

04

GOVERNANCE

> WE MOVE FORWARD by doing what is **right**

We are governed by corporate governance, which directs decision-making based on honesty, responsibility, efficiency and quality, seeking to comply with our sustainability strategy.

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CASES OF CORRUPTION

100 %

BOARD OF DIRECTOR MEETING PARTICIPATION

Implementation

OF THE DIGITAL TRANSFORMATION PROJECT



CORPORATE Governance

GRI 2-2, 2-9, 2-10, 2-11, 2-12, 2-13, 2-15, 2-23, 2-24, 2-26, 2-27 **SDG 16**

➤ **AS PART OF SOCIETY, OUR COMPANY PROMOTES ECONOMIC, SOCIAL AND SUSTAINABLE DEVELOPMENT, SEEKING TO GENERATE VALUE, SOCIAL WELL-BEING, IMPROVE INFRASTRUCTURE AND OFFER GOSDG AND SERVICES THAT CONTRIBUTE TO THE GROWTH OF THE COUNTRY.**

To achieve this, we have a corporate governance system that directs decision-making based on honesty, responsibility, efficiency and quality, seeking to comply with our sustainability strategy.

One of the functions of our corporate governance is to establish controls and procedures to monitor and manage sustainability and climate change risks and opportunities, and to develop strategies, objectives, and indicators that help prevent negative impacts on our economic performance, financial results, and our continued presence in the market.

In addition to establishing the management team's responsibilities for defining policies and developing the necessary skills and expertise so that they can supervise activities and make decisions concerning opportunities and risk management.

To support these actions, we have developed corporate policies that establish guidelines for proper decision-making, as well as for compliance with the rules and commitments that all employees and stakeholders must assume to ensure the smooth functioning and operation of the company.

We have solid corporate governance, supported by our Code of Ethics and Conduct, which guides administrative, financial, labor and environmental management within a framework of transparency and integrity.

Eradicating corruption in all its forms, complying with legislation, avoiding bribery, money laundering, negligence in operations, including the supply chain, conflict of interest, discrimination and harassment, are some of the issues addressed in our Code of Ethics and Conduct.

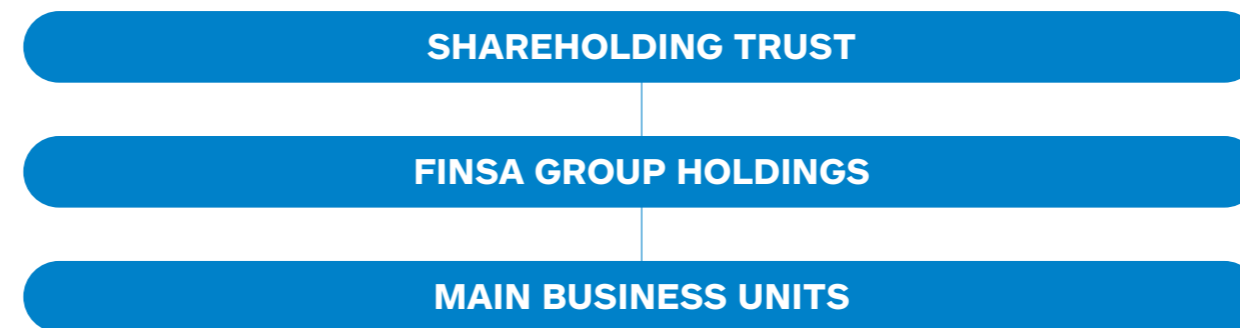
A Whistleblower Hotline is available to all our stakeholders, so that they can report any breach of the law, the Code of Ethics and Conduct, as well as our corporate policies, with the assurance that there will be no retaliation of any kind for the whistleblower, as stated in the Protection against Retaliation Policy published in 2025.

Our Ethics and Legality Committee reviews and analyzes all non-compliance situations, and defines the steps to be taken to address the different cases that may impact our reputation and operations.

HOW WE MAKE decisions

GRI 2-2

FINSA's operating structure functions as a holding company comprising nine main subsidiaries, which participate directly and indirectly in more than 30 companies with different business units. The subsidiaries and their companies are owned by a shareholding trust, which participates as the majority shareholder.



