



# GO BEYOND

2024 SUSTAINABILITY REPORT





GOING BEYOND...

## Driven by our strategy and innovative spirit.

In 2024, Grupo AIEn reaffirms that our sustainability strategy is the roadmap that drives us to **Go Beyond to achieve a better future**. Every decision and action is aligned with this commitment, pushing us to grow responsibly, overcome challenges, and generate a positive impact on our environment.

Day by day, we strengthen the sense of pride, belonging, and resilience in our team, demonstrating that when we move forward together with a shared purpose, **we build a cleaner and more sustainable world for you**.

# A legacy of innovation and transformation

At Grupo AIEn, we know that truly transformative actions go beyond mere commitment. In 2024, we converted challenges into opportunities, innovating for growth and generating value with a positive impact. We did this driven by a clear conviction: sustainability is not just a goal; it is an essential part of who we are.

We proudly celebrate 75 years of history. We did so by looking toward the future, strengthening our operations, expanding our reach, and reinforcing our commitment to people and the planet. Under our **Going Beyond Sustainability Strategy**, we continue working to reduce waste, regenerate soils, protect water, decarbonize our operations, and build shared well-being both internally and externally.

2024 marked a milestone in our history of transformation: we inaugurated the Center for Innovation, Research, and Development (CIID, by its acronym in Spanish), a space that gathers the best talent and cutting-edge technology to design the future of cleaning and home care. From there, we co-create solutions centered on our consumers and clients, laying the groundwork for Grupo AIEn's next era of growth.

We reaffirm our closeness with the families who choose us every day, offering product options with biodegradable formulas, packaging, recyclable packaging, and solutions that promote a more

sustainable lifestyle. This year, we welcomed Microdyn® to the family, a brand with over 60 years in the market focused on helping safeguard family health, thus strengthening our portfolio with proposals that positively impact the consumer's daily life. We consolidated our presence in Mexico, the United States, Central America, and the Caribbean, and continue positioning our brands as benchmarks for cleaning and disinfection, quality, and trust.

From AIEn Foundation, we continue to drive high-impact projects in education, environment, and community well-being, convinced that sustainable change starts locally and strengthens collectively. In 2024, we brought potable water to more schools through the *Agua en mi Escuela* (Water in my School) program, reaching 56 systems installed from the start of the project through the end of the year, thereby contributing to the well-being and development of thousands of students.

Celebrating our 75-year legacy, today we continue building the foundations of AIEn's future with vision, innovation, and transformation. We deeply thank those who have made this journey possible: our more than six thousand collaborators, partners, suppliers, clients, and, above all, the families who inspire us to surpass ourselves every day.



**Thank you for being part of this story. We will continue working with passion to build, together, a cleaner and more sustainable world for everyone.**



**Co-Presidency and Co-General Management**  
Grupo AIEn

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# 2024

## Highlights

**+35,000**

tons of plastic collected in 2024: +19.6% vs. 2023, through Reciclar para Ganar® (Recycle to Win).

We voluntarily participated in the Vehicle Emissions Measurement Program with Remote Sensor, run by the Government of the State of Nuevo León.

Certified raw material thanks to Uumbal®'s sustainable practices: RSPO, Kosher, PROFEPA Environmental Quality.



We reduced total water usage by

**1.85%**

vs. 2023.

We reuse

**83 megaliters**

of water within our industrial operations.

We joined the National Agreement for the Right to Water and Sustainability.

 **+800**

people benefited by Corazones AIEn (AIEn Hearts) 2024 through 9 different organizations.



Fourth consecutive year as a Gigaton Guru for Walmart's Project Gigaton.

 We inaugurated the Center for Innovation, Research, and Development (CIID).

**12**

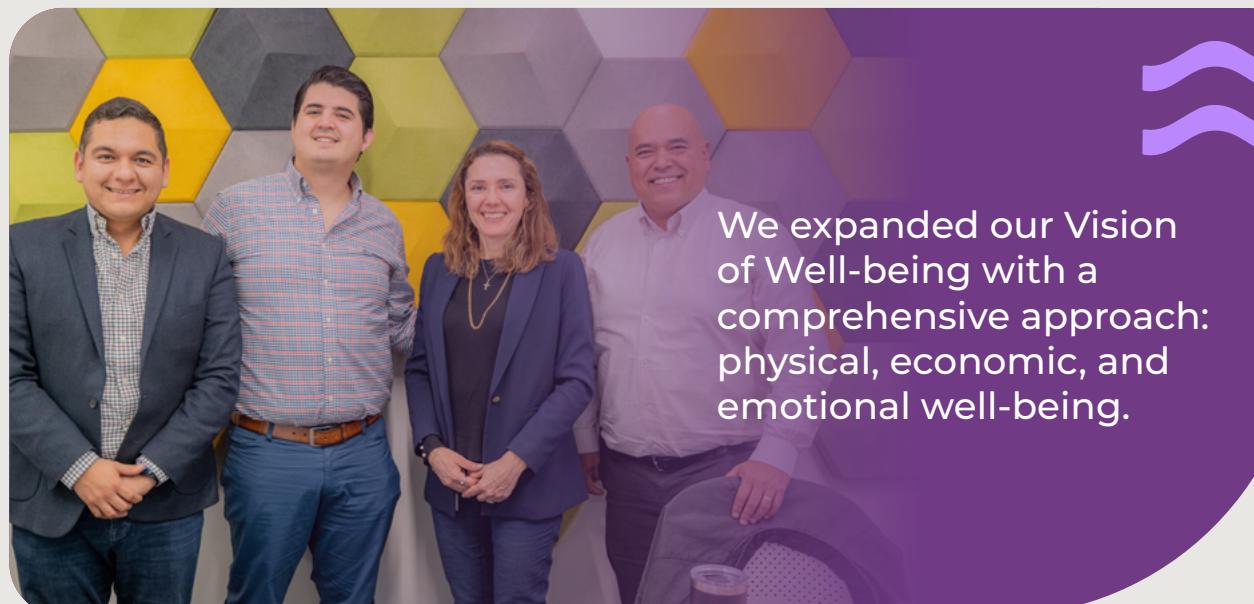
environmental stewardship initiatives in Texas, USA, through AIEn Foundation.



**28**

new public schools benefited by Agua en mi Escuela (Water in my School): **56 schools in total.**

BioPreferred Certification for Pinalen® in the USA.



We expanded our Vision of Well-being with a comprehensive approach: physical, economic, and emotional well-being.



We welcomed Microdyn® as part of our family.



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We Are AlEn

**+1,000,000**points of sale in Mexico,  
United States, Central  
America, and the Caribbean**97%**presence  
in Mexican  
homes

GOING BEYOND MEANS  
**GROWING  
TOGETHER**

GRI

2-6

# We Are AlEn

Going Beyond Commitment: 75 years with you

GRI 2-6

Since the beginning, Grupo AlEn has stood out for its principles and entrepreneurial spirit. Our success as a company is based both on the talent of our team and our commitment to innovation.



**75 years later, we confirm our leadership and our intent to go beyond with people and the planet, fulfilling our purpose of building a cleaner and more sustainable world for everyone.**



## Our certifications:

### Clean Industry ISO 22716

- Querétaro
- Puebla
- Guadalajara
- Villahermosa

### ISO 22716

Good Manufacturing Practices (GMP) for the cosmetic industry:

■ Guadalajara	■ Monterrey
■ Villahermosa	■ Mexicali
■ Puebla	

# Our Essence

GRI 2-6



To achieve our purpose, and thanks to the commitment of the 6,437 individuals who make up our plants, corporate, administrative, and commercial offices, we specialize in the production and distribution of solutions for home cleaning and well-being. Our offering includes bleach, multi-purpose cleaners, fabric softeners, dishwashing detergents, and, since 2024, products for food disinfection, thereby expanding our positive impact on family health and care.

We have a presence in 97% of households in Mexico through our emblematic brands CLORALEX®, PINOL®, ENSUEÑO®, FLASH®, and MICRODYN®, and we have expanded our reach to markets in the United States, Central America, and the Caribbean.



**6,437**

people work in our plants and corporate and administrative offices.

**97%**

presence in Mexican homes.



## Purpose

We build a cleaner and more sustainable world for you.



## Value Proposition

We generate innovative hygiene and well-being solutions by understanding what drives our consumers and clients, driving our talent to build high-value brands together.



## Values



# Home Cleaning and Disinfection Categories

GRI 2-6

We have a portfolio of brands that allows us to meet cleaning and disinfection needs in the different countries where we are present.



## Laundry Care

*ensueño.*

- Fabric Softeners
- Bleaches
- Laundry Soaps
- Stain Removers
- Detergents (USA)

## Home Cleaning

**Pnol** *flash*  
**Rnalen**

- High-Efficiency Cleaners
- Aromatic Cleaners
- Degreasers

## Disinfection and Bathrooms

**CLORALEX** **CLORALEN**

- Pet Area Cleaners
- Disinfectant Aerosol
- Antibacterial Hand Gel
- Toilet Tank Tablets
- Bathroom Scale Removers

## Kitchen Cleaning

**microdyn**  
**Lemi Shine**  
**Eficaz**

- Dishwashing Detergents
- Food Disinfection
- Appliance Cleaners

# Commercial and Industrial Presence

GRI 2-6

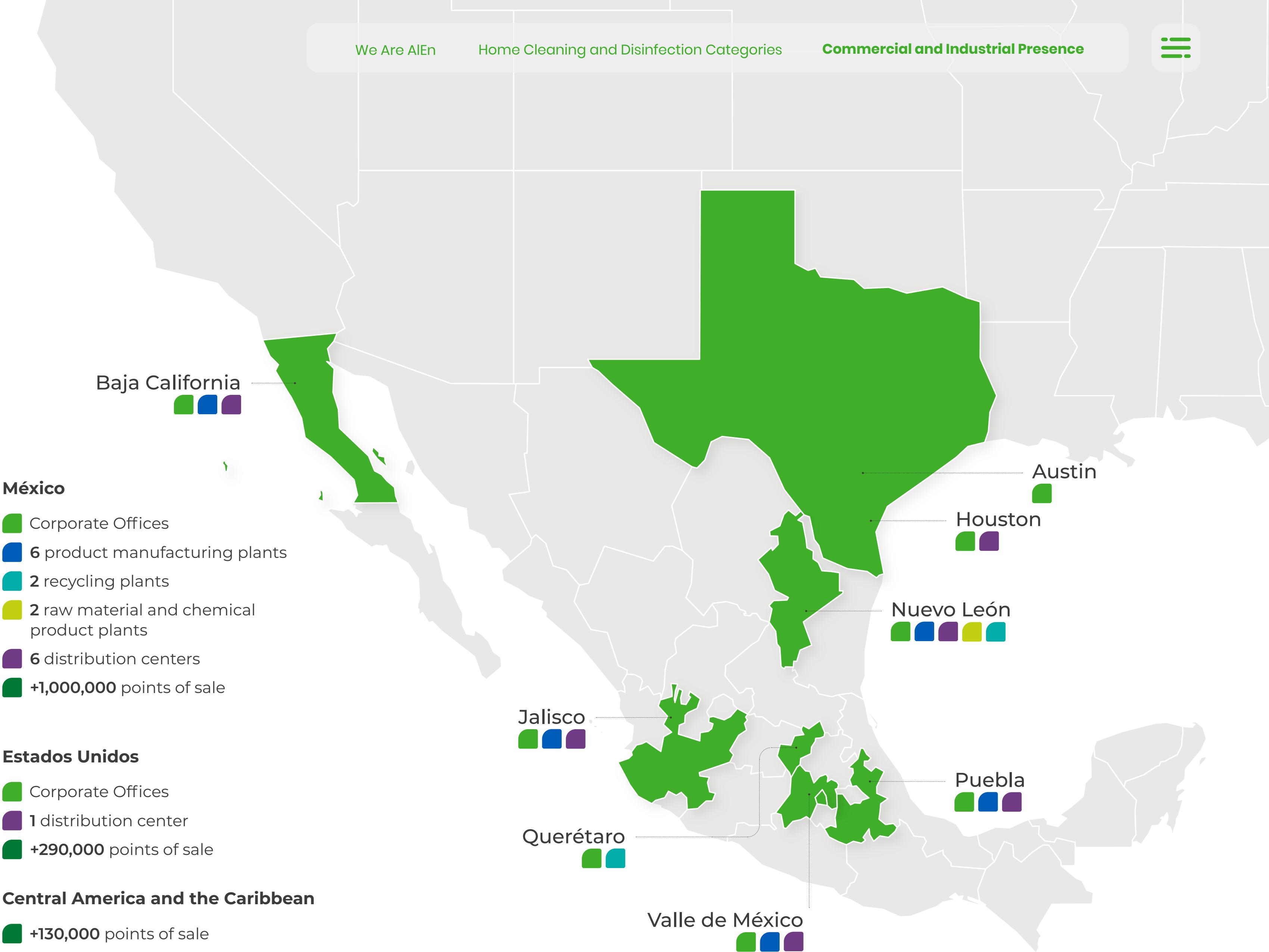


**Our business vision and commitment to quality have led us to consolidate vertical integration as the core of our strategy.**



**Grupo AIEn has production infrastructure and distribution centers in Mexico**, as well as distribution facilities in the United States, ensuring a coordinated value chain to reach clients with greater effectiveness.

Our commercial network expands through points of sale in Mexico, the United States, Central America, and the Caribbean, **strengthening our presence in the regional market and aiming to go beyond**.



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**Grupo AIEn  
from the Inside**

GOING BEYOND MEANS  
**STRATEGIC  
LEADERSHIP**

**GRI**

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**SDGs**

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# Corporate Governance

GRI 2-9, 2-10, 2-11, 2-12, 2-16

Our maximum corporate leadership is represented by the Co-Presidency and Co-General Management, which also directs the Consultative Council, the body in charge of the corporate governance structure whose purpose is to supervise the management of the General Management and the executive team. The participation of this Council seeks **to ensure alignment between the business strategy, objectives, and long-term value** generation for the business.

Thanks to the joint efforts between the Consultative Council, the Board of Directors, and specialized internal committees, it is possible to work with a preventive focus and ensure due diligence in operations.

Their purpose is to evaluate and manage Grupo AIEn's economic, environmental, and social impacts, in accordance with our Going Beyond Sustainability Strategy.

The Consultative Council is composed of independent and family directors, who provide guidance on key business issues through five specialized committees. This body is exclusively advisory in nature and does not have fiduciary or legal supervision functions.



Shareholders' Assembly

Board of Directors

Consultative Council

Talent Committee

Risk Committee

Planning and Finance Committee

Audit Committee

Advisory Board AUSA

**The councils play a fundamental role in overseeing the company's direction, talent management, internal audits, results analysis, and compensation distribution.**

## Performance and Management of Governing Bodies

GRI 2-17, 2-18

### We promote a culture of continuous improvement in our corporate governance.

We conduct an annual governance evaluation in which directors assess the fulfillment of the Council's objective, organizational culture, long-term strategy, succession plans, compliance environment, and the annual strategic agenda.

Additionally, we carry out a 360° Evaluation among Council members, based on competencies such as **collaboration, strategic vision, attitude, and guidance capacity**. Each member recognizes the strengths of their colleagues and suggests areas for improvement. These dynamics allow us to maintain a clear strategic agenda, foster diversity of perspectives, and ensure the Council operates with excellence, in favor of the organization's sustainable growth.



## Sustainability Governance

GRI 2-13

At Grupo AlEn, we have a solid structure **to ensure that sustainability is fully integrated into our business strategy**. To this end, we operate through two levels of governance:

- An Executive Sustainability Committee, with global scope.
- Technical Sustainability Committees, with a local focus in Mexico and the United States.

Our **Executive Sustainability Committee** is responsible for managing our economic, environmental, and social impact, under the direct supervision of the Co-Presidency. This committee, composed of co-presidents and area vice-presidents, meets in a quarterly manner to

follow up on the progress of our Going Beyond Sustainability Strategy and propose necessary adjustments for its fulfillment. It is a key body that allows us to align our strategic decisions with a business vision focused on sustainability.

At the local level, our **Technical Sustainability Committees** operate, integrated by representatives from corporate, operational, and research and development areas. These committees are responsible for developing, implementing, and supervising specific initiatives that respond to sustainability priorities and challenges in Mexico and the United States.

Their work is essential for converting our strategy into concrete actions with impact.

### This is how we monitor sustainable development

Level	What we do	Who participates	Where we act
Executive Committee	We monitor global objectives and evaluate strategy compliance	Co-Presidents and Area Vice-Presidents	Global
Technical Committees	We develop and implement the strategy locally	Corporate, operational, and R&D areas	Mexico and United States

# Ethical Behavior and Legal Compliance

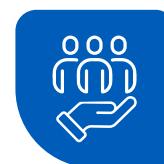
To foster respect for human dignity and inclusion, both within our organization and in our relationships with stakeholders, Grupo AlEn integrates principles and values that underpin our culture.



## Commitments and Policies for Responsible Business Conduct

GRI 2-23

At Grupo AlEn, **we act based on ethical principles that guarantee respect for human rights**, care for the environment, and transparency in all our operations and commercial relationships. These commitments are formalized through policies and processes that promote a **culture of integrity and responsibility** at all levels of the organization.



### AIEn Code of Ethics

Establishes the fundamental principles that govern our conduct, including respect for human dignity and diversity of opinions, in line with human rights. It promotes integrity, equity, and transparency in all our actions. It reinforces the commitment to environmental stewardship through the efficient use of natural resources and guarantees veracity and confidentiality in the management of information as part of our due diligence processes.

Read the complete Code of Ethics  [here](#).



### Safety, Health, and Environmental Protection Policy

Guides our actions toward protecting people and the environment by applying the precautionary principle. It promotes safe, healthy, and sustainable practices throughout our operations, adopting a preventive approach toward environmental risks.



### Integrity Policy

Reinforces our commitment to human rights and ethical conduct at all levels of the organization. It establishes the expectations for individual and collective behavior based on our institutional values.



### Compliance Policy

Defines the guidelines necessary to ensure responsible corporate conduct, compliant with applicable regulations and internal policies. It includes mechanisms for managing and following up on anonymous reports, guaranteeing timely and confidential attention.



