



CONTENTS

Sustainability at Zinc Nacional 2024	3
---	----------

Message from the Chief Executive Officer	5
---	----------

Who we are	6
Grupo PROMAX	7
Zinc Nacional	8
Our history	9
Our products	10
Industries we serve	11
Our clients	12
Certifications and recognitions	13
Partnerships	14

ESG Strategy	15
Stakeholders	16
Materiality	17
ESG Model and Strategy	18
Contribution to the Sustainable Development Goals (SDGs)	20
Circularity-driven management	21

Ethics and integrity	22
Corporate governance	23
Ethics and anti-corruption	24
Human rights	26
Cybersecurity	27

Our Planet	28
Environmental management	29
Energy efficiency	30
Greenhouse gas emissions	31
Air quality	32
By-product and materials management	33
Water management	34
Biodiversity	35

Our People	36
Talent attraction and retention	39
Employee health and safety	44
Equity, inclusion, and diversity	48

Our Community	50
Supply chain development and responsibility	51
Community engagement	52

GRI Index	58
------------------	-----------

ABOUT THIS REPORT

GRI 2-1, 2-3

This document represents our sustainability reporting exercise and outlines the commitment of Zinc Nacional S.A., its actions, and its ESG (Environmental, Social, and Governance)¹ performance for the period from January 1 to December 31, 2024.

It is intended for our stakeholders and was prepared using the Global Reporting Initiative (GRI) Standards as reference, including our contribution to the United Nations Sustainable Development Goals (SDGs).

For any inquiries or comments, please contact Grupo PROMAX's Sustainability and Communications Department at rspromax@gpromax.com

¹ The report covers activities carried out at Zinc Nacional's San Nicolás Plant and General Offices.



SUSTAINABILITY AT ZINC NACIONAL: 2024 ACHIEVEMENTS

ETHICS AND INTEGRITY

We have updated our **Sustainability Policy**.

We have published the **2023 ESG Report**, the first in our history.

We implemented the **Anti-Corruption Policy**.

96% of administrative employees submitted their **Conflict-of-Interest Declaration**.

OUR PLANET

94% of our **raw materials** are recycled.

66% of the non-usable materials in the plant were **recycled**.

100% of plant areas and processes underwent **environmental aspect identification** and assessment.

+3,300 plants and trees donated from **our nursery**.



We have been awarded the **ESR Distinction** for the 8th consecutive year.



We have participated in **CDP** as a reporting organization.



We have achieved a Bronze Medal from **ECOVADIS**.



We joined **Conscious Capitalism**, Mexico Chapter.



We have achieved **ISO 45001** certification for our Integrated Management System for the first time.



We became members of the Corporate Sustainability Commission, the Environmental Commission, and the Commission for Strengthening and Developing Value Chains.

OUR COMMUNITY

95%

of our suppliers are domestic.

7

corporate volunteer initiatives.

18

dialogue and collaboration meetings with residents of the surrounding neighborhoods.

+540

neighbors benefited through our social responsibility programs.

+200

local children and youth benefited from the use of our sports facilities.

15

social projects, promoted by NGOs, in the communities surrounding our plant.

OUR PEOPLE

+1,100 employees.

+30

average training hours per employee.

+30

educational scholarships granted to our employees.

+10

health campaigns carried out.

+400

employees promoted.

+800

employees' children benefited from school support programs.



MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

GRI 2-12, 2-22

At Zinc Nacional, we are proud of our identity as a Mexican company, backed by over 72 years of expertise. Our products are present in more than 30 countries across five continents. Our distinct advantage lies in our capacity to respond to customer needs and deliver tailored solutions grounded in the core principles of circularity and recycling inherent to our business model.

In 2024, our company entered a transformative phase. We navigated challenging circumstances influenced by the fluctuations in global zinc prices, persistent rises in operational expenses, and intensifying competition. These conditions have not only fortified our business but have also challenged our adaptability, resilience, and dedication to societal and environmental responsibilities.

In everything we do, we strive to positively impact people, the environment, and through our work practices. From the General Management and the Board of Directors, we reaffirm our commitment to integrating sustainability into all our decisions. We align our operations and objectives with stakeholder expectations, ensuring transparency and in compliance with the highest international standards.

We are proud to share that we have received the Socially Responsible Company (ESR) Distinction for the eighth year in a row, reflecting the commitment and perseverance of our whole team. We also obtained ISO 45001 certification—Occupational Health and Safety Management Systems—consolidating our Integrated Management System under the three most recognized ISO: ISO 9001, ISO 14001 and ISO 45001. In addition, we embraced the philosophy of

Conscious Capitalism, promoting more human-centered and holistic leadership among our employees.

Throughout 2024, we strengthened collaboration with authorities, business organizations, and other key stakeholders, participating in joint initiatives that drive sustainable solutions and create shared value.

Among these initiatives were our second participation in the Voluntary Vehicle Inspection Program and the Comprehensive Air Quality Management Plan (PIGECA).

We continued reinforcing our social programs, such as community meetings with neighbors, sports activities with young people in the area, and events aimed at our employees' children. Through the PROMAX Foundation, we actively support civil society organizations in key sectors such as community development, education, health, social assistance, and the environment. We are convinced that the health, well-being, and safety of all individuals within our value chain are essential, and therefore we foster an environment guided by the highest ethical standards and compliance applicable to our company.

We are pleased to share the initiatives and events that fueled our contribution to corporate sustainability during the past 12 months, all with the goal of transparent and approachable communication. We cordially invite you to join us in creating a future that is socially, economically, and environmentally responsible for both the current and upcoming generations.

EDUARDO ALVERDE

Chief Executive Officer

WHO WE ARE

Grupo **PROMAX**

Zinc **Nacional**

Our **history**

Our **products**

Industries
we serve

Our **clients**

Certifications
and recognitions

Partnerships

GRUPO PROMAX

GRI 2-1, 2-6



Founded in
1917



Operates in
5 countries



Employs
+5000
people



Sells products in more
than **50** countries



Presence in Mexico, the United States, Colombia, Germany, and Turkey, with commercial alliances throughout the world.

Zinc Nacional S.A. is part of Grupo PROMAX, an international, privately held, diversified Mexican business group. It operates leading businesses in the following sectors:



ZINC COMPOUNDS

The leading manufacturer of zinc compounds in America.



GYPSUM BOARD

The leading producer of gypsum board in Latin America.



CONSTRUCTION PLASTER

The largest manufacturer of gypsum for the construction and industrial sectors in Mexico.



BUILDING MATERIALS

The largest provider of light construction systems in Mexico.



CARDBOARD PAPER

Vertically integrated within the gypsum board division.

ZINC NACIONAL

GRI 2-1, 2-6

Since our founding in 1952, we have proudly operated as a Mexican family-owned business. Now, 73 years later, we continue to uphold the same family values, the same quality standards, and the same trust that have defined us from the beginning.

Our main headquarters are in Monterrey, Nuevo León, and our operational hub is in San Nicolás de los Garza. Through the production of zinc oxide and zinc sulfate, we provide effective and creative solutions that are suited to the needs of our clients in various industrial sectors.

We are one of the largest producers of zinc compounds in the world.

We are:



INTERNATIONAL

Our products are available in more than 30 countries on five continents.



VERSATILE

We manufacture products using French, American, and hydrometallurgical processes, always adapting to our client's requirements.



RESULTS-ORIENTED

We don't just make products—we provide customized solutions for a wide range of industries.



CIRCULAR

Recycling and circularity are important pillars of our operations.



MISSION

By developing innovative and environmentally responsible techniques that recover the value of resources, we hope to offer societal solutions.



VISION

Our vision is to become a globally recognized, diversified company that prioritizes long-term growth and enjoys the respect of customers, suppliers, and the community.



STRATEGY

Our Vision 2030 outlines Zinc Nacional's strategic priorities:



Safety



Profitability



Customer service



Growth



Integration of Environmental, Social, and Governance (ESG)

OUR HISTORY

With 42 workers and the intention of manufacturing zinc concentrates for export, we started operations in 1952. Over time, we became one of the world's leading producers of zinc compounds, driving growth through innovative technology and Mexican talent.

We currently manage the commercialization of our products, generating more than 1,100 jobs, recycling zinc-containing materials, and supporting sustainable and economic growth.

Eduardo M. Villarreal
founded Zinc Nacional.

We received the **Clean Industry** certificate from the Ministry of the Environment, reaffirming our commitment to sustainability.

We obtained the first **ESR** (Socially Responsible Company) **Distinction**.

We adopted an **ESG** (Environmental, Social and Governance) **Model**, promoting a comprehensive approach to our decisions.

1952

1994

1998

2009

2017

2021

2023

2024

We held our first **Summer Camp**, strengthening our closeness with our families and communities.

We achieved **ISO 9001** certification, consolidating quality as a pillar of our operations.

We have received **ISO 14001 and GMP+** certifications, which endorse our environmental and process management.

We have obtained **ISO 45001** certification, guaranteeing occupational health and safety for all our employees.

OUR PRODUCTS

GRI 2-6

We manufacture a broad range of zinc compounds and derivative products renowned for their quality, competitiveness, and versatility.

ZINC SULFATE MONOHYDRATE

Made using a hydrometallurgical process², this material comes in two grades (standard and high purity) and five forms (standard, powder, mini-granular, granular, and maxi-granular) to meet the needs of various industries like mining, fertilizers, animal nutrition, water treatment and chemical reagents.

ZINC OXIDE

We produce zinc oxide using French³ and pyrometallurgical⁴ processes. This dual capability allows us to meet diverse requirements in terms of purity, particle size, surface area and bulk density.

ZINC CONCENTRATES

We manufacture zinc concentrates, which serve as raw materials for the creation of metallic zinc.

OTHER PRODUCTS

Iron concentrate, used in the cement industry and iron foundries, Lead sulfate, used in lead smelters, Mixed salt of potassium chloride and sodium chloride, used in the aluminum industry.

By 2024, we will have a presence in more than 30 countries, consolidating our position as leaders in Mexico thanks to our quality, service, and competitiveness.



² Carried out in the hydrometallurgical plant by means of reactor tanks, filter presses, and dryers.

³ It is carried out in our Oxidant plant. It is used to produce high-purity zinc oxides from zinc ingots using crucibles.

⁴ It is carried out in a pyrometallurgical plant using rotary kilns.

INDUSTRIES WE SUPPORT

GRI 2-6

At Zinc Nacional, we serve a wide range of industrial sectors, offering effective solutions tailored to their needs:



Animal
Nutrition



Agriculture



Rubber



Ceramic



Paint



Chemical



Mining



Lubricants



Pharmaceutical

OUR CLIENTS

GRI 2-25

By providing the best products available and adjusting to the needs and expectations of our customers, we hope to establish enduring, positive relationships. We maintain open communication channels that allow us to respond to requests, concerns, and inquiries.

We are supported by important certifications related to the industries we serve, and we are always looking to acquire new ones to guarantee the quality of our processes. Our Quality Management System, certified under ISO 9001:2015, enables us to improve operations and deliver dependable products.

