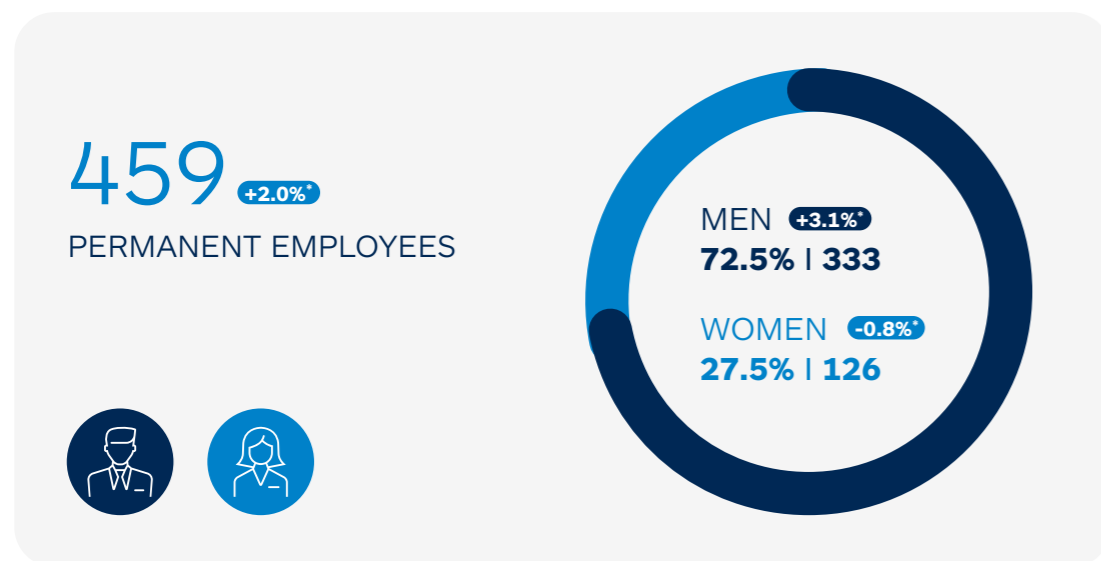


Our 459 permanent and 89 temporary employees work in different areas of our industrial parks, construction projects and administrative offices.

We are present in different states of the country, which we have divided into four regions: Northwest, Northeast, Bajío and West and Central, where we create jobs and attract the best talent to work at FINSA.

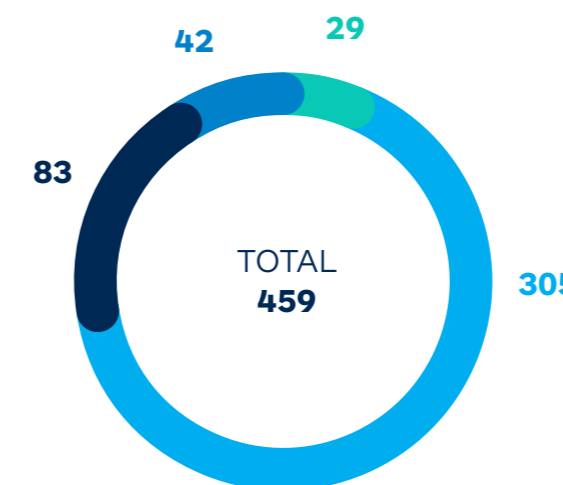
- Northwest
- Northeast
- Bajío and West
- Central

PERMANENT EMPLOYEES

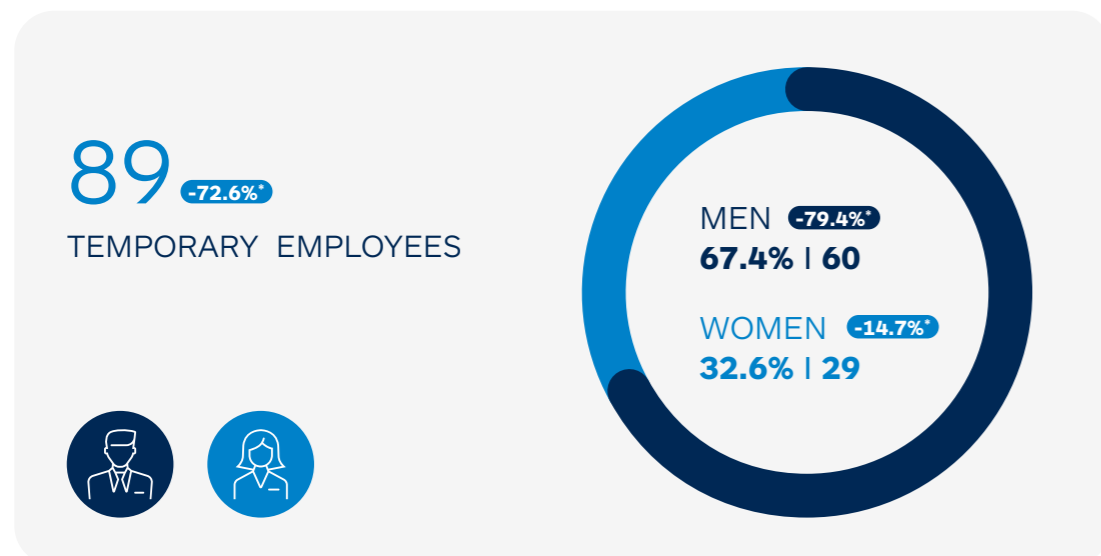


PERMANENT EMPLOYEES BY GENDER AND REGION

REGION	MEN	WOMEN
Northwest	23	6
Northeast	214	91
Bajío and West	67	16
Central	29	13
Total	333	126

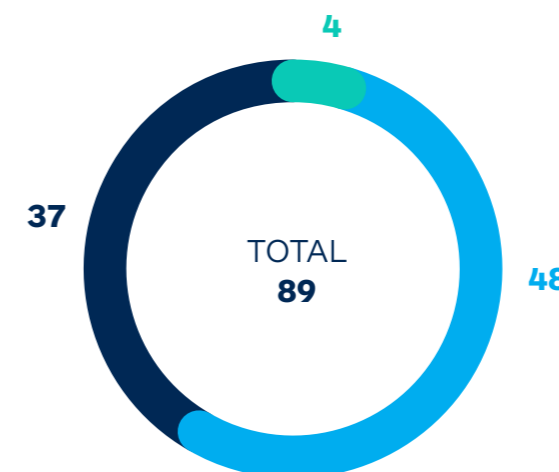


TEMPORARY EMPLOYEES



TEMPORARY EMPLOYEES BY GENDER AND REGION

REGION	MEN	WOMEN
Northwest	4	0
Northeast	31	14
Bajío and West	22	15
Central	3	0
Total	60	29



In 2025, the number of our permanent male employees increased by 3.4%, while the number of permanent female employees decreased by 0.8% compared to 2024.

*Diference vs 2024.

RELATIONSHIP with Employees

WE ARE COMMITTED TO OFFERING OUR EMPLOYEES THE BEST WORKING CONDITIONS, CLEAN, SAFE AND ACCIDENT-FREE FACILITIES, AND TRAINING OPPORTUNITIES FOR THEIR PROFESSIONAL DEVELOPMENT AND GROWTH.

Our selection, recruitment and hiring processes are based on candidates' knowledge, skills, abilities and experience to ensure equal opportunity, quality operations and better decision-making.

We continuously provide technical, administrative and skills training to all our employees to motivate them in their professional growth, as well as competitive salaries and benefits consistent with our industry.

These conditions let us maintain a respectful and collaborative work climate, rejecting discrimination, harassment and violence in all its forms, guaranteeing our employees' personal well-being. We also encourage our employees to voluntarily participate in our social responsibility activities.

We have Human Capital policies and procedures, which can be consulted internally in our digital Policy Center, and whose content we publish in internal communication campaigns and our induction courses.



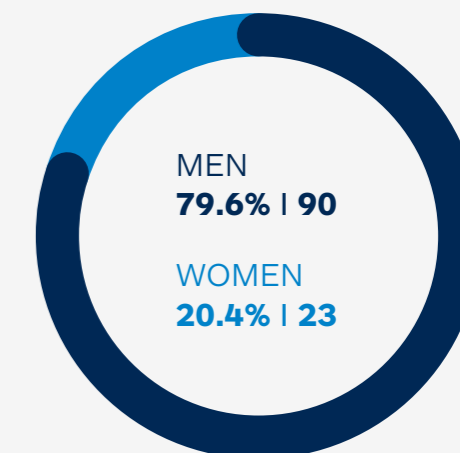
NEW HIRES

GRI 3-3, 401-1 | SDG 5 8 10

In 2025, we added 113 people to our workforce, 90 men and 23 women, of whom 98 were permanent hires and 15 temporary hires, an annual hiring rate of 20.5%.

STAFF RECRUITMENT

113
NEW HIRES



EMPLOYEES	PERMANENT	TEMPORARY	TOTAL
Men	82	8	90
Women	16	7	23
Total	98	15	113

HIRING RATE*

21.63% PERMANENT **15.31%** TEMPORARY **20.51%** TOTAL

*Hiring rates calculated as: Employees hired / Average annual number of employees.