## Bussines Helpline

GRI 2-26

We maintain a confidential, secure channel, operated by an independent third party, for reporting potential ethical violations or situations that compromise individual integrity.

This mechanism guarantees the anonymity of the whistleblower and allows reports and suggestions to be submitted anonymously. The Internal Audit and Human Resources departments manage the cases, under the supervision of the Audit and Ethics Committees, gathering necessary information and applying corresponding actions.

### CONTACT CHANNELS TO REPORT POTENTIAL VIOLATIONS

📞 814-160-0443

🌐 [www.letica.mx/grupoalen](http://www.letica.mx/grupoalen)

✉️ [alen@letica.email](mailto:alen@letica.email)



### Statutes of the Ethics Committee

Establish the structure, responsibilities, and operation of the Executive Ethics Committee. They reinforce our due diligence mechanisms and ensure rigorous follow-up on ethical matters within the organization.



## Implementation and Monitoring of Policies

GRI 2-24, 2-25



### Onboarding and Training

All new employees receive mandatory induction training on the Code of Ethics, provided in both in-person and digital formats. The coordination of the in-person session is handled by Human Resources, with support from Internal Audit for administrative staff in Monterrey, while the online course is available to all personnel. This training ensures a clear understanding of our ethical commitments from day one.



### Relationship with Suppliers

As part of our selection criteria, all suppliers or providing companies must sign a Code of Conduct as an essential requirement to establish or maintain commercial relations with Grupo AlEn. This commitment ensures alignment with our ethical and sustainability principles throughout the value chain.



### Internal Responsibilities

We have an Executive Ethics Committee that supervises the implementation and compliance of our policies. This committee comprises representatives from the Executive Committee and key areas such as Finance, Human Resources, Legal, Internal Control, and Internal Audit, ensuring a cross-functional approach to the organization's ethical management.

# Collaboration and Linkage Networks

GRI 2-28

## Focus Area.

## Industrial



We participate in industry networks to promote a favorable regulatory environment and strengthen relationships with authorities and the business sector, especially in key areas such as chemicals and consumer goods.

*Asociación de Industriales de El Salto (AISAC)*



*Asociación Nacional de la Industria Química (ANIQ)*



*Cámara Nacional de Industrias de Aceites, Grasas, Jabones y Detergentes (CANAJAD)*



*Cámara de la Industria de Transformación (CAINTRA NL)*



*Cámara Nacional de la Industria de Transformación (CANACINTRA)*



*Confederación de Cámaras Industriales de los Estados Unidos Mexicanos (CONCAMIN)*



*Consejo Mexicano de la Industria de Productos de Consumo (CONMÉXICO)*



*Industriales Regiomontanos del Pionero (IRPAC)*



*Industriales y Empresarios de Tlajomulco (IETZ)*



*The Consumer Goods Forum*



## Focus Area.

## Business



We boost the representation of the wholesale sector and actively collaborate in business forums to strengthen the rule of law, the business environment, and talent management in Mexico.

*Asociación Nacional de Abarroteros Mayoristas (ANAM)*



*Confederación Patronal de la República Mexicana COPARMEX Nuevo León*



*Confederación Patronal de la República Mexicana COPARMEX Puebla*



*Confederación Patronal de la República Mexicana COPARMEX Nacional*



*ERIAC Capital Humano*



## Focus Area.

## Sustainability



We collaborate with key organizations to advance sustainability from a multisectoral perspective, enhancing regulatory monitoring, environmental management, and engagement with authorities at both local and international levels.

*Consejo Consultivo del Agua*



*Clúster de Plásticos de Querétaro*



*Ecología y Compromiso Empresarial (ECOCE)*



*Fondo Ambiental Metropolitano de Monterrey*



*Red Sumarse N.L.*



*The Sustainability Consortium (TSC)*



## Role 2024

● Active Member ● Presidency ● Advisory Board ● Board of Directors

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**03**  
Going beyond

GOING BEYOND IS  
**CONVERTING  
THE VISION  
INTO ACTION**

GRI

2-24, 2-28, 2-29

# Materiality Analysis

At Grupo AIEn, we are convinced that **sustainable management requires evolving at the pace of global challenges**, emerging regulations, and, above all, the expectations of those related to our operations. Thus, in 2024, **we updated our priority topics using a double materiality approach**, integrating impacts and risks to better focus our efforts, respond more clearly, and reinforce long-term value creation.



## Process for Determining Materiality

GRI 3-1



### Step 1: Context Understanding

- We identify **business activities**, commercial relationships, and the company's regulatory and sustainability context.
- We evaluate **relevant stakeholders**, classifying them according to their influence and dependence, following the OECD Guidance.
- We define potentially material **environmental, social, and governance (ESG)** aspects.



### Step 2: Materiality Assessment

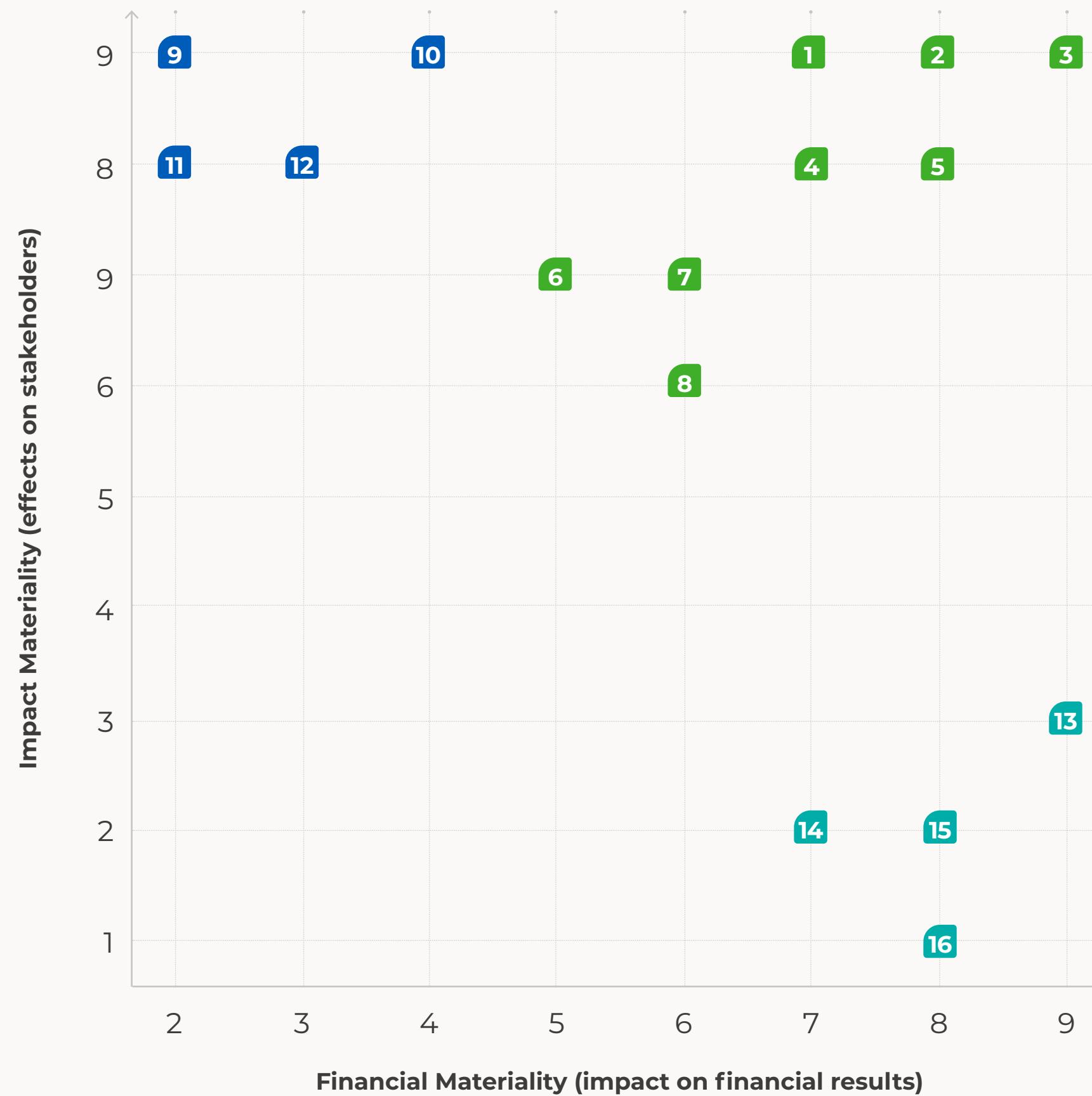
- We review **impacts**, prioritizing aspects with the greatest effect on stakeholders, in accordance with the GRI Standards.
- We evaluate **risks** based on probability of occurrence and magnitude, prioritizing those with the greatest financial repercussion, in accordance with the Sustainability Accounting Standards Board (SASB).
- We identify **aspects that are simultaneously material** due to impact and financial risk (double materiality).

## Defined Material Topics in 2024

GRI 3-2

- 1. Water Management:** Addresses consumption, efficient use, treatment, and wastewater discharge. Considers impacts on the availability, quality, and pollution of water resources.
- 2. Climate Change:** Evaluates the company's ability to manage physical and transitional climate risks, as well as its economic, social, and regulatory impacts.
- 3. Product Design and Life Cycle Management:** Considers ESG impacts throughout the product life cycle, from design to final disposal, including packaging, use, and regulations.
- 4. GHG Emissions:** Refers to direct greenhouse gas emissions (Scope 1) and their regulatory, reputational, and environmental management.
- 5. Waste:** Implies the management of hazardous manufacturing waste and its environmental and normative impact, as well as the health impact on nearby communities.
- 6. Consumer Well-being:** Includes customer and consumer satisfaction, as well as ensuring the health and safety related to product use.
- 7. Innovation:** Implies the capacity to develop sustainable solutions that improve processes and reduce impacts, which is key for competitiveness and access to capital.
- 8. Ethics and Transparency:** Focuses on managing risks associated with ethical conduct; conflicts of interest; and compliance with professional standards.

## Double Materiality Matrix



### Double Materiality

- 1. Product Design and Life Cycle Management
- 2. GHG Emissions
- 3. Climate Change
- 4. Waste
- 5. Water Management
- 6. Ethics and Transparency
- 7. Consumer Well-being
- 8. Innovation

### Financial Materiality

- 9. Energy Management
- 10. Employee Relations
- 11. Materials
- 12. Air Quality

### Impact Materiality Topics

- 13. Human Rights
- 14. Supply Chain Management
- 15. Biodiversity
- 16. Community Impact

# Stakeholder Engagement

GRI 2-29

At Grupo AlEn, we recognize that dialogue with our stakeholders is key to moving toward a sustainable business model. Therefore, we promote an engagement approach based on the influence and dependence of each group, prioritizing **solid relationships, active listening mechanisms, and collaborative actions** that contribute both to the organization's success and shared well-being. This vision guides our sustainability strategy and strengthens decision-making with a social and environmental focus.

## Stakeholder Groups

1 Shareholders	6 Consumers
2 Authorities	7 Environment
3 Clients	8 Suppliers
4 Employees	9 Civil Society Organizations (CSOs)
5 Communities	



# Sustainability Strategy

GRI 2-24

In 2022, we launched an ambitious roadmap with the Go Beyond Sustainability Strategy, featuring concrete **goals set for 2030 that guide our daily decisions**. Since then, we have strengthened our internal capabilities, added key allies, and promoted actions that are already showing measurable results.

Our strategy is founded on **two pillars: Going Beyond a Neutral Planet and Going Beyond Healthy Homes**. Based on these pillars, we established **eight commitments** that guide our actions and allow us to measure the real impact of what we do. Each commitment has specific 2030 goals and a monitoring system that enables us to evaluate progress, identify areas for improvement, and reinforce our purpose of building a cleaner and more sustainable world for everyone.

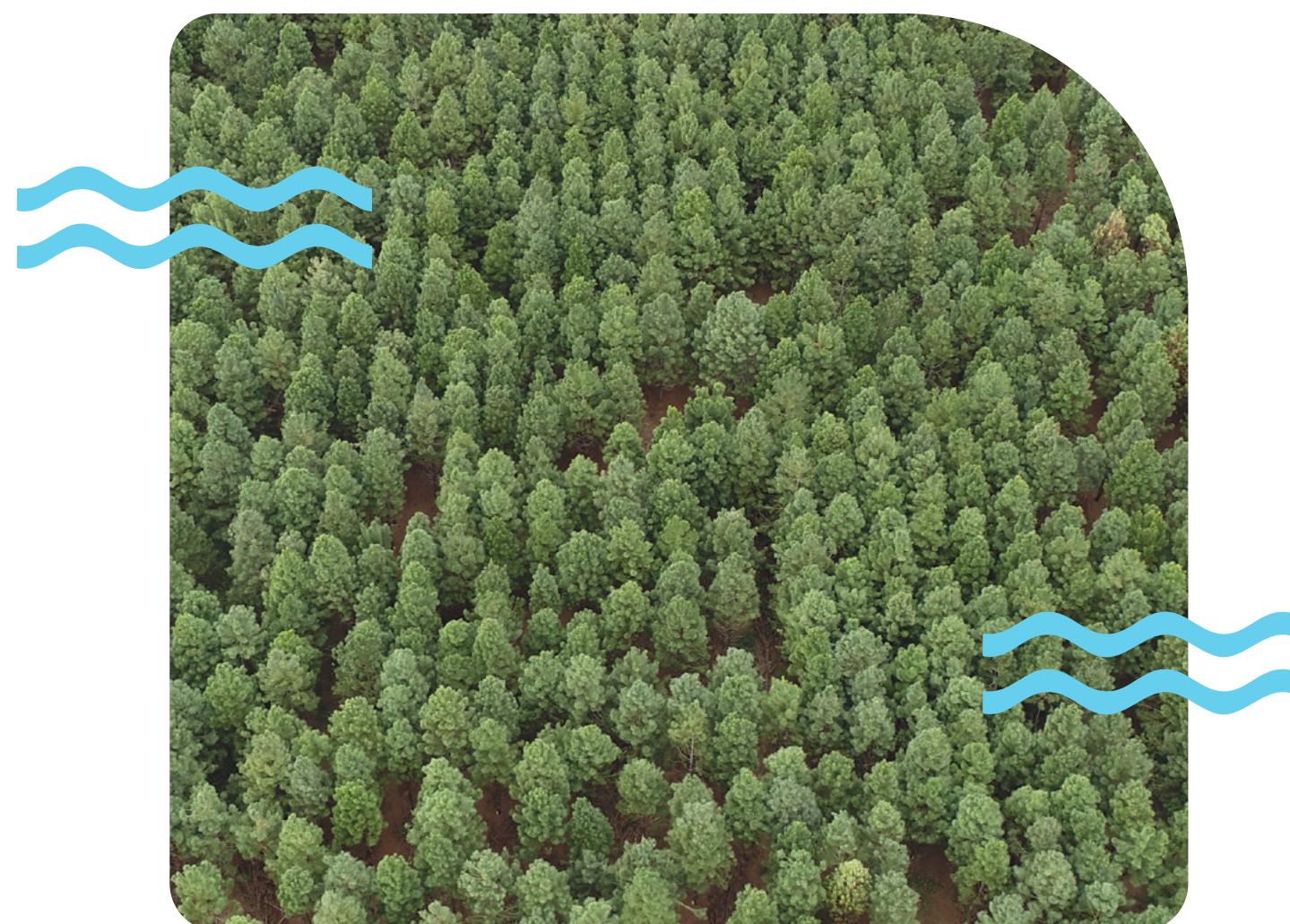
Throughout 2024, Grupo AIEn has achieved significant advancements in sustainability, reflecting balanced progress in priority areas such as the circular economy, regenerative agriculture, water efficiency, and decarbonization, as well as in health, well-being, and community engagement.

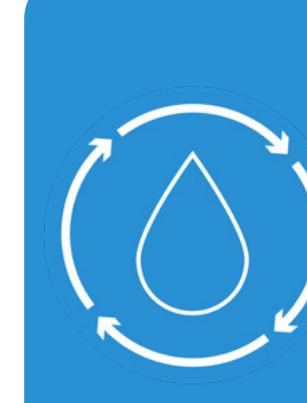




## Going Beyond a Neutral Planet

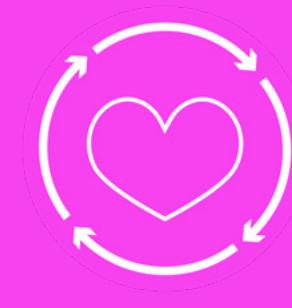
- Circularity:** Eliminate virgin plastic in packaging and offer recyclable or reusable options.
- Regenerative:** Drive regenerative agricultural practices throughout the value chain.
- Water Positive:** Achieve water positive status in operations and minimize water use in products.
- Carbon Positive:** Become a carbon positive company, eliminating the total carbon footprint.



Goal 2030	Indicator	2024 Progress
	<b>Use recycled plastic in containers and caps</b> 100% PET 100% HDPEr 100% PPr	98% PET 64% HDPEr 36% PPr
	<b>Recyclability</b> <b>Zero waste to landfill</b> <b>Material sourced through direct collection</b>	100% 100% 100%
	<b>Regenerative raw materials</b> <b>Water replenished to communities</b> <b>Process water recycled or reused</b>	100% >100% 100%
	<b>Reduction in portfolio water consumption</b> <b>Reduce Scope 1 emissions vs. 2021</b> <b>Reduce Scope 2 emissions vs. 2021</b>	10% 50% 50%



## Going Beyond a Healthy Homes

Goal 2030	Indicator	2024 Progress
	<b>Portfolio endorsed by a new generation of AIEn standards for technical and scientific excellence</b>	100% 21% Progress in methodology validation, biodegradability, and fragrances
	<b>Promote sustainable lifestyles</b>	20 million people impacted Pilot program phase
	<b>Labels include EVS information</b>	100% ~65%
	<b>Modernized spaces with wellness standards</b>	100% 38 projects (7,031 m <sup>2</sup> )
	<b>Leadership positions filled with internal talent</b>	50% 49%
	<b>Policies and processes with inclusive standards</b>	100% 6%
	<b>Investment in healthy communities</b>	10 million people impacted 4.8 million people benefited

-  **Product Transparency:** Continue delivering formulas that help create safe and healthy spaces with clear information for consumers.
-  **Sustainable Lifestyles:** Encourage habits that improve quality of life and promote well-being.
-  **Well-being:** Promote physical, emotional, and economic well-being in our communities.
-  **Healthy Communities:** Invest in the prosperity and resilience of the communities we serve.



