



2024 SUSTAINABILITY REPORT





Presence
Business

COMPANY PROFILE

Dialogue with Stakeholders

12 MESSAGE FROM THE CHAIRMAN OF THE BOARD

15 ESG FOCUS

Materiality Sustainability Model Quantitative Objectives

1 ENVIRONMENT

Climate Change and GHG Emissions
Circular Economy
Other Environmental Activities

29 PEOPLE

BMV: CYDSASA

This report encompasses CYDSA's

January 1 to December 31, 2024.

document adheres meticulously to

the content and quality principles

This report also aligns with SASB

Standards, addressing the Chemical

Industry's disclosure requirements.

stipulated in this framework.

Aligned with GRI Standards, this

most important sustainability outcomes for the period from

Culture of Health and Safety
Diversity, Equity, and Opportunities
Other social matters

53 COMMUNITY

Safe Environment
Operating Safety (Community)

60 CORPORATE GOVERNANCE

Organizational Structure and Management Corporate Ethics ESG Risk Management

70 ABOUT THIS REPORT

Verification Letter ESG Data Summary Certifications and Recognitions GRI Table of Contents SASB Annexes COMPANY PROFILE MESSAGE FROM THE CHAIRMAN OF THE BOARD ESG FOCUS ENVIRONMENT PEOPLE COMMUNITY CORPORATE GOVERNANCE

2-1 2-6

COMPANY PROFILE

CYDSA, a corporate group founded in 1945, trades its shares on the Mexican Stock Exchange (BMV: CYDSASA). CYDSA's five business areas include: Salt for Household Consumption and Industrial Applications; Chlorine, Caustic Soda, and Related Specialties; Refrigerant Gases Manufacturing and Commercialization; Electricity and Steam Cogeneration; and Hydrocarbons Processing and Underground Storage.



VISION

To be recognized as a world-class company and a market leader, with growing and sustained socio-economic profitability, based on innovation and the continuous development of products, processes, and services that provide greater value to its personnel, customers, distributors, consumers, and suppliers, as well as to financial institutions, communities, shareholders, and society.



MISSION

To guarantee the continuous improvement of products, processes, and services to consistently anticipate and exceed current and future needs and requirements of customers and end-users, creating growth conditions, staff development, harmonious coexistence between the Company and the immediate communities and the optimization of its shareholders' equity, within a framework of full compliance with social responsibility within the environment.



VALUES

Customer and consumer focus

Respect for people and their development

Teamwork

Continuous improvement and innovation

ABOUT THIS REPORT

Respect for the environment

Ethical, transparent, and impactful actions



COMPANY PROFILE

GEOGRAPHIC DISTRIBUTION OF PRODUCTION FACILITIES

NUEVO LEÓN

PRESENCE

Headquartered in San Pedro Garza García, Nuevo León, Mexico, CYDSA has more than 20 subsidiaries in 9 cities throughout Mexico, and exports its products to more than 15 countries. The following map shows where CYDSA's production facilities are located.







(4) Electricity and Steam



(5) Hydrocarbons Processing and **Underground Storage**





IQUISA Tlaxcala Plant (2)

COMPANY PROFILE MESSAGE FROM THE CHAIRMAN OF THE BOARD ESG FOCUS ENVIRONMENT PEOPLE COMMUNITY CORPORATE GOVERNANCE ABOUT THIS REPORT

BUSINESSES

Logistics

CYDSA'S operations are divided into two business groups:

Chemical Manufacturing and Specialties

- Salt for Household Consumption and Industrial Applications
- Chlorine, Caustic Soda, and Related Specialties
- Refrigerant Gases Manufacturing and Commercialization

Energy Processing and Logistics

- Electricity and Steam Cogeneration
- Hydrocarbons Processing and Underground
 Storage

Business Group		Business	Applications	Brands
Chemical Manufacturing and Specialties		Salt for Household Consumption and Industrial Applications	Household consumption and commercial use; food industry and industrial processes.	La Fina Cisne Marfil Gallo Palomitos Bakara Elefante Klara Carmen Brisa de Occidente Fine
		Chlorine, Caustic Soda, and Related Specialties	Chemical and petrochemical industries, water treatment, oil, pulp, paper, pesticides, whiteners, soaps, detergents, bottlers, mining-metallurgy, plastics, pigments and paint, and pharmaceuticals, among others.	IQUISA
		Refrigerant Gases Manufacturing and Commercialization	Industrial, commercial, and household refrigeration; medical, automotive, and domestic appliances industries.	Genetron Aquion Eco Flush
Energy Processing and	(4)	Electricity and Steam Cogeneration	Energy supply to CYDSA's affiliates and electricity sales.	

Hydrocarbons Processing

and Underground Storage



To learn more about CYDSA's different businesses, click here





Processing, injection, extraction, transfer, and

underground storage.

PEOPLE

Stakeholder needs and expectations serve as CYDSA baseline for shaping its strategic direction. Accordingly, the Group upholds continuous communication across its businesses, guided by the Organization's established methodologies to ensure transparent and enduring relationships.

Ongoing dialogue makes it easier to identify key concerns, to propose actions to meet those ne and to address areas of opportunity. The Business Strategy and Sustainability Strategy thus r updated and aligned, creating value for the Group and its Stakeholders.

Stakeholders CYDSA's Commitment

Rating Agencies and Investors

Ensure every action is transparent, manages risks, and creates value, leading to economic growth and the sustainability of the business, while constantly communicating the results of strategic objectives.

Customers

Provide the highest-quality products and services while complying with ESG standards. CYDSA is committed to maintaining quality through innovation, ongoing communication, and addressing customers' expectations.

Personnel

Provide an optimal work environment to guarantee human rights and support a culture of equality and respect. Provide competitive and fair compensation, along with training and professional development plans. The Group invests in health and safety and has ongoing worker safety programs.

Community and Media

Collaborate with communities to improve quality of life and minimize environmental impacts, working to reduce operating risks. Invest in comprehensive development programs such as education and health, providing clear and reliable information on the Group.

Stakeholders CYDSA's Commitment

Managers

CYDSA's Sustainability Model ensures sustainable growth through the implementation of sustainable practices and continuous innovation. The focus is on creating value through effective corporate governance and identifying priority objectives in line with the Company's business strategy.

Civil Society Initiatives

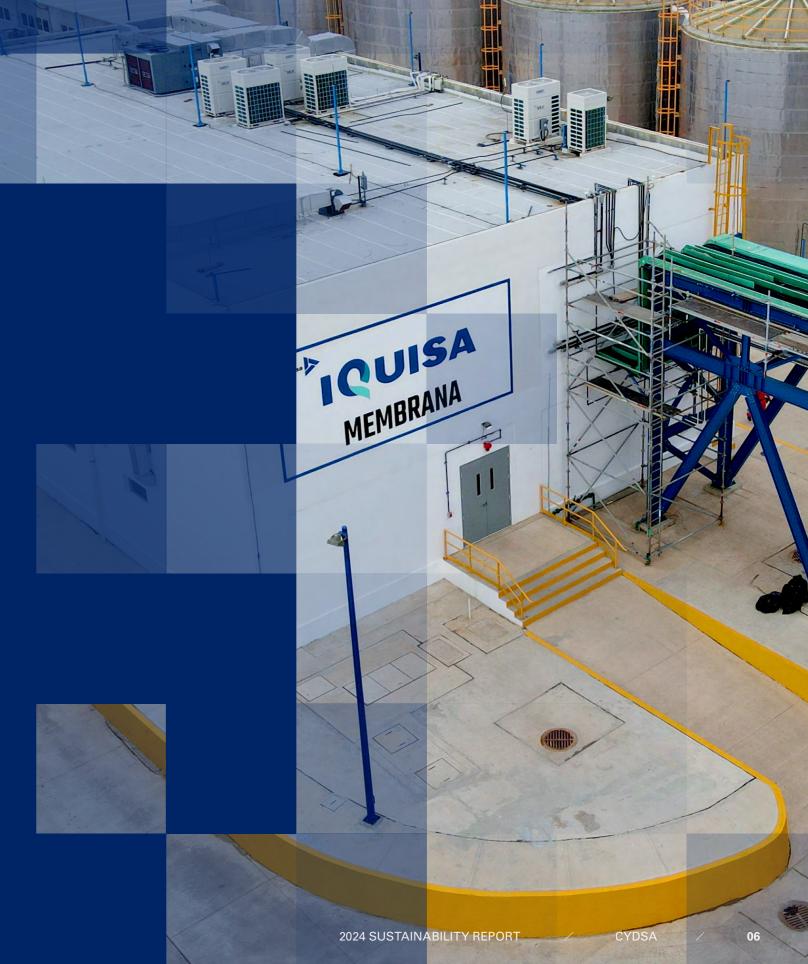
Support Non-Governmental Organizations (NGOs) in the region through a project-driven strategy to meet local needs, through ongoing dialogue to ensure effective collaboration in accordance with community objectives.

Industry

Comply with industry standards and support collaboration between companies and with strategic customers. Participate actively in chambers of commerce and industry associations to improve practices and create resilience considering market changes.

Regulators

Remain committed to ethical and transparent operations, complying with all laws and regulations, and necessary permits and certifications. The Company cooperates in audits and investigations, and applies its Code of Conduct.



MESSAGE FROM THE CHAIRMAN OF THE BOARD ESG FOCUS **PEOPLE** CORPORATE GOVERNANCE **COMPANY PROFILE ENVIRONMENT** COMMUNITY ABOUT THIS REPORT

2-28

CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)

CYDSA became an official signatory of the United Nations Global Compact in 2022, integrating the Sustainable Development Goals (SDGs) established by the United Nations as part of its sustainability commitment. The Group developed its Sustainability Strategy to implement concrete actions to create value and contribute to the UN's objectives. The most significant SDGs for both the Group and its Stakeholders are prioritized.



To see CYDSA's 2024 Global Compact Communication on Progress Questionnaire, please click here.

COMPANY PROFILE

MESSAGE FROM THE CHAIRMAN OF THE BOARD ESG FOCUS ENVIRONMENT PEOPLE COMMUNITY CORPORATE GOVERNANCE ABOUT THIS REPORT

SUSTAINABLE DEVELOPMENT GOALS



CYDSA'S FOCUS

Implement measures to prevent negative impacts to the health and safety of the surrounding areas, providing accessible healthcare services to employees and communities, and creating programs and campaigns to provide support and education on well-being.



CYDSA'S FOCUS

Contribute to maintaining spaces and sources of education in local communities, and offer adequate training opportunities to personnel in order to support their personal and professional development.



CYDSA'S FOCUS

Provide a fair and equitable work environment so everyone has the same opportunities within the Organization. Leverage the benefits of having a diverse and inclusive workforce.



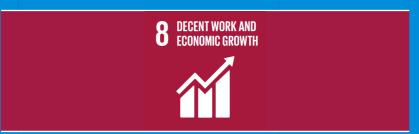
CYDSA'S FOCUS

Provide preventive solutions for more efficient water consumption, and ensure access to potable water in the communities where CYDSA operates. Do not contaminate bodies of water.



CYDSA'S FOCUS

Allocate the resources necessary to contribute to the energy transition, ensuring the continuity of the Company's activities. Optimize processes to improve equipment efficiency, and take advantage of residual energy and new production technologies.



CYDSA'S FOCUS

Safeguard the occupational health and safety of employees at all times, in line with the industry's best practices and standards. Obtain certifications to assess the Company's risk identification processes. Ensure adequate working conditions and benefits.



CYDSA'S FOCUS

Continue implementing solutions to provide products for responsible consumption among the Group's customers, and obtain certifications for recycling and reuse of resources in the production chain.



CYDSA'S FOCUS

CYDSA focuses on sustainable technologies, emissions-reduction certifications, and actions to mitigate environmental impacts. These actions include reducing emissions, using clean technologies, and reforestation.

MESSAGE FROM THE CHAIRMAN OF THE BOARD **COMPANY PROFILE**

ESG FOCUS

ENVIRONMENT

SUSTAINABLE DEVELOPMENT GOALS



CYDSA'S FOCUS

Obtain appropriate certifications to assess CYDSA's ethical and responsible business practices. Uphold solid corporate governance structures and mechanisms in implementing and moving forward with the Company's Sustainability Strategy.





CYDSA'S FOCUS

Work with the Company's supply chain to ensure compliance with required ESG standards and maintain responsible operations. Form and maintain partnerships, and work with different domestic and international industry groups.





MESSAGE FROM THE CHAIRMAN OF THE BOARD

Throughout its history, CYDSA operated under the highest standards of quality, safety, social responsibility, and environmental protection in its operations.

Due to regulatory changes to Sustainability matters, the Group is now also focusing its efforts on adapting its strategy, objectives, and metrics to comply with the new rules and regulations. The consolidation of an organizational culture based on respect for the environment, employee commitment, and social responsibility to aid in the development of the communities surrounding CYDSA's facilities requires collaboration from all operating and corporate areas.





Complying with the directive of continuous improvement, the Group's commitment to sustainability trickled down from senior management to the different operating areas, encouraging an organizational culture bound by the values of environmental responsibility, ethics, and social development. To identify the impact of each business and plant in the overall results, the priority objectives are tracked continuously using technological platforms and control panels. In order to prioritize Sustainability efforts, these objectives are grouped into three action areas, namely the Environment, Employees, and Value to the Communities.

IMPORTANT ENVIRONMENTAL ACTIVITIES

CYDSA is implementing and continuing to develop environmental initiatives across the Group's different businesses.

In the Salt for Household Consumption and Industrial Applications Business, the Company increasingly uses more oxodegradable materials to manufacture plastic canisters and lids used to package several different sizes of salt and complementary products.

The Chlorine, Caustic Soda, and Related Specialties Business implemented available energy-efficient technology with minimum environmental impact in its production processes. This approach also extended to the new plant in Coatzacoalcos, Veracruz. The Company also continuously explores technological innovations to reduce emissions and develop wastewater treatment projects, as well as zero discharges into process water.

The Refrigerant Gases Manufacturing and Commercialization Business continues to sell substances with lower potential to contribute to climate change, reaffirming CYDSA's commitment to mitigate environmental impacts. Furthermore, all production plants and eligible selling companies are continuing to renew and update certifications for domestic and international standards, consolidating the Group's sustainability-based growth strategy. Most notable among these certifications are ISO-9001:2015 in quality administration systems, ISO-14001:2015 in environmental management, FSSC-22000:2013 for innocuous food manufacturing, and NSF-060 for protecting health in potable water treatment. Additionally, CYDSA's operations have maintained or received new recognitions from the Secretary of the Environment and Natural Resources (SEMARNAT), the Secretary of Labor and Social Security, the Mexican Center for Philanthropy, and the Chlorine Institute of the USA, reflecting the Company's ongoing commitment to sustainability and operating excellence.

KEY EMPLOYEE-RELATED ACTIVITIES KEY COMMUNITY-RELATED

MESSAGE FROM THE CHAIRMAN OF THE BOARD

Regarding the Employee-related action line, CYDSA reaffirmed its commitment to ethics and regulatory compliance by ensuring everyone in the Organization understands the Code of Ethics. As part of these efforts, the Company improved the Tips Hotline, a key mechanism for promoting ethics and integrity in the workplace. The Group advanced Sustainability initiatives to promote gender equity by implementing specific actions to increase the number of women working for the Group, according to the needs and characteristics of each Business.

In order to improve personnel safety and well-being, the Company increased operating security protocols at all plants, and conducted targeted health campaigns to prevent accidents and protect employees. As a result of these efforts, the Refrigerant Gases Manufacturing and Commercialization Business received the Responsible Work Award, reflecting CYDSA's ongoing commitment to best labor and operating practices.

ACTIVITIES

In 2024, CYDSA implemented a far-reaching community relationship plan involving the people living near the Company's production facilities, aiming to align social responsibility initiatives to the specific needs of each region. This resulted in a series of initiatives to contribute to social development in the areas of the Company's influence, namely: support for health campaigns, education through donations of classroom equipment, ecological awareness through recycling campaigns, and contributions to cultural areas. events. Reaffirming its commitment to safety and the well-being of the surrounding communities, the Organization consolidated its Zero Operating Incidents Policy with impacts outside its facilities, ensuring optimal conditions for the surrounding communities and increasing trust in the Company's operations.

Finally, as one of the most relevant initiatives to protect communities, CYDSA continued driving efforts to protect biodiversity. One of the Company's standout initiatives is its program to protect the Kemp's Ridley Sea Turtle in Veracruz, providing ongoing support in protecting the nesting grounds of this endangered species. The Organization also redoubled its efforts to protect native flora by growing seedlings in its own nurseries. The reforestation of more than 35 hectares over the last nine years contributed to the recovery and preservation of local ecosystems, just as participation in the Solid Waste Collection Program on paths and in areas in the Chipinque Natural Reserve.

ADAPTING THE SUSTAINABILITY STRATEGY TO NEW STANDARDS

In 2024, the Group began adapting its Sustainability Strategy to IFRS S1 and S2. These standards regulate the release of information on risks and opportunities, and sustainabilityrelated matters impacting companies, including improving governance mechanisms for decisionmaking based on sustainability objectives and metrics. The process of adaptation will continue next year, and implementation will require the collaboration of different operating and corporate

PRESENTATION OF THE CYDSA 2024 SUSTAINABILITY REPORT

CYDSA is pleased to present the 2024 Sustainability Report. This document includes objectives and indicators to support the Company's strategy and commitment to the environment, ethics, and social responsibility.

CYDSA owes its progress to its dedicated employees, and strong support from customers, suppliers, shareholders, investors, financial institutions, neighboring communities, and other stakeholders. Their ongoing participation will remain key to consolidating CYDSA's Sustainability Strategy, and for achieving both medium- and long-term objectives, ensuring the Group's operations, products, and services offered contribute to building a healthy and sustainable world for future generations.

Sincerely,

Tomas Laly S.

Tomás González Sada

Chairman of the Board of Directors and Chief **Executive Officer**



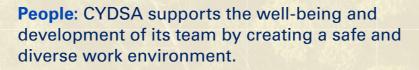
The Group continues its efforts to reach its established sustainability objectives in relation to the following action lines: Environment, People and Community.

In addition to working towards the goals, in 2024 CYDSA streamlined the definition of its objectives, and improved sustainability governance. Strengthening governance meant increasing follow-up on expected performance-focused activities, on the indicators measuring those activities, and on increasing transparency and precision in releasing sustainability-related information.





Environment: The Company focuses on reducing greenhouse gas emissions and on using resources more efficiently, supporting a circular economy.









Community: The Company maintains close ties to communities, creating positive impacts and contributing to social development while supporting a safe workspace for everyone.



PEOPLE COMMUNITY CORPORATE GOVERNANCE **ABOUT THIS REPORT**

3-1

2-29

MATERIALITY

CYDSA updated its materiality analysis in 2023, reviewing and evaluating its stakeholders' constantly evolving needs and interests. This initiative led the Company to understand the evolution of the expectations and priorities of each business unit. The result is better strategic alignment of CYDSA with current and future demands, with the Company dedicating resources and time to priority activities.

CYDSA'S MATERIAL TOPICS Critical topics Priority topics Topics to monitor 1. Energy consumption and 6. Waste and recycling 12. Responsible supply chain 7. Operating safety (community 13. Innovation management 2. Climate change and GHG 14. ESG risk management (crisis safety) 8. Community relationships emissions management) 3. Water management 9. Diversity and equity 15. Quality management 4. Corporate ethics 10. Organizational structure and 16. Workplace well-being 5. Employee health and safety 17. Hazardous materials management 11. Talent development and retention To understand the process of preparing the materiality analysis, please **click here**.