NEW PERMANENT HIRES BY GENDER AND REGION

REGION	MEN				WOMEN			
	18-30 years	31 to 50 years	51 years +	Total	18-30 years	31 to 50 years	51 years +	Total
Northwest	5	4	1	10	0	0	1	1
Northeast	13	27	7	47	5	3	1	9
Bajio and West	3	10	6	19	0	3	2	5
Central	0	4	2	6	1	0	0	1
Total	21	45	16	82	6	6	4	16

NEW TEMPORARY HIRES BY GENDER AND REGION

REGION	MEN				WOMEN			
	18-30 years	31 to 50 years	51 years +	Total	18-30 years	31 to 50 years	51 years +	Total
Northwest	0	0	0	0	0	0	0	0
Northeast	2	4	1	7	5	0	1	6
Bajio and West	1	0	0	1	1	0	0	1
Central	0	0	0	0	0	0	0	0
Total	3	4	1	8	6	0	1	7

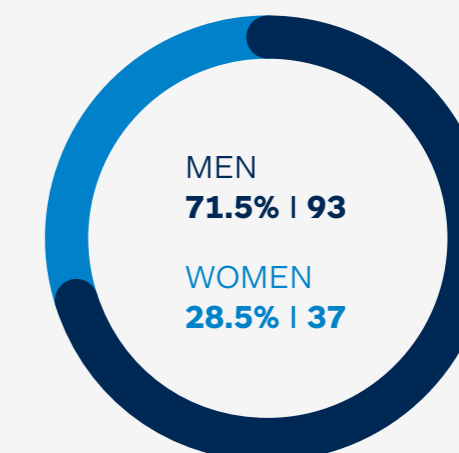


Staff turnover

A total of 130 people left FINSA in 2025, 95 on their own and 35 because their employment was terminated for various reasons, for an annual turnover rate of 23.59%.

EMPLOYEES	PERMANENT	TEMPORARY
Men	70	23
Women	25	12
Total	95	35

130
TOTAL



PERMANENT STAFF TURNOVER

REGION	MEN				WOMEN			
	18-30 years	31 to 50 years	51 years +	Total	18-30 years	31 to 50 years	51 years +	Total
Northwest	3	3	1	7	0	0	1	1
Northeast	10	19	18	47	4	8	7	19
Bajio and West	3	8	4	15	0	3	0	3
Central	0	1	0	1	0	0	2	2
Total	16	31	23	70	4	11	10	25

TURNOVER RATE

20.97%

PERMANENT

35.71%

TEMPORARY

23.59%

TOTAL

130

FORMER EMPLOYEES

113

HIRED EMPLOYEES

TEMPORARY STAFF TURNOVER

REGION	MEN				WOMEN			
	18-30 years	31 to 50 years	51 years +	Total	18-30 years	31 to 50 years	51 years +	Total
Northwest	1	2	2	5	0	1	0	1
Northeast	3	7	1	11	4	2	1	7
Bajio and West	4	2	0	6	1	2	0	3
Central	0	1	0	1	1	0	0	1
Total	8	12	3	23	6	5	1	12

STAFF TURNOVER

REASONS FOR TURNOVER	PERMANENT	TEMPORARY	TOTAL
Voluntary resignation	77	20	97
Termination of employment	18	15	33
Total	95	35	130



Absenteeism

In 2025 we recorded an average monthly absentee rate of 0.14%, which totaled 1.64% at the end of the year. The causes were leaves of absence, illness, disability, maternity and paternity leave, among others.

1.64%

ANNUAL ABSENTEE RATE

PERMANENT EMPLOYEES ABSENT

157,456

Days worked per year

755

Unscheduled days

259

Scheduled days (excused absences)

188

Maternity leave

611

Days for general illness

75

Paternity leave

948

Days due to disability

2,836

DAYS ABSENT PER YEAR

TEMPORARY EMPLOYEES ABSENT

30,399

Days worked per year

39

Unscheduled days

18

Scheduled days (excused absences)

2

Maternity leave

4

Days for general illness

1

Paternity leave

178

Days due to disability

242

DAYS ABSENT PER YEAR

BENEFITS

GRI 401-2 SDG 5 8

We ensure that all employees receive the benefits required by the Federal Labor Act (LFT) and have economic incentives to improve their quality of life and have access to health and education services. Our hope is to offer them benefits that are reflected in their family economy and that go beyond what is established by law.

BENEFITS PROVIDED TO EMPLOYEES

 End of year bonus	 Paid leave
 Financial support for death	 Maternity leave
 Financial support for marriage	 Paternity leave
 Life insurance	 Vacation bonus
 Application for medical, psychological and pediatric care, among others.	 Major Medical Insurance*
 Savings Fund	 Grocery vouchers
 Pension plan	 Agreements with companies for discounts on different products and services
 Leave of absence for death of family members	

*Applies to employees in positions of trust.

Paternity and maternity leave

GRI 401-3

At FINSA, all our employees are entitled to apply for maternity and paternity leave. We promote a work and family life balance, providing opportunities to spend time with family because we know that this is part of employee well-being. This year, 10 employees took maternity and paternity leave, returning to their jobs in the same position with the same salary once their leave ended.

100%
RETURN TO WORK RATE,
PERMANENT EMPLOYEES

100%
RETENTION RATE AFTER
REQUESTING MATERNITY/
PATERNITY LEAVE

PERCENTAGE OF RETURN TO WORK WHEN LEAVE ENDS

EMPLOYEES	PERMANENT	RETURN TO WORK RATE	TEMPORARY	RETURN TO WORK RATE	TOTAL LEAVE
Men	7	100%	2	100%	9
Women	3	100%	2	50%	5
Total	10	100%	4	75%	14

EMPLOYEES WHO REMAIN WITH FINSA

EMPLOYEES	LEAVE REQUESTED BY PERMANENT EMPLOYEES IN 2024	PERMANENT EMPLOYEES WHO REMAINED AT FINSA IN 2025	RETENTION RATE AFTER REQUESTING MATERNITY/PATERNITY LEAVE
Men	5	5	100%
Women	4	4	100%
Total	9	9	100%



SUPPORT FOR FAMILIES

Recognizing the importance of supporting families' integration and development, FINSA has created childcare facilities for children between 45 days and four years old in two of our industrial parks: Guadalupe and Iztapalapa.

In these facilities, we ensure the best health and safety conditions so that working mothers and fathers can work with the peace of mind that their children are receiving the care and education they need.

The Iztapalapa Industrial Park daycare center opened in 1994 and is currently attended by 23 employees, who cared for 56 children in 2025. The Guadalupe daycare center opened in 2017 and is attended by 48 people who cared for 212 children in 2025.

Both daycare centers are affiliated with the Mexican Social Security Institute (IMSS) and serve employees of companies located in the parks, as well as community members who are eligible for IMSS benefits.

Guadalupe Daycare Center

During 2025, various activities were carried out at the daycare center, focusing on health and safety.

The daycare center personnel attended a Civil Protection Course held on three separate dates to review topics such as forming emergency brigades, handling and maintaining emergency equipment, first aid, evacuation procedures, and drills. A total of 130 people participated.

In addition, two ChiquitIMSS campaigns were organized, in January and October, with the participation of 78 preschool children and 14 kindergarten children.

EVENTS	DATE	CHILDREN PARTICIPATION	ADULT PARTICIPATION
Annual National Drill 2025	July 16	105	39
Macro simulation 2025	June 5	149	43
Influenza vaccination campaign		201	40
Hepatitis vaccination		0	50
RSP Vaccination		0	24

Iztapalapa Daycare Center

In 2025, the daycare center located in the Iztapalapa Industrial Park organized various activities to raise awareness about health and physical integrity.

DATE	EVENT
March 22	Playful strategies
April 19	Civil Protection Training
April 22	Earth Day
April 30	Children's Day
June 14	FINSA Foundation course and group integration dynamics
June 26	Mexican Transparency
August 13 to 15	ChiquitIMSS
October 18	Civil Protection Training
October 30	Día de Muertos
November 15	FINSA Foundation Course, "Violence, You, Me, or is it all of us?"
December 05	Christmas event

DIVERSITY and inclusion

Our recruitment and selection processes are carried out based on the competencies, skills, knowledge and experience of the candidates, regardless of gender, age, disability or origin.

This has allowed us to form equitable, responsible and diverse work teams, which strengthens our corporate culture, as well as the generation of value for FINSA and society.



EMPLOYEE DIVERSITY

GRI 202-2, 405-1 **SDG** 5 8

We are an inclusive and diverse company that promotes equal opportunities and rejects discrimination in all our recruitment processes. We also strive to generate local employment in order to collaborate in the social and economic development of the communities.

EMPLOYEES BY AGE RANGE AND JOB POSITION

Our team is composed of six vice presidents, three of whom are women; 18 directors, 15 men and three women; 59 managers, 39 men and 20 women, as well as 13 leaders, 67 coordinators and 61 analysts.

JOB POSITION	MEN			WOMEN			TOTAL
	18-30 years	31 to 50 years	51 and over	18-30 years	31 to 50 years	51 and over	
Chair and CEO	0	0	1	0	0	0	1
Vice Presidents	0	1	2	0	1	2	6
Directors	0	10	5	0	2	1	18
Managers	1	23	15	1	17	2	59
Leaders	0	10	1	0	2	0	13
Coordinators	4	32	6	4	15	6	67
Analysts	12	12	2	11	19	5	61
Aides	2	2	1	5	2	0	12
Assistants	0	0	0	0	4	2	6
Operational (Maintenance and Logistics)	30	81	80	3	9	13	216
Total	49	171	113	24	73	29	459

HEALTH, SAFETY and Well-being

GRI 3-3, 403-2, 403-4, 403-5 **SDG 8 16**

Our Health and Safety Manual covers all the processes we must follow to comply with the legal requirements that apply to us and to safeguard the physical integrity of our employees, supported by our Occupational and Property Safety policy and the Occupational Health and Safety Plan, applicable to the construction business unit.

We continuously hold internal communication campaigns to communicate preventive safety and occupational health measures, as well as the processes to be followed in each of their activities. To ensure they are met, we have a team of supervisors who make visits to detect any risk hazardous to our employees' health or lives.

In addition, we follow Civil Protection protocols, which validate our Contingency Plan. Safety actions are based on the standards of the Ministry of Work and Social Welfare (STPS), Ministry of the Environment and Natural Resources (SEMARNAT), the Mexican Social Security Institute (IMSS) and the Occupational Safety and Health Administration (OSHA).