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**Neutral Planet****GRI**

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**ODS**

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# Circularity

GRI 306-1, 306-2, 306-3, 306-4, 306-5

**The vision of stewardship and responsibility toward resources has been part of our essence** since our founding 75 years ago. Following this vision, we ventured into recycling more than 35 years ago to base our business on a circular approach.

We design **recyclable packaging made with recycled materials**, integrating innovation and sustainability from the outset. We are also transforming our processes to move toward zero waste operations.

Our leadership is strengthened by applying the Consumer Goods Forum (CGF) Golden Design Rules and international standards like the APR Guide, supporting a circular model based on optimal plastic utilization.

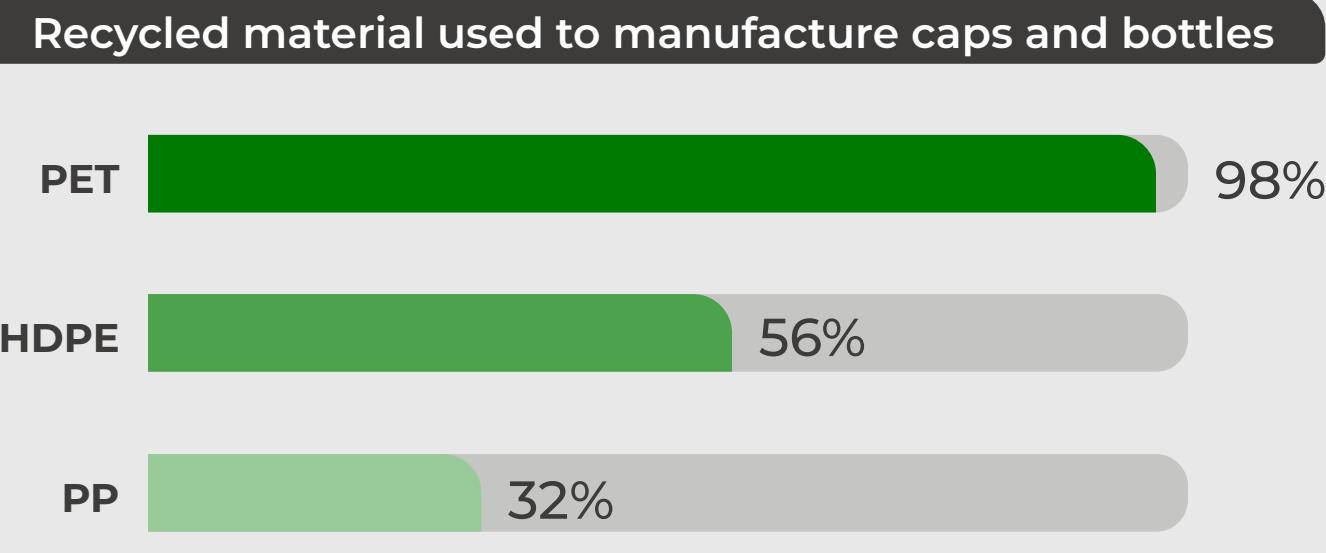
In 2024, we actively promoted the Golden Design Rules in Latin America. We shared our implementation experience and collaborated with The Consumer Goods Forum in developing and disseminating a Spanish guide course, including a video detailing our application experience.

## Sustainable Packaging and Containers

Driven by our circularity vision and vertical integration strategy, all our bottles and caps are manufactured in our two recycling plants located in Monterrey and Querétaro. As one of the eight commitments of **Going Beyond**, the circularity team—made up of various areas such as Packaging, Recycling, Marketing, and Institutional Relations—continues to innovate to increase the amount of recycled material in our bottles and caps.

**98%**

of our PET bottles are made with recycled material



**For the third consecutive year, we received the “Urban Forest 2023” award from Titán-BioPappel for our sustainable practices in using recycled and recyclable corrugated material.**



In 2024, we also expanded the **use of shrink sleeves with a pre-cut dotted line**, facilitating removal by the consumer and making the recycling process more efficient.

## Community Collection Program

### Reciclar para Ganar®

In Grupo AIEn, we seek to transform communities through recycling, promoting collection schemes in homes, schools, businesses, public spaces, and non-profit organizations. With a network of more than 100 routes across four states (Nuevo León, Coahuila, Jalisco, Querétaro), collection efforts resulted in the recovery of 35,751 tons of plastic during 2024, representing a 19.6% increase compared to the previous year.

+2,300

schools enrolled in the program

118,999

students benefited

35,421

users of recycling machines  
(+49.4% vs. 2021)

4 states

Nuevo León  
Coahuila  
Jalisco  
Querétaro

**RECICLAR  
PARA GANAR®**

**+35,000 tons of plastic collected in 2024:  
+19.6% vs. 2023**

The Recycling Store in Guadalupe, Nuevo León, saw an increase in recyclable material, with the community contributing 1,704 tons during the period, raising awareness about the importance of recycling for the environment.



### Recycle, Earn, and Transform

Our initiatives continue to expand. Through the Corazones AIEn program, we collect plastic bottle caps whose value is converted into monetary support for organizations that assist children and youth with cancer. In 2024, we installed 75 new Corazones AIEn and reinforced 70 existing ones in strategic locations for users, strengthening community participation and optimizing the collection of polypropylene caps, reaching a total of 1,030 Corazones across 4 different states.



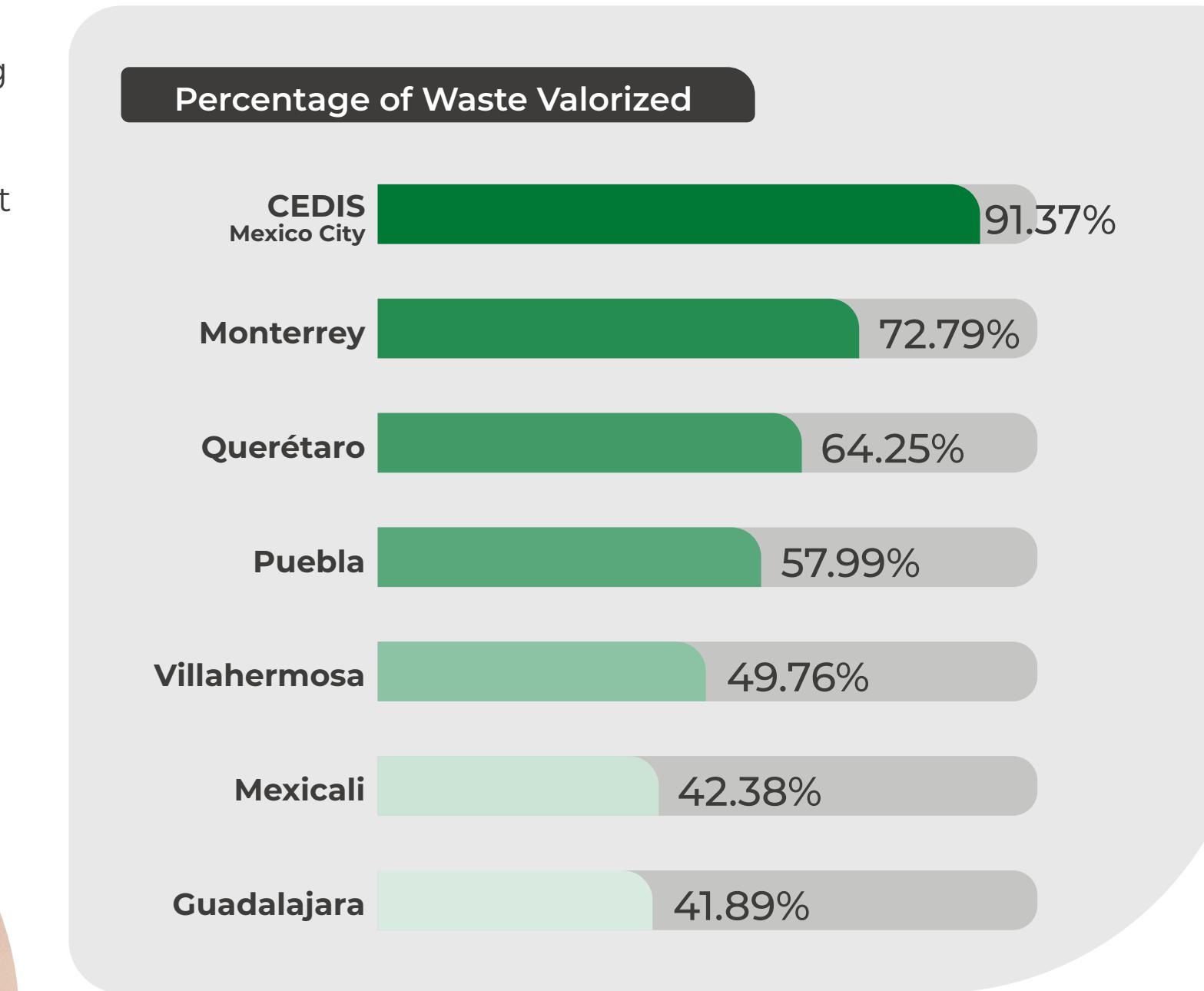
**+800 people benefited through Corazones AIEn 2024 via 24 different organizations.**



## Zero Waste Operations

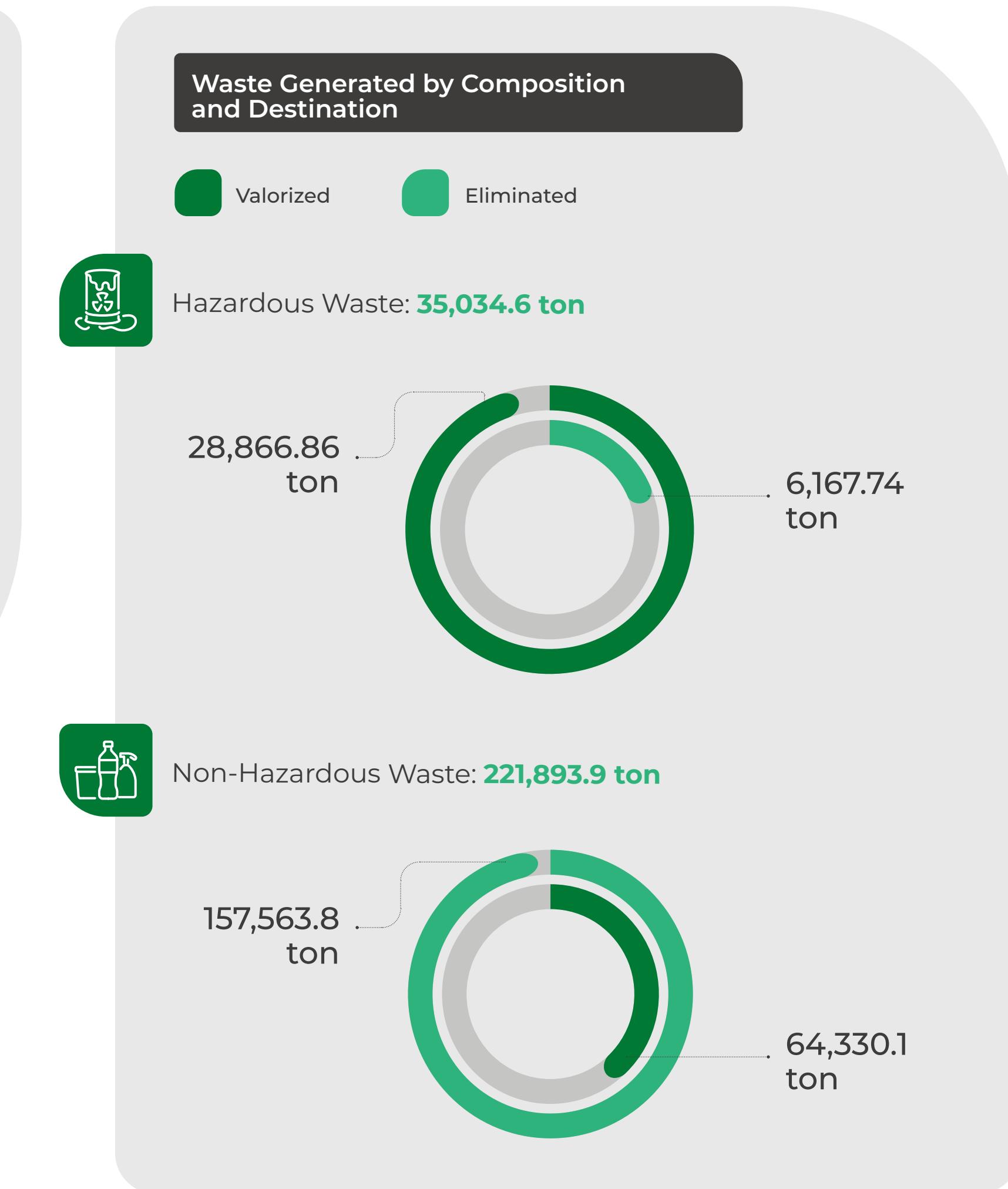
At Grupo AIEn, we work to reduce the environmental impact of our waste by optimizing resources and minimizing disposal. To achieve this, we adopt best practices, strengthen alliances, and promote awareness across different regions of the country.

In 2024, we maintained 16% of our operations under our zero-waste goal for 2030, focusing on our consumption plants in Monterrey, Guadalajara, Puebla, Mexicali, Villahermosa, and Querétaro, as well as the Distribution Center (CEDIS, by its acronym in Spanish) in Mexico City. The latter operates under a zero-waste model, serving as a benchmark for all our facilities.



### What does “valorizing waste” mean?

It means maximizing its usefulness through processes such as reuse, recovery, and recycling, transforming what was previously considered waste into a valuable resource whether as raw material for new products or as a substitute for other materials.





## Regenerative

GRI 304-1, 304-2, 304-3, 304-4, 308-1, 308-2

At Grupo AlEn, we know that sustainability is not just about conservation, but about regeneration. Under this premise, **we focus on the origin of our raw materials** as an essential part of our strategy.

We promote regenerative agricultural practices throughout the value chain to revitalize soils, protect ecosystems, and improve the quality of life for those who cultivate the land and their communities.

This commitment to more sustainable ingredients and products reflects our long-term vision and our dedication to the well-being of both the planet and people.



### Commitment to a Sustainable Value Chain

GRI 3-3

The sustainability of our products begins at the source. We work with suppliers who share our vision and comply with responsible production principles, prioritizing raw materials of sustainable origin.

We promote regenerative agricultural practices that protect soils, ecosystems, and natural resources, ensuring the traceability and sustainability of our inputs.

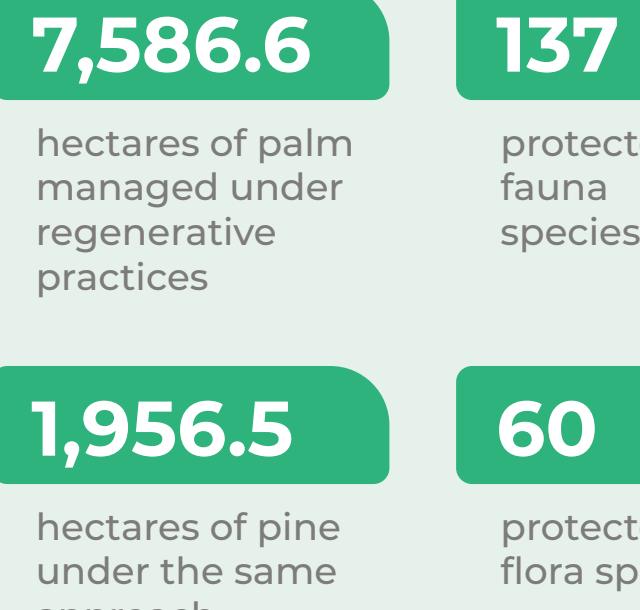
We foster ethical relationships based on respect for labor rights, inclusion, and community development, strengthening a fairer, more regenerative, and resilient supply chain.

## Uumbal®

At Grupo AIEn, we promote regenerative agriculture to restore soil organic content and biodiversity, contributing to climate change mitigation.

Through Uumbal®, our regenerative agriculture division, we source sustainable, high-quality raw materials. We have implemented initiatives focused on environmental conservation, composting, soil protection, biodiversity, and rural development in Mexico. These actions strengthen ecosystems and generate social benefits for the farming communities we work with.

Uumbal® has launched an innovative 4.5-hectare Composting Plant, where byproducts from palm oil extraction are transformed into natural fertilizer, later applied to our own crops. This practice exemplifies regenerative agriculture by reintegrating process residues as nutrients for the soil, reducing the use of artificial fertilizers.

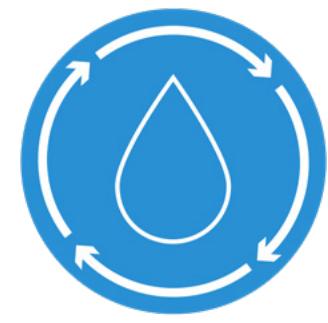


**Uumbal®, our main palm oil supplier, is Mexico's leader in RSPO-certified production and operates the country's largest and most modern processing plant, ensuring quality, sustainability, and innovation.**



### Uumbal® Certifications

- **RSPO (Roundtable on Sustainable Palm Oil):** Confirms compliance with the highest standards for responsible palm oil cultivation.
- **Kosher:** Ensures that raw materials are 100% plant-based, with no animal-derived ingredients.
- **Environmental Quality Certification (PROFEPA):** Awarded to our Composting Plant as part of the Clean Industry program.



## Water Positive

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

At Grupo AIEn, we are committed to returning more water to the planet than we use. To achieve this, we carefully manage every stage of water usage in our operations and develop initiatives that facilitate access to water in the communities where we operate. We drive actions that reduce water discharges and promote internal and community-based solutions for rainwater harvesting.