SUSTAINABILITY MODEL

CYDSA developed its Sustainability Model based on its materiality analysis. Of the 17 topics identified, the Company is focusing on 11 critical and priority topics with significant impacts for the Company. The topics were grouped into six priorities and three action lines.

- The center of the model shows the principles and values governing CYDSA's activities.
- The second layer indicates the three action lines (Environment, People, and Community) identified with stakeholder participation.
- The outside circle contains the Company's six priorities (net emissions reduction, circular economy, community value, safe environment, diversity, equity, and opportunities, community value, and safe environment).
- The elements of innovation and communication are also included as factors contributing to strategy management.



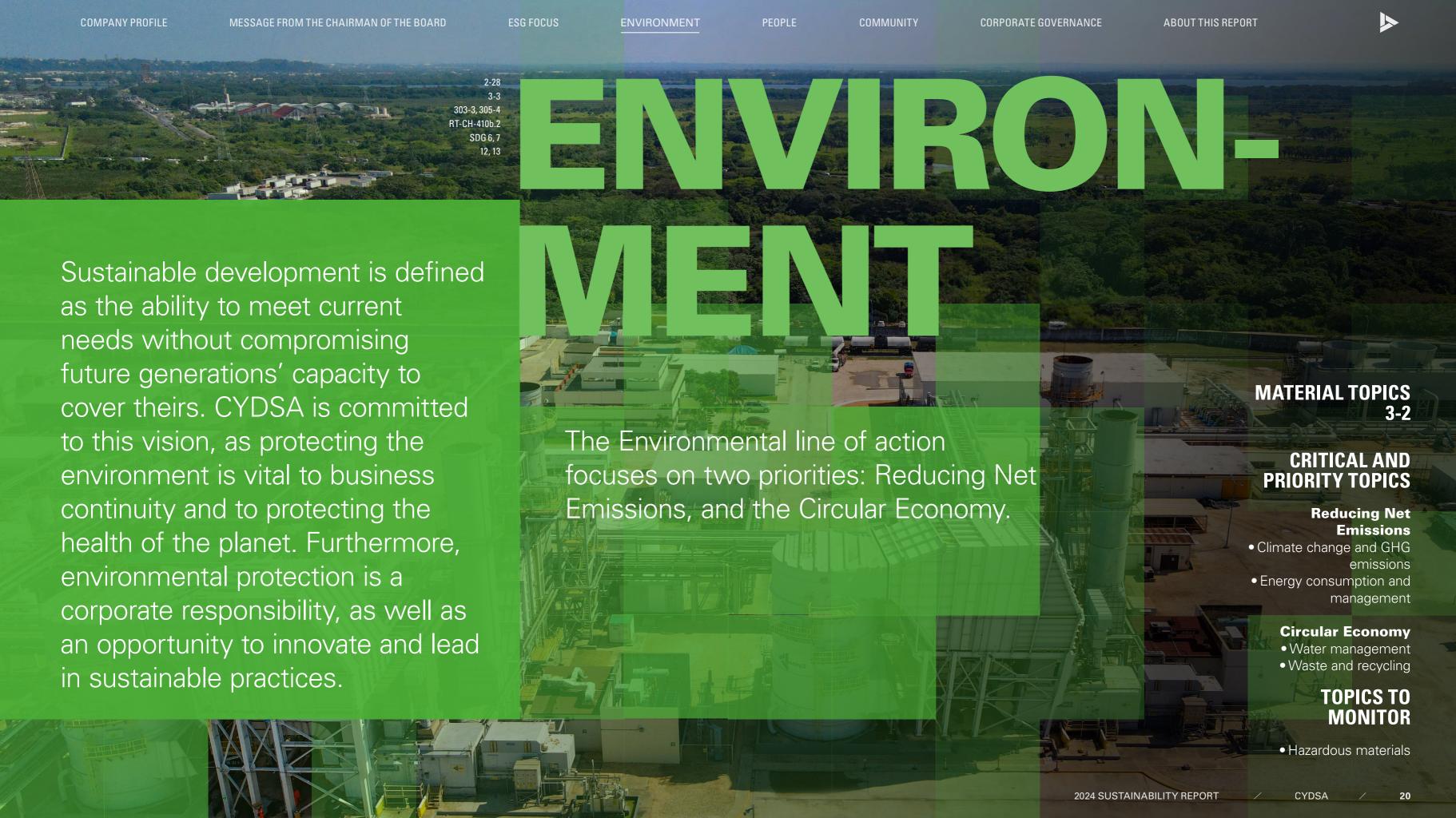






2024 SUSTAINABILITY REPORT

CYDSA



3-3

CLIMATE CHANGE AND GHG EMISSIONS

Climate change is currently a major environmental challenge associated with the growing frequency of extreme meteorological phenomena with the potential to affect human health and well-being. International bodies and agreements such as the Paris Agreement have established goals to limit global warming to less than 2 degrees Celsius above pre-industrial levels.

Greenhouse Gas Emissions (GHG)

Throughout its history, the Group has implemented innovative technologies to mitigate greenhouse gas emissions (GHG), putting adequate measures in place in response to chemical processes that release gases and burn fuels.

Considering the global challenges posed by climate change, and aware of its environmental responsibility, CYDSA has implemented strategies to reduce its carbon footprint and improve the resilience of its operations.

Among its main initiatives are efficient electricity and steam cogeneration, optimizing production processes, and adopting clean technologies. These actions not only contribute to mitigating greenhouse gas emissions, but they also improve operating efficiency, reduce resource consumption, and improve the long-term sustainability of the business.







ESG FOCUS

Reduction of Net Emissions

Reduce the intensity of Scope 1 and 2 Emissions of the CYDSA Group to a range between 0.65 and 0.85 tCO₂e / t produced by 2030, which is equivalent to a reduction in the indicator of between 50% and 62% compared to the level of 1.7 tCO₂e / t produced in 2018.



Scope 1 greenhouse gases derive from emissions from the Group's facilities with the following characteristics:

- 1. Stationary Combustion: Emissions from burning fuels in boilers, ovens, and generators.
- 2. Mobile Combustion: Emissions from vehicles owned by the Company, such as trucks and automobiles.
- 3. Manufacturing Processes: Emissions from industrial chemical processes.
- 4. Leaks: Emissions from equipment leaks, such as air conditioning systems, cooling systems, and gas pipes.

Scope 2 greenhouse gases occur at energy supplier facilities with the following characteristics:

- 1. Purchased Electricity: emissions from electricity generation purchased by the Organization for use in its operations.
- 2. Purchased Heating and Cooling: emissions from generation of purchased heat and cooling by the Organization for use in its operations.
- 3. Purchased Steam: emissions from steam generation purchased by the Organization.

COMPANY PROFILE

MESSAGE FROM THE CHAIRMAN OF THE BOARD

ESG FOCUS

ENVIRONMENT

SDG Goals 12.5, 12.6, 13.2

RT-CH-410b.2 CYDSA'S ACTIONS



Incineration of fluorinated gases

At Quimobasicos, the Group now uses argon plasma arc technology to control and destroy fluorinated gases. This technology breaks down fluorinated gas molecules into less damaging or inert components with less environmental impact.

CYDSA's two destruction units operated constantly throughout 2024, processing the subproduct HFC-23, a derivative of HCFC-22 production. The Company also offers third parties incineration services, helping them reduce their emissions.

- Unit 1 (internal): destroys the refrigerant trifluoromethane (HFC-23) by incineration at CYDSA's internal operations.
- Unit 2 (external): destroys Ozone-Depleting Substances (ODS), and several GHGs for external customers.



Use of hybrid boilers

To produce chlorine, caustic soda, and related specialties, boilers at the IQUISA Coatzacoalcos, IQUISA Santa Clara, and IQUISA Noreste plants combine natural gas and hydrogen as fuel in a 50/50 mix. The hydrogen is collected and purified, and then used in several applications within the plant, increasing process efficiency and sustainability.









PEOPLE COMPANY PROFILE MESSAGE FROM THE CHAIRMAN OF THE BOARD ESG FOCUS **ENVIRONMENT** COMMUNITY CORPORATE GOVERNANCE **ABOUT THIS REPORT**

Scope 1 (direct)

cope 2 (indirect)

305-1 305-2

110a.2

EM-MD-110a.2

IF-EU-110a.3

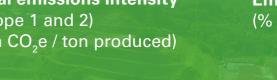
EM-MD-110a.1, RT-CH-

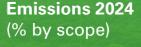
PERFORMANCE

In 2024, direct emissions (Scope 1) decreased 8.1% over 2023, dropping from 550,000 tCO₂e in 2023 to 506,000 tCO₂e in 2024.

The Company also reduced total emissions (Scope 1 and 2) by 62.4% with respect to the 2018 baseline year, dropping from 2.75 billion tCO₂e in 2018 to 1.03 billion tCO₂e in 2024, despite continuous growth in operations. These advances were the result of accumulated reductions arising from various initiatives focused on mitigating and decreasing emissions.

Emissions 2024 Total emissions intensity (thousand ton CO₂ equivalent) (scope 1 and 2) (ton CO₂e / ton produced)

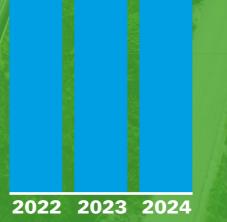






In comparison with 2023, there was a 0.7% decrease in the intensity of total emissions (Scopes 1 and





0.81

0.62

0.61



For more on CYDSA's historical results, please see

ESG Data Summary

PHYSICAL RISKS OF CLIMATE CHANGE OVERALL FINDINGS

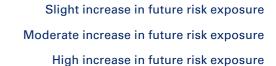
CYDSA has analyzed its exposure to the physical dangers of climate change in the locations where the Company has production plants. This analysis was prepared based on directives from the Task Force on Climate-Related Financial Disclosures (TCFD). The study considers scenarios of low, medium, and high emissions according to Intergovernmental Panel on Climate Change (IPCC) models and literature, with 2030 as the short-term time horizon, 2050 as the medium term, and 2070 as the long term.

The objective of the analysis is to understand and quantify the level of exposure to the physical dangers of climate change faced by CYDSA's five locations with production plants, and potential hazards under different hypothetical futures.¹ The analysis provides a first look at the Company's exposure to climate change-related risks, serving as the basis for understanding those risks better, and potentially creating an adaptation strategy.

To identify exposure levels, two types of climate conditions were analyzed: hot and dry; and humid and windy. Eight physical dangers from climate change were analyzed: average annual temperature, extremely hot days, drought periods, days with extreme fire danger, intensity of extreme rain, frequency of extreme rain, storm surge events, and higher sea levels.

The following table summarizes the average level of exposure of the locations evaluated for the different physical climate dangers. The table shows the level of exposure as an average between the different time horizons (2030, 2050, and 2070), and climate scenarios (low, medium, and high emissions). CYDSA's results are specified by location.



















- Average annual temperature
- Longest drought period
- Days with extreme fires
- Extreme rain intensity
- Storm surge events from 1 to 100 years
- Increase in relative sea levels

¹ Adapted from Deloitte, Analysis of Physical Risks from Climate Change, CYDSA. October 2023.

COMPANY PROFILE

MESSAGE FROM THE CHAIRMAN OF THE BOARD

ESG FOCUS

ENVIRONMENT

PEOPLE



ENERGY

CONSUMPTION AND MANAGEMENT

Management and efficient use of the energy generated by the cogeneration plants have resulted in important environmental and economic benefits for CYDSA's operations and are a key resource for the continuity of its operations. Having its own source of efficient and environmentally low-impact energy is a significant competitive advantage for the Group.

CYDSA has dedicated more than 20 years to developing strategies to reduce its energy consumption, an effort bolstered by the Energy Management Area. This team specializes in identifying consumption anomalies in production that might indicate inefficiencies and subsequently finding solutions to decrease the energy consumption intensity.

In 2024, energy consumption increased 0.6% over 2023. Keeping consumption stable year over year translates into an intensity on par with the 2023 level, with a **0.2**% decrease.

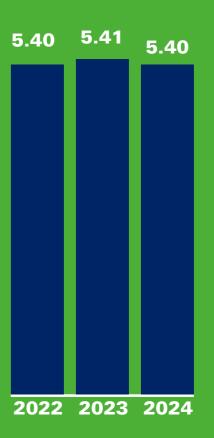
302-1 302-3 302-4 RT-CH-130a.1 SDG Goal 7.3

PERFORMANCE





Consumption intensity per unit of production (Gj/ton)





For a detailed look at CYDSA's historical results, please visit **ESG Data Summary**

COMPANY PROFILE

MESSAGE FROM THE CHAIRMAN OF THE BOARD

ESG FOCUS

ENVIRONMENT

PEOPLE

CORPORATE GOVERNANCE

CYDSA'S ACTIONS



Cogeneration

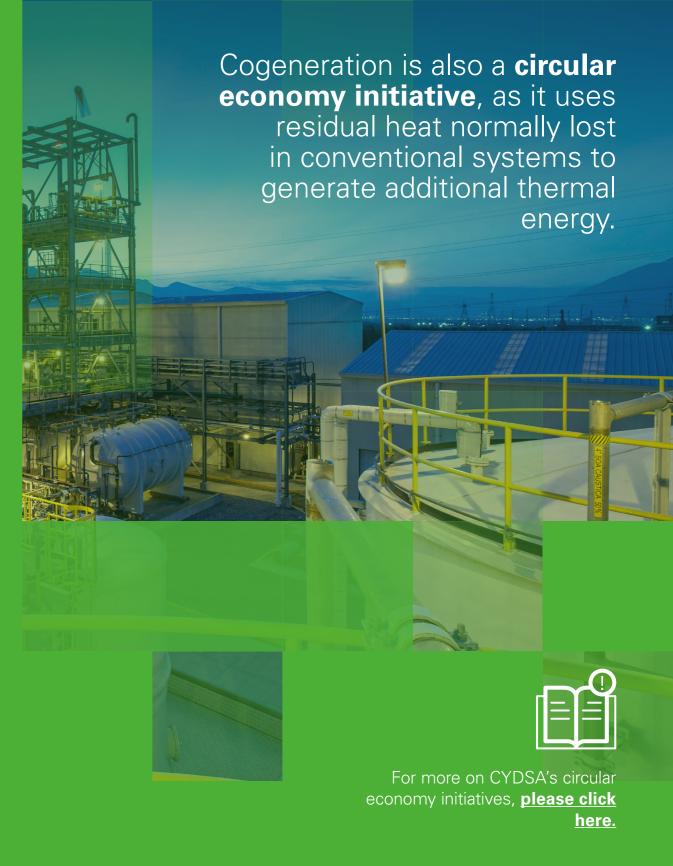
Energy cogeneration² simultaneously produces electricity and useful heat from a single source of energy. CYDSA uses natural gas as fuel to generate electricity and steam at the Electricity and Steam Cogeneration Plants I and II in Coatzacoalcos, Veracruz.

Both plants have "Investment in Efficient Cogeneration" certification provided by Mexico's Energy Regulatory Commission (Comisión Reguladora de Energía – CRE), giving the Company greater flexibility in use of the energy generated. The Clean Industry Certification granted by the Federal Environmental Protection Agency (PROFEPA) was also renewed.

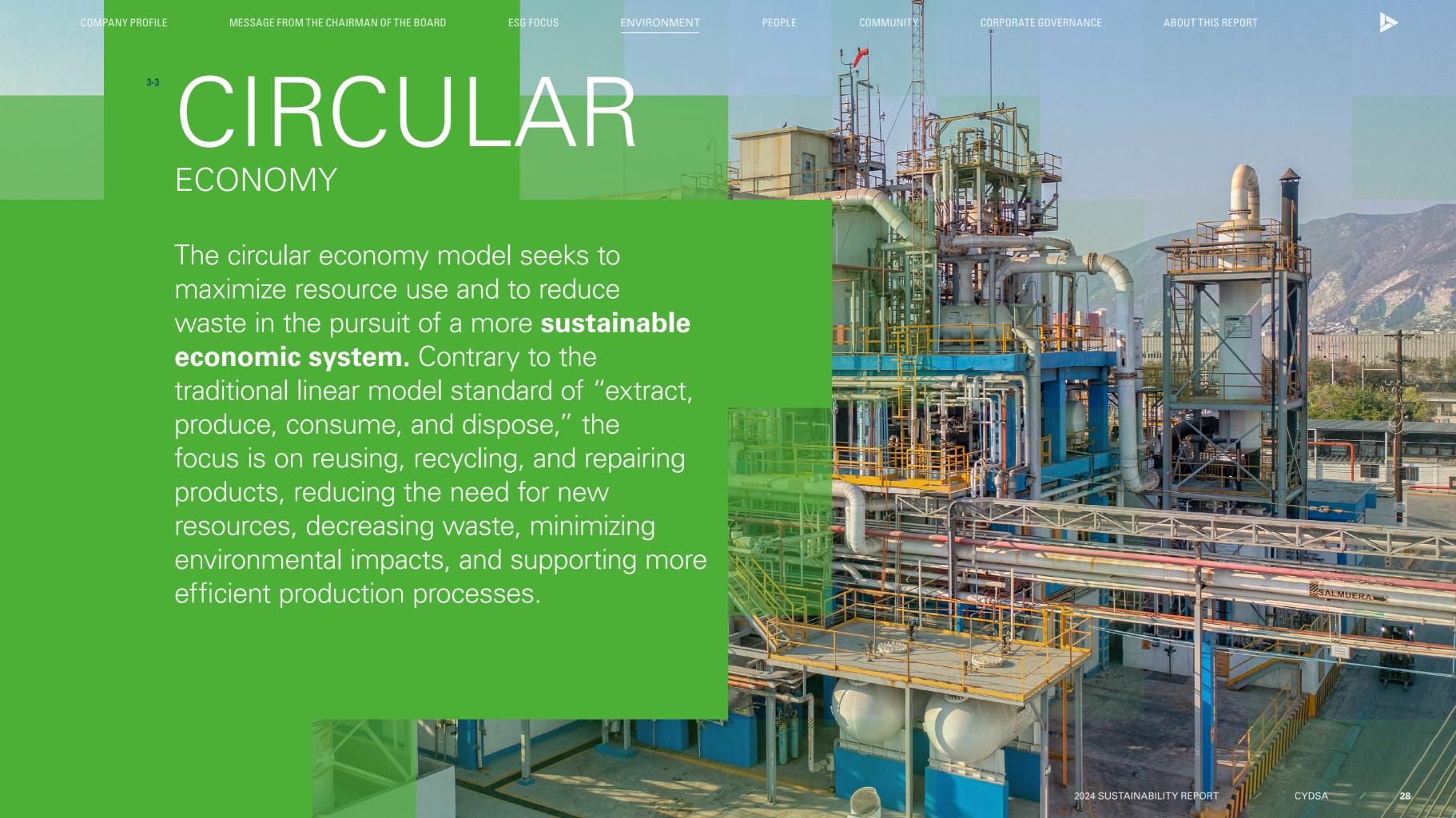
CYDSA has made investments to increase the plants' capacity from cooling systems to optimize their performance. The Company has also invested in a facility to ensure constant pressure of the natural gas used to fire the turbines.

Use of energy-efficient membrane technology

Three of CYDSA's chlorine and caustic soda plants use membrane technology. This system reduces electricity consumption by 30% in comparison with mercury technology, contributing to the mitigation of greenhouse gas emissions. The plants already employing this technology are IQUISA Noreste, IQUISA Santa Clara, and the second IQUISA Coatzacoalcos Plant.



² This process complies with the provisions of the Public Service Electricity Law (Ley de Servicio Público de Energía Eléctrica - LS-PEE) and the guidelines established by the Energy Regulatory Commission (Comisión Reguladora de Energía - CRE).