HAZARD IDENTIFICATION, RISK ASSESSMENT AND INCIDENT INVESTIGATION

GRI 403-2

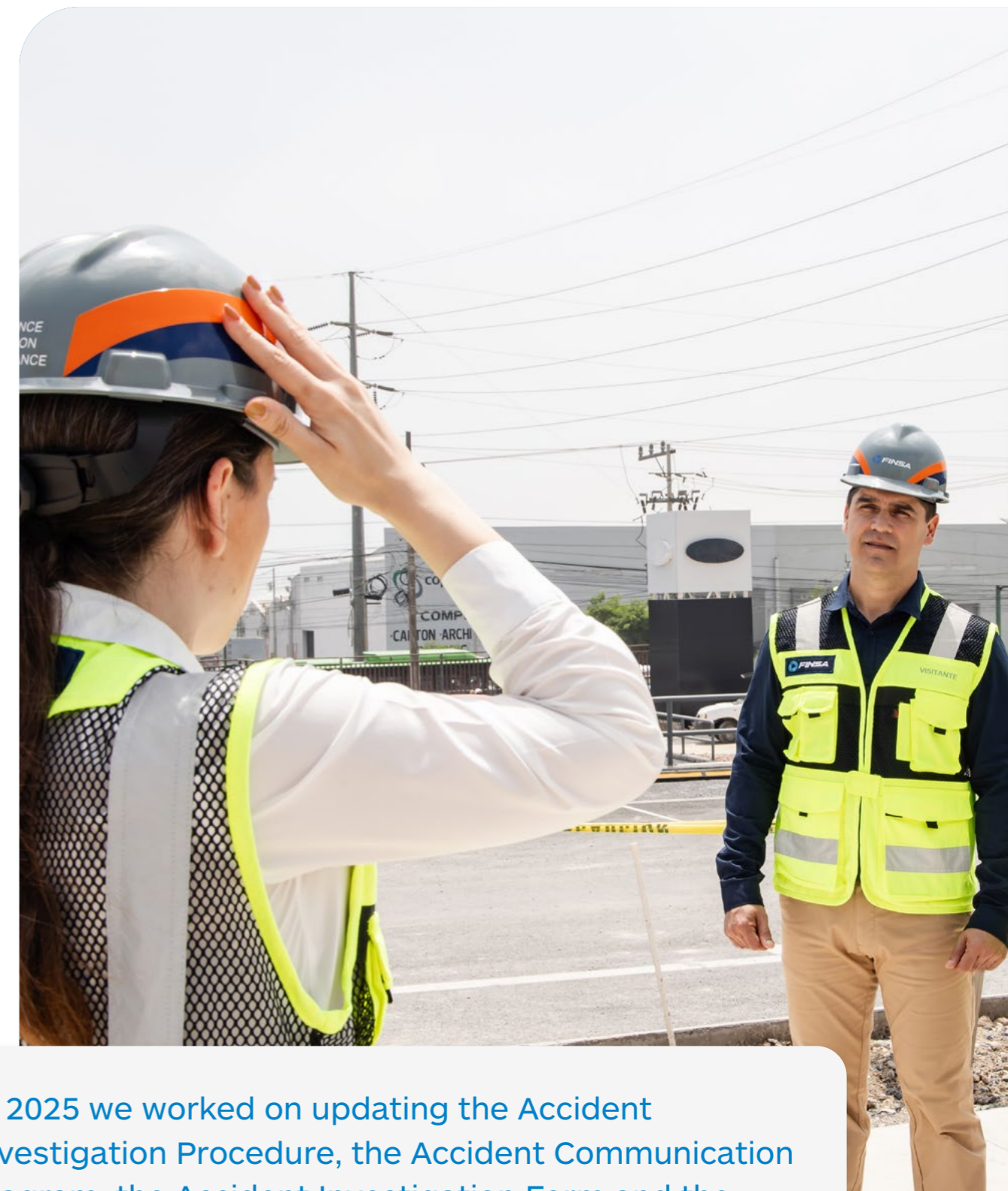
Due to the nature of our industrial park construction and maintenance operations, we have established safety protocols to detect and prevent incidents and occupational accidents that could affect business continuity.

To identify actual and potential hazards, we conduct a risk analysis and communicate all operational processes to our employees, audit work areas and apply technical and preventive knowledge tests on our supervisors.

We rely on the **Occupational Health and Safety Plan**, which establishes the following objectives:



- Identify existing risks.
- Establish the necessary preventive and protective measures during works.
- Prevent any actual or potential incidents.
- Stop work should any risk occur.
- Identify hazards and risks before, during and after works.



In 2025 we worked on updating the Accident Investigation Procedure, the Accident Communication Diagram, the Accident Investigation Form and the Emergency Plan Implementation Procedure.

PREVENTION CULTURE

During 2025, through the Safety Area of our Construction Department, we achieved significant progress in preventive performance and organizational strengthening.



- Three projects reached the milestone of one year without accidents, reflecting the effectiveness of operational controls and preventive discipline in the field.
- We also strengthened internal training initiatives.
- In addition, we carried out emergency drills across different projects, reinforcing operational preparedness and emergency response capabilities.

CLAM

Through our Maintenance Team, we integrated resident companies within our industrial parks into the Local Mutual Aid Committees (CLAM, by its spanish acronym). We also promoted coordination meetings among committee members, where participants received training on emergency prevention and response in order to minimize risks.



Emergency drills

Likewise, through the personnel of our industrial parks, we organized and/or participated in emergency drills conducted by the CLAM committees or other organizations.

- On **July 11**, through CLAM Matamoros, we participated in the Matamoros–Brownsville Dinapreq 2025 Binational Drill, which took place at kilometer 4.5 on the Reynosa Highway in Tamaulipas.

The exercise focused on containing a leak of anhydrous hydrofluoric acid, a highly toxic substance, caused by damage to the body of an ISO tank container.

Other participating organizations included Civil Protection authorities, Firefighters, Profepa, the Red Cross, as well as private companies, educational institutions, and community authorities.

- On **July 18**, we also participated in the Reynosa–Hidalgo Binational Drill through CLAM Matamoros.
- Additionally, on **September 24**, employees and visitors at our Corporate Headquarters participated in an emergency drill organized by the building where our offices are located.



OCCUPATIONAL HEALTH SERVICES

GRI 403-3, 403-4

We have emergency brigades made up of personnel from the corporate office, the Industrial Parks, as well as the construction projects, who are trained in first aid, fire prevention, and emergency response.

In induction courses, we emphasize the measures and controls that we apply to prevent risks of accidents, injuries and occupational illnesses, and also implement a Safe Area service where, in the event of any emergency, employees can receive medical attention and evaluate their transfer to a medical facility.

PROMOTION OF WORKER HEALTH

GRI 403-5, 403-6

As an additional measure, we offer talks on health, safety, hygiene and preventive measures to our employees.

We have developed a preventive health plan for all our employees, which includes a telemedicine service available 24 hours a day for online consultations on general medicine, psychology, nutrition, mental health and addiction prevention.

We also implemented a wellness program offering medical and nutritional talks and activities to promote healthy habits.

WORK-RELATED INJURIES

GRI 403-9, 403-10

In 2025, there were no serious life-threatening accidents or illnesses to our employees, so our mortality rate was zero, while only three occupational injuries and some minor injuries were observed.

Most common ailments



- Headache
- Wrist pain
- Sprained foot
- Contusions
- Falls from height
- Heat stroke

Some of the causes of these injuries were employee misconduct, such as failure to implement prevention controls, overconfidence and hurried work, failure to use personal protective equipment, and deviation from established safety procedures.

1,502,840

HOURS WORKED PER YEAR

3 occupational injuries

0 Mortality rate

0.40 Rate of work-related injuries*

*Calculated taking into account 200,000 hours of the Occupational Safety and Health Administration standard

PROFESSIONAL AND Work Development

TRAINING AND EDUCATION

GRI 404-1, 404-3 **SDG** 4 5 8 10

ALL OUR PERSONNEL HAVE ACCESS TO TRAINING AND DEVELOPMENT TO IMPROVE THEIR PERFORMANCE AND ENSURE THEIR PROFESSIONAL GROWTH, AS STIPULATED IN OUR GLOBAL HUMAN CAPITAL POLICY.

For FINSA, having a trained and prepared workforce is a competitive advantage because it ensures the efficiency and quality of operations.

In 2025, our personnel participated in courses on leadership skills development, teamwork, and interpersonal communication, as well as technical and operational topics, to enhance their competencies and guarantee the proper management of the organization.

Training hours

7,536.01

TOTAL TRAINING HOURS (PERMANENT AND TEMPORARY EMPLOYEES)

13.68

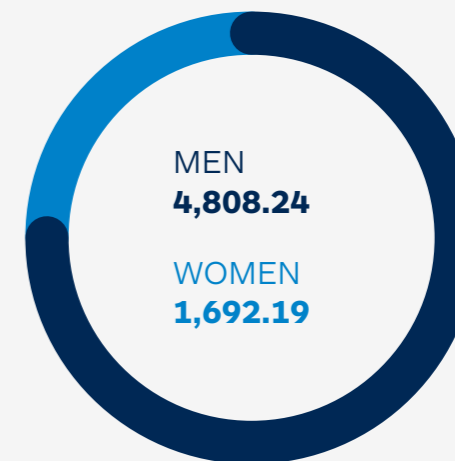
AVERAGE TRAINING HOURS PER EMPLOYEE



TOTAL TRAINING HOURS IN 2025

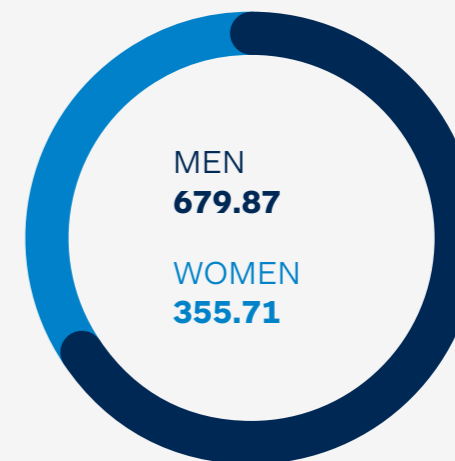
6,500.43

PERMANENT CONTRACT EMPLOYEES TRAINED



1,035.58

TEMPORARY CONTRACT EMPLOYEES TRAINED



Skill development

GRI 404-2

The training programs our employees accessed allowed them to develop skills and competencies to meet our company's objectives, improve their job satisfaction, and optimize their performance.