### Water Stewardship at Every Stage

At Grupo AIEn, water is a resource we manage comprehensively. In 2024, we strengthened our water management strategy with actions focused on reuse, treatment, precise measurement, and positive contributions to the communities where we operate.

The water used in our production and recycling plants is managed under high efficiency standards. Through internal treatment and reuse systems, we repurpose water at different stages of the industrial process—from recycling systems to sanitary and irrigation uses—thus reducing our environmental impact.

In Villahermosa, we complemented these efforts with a rainwater harvesting system that supplies internal processes, further optimizing the use of available water.

**1.85%**

reduction in total water consumption compared to 2023.



**In 2024, we joined the National Agreement for the Right to Water and Sustainability, promoted by the federal government, which seeks to guarantee access to water, encourage its responsible use, and contribute to the country's development.**

## Water that Transforms Communities

Our vision of being a Positive Water company drives us to go beyond responsible use of the resource by seeking to regenerate it. In 2024, we reaffirmed this goal through projects that directly contribute to expanding water access in school communities.

At our Guadalajara Plant, we advanced the “El Ahogado” project—the largest private water treatment network in Mexico and an initiative that expands the use of reclaimed water in our operations and in agricultural, industrial, and public sectors of the region. This project strengthens our contribution to water security in western Mexico.

Through the Agua en Mi Escuela program, promoted by AIEn Foundation, Cloralex, and Isla Urbana, we installed rainwater harvesting systems in public schools, benefiting more than one thousand children in seven states across the country.

We also support initiatives that strengthen water security for communities and ecosystems:

- **Isla Urbana – Néctar de Nube:** A rainwater harvesting innovation to improve water access in vulnerable communities.
- **Casa Paterna La Gran Familia:** Installation of a rainwater harvesting system at SCALM.
- **TECHO México:** Installation of bathrooms in communities without sanitation infrastructure.
- **ProNatura:** Reforestation actions in Mexico to restore natural water cycles.
- **Reforestamos México:** Reforestation in the State of Mexico, Puebla, Guadalajara, and Monterrey.
- **Fondo Ambiental Metropolitano de Monterrey (FAMM):** Reforestation in the Cumbres de Monterrey National Park.

These initiatives reflect a shared vision: caring for water is not just a technical task, but a long-term social and environmental commitment.



**Results that make a difference. In 2024, we reused 83 megaliters of water within our industrial operations. This volume represents a key step toward a more efficient and circular use of the resource.**





## Carbon Positive

GRI 302-1, 302-2, 302-3, 302-4, 302-5, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7

SDG 3, 12, 14, 15

As part of our Carbon Positive vision, we are determinedly reducing our impact, progressively eliminating the carbon footprint of our products throughout their entire life cycle. We achieve this through responsible practices and the adoption of sustainable technologies.



## CO<sub>2</sub> Training

In 2024, we conducted workshops on climate change, emissions accounting, and GHG inventory review. The goal was to strengthen our team's technical capabilities and foster environmental awareness across the organization.

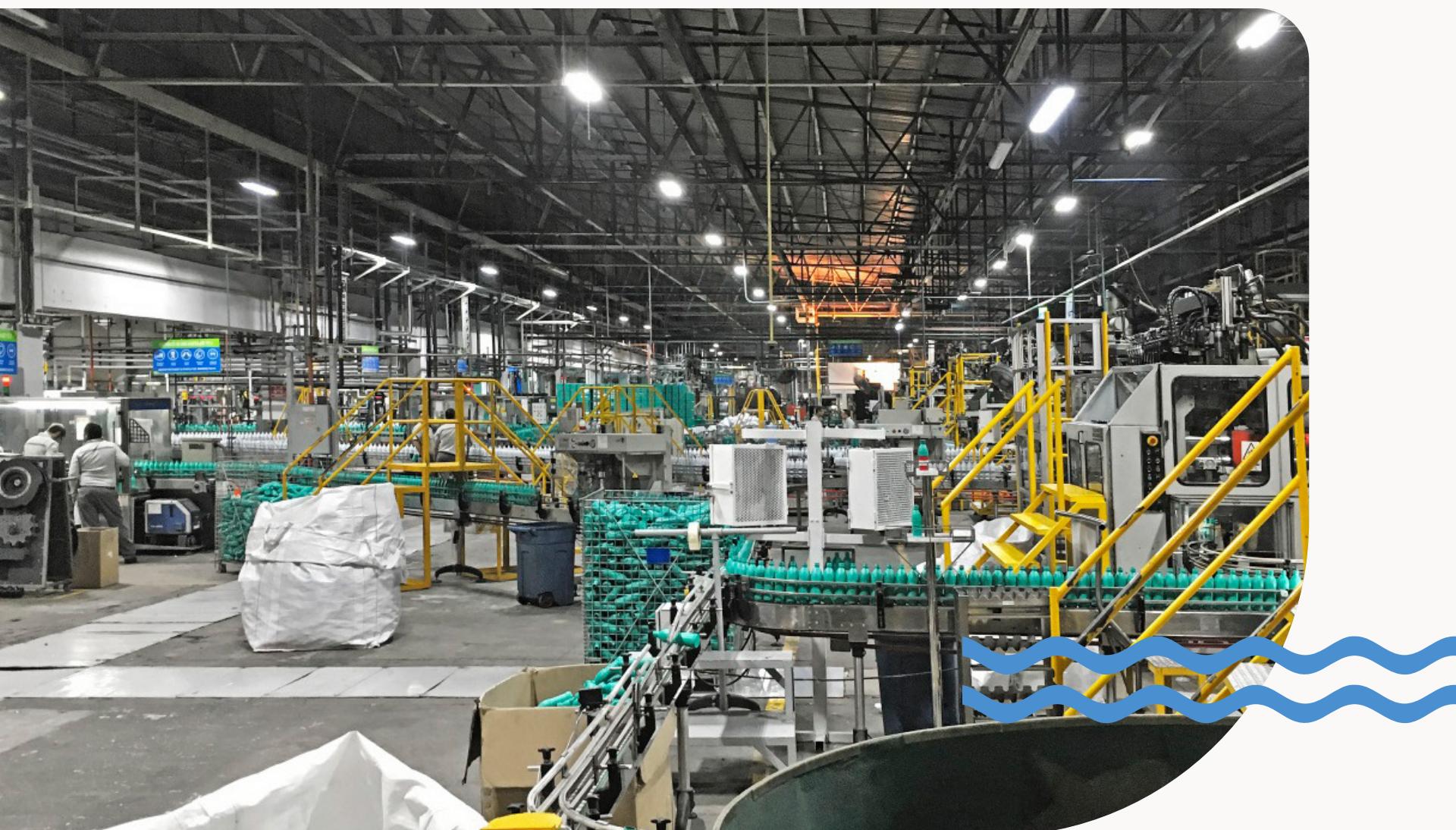
Additionally, we delivered the following webinars:

- **Understanding Climate Change**, with 395 participants (92% Mexico, 8% United States).
- **Path to Carbon Positive**, aimed at 30 key leaders from areas such as Procurement, Environment, Finance, and Logistics. Topics included the GHG Protocol, main emission sources, and CO<sub>2</sub> estimation.
- **Climate Change**, held during the 2024 Health, Safety, and Environmental Protection Week. It focused on a practical and everyday perspective, with 438 virtual connections.

## Technological Innovation to Reduce Consumption

To reduce our carbon footprint, Grupo AlEn initiated a technological shift by replacing machinery with larger, electric, and more efficient equipment. In 2024, we began transitioning four production lines to operate entirely on electric power.

We also developed a roadmap to move toward a cleaner energy model. This plan includes gradually replacing fossil fuel supply with electricity, electrifying processes in our operations, and installing solar panels at our facilities.



**928,871.98 GJ**

total energy consumption (electricity, LPG, and natural gas)

**+23%**

vs. 2023

## Climate Action

In 2024, we advanced toward a more robust climate management approach, strengthening our ability to measure, understand, and reduce emissions.

One of our key initiatives was the integration of technological tools to conduct life cycle assessments, enabling us to evaluate the environmental impact of our products and processes with greater accuracy. This effort was complemented by workshops, surveys, and a voluntary vehicle inspection campaign, actively engaging our team in identifying emission sources and fostering a more sustainability-oriented culture.

Additionally, we initiated the systematic development of our emissions inventory across all three scopes, supported by training for key leaders to ensure a cross-functional and technically robust management approach.

**In one year, we increased the use of primary data for Scope 3 calculations from 67% to 88%, and improved data collection.**

### Greenhouse gas emissions

Scope 1

Scope 2\*

Scope 3\*

65,780.09 ton CO<sub>2</sub>e  
-4% vs. 2023

2,058,426.00 ton CO<sub>2</sub>e  
+19% vs. 2023

19,949.35 ton CO<sub>2</sub>e  
Se mantuvo vs. 2023

**Note:** Emissions consolidation approach: operational control.

\* Market-based emissions

Regarding our supply chain, we took an important first step by identifying key stakeholders to understand their energy sources and estimate their emissions. Our next challenge will be to train our suppliers so they can measure their emissions and share that data with Grupo AlEn, thereby aligning the entire value chain with our climate goals.

## Voluntary Vehicle Verification

At Grupo AlEn, we voluntarily participated in the Remote Sensor Vehicle Emission Measurement Program, a pilot initiative led by the Government of the State of Nuevo León through the Institute for Environmental Protection (IPA, by its acronym in Spanish).

This program provided a valuable opportunity to generate data on our personnel's mobility, strengthen our Scope 3 emissions inventory, and foster greater environmental awareness.



This collaboration also reinforced our relationship as a strategic ally of the IPA and consolidated AlEn's commitment to an organizational culture oriented toward sustainability.

The campaign concluded with a nationwide survey on commuting habits—covering mode of transportation, frequency, and distance—conducted among our employees across the country.

AlEn fleet vehicles (Monterrey base):

98%

participation

Private and company-provided vehicles:

47%

participation

## Walmart Giga Guru Recognition

Thanks to our commitment to sustainability and our 2030 climate goals, Grupo AlEn was recognized for the fourth consecutive year as a Giga Guru within Walmart's Gigaton Project—a global initiative aimed at reducing emissions across its supply chain.



Since 2019, we have prevented the release of 755,588.5 metric tons of CO<sub>2</sub>e, equivalent to taking 165,000 cars off the road for an entire year.

01

02

03

04

05

05



## Healthy Homes



# GOING BEYOND HEALTHY HOMES

**GRI**

2-7, 3-3, 401-1, 401-2, 401-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 404-1, 404-2, 404-3, 405-1, 413-1, 417-1

**SDG**

3, 5, 6, 8, 10, 12





## Product Transparency

GRI 3-3

At Grupo AlEn, we understand that trust is built through transparency. That's why we provide clear and accessible information about our products' ingredients, proper use, and environmental impact—promoting safer, healthier homes for people and the planet.

Our commitment to transparency not only responds to consumer expectations but also drives continuous improvement in the quality, safety, and sustainability of our entire portfolio. A major advance in this regard has been the standardization of protocols and methodologies, which has brought greater scientific rigor to our processes. Thanks to the Innovation, Research, and Development Center (CIID), we have significantly accelerated development efforts, leveraging cutting-edge technology and advanced infrastructure.



**With cutting-edge infrastructure, technically supported methodologies, advancements in biodegradability, and deep knowledge of our ingredients and formulas, in 2024 we reinforced our commitment to safer and more sustainable homes.**



## Innovation, Research, and Development Center (CIID)

GRI 3-3

In 2024, we marked a new era of transformation for Grupo AIEn by opening the CIID doors in Monterrey. In this space, we bring together the best talent, foster collaboration, advance science, and develop technology to continue fulfilling our purpose of building a cleaner and more sustainable world.



**At CIID, we design the future of home cleaning and care.**



The CIID is a fundamental pillar for sustainable growth and innovation, benefiting both our customers and employees. Moreover, it lays the foundation for AIEn's next era with facilities equipped with the latest technology and multidisciplinary teams ready to drive innovation. For consumers, this effort translates into solutions and products designed to meet their needs, backed by the best practices and international standards across all our processes.



### THE CIID MEANS...

- **Consumer-centric innovation**
- **Brilliant minds and exceptional talent**
- **Technology for creation**
- **World-class standards**

## Reliable Communication and Labeling

GRI 417-1

As part of our commitment to transparency, we assess that the labelling and advertising of our products are responsible and comply with the applicable regulations in each region or country where we operate. This evaluation covers all the product categories in which we participate.



## Ongoing Dialogue

Actively listening to our consumers and customers is an essential part of our operation. In line with this commitment, we maintain an accessible telephone service designed to address queries, receive feedback, and provide assistance regarding our products. This tool offers eight clearly identified contact options, aligned with the primary needs we have detected.



### Telephone Contact Options **800 8343 300**

1. Medical attention and toxicological advice
2. Sales and orders
3. Promotions at point of sale
4. Product information
5. Propose innovative ideas
6. Product quality reports
7. To recycle your bottles
8. Job information and Privacy Office

In 2024, we observed an increase in telephone inquiries, especially in the query category, which reflects a greater and closer consumer interaction with our brands. The interest in obtaining technical information also remained high, while medical requests significantly decreased.

These results allow us to identify areas for improvement and continue strengthening personalized customer service.



### Cases handled through our phone lines

Number of requests, by topic and year

Topics	2022	2023	2024
Technical sheets and safety data sheets	157	125	<b>146</b>
Medical assistance	51	44	<b>21</b>
Inquiries	34	19	<b>172</b>
Product search	2	20	<b>19</b>
Complaints	8	8	<b>17</b>
Warranty letter	2	1	<b>1</b>

**We reinforced our social media and websites as active contact channels, further connecting people with our brands and services.**



[grupoalen.com/es/](http://grupoalen.com/es/) | [@grupoalen](https://@grupoalen)



## Sustainable Lifestyle

GRI 3-3

At Grupo AlEn, we believe that caring for the planet and improving quality of life can go hand in hand. With this approach, we promote sustainable habits in households, fostering responsible cleaning, hygiene, and the conscious use of our products. Through clear and accessible communication, we seek to inspire practices that benefit both the environment and daily well-being.

One of our priorities has been to raise awareness about responsible water usage and plastic recycling. We have achieved this through campaigns that encourage action, providing information on how to reuse water treated with our products and disseminating alternatives that do not require water for their application.



**Together, let's take care of water**

In response to the water stress affecting several regions of the country, we launched the “Together Let's Save Water” campaign through our brands Cloralex®, Pinol®, Ensueño®, and Flash®. This initiative took place at various points of sale nationwide, aiming to raise consumer awareness about responsible water use through our products.

We promoted water conservation by encouraging reuse, highlighting the biodegradable properties of our Ensueño®, Flash®, and Pinol® brands, which allow residual water to be repurposed for activities such as watering plants or cleaning outdoor areas. For Cloralex®, we demonstrated how to reuse water for household cleaning tasks.

Additionally, Cloralex® Tank Tablets help keep toilets clean for weeks and eliminate unpleasant odors, supporting efficient water use in daily life.

We also showcased products that do not require water, encouraging savings—such as Cloralex® Bathroom Cleaner, Teflex®, Cloralex® Anti-Mold Bathroom Trigger, and Flash® tablets for air freshening. During the campaign, consumers could scan a QR code to learn more about water-saving practices.

## Cloralex®

Cloralex® is a brand dedicated to home wellness, offering a diverse portfolio designed to keep spaces clean and germ-free. With its powerful cleaning, whitening, and disinfecting capabilities, it ensures deep cleaning in every corner.

From chlorine-based solutions for intensive disinfection to convenient disinfectant wipes for everyday use, its products are also developed with the environment in mind, featuring degradable formulas and packaging made from recycled materials.



## Pinol®

The multi-purpose cleaner made with pine oil.

Its powerful, naturally derived formula helps remove even the toughest dirt and stains, supported by an extensive portfolio offering more than 1,000 cleaning solutions—all with natural origins. Pinol® has become a trusted ally in protecting the health of Mexican families by eliminating 99.9% of viruses and bacteria, including SARS-COV-2 (COVID-19), human coronavirus, influenza A (H1N1), human rotavirus, among others.

Thanks to its biodegradable formula made with naturally sourced pine oil, it stands out as an environmentally responsible choice.



## Ensueño®

Ensueño® has been a pioneer in its category by incorporating recycled materials into its packaging, reaffirming its commitment to sustainability. Its formula, made with plant-based ingredients and 100% biodegradable, provides softness and a pleasant fragrance. Additionally, it allows rinse water to be reused for activities such as watering plants and gardens.

With a focus on caring for the family's clothing and the environment, Ensueño® stands out as a responsible choice in the fabric softener market.



## Lemi Shine® (United States)

Lemi Shine® represents a new approach in the U.S. home cleaning products market with a clear mission: harnessing the natural power of citrus extracts for effective cleaning in every corner of the home. Its portfolio ranges from dishwasher detergents, toilet and surface cleaners, to polishers and floor care products.

Formulated with citric acid, all its products are safe, affordable, and free from ingredients such as bleach and ammonia, delivering a deep and natural cleanliness.



## Microdyn®

Microdyn® is an effective disinfectant that eliminates more than 600 microorganisms. Its formula is non-toxic, requires no rinsing, contains no iodine, and leaves no odor or taste. It is ideal for disinfecting fruits, vegetables, water, ice, kitchen utensils, toothbrushes, and even for prolonging the life of flowers.

Microdyn® is effective against germs such as Escherichia coli, Staphylococcus aureus, V. cholerae, Salmonella spp., among others. It is the drop that helps protect your family's health.



# CLORALEX® CONTIGO

## Cloralex® Contigo

Throughout 2024, we launched initiatives focused on promoting health, safety, and sustainable development, highlighting the active participation of our brands in the communities where we operate.

For the fourth consecutive year, the brand maintained its commitment to education in indigenous communities across the country, promoting disinfection as a key tool for preventing diseases. Through informative actions, practical recommendations were shared to disinfect different areas of the home and use Cloralex® safely and efficiently.