MAIN OPERATING BUSINESS UNITS	
FINSA INGENIERÍA Y CONSTRUCCIÓN, S.A. DE C.V. ("FICSA").	Responsible for the supervision of construction projects and infrastructure development of industrial buildings.
MANTENIMIENTO INTEGRAL FINSA, S.A. DE C.V. ("MIFINSA").	Responsible for the management and maintenance of industrial parks.
MANTENIMIENTO INTEGRAL FINSA II, S.A. DE C.V. ("MIFINSA II").	
FINSA GLOBAL EQUITY VII, S. DE R.L. DE C.V.	A company that provides specialized advisory and/or technical and senior management consulting services in administrative and operational processes to companies within the corporate group.
FINSA GLOBAL EQUITY III, S. DE R.L. DE C.V.	A company responsible for managing real estate properties for sale and/or rent.
FINSA HEADQUARTERS, S. DE R.L. DE C.V.	A company responsible for the sale, purchase, and leasing of offices, retail spaces, industrial warehouses, land, estates, and/or any other urban and/or rural real estate.
FINSA ENERGÉTICOS II, S. DE R.L. DE C.V.	Provision of gas transportation, storage, and distribution services.
FINSA REAL ESTATE MANAGEMENT III, S. DE R.L. DE C.V. ("FREM III").	Managers of Private Investment Funds and trust agreements that issue real estate development trust certificates (CKDs).
FINSA REAL ESTATE MANAGEMENT V, S. DE R.L. DE C.V. ("FREM V").	

OUR leaders

GRI 2-9, 2-10, 2-11, 2-12 **SDG** 5 16

The Board of Directors, which serves as our highest governing body, is responsible for setting strategic objectives, reviewing results, and ensuring compliance with the sustainability strategy.

Its tasks include supervising, directing, and guiding the management team's decision-making, as well as defining strategies to achieve goals, ensuring process continuity, and driving the company's sustainable growth.

The identification of environmental, social and governance risks are also part of the Board of Directors' responsibilities, as well as detecting opportunities to manage the company in an integral and responsible manner with the goal of market expansion.

The Board has nine members: six regular members and three independent members, all of whom have extensive experience in the real estate, industrial, and financial sectors. This enables them to reach collective decisions focused on economic growth, employee well-being, and environmental protection.

Members are appointed or ratified at the Shareholders' Meeting, which is presided over by the Chair of the Board, who is also FINSA's Chief Executive Officer.

As required by the bylaws, board members meet every three months to review operational and financial results, as well as our progress on environmental, social, and governance issues.

When making decisions, all member opinions are valued, without distinction of any kind, fostering a culture of communication and inclusion.

WE EXERCISE OUR DECISION-MAKING AUTONOMY AND INDEPENDENCE, FREE FROM EXTERNAL INFLUENCES OR CONFLICTS OF INTEREST.

DIVERSITY ON THE BOARD

GRI 405-1

The Board of Directors is composed of professionals with diverse experience and expertise who contribute to sound and balanced decision-making. As of the end of 2025, its composition was 11% women and 89% men.



Regarding age distribution, 11% of its members were under 30 years old, 33% were between 30 and 50 years old, and 56% were over 50 years old.

The composition of the Board aims to promote key elements for generating sustainable value and ensuring the proper oversight of FINSA's strategic matters.

OUR BOARD MEMBERS

SERGIO RENÉ ARGÜELLES GONZÁLEZ (64 YEARS OLD)

CHAIR OF THE BOARD AND
INCUMBENT BOARD MEMBER

Years on the Board:
26 YEARS

MARÍA DEL ROCÍO PALAFOX MORALES (56 YEARS OLD)

INCUMBENT BOARD MEMBER

Years on the Board:
4 YEARS

HANS JOSEF HUTTERER ARELLANO (48 YEARS OLD)

INCUMBENT BOARD MEMBER

Years on the Board:
13 YEARS

SERGIO XAVIER ARGÜELLES MONTEMAYOR (35 YEARS OLD)

INCUMBENT BOARD MEMBER

Years on the Board:
5 YEARS

ALEJANDRO ARGÜELLES MONTEMAYOR (33 YEARS OLD)

INCUMBENT BOARD MEMBER

Years on the Board:
5 YEARS

SANTIAGO ARGÜELLES MONTEMAYOR (29 YEARS OLD)

INCUMBENT BOARD MEMBER

Years on the Board:
5 YEARS

ISAURO ALFARO ÁLVAREZ (68 YEARS OLD)

INDEPENDENT BOARD
MEMBER

Years on the Board:
6 YEARS

THOMAS KARIG GERECHT (73 YEARS OLD)

INDEPENDENT BOARD
MEMBER

Years on the Board:
6 YEARS

ALFONSO FIERRO GARZA (64 YEARS OLD))

INDEPENDENT BOARD
MEMBER

Years on the Board:
6 YEARS

Meetings of the Board of Directors

Our Board of Directors met four times in 2025 to monitor progress toward strategic and financial objectives, as well as the results of environmental, social, and governance indicators.