CUSTOMER SATISFACTION SURVEY

Every year, we conduct a customer satisfaction survey to assess client experience and determine ways to improve our services, products, and packaging. The 2024 survey was completed by a representative sample that included all of the regions in which we are present and represented over 70% of the total sales volume.

CERTIFICATIONS AND DISTINCTIONS

INTEGRATED MANAGEMENT SYSTEM



ISO 9001:2015. Certifies our Quality Management System for meeting market standards and customer expectations.



ISO 14001:2015. Demonstrates our commitment to environmental management and impact mitigation.



ISO 45001:2018. Supports the implementation of health and safety protocols for safe working environments.

ANTI-TERRORISM

CTPAT Certification (Customs-Trade Partnership Against Terrorism)—Strengthens supply chain security by preventing the contamination of cargo with illegal materials such as drugs, weapons, or explosives during international trade processes.



SUSTAINABILITY



Clean Industry. Acknowledges adherence to Mexican environmental laws.



Socially Responsible Company. A distinction granted by the Mexican Center for Philanthropy (CEMEFI) in recognition of our commitment to ESG-related issues.



EcoVadis. Is a platform that evaluates and communicates our sustainability performance to business partners. We currently hold a bronze medal.

PRODUCTS



GMP+ Internacional. Guarantees food and feed safety across our product lines.



OMRI LISTED. Certifies compliance with criteria for products such as organic fertilizers.



PARTNERSHIPS

GRI 2-28

Our strategic partnerships enable us to engage in joint projects, share best practices, cooperate across industries, and promote sustainable and economic development—always with the goal of generating shared value.



ASOCIACIÓN NACIONAL
DE ESPECIALISTAS
FISCALES, A.C.

www.enefac.org.mx



ATECO
Asociación Técnica de Compensaciones

www.ateco.org



CAINTRA
NUEVO LEÓN

www.caintra.org.mx



COMCE

www.comce.org.mx



CAPITALISMO
CONSCIENTE®

www.consciouscapitalism.mx



CANACERO+

www.canacero.org.mx

ZINC | international
zinc association

www.zinc.org



FUNDACIÓN
PROMAX

www.fundacionpromax.org



ejecutivos de finanzas

www.imef.org.mx



Movimiento
Congruencia
SUMANDO TALENTO EN LAS EMPRESAS

www.congruencia.org.mx



COPARMEX
NUEVO LEÓN

www.coparmexnl.org.mx

ESG STRATEGY

Stakeholders

Materiality

ESG Model
and Strategy

Contribution to
the **SDGs**

Circularity-driven
management

STAKEHOLDERS

GRI 2-29

We encourage open and cooperative communication with our stakeholders, guided by our principles of ethics, integrity, and respect for human and labor rights. Every decision and interaction we undertake is grounded in honesty, responsibility, and consistency, bolstered by communication channels that foster dialogue, trust, and transparency.



MATERIALITY

GRI 3-1, 3-2

We conducted a materiality assessment to gauge external perceptions regarding the industry's and Zinc Nacional's maturity in ESG matters.

This assessment was carried out using the Global Reporting Initiative (GRI) materiality methodology and was complemented by the Sustainability Accounting Standards Board (SASB) approach and the risk analysis principles of ISO 31000.



ENVIRONMENTAL

- Energy efficiency
- Greenhouse gas emissions (GHG)
- Air quality
- Use of recycled materials and waste
- By-product and materials management
- Environmental management
- Climate risk identification
- Water management

SOCIAL

- Human rights
- Equity, inclusion, and diversity
- Community engagement
- Employee health and safety
- Supply chain development and responsibility
- Talent attraction and retention

GOVERNANCE

- Corporate governance
- ESG strategy and management
- Ethics and anti-corruption
- Transparency and accountability
- Circularity-driven management
- Technology, innovation, and development
- Cybersecurity

ZINC NACIONAL'S ESG MODEL AND STRATEGY

GRI 3-3

ESG MODEL

Our ESG model and strategic framework were developed through a comprehensive maturity assessment, a thorough materiality analysis, and alignment with our company goals. These will help us record how well we are doing at minimizing our environmental effect, getting more involved in the community, and improving management toward circularity.

ESG STRATEGY

The four pillars of the company's ESG model are the basis for our ESG Strategy, and we are committed to each one for the long term. We established tracking metrics to evaluate our progress by assessing our current standards, policies, programs, and activities.

ESG COMMITTEE

In 2023, we created the ESG Committee, made up of representatives from various departments. Its primary role is to monitor and measure our work on ESG issues, as well as find new projects and areas of opportunity in sustainability.





OUR COMMITMENTS

GRI 2-23

Ethics and Integrity:

Build our organizational structure on the principles of ethics and integrity, ensuring that every activity, decision, and institutional interaction is based on honesty, responsibility, consistency, and moral strength—promoting a culture of transparency and accountability.

Our Planet:

We want to make the world a better place by using resources more efficiently and recycling materials, all in line with our circular business model. Our goal is to establish a sustainable future for everyone.

Our People:

Create a thriving work environment where our people are our greatest asset. We dedicate ourselves to cultivating an environment that values diversity, equity, and inclusion, prioritizes health and well-being, and encourages ongoing learning and growth.

Our Community:

Cooperate with our communities and value chain to make a difference that lasts and is meaningful—supporting environmental stewardship, social inclusion, and economic sustainability.

CONTRIBUTION TO THE SDGs

GRI 3-3

We support economic, social, and environmental development in the communities where we operate and help achieve the Sustainable Development Goals (SDGs) by coordinating our ESG strategy with the UN 2030 Agenda.



CIRCULARITY-DRIVEN MANAGEMENT

GRI 3-3, 301-2

COMMITMENT

The company's general management procedures are based on the principles of the circular economy.

Circularity is the foundation of our business strategy. We recover and transform by-products from the steel industry into useful compounds. Thanks to state-of-the-art technology and strict adherence to environmental regulations, we recycle all of the dust from electric arc furnaces produced in Mexico.

94% of our raw materials come from recycled by-products of the steel industry.

Our MÁXIMO PRODUCT LINE includes zinc oxide derived from recycled raw materials, tailored to meet each client's technical needs. Through this approach, we reduce the extraction of natural resources and integrate industrial by-products into our process.



ETHICS AND INTEGRITY

Corporate **governance**

Ethics and **anti-corruption**

Human **rights**

Cyber**security**

OUR COMMITMENT

Build the organizational structure on the principles of ethics and integrity, making sure that every activity, decision, and institutional interaction is characterized by honesty, responsibility, consistency, and moral strength—promoting a culture of transparency and accountability.

CORPORATE GOVERNANCE

GRI 2-9, 2-23, 3-3, 405-1

COMMITMENT

We aim to establish and uphold a robust corporate governance structure that encourages openness and accountability.

Guided by our MAXIMO Values and our Code of Ethics and Conduct, we promote responsible business conduct and respect for human rights across all our business interactions. To achieve this, we have adopted a set of policies and guidelines to prevent behaviors that conflict with our ethical principles:

- Code of Ethics and Conduct
- Anti-Corruption Policy
- Conflict of Interest Policy
- Human Rights Policy
- PROMAX Transparency and Integrity Line (TIP) Policy
- Gifts and Corporate Hospitality Policy
- Protocol for the Prevention and Handling of Workplace Violence

The Board of Directors and Executive Management are the company's highest governing body. Together, they establish a governance and management framework that ensures sustainability, transparency, and efficiency.



ETHICS AND ANTI-CORRUPTION

GRI 2-24, 205-2, 3-3

COMMITMENT

Our goal is to develop a culture that prioritizes integrity, transparency, and accountability while actively combating corruption and other unethical practices, fostering long-term growth, and building social trust.

ETHICS AND INTEGRITY PROGRAM

We have implemented a program designed to ensure compliance with the Code of Ethics and Conduct and to help prevent corruption and unethical behavior.

CODE OF ETHICS AND CONDUCT

The Code of Ethics and Conduct aims to foster a culture of integrity and ethical principles among all stakeholders, reinforcing our MAXIMO Values in day-to-day actions.

All new hires at Zinc Nacional are required to complete the Code of Ethics and Conduct course and sign a commitment to abide by its guidelines.

In 2024, 98% of new hires successfully completed this course.

MAXIMO VALUES

Every employee at Zinc Nacional follows our MAXIMO Values. Our words, decisions, and actions reflect these values throughout all business relationships.



ETHICS REPORTING LINE (TIP⁵)

GRI 2-15, 2-16, 2-25, 2-26, 205-3

A third party runs the TIP platform, which is an impartial ethics reporting line. It allows employees and stakeholders to submit anonymous reports or inquiries (by phone or online) regarding potential violations of ethics, integrity, or the MAXIMO Values.

The reports may include cases related to theft, conflicts of interest, breaches of the Code of Ethics and Conduct, environmental damage, among others.

Website: www.tip-promax.com
Phone: 80 0681 8128

Reporting Process:

A confidential investigation is started as soon as a report is received to evaluate the situation and establish the course of action, including any potential penalties. The whistleblower is kept in close contact throughout the procedure to provide updates and follow-up.

1. The report is submitted online or by phone.
2. TIP, through a third party, confidentially receives the report.
3. Zinc Nacional is notified, and an investigation is initiated.
4. A resolution and action plan are determined and implemented.
5. Follow-up.

During 2024, all cases received were closed by applying corrective actions or, where appropriate, termination of employment.