In 2025, we organized several conferences on environmental, social, and governance (ESG) issues, to which we invited our employees. Some of the talks included:

- **“Separation, recycling, and responsible waste management”**
- **“Climate commitment and action plan,”** to which we also invited suppliers
- **“Building ethical companies: From the Code of Ethics to daily practice,”** to which we extended the invitation to suppliers and clients
- **“Key aspects in marketing LEED-certified industrial buildings”**
- **“LEED Certification and Sustainable Construction”**

To foster the development of our employees' soft skills, we promoted access to various courses and workshops focused on improving their leadership, productivity, communication, teamwork, emotional intelligence, change management, problem-solving, innovation, and negotiation.

Also in 2025, we facilitated various training programs on health, safety, well-being, and prevention, including 1,780.2 hours of training on Emergency Response Teams for 190 employees from our corporate offices and the FINSA industrial parks in Aguascalientes, Guadalupe, Iztapalapa, Jalisco, Matamoros, Monterrey, Nuevo Laredo, Puebla, Querétaro, Reynosa, Coahuila, Santa Catarina, and Tijuana. Some of the courses covered evacuation, search and rescue, firefighting, and first aid.

In addition, we delivered a presentation on “Accident Prevention” to 41 employees from our locations in Ciudad Juárez, Iztapalapa, Coahuila, and Tijuana.



TRAINING HOURS PER TOPIC

TOPIC	HOURS	PERMANENT EMPLOYEES	HOURS	TEMPORARY EMPLOYEES	HOURS	TOTAL
ESG	1,648.26	415	153.55	71	1,801.81	486
Soft skills	1,952.51	373	433.15	64	2,385.66	437
Technical and Operational Skills	1,016.58	236	429.38	84	1,445.97	320
Health and Safety	1,883.08	230	19.50	8	1,902.58	238
Total	6,500.43	490	1,035.58	93	7,536.01	583

TRAINING HOURS BY JOB POSITION

JOB CATEGORY	MEN	WOMEN	TOTAL
Vicepresidents	4.00	69.00	73.00
Directors	252.56	24.48	277.04
Managers	488.63	330.13	818.76
Leaders	133.76	37.23	170.99
Coordinators	496.90	323.12	820.02
Analysts	567.30	390.70	958.00
Auxiliaries	60.76	74.28	135.04
Assistants	0	37.08	37.08
Operations (maintenance and janitorial staff)	2,804.33	406.17	3,210.50
Total	4,808.24	1,692.19	6,500.43

AVERAGE TRAINING HOURS FOR EMPLOYEES WITH PERMANENT CONTRACTS

14.70

AVERAGE TRAINING FOR MEN

13.43

AVERAGE TRAINING FOR WOMEN

14.35

AVERAGE TOTAL TRAINING HOURS

TRAINING HOURS FOR EMPLOYEES WITH TEMPORARY CONTRACTS

JOB CATEGORY	MEN	WOMEN	TOTAL
Coordinators and analysts	674.00	344.83	1,018.83
Interns	5.87	10.88	16.75
Total	679.87	355.71	1,035.58

AVERAGE TRAINING HOURS FOR EMPLOYEES WITH TEMPORARY CONTRACTS

10.22

AVERAGE TRAINING FOR MEN

11.29

AVERAGE TRAINING FOR WOMEN

10.57

AVERAGE TOTAL TRAINING HOURS



Performance evaluation

GRI 203-1, 404-3 **SDG** 5 8 10

Each year we evaluate our employees' performance, based on the level of fulfillment of their objectives, leadership, teamwork and problem solving. In 2025, 490 people, 350 men and 140 women, received feedback on their work during the year.

PERMANENT EMPLOYEE PERFORMANCE EVALUATION

JOB CATEGORY	MEN	WOMEN	TOTAL
Chair	0	0	0
Vice Presidents	1	2	3
Directors	14	3	17
Managers	32	21	53
Leaders	11	2	13
Coordinators	37	22	59
Analysts	22	30	52
Aides	3	5	8
Assistants	0	6	6
Operational (security, cleaning)	180	24	204
Total	300	115	415

PERCENTAGE PERMANENT EMPLOYEE PERFORMANCE EVALUATION

415

TOTAL NUMBER OF EMPLOYEES
91.6%



MEN
91.7% | 300



WOMEN
91.2% | 115

PERCENTAGE TEMPORARY EMPLOYEE PERFORMANCE EVALUATION

75

TOTAL NUMBER OF EMPLOYEES
76.5%



MEN
75.2% | 50



WOMEN
79.4% | 25



OUR COMMUNITIES and Social Responsibility

GRI 413-1

SDG 1 2 3 4 5 6 9 10 11 12 13 14 15 16 17

18 ENVIRONMENTAL AND SOCIAL SUPPORT PROGRAMS




51 INSTITUTIONS AND COMMUNITIES SUPPORTED

27 PARTICIPATING SUPPLIERS

+1,700 VOLUNTEER HOURS

295 VOLUNTEER HOURS

Our culture of social responsibility lets us contribute to the development of the community with activities we carry out nation-wide, focusing on three main topics:

-  **Care for the environment**
-  **Education**
-  **Support for social causes**

In 2025, we participated in 18 programs that supported environmental and social causes, collaborating with more than 50 institutions, communities, projects and organizations, seeking to meet the commitments of our Environmental, Social and Governance (ESG) Policy, Human Rights Policy, our Code of Ethics and Conduct and the Ten Principles of the United Nations Global Compact.

Some of the activities consisted of promoting a culture of environmental care, providing maintenance to schools, cleaning public spaces, facilitating talks, donations and community support campaigns, among others.

The planning, coordination and execution of the different programs was possible thanks to the participation of our volunteer collaborators, who donated their time and skills to different causes throughout the year.

SCHOOLS BENEFITED

Thanks to our Earth Day, Painting Smiles and Mujeres inspirando a mujeres [Women Inspiring Women] programs and the donations we made, we supported 23 educational and childcare institutions throughout the year.

2	6	13	1	1
DAY CARE CENTERS	KINDERGARTENS	PRIMARY SCHOOLS	SECONDARY SCHOOL	HIGH SCHOOL



COMMITTED SUPPLIERS

In addition, we invited 27 different suppliers to collaborate with our Earth Day, Pintar Sonrisas and TECHO programs, as well as with campaigns to support communities affected by the floSDG.

ENVIRONMENT

EARTH DAY

SDG 4 13 15 17

14
SCHOOLS AND 2 DAY CARE CENTERS BENEFITED

217
TREES PLANTED

171
VOLUNTEER EMPLOYEES



Every year we celebrate Earth Day by organizing various environmental activities for different schools around the country to raise awareness among school age children on the importance of caring for and protecting natural resources.

Our volunteers participated by planting trees and undertaking cleaning and repair work at the different schools. These activities were made possible thanks to FINSA and the involvement of some of our stakeholders, such as suppliers.

In 2025, we planted 217 trees and 177 plants. The tree species included: 81 fruit trees, 42 live oaks, 30 jacarandas, 20 grevilleas, 10 ash trees, 10 maple trees, 10 palo verdes, 10 broad-leaf privets and 4 pine trees. We also planted 49 African iris plants, 10 oleanders and other species such as durantas, bougainvilleas, carnations, gardenias, alternantheras, violets, elephant bush and ornamental plants.

Through this activity, we have benefited eight elementary schools, five kindergartens, two day care centers and one video-based high school, located in 16 municipalities in 10 states: Aguascalientes, Baja California, Mexico City, Chihuahua, Coahuila, Jalisco, Nuevo León, Puebla, Querétaro and Tamaulipas.

In addition to planting trees and plants, we carried out other activities such as painting children’s playgrounds,

courts, civic squares, forum and platform perimeters, garden walls and window protections in some schools. We also removed a mound of earth with the support of a supplier, and a children’s play area was leveled.

Other tasks we performed included pruning green areas, weeding and removing garbage, and the application of 14 bags of organic fertilizer and three wheelbarrows of decorative compost, both produced at our facilities.

Thanks to the donation of cement from a supplier, we are currently expanding a classroom. We placed garbage containers and energy-saving light bulbs, donated reflectors, a water dispenser, balls, a speaker and a television for a computer room.