3-3 303-1 303-2 RT-CH-140a.3 IF-EU-140a.3 RT-CH-140a.3 IF-EU-140a.3 SDG 6

WATER MANAGEMENT

Water management is crucial in Mexico, where demand exceeds availability in certain regions or during specific periods. Factors such as low precipitation, population growth, agricultural and industrial activity, and inefficient management aggravate this situation. In states with high water stress where CYDSA has operations, such as the State of Mexico, Nuevo León, and Sonora, it is essential to implement immediate actions to ensure conservation and availability.

CYDSA is committed to managing water responsibly, with the priority on not affecting water availability in the communities where the Company operates. The Company develops strategies, actions, and projects focused on three main areas:

- Minimizing water use (recirculation): recirculating water from certain processes for reuse in operations.
- Limiting potable water use (extraction):
 through extraction, treatment, and use of water
 from non-potable sources, or from the lowest
 quality available (black water and treated
 water), in certain cases in collaboration with
 the authorities.
- Improving discharged water quality (treatment): implementing water treatment so discharged water does not negatively impact the bodies of water where it is placed, allowing previously discharged water to be reused.



CYDSA'S ACTIONS



Water Recirculation

Water recirculation consists of reusing water within the same system, or in different systems after undergoing specialized treatment. This focus reduces dependency on fresh water in each usage cycle, minimizing wastewater discharge into the environment and helping to prevent water pollution. This process can result in savings in operating costs.

Recirculation in action

In the Electricity and Steam Cogeneration Business, which produces thermal energy in the form of steam, the volume of recirculated water in production was approximately 811,000 cubic meters in 2024.

initiatives were implemented in production processes. Specifically, wastewater is recovered from the osmosis processes used to manufacture soda, wash equipment, and separate salts in the wastewater treatment system.



Wastewater or treated water extraction

One of the circular economy initiatives CYDSA has included in its operations is the extraction of wastewater or treated water. The extraction, treatment, and use of this lower-quality water in the production processes of certain businesses, on one hand, prevents the discharge of At IQUISA Santa Clara, several water recirculation contaminated or low-quality water into bodies of water, and on the other hand, reduces the consumption of potable water.



Wastewater or Treated Water Extraction

Increase the Volume of Wastewater Extracted by the CYDSA Group to a range of between 0.85 and 1.40 million m³ by 2030, which corresponds to an increase in the indicator of between 46% and 139% compared to the level of 0.58 million m³ in 2018.



Extraction and treatment of water in action RT-CH-410b.2

In 2024, CYDSA continued with key initiatives to optimize water management, focusing on the use of wastewater and treated water in its operations. This focus reinforces its commitment to the circular economy and to minimizing environmental impacts, especially in regions with high levels of water stress, such as Nuevo León.

The IQUISA Noreste plant treated a significant proportion of the water extracted for its processes, with a total volume of 391,265 cubic meters. Quimobasicos, with treatment capacity of 12 liters per second, processed 127,995 cubic meters of wastewater, converting it into industrial water. This resource is fundamental for manufacturing the demineralized water used in boilers and plasma units, as well as remineralized water used to wash equipment, dilute caustic soda, and water green spaces. Quimobasicos also uses this resource to create hydrochloric acid (HCI) 30%.

The volume of wastewater and treated water extracted in 2024 was nearly 519,000 cubic meters for the year, equal to annual consumption of potable water by approximately 1,900³ families.



Recirculated Volume of Water

Increase the Volume of Recirculated Water of the CYDSA Group to a range between 2.40 and 2.80 million m³ by 2030, which corresponds to an increase in the indicator of between 98% and 131% compared to the level of 1.21 million m³ in 2018.

³ CONAGUA (2017). Estimate of factors and functions of potable water demand in Mexico's domestic sector.

COMPANY PROFILE MESSAGE FROM THE CHAIRMAN OF THE BOARD ESG FOCUS

ENVIRONMENT

PEOPLE

COMMUNITY





RT-CH-140a.1





2018 2022 2023 2024

Baseline

year

2,995

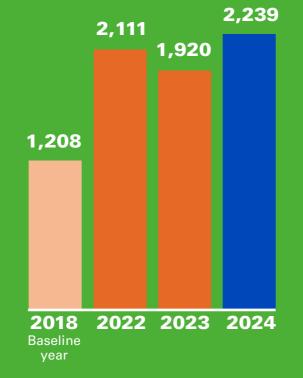
Total water consumption (in thousands of cubic meters)

Variation % Variation % 2023-2024 2018-2024 -12.2% -37.8%

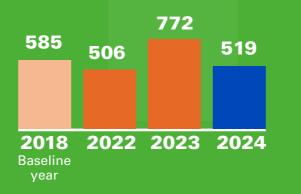
Volume of Recirculated Water (in thousands of cubic meters)

Variation %	Variation %
2023-2024	2018-2024
+16.6%	+85.3%

Volume of Recirculated Water



Wastewater or treated water extracted





2024 TOTAL WATER

3,569,723 m³
Extracted by plants
574,532 m³

Discharged by plants

1,046,907 m³
Consumed from zones with water stress (35.0%)

2,238,873 m³

Consumed and recirculated (74.7%)

COMPANY PROFILE

WASTE AND RECYCLING

Waste management is key for resource optimization in a circular economy. CYDSA has a Hazardous Waste Management Plan and a Special-Handling Waste Management Plan, whose goal is to not cause negative impacts to society or the environment. The Group's plants have comprehensive plans to classify, collect, and dispose of waste, and they encourage recycling and reuse pursuant to safety standards and local laws.



306-4 306-5

SDG Goal 12.5

PERFORMANCE

Of the 6,826 tons of total waste recorded in 2024, 91% was recycled or destined for a purpose other than elimination by disposal.



For more on CYDSA's historical results, please see **ESG Data** Summary

Total tons of waste (ton)	2022	2023	2024
Hazardous liquid waste	120	418	72
Hazardous solid waste	957	650	521
Biological infectious hazardous waste		0.4	1.2
Hazardous waste	1,077	1,069	594
Special Handling Waste	5,617	5,349	5,926
Municipal Solid Waste (non-hazardous)	319	366	306
Non-hazardous waste	5,936	5,716	6,232
Waste not destined for disposal [recycling]	2,105	2,525	1,793
% of total waste recycled	30%	39%	29%
Total weight of hazardous waste	7	45	62
Total weight of NON-hazardous waste	2,098	2,479	1,731
Waste destined for disposal	4,908	4,005	4,425
% of total waste disposed of	70%	61%	71%
Total weight of hazardous waste	1,070	753	526
Total weight of NON-hazardous waste	3,838	3,252	3,899

CYDSA'S ACTIONS



Some relevant waste management efforts at the operations located in Veracruz for Sales del Istmo, IQUISA Coatzacoalcos, and Underground **Hydrocarbons Storage include the following:**

Plastianguis

In coordination with the environmental subcommittee of CLAM (Local Mutual Aid Committee), and with the objective of commemorating World Environment Day, these businesses participated in the Plastianguis educational program. This program seeks to raise environmental awareness in local communities on the good use, identification, correct separation and disposal of post-consumption plastic waste. There is also an exchange of plastics for a basic basket of products.

HP Planet Partners

The purchasing policies of the Hydrocarbon Underground Storage Business require suppliers to comply with adequate management and waste prevention criteria. Following in the steps of IQUISA Coatzacoalcos, in 2024, the Company joined the HP Planet Partners program to reuse and recycle Hewlett Packard equipment and printing products at the end of their useful life. Reuse of these materials helps conserve natural resources and reduces the need to extract raw materials, significantly contributing to environmental protection.

tons of plastic waste collected and appraised.

+400 participants.

pantry baskets provided.

+1,600



COMPANY PROFILE MESSAGE FROM THE CHAIRMAN OF THE BOARD ESG FOCUS

ENVIRONMENT

PEOPLE

OTHER ENVIRONMENTAL ACTIVITIES

As part of the efforts in the Environment action line of its Sustainability Strategy, CYDSA conducted several complementary environmental activities in its main focus areas. These actions were oriented to protecting nature, particularly conserving biodiversity.

Reforestation

In 2024, the Group once again held its reforestation program in Chipinque, as well as in a CYDSA facility. From the start of the project in 2016 through the end of 2024, 35.6 hectares have been planted.

In the Hydrocarbon Underground Storage Business, a reforestation campaign was held in Nanchital, Veracruz, with 300 trees donated to the community.

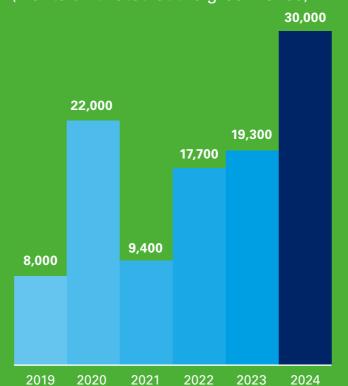
Protecting the Kemp's Ridley Sea Turtle

The program continued to support and protect the nesting of the Kemp's Atlantic Ridley Sea Turtle in the state of Veracruz.

Plant Cultivation

Several years ago CYDSA built a forest nursery with the capacity to cultivate 30,000 plants every year. The purpose of this nursery is to help conserve native species in the region. The following table shows the historical evolution of plant cultivation:

(Plants cultivated at the greenhouse)





RT-CH-320a.1 SDG 3.4.8

The talent and commitment of CYDSA's employees are the motor of growth and sustainability. Their well-being, development, and inclusion strengthen the organizational culture, and generate positive impacts on productivity and long-term success. The Company's safe and equitable environment supports personal and professional growth so everyone can reach their maximum potential.

The People line of action is based on the most relevant needs of the team and those participating in operations. Its priority focus is to guarantee employee health and safety, simultaneously supporting their overall well-being and professional development. CYDSA also supports an inclusive and equitable work environment, with **growth opportunities** supporting commitment and contribution to the Company's sustainable success.

MATERIAL TOPICS 3-2

• Employee health and

PRIORITY TOPICS

safety

- Diversity, equity and opportunities
- Talent development and retention

TOPICS TO MONITOR

Workplace well-being

COMPANY PROFILE MESSAGE FROM THE CHAIRMAN OF THE BOARD PEOPLE CORPORATE GOVERNANCE ESG FOCUS **ENVIRONMENT ABOUT THIS REPORT**



Occupational health and safety focuses on safeguarding workers' well-being. CYDSA strives to prevent occupational accidents and illnesses by creating a safe working environment. A management system in this area includes identifying and controlling risks, training, complying with standards, supporting health, and managing incidents.

- 4 Issued by the Industrial Safety, Operating Safety, and Environmental Protection Administrative System (Sistema de Administración de Seguridad Industrial, Seguridad Operativa y Protección al Medio Ambiente - SASISOPA)
- 5 Occupational Health, Security, and Environment Protocol (Protocolo de Seguridad, Salud Ocupacional y Medio Ambiente -SSOMA)

HEALTH AND SAFETY MANAGEMENT SYSTEM 403-2 403-3 403-4

403-6

RT-CH-410b.1 RT-CH-320a.2 CYDSA implements health and safety measures through protocols in line with those of the Process Improvement Institute. This system is designed to identify, minimize, and control human-related risks. All of CYDSA's plants and business units use the Process Safety Management (PSM) system for supervision. Activities considered "dangerous" are carried out according to strict protocols and specific levels of authorization.

Risk Evaluations

CYDSA conducts evaluations and social and labor risk profiles for all of its products and at all of its plants, assuring compliance with the most demanding international standards (Dutch Line, Clean Industry, SARI, NSF, Chlorine Institute Recognitions). When a parameter or deviation exceeding maximum allowed levels is detected, an action plan is implemented to focus on preventing, mitigating, or eliminating the conditions with potential risks to worker health or safety.

Safety Commissions

Mixed commissions comprised of unionized personnel and management have been created to evaluate risks and investigate accidents through exhaustive analysis. The Commission meets every quarter and performs monthly inspections with the objective of protecting personnel, facilities, the community, and the environment. An annual Corporate Audit is also performed to guarantee compliance with occupational health and safety policies.

Risk Reporting Mechanisms

Employees have the option to report dangerous or risky working conditions by means of an electronic format integrated into the Company's administration system. The most frequently recurring incidents are communicated through the Internal Safety Bulletin. To improve awareness on health and safety matters, boards and electronic screens are used to provide information on risks and best practices.



RT-CH-410b.1 PERATIONAL

SAFETY



Operational Safety

Do not exceed one loss time case per 1.000 workers per year.

Every area in the Organization has strategic programs designed to attain the highest safety standards. Internal Emergency and Materials Transport Plans are among the key tools for preventing and monitoring possible incidents. Furthermore, the IQUISA Hermosillo, Coatzacoalcos, Noreste, Tlaxcala, Santa Clara and Quimobasicos plants are integrated into the Chemical Industry Emergency Transport System (Sistema para Emergencias de Transporte en la Industria Química – SETIQ), a service providing immediate telephone response in the event of emergencies when transporting chemical products, by connecting efficiently with specialized emergency response teams.

MESSAGE FROM THE CHAIRMAN OF THE BOARD

ESG FOCUS

ENVIRONMENT

PEOPLE



Safety Training

Emergency simulations are held at all plants, including different types of leaks, to ensure employees are prepared to act appropriately in the event of a real emergency. Personnel receive training to respond efficiently and safely so both people and facilities are protected. Annual talks on prevention are organized in collaboration with the safety department. These sessions underscore the importance of correct use of personal protective equipment, and encourage best practices in safety matters.

Other key topics discussed in training include risk analysis, blocking and labeling, waste management, work at height, use of fire extinguishers, and emergency response. The result: fewer incidents, greater well-being, and employee satisfaction.

Safety Excellence Award - The Chlorine Institute

This recognition is granted to chlor-alkali production, labeling, and manufacturing facilities with exceptional safety and environmental performance. The award is given to facilities with the highest levels of safety and compliance, promoting safe and sustainable practices in the industry. All IQUISA plants producing chlorine, caustic soda, and related specialties have been recognized over the years at either Diamond or Platinum level.

> CYDSA has maintained a record of **no leaks or** incapacitating accidents in chlorine production for more than six years.

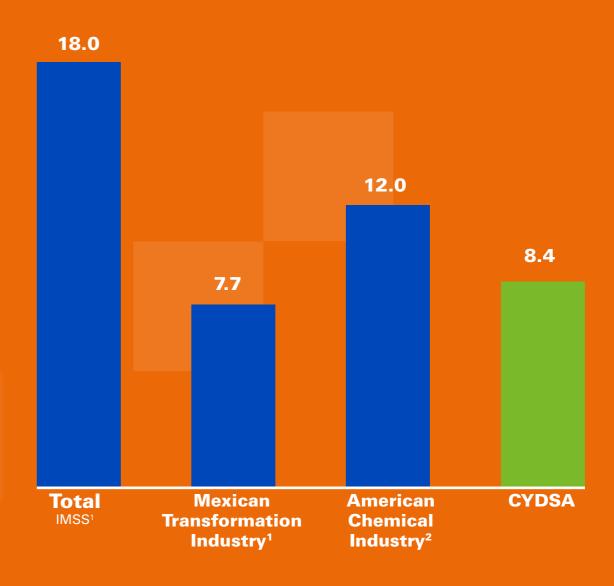




PERFORMANCE

In 2024, work-related accidents with registered injuries included mainly falls, sprains, and blows in the workplace. In some cases they were related to machinery use, such as electrical discharges. Although 18 registrable work-related injuries were recorded during the year, CYDSA remained below the industry average in terms of incapacitating accidents.

2024 Loss time cases per 1,000 workers



¹ Source: Occupational Risk Report IMSS (2024)

⁽²⁰²⁴⁾

CORPORATE GOVERNANCE **COMPANY PROFILE** MESSAGE FROM THE CHAIRMAN OF THE BOARD ESG FOCUS **ENVIRONMENT PEOPLE** COMMUNITY ABOUT THIS REPORT

403-3 403-6 RT-CH-320a.2 SDG 3-3.5, 3.7, 3.8

OPERATIO-NAL

HEALTH

As with work-related safety, CYDSA continually supervises health conditions in the workplace. Every year an exhaustive Occupational Health and Safety Diagnostic is run to identify:

- Physical risks or unsafe conditions in facilities, processes, machinery, equipment, tools, means of transport, materials, and energy.
- Physical, chemical, and biological agents with the ability to alter working conditions, and due to their concentration, level, or exposure time, their ability to compromise worker health.
- Hazards near the workplace and normative requirements related to occupational health and safety.
- CYDSA maintains optimal health conditions for its employees at all times within its facilities.



CYDSA'S ACTIONS

Healthcare Training

The Medical Department and the Safety Department offer annual training in first aid, work-related risks, and general diseases. These sessions, in line with Secretary of Labor and Social Security (STPS) standards and Mexican clinical practice guides, include written evaluations and practice simulations. Training is provided to small groups under the guidance of certified instructors for personalized, quality learning.

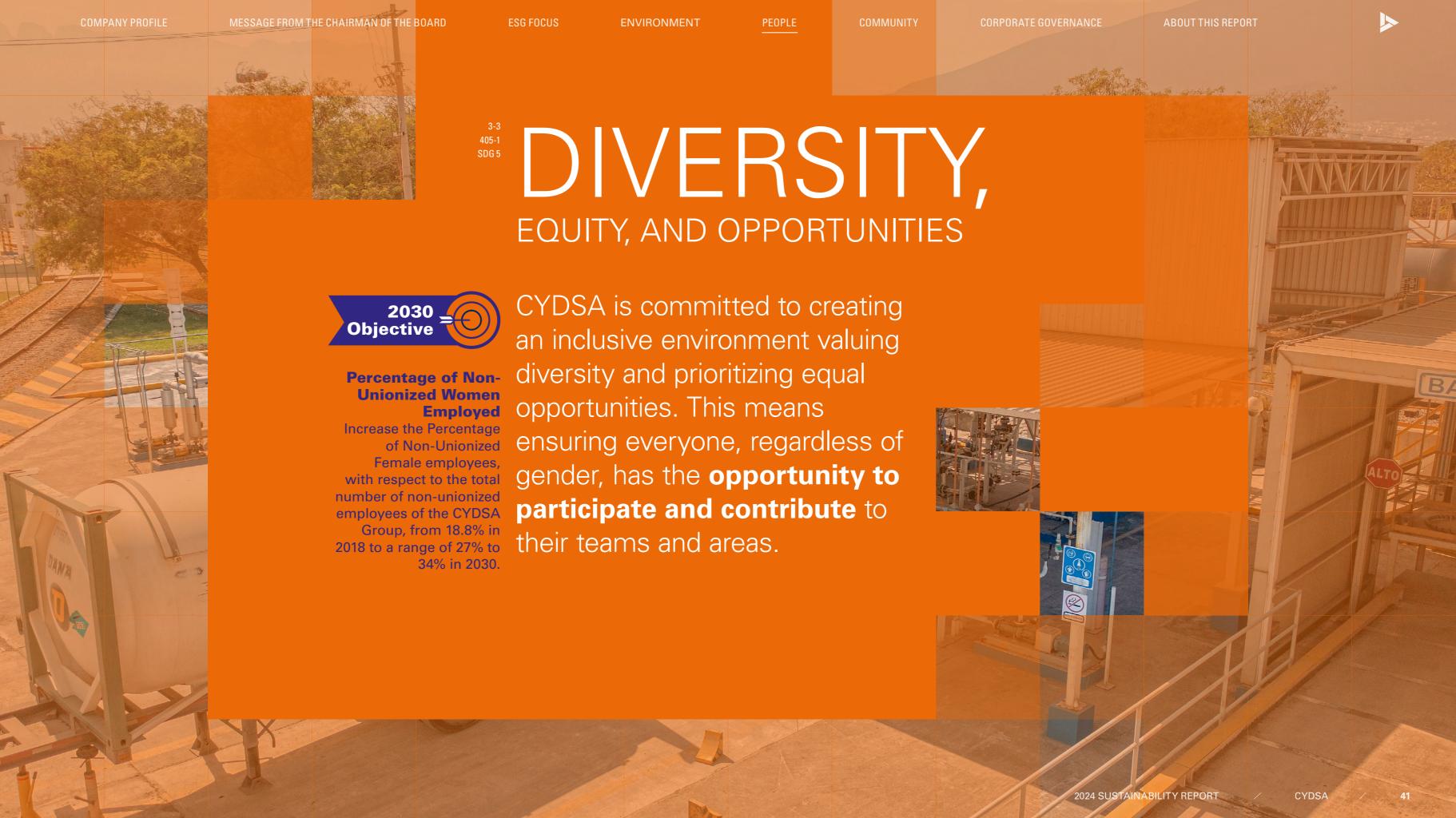
Absenteeism Program

In order to continue strengthening the collaboration between CYDSA and the Mexican Social Security Institute (Instituto Mexicano del Seguro Social – IMSS), this Program provides faster medical care to employees exposed to work-related accidents or physical risks. This agile and quality support translates into significant reductions in personnel recovery times.