ANTI-CORRUPTION AND ANTI-BRIBERY PREVENTION

GRI 2-15, 2-24, 205-2

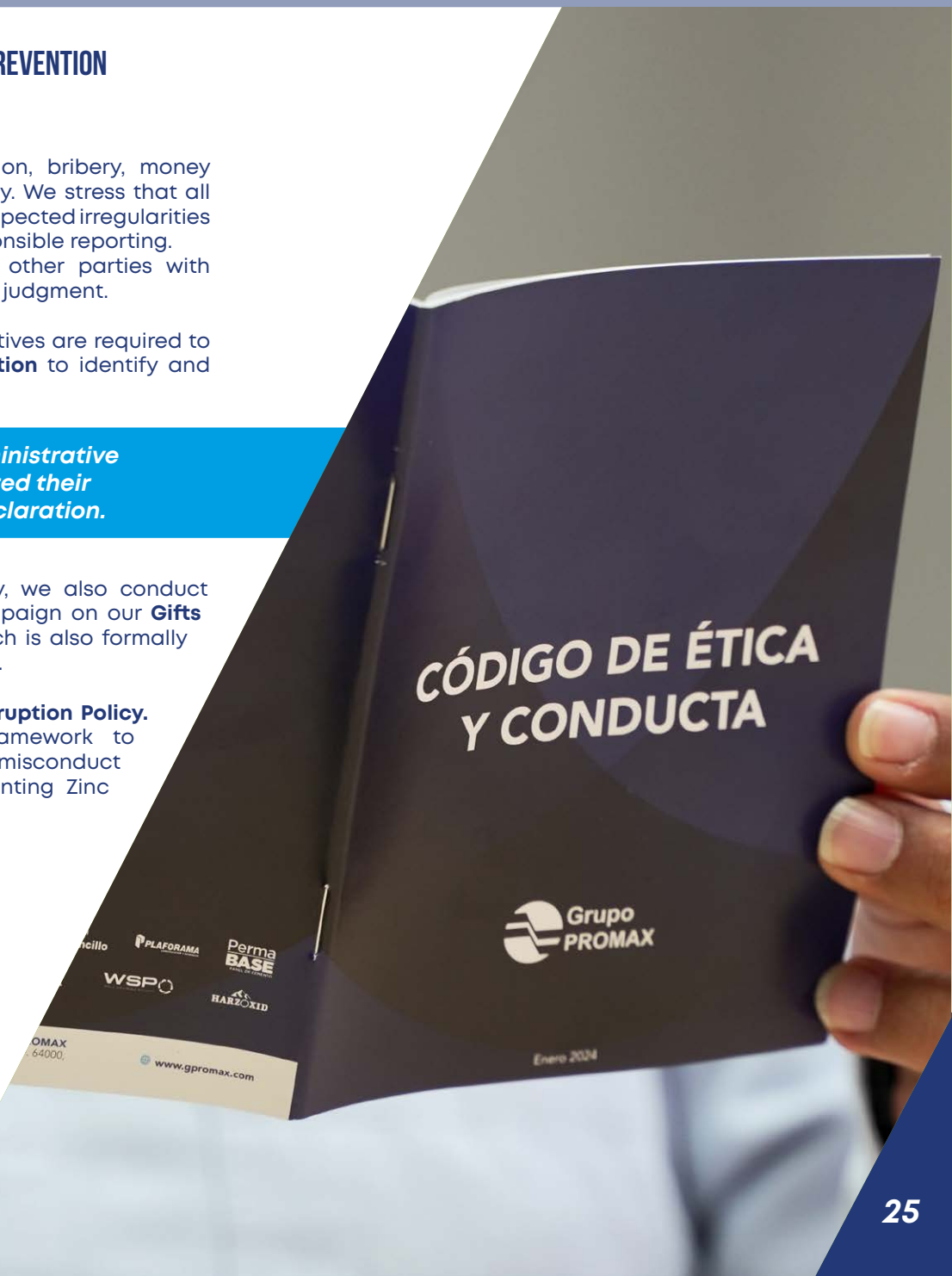
We have zero tolerance for corruption, bribery, money laundering, fraud, or any illegal activity. We stress that all employees have a duty to report any suspected irregularities and reaffirm our position through responsible reporting. We don't provide public officials or other parties with anything of value that could sway their judgment.

Every year, both employees and executives are required to submit a **Conflict-of-Interest Declaration** to identify and manage potential risk scenarios.

In 2024, 96% of administrative employees submitted their Conflict-of-Interest Declaration.

To strengthen our culture of integrity, we also conduct an annual training or awareness campaign on our **Gifts and Corporate Hospitality Policy**, which is also formally communicated to suppliers and clients.

In 2024, we implemented the **Anti-Corruption Policy**. It establishes a comprehensive framework to prevent, investigate, and sanction any misconduct by individuals working for or representing Zinc Nacional.



⁵ Transparency and Integrity PROMAX.



HUMAN RIGHTS

GRI 2-23, 2-26, 3-3

We operate with ethics, integrity, and respect for human rights, aligned with the International Bill of Human Rights and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

Our Human Rights Policy solidifies our dedication to upholding and advancing human rights, a commitment that has gained global recognition. Our key areas of impact include employees, third parties (clients and suppliers), and the community.

The Ethics and Integrity Committee oversees this matter and activates remediation processes in the event of adverse impacts.

Commitments

- Always protect and respect the human rights of our employees and stakeholders.
- Comply with all applicable laws relating to internationally recognized human rights.
- Promote and uphold human rights both within and outside the company by fostering fair labor practices and a workplace focused on well-being.
- Act appropriately to prevent and, where necessary, remedy any negative human rights impacts caused by our operations.
- Promote the TIP Line as the official mechanism for reporting or filing complaints related to human rights, ethics, and integrity.

CYBERSECURITY

GRI 3-3, 418-1

COMMITMENT

We will put in place a strong cybersecurity strategy that focuses on preventive measures and ongoing improvement to make sure that all our digital assets and sensitive company data are safe.

Our data protection procedures and processes include:

- Implementation of controls aligned with our Information Security Policy
- Network and information security incident management and improvement
- Monitoring and management of security systems
- Compliance assessment and security objective evaluation
- Risk identification, assessment, and mitigation
- Penetration testing and vulnerability mitigation
- Corrective measures to safeguard critical assets and sensitive data
- Training and awareness to promote information security and business continuity

Cybersecurity training

Monthly training is provided to all employees with computer systems and internal network access. These sessions focus on:

- Awareness and education
- Risk and threat reduction
- Building a culture of security
- Incident preparedness
- Data protection and privacy
- Business continuity

Cybersecurity performance in 2024:

0

Number of confirmed (priority 1) information security incidents

82%

Percentage of employees with assigned computers who received cybersecurity training

Information Security Policy 



OUR PLANET

Environmental
management

Energy **efficiency**

Greenhouse gas
emissions

Air **quality**

By-product and
materials management

Water **management**

Biodiversity

COMMITMENT

To enhance the environment in line with our circular business model, we need to use resources more efficiently and recycle materials to build a sustainable future for all.

ENVIRONMENTAL MANAGEMENT

GRI 2-23, 2-27, 3-3

COMMITMENT

We aim to reduce the environmental impact of the company's operations by effectively and systematically managing our processes and their impacts.

We aim to implement best operational practices in all of our facilities. We maintain a full-time in-house environmental team, supported by external experts for audits and monitoring.

Our internal guidelines and procedures bring us closer to our environmental goals.

- Integrated Management System Manual
- Integrated Policy 
- Sustainability Policy
- Procedure for the Identification of Legal, Environmental, and other Requirements
- Procedure for the Identification, Evaluation, and Control of Environmental Aspects

ENVIRONMENTAL ASPECTS

We identify environmental factors under both normal and emergency operating conditions, using a system that evaluates their impact and classifies them as significant or non-significant. These aspects are assessed from a lifecycle perspective, considering stages that may fall under Zinc Nacional's control or influence.

100% of plant areas and processes are subject to environmental aspect identification and evaluation.

ENVIRONMENTAL MANAGEMENT SYSTEM

We work to reduce environmental impacts and promote continuous improvement through our Environmental Management System (EMS), which has ISO 14001:2015 certification.

- Improving environmental performance
- Complying with legal and other applicable requirements
- Achieving environmental objectives

ENVIRONMENTAL TRAINING

We train our employees and contractors in how to be more environmentally responsible in their work. Topics include: air emission control, Integrated Management System and induction training for new employees and contractors.

ENERGY EFFICIENCY

GRI 3-3, 302-1

COMMITMENT

The goal is to identify and cut down on the use of nonrenewable energy consumption by improving processes, using alternative energy sources, and enhancing overall operational efficiency.

ALTERNATIVE ENERGY

The Cogeneration Plant, in operation since 2015, is part of Grupo PROMAX and was designed to supply steam and a large portion of the electricity used in the Zinc Nacional complex.

ENERGY MANAGEMENT

We work to optimize resource consumption and reduce greenhouse gas (GHG) emissions. Our actions focus on improving the efficiency in the use of fuels and electricity, with the adoption of more sustainable technologies and practices:

- **Specialized energy management** software to monitor, analyze, and optimize energy consumption.
- **Equipment upgrades and maintenance** focused on energy performance.
- **Adoption** of cleaner, more **efficient technologies** in production processes.
- **Use of fuels with lower GHG emission factors.**
- Employee **training and awareness** to foster a culture of energy efficiency and environmental responsibility.
- **Progressive replacement of conventional lighting** with LED technology. By the end of 2024, approximately **45% of plant lighting** operates with LED systems.

Electricity Source Distribution:

59%

PROMAX Energy

41%

CFE

GREENHOUSE GAS EMISSIONS

GRI 3-3, 302-4, 302-5, 305-1, 305-2

COMMITMENT

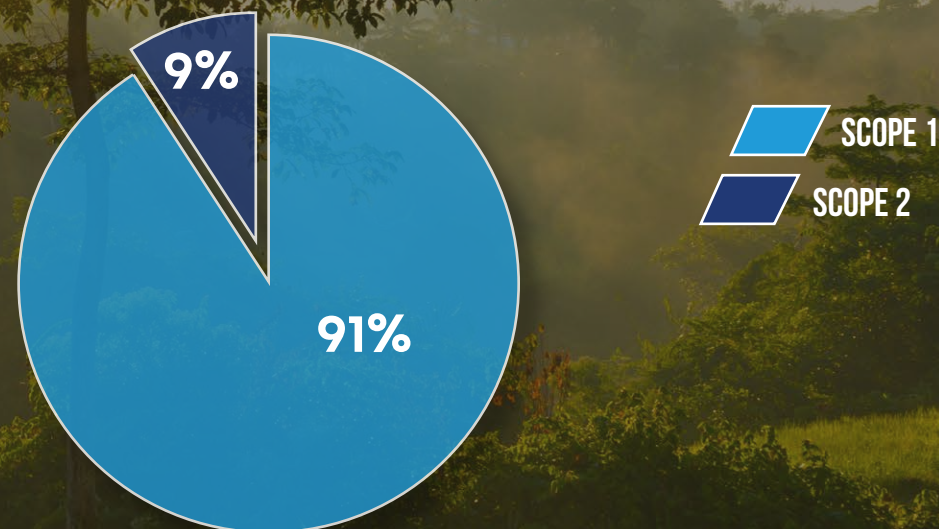
We aim to implement new technologies and make processes more efficient to reduce our reliance of nonrenewable energy and make all of our activities more energy efficient.

NEW TECHNOLOGIES AND PRODUCT INNOVATION

We've incorporated technologies such as the Pillard burner, the air lance, and heat exchangers into our furnaces, allowing us to reduce natural gas consumption. We've also replaced and automated the lighting systems.

Additionally, we have a technology center focused on product and process innovation, with the goal of optimizing efficiency and reducing our carbon footprint.

Distribution of Scope 1 and Scope 2 emissions at the San Nicolás Plant



AIR QUALITY

GRI 3-3

COMMITMENT

Ensure strict compliance with the guidelines established by environmental and health organizations.

We focus on regulatory compliance, continuous improvement, and the implementation of specific programs to protect and enhance air quality. Key actions include our Emissions Control Procedure, Annual Monitoring Program for Fixed and Perimeter Sources, and Atmospheric Contingency Response Plan.

INITIATIVES

We know that satisfactory air quality is important for both health and the environment; thus, we have taken the following initiatives beyond regulatory compliance to reduce our environmental footprint:

- **Emission control systems**
- **Particle emission prevention**
- **Real-time emissions monitoring**
- **Periodic environmental monitoring processes**
- **Atmospheric Emissions Inventory**

Vehicle Emissions Testing Program: We participated in the Voluntary Vehicle Emissions Testing Program in partnership with IPA-CAINTRA Nuevo León, through a Grupo PROMAX mobile testing unit that operated for two weeks at the San Nicolás Plant and one week at the group's offices.