REGION	SCHOOLS SUPPORTED	DAY CARE CENTERS	TOTAL TREES	TOTAL PLANTS
Bajío and West	4	-	88	-
Central	1	1	5	108
Northeast	7	1	86	59
Northwest	2	-	38	10
Total	14	2	217	177

CAMPUSES BENEFITED

REGION	SCHOOL	LOCATION
Bajío and West	“Efraín González Luna” Kindergarten	Tlaquepaque, Jalisco
	“Enrique C. Rebsamen” Elementary School	Santa Rosa Jáuregui, Querétaro
	“José Guadalupe Posada” Kindergarten	El Marqués, Querétaro
Central	“Francisco Zarco” Elementary School	Aguascalientes, Aguascalientes
	Day Care Center: Asociación de Ayuda Infantil México, A.C.	Iztapalapa, Mexico City
	“Aquiles Serdán” Kindergarten	Cuautlancingo, Puebla
	“José Vasconcelos” Elementary School	Matamoros, Tamaulipas
Noreste	Telebachillerato Comunitario (Community Video-based High School) No. 001	Reynosa, Tamaulipas
	“Adalberto J. Argüelles” Elementary School	Nuevo Laredo, Tamaulipas
	Day Care Center: Promotora de Desarrollo y Bienestar Familiar A.C.	Guadalupe, Nuevo León
	“Mariano Arista” Kindergarten	Apodaca, Nuevo León
	“Centenario de la Revolución Mexicana” Elementary School	Santa Catarina, Nuevo León
	“Profra. Laura García Jaime” Elementary School	San Pedro Garza García, Nuevo León
	“Emiliano Zapata” Elementary School	Saltillo, Coahuila
Noroeste	“Dr. Carlos Canseco 1404” Kindergarten	Ciudad Juárez, Chihuahua
	“Jesús García” Elementary School	Tijuana, Baja California

CELEBRATING EARTH DAY

Through 209 volunteer actions, 171 of our employees volunteered 727 hours at day care centers and public schools in the communities near our operations.

REGION	MEN	WOMEN	TOTAL VOLUNTEERS	VOLUNTEER HOURS
Bajío and West	37	9	46	127.5
Central	19	1	20	35
Northeast	62	19	81	382
Northwest	19	5	24	182.5
Total	137	34	171	727



ECOBRIGADES

SDG **14** **15** **17**

In July and August, 160 employees from different sites participated in **EcoBrigades, cleaning up public spaces**, removing two tons of garbage, logging a total of 576.97 volunteer hours.

160

EMPLOYEES

2 tons

OF GARBAGE REMOVED

576.97

VOLUNTEER HOURS

Rehabilitated public spaces

5 parks

5 sites

1 beach

1 stream

1 court

1 school

Streets, medians and sidewalks

REGION	INDUSTRIAL PARK / SITE	PUBLIC SPACE	KILOGRAMS OF WASTE REMOVED
Bajío and West	Aguascalientes	Park	85
	Jalisco	2 Parks	30.35
	Querétaro I and II	Public square and school	130
Central	Querétaro III	Soccer field and civic square	140
	Puebla	Streets	378
	Coahuila	Public square	306
Northeast	Guadalupe	Medians and sidewalks	102
	Matamoros	Beach	96
	Monterrey	Central avenue and stream	58.8
	Nuevo Laredo	Site and green areas	35.5
	Reynosa Maquilpark	Site	365.8
Northwest	Santa Catarina	Park	68.74
	Ciudad Juárez	Park	17.2
	Tijuana	Medians	285.36
Total			2,098.75 kg



COMMITTED TO THE ENVIRONMENT

REGION	MEN	WOMEN	TOTAL VOLUNTEERS	VOLUNTEER HOURS
Bajío and West	39	8	47	223.5
Central	15	7	22	105
Northeast	57	9	66	176.47
Northwest	20	5	25	72
Total	131	29	160	576.97

In addition, for the fourth consecutive year we participated in the “Save the Beach” community project, held on September 20 at the Tijuana beach El Vigía site, where 13 of our employees removed 111 kilograms of waste in four hours.

In August and November, two employees participated in the Santa Catarina River cleanup days, organized by the Nuevo León State Minister of Public Participation, performing 4.5 hours of volunteer work.



RECYCLEATHON

SDG 4 12 17

Committed to protecting the environment and seeking to raise awareness of proper waste disposal, we once again conducting the Recycleathon program aimed at employees, their families and industrial park customers.

In October, we encouraged the disposal of household recyclable items- such as plastic, paper, cardboard, glass and metal- in the containers set up by a decentralized public agency for a few days in our Guadalupe and Santa Catarina industrial parks. A mobile unit from the same organization also visited our Corporate facilities to receive recyclable items. Through the campaign, 144.7 kilograms of different types of waste were recycled.

SITE	PLASTIC	PAPER AND CARDBOARD	GLASS	FLEXIBLE	TOTAL
Corporativo	2.7	73.1	12	0.7	88.5
FINSA Santa Catarina	15.6	10.7	0	0	26.3
FINSA Guadalupe	29.9	0	0	0	29.9
Total	48.2 kg	83.8 kg	12 kg	0.7 kg	144.7 kg

In addition, from October to December, we collected 196 kilograms through the electronic Recycleathon at two participating sites. Revenues generated from the electronics sales will be donated to FINSA Foundation in 2026.

REGION	SITE	KILOGRAMS
Central	Puebla	156
Northeast	Reynosa Maquilpark	40
Total		196 kg

Our ongoing battery collection campaign continues at the corporate headquarters, through which we collected 14 kilograms of batteries, which were delivered on November 28 to a university collection drive.

In addition, on July 9 and 10, promoting a culture of reuse, we donated 35 second-use folders to the “Óscar Flores Sánchez” Elementary School, the “Rarámuri” Elementary School and the Regional Cancer Treatment Institute in Ciudad Juárez.





EDUCATION

WOMEN INSPIRING WOMEN

SDG 4 5

91

STUDENTS BENEFITED

14

FINSA VOLUNTEERS

We organized the second “Women Inspiring Women” talks program, focused on motivating girls and young women to continue their studies.

From March 7 to 22, the month in which Women’s Day is celebrated, we gave four talks at three shelters and a public middle school in Monterrey, Guadalupe and Ciudad Juárez.

During the event, 14 of our female employees gave 17 talks in which they shared their professional experiences, discussed the importance of education for one’s career, and offered advice to all attendees.

The talks were attended by 91 students from different grades, such as elementary school, middle school, high school and university.



CITY	INSTITUTION	TALKS	ATTENDEES	GRADE
Monterrey	Orientación Social Femenina de Monterrey, A.C.	4	20	Middle School
	Escuela Secundaria #56, “Marcos Castillo Hernández”	4	40	Middle School
	Nuestros Pequeños Hermanos México	5	22	University
Ciudad Juárez	Hogar de Amor y Superación, A.C.	4	9	Elementary school, middle school and high school
Total			91	

PINTAR SONRISAS [PAINTING SMILES]

SDG [4](#) [6](#) [11](#) [17](#)

3

SCHOOLS BENEFITED

42

VOLUNTEER EMPLOYEES

17

PARTICIPATING SUPPLIERS

With a strong social commitment to education, our **Painting Smiles program** aims to support community schools in need of maintenance, ensuring students have a dignified and improved learning environment. Maintenance and/or renovation activities are made possible thanks to our volunteers and partnerships with local suppliers.

In 2025 we worked on three elementary schools located in Santa Catarina, Nuevo León; Aguascalientes, Aguascalientes; and Tijuana, Baja California.

PINTAR SONRISAS [PAINTING SMILES]: SANTA CATARINA

In 2025, the “**Gregorio de Gante**” Elementary School, located in Santa Catarina, Nuevo León, benefited from the program, in which nine of our employees, three external volunteers and suppliers participated as volunteers.

On August 16, the school welcomed us to participate by painting the edge of the stairs, a fence and part of the esplanade floor, which helped improve the school’s appearance.

Prior to our volunteer work, for which we also donated paint, eight of our suppliers participated with the following donations and improvements: Maintenance and cleaning of green areas, creating vegetable gardens, waterproofing, replacing broken glass, plumbing maintenance (donating replacement parts), installing white boards, electrical maintenance, delivering paint and painting tools during the project.

9 volunteer employees and **3** external volunteers

36 volunteer hours

8 suppliers

175 students benefited approximately






Areas for improvement: Classrooms, restrooms and exteriors



**PINTAR SONRISAS [PAINTING SMILES]:
AGUASCALIENTES**

On August 29, 19 of our employees and two guests volunteered to paint the exterior of four classrooms and the playground of the “Huitzilopochtli” kindergarten, located in Aguascalientes.

Prior to this event, with the support of volunteer coordinators, we secured the support of six suppliers that participated with the following donations and improvements: Painting of classrooms, outdoor areas, interior and exterior metalwork, cafeteria benches, and building door; renovation of the gravel playground; replacement of outdoor and classroom lighting, electrical outlets and light switches; demolition, preparation, and pouring of sidewalks; as well as a donation of painting supplies during the volunteer project.

-  **21** volunteer employees and **2** external volunteers
-  **45** volunteer hours
-  **6** suppliers
-  **81** students benefited
-  **Areas for improvement:** Classrooms, cafeteria and exteriors



**PINTAR SONRISAS [PAINTING SMILES]:
TIJUANA**

The “Francisco Zarco” elementary school in Tijuana welcomed 12 of our employees on August 30, who volunteered to clean the garden area and paint the interior of three classrooms, the garden trellis and the main door. Previously, we provided support by painting other spaces such as courts and safety lines on steps and ramps.

Three of our suppliers participated with the following donations and improvements: Repairing the roof/ceiling of several classrooms, repairing leaks and water interconnection in the restrooms and repair of the hydropneumatic system in the cistern, as well as donation of paint and materials.

-  **12** volunteer employees
-  **48** volunteer hours
-  **3** suppliers
-  **Areas for improvement:** Classrooms, restrooms and exteriors



COMMUNITY SUPPORT

DONATION OF UNIFORMS

SDG 3 10

On January 18 and 19, we donated 30 uniforms to the Marcasita team, comprised of children, and the Bayern team, comprised of teenagers, who play soccer in the Villas de Álcali neighborhood in the municipality of García, Nuevo León. The purpose of the donation was to promote physical activity and wellness.