Epidemiological Monitoring Program at Hydrocarbon Underground Storage

The objective of this program was to reduce vector-transmitted diseases among workers at Hydrocarbon Underground Storage. With preventive actions, such as awareness about disease types, and monthly fumigation of Hydrocarbon Underground Storage buildings, the response to outbreaks was optimized.





CYDSA'S ACTIONS

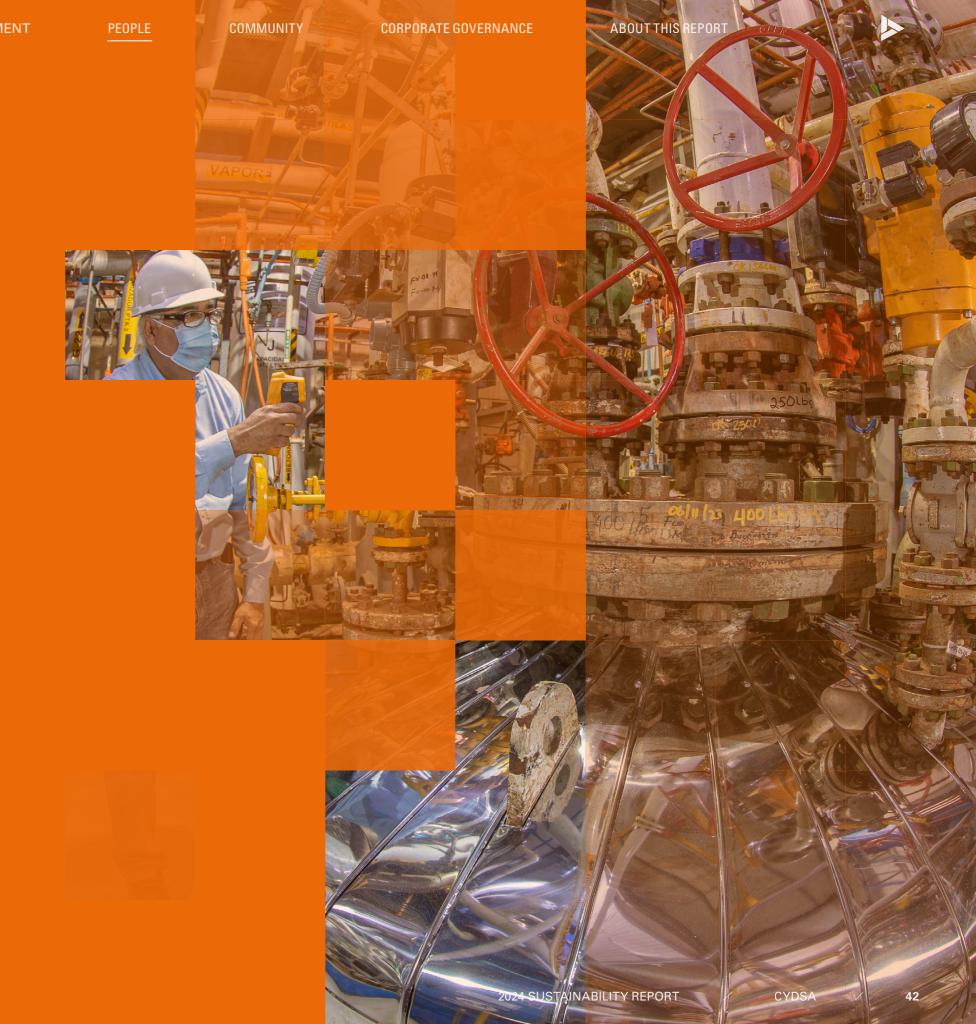
Inclusive and equitable practices

In 2024, CYDSA began implementing a gender inclusion strategy in its recruitment processes, guaranteeing at least 50% of candidates considered for new positions and vacant positions are women. As a result, the share of non-unionized women employed increased to 25.8% in 2024, from a level of 23.7% in the prior year.

This initiative reaffirms CYDSA's commitment to build an inclusive and equitable work environment where everyone can develop and contribute fully to the Company's growth.

Improved Governance

CYDSA's Sustainability Committee has integrated diversity and equity into its governance processes to support more inclusive practices in operations. A follow-up system was developed in 2024, with a dashboard showing the percentage of women employed in each work center. This information, in addition to progress towards achieving this objective, is revised periodically by CYDSA's senior management.



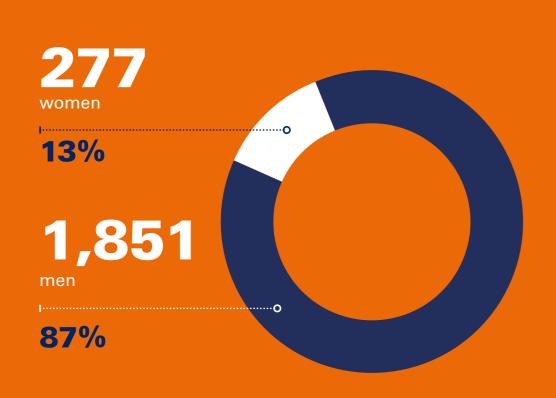
2-7 405-1

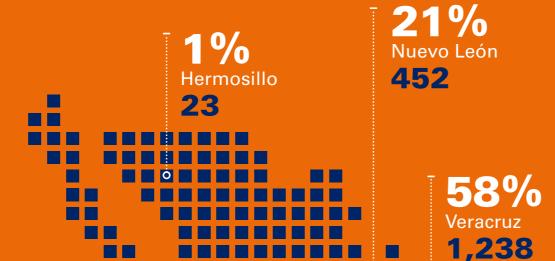
PERFORMANCE

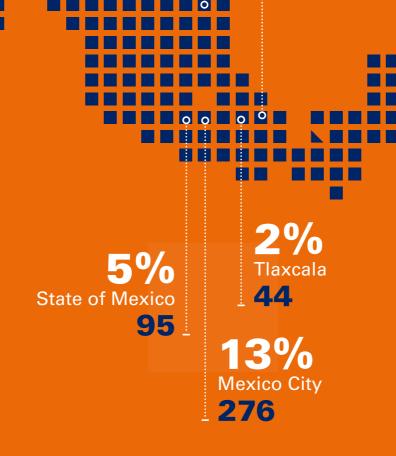
In 2024, CYDSA had

2 128
employees, of whom:

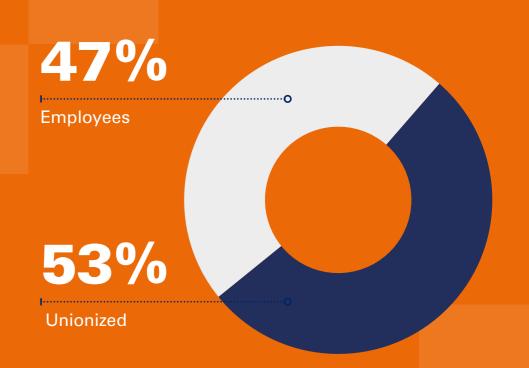
1,127were unionized **53%**











COMPANY PROFILE MESSAGE FROM THE CHAIRMAN OF THE BOARD ESG FOCUS **ENVIRONMENT PEOPLE** COMMUNITY CORPORATE GOVERNANCE **ABOUT THIS REPORT**



SDG Goals 4.4.5-5.5

DEVELOPING AND RETAINING TALENT

CYDSA develops the skills and abilities of employees to support their professional and personal growth. A high-impact training program encourages individual progress, resulting in a highly qualified work force. This has been essential in cementing the Group as an industry

CYDSA'S ACTIONS

Improving Training

Starting in 2024, training efforts were coordinated through a central area dedicated to providing and monitoring development and training initiatives. Each plant manager regularly shares information with this division on how their teams are trained, so the progress of the Organization's development programs can be monitored.

Basic training focuses on learning the skills necessary for each position, ensuring employee safety, and supporting their development within the Company. For employees who are soon to step into new positions, support and the necessary training is provided as part of their career plan, to prepare them for their future within the Company.

Training is provided on operating risks, cybersecurity, occupational health and safety, environmental control, leadership development, gender equality, protecting family finances, emergency response, and first aid. Training was provided through webinars, workshops, and courses at the IQUISA Coatzacoalcos, Noreste, Santa Clara, Hermosillo, Tlaxcala, and Cogeneration plants.

Feedback as a growth vehicle

Feedback sessions at the executive level were held at CYDSA, starting with senior management. This process evaluates fulfillment of specific objectives, and how directors are perceived by their teams. The President participates in individual sessions, analyzing achievements and results, and recognizing good performance.

In the future, the Group plans to expand this feedback to employees who report to managers, with the objective of driving their development within the Company. Areas for improvement will thus be transformed into growth opportunities at all levels of the Organization.

Unionized employees received an average of 69 hours of training.

All CYDSA managers and directors receive professional performance evaluations.



leader.





MESSAGE FROM THE CHAIRMAN OF THE BOARD

ESG FOCUS

ENVIRONMENT

PEOPLE

WORKPLACE WELL-BEING

The Group has a policy and several actions to ensure respect for human and labor rights, complying with laws and ethical principles, and supporting inclusion and equal opportunities. The Company also prioritizes safety and health by reducing operating risks and preventing workrelated accidents, encouraging cooperation among all personnel, both internal and external, to ensure a good work environment. CYDSA also emphasizes respect for the privacy and dignity of its workers.

The Company complies rigorously with Official Mexican Standard NOM-035-STPS-2018 to prevent psychosocial risks through identification, analysis, and prevention. The Group is committed to a workplace free of violence, harassment, and intimidation, and uses feedback tools such as labor climate surveys and reports to identify and continuously improve areas of opportunity.

401-2, 401-3

BENEFITS

The competitive benefits CYDSA offers its employees exceed legal requirements; they include a savings and wealth-building plan, medical assistance, disability coverage, life insurance, meal vouchers, recognition for seniority, Christmas bonus, vacation pay, medical check-ups, and retirement benefits.

The Company's remuneration and benefits plan is designed to meet employee needs and to stimulate performance. Salaries and benefits are provided according to each employee's profile and responsibilities, guaranteeing fairness without gender distinction.

2.3% of staff used their parental leave.

401-1

Turnover	2023	2024	Layoffs 2024	Turnover Rate 2023	Turnover Rate 2024	Variation 2023-2024	
Unionized plant employees	1,107	1127	121	11.4%	14.8%	3.4 pp	
Plant employees	976	1001	78	8.3%	9.8%	1.5 pp	



2024 SUSTAINABILITY REPORT



MESSAGE FROM THE CHAIRMAN OF THE BOARD

100% of employees have access to medical exams.

RT-CH-320a.2 SDG Goals 3.5, 3.7, 3.8

CYDSA'S ACTIONS

Health and Well-Being Services

CYDSA has offered a Preventive Medicine Program for several years, providing overall health assessments for all its employees, including new hires as well as active personnel. In 2024, the program included a complete checkup with physical fitness tests (Bruce Protocol), clinical studies (BHC, QS, PFH, diagnostic testing, VDRL, HIV, COPRO, EGO, anti-doping), chest x-rays, resting EKG, spirometry tests, hearing tests, vaccination campaigns, and COVID tests.

Additionally, in conjunction with the IMSS, sessions were held on diabetes, hypertension, sexual health, and nutrition, and specialized webinars were provided by the corporate doctor and experts from several different areas.

In addition to annual exams, assessments were run before performing high-risk work, such as work at height or work with heavy machinery. Work-related factors were also monitored. including noise, lighting, and chemical agents, while employees with chronic diseases were monitored for proper control.

Medical departments at CYDSA's plants manage registries of chemical products, emergency protocols, and access to ambulances. Accident

prevention and emergency control measures are reviewed through corporate audit processes every year, and every six months at the facilities with neighboring communities. Medical service is available 24/7 for timely medical care.

A comprehensive vision of well-being

With the adjustments and updates to the Sustainability Strategy in 2024, the Company continued analyzing how understanding and protecting the well-being of the team could be improved, beyond the occupational health and safety already actively managed in the team's daily activities. CYDSA is seeking an increasingly comprehensive focus to include physical, mental, and emotional health.

In response to these concerns, compliance with Standard NOM-035 was analyzed and monitored. This Official Mexican Standard establishes the elements to identify, analyze, and prevent work-related psychosocial risk factors, and how to promote a favorable organizational environment. The objective is to prevent working conditions with the potential to impact workers' mental health, such as very long workdays, excess workload, inadequate leadership, and

workplace harassment. For the third time, and as required by the standard, reference guides were provided by a third party to ensure reliability and confidentiality, with participation of 92% of both unionized and non-unionized employees.

Surveys were once again sent to employees regarding the work environment and worker satisfaction. A third party was used to obtain results with a higher percentage of reliability and confidentiality. Tools such as these are key to evaluating the workplace, detecting areas for improvement, and meeting needs to create a positive and productive environment.

NPS results: 87% satisfaction in the workplace survey.





MESSAGE FROM THE CHAIRMAN OF THE BOARD

ESG FOCUS

ENVIRONMENT

HUMAN RIGHTS

CYDSA is firmly committed to the United Nations Global Compact and has aligned its operations and strategies with the 10 Universal Principles on Human Rights, Working Conditions, the Environment, and Anticorruption. The Company also drives specific actions to support the Sustainable Development Goals (SDG). To this end, the Company is adapting processes and policies to ensure human rights are formally integrated, reflecting their importance throughout the Company's operations.

You may verify the Company's commitment in the **Suppliers Guiding Principles**, requiring all current and future CYDSA suppliers to support a workplace free of discrimination, slave or child labor, ensure freedom of association, support health and safety, and provide opportunities for development and well-being.

The new human rights-focused policy was maintained during the approval process of preparation of this report. The policy is guided by international human rights principles such as the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the guiding principles on human rights and business of the United Nations, the Constitution, and the Federal Labor Law.





MESSAGE FROM THE CHAIRMAN OF THE BOARD

ESG FOCUS

ENVIRONMENT

403-1

403-2

403-4

403-7 416-1

RT-CH-410b.1

RT-CH-320a.2



The Company works closely with communities and the authorities to create positive relationships, ensuring its operations are safe, and its products and services meet consumer expectations. As part of this commitment, emergency simulations are regularly scheduled, and rigorous safety protocols are used in all facilities to prevent any type of impact to the neighboring communities

Operational Safety (Community)

The Company sets itself apart through its firm commitment to high levels of safety, ensuring compliance with strict regulations and environmental risk assessments. CYDSA also implements preventive strategies to mitigate accidents, with its management focus on ameliorating safety risks with communities.

Formalization of objectives

To improve its social commitment with the creation of safe environments in the communities where CYDSA operates, the Company officially defined a strategic objective to supervise and minimize negative impacts in the areas surrounding its plants.



417-1 Responsible communication about consumer health and products

CYDSA guarantees the safety of its products and services through specific information and labeling requirements. The Company offers public access to data safety sheets prepared in accordance with the Chemical Risk Identification Standard. This document includes details on risks, precautions, and emergency measures. The Company provides these documents to drivers, with specific emergency protocols for product distribution in compliance with the Globally Harmonized System of Regulations of the Secretary of Communications and Transportation.

Adequate training in labeling and safety requirements are also provided for customers and operators. Safety data sheets are updated every year, and are available to drivers and plant personnel. CYDSA complies with the strictest transparency guidelines in the chemical and food industries, including Food Safety Certification FSSC-22000, and NSF International public health standards.



Safe Environment

Zero safety incidents in operational processes impacting the community.



COMPANY PROFILE MESSAGE FROM THE CHAIRMAN OF THE BOARD **PEOPLE COMMUNITY** CORPORATE GOVERNANCE **ENVIRONMENT ABOUT THIS REPORT**



As communities are a fundamental pillar in CYDSA's operations, the Company has assumed the commitment to contribute actively to their comprehensive development. Through initiatives focused on social development, health, environmental protection, education, and culture, CYDSA strives to create positive and sustainable impacts in the regions where it operates, improving ties with society and supporting more prosperous environments.

COMMUNITY RELATIONS

CYDSA reaffirms its commitment to sustainable development through community projects to support health, education, recreation, and wellbeing in the regions where it operates. The Company has also implemented a structured system to manage neighbors' complaints, making sure any issues related to operations are fully and effectively addressed.

Complaints are classified into three levels:

Serious: Situations involving the authorities, neighbors, or communication media, demonstrations, or multiple complaints on the same issue.

Minor: Issues reported by just one neighbor.

Incidents: Complaints not related to CYDSA's operations or issues not covered under current legislation.

No complaints from the community were registered in the 2019-2024 period.

Formalization of objectives

As part of the commitment to develop the communities where CYDSA is present, a key objective was officially established to monitor and reduce negative impacts in the areas surrounding its plants:



Value to the **Community**

Support progress and well-being of the communities where CYDSA operates, encouraging social, health-related, educational, and cultural development, as well as ecological awareness.

3-3 203-1 203-2 413-1 413-2 RT-CH-210a.1

SDG 3, 4





MESSAGE FROM THE CHAIRMAN OF THE BOARD

SUPPORTING HEALTH

Companies close to CYDSA's facilities are also part of the community, and the health of their personnel is a priority for the Group. IQUISA Hermosillo and the industrial center in Coatzacoalcos (IQUISA and Cogeneration) continued providing free ambulance service for emergencies in their respective industrial parks. This ambulance is available 24 hours a day to handle emergencies at CLAM companies (Local Mutual Aid Committee). Furthermore, the PREVENIMSS campaign was extended to include neighboring companies, with invitations to their staff to receive medical check-ups and flu vaccinations.

Elsewhere, Hydrocarbons Underground Storage sponsored the first ERDCUST, a sports and cultural event for 12 technological universities in Tabasco, Campeche, Chiapas, and Veracruz. The event was a unique opportunity for university athletes to show off their skills, determination, and sportsmanship. This support showcased the Company's commitment to education, sports, and the well-being of young adults, while improving relationships with corporate and academic leaders, and supporting health and well-being in the community.

SDG Goals 4.1, 4.4, 4.a

EDUCATION

The Group prioritizes education, increasingly highlighting greater community awareness about the importance of sustainability. IQUISA Coatzacoalcos implemented a "safe school" program to support local schools with courses on civil protection, first aid, and legal compliance with firefighting, among others. The plant also participated in the conference "Chlorine and Caustic Soda Production Process" at the Technological Institute of Minatitlán (ITM), where business leaders talked about fundamental matters regarding the industry and the continuous improvement of their products and services to students.