BOARD MEETINGS	DATE
I	March 12
II	June 10
III	August 19
IV	November 10



MANAGEMENT team

GRI 2-13

Our management team is composed of responsible professionals with integrity and proven experience in the real estate, industrial, construction, labor, and financial sectors, who work closely with their teams on a daily basis to ensure the company's sustainability.

The Board of Directors is responsible for approving the appointment of directors based on their professional experience and academic background, with the goal of meeting market demands, managing impacts on the economy, society, and the environment, and maintaining the loyalty of customers and other stakeholders.

ORGANIZATIONAL STRUCTURE

**CHAIR AND GENERAL MANAGEMENT
CEO**

INTERNAL AUDIT DEPARTMENT



GENERAL MANAGEMENT

Defines the company's mission and vision, implementing business strategies to meet the company's sustainable growth objectives, as well as reviewing its environmental, social and governance performance. The Internal Audit Department is one of its divisions.

OFFICE OF THE VICE-PRESIDENT OF FINANCE AND ADMINISTRATION

Directs and oversees the planning and execution of financial tasks, ensuring operational efficiency through the planning, monitoring, and analysis of financial resources. It is comprised of the Comptroller's Office, the Financial Planning Department, the Procurement Department, the Portfolio Management Department and the Investor Relations Department.

OFFICE OF THE TECHNICAL VICE-PRESIDENT

Leads the subsidiary FINSA Ingeniería y Construcción S.A. de C.V., where it is responsible for managing the company's parks, architectural and engineering design operations, budget preparation, and investment plans for building and infrastructure projects, as well as managing the complete construction of projects, both FINSA's own projects, and those for sale to third parties. It includes the Project and Costs Department, the Project Supervision Department, the Power Department and the Park Infrastructure and Operation Department.

OFFICE OF THE VICE-PRESIDENT OF NEW BUSINESS DEVELOPMENT AND PUBLIC RELATIONS

Implements strategies to develop new business ventures that ensure growth across different regions of the country, setting goals and objectives to increase the surface area in square meters and the number of industrial parks. Establishes and strengthens governmental and municipal relations. It includes five New Business Development departments that cover the regions where FINSA operates.

OFFICE OF THE LEGAL VICE-PRESIDENT

Defines legal and corporate strategies, conducts corporate and real estate audits, handles contract negotiations for real estate and financial projects, reviews regulatory compliance across the entire Group, and works to prevent legal contingencies. The Transactional Legal Department is a subset of this office.



OFFICE OF THE VICE-PRESIDENT OF HUMAN CAPITAL AND SUSTAINABLE DEVELOPMENT

Directs and supervises Human Capital, ESG, and Information Technology plans, setting strategic objectives to attract and retain talent, achieve the company's goals, and provide a healthy, safe, and supportive work environment. Seeks to generate value through environmental, social and governance plans and programs, supported by technological tools to boost productivity and efficiency.

OFFICE OF THE VICE-PRESIDENT OF CORPORATE STRATEGY AND IMAGE

Interacts with the media and other entities to broaden the company's voice and build long-term visibility to strengthen its corporate reputation. It is responsible for developing and enhancing the brand's positioning while safeguarding the corporate identity. Plans, executes and evaluates internal communication strategies along with Human Capital, as well as advertising and digital marketing.

INTEGRITY as a commitment

CONFLICT OF INTEREST

GRI 2-15

In 2023, we published our Conflict of Interest Policy to help us identify, prevent and remedy all situations where the personal interests of our employees are put before those of the company, which may result in a risk to operations and business continuity.

Situations or activities may arise within the organization that pose a real, potential, or apparent risk, whether in interpersonal relationships such as with suppliers and customers, or when conducting business negotiations or entering into commercial agreements.

Our policy outlines all situations that could lead to a conflict of interest and how to act ethically in each case, such as ownership of another business, personal investments, employees serving on the boards of directors of other companies, using work time for other gainful activities, accepting gifts in exchange for contracts, and the use of company assets, among others.