DONATION OF CONTAINERS

SDG 4 6 11 17

By donating 50 containers, we worked with the Matamoros Water and Drainage Board and supported the “Pinta tu bote” [Paint your can] campaign, focused on protecting and saving water. Students from different schools, called by the Ministry of Education, painted drums using their creativity to transmit the importance of water. The containers were later installed in different places in the community of Matamoros.

INCLUSION FORUM SPONSOR

SDG 4 9 10 17

On April 3, we donated computer equipment to the “Dos Ríos” DIF Polivalente, in Guadalupe, Nuevo León, with the aim of enhancing the learning and digital training tools available for the community. The donations included five second-use laptops with their respective new Office 2024 licenses with Word, Excel and Power Point applications, five second-use “mice”, as well as two new tables and five new folding chairs.

In addition, on June 20, we donated two second-use computers to the Day Care Center Promotora de Desarrollo y Bienestar Familiar, A.C.

DONATION OF COMPUTERS

SDG 3 4 10 16 17

We participated as sponsors of the 11th Forum on Inclusion of People with Disabilities organized by students from Tecnológico de Monterrey. This event, held May 12-14, brought together students, academics and organizations to promote a culture of accessibility and equity for people with disabilities.

MEXICAN RED CROSS

SDG 3 17

In June, we donated to the Mexican Red Cross to contribute to the operation of its pre-hospital services.



INTERGENERATIONAL BINGO

SDG **3** **10** **17**

To commemorate the National Day of the Elderly and Grandparents' Day, on August 21 we visited the "Valle Soleado" Club House of DIF Guadalupe. Nine of our volunteer employees organized a bingo game for 43 senior citizens who visited the Club House that day. Winners received various prizes from FINSA, such as personal hygiene items, including soap, deodorant, body lotion, toothbrushes, wet wipes, gels, brushes, combs, fragrances, as well as socks, pill boxes and cups. The purpose of the program was to foster intergenerational interaction, creating a space where professionals from different generations and senior citizens could share, learn from each other and strengthen community ties.



DONATION DRIVE CAMPAIGNS

SDG **2** **3** **17**

By forming partnerships with various companies and organizations, we are providing support to families affected by the rains in Poza Rica, Veracruz, and El Salto, Jalisco.

In late August, we launched a donation drive at our Jalisco site, inviting stakeholders—such as suppliers and partners—to help support the residents of El Salto who were affected by the heavy rains.

On September 4, we delivered the in-kind donations collected to DIF El Salto, which agreed to manage delivery to the recipients.

The donations included non-perishable food and beverages, such as oil, rice, tuna, oatmeal, sugar, instant coffee, cereal, chocolate powder, spaghetti, beans, cookies, juice, milk, lentils, mayonnaise, soup, tomato puree, salt, seasoning, sardines, among others; personal hygiene items, such as hand soap, toothpaste, shampoo, wet wipes and toilet paper; and household items, such as soap powder, dish soap, bleach and first aid kits.

In addition, to support those affected in Poza Rica, Veracruz, we participated in donation drives at our Querétaro and Matamoros sites, in which stakeholders such as employees, suppliers and customers were invited to participate.



Through our participation in the Matamoros Local Mutual Aid Committee (CLAM), we help collect donations such as water and mats, which we take to the local DIF, responsible for managing their delivery to the recipients.

At our Querétaro site, we worked with a supplier to collect and deliver approximately 900 kilograms of aid, thanks to the participation of suppliers and their employees.

The collected donations were taken by a supplier and a company employee to Poza Rica, to be delivered directly to recipients, including canned food, water, cleaning supplies, clothing, shoes and shovels.



TECHO MÉXICO

SDG 1 10 17

For the seventh time, we partnered with **TECHO México**, donating an emergency progressive housing unit, which was built on September 6 and 7 by 21 company employees and a guest. The housing unit was donated to a family in the “20 de febrero” community in Monterrey, Nuevo León, for a total of 178 employee volunteer hours.

In addition, five of our suppliers participated by donating tools and safety equipment, which were used in the volunteer work.

In total, 10 people benefited from these actions, four directly and six indirectly.



SOCCER CUP

SDG 3 4 10 17

With the purpose of fostering partnerships to achieve a greater impact, **we participated as a FRISA Cup sponsor**, where 72 girls and 180 boys representing 18 schools in Santa Catarina, Nuevo León, participated by playing 62 soccer matches from October to November.

The team representing FINSA, comprised of 4 girls and 10 boys from the “15 de septiembre” Elementary School, won third place and received a cup and a symbolic check for 30,000 pesos, which will be applied to a school project in 2026; in addition, the goalkeeper received the “Golden Glove” award.

In addition, we participated in the related events held on October 10 and 25, where four of our volunteers used interactive activities to foster teamwork and healthy competition among the participating children, contributing a total of 17.5 volunteer hours.



BLOOD DRIVE

SDG 3 17

We participated for the sixth time with Blooders to carry out the **Share Party blood donation campaign at our Corporate Headquarters**. On November 25, we welcomed personnel from the Nuevo León State Blood Transfusion Center, who assisted 12 of our employees, who were able to donate blood to indirectly benefit 36 people.



COAT DRIVE

SDG 3 10 17

Starting in October, we conducted the “**Brigada del Abrigo**” [Coat Drive] campaign to receive donations at our Matamoros, Iztapalapa, Guadalupe, Querétaro, Ciudad Juárez and Corporate sites. Through this program, **we were able to collect 489 kilograms of clothes, coats, sweaters and blankets in good condition**, which we delivered in December to six different places that serve people in vulnerable situations and to campaigns focused on providing support during cold weather.

COLLECTING BOTTLE CAPS

SDG 3 12 17

At FINSA, we have two outdoor containers at the Matamoros del Norte and Guadalupe industrial parks to collect plastic bottle caps. The campaign is available to employees, customers, suppliers and visitors in general.

In September 2025, we delivered 165 kilograms of bottle caps collected in the FINSA Matamoros del Norte industrial park container to the Banco de Tapitas, A.C., which helps defray the costs of medical treatment for children and young people diagnosed with cancer.





TOY DRIVE

SDG 10 17

In December, we donated 1,500 toys to children in vulnerable situations through six public institutions, which will deliver them to recipients during the Christmas and Three Kings Day celebrations.

Our donations were sent to five System for Integral Family Development (DIF) offices and one municipality, located in five states in Mexico: Baja California, Jalisco, Nuevo León, Querétaro and Tamaulipas.

ORGANIZATION	NUMBER OF TOYS	DELIVERY DATE
DIF Apodaca	276	December 18
DIF Guadalupe	276	December 18
DIF El Salto	276	December 22
DIF Matamoros	204	December 22
DIF Tijuana	192	December 22
El Marqués Municipality	276	December 22
Total	1,500	

ALTRUISTIC PARTICIPATION OF OUR EMPLOYEES

Our employees' commitment to social responsibility is reflected in the number of community support activities we organize and participate in.

In 2025, we contributed to various volunteer programs that allowed us to raise awareness of the importance of education, the environment and community support.

This year, through the programs in which we participate nationwide, 295 of our employees participated in 567 volunteer actions to meet the needs of neighboring communities, totaling more than 1,700 volunteer hours.

295
EMPLOYEES PARTICIPATED

567
VOLUNTEER ACTIONS

+1,700
VOLUNTEER HOURS

FINSA Volunteers

REGION	MEN	WOMEN	TOTAL	VOLUNTEER PARTICIPATION	VOLUNTEER HOURS
Bajío and West	60	23	83	129	397.5
Central	25	9	34	48	141.5
Northeast	104	43	147	288	855.33
Northwest	24	7	31	102	360
Total	213	82	295	567	1,754.33



FINSA Foundation

SDG **4** **5** **10** **17**

8,150,000
PESOS COLLECTED

570 SCHOLARSHIPS
AWARDED

14 ALLIED EDUCATIONAL
INSTITUTIONS

2 FOUNDATIONS WITH WHOM
WE HAVE PARTNERSHIPS

➤ SUPPORTING THE EDUCATION OF CHILDREN AND YOUNG PEOPLE IS A COMMITMENT THAT OUR FINSA FOUNDATION HAS UPHELD FOR MORE THAN 15 YEARS, THROUGH OUR SCHOLARSHIP PROGRAM FOR HIGH-ACHIEVING STUDENTS WHO FACE FINANCIAL CHALLENGES IN THE REGIONS WHERE WE OPERATE.

As part of our fundraising plan, at FINSA we organize an annual Golf Tournament, the proceeds of which go entirely to the Foundation.

On October 10, 2025, we celebrated the fourteenth Annual Golf Tournament, in which we announced the collection of 8,150,000 pesos, thanks to the contributions of sponsors, donations, campaigns and FINSA.

In addition, we obtained other income through FINSA's internal campaigns.

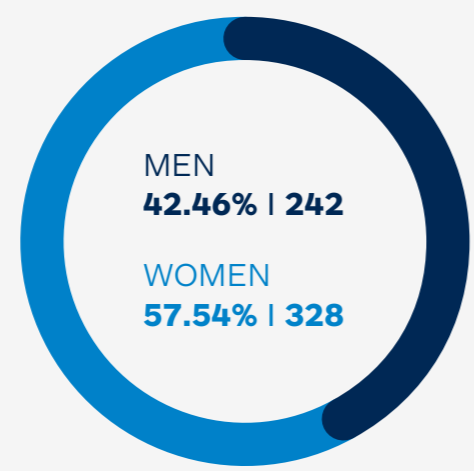
As part of the scholarship program, we offer training to both parents and students through the Integral Education Program (PIE), covering topics related to human development, as well as on subjects related to cultural and artistic appreciation.