RT-CH-210a.1 SDG Goal 3.5

COMMUNITY DEVELOPMENT

Located in the heart of the Ruiz Cortines Industrial Center in Monterrey, Nuevo León, are the Centro de Atención Comunitaria and the Salón Polivalente, pillars of community development for nearly 34 years. These spaces have witnessed transformative programs, while constant communication with the community development centers has strengthened the ties between CYDSA and the surrounding communities, building solid and cordial relationships based on trust and collaboration.

Recreational, physical fitness, and health-related activities have been provided for local workers and their family members through Club Oasis S.C. at IQUISA Coatzacoalcos and Sales del Istmo. Activities such as sports tournaments, summer camps, Children's Day events, and Mother's Day events have been held.





COMPANY PROFILE MESSAGE FROM THE CHAIRMAN OF THE BOARD ESG FOCUS ENVIRONMENT PEOPLE COMMUNITY CORPORATE GOVERNANCE ABOUT THIS REPORT

ORGANIZATIONAL

STRUCTURE AND MANAGEMENT

CYDSA's Corporate Governance framework establishes the structures and processes guiding the Company. The experienced Board of Directors assures Management's accountability, fairness, and transparency with stakeholders. CYDSA also considers corporate governance to be relevant, since having well-rounded, prepared, and ethical Management is fundamental to ensuring the decisions being made at the Company are the best ones possible and to the benefit of all stakeholders.

CYDSA's Corporate Governance is in compliance with the Securities Markets Law, the General Law of Corporations, the General Provisions Applicable to Securities Issuers and to other Securities Market Participants, the General Provisions Applicable to Entities and Issuers Overseen by the National Banking and Securities Commission that Contract External Audit Services to Audit Basic Financial Statements, the Internal Regulation of the Mexican Stock Exchange, and the Code of Best Corporate Practices. The Company's degree of compliance is reported annually to the National Banking and Securities Commission, to the Mexican Stock Exchange, and to the investing public.



The highest governing body at CYDSA, the Board of Directors, defines the objectives, values, and strategies guiding the Group's operations. Comprised of members appointed during the Annual General Ordinary Shareholders' Meeting, this team has solid experience in key areas such as strategic planning, business, finance, sales, and marketing, assuring comprehensive and visionary leadership for the Organization's success.

The principal functions of the Board of Directors are:

- To define the strategic direction.
- To ensure honest and responsible conduct of the Company.
- To ensure the creation of economic and social value for shareholders.
- To evaluate and approve the management of the chief executive officer and the Company's senior management.
- To promote responsible disclosure of information.
- To establish mechanisms to identify, analyze, administer, and control strategic risks.
- To drive the Company to be socially responsible, protecting the natural environment and driving personnel development.
- To support ethical and transparent management.

COMMITTEES OF THE BOARD OF DIRECTORS

CYDSA's Board of Directors has three committees to support the Board's functions: the Corporate Practices and Audit Committee, the Compensations Policy Committee, and the Planning and Finance Committee. These auxiliary bodies meet periodically to guarantee solid management in line with the Company's objectives.

Committee Responsibilities:

Corporate Practices and Audit Committee

This committee constantly monitors the transparent and ethical functioning of the committees, executives, and directors.

Compensation Policies Committee (Board Consultative Committee)

This committee considers the performance of executives and directors with respect to the established goals they must meet during the fiscal year. These goals are productive, economic, and might also be linked to performance in environmental and social matters.

Planning and Finance Committee (Board Consultative Committee)

One of the main objectives of this committee is to administer the Company's funds, to ensure they are used as efficiently as possible, and in the areas needing them the most.

The Board of Directors is at a hierarchically higher level than the Board's committees; these committees help the Board of Directors, directors, and executives in their functions. Through frequent meetings, the Board of Directors and the Group's Strategic Directors analyze and manage ESG matters and the regulatory changes most relevant to CYDSA's operations. They also inform the Board of stakeholder needs and expectations, so such matters can be monitored and resolved. Another means of communication for minority shareholders to communicate with the Board of Directors is the Investor Relations area.



executive members on the Board of Directors in 2024

board members are independent, representing 37.5%

female board members on the Board of Directors, representing 18.8%

board members are part of senior management 75.0% are non-executive board members COMPANY PROFILE MESSAGE FROM THE CHAIRMAN OF THE BOARD ESG FOCUS PEOPLE ENVIRONMENT



Name	Gender	Age	Seniority	Independent*	Committees	Experience	Participation in other boards
Tomás González Sada, Chairman of the Board	М	81	30	No	Planning and Finance	Administration and Finance Strategic Planning	8 boards
Herminio Blanco Mendoza	М	74	10	Si	Compensation Policies Corporate Practices and Audit	International Relations Government	2 boards
Álvaro Fernández Garza	М	56	13	Si	Corporate Practices and Audit	Administration and Finance Strategic Planning	6 boards
Eugenio Garza Herrera	М	68	8	Si	Corporate Practices and Audit	Administration and Finance Strategic Planning Art and Culture	15 boards
Francisco Javier Garza Zambrano	М	69	12	Si	Corporate Practices and Audit	Administration and Finance Strategic Planning Art and Culture	15 boards
Gabriela González Casas	F	51	11	No	Planning and Finance	Administration Education Civil Organizations	4 boards
Laura González Casas	F	55	12	No	Planning and Finance	Administration Education	3 boards
Verónica González Casas	F	54	10	No	Planning and Finance	Administration Strategic Planning Art and Culture	11 boards
Tomás González Casas	М	54	20	No	Planning and Finance	Administration	3 boards
Mario Laborín Gómez	М	72	20	Si	Corporate Practices and Audit Compensation Policies	Administration and Finance Health	9 boards

COMPANY PROFILE MESSAGE FROM THE CHAIRMAN OF THE BOARD ESG FOCUS ENVIRONMENT PEOPLE CORPORATE GOVERNANCE ABOUT THIS REPORT



Name	Gender	Age	Seniority	ority Independent* Committees Experience		Experience	Participation in other boards
Humberto F. Lozano Vargas	М	67	7	No	Planning and Finance	Finance	1 board
Abelardo Morales Purón	М	69	18	No	Planning and Finance	Administration and Finance Strategic Planning Real Estate Art and Culture	7 boards
Roberto B. Rubio Barnes	М	69	11	No	Planning and Finance Compensation Policies	Administration and Finance Sustainable Development International Relations	6 boards
Adrián G. Sada González	М	80	39	No	Planning and Finance Compensation Policies	Administration and Finance Strategic Planning	3 boards
Alejandro von Rossum Garza	М	77	19	No	Planning and Finance	Administration Strategic Planning Chemicals and Manufacturing	1 board
Carlos Salazar Lomelín	М	73	3	Si	Corporate Practices and Audit	Administration and Finance Economy Discretional Consumption Food and Beverages	2 boards

^{*} The independence of the Board Members identified as Independent was approved at the General Shareholders' Meeting, with no objections from the regulatory body, the National Banking and Securities Commission.

MESSAGE FROM THE CHAIRMAN OF THE BOARD

ENVIRONMENT

BOARD AND COMMITTEE PERFORMANCE EVALUATIONS

The processes to evaluate the performance of the highest governing body with respect to managing environmental, social, and corporate governance matters occur during the first and second quarters of each year. This evaluation of achievements and results of the President's Office is performed by a board comprised of external advisers.

There is also a Competitiveness and Strategic Growth Plan. This plan defines the measures to be taken in response to evaluating the performance of the highest governing body. This may include, at a minimum, changes to the Board's composition, or to the Organization's practices. It also seeks to improve the collective knowledge of the highest governing body in economic, environmental, and social matters to improve performance in these areas.

REMUNERATION POLICIES

The remuneration policies for CYDSA's highest governing body and senior management are in line with industry best practices and meet local regulations on executive compensation. Based on information provided by specialized firms such as Mercer and on compensation groups such as ATECO and G18, these policies ensure competitive and equitable compensation.

CYDSA's Post Assessment Valuation Methodology determines remuneration based on factors such as level of responsibility, impact on the business, and relationships. Specific tabulators by region and position at each business unit have been adapted to the particular characteristics of specific locations.

A Compensations Policy Committee, comprised of external advisers, supervises and defines general salary increases and bonuses for members of the President's Office, based on their performance and a detailed market analysis.





Please see the 2024 Annual **Report** for more information. COMPANY PROFILE MESSAGE FROM THE CHAIRMAN OF THE BOARD ESG FOCUS ENVIRONMENT PEOPLE COMMUNITY CORPORATE GOVERNANCE ABOUT THIS REPORT

2-10 2-23 2-26 3-3 SDG Goals 16.5 16.6

CORPORATE

ETHICS

CYDSA has a Code of Conduct, underlining its commitment to creating value for customers, employees, shareholders, suppliers, and communities. This document outlines the expected behavior of CYDSA's personnel (board members, managers, and employees), based on strict compliance with local and international laws, and on the principles of its Corporate Policies.

Each Business or Corporate Unit Director is responsible for distributing the content of the Code of Conduct with support from Human Resources, ensuring everyone in the Company understands and applies the Code of Conduct in all operating areas.

2-10

COMPLAINT AND REDRESS MECHANISMS

CYDSA's ethics hotline became fully operational in 2024, as part of its commitment to transparency and integrity. The hotline is managed by Lética, a third-party expert. This mechanism complements the already-existing channels of communication, such as the physical suggestion boxes located in each Organizational Unit, an exclusive email, and a dedicated telephone line.

The anonymous complaint hotline allows anyone involved with the Group to report possible breaches of the Organization's Code of Conduct, policies, procedures, standard practices, or regulations. This platform assures the information is confidential, building trust through anonymity, and facilitating more structured and effective management of investigating and resolving cases, thus strengthening the culture of transparency at CYDSA.

The Oversight Committee, created in recent years, continues to be key in evaluating, resolving, and taking action in reported cases. This committee actively communicates with the Corporate Practices and Audit Committee of the Board of Directors, providing detailed reports on cases presented and their respective resolutions.

2-15 2-23

CONFLICTS OF INTEREST

CYDSA demands honesty and transparency in all its activities. The Company's Conflict of Interest Policy, designed to mitigate the risks of fraud and corruption, backs these values. It also has a program whereby every Business Unit is visited annually to monitor and evaluate compliance with the Code of Conduct and the Conflict of Interest Policy, and assuring it is properly distributed.

The Group requires employees to avoid any situation with the potential to create a conflict of interest. A conflict of interest occurs when the personal circumstances of an employee influence corporate decisions with the potential to harm the Company, or benefit their personal interest or those of a related third party.

For cases violating stock market regulations or by-laws, the conflict is managed according to strict protocols, including intervention by the Corporate Practices and Audit Committee, as well as the Board of Directors. These bodies follow the procedures required by the market, such as publicly reporting any transaction with a confirmed conflict of interest, thus guaranteeing transparency and accountability.

MESSAGE FROM THE CHAIRMAN OF THE BOARD





The Mexican government could implement significant changes to laws, public policies, and/ or regulations. Such measures could impact the political and economic situation in Mexico, and could also adversely affect CYDSA's businesses. Furthermore, the timing and scope of such modifications are unpredictable. The Mexican government's activities in relation to the economy and the regulation of certain industries, including the specialty chemicals and energy sectors, may have a material impact on the Company and on market conditions in Mexico. CYDSA strives to be prepared to adapt business unit operations to possible future changes.

Recent examples of regulatory changes

- The Electricity Industry Law (Ley de la Industria Eléctrica) was issued in 2021, changing the rules on Self-Supply Permits in Mexico and several regulations making transmitting electricity more costly, and limiting permit modifications for partner entry. Consequently, the electricity the Company generates was limited and under threat.
- NOM-001-SEMARNAT on water discharges was updated. The parameters described in the original law were updated in 2022; CYDSA is in compliance with the new requirements. Although such compliance requires time and investment, CYDSA has adequate mechanisms to adapt to these changes.

Proactive management of regulatory changes

• CYDSA has integrated practices to monitor and evaluate regulatory impacts on the Safety Management System it administers through the 22 Safety Protocol Elements, Occupational Health, and the Environment. Element 2 uses a legal requirements matrix to track and analyze regulatory changes to safety and environmental matters. The Company also actively participates in the monthly meetings to review regulatory changes in the industry held by the Environmental and Safety Committees of the National Association of the Chemical Industry.





205-1 205-2 205-3

ANTI-CORRUPTION

Operations evaluated for corruption risk

CYDSA's operations are periodically evaluated to identify corruption-related risks. This assessment includes all business areas, including Purchasing, Production, Inventory, Sales, Human Resources, Finance, and Regulatory Compliance, among others. These areas are constantly monitored, covering 100% of the operation to prevent and mitigate possible risks. The Company's policies and procedures are designed to detect and prevent any suspicious activities.

Identification of significant corruption risk

The Annual Internal Audit Program includes a detailed evaluation of corruption-related risks. These risks are periodically reviewed at all Business Units so corrective and preventive measures can be implemented. Some examples of significant risks evaluated include bribes in assigning contracts, conflicts of interest, falsification of documents, incorrect sales, prices, or undue credits, nepotism, accounting fraud, payroll manipulation, and others.

Communication and training on anti-corruption

CYDSA provides communication and training on anti-corruption policies and procedures for employees and third parties. Among the tools used are an anonymous reporting system, internal audits, codes of ethics and conduct, internal bulletins, signage at facilities, awareness programs, online courses, workshops, and organizational climate surveys.



COMPANY PROFILE MESSAGE FROM THE CHAIRMAN OF THE BOARD ESG FOCUS ENVIRONMENT PEOPLE COMMUNITY CORPORATE GOVERNANCE ABOUT THIS REPORT

3-3 308-2 407-1

RESPONSIBLE SUPPLY CHAIN

Building relationships based on common objectives with its suppliers is a priority for CYDSA. These relationships are founded on transparency, ethics, and strict compliance with the Group's Code of Conduct. CYDSA has therefore developed its Supplier Guiding Principles, based on its Code of Ethics and Purchasing Policies. These principles establish minimum expectations for suppliers in key areas such as human and labor rights, sustainability, compliance, and information security.

Suppliers are expected to implement methods and practices to guarantee:

- A workplace where human rights are respected and protected
- Active commitment to the communities
- Use of best practices to manage and protect confidential information
- Compliance, and transparent and fair relationships with third parties, among other essential aspects

In 2024, the Company continued the initial phase to incorporate sustainability criteria into its supply chain. The potential approaches include having contract clauses detailing desirable characteristics for new suppliers in their own operations, in line with the Manual on Supplier Principles. Additionally, offering training to raise awareness along the supply chain is being considered, as this would ensure clear communication on the importance and application of sustainability.

Future processes will be defined following an indepth analysis of current operations with existing suppliers. CYDSA's potential impact on driving more responsible and sustainable practices will also be assessed. Currently, none of the Business Units' operations or suppliers are at risk of noncompliance or violation of freedom of association and collective bargaining by the Organization.



COMPANY PROFILE MESSAGE FROM THE CHAIRMAN OF THE BOARD PEOPLE **CORPORATE GOVERNANCE ENVIRONMENT ABOUT THIS REPORT**

RISK MANAGEMENT

ESG risk management is extremely important for companies in the chemical sector, as their operations can have dramatic impacts on the environment, society, and on their own corporate reputation. Within the context of sustainability and corporate responsibility being increasingly crucial to regulatory compliance and the health of the planet, CYDSA is facing the challenge of balancing innovation and growth with mitigation of risks to human health, environmental safety, and regulatory compliance.

CORPORATE GOVERNANCE

Since 2023, the Sustainability Committee, comprised of corporate directors and managers, as well as the Sustainability team, has driven strategic initiatives through periodic meetings with corporate areas and industry leaders. This committee, comprised of the same members plus the managers of each business unit, meets regularly with the Extended Committee.

In addition, a follow-up process to the Sustainability Strategy and decision-making has been formalized, with participation of the Group's senior management, business directors, and leaders of corporate functions.









STRATEGY

To achieve sustainable growth, CYDSA has defined key strategies focused on operating efficiency, use of clean technologies, and responsible resource management. These initiatives seek to improve the Group's competitiveness, while minimizing environmental and social impacts.

Reducing emissions: use of clean technologies, efficient electricity cogeneration, and reduction of energy consumption through artificial intelligence and cleaner alternatives.

Water management: minimization of consumption and reduction of pollution from discharges by increasing the volume of treated water recirculated in operations.

Waste management: recycling and correct disposal of waste generated in operations.

Industrial safety: strict protocols in high-risk activities, annual corporate audits, and electronic reporting system for safety reports.

Occupational health: annual diagnostics, first aid training, and absenteeism control programs.

Diversity and equity: training programs, diversification in recruitment processes, and supporting women's participation in the industry.

Safe surroundings: alignment with international safety and sustainability standards, responsible communication with consumers, and preventing environmental incidents with the potential to negatively impact communities.

Value to the community: improving relationships with communities, ongoing dialogue, and social impact programs focused on health, education, and community development.

In 2024, the process of adapting CYDSA's Sustainability Strategy to the requirements of new Sustainability standards began. Some key measures included:

- Establishing two objectives in addition to those published in 2023, to address the Community action line.
- Implementing dashboards and advanced information technology for more precise and updated information management.

PEOPLE CORPORATE GOVERNANCE COMPANY PROFILE MESSAGE FROM THE CHAIRMAN OF THE BOARD ESG FOCUS ENVIRONMENT ABOUT THIS REPORT



RISK MANAGEMENT

In 2024, CYDSA began the process of identifying the potential challenges, risks, and opportunities it faces, as well as their potential impacts. The Company also evaluated its structures, policies, and corporate mechanisms in place to respond to those challenges.

The following table contains the main points of potential impact for the Group, separated by types of risk a company such as CYDSA might face in the industry, and the current characteristics of competition.

Specifically, risks related to the Company's material topics are prioritized, as they are most relevant for both internal and external stakeholders, and for the decision-makers at CYDSA. The urgency with which each material topic should be addressed in the short, medium, and long term is currently being analyzed and evaluated.

During 2024, no cases of socioeconomic noncompliance were recorded.