It also explains the family relationships that all employees must disclose, as well as the relationships they must maintain with suppliers, buyers, and customers, both within and outside the company.

Each year, employees complete a questionnaire in which they describe the nature of their relationships with customers, suppliers, authorities and other employees, noting whether they are related by blood to any of them.

COMPLIANCE is our priority

GRI 2-23, 2-27

Compliance with legal provisions, standards and regulations is a responsibility we take seriously every day; therefore, we continuously monitor legislation to stay informed of any changes or additions, thereby avoiding violations or penalties.

Our business model comprises the design, construction, operation, maintenance, and management of real estate assets, which entails a series of official guidelines and regulations that we must comply with to avoid having our operations suspended or incurring fines or penalties.

To bolster our legal compliance, we have established a set of labor, administrative, and environmental policies, as well as operational procedures, all of which are available to all our employees in the digital Policy Center. They may be shared with stakeholders if required.



Regulatory compliance documents:

- General Personal Data Privacy Policy
- Corporate Integrity Policy
- Anti-Money Laundering Compliance Policy Manual
- Conflict of Interest Policy
- Fund Administration Policy
- Human Capital Policy
- Financial Planning Policy
- Portfolio Management Policy
- Treasury and asset security policy



Documents related to ESG topics:

- Code of Ethics and Conduct
- Environmental, Social and Governance (ESG) Policy
- Human Rights Policy
- Psychosocial Risk Prevention Policy
- Integrity Guide (for suppliers)



Compliance with policies, manuals, and codes is mandatory for all FINSA employees, as well as for stakeholders with whom we have business, contractual, employment, administrative, and tax dealings, among others.



Members of the Board of Directors.



FINSA personnel, including subsidiaries and affiliates.



Customers, suppliers, authorities and companies are part of our third-party stakeholders or with whom we have shared operations.

ETHICS and Transparency

GRI 3-3

Acting in an ethical, responsible, and transparent manner has been one of the key factors driving our market growth and guiding our decision-making, always with the well-being of our employees, the satisfaction of our customers and suppliers, and the protection of the environment in mind.

We have added a strategic pillar titled “Ethics, Legality, and Anti-Corruption” to our Sustainability Model, which is based on compliance with our Code of Ethics and Conduct, as well as on upholding our values and implementing our policies.

OUR CODE OF ETHICS AND CONDUCT IS A WAY TO FOSTER A CULTURE OF INTEGRITY, ENABLING US TO BUILD TRUSTING AND RESPECTFUL RELATIONSHIPS WITH ALL OUR STAKEHOLDERS.

Our Code of Ethics and Conduct covers topics such as promoting responsibility in the workplace, Human Rights, integrity in business operations, ethical conduct in all business activities, and the prevention of fraud, money laundering, and corruption.

It includes examples of expected conduct and has a section stating that disciplinary action will be taken in the event of noncompliance with the guidelines.

It proposes the implementation of the following measures:

- ✓ Acknowledging integrity.
- ✓ Ethical decision-making.
- ✓ Creating a work environment in which everyone feels comfortable and can express their concerns.
- ✓ Preventing retaliation against whistleblowers.
- ✓ Seeking help to solve problems and referring them to their leaders.

Our Ethics and Legality Committee, comprised of company executives, is responsible for reviewing compliance with the Code of Ethics and Conduct, policies, and our values, as well as for establishing penalties and disciplinary measures.

We have implemented the following measures as part of this corporate culture:

- ✓ Responsible selection of suppliers.
- ✓ The promotion of fair business relationships, with equitable payments and respect for labor rights, thereby strengthening trust and loyalty.
- ✓ Open and transparent communication with all business partners regarding solutions to questions, concerns, and potential conflicts.



IN 2025, NO CASES OR INCIDENTS RELATED TO CORRUPTION OR BRIBERY WERE REPORTED THROUGH THE WHISTLEBLOWER HOTLINE.

ANTI-CORRUPTION

GRI 205-1, 205-2, 205-3 **SDG 16**

Our corporate philosophy includes five values: excellence, innovation, service, integrity, transparency and teamwork, which have permeated every level of the company and are essential for good administrative, labor and environmental management.

Living by these values commits us to rejecting any activity or conduct that could be classified as bribery, fraud, corruption, money laundering, or a conflict of interest, since such conduct not only jeopardizes our reputation and business continuity but also undermines the integrity of our employees.