Thanks to these funds and partnerships with various institutions, our Foundation awarded 570 scholarships across all educational levels, from preschool to university, 50 more than in the previous school year. The scholarship recipients for the 2025-2026 school year included 328 women and 242 men, studying in schools located in the states of Coahuila, Jalisco, Nuevo León, Puebla, Querétaro, and Tamaulipas.





SCHOLARSHIPS AWARDED IN 2025



451

SCHOLARSHIPS WERE GRANTED THROUGH DIRECT AGREEMENTS WITH EDUCATIONAL INSTITUTIONS

119

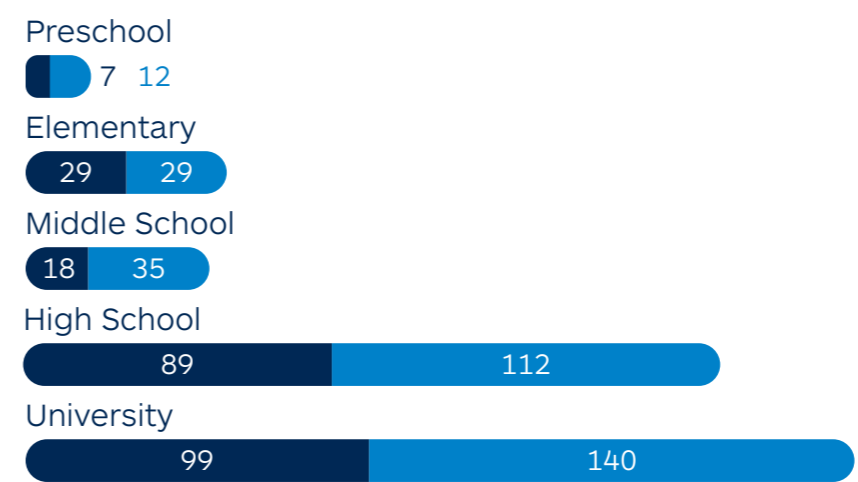
SCHOLARSHIPS WERE AWARDED THANKS TO PARTNERSHIPS WITH FOUNDATIONS

570

BENEFICIARIES



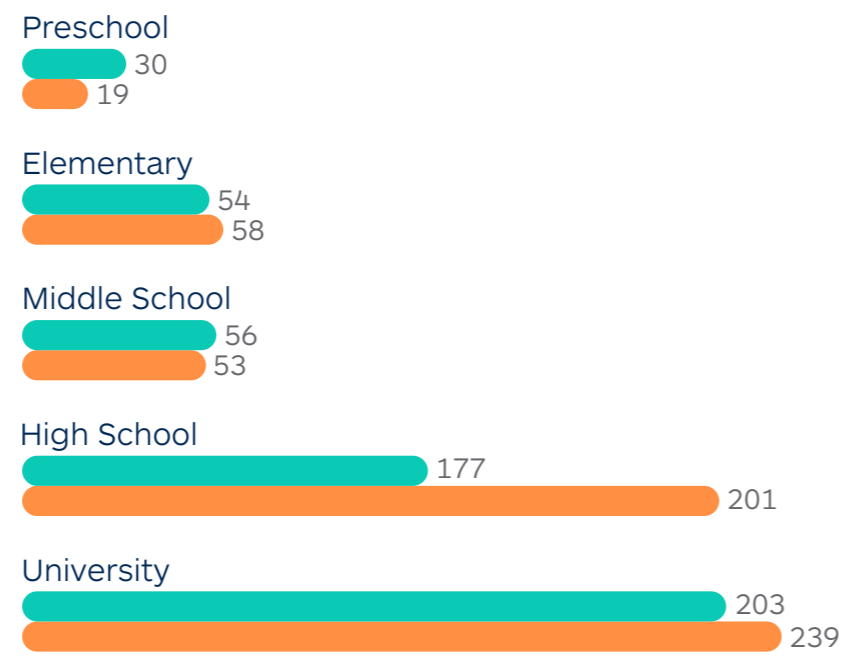
SCHOLARSHIP RECIPIENTS BY GENDER AND LEVEL OF EDUCATION IN THE 2025-2026 SCHOOL YEAR



19
58
53
201
239



SCHOLARSHIPS PER SCHOOL YEAR



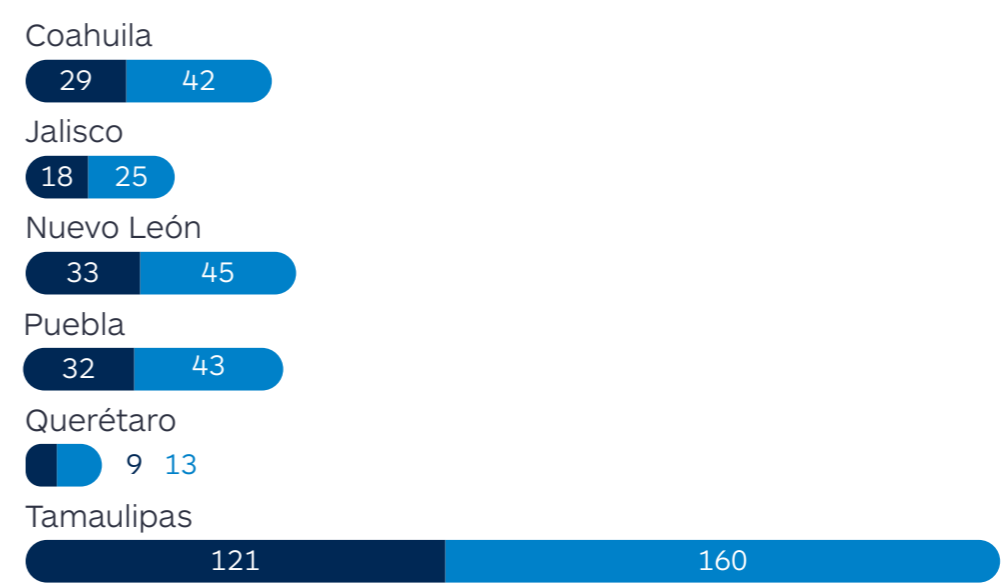
520

2024-2025 SCHOOL YEAR

570

2025-2026 SCHOOL YEAR

SCHOLARSHIP RECIPIENTS BY GENDER AND RESIDENCE



71
43
78
75
22
281



Specialized preparation

High school scholarships also include specialized preparation such as:

- Bilingual High School
- General Studies with a minor in Music
- Technical Studies in Human Resources Administration
- Technical Studies in Digital Graphic Design
- General Studies in Administration
- Technical Studies in Media
- Technical Studies in Logistics
- Technical Studies in Architecture
- Technical Studies in Mechatronics
- General Studies in Health and Hygiene



Degree programs most requested

The degree programs most requested by our scholarship recipients are:

- | | |
|--------------------------|----------------------------------|
| • Architecture | • International Trade |
| • Graphic Design | • Education |
| • Law | • Public Accounting |
| • Medicine and Surgery | • Industrial Engineering |
| • Marketing | • Clinical Chemistry |
| • Civil Engineering | • Chemical Engineering |
| • Industrial Design | • Languages and Public Relations |
| • Philosophy and Letters | |



➤ AT THE HIGHER EDUCATION LEVEL, UNIVERSITY STUDENTS SPONSORED BY THE FINSA FOUNDATION, AS WELL AS VARIOUS EDUCATIONAL INSTITUTIONS AND FOUNDATIONS WITH WHICH WE HAVE AGREEMENTS OR PARTNERSHIPS, PURSUE APPROXIMATELY 35 DIFFERENT DEGREE PROGRAMS, INCLUDING ENGINEERING AND BACHELOR'S DEGREES.

AGREEMENTS WITH EDUCATIONAL INSTITUTIONS



14

AGREEMENTS WITH EDUCATIONAL INSTITUTIONS

451

RECIPIENTS

The scholarship program offered by FINSA Foundation gets stronger every year thanks to partnerships with various educational institutions, which provide students with additional financial support, allowing families to cover only a portion of tuition costs. For the 2025-2026 school year, we have 14 agreements with different educational institutions that, during the first semester, provided education to 451 scholarship recipients of our Foundation. The schools, which also contribute by offering an additional scholarship percentage, are located in Coahuila, Jalisco, Nuevo León, Puebla, Querétaro and Tamaulipas.

CITY	INSTITUTION	SCHOOL LEVEL	SCHOLARSHIP RECIPIENTS
NORTHEAST REGION			
Matamoros, Tamaulipas	Centro Universitario del Noreste [Northeastern University Center] (CUN)	Middle School, High School and University	75
	Colegio San Juan de los Esteros [San Juan de los Esteros School]	Preschool, Elementary School and Middle School	45
	Colegio La Salle Matamoros [La Salle Matamoros School]	Elementary School, Middle School and High School	30
	Universidad del Noreste de México [Northeastern Mexico University]	High School and University	32
	Colegio de San Juan Siglo XXI [San Juan Siglo XXI School]	High School	31
Ciudad Victoria, Tamaulipas	Universidad La Salle Ciudad Victoria [La Salle University Ciudad Victoria]	University	22
Saltillo, Coahuila	Universidad La Salle Saltillo [La Salle University Saltillo]	University	20
	Colegio "Ignacio Zaragoza" y Preparatoria La Salle ["Ignacio Zaragoza" School and La Salle High School]	High School	46
Santa Catarina, Nuevo León	Preparatoria Politécnica Santa Catarina (programa de la UDEM) [Santa Catarina Polytechnic High School (UDEM program)]	High School	10
Monterrey, Nuevo León	Tec Milenio Cumbres	University	4
BAJÍO REGION AND WEST REGION			
Zapopan, Jalisco	Universidad del Valle de Atemajac (Univa) [University of Valle de Atemajac (Univa)]	High School and University	43
Querétaro, Querétaro	Tec Milenio Querétaro	High School and University	20
CENTRAL REGION			
Puebla, Puebla	Tec Milenio Puebla	High School and University	36
Cholula, Puebla	Grupo Voluntario Alemán, A.C. (Casa Hogar Casa del Sol)	Preschool and Elementary School	37
Total			451

PARTNERSHIP WITH FOUNDATIONS



Fundación BBVA

In 2023, our FINSA Foundation signed an agreement with BBVA Foundation to support the education of talented university students who require financial support for their studies. In 2025, we continued this partnership to help first and second year young college scholarship recipients.