Potential impacts	of identified risks and their management		
Type of Risk	Definition	Potential Impact to CYDSA	CYDSA's Management Mechanisms
Physical risks of climate change	Extreme events and adverse climate conditions such as heat waves, intense storms, droughts, and tidal surges with the potential to cause material damage, economic loss, and impact infrastructure and human safety.	Physical impacts to production plants. Scarce resources. Higher raw material prices. Impacts to personnel health.	CYDSA has identified where its operations are more impacted by climate change. Its initiatives to use water and energy efficiently will allow the Company to face this risk as it intensifies.

climate change	such as heat waves, intense storms, droughts, and tidal surges with the potential to cause material damage, economic loss, and impact infrastructure and human safety.	Scarce resources. Higher raw material prices. Impacts to personnel health.	more impacted by climate change. Its initiatives to use water and energy efficiently will allow the Company to face this risk as it intensifies.
Transition and adaptation to climate change	Challenges companies and communities face as they adjust to changes in policies, technologies, and practices to reduce greenhouse gas emissions, and adapt to climate impacts already occurring.	Investment in new technologies and systems. Obsolescence of production equipment. Adaptation to regulatory changes.	CYDSA is investing in the most efficient and environmentally friendly production technologies.
Macroeconomic	Inflation, unemployment, exchange rate volatility, financial crises, and fluctuations in the prices of basic products, among others, with the potential to significantly impact economic growth and financial stability.	Higher production costs. Increased financing costs. Disruption of supply chains.	CYDSA has procedures to analyze and incorporate the effects of macroeconomic variables in financial planning.
Changes in market demand	Adjustments to the preferences, needs, and demands of the served and potential market.	Obsolescence of products and/or services offered. Capital required for innovation.	Although the Group believes its products have inelastic demand, it seeks to innovate with the additional services it can offer, such as incinerating fluorinated gases using arc plasma technology.
Social	Health, safety, and the well-being of employees, conflicts with local communities due to environmental or health concerns, and safety-related risks due to organized crime in areas surrounding the operations, and human rights along the supply chain.	Costs for socio-economic non-compliance. Costs for remediation of impacts. Loss of clientele / commercial relationships.	Implementing policies on health and safety, psychosocial risks, diversity, equity and inclusion, as well as human rights promotes healthy and safe working conditions, and provides access to attractive benefits.
Regulatory changes	Adaptation to modifications in regulatory frameworks, laws, and standards governing ethical and transparent operation of the business.	Adaptation of internal processes. Possible suspension of activities.	The understanding and daily use of the highest operating standards allows the Company to adapt to new regulations and modifications to existing regulations.
Corporate Governance	This may include corrupt practices, lack of transparency in information disclosure, conflicts of interest, inadequate accounting practices, and failure to comply with regulatory standards.	Reputational damage. Costs due to regulatory violations. Costs for remediation of impacts. Loss of external capital.	The Company's robust framework of policies allows CYDSA to be in full regulatory compliance, and to have adequate identification mechanisms.





COMPANY PROFILE MESSAGE FROM THE CHAIRMAN OF THE BOARD ESG FOCUS ENVIRONMENT PEOPLE COMMUNITY CORPORATE GOVERNANCE ABOUT THIS REPORT



CYDSA has established measurable objectives to 2030, to evaluate the impact of its strategies and ensure it is aligned with sustainability commitments and social responsibility. These metrics allow the Company to monitor its progress and facilitate data-based decision-making. For greater detail, please visit the section "Quantitative Objectives."

Looking forward

In 2025, CYDSA will focus its efforts on consolidating a comprehensive sustainability risk management strategy to identify potential negative impacts, and to create detailed concrete plans to avoid or mitigate those impacts as the Company improves the business model.



PEOPLE CORPORATE GOVERNANCE **COMPANY PROFILE** MESSAGE FROM THE CHAIRMAN OF THE BOARD **ENVIRONMENT** ESG FOCUS **ABOUT THIS REPORT**



This report provides CYDSA's most important sustainability advances for the period January 1 through December 31, 2024. This report was developed in conformance with the GRI Standards, and was written in compliance with content and quality reporting principles. It is also reporting in compliance with SASB standards, responding to content for the Chemical Industry. This is also the first time the Company is aligning with IFRS 1 and IFRS 2 in relation to ISSB, an independent entity establishing standards within the IFRS Foundation.

The information presented in this Report includes the most relevant matters for stakeholders, identified through the Company's updated materiality study performed in 2023. The details of this study are in the "Materiality" section on page 16.

The highest governing body of CYDSA was indirectly involved in preparing this Report, supervising the approval, management, and performance of the activities reported in the document. A Corporate Sustainability Committee was established in 2022, comprised of representatives from the different businesses and corporate areas; this committee has participated in reviewing the Report and approving it for publication.

This Sustainability Report was verified by an independent third party, Redes Sociales en Línea Timberlan; the information presented was based on ethical and transparent procedures. Preparation of this Report was supervised by the areas responsible for the different content. The information presented in this document is a continuation of the most recent report from 2023.

For more information on CYDSA's 2024 Sustainability Report, please contact the following individuals at the emails provided below:

Mario Luis González Cruz Corporate Strategic Planning Director

Alberto Balderas Calderón Administrative Information and Financial Planning Manager

Hans Edgar Fritz Cea Corporate Strategic Planning Manager

Alfonso López Lira Arjona Sustainability

Email: sustentabilidad@cydsa.com

⁶ Global Reporting Initiative

⁷ Sustainability Accounting Standards Board

⁸ International Sustainability Standards Board

⁹ International Financial Reporting Standards



COMPANY PROFILE MESSAGE FROM THE CHAIRMAN OF THE BOARD ESG FOCUS ENVIRONMENT PEOPLE COMMUNITY CORPORATE GOVERNANCE ABOUT THIS REPORT

PERFORMANCE



	Environmental									
		2018	2019	2020	2021	2022	2023	2024	VARS %Y-o-Y	SASB equivalent
*	Production (thousand tons)	-	-	-	-	1,539	1,681	1,693	0.7%	
	SISA + Salt Processor and Distributor (Domestic and Industrial Consumption)	-	-	-	-	707	716	715	-0.2%	
	IQUISA (Chlorine, Caustic Soda, and Derivative Specialties)	-	-	-	-	824	960	975	1.5%	
	Quimobasicos (Refrigerant Gases)	-	-	-	-	7.81	4.43	3.43	-22.5%	
GRI 302	Energy - 2016									
302-1	Energy consumption within the organization (thousand GJ)	-	-	-	-	8,308	9,088	9,143	0.6%	RT-CH-130a.1
	Consumption from non-renewable sources	-	-	-	-	8,210	9,055	9,079	0.3%	
	Purchased electricity (outside the organization)	-	-	-	-	469	267	784	193.3%	
	Purchased fuel	-	-	-	-	7,741	8,788	8,295	-5.6%	
	Natural gas	-	-	-	-	7,737	8,784	8,233	-6.3%	
	LP gas	-	-	-	-	1.28	28.49	39.76	39.6%	
	Diesel	-	-	-	-	2.71	18.22	18.28	0.3%	
	Gasoline	-	-	-	-	0.38	3.23	4.35	34.7%	
	Consumption from renewable or clean sources	-	-	-	-	321	248	219	-11.7%	
	Purchased electric energy (outside the organization)	-	-	-	-	129	48	104	116.4%	
	Hydrogen generated (within the organization)	-	-	-	-	192	201	116	-42.3%	
	Electric energy sold (outside the organization)	-	-	-	-	-223	-215	-155	-28.1%	
302-3*	Energy intensity									
	Consumption per unit of production indicator (GJ/ton)	-	-	-	-	5.40	5.41	5.40	-0.1%	
	Consumption per unit of SES ENERGY production indicator (GJ/GJ)*	-	-	-	-	1.82	1.86	1.86	0.2%	
	Energy supplied to SES	-	-	-	-	7,425	8,462	7,740	-8.5%	
	Purchased fuel (natural gas)	-	-	-	-	7,386	8,422	7,693	-8.7%	
	Electricity used (steam auxiliaries)	-	-	-	-	39	40	47	18.5%	
	Energy delivered by SES	-	-	-	-	4,087	4,560	4,157	-8.8%	
	Electrical energy generated	-	-	-	-	2,190	2,676	2,310	-13.7%	
	Thermal energy generated	-	-	-	-	1,897	1,885	1,847	-2.0%	

		2018	2019	2020	2021	2022	2023	2024	VARS %Y-o-Y	SASB equivalent
302-4	Variation in energy consumption with respect to base year 2021					3%	12%	10%	-0.2 pp	
GRI 303	Water and effluents - 2018									
303-3*	Water extraction (thousands of m³)									IF-EU-140a.1
	Total water withdrawn from all areas	-	-	-	-	4,183	3,842	3,570	-7.1%	
Water as	Surface water	-	-	-	-		980	958	-2.2%	
a national asset	Groundwater	-	-	-	-	3,666	2,067	2,075	0.4%	
	Sea water	-	-	-	-	0	0	0	NM	
	Produced water	-	-	-	-	0	0	0	NM	
	Third-party water	-	-	-	-	516	795	537	-32.5%	
	Total water withdrawn from all water-stressed areas	-	-	-	-	-	1,306	883	-32.4%	
	Surface water	-	-	-	-	-	0	0	NM	
	Groundwater	-	-	-	-	-	510	619	21.3%	
	Sea water	-	-	-	-	-	0	0	NM	
	Produced water	-	-	-	-	-	0	0	NM	
	Third-party water	-	-	-	-	-	795	264	-66.8%	
	Percentage of water consumed from water-stressed areas	-	-	-	-	-	34%	25%	-9.3 pp	
303-4	Water discharge (thousands of m³)									
	Total water discharged in all areas	-	-	-	-	-	430	574	33.5%	
	Surface water	-	-	-	-	-	355	531	49.7%	
	Groundwater	-	-	-	-	-	0	0	NM	
	Sea water	-	-	-	-	-	0	0	NM	
	Third-party water	-	-	-	-	-	75	43	-42.8%	
	Total water discharged in water-stressed areas	-	-	-	-	-	287	379	32.1%	
	Surface water	-	-	-	-	-	212	336	58.8%	
	Groundwater	-	-	-	-	-	0	0	NM	
	Sea water	-	-	-	-	-	0	0	NM	
	Third-party water	-	-	-	-	-	75	43	-42.8%	
	Percentage of water discharged in water-stressed areas	-	-	-	-	-	67%	66%	-0.7 pp	

		2018	2019	2020	2021	2022	2023	2024	VARS %Y-o-Y	SASB equivalent
303-5	Water consumption (thousands of m³)									RT-CH-140a.1
	Total water consumed from all areas	4,815	4,862	3,548	3,366	4,183	3,412	2,995	-12.2%	
	Total water consumed from all water-stressed areas	-	-	-	-	-	1,019	1,047	2.8%	
	Percentage of water consumed from water-stressed areas	-	-	-	-	-	30%	35%	5.1 pp	
GRI 305	Emissions - 2016									
305-1	Direct GHG emissions (Scope 1)	2,378	1,813	962	1,945	856	550	506	-8.1%	
305-2	Indirect GHG emissions from energy generation (Scope 2)	377	424	422	482	391	484	529	9.3%	IF-EU-110a.2
	Total GHG emissions (scopes 1 and 2), CO ₂ equivalent (thousands of tons CO ₂ e)	2,755	2,237	1,384	2,427	1,247	1,034	1,035	0.1%	RT-CH-110a.1
305-4	Intensity of GHG emissions (thousand tons CO ₂ e / thousand tons produced)									
	Direct GHG emissions intensity (Scope 1)	-	-	-	-	0.56	0.33	0.30	-8.8%	
	Indirect GHG emissions intensity of energy generation (Scope 2)	-	-	-	-	0.25	0.29	0.31	8.5%	
	Total GHG emission intensity (Scope 1 and 2)	1.69	-	-	-	0.81	0.62	0.61	-0.7%	
	GHG emissions intensity reduction (vs. base year 2018)	NA	-	-	-	-52.0%	-63.6%	-63.9%	-0.2 pp	
305-5	GHG emissions reduction (%, vs. base year (2018))									
	Total GHG emissions (scopes 1 and 2)	NA	-18.8%	-49.8%	-11.9%	-54.7%	-62.5%	-62.4%	0.0 pp	
	Direct GHG emissions (scope 1)	NA	-23.8%	-59.5%	-18.2%	-64.0%	-76.9%	-78.7%	-1.9 pp	
	Indirect GHG emissions from energy generation (scope 2)	NA	12.5%	11.9%	27.9%	3.8%	28.4%	40.3%	11.9 pp	
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant emissions to the air (ton)				35	114	501	387	-22.7%	RT-CH-120a.1
	NOx: nitrogen oxides (NOx)	-	-	-	28	106	483	377	-21.9%	
	SOx: sulfur dioxide (SO ₂)	-	-	-	0.70	1.20	12	10	-19.3%	
	Persistent organic pollutants (POPs)	-	-	-	0	0	0	0	NM	
	Volatile organic compounds (VOCs)	-	-	-	-	-	3.22	0	-99.9%	
	Hazardous air pollutants (HAPs)	-	-	-	0	0	0	0	0	
	Particulate matter (PM): total suspended particulates (TSP)	-	-	-	5.90	6.30	2.41	0	-100.0%	

PEOPLE **COMPANY PROFILE** MESSAGE FROM THE CHAIRMAN OF THE BOARD ESG FOCUS **ENVIRONMENT** COMMUNITY **CORPORATE GOVERNANCE** ABOUT THIS REPORT



		2018	2019	2020	2021	2022	2023	2024	VARS %Y-o-Y	SASB equivalent
GRI 306	Waste - 2020									
306-3	Total weight of waste (tons)	-	-	-	8,283	7,012	6,785	6,826	0.6%	RT-CH-150a.1
	Hazardous liquid waste	-	-	-	211	120	418	72	-82.8%	
	Hazardous solid waste	-	-	-	743	957	650	521	-19.9%	
	Hazardous infectious biological waste	-	-	-	-	-	0.4	1.2	NM	
	Hazardous waste (total)	-	-	-	954	1,077	1,069	594	-44.4%	
	Special handling waste	-	-	-	7,119	5,617	5,349	5,926	10.8%	
	Municipal solid waste (non-hazardous)	-	-	-	210	319	366	306	-16.5%	
	Non-hazardous waste (total)	-	-	-	7,329	5,936	5,716	6,232	9.0%	
306-4	Waste not destined for disposal [recycling] (ton)					2,105	2,525	1,793	-29.0%	RT-CH-150a.1
	% of total recycled waste	-	-	-	-	30%	39%	29%	-9.8 pp	
	Total weight of hazardous waste not destined for disposal	-	-	-	-	7.00	45	62	36.9%	
	Total weight of NON-hazardous wastes not destined for disposal	-	-	-	-	2,098	2,479	1,731	-30.2%	
306-5	Waste destined for disposal (ton)					4,908	4,005	4,425	10.5%	RT-CH-150a.1
	% of total waste disposed of	-	-	-	-	70%	61%	71%	9.8 pp	
	Total weight of hazardous waste destined for disposal	-	-	-	-	1,070	753	526	-30.1%	
	Total weight of NON-hazardous waste destined for disposal	-	-	-	-	3,838	3,252	3,899	19.9%	

^{*} On tons produced and 302-3: "Energy per production (GJ/ton)" and "Energy per Energy production (GJ/GJ)" indicators are included, as the salt, soda, and refrigerated gases businesses sell physical products accounted for as mass (tons). SES, or Cogeneration, sells energy itself as a product, accounted for as energy (gigajoules). These were separated as the units of mass and energy are not compatible. ASSE is not included in the total production accounting as it is exclusively engaged in hydrocarbon storage as a service.

303-1: In previous years, there was no breakdown of water consumed as a national asset. As of 2023, and for all subsequent years, it will be reported as surface water and groundwater, in accordance with GRI 303: Water and Effluents 2018 reporting standards.

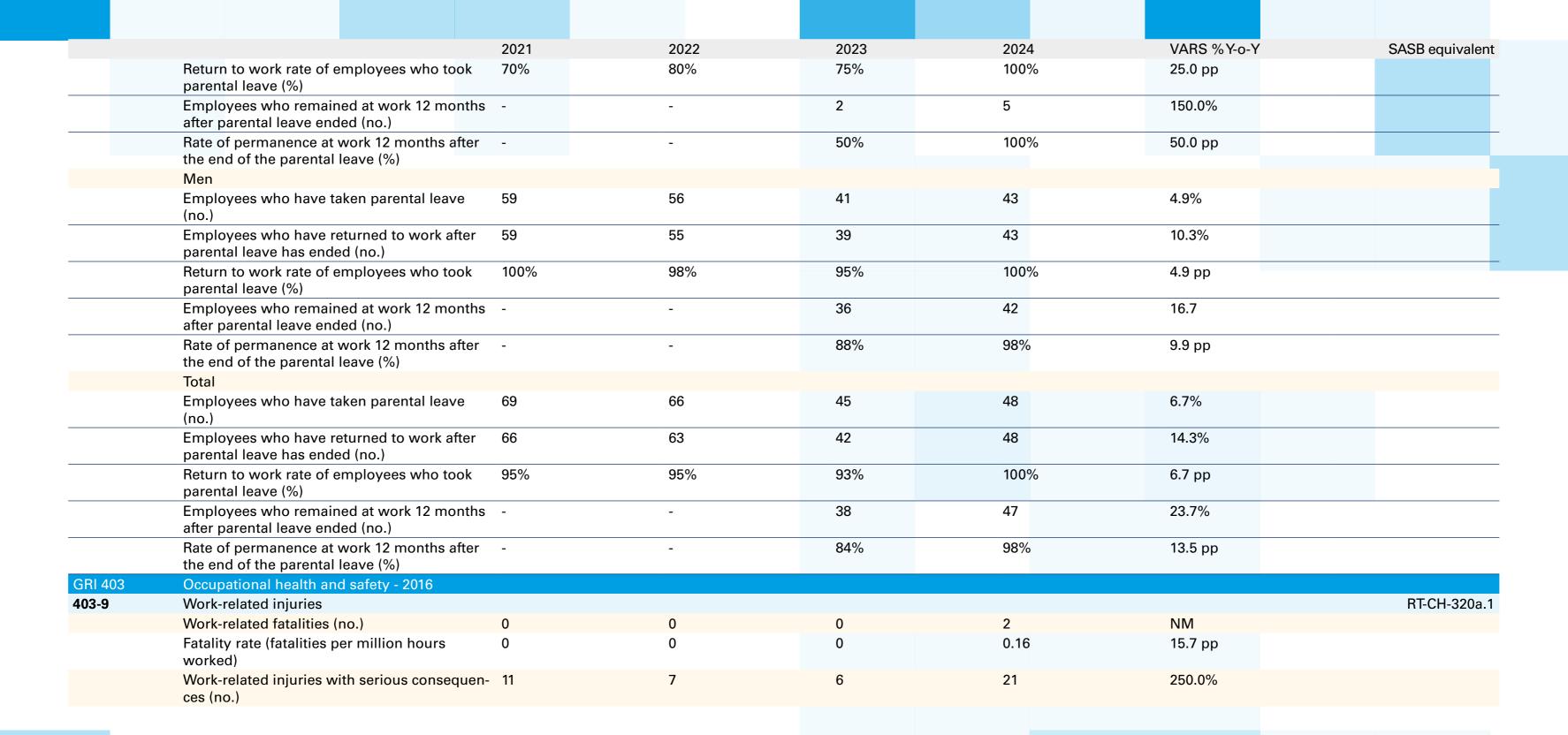
COMPANY PROFILE MESSAGE FROM THE CHAIRMAN OF THE BOARD

ESG FOCUS

ENVIRONMENT

		2021	2022	2023	2024	VARS % Y-o-Y	SASB equivalent
	Between 30 and 50 years	26	25	47	N.D.	N.D.	
	Over 50 years	11	12	25	N.D.	N.D.	
	Number of employee departures by region (no.)	43	76	78	N.D.	N.D.	
	State of Mexico	1	2	1	N.D.	N.D.	
	Hermosillo	2	3	1	N.D.	N.D.	
	Mexico City	16	10	14	N.D.	N.D.	
	Nuevo León	12	21	32	N.D.	N.D.	
	Tlaxcala	1	1	1	N.D.	N.D.	
	Veracruz	11	39	29	N.D.	N.D.	
	Number of unionized departures by region (no.)	71	68	121	N.D.	N.D.	
	State of Mexico	0	1	3	N.D.	N.D.	
	Hermosillo	5	5	4	N.D.	N.D.	
	Mexico City	21	22	43	N.D.	N.D.	
	Nuevo León	25	14	41	N.D.	N.D.	
	Tlaxcala	5	6	5	N.D.	N.D.	
	Veracruz	15	20	25	N.D.	N.D.	
	Employee turnover (%)						
	Turnover by gender (%)						
	Women	6.9%	8.2%	10.7%	N.D.	N.D.	
	Men	6.0%	7.5%	9.8%	N.D.	N.D.	
	Turnover by labor category						
	Employees	5%	8.4%	8.3%	9.8%	1.5 pp	
	Unionized	7%	6.8%	11.4%	14.8%	3.4 pp	
	Turnover by region (%)						
	State of Mexico	1.0%	9.8%	16.8%	N.D.	N.D.	
	Hermosillo	36.8%	40.0%	22.2%	N.D.	N.D.	
	Mexico City	14.0%	152.4%	232.7%	N.D.	N.D.	
	Nuevo León	9.4%	8.8%	17.6%	N.D.	N.D.	
	Tlaxcala	13.3%	15.6%	13.5%	N.D.	N.D.	
	Veracruz	2.4%	5.4%	4.7%	N.D.	N.D.	
401-3	Parental leave Women						
	Employees who have taken parental leave (no.)	10	10	4	5	25.0%	
	Employees who have returned to work after parental leave has ended (no.)	7	8	3	5	66.7%	