## Distinctions that support our purpose

Grupo AIEn brands are a key driver in promoting a sustainable lifestyle. Through responsible and impactful products, we have been recognized for our commitment to home wellness, health care, and genuine connection with consumers.



### Cloralex®

**Leading brand in home care in Mexico** for the eighth consecutive year, according to Kantar Brand Footprint.



### Social Responsibility Award "La Gran Bodega"

Por nuestros esfuerzos a favor del medio ambiente mediante las reforestaciones con Pinol® y el programa Agua en mi Escuela.



### Ensueño®

Recognized by Forbes México and Kantar Brand Footprint as **one of the 25 brands most connected with consumers in recent years.**



### BioPreferred Certification for Pinol® (United States)

- The USDA granted BioPreferred certification to the three variants of Pinalen® Fresh Pine for containing 100% biobased carbon.
- The certification applies to both the original formula and the concentrated versions.
- This distinction recognizes the use of renewable ingredients derived from plants and other natural resources instead of petroleum-based derivatives.





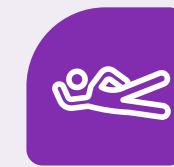
# Well-being

GRI 2-7, 3-3, 401-1, 401-2, 401-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 404-3, 405-1

At Grupo AlEn, the well-being of our employees is a priority. Throughout 2024, we continued to take steps to strengthen their emotional and mental health, while maintaining initiatives focused on their personal, professional development, and comprehensive health care. Supporting those who are part of the AlEn family is crucial for building a more humane, healthy, and sustainable work environment.

## Well-being in Three Dimensions

At Grupo AlEn, we expanded our vision of Well-being with a comprehensive approach that strengthens the support ecosystem for our people. During 2024, we began designing a strategy based on three dimensions covering physical, economic, and emotional well-being. This new perspective seeks to support each person throughout different stages of their life, recognizing well-being as a fundamental pillar for their development.



### Physical Well-being: Promoting a Healthy Lifestyle

The physical well-being of our people is a priority. In 2024, we strengthened our actions to promote self-care, preventive health, and dignified conditions across all our workplaces.

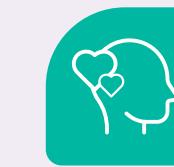
We carried out self-care promotion activities as part of Pink Month, an awareness campaign about breast cancer, featuring the webinar "Let's Talk About Breast Cancer". This initiative had 391 connections, a rating of 4.9/5, and the sale of over 350 kits for a cause, benefiting the Unidas Contigo A.C. association.

We also held the webinar "Let's Talk About Prostate Cancer," to promote the importance of timely detection of prostate cancer within the AlEn family, which drew 175 connections.



### Economic Well-being: Conscious Resource Management

At Grupo AlEn, we understand that economic well-being is an essential part of the employee experience. Therefore, we strive to offer fair, competitive conditions aligned with the real needs of our people. In 2024, we strengthened our compensation policies, promoted benefits that foster personal and family stability, such as the savings club (caja de ahorro) and the savings fund (fondo de ahorro), and reaffirmed our commitment to a culture that values dedication, recognizes talent, and supports professional development at every stage.



### Emotional Well-being: Balancing Thoughts and Emotions

We established important foundations to break stigmas surrounding mental health, understanding that emotional well-being is essential for a fulfilling and productive life. We hosted two webinars dedicated to this topic, along with feedback surveys that allowed us to understand our people's perception and adjust initiatives. The "Let's Talk About Mental Health" conference had 291 connections, and the "Emotional Intelligence—Connect with Your Emotions" conference had 365 connections. Activities to promote mental health were carried out in alliance with Humind. These actions mark the beginning of a path toward a more robust and continuously developing emotional strategy. actions mark the beginning of a path toward a more robust and continuously developing emotional strategy.

### Activities to promote mental health in partnership with Humind with Humind

- Conference "Let's Talk About Mental Health": 291 connections
- Conference "Emotional Intelligence – Connect with Your Emotions": 365 connections



**These actions mark the beginning of a path toward a stronger and continuously evolving emotional strategy.**



## Commitment to Our People

GRI 401-2, 401-3, 404-3

At Grupo AlEn, we believe that a dignified and fair work environment is the foundation for our people's growth and the achievement of common goals. We strive to offer safe spaces, benefits that meet their needs, and mechanisms that recognize their effort and performance. We promote respect, equity, and comprehensive well-being as part of a culture that values every individual in our organization.

We have clear policies to prevent forced labor, violence, and discrimination, supported by mechanisms such as the Transparency Mailbox (Buzón de Transparencia), which guarantees confidential and accessible processes. Furthermore, we offer emotional, legal, medical, and nutritional support through a specialized assistance line, reaffirming our commitment to safe and humane spaces for our entire AlEn family.

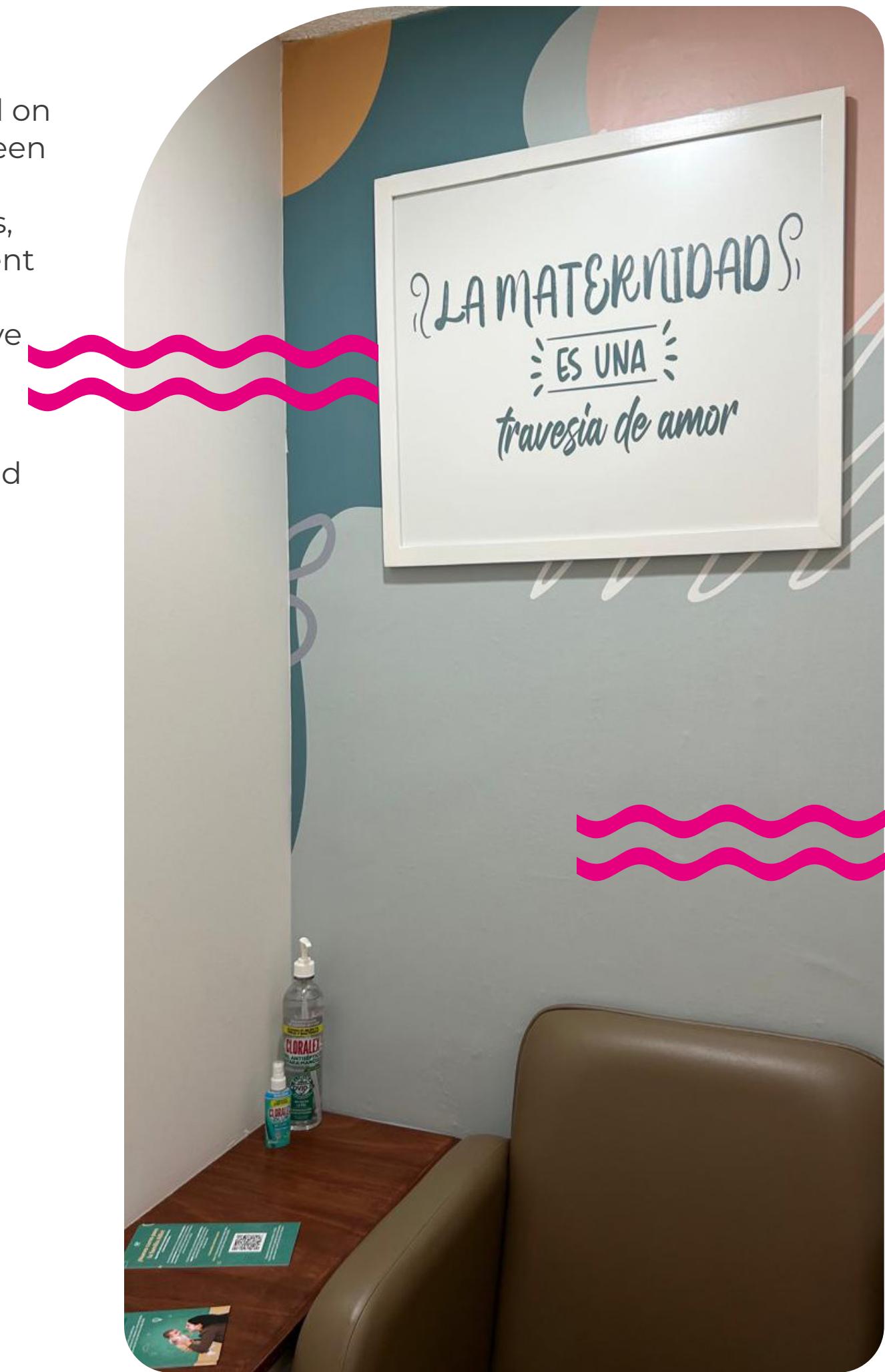
As part of compliance with NOM-035 (Mexican Official Standard), we applied the Healthy Work Environments Survey to identify and improve working conditions that impact the employee experience and work environment. The results obtained in 2024 were favorable and reflect significant progress: we managed to reduce the risk level from medium to low compared to 2022, which motivates us to continue strengthening the emotional well-being of our people.

### Dignified Workspaces

As of 2024, 38 infrastructure projects focused on the physical well-being of our people have been executed. Some of the most significant were the renovation of restrooms, changing rooms, and the gym in Guadalajara; the establishment of Medical Services and a lactation room in Villahermosa; and the creation of collaborative spaces in the Administrative Building in Monterrey.

The lactation room project has been extended to more locations, including:

1. Monterrey
  - Administrative building
  - CIID
  - Plant 2
  - +3 lactation rooms in partnership with AMAR Nuevo León
2. Guadalajara
3. Querétaro
4. Mexico City
5. Villahermosa
6. Houston (USA)



## Employee Benefits



### NON-WAGE BENEFITS

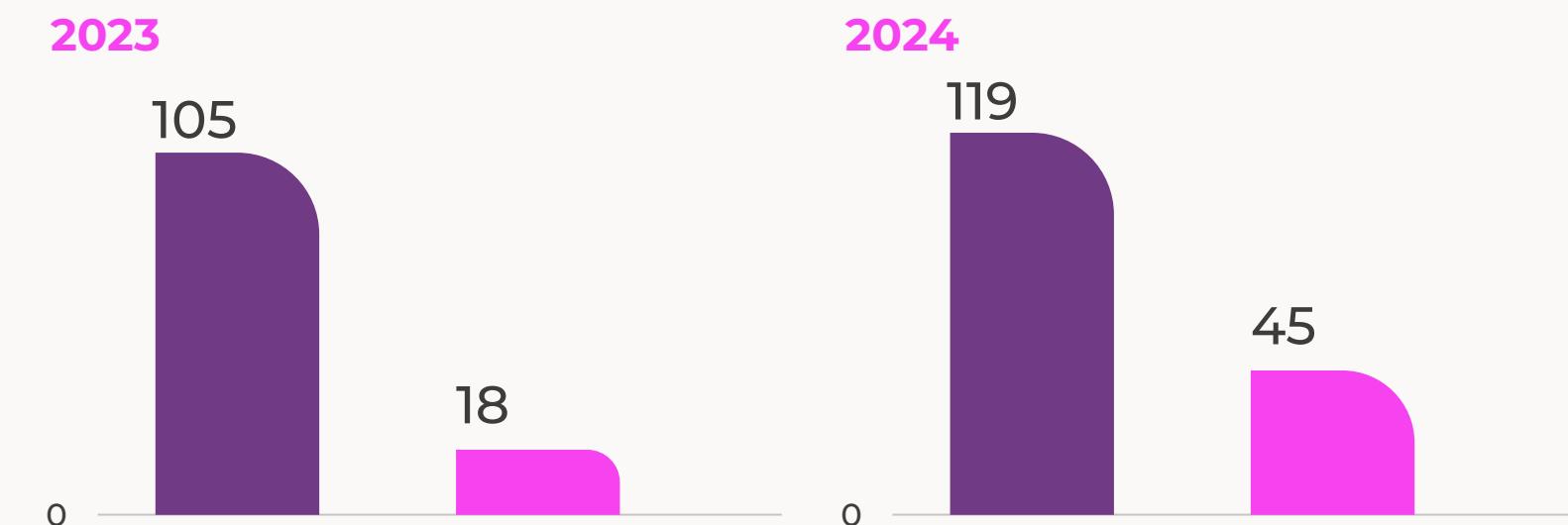
- Commercial benefits
- Savings club (Caja de ahorro)
- Training
- Corporate and sports events
- Daycare services
- Employee Assistance Program
- Parental Leave
- Marriage leave
- Maternity and paternity program
- Clothing or work uniform vouchers
- Bereavement leave



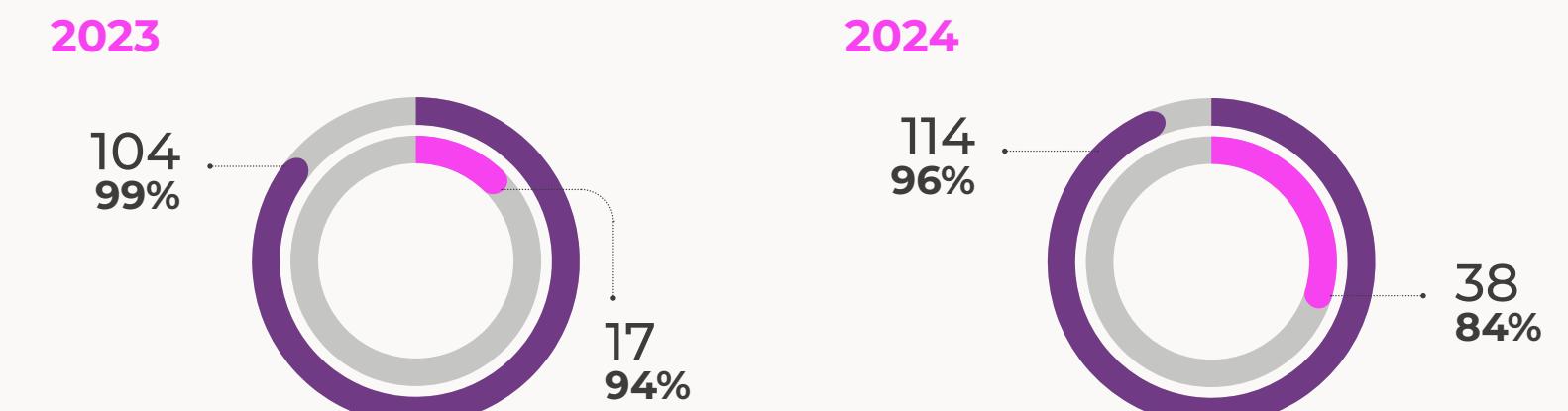
## Parental leave

Men      Women

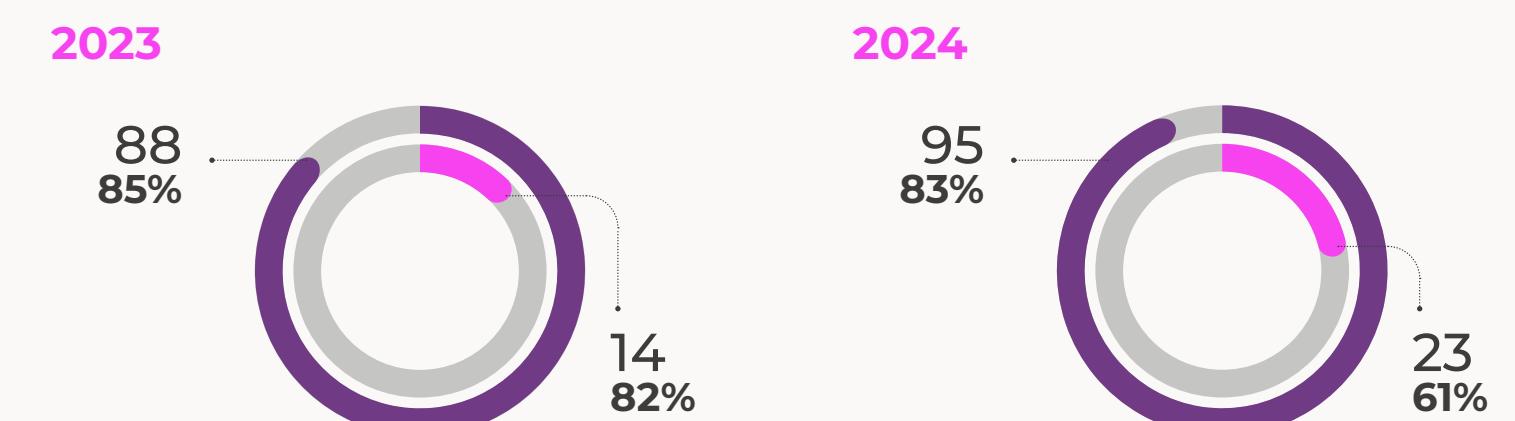
### Employees taking Parental Leave



### Employees returning after leave



### Employees still active 12 months post-return



## Performance and Compensation

GRI 2-20, 403-3

To strengthen the well-being and competitiveness of our organization members, we conduct an annual review of compensation packages. This process considers both collective bargaining and an analysis of labor market trends in our industry. Through this exercise, we identify improvement opportunities that allow us to continue offering competitive benefits in recognition of the talent driving Grupo AIEn's growth.

Furthermore, we annually evaluate the performance of all our personnel, which allows us to recognize achievements, align objectives, and reinforce a culture of continuous improvement.



**96% of personnel were evaluated in 2024 across all areas: promotional staff, administrative staff, and executives.**



## Bravo to Our People

Our Bravo recognition program seeks to foster a culture of appreciation towards leaders, peers, and the team. It consists of two types of distinction:

### THANK YOU

Its purpose is to recognize everyday achievements. Everyone can send virtual appreciation notes through the My Success platform.

■ **+2,100** notes sent in 2024



### BRAVO AWARD

This recognition is intended for employees from the Co-Presidency and focuses on acknowledging actions, achievements, organizational milestones, and behaviors aligned with our values: "We Are AIEn."

#### Bravo Award 2024 Winners

##### ■ Project "Development and Operation of CIID"

For outstanding adaptability, openness to change, teamwork, and operational excellence, with a constant focus on Innovation and Process Improvement.

##### ■ Project "Development of Strategic Relations USA"

For exceptional vision, commitment, and leadership in creating opportunities, strengthening institutional ties, and achieving results that contribute to the company's growth and the Consumer Products business.