Thanks to these agreements, during the first semester of the 2025-2026 school year, we are supporting 29 first-year students and 30 second-year students who are pursuing their university degrees in Coahuila, Nuevo León, Puebla, Querétaro and Tamaulipas.



In 2024, our foundation signed an agreement with Drawing a Tomorrow, to grant scholarships to professional students who are studying at the Universidad Autónoma de Nuevo León (UANL) [Autonomous University of Nuevo León]. The funds are allocated to Fundación UANL [UANL Foundation] to direct them to young people who, despite their strong academic abilities, lack the financial resources to pay for their studies.

For the 2025-2026 school year, we awarded 60 scholarships through the support of our foundation and Drawing a Tomorrow. Thanks to the contributions of both foundations, we were able to help 119 young university students.

SCHOLARSHIP RECIPIENTS THROUGH FOUNDATION PARTNERSHIPS

	MEN	WOMEN	TOTAL
BBVA Foundation First year Start of Support: 2023-2024 School year	13	16	29
BBVA Foundation Second year Start of Support: 2024-2025 School year	10	20	30
Fundación Dibujando un Mañana [Drawing a Tomorrow Foundation]	24	36	60
Total	47	72	119



47

MEN

72

WOMEN



SCHOLARSHIPS FROM
FUNDACIÓN BBVA
[BBVA FOUNDATION]
59

119

UNIVERSITY
STUDENTS
WERE AWARDED
SCHOLARSHIPS

SCHOLARSHIPS FROM
FUNDACIÓN DIBUJANDO
UN MAÑANA [DRAWING
A TOMORROW
FOUNDATION]
60

INTEGRAL EDUCATION PROGRAM (PIE)

SESSIONS FOR SCHOLARSHIP
RECIPIENTS AND/OR PARENTS

12

ON-SITE

3

ONLINE

At FINSA Foundation we offer an Integral Education Program for scholarship recipients and their parents, aimed at providing them with holistic support and helping them enhance their personal and social skills.

In 2025, we gave several talks, both online and in-person, covering topics such as the value of education, the importance of having a comprehensive life project, reflections on happiness, art, culture and violence, among others. In addition, a didactic concert was offered by a quartet comprised of two teachers and two students from the Colegio de San Juan Siglo XXI Escuela Superior de Música [San Juan Siglo XXI School of Music]. We participated as speakers in the “Poetry on the Lectern” program, alongside another speaker and two musicians.

SESSIONS AND CONFERENCES IN 2025

SESSION / CONFERENCE	BENEFICIARY INSTITUTION	DATE	TYPE
STAKEHOLDERS BENEFITED: SCHOLARSHIP RECIPIENTS			
"Education, art and culture save us."	Centro Universitario del Noreste (CUN) high school and college students	February 27	On-site
"Instruction + education = Success and Happiness"	High school and college students from all institutions that have an agreement in place.	May 13	Online
"Comprehensive life project"	Centro Universitario del Noreste (CUN) middle school scholarship recipients	May 20	On-site
JAASFI Program (Youth with outstanding aptitude and attitudes of the FINSA Foundation) (10 topics in 5 sessions)	Universidad La Salle Saltillo and TecMilenio Puebla	October 28 and November 4, 11, 18 and 25	Online
STAKEHOLDERS BENEFITED: SCHOLARSHIP RECIPIENTS AND STUDENTS			
"Sexuality... a holistic view"	Colegio de San Juan Siglo XXI Escuela Superior de Música	May 26	On-site
STAKEHOLDERS BENEFITED: SCHOLARSHIP RECIPIENTS AND FAMILY MEMBERS			
"Together, building your future"	Centro Universitario del Noreste (CUN) middle school, high school and college students and family members of scholarship recipients	August 23	On-site
"Violence: You, me, or is it all of us?"	Tec Milenio Puebla	November 12	On-site
STAKEHOLDERS BENEFITED: SCHOLARSHIP RECIPIENTS, FAMILY MEMBERS AND THE COMMUNITY AT LARGE			
"Poetry on the lectern".	Colegio de San Juan Siglo XXI Escuela Superior de Música	March 26	On-site
"Being parents, privilege and responsibility"	Colegio San Juan de los Esteros	May 29	On-site
Didactic concert performed by teachers and students of Colegio de San Juan Siglo XXI	Colegio de San Juan Siglo XXI Escuela Superior de Música	March 22	On-site
STAKEHOLDERS BENEFITED: PARENTS OF SCHOLARSHIP RECIPIENTS			
"Short workshop on happiness"	Centro Universitario del Noreste (CUN)	March 22	On-site
"A little manual for a happy life"	Parents of scholarship recipients from all institutions that have an agreement with FINSA Foundation	May 14	Online
"Short workshop on happiness"	Colegio San Juan de los Esteros	October 7	On-site
"Short workshop on happiness"	Colegio La Salle Matamoros	October 24	On-site

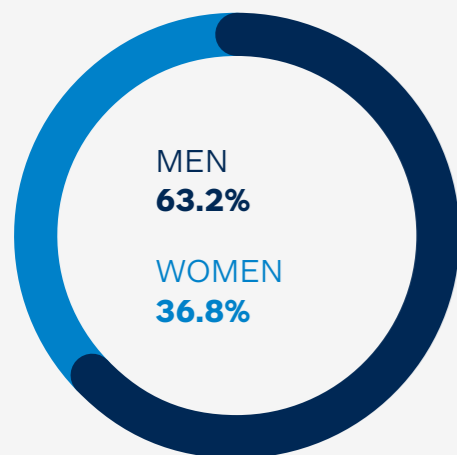
TALKS FOR FINSA AND DAY CARE CENTER PERSONNEL



Our Foundation offers training on civic and human development topics.

The program was given to personnel from FINSA Aguascalientes, Ciudad Juárez, Coahuila, Guadalupe, Iztapalapa, Jalisco, Matamoros, Monterrey, Nuevo Laredo, Puebla, Querétaro, Reynosa, Santa Catarina, Tijuana and the Corporate Offices, as well as to personnel from the day care centers located in the FINSA Guadalupe and Iztapalapa industrial parks.

In the first half of 2025 we provided the conference “Reading is growing: A short workshop on happiness”, which was attended by FINSA administrative personnel. In addition, we offered the workshop “Group integration dynamics and personal growth” to operators and day care center personnel.



FIRST HALF OF 2025

ATTENDEES	MEN	WOMEN	TOTAL	HOURS
Operations	172	24	196	679
Administrative	53	41	94	94.67
Day Care Centers	0	68	68	296



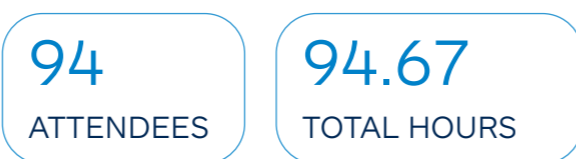
OPERATIVE PERSONNEL BY REGION

REGION	MEN	WOMEN	TOTAL	HOURS
Northwest	22	1	23	92
Northeast	90	12	102	356
Central	26	5	31	113
Bajío and West	34	6	40	118



ADMINISTRATIVE PERSONNEL BY REGION

REGION	MEN	WOMEN	TOTAL	HOURS
Northwest	6	6	12	12.67
Northeast	15	12	27	27
Central	2	6	8	8
Bajío and West	30	17	47	47



DAY CARE CENTER PERSONNEL BY REGION

REGION	MEN	WOMEN	TOTAL	HOURS
Northeast	0	46	46	230
Central	0	22	22	66



During the second half of the year, we organized the conference “Violence, you, me, or is it all of us?” for administrative personnel, and a workshop for operations and day care personnel.

SECOND HALF OF 2025

ATTENDEES	MEN	WOMEN	TOTAL	HOURS
Operations	163	20	183	595.5
Administrative	50	37	87	92.5
Day Care Centers	1	65	66	241



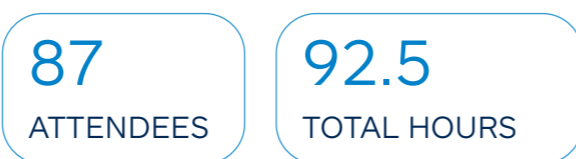
OPERATIVE PERSONNEL BY REGION

REGION	MEN	WOMEN	TOTAL	HOURS
Northeast	20	1	21	61.5
Northwest	83	8	91	303.5
Central	24	5	29	97
Bajío and West	36	6	42	133.5



ADMINISTRATIVE PERSONNEL BY REGION

REGION	MEN	WOMEN	TOTAL	HOURS
Northwest	7	4	11	13
Northeast	16	11	27	30.5
Central	2	4	6	6
Bajío and West	25	18	43	43



DAY CARE CENTER PERSONNEL BY REGION

REGION	MEN	WOMEN	TOTAL	HOURS
Northeast	1	42	43	172
Central	0	23	23	69



HOURS OF TRAINING BY JOB TYPE

JOB TYPE	MEN	WOMEN	TOTAL	HOURS
Operators and janitorial	196	26	222	1,274.5
Administrative	64	46	110	187.17
Day care centers (educators and security guards)	1	80	81	537



FINSA Foundation provided a total of 1,998.67 hours of training in 2025, covering both permanent and temporary employees, as well as personnel of the day care centers located in our industrial parks. FINSA's operations personnel alone received 1,274.5 hours of instruction.