Emissions from the company fleet, employees, their families, and contractors were evaluated by measuring hydrocarbons and gases such as carbon monoxide, carbon dioxide, and nitrogen oxides to verify compliance with national limits. In cases where vehicles did not pass, necessary adjustments or maintenance were carried out to ensure compliance.

During the two weeks at the plant, 227 cars, vans, and trucks belonging to the company, employees, families, and contractors were inspected.





BY-PRODUCT AND MATERIALS MANAGEMENT

GRI 3-3, 305-6, 306-1, 306-2

COMMITMENT

Establish a sustainable and effective environmental management system that minimizes the generation of unrecoverable materials and ensures the protection of human health and the natural environment.

We apply circular economy principles to reduce the generation of non-recoverable materials from our operations by promoting reuse or reintegration in our processes. When this is not feasible, we manage secondary materials through authorized third parties, ensuring full compliance with environmental regulations from generation and temporary storage to transport and final disposal.

Because we employ by-products of the steel industry as raw materials, we have identified the risk of material spills during transport. To address this, we have implemented strict controls and supervision throughout the transportation process.

MATERIALS MANAGEMENT

We utilize a system that focuses on reducing and recovering materials, and we make sure that it is closely monitored. We also train all our employees who work with secondary materials and run campaigns to encourage sorting and recycling.

MANAGEMENT AND RECYCLING IN OUR OPERATIONS

We promote recycling to reduce the amount of non-recyclable materials in our operations, we constantly seek the efficiency of our raw materials, and we promote efficient management in all our processes. We also manage all products and by-products in our operations in accordance with current legislation.

WATER MANAGEMENT

GRI 3-3, 303-1, 303-3, 303-4, 303-5

COMMITMENT

Our objective is to establish and execute sustainable water management practices throughout all company operations, aimed at decreasing consumption, enhancing water efficiency, and ensuring responsible stewardship of resources.

We prioritize the use of treated industrial water obtained from government agencies rather than extracting groundwater or using potable water. Furthermore, our effluents undergo treatment via an on-site facility, facilitating their recirculation within our processes.

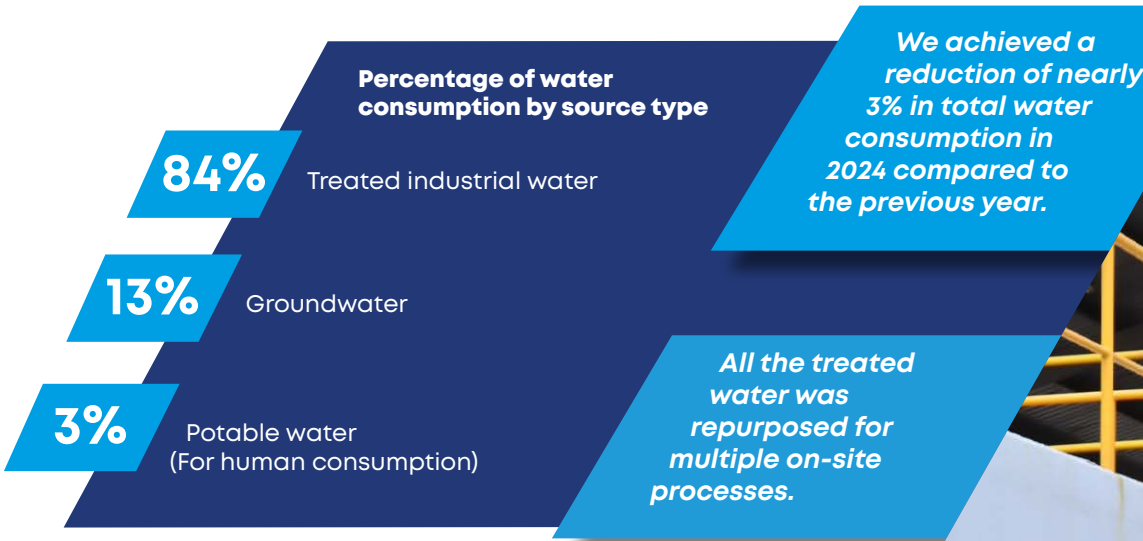
INTEGRATED WATER MANAGEMENT

We adopt a thorough approach to water management, evaluating environmental aspects and impacts in accordance with international standards, including ISO 14001:2015. This allows for the implementation of operational controls to regulate water usage and wastewater discharges.

Water consumption from all sources is monitored monthly through environmental performance indicators, facilitating the timely detection and resolution of anomalies.

SOURCES OF WATER

Water is sourced from three distinct origins: groundwater, potable water, and treated industrial water.



SANITARY WASTEWATER TREATMENT PLANT (SWTP)

GRI 303-2

Since 2023, a biological wastewater treatment plant has been in operation for the treatment of sanitary effluents. Our system employs microorganisms and oxygen to decompose organic matter present in wastewater.





BIODIVERSITY

COMMITMENT

Our commitment is to drive the conservation and regeneration of local biodiversity by promoting reforestation initiatives, safeguarding ecosystems, and providing environmental education.

ZINC NACIONAL NURSERY

Our nursery is dedicated to cultivating species specifically for arborization efforts within the plant areas and common spaces of Grupo PROMAX facilities. Additionally, we support our commitment to social responsibility by donating plants to employees, neighbors, and schools.

Every year, our nursery produces around 9,900 trees and plants of 21 different species.

In 2024, we contributed over 3,300 trees and plants to local schools, neighboring communities, and our employees, reinforcing our commitment to environmental stewardship and enhancing community relationships.

OUR PEOPLE

Talent attraction
and retention

Employee health
and safety

Equity, inclusion,
and diversity

[Talent attraction and retention](#)
[Employee health and safety](#)
[Equity, inclusion, and diversity](#)

COMMITMENT

Our greatest asset is our people. Therefore, we foster a thriving work environment based on diversity, equity, and inclusion, prioritizing health, well-being, and continuous development.

EMPLOYEES

1,100+
full-time employees

94%
men

6%
women

1,000 +
contractors

PROMOTIONS

400+
internal promotions

INTERNSHIPS

Our internship program has been a breeding ground for young talent: in 2024, we welcomed

+30

students, 35% of whom joined as full-time employees.

HIRING

230+
new hires

PARENTAL LEAVE

We prioritize the well-being of our employees and their families by providing parental leave that enables them to cherish important life moments together.

50+
employees took parental leave.

Return-to-work rate:
96%

32%

Under 30 years

55%

30–50 years

13%

Over 51 years

71%

Under 30 years

29%

30–50 years

21%

Non-unionized

79%

Unionized

91%
men

9%
women

A collective bargaining agreement covers 100% of unionized employees.

HUMAN RESOURCES POLICIES AND GUIDELINES

GRI 2-23

Grupo PROMAX

- Code of Ethics and Conduct
- Scholarship Policy
- Internal Hiring Policy
- Human Rights Policy
- Flexible Work Schedule Policy
- Paternity Policy
- Commercial Loan Policy
- Psychosocial Risk Prevention Policy
- Workplace Violence Prevention and Response Protocol

Zinc Nacional Operations

- Collective Bargaining Agreement
- Benefits and Working Conditions Policy
- Workplace Inclusion Policy
- Recruitment and Selection Policy
- Internal Work Regulations

Processes and Programs

- Organizational Climate Survey
- Psychosocial Risk Factors Survey
- Performance Management by Objectives
- Succession and Career Planning Program
- Annual Training Program



TALENT ATTRACTION AND RETENTION

GRI 2-19, 2-20, 2-23, 401-2, 404-2, 3-3

COMMITMENT

Our goal is to establish Zinc Nacional as an attractive company for talent development.

TALENT ATTRACTION AND RETENTION STRATEGIES AND PROGRAMS

Our focus is on generating opportunities and fostering comprehensive well-being through Human Resources initiatives designed to attract, develop, and retain exceptional talent. We provide attractive compensation packages, comprehensive benefits, and a workplace culture that prioritizes trust and individual development.

SALARIES AND WAGES

We are part of the Technical Compensation Association (ATECO), where we share best practices in compensation, benefits, and Human Resources processes.

We also participate in a market survey to benchmark our compensation schemes against industry standards, helping us identify areas for improvement in processes, policies, benefits, or salary adjustments.

We implement a yearly assessment of compensation and benefits to ensure our team's purchasing power is maintained.

We implement salary ranges and compensation policies

and conduct follow-up audits to maintain fairness in salary adjustments, promotions, and recruitment.

Additionally, we carry out an annual internal competitiveness assessment to identify improvement opportunities and develop action plans that ensure internal equity.

100% of our employees receive above the minimum wage, supported by a comparative analysis of living wages.

INTERNAL ENGAGEMENT AND RECOGNITION EVENTS

GRI 401-2

We hold traditional celebrations and commemorations such as Three Kings' Day, Candlemas Day, Children's Day, Mother's Day, and Engineer's Day, among others. In total, we held 28 events at the San Nicolás Plant and the General Offices, respecting and promoting local culture and traditions as part of our community activities.

To strengthen the sense of belonging and recognition, we organize a breakfast with plant leaders for employees who receive their permanent contracts.

We also annually celebrate the dedication and careers of our teams; this year, we recognized 150 employees for their contributions and commitment.





EVENTS WITH EMPLOYEES' FAMILIES

For the well-being of our employees and their families, we offer various programs focused on development, recognition, and healthy family life, including:

- **Grow with Zinc:** This event allows employees' children to visit the company and engage in fun activities that promote our values—ranging from arts and crafts to workshops and sports. A total of 140 children took part in the event.
- **Excellence Award:** We acknowledged 49 children of employees who earned top academic scores (10, 9.9, and 9.8 in primary school), celebrating their achievements with diplomas, financial support, and school backpacks.
- **Outing with Zinc:** Our annual family day event welcomed more than 2,000 employees and family members, encouraging family unity.
- **Young at Heart:** Since 2016, we have held conferences for youth aged 13–20 to foster awareness, respect, optimism, and self-control. In 2024, 28 participants attended.
- **Christmas Festival:** We held a Christmas party attended by more than 2,900 people, including employees and their families. Guests enjoyed games, shows, raffles, and a toy giveaway. The event took place on the soccer fields of the San Nicolás Plant and featured refreshments and activities for all ages.

ORGANIZATIONAL CLIMATE

GRI 401-2, 404-1, 404-2

We implement the Organizational Climate Survey (ECO) to assess employees' perceptions of their leaders and work environment. Based on the results, we implement initiatives to foster a better workplace and maximize employee growth.

In 2024, over 1,000 employees participated in the ECO Survey.⁶

⁶Only employees who have been with the company for more than six months can take part.

TRAINING AND DEVELOPMENT

Training and development of our employees is key to the company's progress. That is why we offer programs and tools that support their professional growth.

Total training hours allocated by job category:



29,200+
Unionized



8,500+
Administrative



700+
Management



+100+
Executive

38,600+
Total training hours

30 hours+
Average hours of training per employee.

Between 2023 and 2024, we observed a

7%
increase in the average training hours allocated per employee.