To ensure compliance with the guidelines of our Code of Ethics and Conduct and Principle 10 of the UN Global Compact, we conduct internal audits to identify any risks of corruption and take appropriate measures to prevent and avoid it.

Our Whistleblower Hotline is available to all our employees and stakeholders to report any activity that calls into question the honesty, integrity and ethics of our employees.

WE SPEAK with confidence

WHISTLEBLOWER HOTLINE

GRI 2-25, 2-26

Our Whistleblower Hotline is available 24 hours a day, 365 days a year to receive concerns and comments from our employees and stakeholders regarding compliance with our policies, our Code of Ethics and Conduct, and violations of our processes.

All reports are sent to Resguarda, a company independent from FINSA, for review and investigation, ensuring the confidentiality of the complainant's data.



Whistleblower Hotline Channels

Internet portal and mobile channel: www.resguarda.com

Personalized website: www.resguarda.com/etica.finsa

E-mail: etica.finsa@resguarda.com

Chat on the website

WhatsApp messages: **55 8526 1700**

Telephone lines: **800 123 3312 and 800 444 0597**

When calling from 8:00 a.m. to 8:00 p.m., people can choose between two options. Once the report is made, they will receive a report code to track its status and follow up.



INFORMATION ANALYSIS PROCESS

Resguarda analyzes, reviews and investigates all reports received through all whistleblower hotline channels.

Once the veracity of the report has been determined, it is sent to the Ethics and Legality Committee.

Resguarda is a global company specializing in ethical, legal compliance and cybersecurity services.

WE RECEIVED 39 REPORTS IN 2025 THROUGH THE HOTLINE AND WE FOLLOWED UP ON ALL OF THEM.

ANTICIPATE and respond Risk management

Efficiently managing our company's resources, maintaining operations and protecting the physical and mental integrity of our employees are very important aspects for FINSA, which allow us to meet our short, medium and long-term goals and to be prepared for any risk, danger or contingency.

RISK COMMITTEE

Through the Risk Committee, we have established a series of analytical processes, focused primarily on strategic, operational, compliance, and financial risks, to identify potential threats that could negatively impact our infrastructure, operations, or continued presence in the market.

Our Risk Committee, supported by our Risk Management Policy, establishes strategies to prevent, control or remedy any contingency or danger that may arise inside and outside our facilities, with the objective of protecting our assets and the physical safety of our employees.

The results of the analysis allow us to develop strategies and action plans so that we can be prepared in case such risks occur and take appropriate action.

In 2025, we invited all administrative personnel to take the course titled "Risk Management" on FINSA's digital training platform. The course provided definitions of risk management and internal control, as well as their practical application in the workplace. It also covered topics such as the types and categories of risks, highlighting their impact on organizational operations.

DIGITAL Protection

GRI 3-3, 418-1

Every day, we work to maintain the security of our networks and prevent malicious attacks that could result in the theft of personal data or unauthorized access to our operating systems.

ACTIONS TO ENHANCE CYBERSECURITY

In 2025, we continued to enhance our cybersecurity strategy through initiatives focused on protecting identities, networks, applications, and devices, thereby establishing a model aligned with Zero Trust principles.

We reinforce identity and access management, optimizing the administration of users and roles under the principle of least privilege and strengthening authentication and traceability controls. This made it possible to reduce risks associated with improper access and improve critical system governance.

We also initiated the protection of SaaS applications by adopting Zero Trust Network Access (ZTNA) tools, ensuring continuous validation of identity and context before allowing access to critical applications.

In terms of endpoints, we implemented a platform for centralized management and enforcement of security policies on corporate devices, complementing the existing EDR solution and strengthening control and incident response capacity.

Overall, the actions we implemented in 2025 comprehensively strengthen our cybersecurity position, increasing organizational resilience, reducing operational risks and consolidating a more secure and reliable digital environment for employees, customers and strategic partners.

DIGITAL TRANSFORMATION PROJECT

FINSA's digital transformation plan was developed through 3 stages:



Stage I: Sustainable Structural Transformation (SST)

The Sustainable Structural Transformation project began in 2023 as a strategic initiative to document, validate our processes, and to optimize them according to best practices where appropriate.



Stage II: Sustainable Strategic Innovation (SSI)

In 2024, we started implementing a digital transformation process to optimize internal processes and encourage collaboration and communication between teams and departments.