73



		2021	2022	2023	2024	VARS %Y-o-Y	SASB equivalent
	Work-related injury rate per major accident (per 200,000 hours worked)	0.60	0.41	0.37	1.65	127.9 pp	
	Recordable work-related injuries (no.)	23	24	20	39	95.0%	
	Recordable injury rate (per 200,000 hours worked)	1.25	1.41	1.23	3.06	183.1 pp	
	Hours worked	3,673,265	3,415,856	3,262,672	2,551,148	-21.8%	
403-	10 Work-related ill health						RT-CH-320a.2
	Number of fatalities resulting from work-rela- ted illnesses	- 0	0	0	0	NM	
	Number of cases of recordable work-related illnesses and diseases	0	1	1	0	-100.0%	
GRI 4	Training and education - 2016						
404-	Average hours of training per year per employee (no.)	- 76	59	60	48	-20.0%	
	Unionized (man hours/person)	103	90	77	69	-9.9%	
	Employees (man hours/person)	47	25	24	25	4.2%	
404-3	Percentage of employees receiving regular performance and career development review	S					
	Total employees (%)	-	-	2.7%	3.2%	0.5 pp	
	Men (%)	-	3.7%	2.8%	3.4%	NM	
	Employees	-	0	0	0	NM	
	Professionals	-	0	0	0	NM	
	Officers	-	0	0	0	NM	
	Managers	-	100%	100%	100%	0.0 pp	
	Directors	-	100%	100%	100%	0.0 pp	
	Women (%)	-	1.3%	1.2%	2.3%	1.1 pp	
	Employees	-	0	0	0	NM	
	Professionals	-	0	0	0	NM	
	Officers	-	0	0	0	NM	
	Managers	-	100%	100%	100%	0.0 pp	
	Directors	-	100%	100%	100%	0.0 pp	
GRI 4							
416-	Assessment of the health and safety impacts of product and service categories						
	Significant product categories for which health and safety impacts are assessed for improvement (%)	100%	100%	100%	100%	0.0 pp	



Corporate Go	vernance				
		2022	2023	2024	VARS %Y-o-Y
GRI 201	Economic Performance - 2016				
201-1	Direct economic value generated and distribut	ed			
	EVG (millions of pesos)	13,612	14,160	15,039	6.2%
	Sales to external customers	13,612	14,160	15,039	6.2%
	EVD (millions of pesos)	-12,542	-12,288	-14,825	20.6%
	Dividends paid to majority shareholders	-200	-250	-300	20.0%
	Dividends paid to minority shareholders	-42	-8	0	-100.0%
	Cost of sales	-8,157	-7,681	-8,579	11.7%
	Selling expenses	-1,877	-2,033	-2,228	9.6%
	Administrative expenses	-1,053	-1,170	-1,389	18.7%
	Other management products	-43	-110	-272	147.3%
	Net financial expenses	-594	-503	-1,064	111.5%
	Income taxes	-576	-533	-993	86.3%
	EVR (millions of pesos)	1,070	1,872	214	-88.6%
GRI 405	Diversity and equal opportunity - 2016				
405-1	Diversity in governing bodies and employees				
	Male board members (%)	81%	81%	81%	0.0 pp
	Female board members (%)	19%	19%	19%	0.0 pp
	By age (%)				
	Under 30 years	0%	0%	0%	0.0 pp
	Between 30 and 49 years	20%	6%	6%	0.0 pp
	Over 50 years	80%	94%	94%	0.0 pp





GENERAL **DISCLOSURES**

Disalasuus name

Disclosure	Disclosure name	Answer in table, omission, and/or modification	Page(s
CYDSA has	prepared the report in accordance with the GRI Standards for the period fi	rom January 1 to December 31, 2024.	
GRI 1 Used:	: GRI 1: Foundations 2021		
GRI 2: Gene	eral Disclosures 2021		
1. The organ	nization and its reporting details		
2-1	Organizational details	Nature of ownership and legal form: CYDSA, S.A.B. de C.V. is a publicly traded stock corporation (Sociedad Anónima Bursát de Capital Variable) incorporated on September 1, 1965. The Issuer has 600 million Series "A" common nominative shares with no par value, listed on the BMV since 1973 and registered in the National Securities Registry, identified by the ticker symbol "CYDSAS/AVENIED AND AVENIED AS AV	d
2-2	Entities included in the organization's sustainability reporting	Sales del Istmo, S.A. de C.V.; Industria Química del Istmo, S.A. de C.V.; IQUISA Santa Clara, S.A. de C.V.; IQUISA Noreste, S.A. de C.V.; Sistemas Energéticos SISA, S.A. de C.V.; Almacenamientos Subterráneos de México, S.A. de C.V.; Tenedora Almacenamiento LP 206, S.A. de C.V.; Almacenamientos Subterráneos del Sureste, S.A. de C.V.; Quimob sicos, S.A. de C.V.	
2-3	Reporting period, frequency and contact point	Period: January 1 to December 31, 2024 Frequency: Annual Point of contact: Alfonso López Lira Arjona, Mario Luis González Cruz, Hans Edgar Fritz Cea, Alberto Balderas Calderón	1, 66

American in table ancienism and /av madification

MESSAGE FROM THE CHAIRMAN OF THE BOARD ESG FOCUS ENVIRONMENT PEOPLE COMMUNITY



Disclosure	Disclosure name	Answer in table, omission, and/or modification	Page
2-4	Restatements of information	For water withdrawals (303-3), the volume of surface water was retransmitted due to an error identified in the SISA information upload. For water discharges (303-4), SES surface water discharges were included in 2024, which had not been done previously. In addition, the process for measuring and accounting for energy consumption (302-1) was improved. This resulted in a restatement of fuel consumption in 2023 to make it compa-	Answer in table
		rable to 2024. Finally, for the employee turnover indicator (401-1), the criterion used to calculate departures excludes deaths, retirements, and contract terminations of temporary employees. This prevented the identification of departures related to age, gender or region, since it was only possible to divide departures by type of contract (employee or unionized).	
2-5	External assurance	Please see verification letter, pp. 93-94.	66
2. Activities a	and workers		
2-6	Activities, value chain and other business relationships		2-4
2-7	Employees	Please refer to the Social Performance table, pp. 72-75 for a detailed breakdown.	43, 45, 72
2-8	Workers who are not employees	CYDSA currently has no workers other than its direct employees.	Answer in table
3. Governand	ce		
2-9	Governance structure and composition	The implementation and session of the Sustainability Committee was formalized during 2022.	53-54
2-10	Nomination and selection of the highest governance body		53
2-11	Chair of the highest governance body	Tomás González Sada serves as both Chairman of the Board and Chief Executive Officer of CYDSA.	Answer in table
2-12	Role of the highest governance body in overseeing the management of impacts		5, 53
2-13	Delegation of responsibility for managing impacts	CYDSA currently has a specific Sustainability Committee that is responsible for the Company's economic, environmental, and social topics. However, the Board of Directors and its committees, as they manage the Company's risks, opportunities, and strategies, are also involved in and responsible for these topics.	54
2-14	Role of the highest governance body in sustainability reporting		66
2-15	Conflicts of interest		

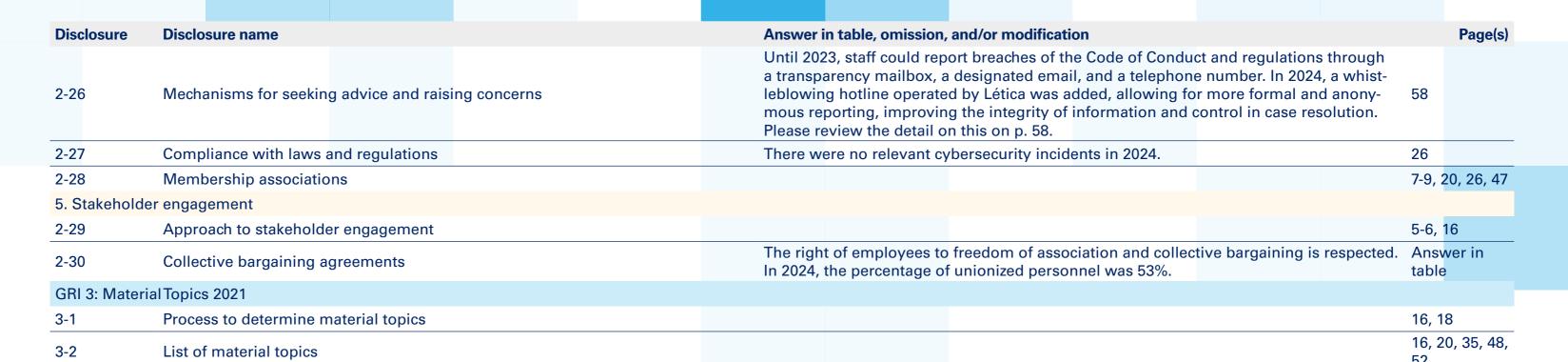


CORPORATE GOVERNANCE

ABOUT THIS REPORT

Disclosure	Disclosure name	Answer in table, omission, and/or modification		Page(s
2-16	Communication of critical concerns	Until 2023, staff could report breaches of the Code of Conduct and regulations through a transparency mailbox, a designated email, and a telephone. In 2024, a whistleblowing hotline operated by Lética was added, allowing for more formal and anonymous reporting, improving the integrity of information and control in case resolution. Please review the detail on this on pg. 58.	58	
2-17	Collective knowledge of the highest governance body		57	
2-18	Evaluation of the performance of the highest governance body		57	
2-19	Remuneration policies		57	
2-20	Process to determine remuneration	Currently, employees and other stakeholders are not involved in these types of compensation decisions.	57	
2-21	Annual total compensation ratio	Confidentiality Issues. The annual total compensation rate, the annual total compensation percentage increase rate, and any contextual information supporting such data have been omitted. This data is confidential for the security of CYDSA personnel. Publishing compensation information places individuals' security and privacy at risk.	Answe table	
4. Strategy,	policies and practices			
2-22	Statement on sustainable development strategy	Please see "Message from the CEO," pp. 11-12.	11-12	
2-23	Policy commitments	CYDSA applies the precautionary principle to environmental risk management. If a risk of serious or irreversible damage is identified, effective measures to mitigate its effects will not be postponed on a cost-effective basis and prevent environmental degradation.	47, 52,	2, 57-58
2-24	Embedding policy commitments		47, 52	2
2-25	Processes to remediate negative impacts	As part of the mechanisms through which the Company seeks to minimize the negative impacts of operations, CYDSA has a system for handling neighborhood complaints. A neighborhood complaint is defined as any nuisance, claim, denunciation, report, or disagreement expressed by a neighbor regarding the manufacturing operations of the Company, authority, or media. The Company's protocol for dealing with complaints states that all reports must be fully addressed and resolved. Complaints are separated into three categories, so they can be properly addressed: Serious: presence of authorities, neighbors, or media in the plant or community; meeting, march, or demonstration against the Company; presence of two or more calls from neighbors for the same reason. Minor: call from a neighbor to express their disagreement. Incidents: call from a neighbor to express their disastisfaction, where the nuisance does not originate within the Company or the nuisance is within the regulations or legislation in force.	58	

MESSAGE FROM THE CHAIRMAN OF THE BOARD ESG FOCUS ENVIRONMENT PEOPLE COMMUNITY CORPORATE GOVERNANCE ABOUT THIS REPORT





GRI CONTENT INDEX



MATERIAL TOPICS

Disclosure	Disclosure name	Answer in table, omission, and/or modification	Page(s)
Strategic pil	llar: Environment		
Net Emissio	ns Reduction		
Energy Cons	sumption and Management		
GRI 3: MATE	ERIALTOPICS 2021		
3-3	Management of material topics		26
GRI 302: ENE	ERGY 2016		
302-1	Energy consumption within the organization	CYDSA began publishing this metric in its Sustainability Reports in 2018, thus 2018 is considered to be the baseline year. Please see the Environmental Performance table on page 68 for details.	26, 68
302-3	Energy intensity		26, 68
302-4	Reduction of energy consumption		26, 69
302-5	Reductions in energy requirements of products and services		26
Climate Cha	nge and GHG Emissions		
GRI 3: MATE	ERIAL TOPICS 2021		
3-3	Management of material topics		21
GRI 305: EM	IISSIONS 2016		
305-1	Direct (Scope 1) GHG emissions	CYDSA began publishing this metric in its Sustainability Reports in 2018, thus 2018 is considered to be the baseline year. Articles 7 and 8 of the regulations of the General Law on Climate Change regarding the national emissions registry, issued by SEMARNAT, are used as the calculation methodology.	21, 24, 70
305-2	Energy indirect (Scope 2) GHG emissions		21, 24, 70
305-4	GHG emissions intensity		20, 24, 70



Disclosure	Disclosure name	Answer in table, omission, and/or modification	Page(s)
STRATEGIC	PILLAR: PEOPLE		
Health and S	Safety Culture		
Health and s	safety of the employees		
GRI 3: MATE	ERIAL TOPICS 2021		
3-3	Management of material topics		36
GRI 403: OC	CCUPATIONAL HEALTH AND SAFETY 2016		
		CYDSA applies an Industrial Safety, Operational Safety and Environmental Protection Management System (SASISOPA) to identify, reduce and control health and safety risks in its hydrocarbon processing and storage areas. Joint commissions are established to evaluate risks and safety protocols are followed to investigate and prevent accidents, using tools such as AST, What-if, HAZOP and TASC. Occupational Health and Safety	
403-1	Occupational health and safety management system	policies are followed, and periodic inspections are carried out in accordance with NOM-019-STPS-2004. The Group has international certifications such as SARI and PASST, and uses innovative technologies such as Safer software to simulate hazardous material leaks. Civil Protection authorities rely on CYDSA's expertise in chlorine handling and Industrial Safety practices.	36, 49
403-2	Hazard identification, risk assessment, and incident investigation		36, 49
403-3	Occupational health services		36, 40, 46
403-4	Worker participation, consultation, and communication on occupational health and safety	Until 2023, staff could report breaches of the Code of Conduct and regulations through a transparency mailbox, a designated email and a telephone line. In 2024, a whistleblower hotline operated by Lética was added, allowing for more formal and anonymous reporting, improving the integrity of information and control in case resolution.	36, 49
403-5	Worker training on occupational health and safety		36, 49
403-6	Promotion of worker health		36, 40, 46
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		36-37, 49
403-8	Workers covered by an occupational health and safety management system	100% of the employees are covered by CYDSA's health and safety system. No employee has been excluded.	Answer in table
403-9	Work-related injuries	Occupational accidents involving injuries usually involve falls, sprains or blows on site, and on some occasions, with the use of machinery, as is the case with electric shocks. Comparison of Lost Time Injuries per 1,000 Workers 2024 - Total IMSS: 18.0 - Mexican Transformation Industry: 7.7 - American Chemical Industry: 12.0 - CYDSA: 8.4	35, 39, 74-75
403-10	Work-related ill health		75

MESSAGE FROM THE CHAIRMAN OF THE BOARD



Disclosure	Disclosure name	Answer in table, omission, and/or modification	Page(s)
Diversity, Equ	uity and Opportunity		
Diversity and	d equity		
GRI 3: MATER	RIAL TOPICS 2021		
3-3	Management of material topics		41
GRI 405: DIVI	ERSITY AND EQUAL OPPORTUNITY 2016		
405-1	Diversity of governance bodies and employees	16 proprietary directors were members of the Board of Directors in 2024. 6 board members are independent, representing 37.5%. 3 female directors on the Board of Directors, representing 18.8%. 4 directors are part of the management team. 75.0% are non-executive.	41, 43, 54, 76
GRI 406: NON	N-DISCRIMINATION 2016		
406-1	Incidents of discrimination and corrective actions taken	There were no discrimination cases within CYDSA's Business Unit operations during 2024.	Answer in table
Talent develo	ppment and retention		
GRI 3: MATE	RIAL TOPICS 2021		
3-3	Management of material topics		44
GRI 201: ECO	NOMIC PERFORMANCE 206		
201-3	Defined benefit plan obligations and other retirement plans	At CYDSA, all employees earn competitive salaries above the minimum wage dictated by law in the regions where it operates. There are entry level categories in the salary scales by region, and it does not depend on the gender of the employee.	Answer in table
GRI 404: TRA	AINING AND EDUCATION 2016		
404-1	Average hours of training per year per employee	The average number of training hours during 2024 per employee was 48 hours: 69 hours on average for unionized personnel and 25 hours on average for employees.	44, 75
404-2	Programs for upgrading employee skills and transition assistance programs	Although there are no programs specifically dedicated to accompanying personnel in the transition process, all training offered seeks to reinforce their skills and knowledge so that they can not only perform their current activities properly, but also prepare them to continue growing in CYDSA.	44
404-3	Percentage of employees receiving regular performance and career developmen reviews	100% of CYDSA's managers and directors receive periodic performance and professional development evaluations. This means that 3.4 % and 2.3 % of the male and female employees, respectively, receive this feedback. This is equivalent to 3.2 % of the team.	75

MESSAGE FROM THE CHAIRMAN OF THE BOARD

ESG FOCUS

ENVIRONMENT

Disclosure	Disclosure name	Answer in table, omission, and/or modification	Page(s)
	PILLAR: COMMUNITY	A House in table, officion, anazor mounication	i ugo(o)
Safe Environ			
Safe Environ			
	S MATERIALES 2021		
3-3	Management of material topics		36, 49
GRI 416: CUS	STOMER HEALTH AND SAFETY 2016		
416-1	Assessment of the health and safety impacts of product and service categories	Refer also to SASB content RT-CH-410b.1 to learn more about products containing hazardous substances. Please see the Social Performance table on pages 72-75 for details.	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		Answer in table
GRI 417: MAI	RKETING AND LABELING 2016		
417-1	Requirements for information and labeling of products and services	100% of our products comply with and are evaluated against the regulatory requirements of the Ministry of Communications and Transportation, official star of the Ministry of Labor and Social Welfare that regulate these issues in product transportation and delivery to our suppliers at their facilities.	dards 49
417-2	Requirements for product and service information and labeling	There were no cases of non-compliance related to product and service labeling in	Answer in table
417-3	Incidents of non-compliance concerning marketing communications	There were no cases of non-compliance related to marketing communications in	2024. Answer in table
Community	value		
Community	value		
GRI 3: MATE	RIAL TOPICS 2021		
3-3	Management of material topics		50
GRI 202: MA	RKET PRESENCE 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum w	At CYDSA, all employees earn competitive salaries above the minimum wage did by law in the regions where it operates. There are entry level categories in the sa scales by region, and it does not depend on the gender of the employee.	
GRI 203: IND	DIRECT ECONOMIC IMPACTS 2016		
203-1	Infrastructure investments and services supported		50
203-2	Significant indirect economic impacts		50
GRI 413: LOC	CAL COMMUNITIES 2016		
413-1	Operations with local community engagement, impact assessments, and development programs		50
413-2	Operations with significant actual and potential negative impacts on local communities		50