##### ■ Project "Organizational Movements"

For driving the evolution of our business and highlighting the value of talent, actively contributing to AIEn's Transformation under the "Talent" approach.

##### ■ Project "Advantage Award"

For reaching a historic milestone in the industry by being recognized as the Best Commercial Partner in the Modern Channel, demonstrating excellence, quality, and service under the "Operational Excellence" approach.

##### ■ Project "Water in My School"

For commitment and passion in bringing drinking water to schools, generating a positive impact on communities under the "Sustainability and Social Responsibility" approach.

## Factor AIEn

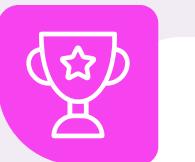
With over 30 years of history, in 2024, we strengthened the Factor AIEn process with significant improvements in both format and evaluation criteria. For the first time, we held the semi-final in person, gathering 44 teams from various locations, areas, and processes across the Group in a space for collaboration and inspiration.

Before the regional stages began, we reviewed and updated the project evaluation criteria to ensure a fair, consistent framework aligned with our methodologies. These improvements allowed all approaches to be evaluated under clear metrics, fostering equitable and transparent competition among all proposals.

More than 570 employees participated in this initiative, presenting over 180 projects focused on innovative solutions, process improvements, and agile proposals that generated value in both operational and administrative areas. Every proposal reflects our people's commitment to efficiency, quality, and constant evolution.

**30.5%**

of projects delivered sustainable benefits.



### WINNING PROJECTS FROM THE LATEST EDITION

1. New Era Clubs
2. Pinol® Innovation: Repellent Cleaner
3. Yokoso Kuraray
4. Collecting Water
5. AIEn Spaces
6. Promotracker 2.0
7. Goodbye Crooked
8. Blowing the Fault

## FACTOR AIEn

## Health and Safety

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7

### Occupational Health and Safety Management

At Grupo AIEn, we promote safe and healthy conditions across all our operations through an Occupational Health and Safety Management System that covers 100% of our personnel, regardless of area or position. This system is based on strict compliance with mandatory Mexican regulations, such as the Federal Labor Law, the Federal Regulation of Safety and Health at Work, applicable NOM-STPS and NOM-SSA standards, as well as Civil Protection plans and state/municipal regulations, along with their equivalents in the United States.



### 7S CERTIFICATION

We implemented a system focused on establishing clear standards that promote safer, more organized, and cleaner work environments. This certification includes the digitization of auditing processes and continuous staff training to strengthen the culture of order and safety in our operations.

### HEALTH, SAFETY, AND ENVIRONMENTAL PROTECTION WEEK

We held our traditional awareness week, promoting safe practices both at work and at home, fostering a “zero waste” lifestyle, and addressing key topics such as chronic disease prevention and the development of emotional intelligence.

### I CARE FOR MYSELF, I CARE FOR YOU

We reinforced our commitment to safety through a constant monitoring system that identifies unsafe acts and conditions. This preventive approach allows for the analysis of potential risks and the implementation of measures to avoid accidents, incidents, and emergency situations.

### SAFETY TRAINING

Throughout 2024, we provided training to our employees on topics such as communication and control of specific risks (in accordance with safety, health, and specific risk NOM standards); training for emergency response brigades; training for high-risk work (welding, cutting, working at heights, confined spaces, handling hazardous chemical substances); and certification in forklift operation.

### Years Without Accidents Records

**8 years**

Monterrey  
Pine Oil Plant

**4 years**

Valle de México  
Distribution  
Center (CEDIS)

**3 years**

Lampazos  
Plant

**1 year**

Villahermosa  
Plant



**In 2024, we reduced the workplace injury rate by 1.39 percentage points compared to the previous year.**

## Health Promotion

All our facilities have a Medical Service that provides general and consultation care. This service includes preventive medicine actions, health awareness and education, visual acuity assessments, monitoring of chronic degenerative diseases, laboratory tests, and collaborative campaigns with the IMSS. Additionally, medication is provided for initial treatments, along with medical follow-up to alleviate symptoms.

### Health Campaigns 2024

- World Day for Safety and Health at Work
- World Prostate Cancer Day
- World Breastfeeding Week
- World Breast Cancer Day
- Influenza Vaccination
- Stress Management

Our care extends not only to our employees but also to their families. In 2024, more than a thousand direct family members received care.

**+45,000**

medical  
consultations

**+1,300**

specialized  
care services

**+1,400**

vaccines  
applied during  
campaigns

**+20**

blood donation  
campaigns

## Job Opportunities

GRI2-7, 401-1, 405-1

At Grupo AIEn, we promote an environment where our talent finds space to grow and shine. We encourage collaboration based on values such as respect and honesty, fundamental pillars of our culture.

By the end of 2024, we had 6,437 direct employees, 99.2% of whom held permanent positions. In addition, 48 temporary employees joined our team to contribute to different projects throughout the year.



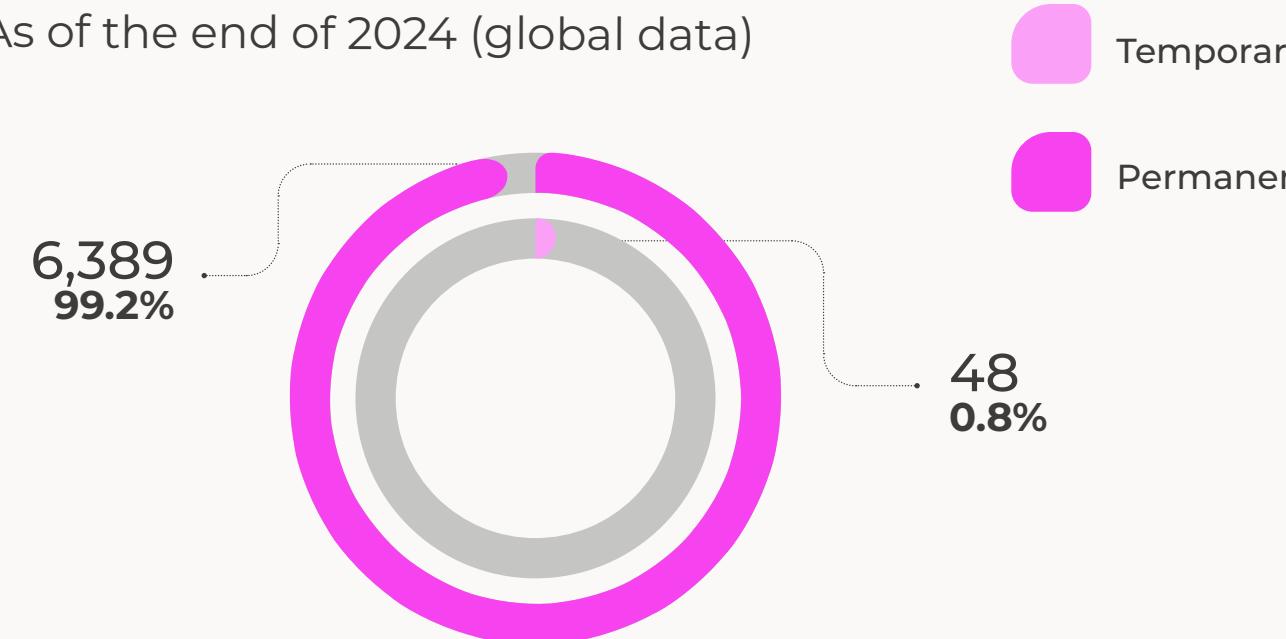
**1,495 women in operations.**



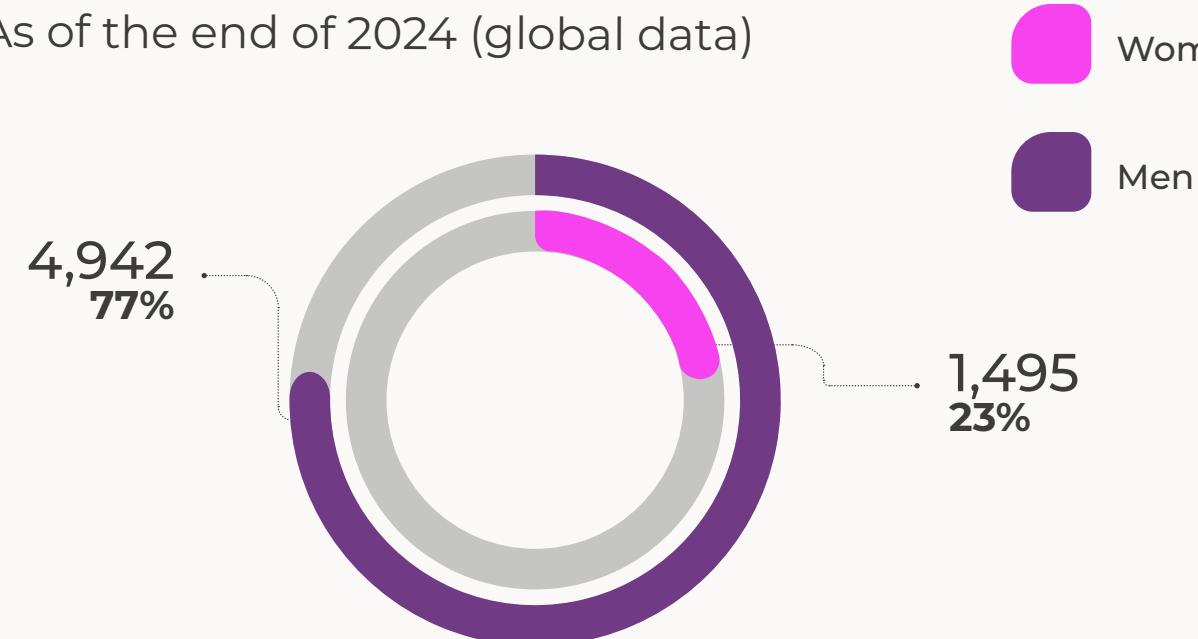
GRI 2-7

**Employees by Contract Type**

As of the end of 2024 (global data)

**Employees by Gender**

As of the end of 2024 (global data)



In 2024, women represented 31% of the leadership team, a percentage that has remained consistent in recent years.

**Diversity by Job Category**

As of the end of 2024 (global data)

GRI 405-1

Category	Women	Men
Operational	49%	51%
Administrative	27%	73%
Promotional	18%	82%
Leadership	5%	95%

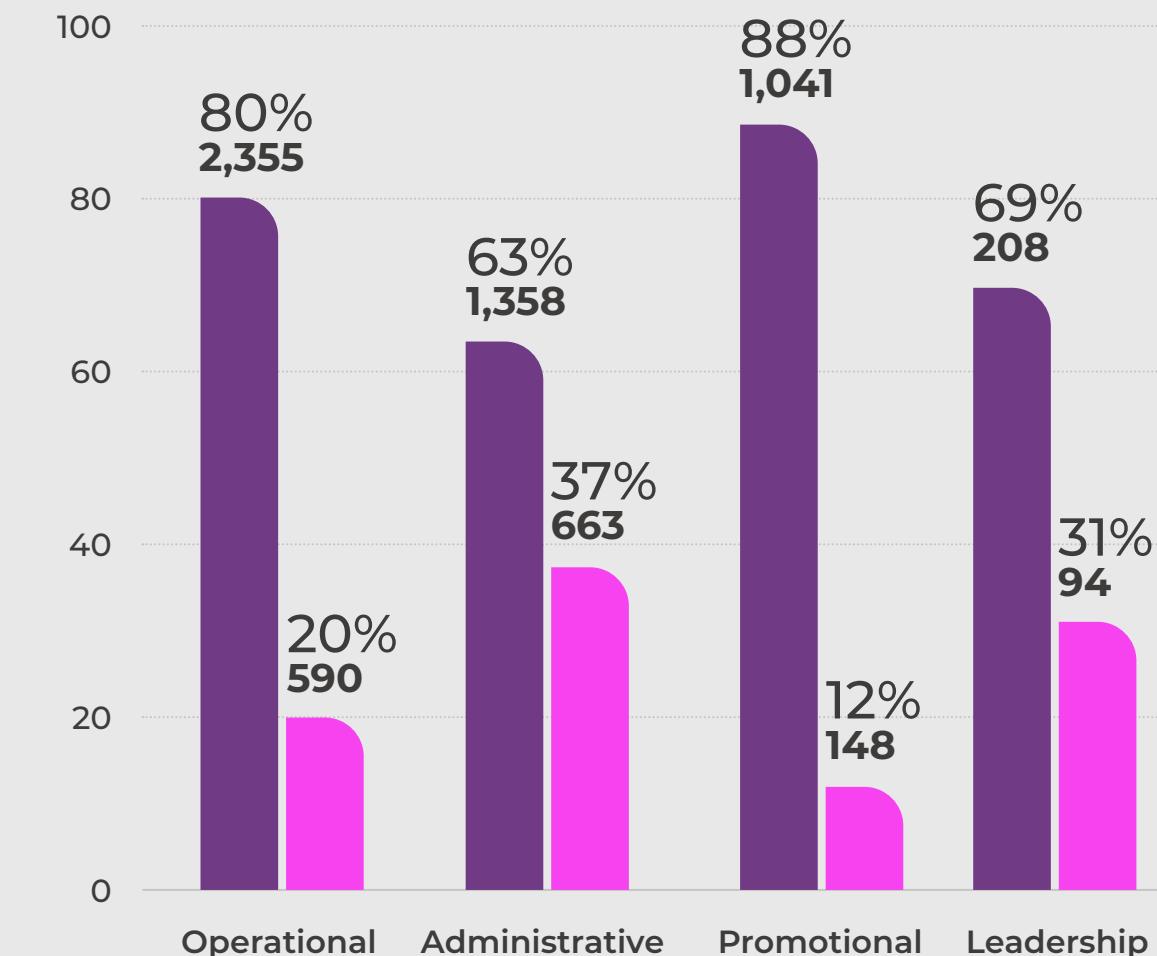
**Employees by talent segment**

Operational 49%

Administrative (technical support/ professionals) 27%

Promotional 18%

Leadership (managerial, executive, co-presidency) 5%

**Gender Participation by Talent Segment****Turnover and New Hires**

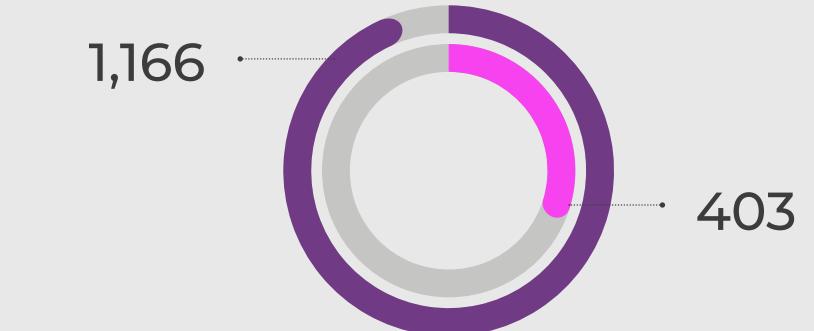
GRI 401-1

**Comparative Turnover by Gender vs. previous year**

2023



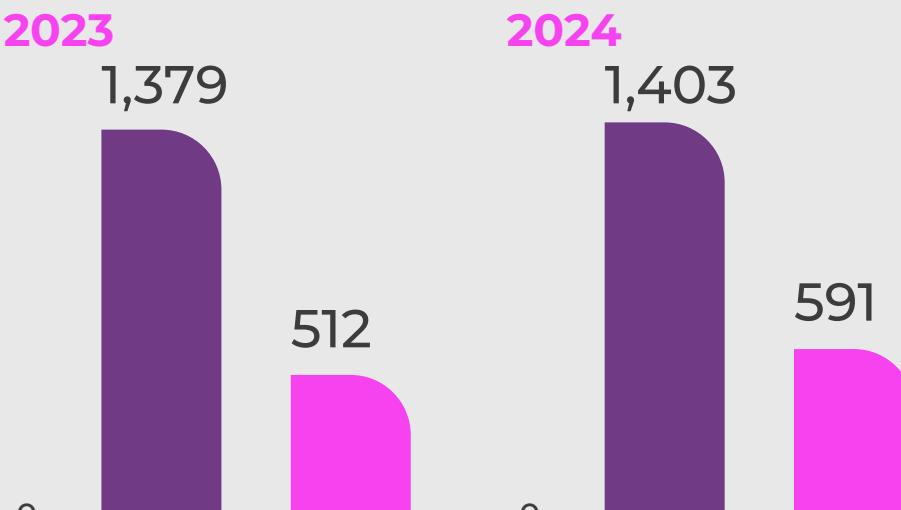
2024



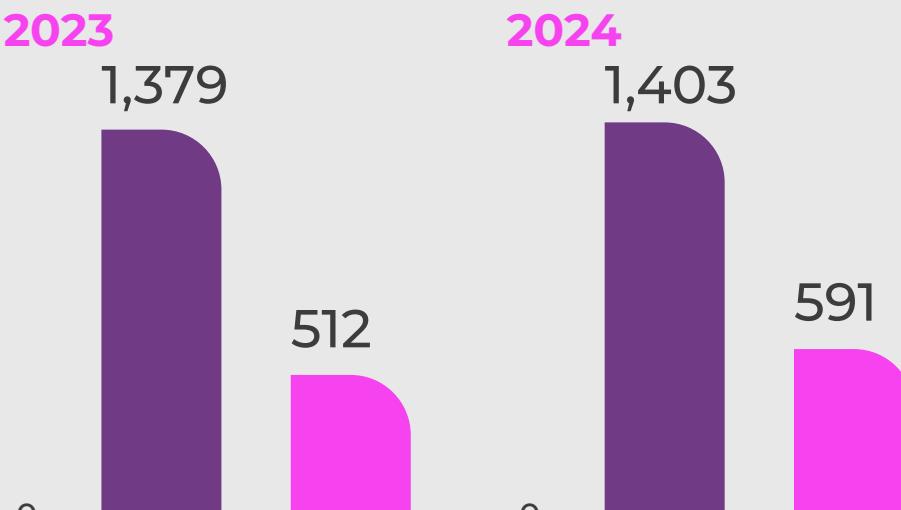
The turnover rate at Grupo AIEn in 2024 was **26.5%**

**New Hires**

2023



2024



# Strategic Alliances for the Well-being of Our Employees

GRI 404-1, 404-2

In 2024, we participated in three external alliances with the intention of learning, implementing, and promoting them for the benefit of our employees.