This process allows us to share data and resources securely and transparently. In 2025, the SSI (Sustainable Strategic Innovation) Project included the implementation of a new ERP (Enterprise Resource Planning) system, aimed at strengthening financial, commercial and management processes.



Stage III: Sustainable Strategic Integration (INTEGRA)

As part of our business transformation strategy, in 2025 we launched INTEGRA (Sustainable Strategic Integration), a key initiative aimed at centralizing Accounts Payable (AP) and Accounts Receivable (AR) operations.

This project is part of our efforts to strengthen operational sustainability by optimizing financial processes, improving operational efficiency and strengthening internal controls. With this, we seek to ensure a more transparent and efficient management, aligned with the best corporate practices.



RESPONSIBLE value chain

GRI 3-3, 2-6, 204-1

SDG 8

Our operations require the involvement of various stakeholders to ensure that we meet our customers' needs and expectations, and have operational efficiency, sustained growth, and a strong market presence.

To this end, we are part of different business organizations, where we support initiatives focused on the development of business relationships and actions that promote the social and economic development of the country.

OUR RELATIONSHIP WITH OUR CUSTOMERS IS BASED ON TRUST AND TRANSPARENCY, AS WE SHARE WITH THEM RELEVANT INFORMATION RELATED TO THE MANAGEMENT AND PERFORMANCE OF BUSINESS, SOCIAL, ENVIRONMENTAL AND GOVERNANCE ISSUES.

Our suppliers are an important part of our value chain, because they are the ones who provide us with the inputs, raw materials and services we need to efficiently and responsibly build the spaces our customers require.

BUSINESS RELATIONSHIPS WITH CUSTOMERS

TYPES OF CUSTOMERS	BUSINESS RELATIONSHIP
Tenants of buildings managed by FINSA located within the industrial parks we operate.	Lease agreement
Tenants of FINSA buildings located outside the industrial parks we operate.	Maintenance service agreement
Owners of custom-built buildings located within the industrial parks we operate.	Project supervision agreement Maintenance service agreement
Owners of custom-built buildings located outside the industrial parks we operate	Project supervision agreement
Owners of buildings located within the industrial parks we operate.	
Tenants of buildings managed by FINSA, located outside the industrial parks we operate.	Maintenance service agreement
Tenants of buildings managed by FINSA, located within the industrial parks we operate.	
Customers for whom we manage properties	Management service agreement

SOURCING PRACTICES

GRI 2-6

We have an Integrity Guide for our suppliers, in which they commit to improving their environmental, social, and governance performance, as well as respecting human rights and conducting their operations within a legal, ethical, and responsible framework.

Those who are part of our supply chain sign this Guide and through our website have access to our Code of Ethics and Conduct, which emphasizes compliance with the law and maintaining fair, transparent and equitable business practices.

Every year, we evaluate our construction suppliers to reward the top performers in different categories.

We ensure that the inputs, materials and products required for our operations are of the highest quality in order to offer our tenants safe, clean and environmentally friendly spaces.

In addition, our Procurement department has a Policy and Manual that includes procedures that guide us when establishing business relationships with our suppliers.

In 2025, we replaced the digital supplier management platform, which allowed us to update documents and renew the Integrity Guidelines signed by our suppliers. The process included supplier training and user manuals.

In 2025, we established business relationships with 976 local, national and international suppliers that provided construction and maintenance products and services.

TYPE OF SUPPLIERS	NUMBER OF SUPPLIERS	PERCENTAGE	PERCENTAGE OF SUPPLY BUDGET BY SUPPLIER TYPE
Local	323	33.09%	58%
National	649	66.50%	41%
International	4	0.41%	1%
Total	976	100%	100%

In addition, during the year, 394 suppliers provided services and products to the rest of our operations.

TYPE OF SUPPLIERS	NUMBER OF SUPPLIERS	PERCENTAGE	PERCENTAGE OF SUPPLY BUDGET BY SUPPLIER TYPE
Local	188	47.71%	22.28%
National	196	49.75%	77.65%
International	10	2.54%	0.07%
Total	394	100%	100%

OUTSTANDING SUPPLIERS

GRI 3-3

Every year, we recognize the efforts made by our local suppliers to meet the needs of our construction projects. They have maintained their standards of quality and excellence in terms of delivery times and the variety of their offerings.