PROMAX University

PROMAX University manages learning strategies to develop competencies and skills through institutional and specialized programs. In 2024, we successfully delivered more than 1,030 hours of training to our employees.

Scholarships

In 2024, more than 30 scholarships were granted in different levels to support the continuous learning and growth of our employees.

School Assistance

GRI 404-2, 404-3

For more than three decades, we have been committed to empowering our employees and their families through a comprehensive school assistance program that offers financial support for educational access and continuity across all levels, from preschool to university. In 2024, we successfully provided support to over 520 employees, positively impacting nearly 890 children.

Internal Operational Development

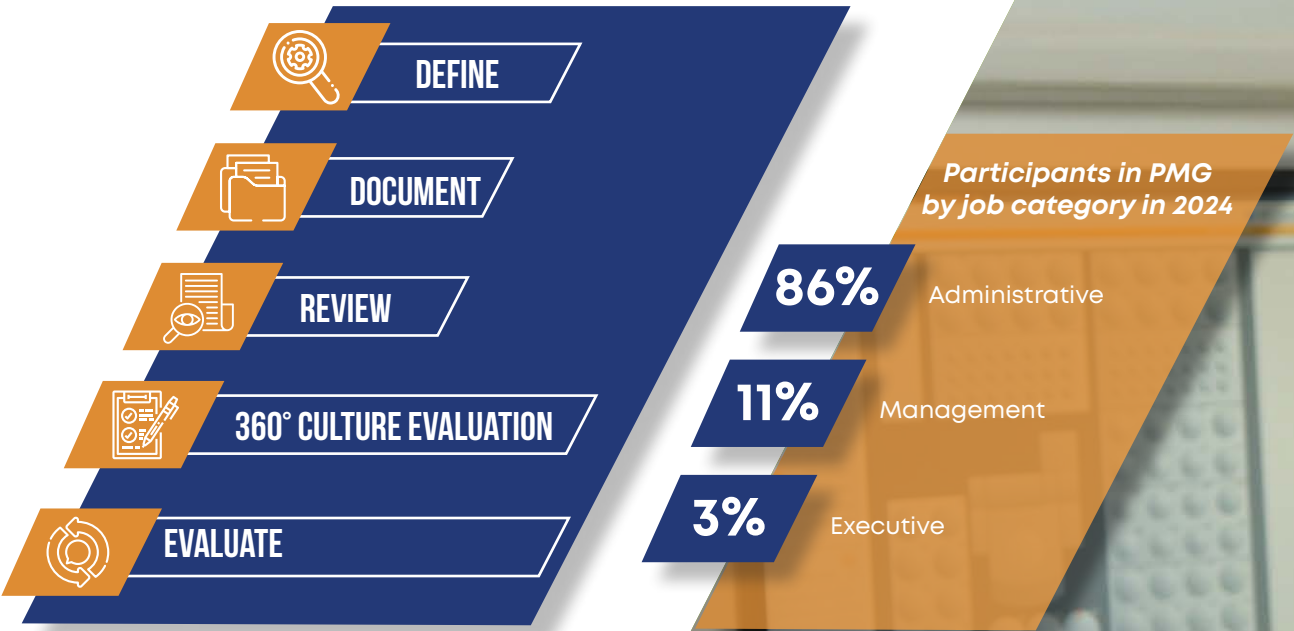
We exclusively promote from within for supervisor positions. Most of our supervisors started their journey as general assistants and advanced through the ranks due to their exceptional leadership and team management skills. Supervisors possess an impressive average tenure of 16 to 26 years, showcasing their extensive experience, unwavering commitment, and operational expertise.

100% of our supervisors come from internal promotions, reflecting our commitment to talent development.

[Talent attraction and retention](#)
[Employee health and safety](#)
[Equity, inclusion, and diversity](#)

Performance Management by Goals (PMG)

We have a performance management process based on setting, reviewing, and evaluating individual objectives aligned with our business strategy.



60%+ of administrative employees received performance evaluations.

Vida Plena Program

This program is aimed at employees nearing retirement, offering a comprehensive wellness plan to help them prepare for this new stage through skill-building and education. **35 employees** participated in the initiative in 2023–2024.



Talent attraction and retention

Employee health and safety

Equity, inclusion, and diversity

EMPLOYEE COMMUNICATION AND DIALOGUE

GRI 402-1, 404-2

We promote a culture of respect and collaboration among employees, suppliers, customers, and all stakeholders. Our commitment is to foster environments that prioritize trust and promote open communication.

Dialogue with Unionized Employees

An annual meeting is held among the Union Committee, worker representatives, and management to negotiate the

Collective Bargaining Agreement and address employee benefits. Updates are communicated to operational personnel through the union.

Dialogue with Administrative Employees

The dialogue with administrative employees is essential for effective management and communication. We share relevant information through corporate email and

hold regular briefings with leaders to enhance understanding of our strategy.

“Dialogue at Zinc Nacional” Event

Held at the beginning and midpoint of each year, this event fosters open dialogue between leadership and administrative employees. We share our progress, addressing challenges, and outlining the Vision 2030 roadmap.

EMPLOYEE HEALTH AND SAFETY

GRI 2-23, 3-3, 403-1, 403-3, 403-8

COMMITMENT

At Zinc Nacional, our goal is to guarantee the comprehensive well-being of our employees, maintaining a zero fatality rate and a low accident rate in our operations.

EMPLOYEE HEALTH AND SAFETY MANAGEMENT SYSTEM

We comply with all applicable Mexican Official Standards (NOMs) regarding employee health and safety.

Policies and Guidelines

- Psychosocial Risk Prevention Policy
- Integrated Policy
- Employee Health and Safety Regulations

Procedures

- Ergonomics Procedure
- Hazard Identification and Risk Assessment Procedure
- Contractor Safety Procedure
- High-Risk Work Safety Procedures
- Chemical Handling Procedure
- Materials Handling and Storage Procedure
- Personal Protective Equipment Usage Determination Procedure
- Incident Investigation Procedure

Programs

- Safety Training
- Running Club
- Periodic Medical Exams
- Employee Assistance Program
- Psychological Support Program
- Health and Safety Awareness Program
- Hearing Conservation Program
- Chronic Degenerative Disease Detection and Management Program
- Diabetes 360 Program
- Hydration Program
- Health and Safety Week Program
- Nutrition Program
- Vision Health Program
- Emergency Response Preparedness Program
- Heat Illness Prevention Program

Our health and safety team—comprising full-time, permanent professionals—manages the system by implementing preventive actions, ensuring legal compliance, and driving continuous improvement.

ISO 45001 Certification

GRI 403-2, 403-4, 403-7, 403-9, 403-10

In 2024, we obtained ISO 45001 certification, validating our commitment to employee health and safety. This certification allowed us to establish a robust management system to meet legal requirements and drive continuous improvement in our safety practices.



WORKPLACE SAFETY

Risk Identification

We use Hazard Identification and Risk Assessment to evaluate risks in both routine and non-routine tasks. We consistently update these analyses, which serve as the foundation for employee training and enhancement initiatives, adhering to a structured risk control hierarchy.

Risk Reporting

In addition to risk identification, employees can report hazards directly to the health and safety team or anonymously through channels such as the TIP line. All reports are handled with the utmost confidentiality and safeguards against retaliation, in accordance with our Code of Ethics and Conduct.

Right to Refuse Unsafe Work

Our Employee Health and Safety Regulations recognize the right of employees to refuse work if unsafe conditions or acts are present, without fear of retaliation.

Incident Investigation

We conduct root cause analyses for every workplace incident to identify underlying factors and prevent recurrence. The department in charge leads investigations in coordination with a safety specialist.

Safety Performance

In 2024, no fatalities occurred due to occupational injuries, illnesses, or incidents.

We meticulously evaluate the most critical risks—like suspended loads, entrapment, and falls from height—through the Process Risk Analysis Methodology, implementing engineering controls to eliminate or reduce their impact effectively.



In 2024, we provided more than 29,300 medical consultations, taking care of the health and well-being of our employees.

HEALTH SERVICES AND PROGRAMS

GRI 403-3, 403-5, 403-6, 403-7, 403-8

San Nicolás Plant Services

We offer programs for eyesight, nutrition, and mental health, as well as yearly medical checkups based on the risks of the job. A medical service that is open 24 hours a day, seven days a week provides urgent care and health monitoring. We also run programs to raise awareness about diseases like breast cancer and vaccination campaigns for disease prevention, among others.

We have a medical service on the ward, where the medical team provides primary care and medications. If necessary, patients are referred to a hospital.

We also provide non-occupational health services through various wellness programs.

Occupational Health Campaigns

GRI 403-3, 403-5, 403-6

In 2024, we carried out 12 monthly campaigns to promote physical and mental health, raise awareness of healthy lifestyles, and facilitate early detection of potential illnesses.

Occupational and Preventive Health Programs

We have various programs aimed at providing our employees with spaces to address health conditions that may be related to our operations.

Around 1,000 employees benefited from our health programs and campaigns.

HEALTH AND SAFETY PARTICIPATION AND COMMUNICATION

GRI 403-4, 403-6

We ensure continuous engagement with our employees by implementing consultation mechanisms, including annual surveys that adhere to NOM-035-STPS-2018 regarding psychosocial risks. Survey results are used to develop action plans for improving workplace conditions.

Our Health and Safety Commission consists of 21 dedicated employees, both unionized and non-unionized. This team conducts monthly inspections to identify hazards, unsafe practices, and the root causes of incidents, while also driving our risk prevention initiatives forward.

100% of employees are represented by the Health and Safety Commission.

Additionally, our Ergonomics Committee, formed by 25 employees, identifies ergonomic risks, evaluates musculoskeletal conditions, and promotes improvements in working conditions. The committee participates in meetings, incident reviews, and preventive initiatives, with access to the information required to protect employee health and integrity.

HEALTH AND SAFETY TRAINING

GRI 401-2, 403-5, 403-6

We meticulously design our training to align with national regulations and ISO 45001, enhancing employees' safety competencies and fostering a robust safety culture.

All courses include final evaluations and are led by internal or external certified instructors.

90+
courses on occupational health and safety were delivered

20,300+
hours of training were recorded.

6
emergency drills were conducted at the San Nicolás Plant and General Offices.

95%
of plant employees completed at least one course from the safety and health training program.



PROMAX WELLBEING

As part of Grupo PROMAX, our employees have access to a comprehensive tool that consolidates all available benefits. This model is based on six complementary pillars that support holistic well-being:

- Maximize Talent.** Enhance knowledge, skills, and competencies to meet or exceed professional goals.
- Emotional Balance at its Maximum.** Adequately facing everyday positive or negative situations, maintaining effectiveness despite any challenge or circumstance, adhering to ethics and guidelines.
- Optimize Physical Health.** Encourage and promote tools for a healthy lifestyle to perform work activities in an adequate physical condition, preventing illnesses.
- PROMAX Community.** Foster meaningful social connections and work-life balance.
- Financial Wellbeing.** Develop the ability to set, manage, and achieve goals in the economic sphere, maintaining a financial balance of your income and expenses at a personal or work level.
- PROMAX Environment.** Ensure safe and hygienic work conditions for employee comfort and safety.