## EMPRESA CONTIGO

An initiative that promotes actions from companies to improve employees' quality of life and contribute to the development of businesses and Mexico. It addresses issues such as high turnover, low productivity, stress, and lack of focus through actions like experience sharing, recommendations, and improvement strategies.

## MENTAL HEALTH NETWORK IN NUEVO LEÓN (CUÉNTAME)

Seeks to support companies in improving workplace mental health conditions and reducing causes of job abandonment. It promotes access to best practices in mental health care through a hybrid model of digital innovation and in-person attention.

## HEALTH AND WELL-BEING WORKING GROUP

Part of the Well-being component of the Consumer Goods Forum, its goal is to empower people to lead healthier lives while creating shared value for companies and communities. It aims to inspire healthier behaviors and workforces through the implementation of health and well-being programs in companies.



## Training and Talent Development

At Grupo AlEn, we drive the growth of our people through training. In 2024, we reinforced our commitment to talent development through continuous training programs, prioritizing e-learning to facilitate access to education. On average, we delivered 26 hours of training per person, with content tailored to the needs of each segment within the organization.

**95%**

compliance with e-learning in Administrative roles

**70%**

compliance in Operational roles

**4,800**

employees trained in leadership and organizational culture

**+190**

people trained in the use of Agility tools

**+10**

workshops on Agility and Scrum practices

**+6,345**

books accessed in the catalog

**+37,789**

courses completed on LinkedIn Learning

**11**

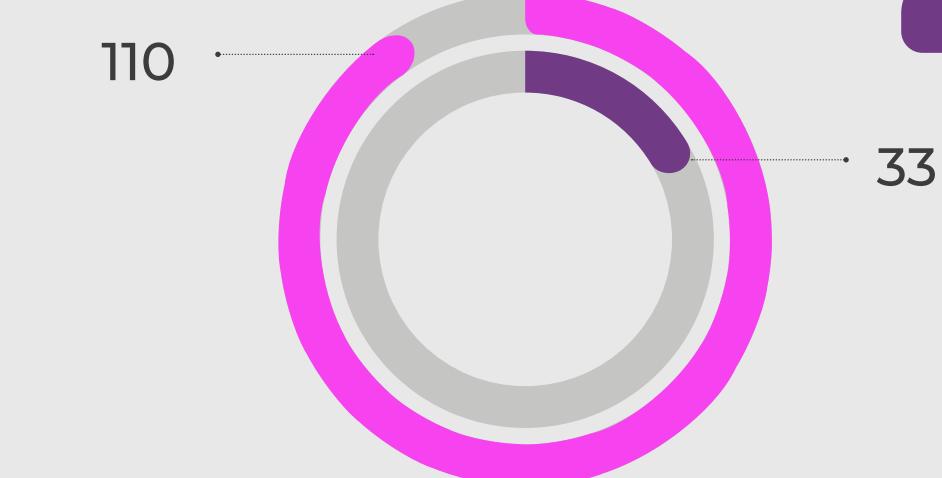
courses delivered by universities

**1**

academy established in Monterrey and Puebla

### AVERAGE TRAINING HOURS PER YEAR

#### By Gender



#### By Talent Segment

Administrative 44

Leadership 34

Promotional 20

Operational 14

With this strategy, we foster the professional growth of our teams and strengthen our internal capabilities.



# Healthy Communities

GRI 3-3, 413-1

At Grupo AIEn, we believe that a healthy community is the foundation for a sustainable environment. Beyond manufacturing products that care for the planet, we commit to actions that strengthen collective well-being, promote education, and foster environmental and social health in the places where we live and work.

Through AIEn Foundation and other initiatives, we work to create lasting positive impact, collaborating closely with civil society organizations, communities, and volunteers who share our purpose.



## AIEn Foundation

Through AIEn Foundation, we launched an open call to support social projects aimed at improving quality of life in communities. Each initiative, whether social or environmental, represents an opportunity to contribute to well-being, education, environmental care, and community development.

In 2024, we joined efforts with more than 160 civil society organizations that, since their creation, have focused on areas such as education, health, environmental care, job inclusion, and community development. These organizations are key to achieving our shared goals.

We also expanded our international reach with 12 initiatives in Texas, United States, where we partnered with Keep Texas Beautiful and other organizations to promote environmental education and community engagement around causes that unite us.

**+16,000**

AIEn products donated

**+160**

civil society organizations supported

**+700 mil**

people benefited



**Our international presence grew through 12 initiatives launched in Texas, United States.**



## Pinol® Refores

With the support of the Pinol® brand and the enthusiasm of our people, in 2024 we replanted more than 5,000 pine trees, equivalent to 75 hectares recovered in Puebla, Jalisco, Nuevo León, and the State of Mexico. This achievement was possible thanks to the participation of more than 200 AIEn volunteers and their families, along with our commercial partners: Abarrotes Abeja, La Gran Bodega, and Gars.

Additionally, we strengthened forest restoration in conservation areas such as El Tepozteco, La Primavera, and the National Parks Iztaccíhuatl-Popocatépetl and Sierra de Santiago, increasing our impact by 150% compared to the previous year.



## Keep Texas Beautiful

We formed an alliance with Keep Texas Beautiful to promote a cleaner and greener future in Texas (United States), focusing on environmental education and community engagement.



## Water in My School

We go beyond with the “Water in My School” program, installing rainwater harvesting systems to ensure access to water in educational communities in Mexico.

In 2024, we reached 28 new public schools in Nuevo León, State of Mexico, Jalisco, and Querétaro, as well as indigenous communities in Michoacán and Veracruz, in partnership with Cloralex®. With this expansion, we achieved a total of 56 schools benefited.

Together with Isla Urbana, we inaugurated “Néctar de Nube,” the first system in Nuevo León that purifies rainwater for human consumption. The project was carried out at Jardín de Niños



**Water in My School has benefited 56 institutions, more than 12,000 people, and captured over 30 million liters of water across 7 states in Mexico since 2022.**

**+5,800**

people benefited in 2024

**11 million liters**

of water captured

**28**

rainwater harvesting systems installed and maintained

**1 system**

with advanced technology (Néctar de Nube)

## AIEn Scholarships

At Grupo AIEn, we work hand in hand with leading educational institutions to offer opportunities for the sons and daughters of our employees, helping them achieve their academic and professional goals.

In 2024, we awarded 55 scholarships in collaboration with Tecnológico de Monterrey, Universidad de Monterrey, Universidad Autónoma de Nuevo León (UANL), and Preparatoria Politécnica de Santa Catarina.

55 scholarships awarded in 2024.



## AIEn Volunteering

In line with our commitment to building Healthy Communities, through the AIEn Volunteering program we promote initiatives that generate positive impact, encouraging employees and their families to become agents of change in the communities where we operate.

In 2024, more than 500 volunteers participated, investing approximately 2,700 hours in cleaning and reforestation activities nationwide.

A total of three clean-up events were carried out: two Mega Cleanups in partnership with HEB and Cíclica—one in Monterrey and another in Querétaro—along with a beach clean-up in Tampico.

Additionally, four reforestation events took place in Mexicali, Guadalajara, Puebla, and Mexico City, where employees and their families joined efforts to plant various tree species.



8

Activities

+500

Volunteers

2,700

hours invested

500

people benefited

# Go Beyond Is Possible for Everyone

Sometimes, going further doesn't require major changes—just small daily habits that make a difference. Here are some ideas to reflect on and take action:



**Be a Recycling Agent**

- Separate your waste at home or in the office.
- Make sure containers are clean and dry before disposal.
- Participate in programs such as *Reciclar para Ganar®*.



**Make Water a Conscious Resource**

- Turn off the tap while washing dishes or brushing your teeth.
- Reuse water from rinsing the washing machine to clean patios or water plants.
- Use products with biodegradable formulas that make water reuse easier.