Outstanding Suppliers is the name of the event where we reward supplier companies that have been selected according to quality, time and cost criteria, as well as their commitment.

On June 11 of this year, we held the event, where we recognized 17 supplier companies that were evaluated for their 2024 performance.

FOR THE FIRST TIME, WE LAUNCHED A CALL FOR THE EVALUATION OF FINSA SUPPLIERS TO SELECT THE WINNER OF THE SUPPLIER WITH ESG COMMITMENT AWARD, FOR THEIR MANAGEMENT OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE CRITERIA.

Furthermore, we continued with the Supplier in Development category, which allows us to promote small and medium-sized companies that are part of our supply chain. For those who attended the event, we organized the conference “Champion behaviors, from leadership to transcendence”.



The awarded categories include:

AIR CONDITIONING	CIVIL WORKS AND FINISHING
ALUMINUM FRAMES	MECHANICAL INSTALLATIONS
FLOOR SEALS	EARTHWORKS AND EXTERIOR WORKS
CONCRETE WALLS	CONCRETE
METAL STRUCTURE	CONCRETE FLOORS
PLATFORMS AND DOORS	FIRE FIGHTING SYSTEM
IRONWORK	SUPPLIER IN DEVELOPMENT
ROOFING MEMBRANES	SUPPLIER WITH ESG COMMITMENT
ELECTRICAL INSTALLATIONS	

PEOPLE in the foreground

GRI 2-23

SDG

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We promote respect for the human rights of all people in accordance with the Universal Declaration of Human Rights established by the United Nations Global Compact, particularly those of our employees, to whom we ensure decent wages, clean and safe facilities, promote education, respect freedom of expression, and offer equal opportunities for development and growth regardless of gender.

We have a Human Rights Policy that also expresses our rejection of discrimination, child and forced labor, violence and harassment, and respect for freedom of association, commitments that we extend to our suppliers and tenants.

We consider national and international guidelines on occupational safety, working conditions, inclusion, diversity and quality of life, in order to implement the best working and safety conditions, as well as offer competitive salaries in accordance with the labor market.

SECTOR participation

GRI 2-28

Promoting fair competition and participating in decision-making on issues relevant to the industrial sector to which we belong, has led us to belong to various industrial chambers, business organizations, clusters and associations, both nationally and internationally.

Throughout our involvement, we have supported negotiations with local and federal governments and fostered and promoted respectful relationships with competing companies in order to drive the sector's growth and the country's economic development.

FINSA AND TRADE ORGANIZATIONS

ASSOCIATION NAME	YEAR JOINED	ROLE WITHIN THE ORGANIZATION
American Chamber of Commerce (AMCHAM)	1990	Board Members
Mexican Association of Private Industrial Parks (AMPIP)	1986	Participation in Committees
Industrial Cluster of Aguascalientes (CLIA Aguascalientes)	2021	Participation in Meetings
Chihuahua Global EDC	2020	Participation in the Developers Committee
Invest Monterrey	2021	Board Members
Asociación de Desarrolladores Inmobiliarios, A.C. (ADI)	2013	Membership
Mexican Association of Private Equity (AMEXCAP)	2015	Membership
Asociación de Industriales de El Salto, A.C. (AISAC)	2023	Participation in Meetings
Association of Industrial Parks of Jalisco (APIEJ)	2019	Participation in Committees
Chamber of the Transformation Industry (CAINTRA)	2024	Membership
Mexican-German Chamber of Commerce and Industry (CAMEXA)	2013	Membership
Household Appliance Cluster (Clelac)	2021	Participation in Committees
Matamoros Economic Development Committee (CODEM)	1990	Participation in Meetings
Employers Confederation of Mexico (COPARMEX Matamoros)	2020	Participation in Meetings
Consejo Empresarial Mexicano de Comercio, Inversión y tecnología, A.C. (COMCE)	2022	Membership
Global Compact	2022	Membership
Sustainability for Mexico (SUMe)	2014	Membership
Tijuana EDC	2005	Participation the Developers Committee
U.S. Green Building Council (USGBC)	2009	Membership
Industriales Regiomontanos del Poniente, A.C. (IRPAC)	2025	Participation in Committees
Central Zone Automotive Cluster (CLAUZ)	2025	Membership
National Auto Parts Industry Association (INA)	2025	Membership
China Chamber Mexico	2025	Membership
ECONOMEX / AMCHAM	2025	Membership