EMPLOYEE ASSISTANCE PROGRAM

We support or empower our employees and their families by providing comprehensive support in times of crisis and in daily life, including access to emotional, medical, nutritional, veterinary, legal, and financial counseling services. Our services are accessible through multiple channels: phone, online, app, video call, or in person.





EQUITY, INCLUSION, AND DIVERSITY

GRI 2-28, 3-3, 405-1

COMMITMENT

Our aim is to establish a flourishing workplace where we acknowledge our employees as our most valuable resource. We are committed to fostering a culture that embraces diversity, equity, and inclusion; prioritizes health and well-being; and promotes continuous learning and development.

Internal guidelines that support our commitment to equity, inclusion, and diversity:

- Code of Ethics and Conduct
- Benefits and Working Conditions Policy
- Human Rights Policy
- Workplace Inclusion Policy
- Recruitment and Selection Policy
- Workplace Violence Prevention and Response Protocol
- Reasonable Adjustment Procedure

INCLUSION AND DIVERSITY PARTNERSHIPS

We promote inclusive employment through strategic alliances:

- We collaborate with DIF Nuevo León, which conducts medical diagnostics to assess the specific needs of individuals with disabilities and supports their workplace adaptation.
- We are a partner company of Movimiento Congruencia, an organization promoting inclusion for people with disabilities.
- Through PROMAX Foundation, we partner with civil society organizations, including Andares, Arena, Dilo en Señas, Effeta, Hecho con Capacidad, Instituto de Atención Integral a Personas con Discapacidad, TEDI, and Unidos.

In 2024, we were recognized by the State Government and DIF Nuevo León, through the Special Education and Rehabilitation Centre, for implementing inclusive hiring practices.

INCLUSIVE EMPLOYMENT PROGRAM

Our inclusive employment program provides job opportunities and a competitive wage to individuals in vulnerable situations. We participate in job fairs for people with disabilities, where we promote job openings and strengthen inclusion partnerships.

By the end of 2024:

18 people with disabilities were part of our team.



50%
Hearing



11%
Intellectual



22%
Mobility



17%
Visual

Talent attraction and retention

Employee health and safety

Equity, inclusion, and diversity

PROMAX DIVERSITY

GRI 2-7, 405-1

In our commitment to fostering fairer and more inclusive workplaces, we have extended an invitation to our employees to participate in the voluntary course Foundations of Diversity, Equity, Inclusion, and Belonging, provided by PROMAX University.

Youth

Our internship program offers new generations the opportunity to acquire hands-on experience, develop professional skills, and explore the world of work. In 2024, 35% of interns were hired as full-time employees.

Equity

We promote equal opportunities in hiring, development, and retention, building a fair corporate culture.

Since 2023, women have been hired in operational roles for the first time, marking a milestone in building a more diverse and inclusive work environment.

Women hold 13% of management positions.

The number of unionized women hired increased fourfold in 2024.

Unionized women hired at Zinc Nacional:

0 / 5 / 21
2022 2023 2024

LACTATION ROOMS

GRI 401-2

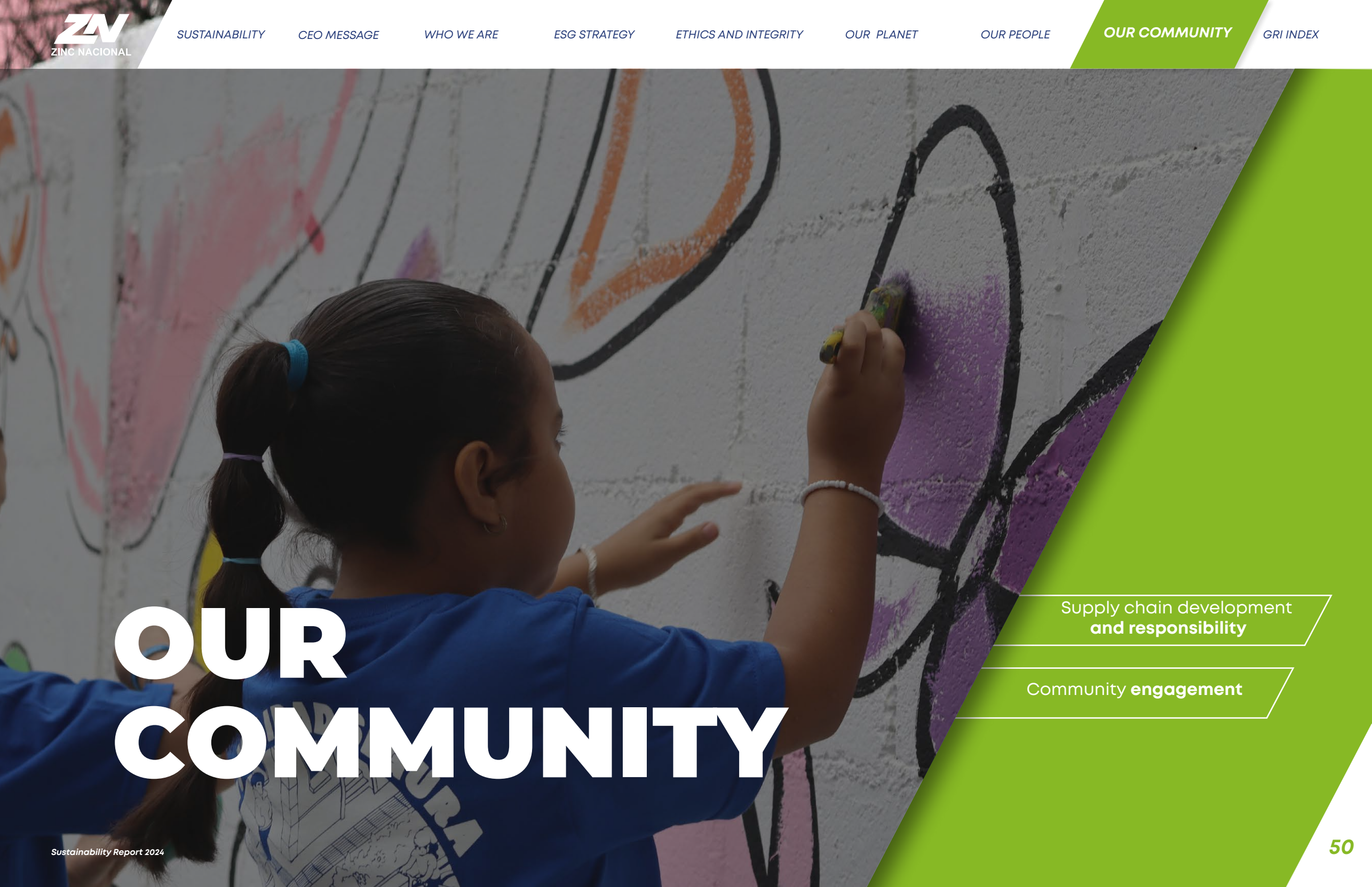
We offer a private, hygienic, and safe space for employees to go out to breastfeed or express milk, both at the San Nicolás Plant and General Offices, reinforcing our commitment to work-life balance for our female workforce.

WOMEN OF PROMAX

In March, we invited employees to nominate women from Grupo PROMAX who have made a positive impact on the company, their teams, and the community.

24 women from Zinc Nacional were nominated. Two were recognized: One as a “Innovative Woman”, and the other one as “Committed Woman”





OUR COMMUNITY

Supply chain development
and responsibility

Community engagement

COMMITMENT

We will engage diligently and in partnership with our communities and value chain, supporting initiatives that create positive, enduring, and significant impacts—fostering environmental stewardship, social inclusion, and economic sustainability.

SUPPLY CHAIN DEVELOPMENT AND RESPONSIBILITY

GRI 2-23, 3-3, 204-1

Commitment

Our objective is to foster the growth of a robust and adaptable supply chain that can effectively meet both current and future demands through the optimization of operational efficiency.

We formalize and strengthen our commitment to the supply chain through the following guidelines:

- Code of Ethics and Conduct for Suppliers
- Supplier Registration, Modification, and Deregistration Procedure
- Purchasing Procedure
- Sustainable Procurement Policy

Our Suppliers

Our suppliers are categorized as critical or non-critical, depending on the influence of their materials or services on operations, which informs their biannual assessment. We categorize them by product or service family to enhance operational management efficiency. We advance economic inclusion through the integration of local, community, and SME suppliers.

- 95% of our suppliers are domestic
- 76% are local suppliers
- 72% of our essential suppliers are SMEs

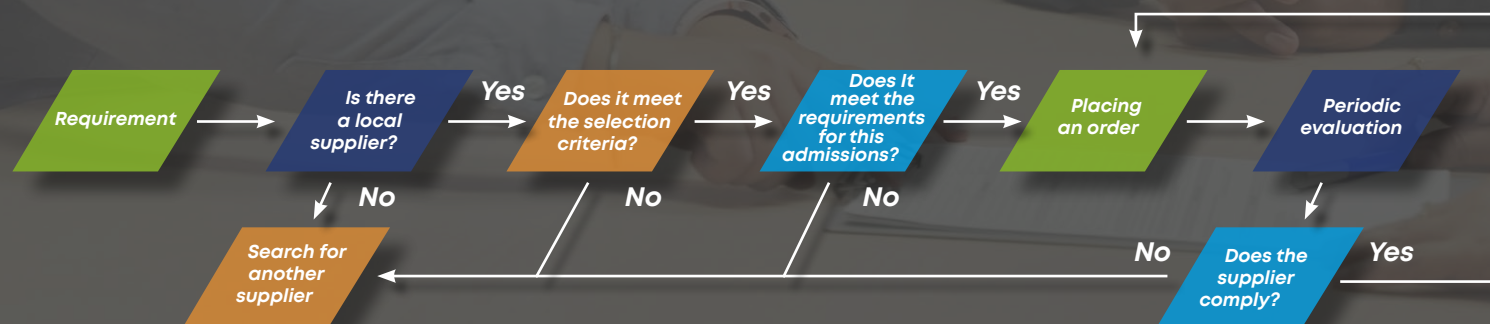
Sustainable Sourcing Practices

GRI 2-6

Supplier Code of Ethics

We encourage our suppliers to adopt our ethical principles. In 2024, 56% of suppliers signed our Supplier Code of Ethics, reaffirming their commitment to responsible and transparent business practices. In 2025, we will continue collecting signatures from active suppliers.

General process for supplier selection



- [Responsible management and strengthening of the supply chain](#)
[GRI 308-1, 308-2, 408-1, 409-1, 414-1](#)

We promote ethical, sustainable, and long-term business relationships that generate shared value and stability in our operations. We have processes that allow us to assess risks, ensure regulatory compliance, and promote continuous improvement throughout the supply chain. Our sourcing practices include:

- Safe commercial relationship contracts
- REPSE-compliant contracts
- Secure automated systems for order placement
- Fair and timely payment to suppliers
- Annual planning to stabilize operating costs
- Quality performance tracking
- Biannual supply chain questionnaire on safety, quality, environment, and more
- Annual context analysis and determination of risks and opportunities
- Environmental and safety compliance for critical suppliers
- Sustainability assessments for critical suppliers
- Business ethics evaluations
- Comprehensive transparency evaluations of suppliers

Strategic Partnerships

As members of the Commission for the Strengthening and Development of Value Chains of the Manufacturing Industry in Nuevo León (CAINTRA), we are committed to enhancing the capabilities of our suppliers, with a particular focus on small and medium-sized enterprises.