Disclosure	Disclosure name	Answer in table, omission, and/or modification	Page(s)
STRATEGIC	PILLAR: CROSS-CUTTING APPROACH		
Organization	nal Structure and Management		
GRI 3: MATE	FRIAL TOPICS 2021		
3-3	Management of material topics		45
Well-being a	at Work		
GRI 401: EM	PLOYMENT 2016		
401-1	New employee hires and employee turnover		45
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		45
401-3	Parental leave	Parental leave is given to all employees of the organization, and entails 84 days for mothers and 5 days for fathers. In 2024, 48 employees took parental leave, representing 2.3% of the workforce.	45, 73-74
GRI 402: LAI	BOR-MANAGEMENT RELATIONS 2016		
402-1	Minimum notice periods regarding operational changes	Depending on each Business Unit, the minimum number of weeks to notify employees is between 1 and 4 weeks.	Answer in table
GRI 407: FRE	EEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Currently, no operation or supplier of CYDSA's Business Units faces any risk of non-compliance or deprivation of freedom of association and collective bargaining rights by the Organization.	47, 61
Corporate E	thics		
GRI 3: MATE	FRIAL TOPICS 2021		
3-3	Management of material topics		58
GRI 205: AN	TI-CORRUPTION 2016		
205-1	Operations assessed for risks related to corruption		60
205-2	Communication and training about anti-corruption policies and procedures	s	60
205-3	Confirmed incidents of corruption and actions taken	There were no corruption cases within CYDSA's Business Unit operations during 2024.	60

Disclosure	Disclosure name	Answer in table, omission, and/or modification	Page(s)
GRI 407: FRE	EDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Currently, no operation or supplier of CYDSA's Business Units faces any risk of non-compliance or deprivation of freedom of association and collective bargaining rights by the Organization.	47, 61
Corporate Go	overnance		
Responsible	Supply Chain		
GRI 308: SUF	PPLIER ENVIRONMENTAL ASSESSMENT 2016		
308-2	Negative environmental impacts in the supply chain and actions		61
GRI 414: SUF	PPLIER SOCIAL ASSESSMENT 2016		
414-2	Negative social impacts in the supply chain and actions taken		61

SASB STANDARDS

Code	Metric	Unit of measure	Answer in table, omission, and/or modification	Page(s)
Greenhouse Gas Emis	ssions and Climate Change			
RT-CH-110a.1 EM-MD-110a.1	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	Metric tons (t) CO ₂ -e,Percentage (%)	(thousands)506Tons CO2e Direct emissions (Scope 1)506Tons CO2e Indirect emissions (Scope 2)529Total tons CO2e (Scope 1 and 2)1,035	21, 24, 70
RT-CH-110a.2 IF-EU-110a.3 EM-MD-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	N/A	Based on the Company's efforts to reduce the environmental impact of its operations, in line with the Sustainability Strategy, the following target has been set for 2030: to reduce the intensity of scope 1 and 2 GHG emissions to a range between 0.65 and 0.85 tCO ₂ e/t produced (tons CO equivalent divided by tons produced) by 2030, which corresponds to a reduction in the indicator of between 50% and 62% compared to the left of 1.7 tCO ₂ e/t produced in 2018. Details on emissions can be found in the "Climate Change and GHG Emissions" section.	get 21, 24, 70 vel
RT-CH-120a.1	Air emissions of the following pollutants: (1) NOX (excluding N2O), (2) SOX, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	Metric tons (t)	(thousands) Nitrogen oxide (NOx) 377 Sulphur dioxide (SO2) 10 Persistent organic pollutants (POPs) 0 Volatile organic compounds (VOCs) 0 Hazardous air pollutants (HAP) 0 Tons of Total suspended particulate matter (TSP) 0	70
Energy Management				
RT-CH-130a.1	(1) Total energy consumed, (2) percentage grid electricity,(3) percentage renewable and (4) total self-generated energy	Gigajoules (GJ), Percentage (%)	(thousands) Total energy consumed (GJ) 9,143 Percentage of electricity from the grid (%) 9.7% Renewable percentage (%) 2.40% Total self-generated energy (GJ) 4,157	26, 68

Code	Metric	Unit of measure	Answer in table, omission, and/or modification	Page(s)
Water Management	t			
RT-CH-140a.1 IF-EU-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters Percentage (%)	s (m³), Total water extracted (m³) Percentage of water extracted that comes from water-stresse (%) Total water consumed (m³) Percentage of water extracted from water-stressed regions (9)	24.7% 2,995
RT-CH-140a.2 IF-EU-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Number	Zero	Answer in table
RT-CH-140a.3 IF-EU-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	N/A		29
Waste and Recyclin	ng			
RT-CH-150a.1	(1) Amount of hazardous waste generated, (2) percentage recycled	Metric tons (t), Percenta (%)	Hazardous solid waste Biological infectious hazardous waste Hazardous waste Special handling waste Municipal solid waste (non-hazardous) Non-hazardous waste Waste generated % of waste recycled	72 521 1 594 5,926 306 6,232 6,826 29.0%
Community Relatio	ne		Total tons of recycled waste	1,793
RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	N/A	CYDSA has a Community Attention Center (CAC) where any complaint, non-conformity, claim, demand, or need the commight express in relation to manufacturing operations is add their satisfaction. To that end, the Company has a telephone community can call 24/7. The Company conducts community surveys so community in can freely and anonymously express their individual or collect which, if met, would improve their quality of life. The main community complaints the Company has historical are: • Insecurity • Poor roads • Poor primary services (garbage collection) The CAC works as a solution manager between the communication applicable public authority.	munity ressed to number the nembers ctive needs lly received 50-51

MESSAGE FROM THE CHAIRMAN OF THE BOARD

ESG FOCUS

ENVIRONMENT

Code	Metric	Unit of measure	Answer in table, omission, and/or modification	Page(s)
Workforce Health 8	& Safety			
RT-CH-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Rate	(1)There were a total of 20 recordable incidents in all CYDSA business units, with a rate of 1.23 (TRIR) taking all hours worked and all incidents at the different plants. (2)There were 0 fatal accidents in any of CYDSA's business units during 2024.	35
RT-CH-320a.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	N/A	CYDSA has a comprehensive strategy to evaluate, control, and reduce the exposure of its employees and contracted workers to chronic health risks, based on a rigorous Safety, Operational Safety, and Environmental Protection Management System (SASISOPA). The main objective of this strategy is to identify, reduce, and control long-term health and safety risks. Details of the efforts can be found in the "Employee Health and Safety"	36, 40, 46, 49
			section.	
Product Design for	Use-phase Efficiency			
RT-CH-410a.1	Revenue from products designed for use- phase resource efficiency	Presentation currency	Noreste continued to generate savings by incorporating advanced technology to optimize the production of chlorine, caustic soda, and related specialty products. This has led to a reduction in operating costs by using the by-products as a dedicated energy source. It also generated revenue from the production and sale of hydrogen. The use of plasma arc technology to incinerate hazardous gases has also been a successful innovation, and CYDSA now offers this service to third parties in addition to using it internally to reduce toxic air emissions.	Answer in table

MESSAGE FROM THE CHAIRMAN OF THE BOARD

ESG FOCUS

ENVIRONMENT



Code	Metric	Unit of measure	Answer in table, omission, and/or modification	Page(s)
Management of the	e Legal & Regulatory Environment			
RT-CH-530a.1	Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	N/A	CYDSA's corporate governance has always established, as mandatory and non-negotiable, regulatory compliance in all areas: economic, legal, social, and environmental. When particular issues make compliance difficult, the Company seeks to mediate with governmental agencies or with the support of business chambers to mitigate the negative impacts of such non-compliance, as well as the appropriate sanction in response to such non-compliance. Please also refer to GRI indicator 2-27 for more details on CYDSA's compliance during 2024.	Answer in table
Operational Safety,	, Emergency Preparedness & Response			
RT-CH-540a.1	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	Number, Rate	See the RT-CH-320a.1 content response for recordable incidents reported in 2024. No accidents were related to process safety, and all recordable accidents had a severity rating of level 1.	Answer in table
RT-CH-540a.2	Number of transport incidents	Number	There were no transportation incidents recorded within CYDSA's Business Unit operations during 2024.	Answer in table
Competitive Behav	ior			
EM-MD-520a.1	Total amount of monetary losses as a result of legal proceedings associated with pipeline and storage regulations	Reference currency	\$0.00 Mexican pesos	Answer in table
ACTIVITY METRIC				
RT-CH-000.A	Production by reportable segment	Cubic meters (m³) and/or metric tons (t)	(thousands) SISA + Procesadora y Distribuidora de Sal (Salt for Household Consumption and Industrial Applications) IQUISA (Chlorine, Caustic Soda, and Related Specialties) Quimobasicos (Refrigerant Gases) TOTAL 1,693	Answer in table



Verification Letter for the 2024 Sustainability Report

To the Board of Directors of Cydsa S.A. de C.V. and Report Readers:

We hereby inform you that Redes Sociales en Línea Timberlan was engaged to perform an independent limited verification of a sample of GRI Disclosures and sector-specific indicators for "Chemicals" from the Sustainability Accounting Standards Board (SASB), as presented in Cydsa's 2024 Sustainability Report.

The scope of our verification covered the results for the period from January 1st to December 31st, 2024, and the 9 business subsidiaries that make up Cydsa: Sales del Istmo, Industria Química del Istmo, Iquisa Santa Clara, Iquisa Noreste, Sistemas Energéticos SISA, Almacenamientos Subterráneos de México, Tenedora Almacenamiento LP 206, Almacenamientos Subterráneos del Sureste, and Quimobásicos, S.A. de C.V.

Cydsa's Corporate Strategic Planning Management is responsible for the preparation and publication of the information contained in the "2024 Sustainability Report" and that presented during the verification process. This responsibility includes, but is not limited to, the identification of material topics, the selection and publication of GRI Disclosures and SASB topics, as well as providing true and sufficient documentary and/or visual evidence to conduct the limited verification of the selected sample.

Our responsibility is to issue impartial and objective opinions regarding the quality of the data in the selected sample to be verified, validating its accuracy, traceability, and reliability. The work performed is based on the activities of the International Standard on Assurance Engagements (ISAE) 3000, issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC), and the methodological requirements in accordance with GRI Standards and the Sustainability Reporting Standards.

The **activities** carried out during the verification process include:

- · Understanding of internal management systems (policies, processes, tools, source documents, etc.).
- · Analysis of qualitative and quantitative information through visual, documentary, and public evidence of the sample to be verified.
- · Verification of qualitative and quantitative information through visual, documentary, and public evidence of the sample to be verified.
- · Comparison of data from the previous three years to validate reasonableness.
- · Validation of methodological compliance in accordance with GRI Standards and the sector-specific topics for "Chemicals" from SASB.

Conclusions: As a result of our work and the review of the 2024 Sustainability Report, no inconsistencies were found that would lead us to believe that the evidence from the selected sample did not meet the principles of accuracy, reasonableness, and reliability, or that the data from the verified sample contained significant and material errors.

Recommendations: A separate internal report, exclusively for the client, is provided, which contains areas of opportunity for a future report.

Rosa María Barojas Vargas Sustainability Consultant rosy@redsociales.com

Statement of Independence and Competence of Redes Sociales en Línea Timberlan. The collaborators of Redes Sociales en Línea Timberlan possess the necessary level of competence to verify compliance with the standards used in the preparation of Sustainability Reports, enabling them to issue a professional opinion on non-financial information reports while adhering to the principles of independence, integrity, objectivity, competence and professional behavior. Under no circumstances should our verification statement be construed as an audit report, and therefore no responsibility is assumed for the management systems and internal control processes from which the information is obtained. This Verification Letter is issued on April 11th, 2025, and remains valid provided no subsequent and substantial modifications are made to the 2024 Sustainability Report of Cydsa S.A. de C.V.

Redes Sociales en Línea Timberlan S.A. de C.V. | Pico Sorata 180, Jardines en la Montaña, Tlalpan, C.P. 14210, CDMX.



	GRI Content	SASB	Ver	ified data 2024	
		Sustainable Industry Classification System RT-CH			
			CYDSA S.A. de C.V.		
			Headquarters: Av. Ricardo Mar		
2-1	Organizational details		Valle del Campestre, San Pedr		
			CYDSA has over 20 subsidiaries	s in 9 locations across N	Mexico and export
			its products to more than 15 co	untries.	
		ENVIRONMENTAL			
		RT-CH-130a.1: (1) Total energy consumed,	- Total energy consumption: 9,	143 (thousands of Gig	jajoules)
302-1	Energy consumption within the	(2) percentage grid electricity,	- Purchased electricity: 784 (th	ousands of Gigajoule	es)
3UZ-I	organization	(3) percentage renewable and	- Consumption from renewable	e or clean sources: 219	(thousands of
		(4) total self-generated energy	Gigajoules)		
			- Energy consumption intensit	y per unit of productio	n: 5.40 (GJ/ton)
302-3	Energy intensity		- Energy consumption intensit	y per unit of SES energ	y production: 1.8
			(GJ/ton)		
302-4	Reduction of energy consumption		Variation in energy consumpti	on compared to the ba	ase year 2021: 10%
		RT-CH-110a.1 EM-MD-110a.1: Gross global Scope 1 emissions,			
305-1	Direct (Scope 1) GHG emissions	percentage covered under emissionslimiting regulations	506 (thousands tons CO2e)		
	Energy indirect (Scope 2) GHG				
505-2	emissions		529 (thousands tons CO2e)		
05-5	Reduction of GHG emissions		Total GHG emissions (Scopes 1	and 21: -62 4%	
103-3	Reduction of Grid emissions		- Nitrogen oxides (NOX), sulfur		v cianificant air
		RT-CH-120a.1: Air emissions of the following pollutants:	emissions (tons): 387	oxides (SOA), and othe	er significant an
		(1) NOX (excluding N2O),	, ,		
	Nitrogen oxides (NOx), sulfur oxides	(2) SOX,	- NOx: Nitrogen oxides (NOx): 3	577	
305-7	(SOx), and other significant air	(3) volatile organic compounds (VOCs),	- SOx: Sulfur dioxide (SO2): 10		
	emissions	and	- Persistent organic pollutants		
		(4) hazardous air pollutants (HAPs)	- Volatile organic compounds (VOCs): 0		
			- Hazardous air pollutants (HA		
			- Particulate matter (PM): Total		TSP): 0
303-3	Water withdrawal	RT-CH-140a.1: (1) Total water withdrawn, (2) total water	Water withdrawal (thousands		
		consumed; percentage of each in regions	- Water consumption (thousan	ids of m3): 4,042	
303-5	Water consumption	with High or Extremely High Baseline Water Stress	- Total water consumed from		
			- Total water consumed from	areas with water stress	1,047
			- Total waste (tons): 6,826		
			- Hazardous liquid waste: 72		
			- Hazardous solid waste: 521		
306-3	\\\	RT-CH-150a.1: (1) Amount of hazardous waste	- Hazardous biological-infecti	ous waste: 1.2	
506-3	Waste generated	generated, (2) percentage recycled	- Total hazardous waste: 594		
			- Special management waste	: 5,926	
			- Urban solid waste (non-haza	rdous): 306	
			- Total non-hazardous waste:		
			- Waste not destined for dispos		93
06-4	Waste diverted from disposal		- Total weight of hazardous w		
			- Total weight of non-hazardo		
			- Waste sent for disposal (tons):		,,
06-5	Waste directed to disposal		- Total weight of hazardous wa		26
			- Total weight of non-hazardo		
	<u></u>	SOCIAL		arspo	,
		3001/12	2,128 employees		
			- 1,851 men		
2-7	Employees		- 277 women		
			- Region and age range of emp	olovees (See nage 72)	
			Turnover rate	, ccs (scc page 72)	
	New employee hires and employee		- By employment category:		
401-1					
	turnover		- Employees: 14.8%		
			- Unionized: 9.8%		
				Momon	Man
				Women	Men
			Used the leave	5	43
(0) 7			5	5	/7
401-3	Parental leave		Returned to work	5	4.5
401-3	Parental leave		Returned to work Return rate	100%	43 100%

	GRI Content	SASB Sustainable Industry Classification System RT-CH	Verified	data 2024	
	Wednesday of the second State	SOCIAL			
	Workers covered by an occupational		100% of the workers are covered by	CYDSA's health and s	safety system.
403-8	health and safety management		No worker has been excluded from this coverage.		
	system				
		RT-CH-320a.1:			
		(1) Total recordable incident rate (TRIR)	Injuries from work-related accident	s (See charts on page	39 and the
403-9	Work-related injuries	and (2) fatality rate for (a) direct	work-related injury table on page 7	4)	
		employees and (b) contract employees		•,	
			- Number of fatalities resulting fron	n a work-related illne	ss: 0
403-10	Work-related ill health		- Number of recordable cases of wo		
	Average hours of training per year per		- Average training hours per emplo	yee per year (No.): 48	1
404-1	employee		- Unionized employees (man-hours	per person): 69	
	employee		- Non-unionized employees (man-	nours per person): 25	
	Percentage of employees receiving		Employee evaluations (See the tab	e on the percentage	of employees
404-3	regular performance and career development reviews		receiving performance evaluations	on page 75)	
				Governance body	Employees
			Women	19%	13%
405-1	Diversity of governance bodies and		Men	81%	86%
405-1	employees		Under 30 years old	0%	
			Betwuun 30 and 49 years old	6%	
			Over 50 years	94%	
207.1	Infrastructure investments and		CYDSA implements risk managem	ent procedures and s	trategies to
203-1	services supported		maintain a good relationship with	he communities nea	r its plants. As
	Operations with local community		part of its commitment to sustainal	ole development, it p	romotes
413-1	engagement, impact assessments,		community projects that enhance health, education, recreati		
	and development programs		being, and local development.		
	Assessment of the health and safety		Categories of significant products for	or which health and s	afetyimpacte
416-1	impacts of product and service		are evaluated to make improveme		arety irripacts
	categories		·		
			100% of the products comply with a		
	Requirements for product and service		regulatory requirements of the Min	-	
417-1	information and labeling		Transport, as well as the official stan		
			Social Welfare that regulate these r		insportation
			and delivery to our suppliers at the	r facilities.	
/35.0	Incidents of non-compliance		No cases related to non-compliance	e arising from inform	ation and/or
417-2	concerning product and service		labeling issues were recorded for ar		
	Information and labeling Incidents of non-compliance				
417-3	concerning marketing		No cases related to non-compliance		ting
417.5	communications		communications were recorded in	2024.	
		GOVERNANCE			
			- Sales del Istmo, S.A. de C.V.		
			- Industria Química del Istmo, S.A. o	le C.V.	
			- Iquisa Santa Clara, S.A. de C.V.		
2-2	Entities included in the organization's		- Iquisa Noreste, S.A. de C.V.		
	sustainability reporting		- Sistemas Energéticos SISA, S.A. de		
			- Almacenamientos Subterráneos o		
			- Tenedora Almacenamiento LP 20		
			- Almacenamientos Subterráneos o	lel Sureste, S.A. de C.\	/.
			- Quimobásicos, S.A. de C.V.		
			(Millions of pesos)		
201-1	Direct economic value generated and		- EVG 15,039		
	distributed		- EVD -14,825		
2011	distributed		210 14,023		

Redes Sociales en Línea Timberlan S.A. de C.V. | Pico Sorata 180, Jardines en la Montaña, Tlalpan, C.P. 14210, CDMX.