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## Share Ideas, Multiply Change.

~~~~~

Do you have a proposal to reduce waste or make better use of water?

Have you tried something at home that could inspire others?

We want to hear from you!

**Write to us at:**  
**sostenibilidad@alen.com.mx**

# About This Report

GRI 2-1, 2-2, 2-3, 2-4

This Sustainability Report reflects our ongoing commitment to transparency and open dialogue with our stakeholders. Over the past decade, we have documented our environmental, social, and governance (ESG) performance, aligned with our strategy to **go further** and take concrete actions toward a positive and lasting impact.

In the 2024 edition, we present the progress achieved during the period from January 1 to December 31. The content has been prepared in accordance with the GRI Standards, aligned with material topics identified through our materiality analysis. This report also includes information on the Sustainable Development Goals and the programs and initiatives that support our strategic objectives and commitments.

No substantial changes were made compared to previous reports. Additionally, the GRI Content Index was reviewed by CRI Services, based in the Netherlands.

This report includes information corresponding to the following AIEn companies and subsidiaries:

- AIEn del Norte S.A. de C.V.
- ALEN USA, LLC.
- Compañía General de Servicios S.A. de C.V.
- Industrias AIEn S.A. de C.V.



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Nuevo León, CP 66150, México.

We value your feedback.  
Write to us at:

[sostenibilidad@alen.com.mx](mailto:sostenibilidad@alen.com.mx)



# GRI Content Index



CONTENT INDEX  
ESSENTIALS SERVICE

2025

For the Content Index – Essentials Service, GRI Services verified that the GRI Content Index is presented consistently with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to stakeholders.

## Statement of Use

Grupo AIEn has prepared this report in accordance with the GRI Standards for the period from January 1 to December 31, 2024.

## GRI 1 Applied

GRI 1: Foundation 2021

## Applicable GRI Sector Standards

Not applicable

## Other standards or methodologies referenced in this report

Sustainable Development Goals (SDGs)  
Basic Sustainability Indicators (IBSO) from Financial Information Standards (NIS)

GRI STANDARD	Content	Location, direct response, or reason for omission	Sustainable Development Goals (SDGs)	Sustainability Financial Information Standards (NIS)
				TOPIC
				IBSO
GRI 2: General Disclosures 2021	2-1 Organizational details	See About this report. p. 55		
	2-2 Entities included in sustainability reporting	See About this report. p. 55		
	2-3 Reporting period, frequency, and contact point	See About this report. p. 55		
	2-4 Restatements of information	See About this report. p. 55		
	2-5 External assurance	This report was not externally assured.		
	2-6 Activities, value chain, and other business relationships	We Are AIEn. pp. 7-9		
	2-7 Employees	Healthy Homes: Well-being, Job Opportunities. pp. 47-48	SDG 8. Decent Work and Economic Growth SDG 10. Reduced Inequality	
	2-8 Non-employee workers	In 2024, we had 99 interns across various areas of Grupo AIEn.	SDG 8. Decent Work and Economic Growth	

GRI STANDARD	Content	Location, direct response, or reason for omission	Sustainable Development Goals (SDGs)	Sustainability Financial Information Standards (NIS)
2-9 Governance structure and composition		Grupo AIEn from Within: Corporate Governance. p. 11	SDG 5. Gender Equality SDG 16. Peace, Justice and Strong Institutions	
2-10 Appointment and selection of the highest governance body		Grupo AIEn from Within: Corporate Governance. p. 11	SDG 5. Gender Equality SDG 16. Peace, Justice and Strong Institutions	Corporate Governance
2-11 Chair of the highest governance body		Grupo AIEn from Within: Corporate Governance. p. 11	SDG 16. Peace, Justice and Strong Institutions	
2-12 Role in overseeing impact management		Grupo AIEn from Within: Corporate Governance. p. 11	SDG 16. Peace, Justice and Strong Institutions	
2-13 Delegation of responsibility for impact management		Grupo AIEn from Within: Corporate Governance, Sustainability Governance. p. 12		
2-14 Role in sustainability reporting		The information contained in the Sustainability Report is reviewed by Grupo AIEn's Co-Presidency and Co-General Management, once the reviews by the Sustainability Technical, Regulatory, and Legal Committees have been completed. This validation represents the final step before the report's publication.		
2-15 Conflicts of interest		To prevent conflicts of interest in decision-making, we have five external directors with no equity ties.	SDG 16. Peace, Justice and Strong Institutions	
2-16 Communication of critical concerns		Grupo AIEn from Within: Corporate Governance. p. 11		
2-17 Collective knowledge of the highest governance body		Grupo AIEn from Within: Corporate Governance, Performance and Management of Governing Bodies. p. 12		
2-18 Performance evaluation of the highest governance body		Grupo AIEn from Within: Corporate Governance, Performance and Management of Governing Bodies. p. 12	SDG 5. Gender Equality SDG 16. Peace, Justice and Strong Institutions	
2-19 Remuneration policies		POL-REHU-32 Work Policy and Clothing Vouchers for Non-Union Personnel  MAN-REHU-243 Grupo AIEn Benefits  Policies for COVA's (Short-Term and Long-Term)		
2-20 Process for determining remuneration		Healthy Homes: Well-being, Commitment to Our People (Performance and Compensation. p. 44)		
2-21 Annual total compensation ratio		3.8 MX y 22.7 EU		

GRI STANDARD	Content	Location, direct response, or reason for omission	Sustainable Development Goals (SDGs)	Sustainability Financial Information Standards (NIS)
2-22 Statement on sustainable development strategy		A Legacy of Innovation. p. 3		Sustainable Business Management
2-23 Commitments and policies		Grupo AIEn from Within: Ethical Conduct and Legal Compliance, Commitments and Policies for Responsible Business Behavior. pp. 13-14	SDG 16. Peace, Justice, and Strong Institutions	C.4 Risk Management Policy C.5 Strategy
2-24 Integration of commitments and policies		Grupo AIEn from Within: Ethical Conduct and Legal Compliance, Implementation and Monitoring of Policies. p. 14 Going Beyond: Sustainability Strategy. pp. 20-22		
2-25 Processes to remediate negative impacts		Grupo AIEn from Within: Ethical Conduct and Legal Compliance, Implementation and Monitoring of Policies. p. 14		
2-26 Mechanisms for advice and concerns		Grupo AIEn from Within: Ethical Conduct and Legal Compliance (Transparency Mailbox System). p. 14	SDG 16. Peace, Justice and Strong Institutions	
2-27 Compliance with laws and regulations		During 2024, no non-compliance incidents or repercussions from previous years resulting in fines or penalties were recorded.		
2-28 Membership in associations		Grupo AIEn from Within: Collaboration and Networking. p. 15		
2-29 Stakeholder engagement approach		Going Beyond: Stakeholder Engagement. p. 19		
2-30 Collective bargaining agreements		Committed to the well-being and competitiveness of our employees, we conduct annual reviews of compensation packages through collective bargaining processes and analysis of the industry's labor environment.	SDG 8. Decent Work and Economic Growth	
MATERIAL TOPICS				
GRI 3: Material Topics 2021	3-1 Process for determining material topics	Going Beyond: Materiality Analysis, Process for Determining Materiality. p. 17		
	3-2 List of material topics	Going Beyond: Materiality Analysis, Material Topics Defined in 2024. p. 18		

GRI STANDARD	Content	Location, direct response, or reason for omission	Sustainable Development Goals (SDGs)	Sustainability Financial Information Standards (NIS)
<b>ETHICS AND TRANSPARENCY</b>				
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics  205-1 Operations assessed for risks related to corruption	Grupo AIEn from Within. pp. 10-15  We analyzed corruption risk across the company and, as a best practice, updated the Anti-Money Laundering Prevention Manual. No corruption risks were identified.		
<b>GRI 2025: Anti-corruption 2026</b>	205-2 Communication and training on anti-corruption policies and procedures  205-3 Confirmed incidents of corruption and actions taken	100% of corporate governance and employees have received information and/or training on these guidelines. We have a robust platform of anti-corruption policies and procedures. All interactions with governance members establish clear work rules, with zero tolerance for bribery and corruption.  No corruption incidents were recorded in 2024.	SDG 16. Peace, Justice and Strong Institutions  SDG 16. Peace, Justice and Strong Institutions	Responsible Business Conduct  C.6 Code of Ethics and Integrity
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	We have not faced legal actions for unfair competition nor received sanctions for monopoly practices in any of our operations. We also have no rulings related to these matters.	SDG 16. Peace, Justice and Strong Institutions	
<b>SUPPLY CHAIN MANAGEMENT</b>				
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Neutral Planet: Regenerative (Commitment to a sustainable value chain). pp. 27-28		
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers at significant locations of operation	87.61% of the procurement budget at our significant operating locations was allocated to local suppliers, defined as those of national origin. These locations include our production plants and vertical integration facilities.	SDG 8. Decent Work and Economic Growth	

GRI STANDARD	Content	Location, direct response, or reason for omission	Sustainable Development Goals (SDGs)	Sustainability Financial Information Standards (NIS)
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers screened using environmental criteria	We are currently working on a progressive approach toward supplier evaluation based on sustainability criteria, although we do not yet have a formal program in place. So far, evaluations have focused on raw material suppliers to ensure the sustainability of these inputs and our formulas.	SDG 16. Peace, Justice and Strong Institutions	
	308-2 Negative environmental impacts in the supply chain and actions taken	In 2024, no evaluations were conducted on new suppliers, and no negative environmental impacts were identified in the supply chain.		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers screened using social criteria	We are developing a progressive approach to incorporate social criteria in supplier evaluations, although we do not yet have a formal structured program. So far, reviews have been carried out on a case-by-case basis, mainly with key suppliers.	SDG 5. Gender Equality SDG 8. Decent Work and Economic Growth SDG 16. Peace, Justice and Strong Institutions	
	414-2 Negative social impacts in the supply chain and actions taken	In 2024, no formal evaluations were conducted under social criteria, nor were negative impacts identified in the supply chain related to this matter.	SDG 5. Gender Equality SDG 8. Decent Work and Economic Growth SDG 16. Peace, Justice and Strong Institutions	

## PRODUCT DESIGN AND LIFE CYCLE MANAGEMENT | MATERIALS | WASTE

GRI 3: Material Topics 2021	3-3 Management of material topics	Neutral Planet: Circularity. pp. 24–26	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	<b>Non-renewable:</b> 80,734 tons (includes virgin and recycled HDPE, recycled PET, films, pigments, virgin and recycled PP caps). <b>Renewable:</b> 26,918 tons (includes cardboard).	SDG 8. Decent Work and Economic Growth
	301-2 Recycled input materials used	46% (HDPEr + PPr + PETr / total inputs)	SDG 12. Responsible Consumption and Production
	301-3 Reclaimed products and packaging materials	PET: 66%   HDPE: 31%   PP: 4%	

GRI STANDARD	Content	Location, direct response, or reason for omission	Sustainable Development Goals (SDGs)	Sustainability Financial Information Standards (NIS)
306-1 Generation of waste and significant impacts related to waste		Neutral Planet: Circularity (Zero Waste Operations). p. 26	SDG 3. Good Health and Well-being SDG 6. Clean Water and Sanitation SDG 11. Sustainable Cities and Communities SDG 12. Responsible Consumption and Production	
306-2 Management of significant impacts related to waste		Neutral Planet: Circularity (Zero Waste Operations). p. 26	SDG 3. Good Health and Well-being SDG 6. Clean Water and Sanitation SDG 8. Decent Work and Economic Growth SDG 11. Sustainable Cities and Communities SDG 12. Responsible Consumption and Production	
306-3 Waste generated		Neutral Planet: Circularity (Zero Waste Operations). p. 26	SDG 3. Good Health and Well-being SDG 6. Clean Water and Sanitation SDG 11. Sustainable Cities and Communities SDG 12. Responsible Consumption and Production SDG 15. Life on Land	
GRI 306: Waste 2020	<b>Tons of hazardous waste recovered (off-site):</b>	<ul style="list-style-type: none"><li>■ Preparation for reuse: <b>156.77</b></li><li>■ Recycling: <b>26,330.17</b></li><li>■ Other recovery operations: <b>2,379.92</b></li><li>■ Total weight: <b>28,866.86</b></li></ul>		
	<b>Tons of non-hazardous waste recovered (off-site):</b>	<ul style="list-style-type: none"><li>■ Recycling: <b>64,299.22</b></li><li>■ Other recovery operations: <b>30.88</b></li><li>■ Total weight: <b>64,330.1</b></li></ul>	SDG 3. Good Health and Well-being SDG 11. Sustainable Cities and Communities SDG 12. Responsible Consumption and Production	
	<b>Tons of hazardous waste disposed (off-site):</b>	<ul style="list-style-type: none"><li>■ Incineration (with energy recovery): <b>827.83</b></li><li>■ Incineration (without energy recovery): <b>10.45</b></li><li>■ Controlled landfill: <b>5,329.46</b></li><li>■ Total weight: <b>6,167.74</b></li></ul>	SDG 3. Good Health and Well-being SDG 6. Clean Water and Sanitation SDG 11. Sustainable Cities and Communities SDG 12. Responsible Consumption and Production SDG 15. Life on Land	
	<b>Tons of non-hazardous waste disposed (off-site):</b>	<ul style="list-style-type: none"><li>■ Landfill: <b>157,344.74</b></li><li>■ Other disposal operations: <b>219.06</b></li><li>■ Total weight: <b>157,563.8</b></li></ul>	SDG 3. Good Health and Well-being SDG 6. Clean Water and Sanitation SDG 11. Sustainable Cities and Communities SDG 12. Responsible Consumption and Production SDG 15. Life on Land	
				Waste management A.14 Waste generated A.15 Waste reused A.16 Hazardous waste
306-4 Waste diverted from disposal				
306-5 Waste directed to disposal				

GRI STANDARD	Content	Location, direct response, or reason for omission	Sustainable Development Goals (SDGs)	Sustainability Financial Information Standards (NIS)
<b>ENERGY MANAGEMENT</b>				
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Neutral Planet: Carbon Positive. pp. 31–33		
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	<p><b>Total consumption:</b> 928,871.98 Gigajules (GJ)</p> <p><b>Electricity:</b> 586,167.07 GJ</p> <p><b>Gasoline:</b> 43,207.22 GJ</p> <p><b>Diesel:</b> 31,786.09 GJ</p> <p><b>LPG:</b> 64,044.04 GJ</p> <p><b>Natural Gas:</b> 203,667.57 GJ</p>	SDG 7. Affordable and Clean Energy SDG 8. Decent Work and Economic Growth SDG 12. Responsible Consumption and Production SDG 13. Climate Action	A.1 Energy consumption A.2 Renewable energy consumption
	302-2 Energy consumption outside the organization	Information not available. We are working to improve data collection processes to develop a more segmented and accurate emissions inventory.		Energy Consumption
	302-3 Intensidad energética	La intensidad energética reportada fue de 0.47, con una metodología actualmente en revisión, por lo que el dato aún no ha sido verificado. Está previsto evaluar y definir el enfoque definitivo de medición en siguientes periodos.	SDG 7. Affordable and Clean Energy SDG 8. Decent Work and Economic Growth SDG 12. Responsible Consumption and Production SDG 13. Climate Action	
	302-4 Reduction of energy consumption	Information not available. We are working to improve data collection processes to develop a more segmented and accurate emissions inventory.		
	302-5 Reduction of energy requirements of products and services	Information not available. We are working to improve data collection processes to develop a more segmented and accurate emissions inventory.		

GRI STANDARD	Content	Location, direct response, or reason for omission	Sustainable Development Goals (SDGs)	Sustainability Financial Information Standards (NIS)
<b>AIR QUALITY   CLIMATE CHANGE   GHG EMISSIONS</b>				
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Neutral Planet: Carbon Positive. pp. 31–33		
	305-1 Direct GHG emissions (Scope 1)	20,029.92 tons CO <sub>2</sub> e Neutral Planet: Carbon Positive. p. 32	SDG 3. Good Health and Well-being SDG 12. Responsible Consumption and Production SDG 14. Life Below Water SDG 15. Life on Land	A.1 Scope 1 GHG emissions
<b>GRI 305: Emissions 2016</b>	305-2 Indirect GHG emissions from energy (Scope 2)	72,293.94 tons CO <sub>2</sub> e Neutral Planet: Carbon Positive. p. 32	SDG 3. Good Health and Well-being SDG 12. Responsible Consumption and Production SDG 14. Life Below Water SDG 15. Life on Land	Greenhouse Gas Emissions A.2 Scope 2 GHG emissions
	305-3 Other indirect emissions (Scope 3)	Información no disponible, en proceso de revisión.		A.3 Scope 3 GHG emissions
	305-4 GHG emissions intensity	58.5 (includes direct and indirect emissions associated with energy – Scopes 1 and 2).	SDG 13. Climate Action SDG 14. Life Below Water SDG 15. Life on Land	
	305-5 Reduction of GHG emissions	Not applicable, as no initiatives to reduce direct emissions were implemented during the period.		
	305-6 Emisiones de sustancias que agotan la capa de ozono (SAO)	Information not available, as our inventory does not yet include these substances.		Ozone-Depleting Substances and Chemical Products (ODS) A.13 Dependence on ozone-depleting substances and chemicals
	305-7 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	Information not available, as our inventory does not yet include these substances.		

GRI STANDARD	Content	Location, direct response, or reason for omission	Sustainable Development Goals (SDGs)	Sustainability Financial Information Standards (NIS)
<b>WATER MANAGEMENT</b>				
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Neutral Planet: Water Positive. pp. 29-30		
	303-1 Interaction with water as a shared resource	Neutral Planet: Water Positive. pp. 29-30	SDG 6. Clean Water and Sanitation SDG 12. Responsible Consumption and Production	A.7 Water intake
	303-2 Management of impacts related to water discharge	Neutral Planet: Water Positive. pp. 29-30	SDG 6. Clean Water and Sanitation	A.8 Water reuse
		<b>Megaliters of groundwater</b> 2023: 1,356   2024: 1,286   Annual variation: -5.16%		
		<b>Megaliters from third parties</b> 2023: 156   2024: 198   Annual variation: +26.92%	SDG 6. Clean Water and Sanitation	A.9 Wastewater discharges
		<b>Total megaliters withdrawn</b> 2023: 1,512   2024: 1,484   Annual variation: -1.85%		
<b>GRI 303: Water and Effluents 2018</b>	303-3 Water withdrawal	<b>Megaliters discharged to surface water</b> 2023: 58   2024: 42   Annual variation: -27.59%		Sustainable Water Use
		<b>Megaliters discharged to groundwater</b> 2023: 189   2024: 222   Annual variation: +17.46%		
		<b>Total megaliters discharged</b> 2023: 247   2024: 264   Annual variation: +6.88%	SDG 6. Clean Water and Sanitation	A.10 Treated wastewater discharges
	303-4 Water discharge	Destination of discharges corresponds 100% to freshwater bodies; data includes areas with and without water stress.		
		<b>Total water consumption across all areas (Megaliters)</b> 2023: 1,512   2024: 1,484   Annual variation: 1.85%		
		<b>Total water consumption in water-stressed areas (Megaliters)</b> 2023: 1,383   2024: 1,347   Annual variation: -2.6%	SDG 6. Clean Water and Sanitation	A.11 Water intake from water-stressed areas

GRI STANDARD	Content	Location, direct response, or reason for omission	Sustainable Development Goals (SDGs)	Sustainability Financial Information Standards (NIS)
<b>BIODIVERSITY</b>				
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Neutral Planet: Regenerative. p. 28		
	304-1 Operational sites owned, leased, or managed located in or adjacent to protected areas or areas of high biodiversity value outside protected areas.	All Grupo AIEn facilities are located in industrial zones with low biodiversity impact.	SDG 6. Clean Water and Sanitation SDG 15. Life on Land	Biodiversity A.12 Land use within or near biodiversity-sensitive areas
<b>GRI 304: Biodiversity 2016</b>	304-2 Significant impacts of activities, products, and services on biodiversity	Neutral Planet: Regenerative (Uumbal®). p. 28	SDG 6. Clean Water and Sanitation SDG 15. Life on Land	
	304-3 Protected or restored habitats	Neutral Planet: Regenerative (Uumbal®). p. 28	SDG 6. Clean Water and Sanitation SDG 15. Life on Land	
<b>EMPLOYEE RELATIONS   HUMAN RIGHTS</b>				
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Healthy Homes: Well-being. pp. 41–50		
	401-1 New employee hires	Healthy Homes: Well-being, Job Opportunities (Turnover and new hires). pp. 47–48	SDG 5. Gender Equality SDG 8. Decent Work and Economic Growth SDG 10. Reduced Inequalities	
<b>GRI 401: Employment 2016</b>	401-2 Benefits for full-time employees not provided to part-time or temporary employees	Healthy Homes: Well-being, Commitment to Our People (Employee Benefits). pp. 42–43	SDG 3. Good Health and Well-being SDG 5. Gender Equality SDG 8. Decent Work and Economic Growth	
	401-3 Parental leave	Healthy Homes: Well-being, Commitment to Our People (Parental Leave). p. 43	SDG 5. Gender Equality SDG 8. Decent Work and Economic Growth	
<b>GRI 402: Labor/Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	Employees are typically given 8 days' notice before implementing significant operational changes that could affect them. These periods are specified in collective agreements.	SDG 8. Decent Work and Economic Growth	

GRI STANDARD	Content	Location, direct response, or reason for omission	Sustainable Development Goals (SDGs)	Sustainability Financial Information Standards (NIS)
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Healthy Homes: Well-being, Health and Safety. pp. 46–47	SDG 3. Good Health and Well-being SDG 8. Decent Work and Economic Growth	B.5 Health and Safety Management at Work
	403-2 Hazard identification, risk assessment, and incident investigation	Healthy Homes: Well-being, Health and Safety. pp. 46–47	SDG 8. Decent Work and Economic Growth	
	403-3 Occupational health services	Healthy Homes: Well-being, Health and Safety. pp. 46–47	SDG 8. Decent Work and Economic Growth	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Healthy Homes: Well-being, Health and Safety. pp. 46–47	SDG 8. Decent Work and Economic Growth SDG 10. Reduced Inequalities SDG 16. Peace, Justice and Strong Institutions	Health and Safety at Work
	403-5 Worker training on occupational health and safety	Healthy Homes: Well-being, Health and Safety. pp. 46–47	SDG 8. Decent Work and Economic Growth	
	403-6 Promotion of worker health	Healthy Homes: Well-being, Health and Safety. pp. 46–47	SDG 3. Good Health and Well-being	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	Healthy Homes: Well-being, Health and Safety. pp. 46–47	SDG 8. Decent Work and Economic Growth	
	403-8 Workers covered by an occupational health and safety management system	100% of Grupo AIEn employees, including third-party workers, are covered by the Occupational Health and Safety Management System.	SDG 8. Decent Work and Economic Growth	
	403-9 Work-related injuries	Confidentiality restrictions, due to internal practices.		Health and Safety at Work
	403-10 Work-related ill health	We implement applicable NOMs (by its acronym in Spanish, Normas Oficiales Mexicanas) on ergonomics, manual handling, and microclimate in compliance with current regulations. Additionally, periodic medical check-ups are conducted according to risk level. During 2024, no work-related illnesses were recorded.	SDG 3. Good Health and Well-being SDG 8. Decent Work and Economic Growth SDG 16. Peace, Justice and Strong Institutions	B.6 Work-related accidents and illnesses causing disability or death

GRI STANDARD	Content	Location, direct response, or reason for omission	Sustainable Development Goals (SDGs)	Sustainability Financial Information Standards (NIS)
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Healthy Homes: Well-being, Strategic Alliances for Employee Development (Training). pp. 49–50	SDG 4. Quality Education SDG 5. Gender Equality SDG 8. Decent Work and Economic Growth SDG 10. Reduced Inequalities	B.3 Training Hours
	404-2 Programs for upgrading employee skills and transition assistance programs	Healthy Homes: Well-being, Strategic Alliances for Employee Development (Training). pp. 49–50	SDG 8. Decent Work and Economic Growth	Investment in Human Capital
	404-3 Percentage of employees receiving regular performance and career development reviews	Healthy Homes: Well-being, Commitment to Our People (Performance and Compensation). p. 44	SDG 5. Gender Equality SDG 8. Decent Work and Economic Growth SDG 10. Reduced Inequalities	B.4 Performance and Professional Development Evaluations
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<p>Participation by age group in talent management</p> <p><b>Operational</b></p> <ul style="list-style-type: none"> <li>■ Under 30 years: <b>846 - 29%</b></li> <li>■ Between 30 and 50 years: <b>1,612 - 55%</b></li> <li>■ Over 50 years: <b>467 - 16%</b></li> </ul> <p><b>Administrative (technical/professional positions)</b></p> <ul style="list-style-type: none"> <li>■ Under 30 years: <b>507 - 25%</b></li> <li>■ Between 30 and 50 years: <b>1,250 - 62%</b></li> <li>■ Over 50 years: <b>264 - 13%</b></li> </ul> <p><b>Promoters</b></p> <ul style="list-style-type: none"> <li>■ Under 30 years: <b>179 - 15%</b></li> <li>■ Between 30 and 50 years: <b>848 - 71%</b></li> <li>■ Over 50 years: <b>162 - 14%</b></li> </ul> <p><b>Leadership (management, directors, coordinators)</b></p> <ul style="list-style-type: none"> <li>■ Under 30 years: <b>6 - 2%</b></li> <li>■ Between 30 and 50 years: <b>232 - 77%</b></li> <li>■ Over 50 years: <b>64 - 21%</b></li> </ul>	SDG 5. Gender Equality SDG 8. Decent Work and Economic Growth SDG 10. Reduced Inequalities	B.1 Governance and Workforce Diversity Equality and Diversity in Governance and Workforce
	405-2 Ratio of basic salary and remuneration of women to men	<p>Operational employees, women-to-men: <b>N/A</b></p> <p>Promotional employees, women-to-men: <b>N/A</b></p> <p>Administrative employees, women-to-men: <b>99:100</b></p> <p>Executive team, women-to-men: <b>98:100</b></p>	SDG 5. Gender Equality SDG 8. Decent Work and Economic Growth	B.2 Gender Pay Gap

GRI STANDARD	Content	Location, direct response, or reason for omission	Sustainable Development Goals (SDGs)	Sustainability Financial Information Standards (NIS)
<b>COMMUNITY IMPACT</b>				
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Healthy Homes: Healthy Communities. pp. 51-53		
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Healthy Homes: Healthy Communities. pp. 51-53	SDG 2. Zero Hunger	
	413-2 Operations with significant actual and potential negative impacts on local communities	In 2024, no operations were identified with significant actual or potential negative impacts on local communities.	SDG 2. Zero Hunger	
<b>CONSUMER WELL-BEING   INNOVATION</b>				
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Healthy Homes: Transparency in Our Practices. pp. 35-37		
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	Thinking about the health and safety of those who choose our brands, we assess 100% of the impacts across all product and service categories.	SDG 5. Gender Equality SDG 8. Decent Work and Economic Growth SDG 16. Peace, Justice and Strong Institutions	
	416-2 Incidents of non-compliance concerning health and safety impacts of products and services	In 2024, no incidents of non-compliance were recorded regarding health and safety impacts of products and services.	SDG 5. Gender Equality SDG 8. Decent Work and Economic Growth SDG 16. Peace, Justice and Strong Institutions	
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	Healthy Homes: Transparency in our products, Reliable communication and labeling. p. 37	SDG 12. Responsible Consumption and Production	
	417-2 Incidents of non-compliance concerning product and service information and labeling	In 2024, no incidents of non-compliance with regulations or associated voluntary codes were reported.	SDG 16. Peace, Justice and Strong Institutions	
	417-3 Incidents of non-compliance concerning marketing communications	In 2024, no incidents of non-compliance related to marketing communications were reported.	SDG 16. Peace, Justice and Strong Institutions	
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and loss of customer data	In 2024, we did not receive complaints related to breaches of customer privacy, leaks, theft, or loss of customer data.	SDG 16. Peace, Justice and Strong Institutions	Responsible Business Conduct C.7 Information Security C.8 Protection and Privacy of Third-Party Data



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