COMMUNITY ENGAGEMENT

[GRI 3-3, 203-2, 413-1](#)

Commitment

Our mission is to promote open communication with our communities and encourage company-neighbor collaboration while managing risks associated with our operations.

- 2024 Highlights:

3,300+

plants and trees donated through the reforestation program.

410+

hours of volunteer work.

48

families supported by employee-led disaster relief efforts.

18

neighborhood meetings held.

15

community-benefiting initiatives supported.

8

direct donations to neighboring communities.

Our commitment is supported by internal guidelines, including:

- Social Responsibility Programs Procedure
- Community Engagement Procedure
- Neighboring Communities Development Procedure
- In-kind and Financial Support Procedure

We maintain regular, open communication with our neighbors. We also conduct socio-environmental studies to identify needs and design strategies to improve quality of life.

Community Engagement Programs

GRI 203-2, 413-1

The San Nicolás Plant borders several communities, such as the neighborhoods of Lomas del Roble, Lázaro Cárdenas, and El Mirador. To maintain a positive relationship, we have implemented various channels of communication:

- WhatsApp line for ongoing dialogue.
- Telephone line Monday to Friday from 8:00 a.m. to 6:30 p.m.
- On-site attention at the plant's security booth 24 hours a day.
- Community engagement program with regular meetings and events.

Neighborhood Council

Since 1992, we have fostered strong partnerships with neighboring communities, collaborating to tackle common challenges through regular meetings at our facilities. In 2024, we conducted 18 sessions.

Summer Camp

We organize summer camps to instill values, inspire learning, and promote development among children in the neighborhoods El Mirador and Lázaro Cárdenas. We held two camps in 2024, and more than 230 children participated in total.

Youth in Action

GRI 203-1, 203-2, 413-1

We run a youth program that promotes values and personal, family, and community growth. Topics include motivation and individual development.

- 280+ youth participated
- The Designed with a Purpose workshop was delivered at Secondary School #57, focused on self-esteem, recognizing strengths, and preparing for the future with confidence



Summer Recreation Activity

We organize annual recreational outings for neighbors. In 2024, 75+ neighbors participated.

Christmas Posada

To close the year, we hosted a Christmas celebration for the community with food and traditional activities. In 2024, 70+ neighbors attended.

Donations

In 2024, we made eight direct donations to nearby communities, including: support for schools with lighting, maintenance, and security fences, food and beverage donations to community centers, infrastructure maintenance for local churches, and tree and garden plant donations to schools and parks.

Reforestation Program

GRI 203-1, 304-3, 413-1

We conduct this initiative annually with nearby communities, neighbors, and schools, distributing plants and trees from our nursery. In 2024, we donated over 3,300 plants and trees, supporting environmental improvement, expanding green spaces, and strengthening community bonds.

Sports Program

GRI 203-1, 203-2, 413-1

We are committed to fostering a vibrant sports culture among children and youth in San Nicolás de los Garza by providing access to our soccer fields for internal and external teams.

- **Internal Program:** With tournaments among employees, where we seek to promote physical activity and coexistence.
- **External Program:** Made up of more than 80 children and young people who are children of employees, neighbors and members of the surrounding community.

Furthermore, we successfully organized the PROMAX Charity Run, engaging more than 220 employees along with more than 620 family members and friends. We allocated proceeds to the Alianza Anticáncer Infantil, ensuring that 25 children and teens battling cancer, who face financial constraints, receive essential health and social support services for an entire year. PROMAX Foundation has successfully tripled the amount raised.

In addition, we lend the courts to promote sports in the community.

Other Programs

• Continuous Support for Education in Nuevo León

We support education in the neighborhoods El Mirador and Lázaro Cárdenas through infrastructure investments in classrooms, libraries, dining areas, computer rooms, sports courts, and furniture. We have also acquired land for school expansion and respond to requests for physical improvements and educational programs for local children.

PROMAX Foundation

GRI 413-1

Together with other Grupo PROMAX companies, we became a founding member of PROMAX Foundation in 2016. The foundation promotes the holistic development of vulnerable populations in Nuevo León, with actions in education, health, community development, social assistance, and environmental stewardship.



Social entrepreneurship



Support Community



Volunteering

LINES OF ACTION



Social investment Communities



Extraordinary support



Social Entrepreneurship



• PROMAX Challenge

This initiative, spearheaded by PROMAX Foundation and Grupo PROMAX affiliates, empowers students from Nuevo León to create innovative proposals aimed at positively impacting vulnerable groups.

- **Edition:** *Cero Residuos* (Zero Waste)
- **Challenge:** Business ideas that reuse, return, or recycle urban waste by incorporating it into remanufacturing and reuse processes.
- **Result:** We had 49 registered teams, 56 university students who went on to the bootcamp, 15 employees as mentors, 27 teacher mentors, and six finalist teams.

• PROMAX Challenge Committee

Each edition allows employees to participate as mentors to help students improve their social innovation ideas or as judges providing feedback to participating teams.

2 volunteer employees and more than 17 hours invested.

For more information:



www.promaxchallenge.com



[@promaxchallenge](#)

Volunteering

GRI 304-3, 413-1

Volunteering is one of the main lines of action of PROMAX Foundation.

We invite Zinc Nacional employees and their families to participate in activities that support people in vulnerable situations and strengthen partnerships with aligned organizations.

INITIATIVE	DESCRIPTION		VOLUNTEERS	HOURS	IMPACT
Pintemos sonrisas (Let's paint some smiles)	Delivery of backpacks and school supplies to the students at Miguel Hidalgo y Costilla Public Elementary School, along with the intervention of nearby streets using tactical urbanism methodology, promoting road safety education among children of the public school.		28	14	36 actions, 35 children benefited.
Become an Eco Guardian	Care and conservation of natural ecosystems in Nuevo León through tree sponsorship and the restoration event of the La Silla River.	26	60		27 actions, 138 trees planted, 408 kg of waste collected.
Training Day	We share experiences to inspire high school students to continue their studies.	16	199		16 high school students impacted.
Acts of Solidarity	Activities with elderly residents at Luis Elizondo nursing home.	4	16		6 actions, 21 seniors benefited.
Solidarity Drive	Donation collection for vulnerable communities.	29	6		30 actions, 968 items donated (medications, diapers, food, and clothing) to benefit migrants, the elderly, and vulnerable families.
Inclusive Christmas	Wheelchair donations to people with motor disabilities and an awareness day with people with intellectual disabilities.	22	44		25 actions, 5 wheelchairs donated, 21 disabled people impacted.
Disaster Relief Support	We supported communities affected by Storm Alberto in Nuevo León, Mexico.	11	-		48 aid packages delivered to 48 families.

Social Investment Calls

We launch social investment calls to select civil society projects, grant donations, and monitor their positive impact.

• Process

1. Receipt of project proposals
2. General criteria review
3. Selection by committee
4. Donation delivery
5. Follow-up and impact monitoring

134 organizations supported

**48,219 people directly benefited and
95,335 people indirectly benefited**

• PROMAX Foundation Evaluation Committee

Employees of Grupo PROMAX form a committee that selects supported NGOs. In 2024, two employees from Zinc Nacional were part of this committee.

• Projects supported by the call

127 civil society projects were supported in Nuevo León. Partner organizations developed 15 of these initiatives, which directly benefited neighboring communities.

GRI 413-1, 203-2



• Community Development - Movimiento de Activación Ciudadana

We support the Safe School Zone project, focused on promoting road safety from basic education. The initiative included workshops for teachers and educational materials. As a result, 38 schools were benefited through 495 teachers and 8,870 students.



• Education - Enseña por México

We promote the Leadership and Education program by supporting the training of professionals who strengthen teaching in public schools in Nuevo León. We collaborate with school administrators, teachers, and families to develop academic and socio-emotional skills in students. The result was 10 scholarship professionals integrated into 10 public schools.



Health - Asociación de Psicooncología Monterrey

We support the "Hand in Hand with Aira" project, which is a psychosocial group intervention. We also work to make sure that people with cancer and their families can get psychosocial support through group psychological interventions led by health professionals that focus on improving their emotional well-being during treatment or after it. As a result, 62 patients with cancer or their family members got group psychosocial assistance.

NGO Fair

We organized a fair at San Nicolás Plant to showcase the work of our allied NGOs, promote their causes, and strengthen the bonds for future volunteer and collaboration actions. This year we had more than 80 attendees and the participation of 10 organizations, such as Aira, Alianza Anticáncer Infantil, Alzheimer Monterrey, Arena, Centro Vive Sano, Comunati, and Cruz Rosa, among others.

Cause-Based Market

Connecting our employees with various organizations committed to social causes, we welcomed EFFETA at the San Nicolás Plant and the associations Común Ati, Down Monterrey, and Kimakul at our General Offices, who offered their products to our employees with a theme for Valentine's Day.

For more information about PROMAX Foundation initiatives and achievements:

PROMAX Foundation Progress Report 2024

www.fundacionpromax.org

[/fundacionpromax](https://www.instagram.com/fundacionpromax)

[/FundacionPROMAX](https://www.facebook.com/FundacionPROMAX)

**15 NGOs carried out 31 activities in: 3 NGO
headquarters, 2 community centers, 1 prison,
21 schools, and 4 hospitals or health centers.**

Among them, the projects of the
following NGOs stand out:



GRI INDEX

Statement of use: Zinc Nacional S.A. has prepared this report in accordance with the GRI Standards, covering the period from January 1, 2024, to December 31, 2024.
GRI 1 used: GRI 1: Foundation 2021

GRI STANDARD	GRI	CONTENTS	PAGE	COMMENTS / DIRECT RESPONSE / REASON FOR OMISSION
THE ORGANIZATION AND ITS REPORTING PRACTICES				
GRI 2: General Disclosures 2021	2-1	Organizational details	2, 7, 8	
	2-2	Entities included in the organization's sustainability reporting		This report covers the operational performance of Zinc Nacional S.A., specifically the activities of its metallurgical plant and general offices.
	2-3	Reporting period, frequency and point of contact	2	
	2-4	Restatements		No changes have been made to the information or basis for preparing the report or to the definition of its content compared to the previous reporting period.
	2-5	External assurance		This sustainability report has not been verified by an independent third party.
ACTIVITIES AND WORKERS				
GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships	1, 8 , 10 , 11 ,51	
	2-7	Employees	49	
GOVERNANCE				
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	23	
	2-12	Role of the highest governance body in overseeing impact management	5	

GRI STANDARD	GRI	CONTENTS	PAGE	COMMENTS / DIRECT RESPONSE / REASON FOR OMISSION
GOVERNANCE				
GRI 2: General Disclosures 2021	2-15	Conflicts of Interest	25	
	2-16	Communication of critical concerns	25	
	2-19	Remuneration policies	39	
	2-20	Process to determine remuneration	39	
STRATEGY, POLICIES, AND PRACTICES				
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	5	
	2-23	Policy commitments	19, 23, 26, 29, 38, 39, 44, 51	
	2-24	Embedding policy commitments	24, 25	
	2-25	Processes to remediate negative impacts	12, 25	
	2-26	Mechanisms for seeking advice and raising concerns	25, 26	
	2-27	Compliance with laws and regulations	29	
	2-28	Membership associations	14, 48	
STAKEHOLDERS' PARTICIPATION				
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	16	
MATERIAL TOPICS				
GRI 3: Material Topics 2021	3-1	Process to determine material topics	17	
	3-2	List of material topics	17	

GRI STANDARD	GRI	CONTENTS	PAGE	COMMENTS / DIRECT RESPONSE / REASON FOR OMISSION
ENVIRONMENTAL MATERIAL TOPICS				
Material topic: Environmental management				
GRI 3: Material Topics 2021	3-3	Management of material topics	29	
	304-3	Habitats protected or restored	35, 53, 56	
Material topic: Use of recycled materials and waste				
GRI 3: Material Topics 2021	3-3	Management of material topics	21	
GRI 301: Materiales 2016	301-2	Recycled input materials used	21	
Material topic: Energy efficiency				
GRI 3: Temas Materiales 2021	3-3	Management of material topics	30	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	30	
Material topic: Climate risk identification				
GRI 3: Material Topics 2021	3-3	Management of material topics		While Climate Change Risk Identification is a material topic, we did not implement any specific actions or studies during this reporting period. We recognize its relevance and are exploring how to integrate this analysis into our future planning.
Material topic: Water management				
GRI 3: Material Topics 2021	3-3	Management of material topics	34	
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	34	
	303-2	Management of water discharge-related impacts	34	

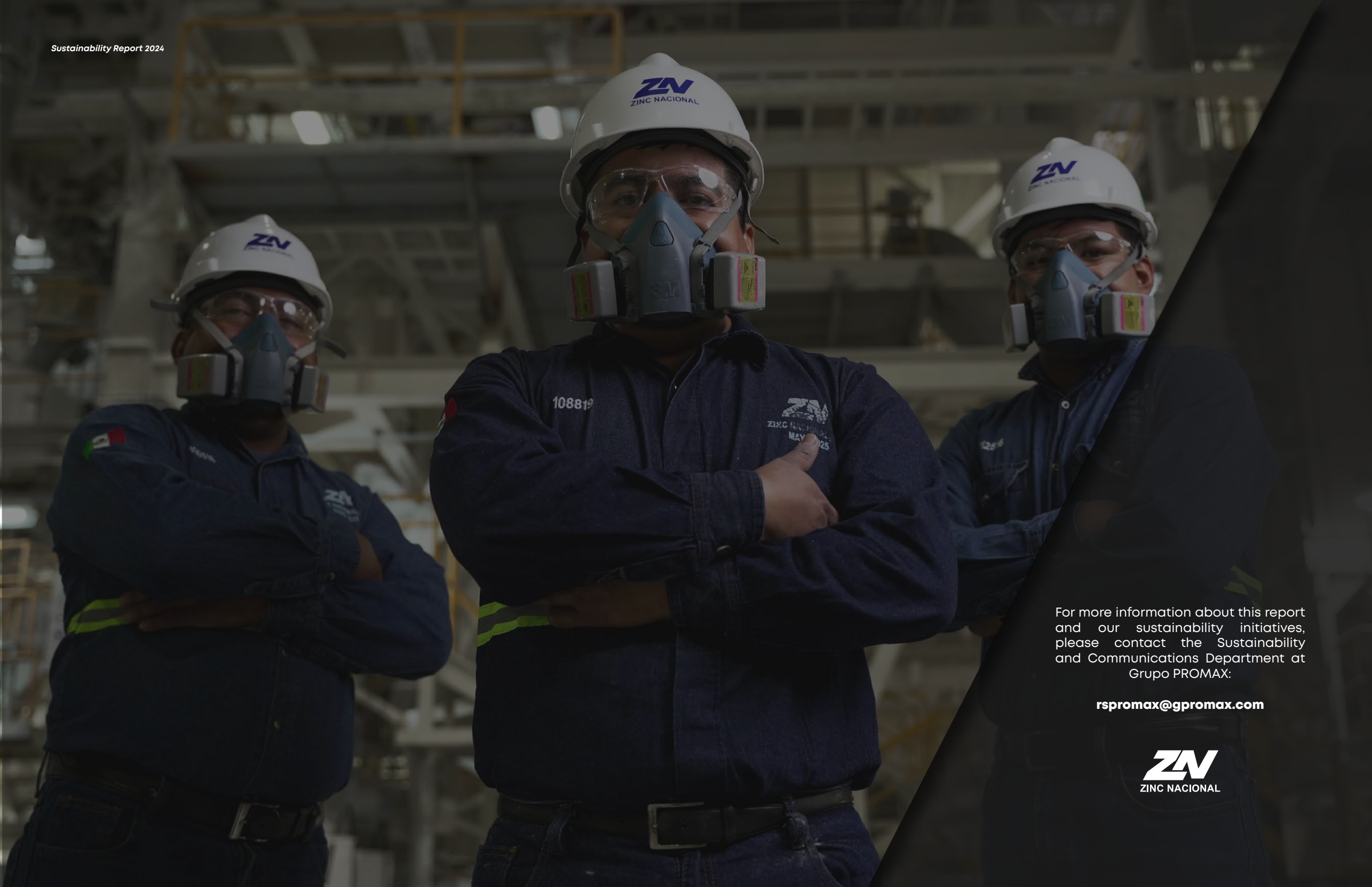
GRI STANDARD	GRI	CONTENTS	PAGE	COMMENTS / DIRECT RESPONSE / REASON FOR OMISSION
Material topic: Greenhouse gas emissions (GHG)				
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	34	
	303-4	Water discharge	34	
	303-5	Water consumption	34	
GRI 3: Material Topics 2021	3-3	Management of material topics	31	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	31	
	305-2	Energy indirect (Scope 2) GHG emissions	31	
	305-5	Reduction of GHG emissions		We continue to actively evaluate and implement strategies and opportunities to achieve significant reductions in our emissions in future periods.
Material topic: Air quality				
GRI 3: Material Topics 2021	3-3	Management of material topics	32	
Material topic: By-product and materials management				
GRI 3: Material Topics 2021	3-3	Management of material topics	33	
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	33	
	306-2	Management of significant waste-related impacts	33	

GRI STANDARD	GRI	CONTENTS	PAGE	COMMENTS / DIRECT RESPONSE / REASON FOR OMISSION
SOCIAL MATERIAL TOPICS				
Material topic: Talent attraction and retention				
GRI 3: Material Topics 2021	3-3	Management of material topics	39	
	401-1	New employee hires and employee turnover	37	
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	39	
	401-3	Parental leave	37	
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	43	
	404-1	Average hours of training per year per employee	40	
GRI 404: Training and education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	30, 40, 41, 43	
	404-3	Percentage of employees receiving regular performance and career development reviews	41	
Material topic: Employee health and safety				
GRI 3: Material Topics 2021	3-3	Management of material topics	44	
	403-1	Occupational health and safety management system	44	
GRI 403: Occupational Health and Safety 2018	403-2	Hazard identification, risk assessment, and incident investigation	44	
	403-3	Occupational health services	44, 45	
	403-4	Worker participation, consultation, and communication on occupational health and safety	44, 46	
	403-5	Worker training on occupational health and safety	45, 46	
	403-6	Promotion of worker health	45, 46	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	44, 45	

GRI STANDARD	GRI	CONTENTS	PAGE	COMMENTS / DIRECT RESPONSE / REASON FOR OMISSION
Material topic: Employee health and safety				
GRI 403: Occupational Health and Safety 2018	403-8	Workers covered by an occupational health and safety management system	44, 45	
	403-9	Work-related injuries	44	
	403-10	Work-related ill health	44	
Material topic: Equity, inclusion and diversity				
GRI 3: Material Topics 2021	3-3	Management of material topics	48	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	23, 48, 49	
Material topic: Human rights				
GRI 3: Material Topics 2021	3-3	Management of material topics	26	
GRI 408: Child labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	52	
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	52	
Material topic: Community engagement				
GRI 3: Material Topics 2021	3-3	Management of material topics	52	
GRI 413: Local communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	52, 53, 54, 56, 57	
Material topic: Supply chain development and responsibility				
GRI 3: Material Topics 2021	3-3	Management of material topics	51	
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	51	

GRI STANDARD	GRI	CONTENTS	PAGE	COMMENTS / DIRECT RESPONSE / REASON FOR OMISSION
Material topic: Supply chain development and responsibility				
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	52	
	308-2	Negative environmental impacts in the supply chain and actions taken	52	
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	52	
GRI STANDARD	GRI	CONTENTS	PAGE	COMMENTS / DIRECT RESPONSE / REASON FOR OMISSION
MATERIAL GOVERNANCE TOPICS				
Material topic: ESG strategy and management				
GRI 3: Material Topics 2021	3-3	Management of material topics	18	
Material topic: Circularity-driven management				
GRI 3: Material Topics 2021	3-3	Management of material topics	21	
Material topic: Corporate governance				
GRI 3: Material Topics 2021	3-3	Management of material topics	23	
Material topic: Transparency and accountability				
GRI 3: Material Topics 2021	3-3	Management of material topics	24	
Material topic: Ethics and anti-corruption				
GRI 3: Material Topics 2021	3-3	Management of material topics	24	
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	24, 25	
	205-3	Confirmed incidents of corruption and actions taken	25	

GRI STANDARD	GRI	CONTENTS	PAGE	COMMENTS / DIRECT RESPONSE / REASON FOR OMISSION
MATERIAL GOVERNANCE TOPICS				
Material topic: Technology, Innovation and Development				
GRI 3: Material Topics 2021	3-3	Management of material topics		Although it is a material topic, during this period no significant initiatives have been carried out nor progress reported in Technology, Innovation, and Development, as we focused on optimizing current operations. We recognize its importance and will continue to evaluate future actions.
Material topic: Cybersecurity				
GRI 3: Material Topics 2021	3-3	Management of material topics	27	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		In 2024, we did not record any substantiated complaints regarding privacy violations or customer data loss, reaffirming our commitment to their protection.
NON-MATERIAL TOPICS				
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	53	
	203-2	Significant indirect economic impacts	52, 53 ,57	
GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		In 2024, there were no reported health and safety violations related to our products.
GRI 417: Marketing and Labeling 2016	417-2	Incidents of non-compliance concerning product and service information and labeling		We recorded 7 cases of non-compliance related to the information and labeling of our products and services. These included 4 labeling errors and 3 labeling issues.
	417-3	Incidents of non-compliance concerning marketing communications		In 2024, there were no reported breaches related to our marketing communications.



For more information about this report and our sustainability initiatives, please contact the Sustainability and Communications Department at Grupo PROMAX:

rspromax@gpromax.com

