



ANNUAL SUSTAINABILITY REPORT

2025



About this Report

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

This sustainability report presents Envases’ performance for the period from January 1st to December 31st, 2025.

The report has been prepared with reference to the Global Reporting Initiative (GRI) Standards, considers alignment with the Sustainable Development Goals (SDGs), and is published on an annual basis.

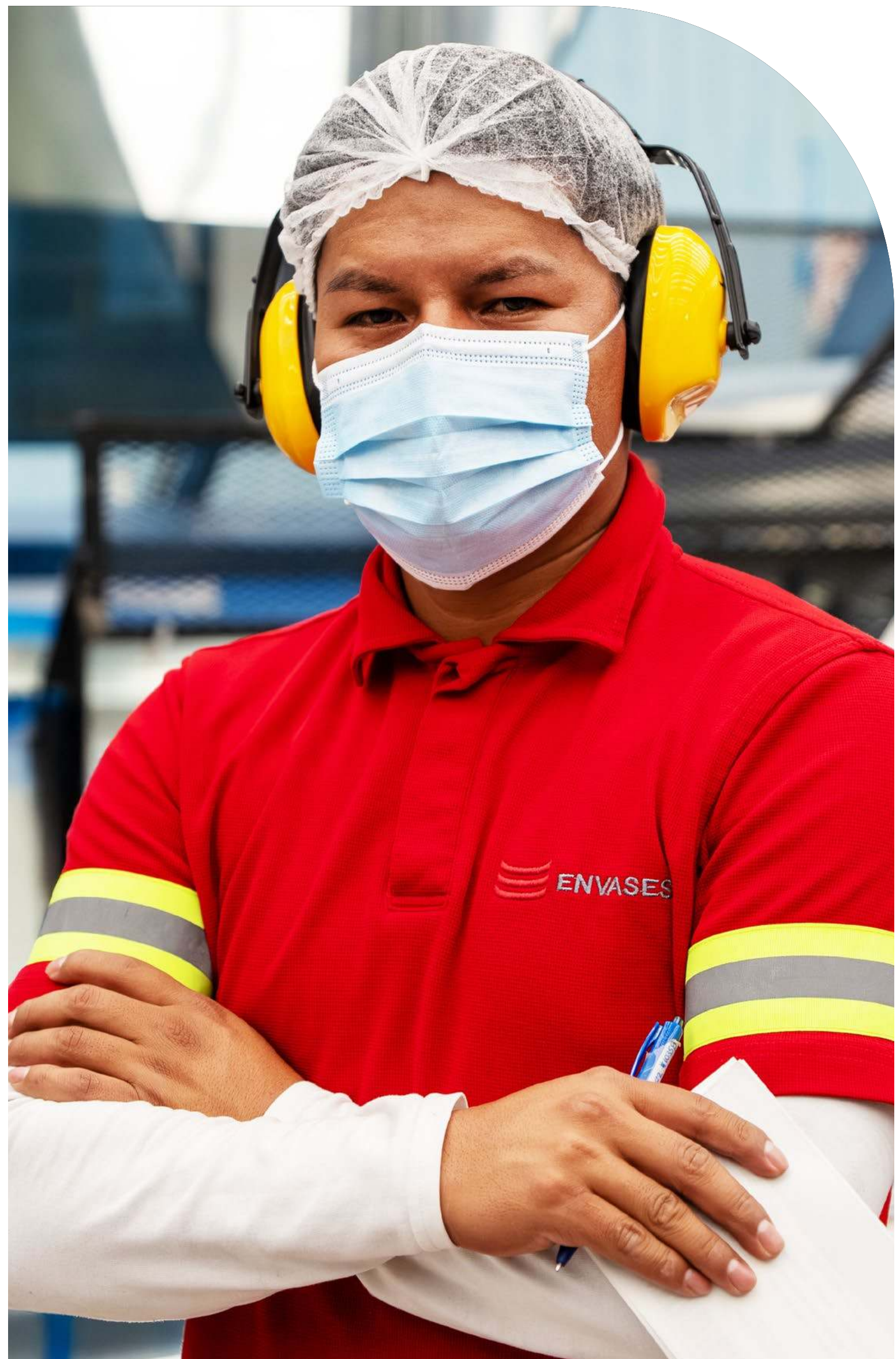
This report does not present significant changes in its scope or coverage compared to the previous report. The reported information has been internally reviewed without verification by an independent third party.

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Envases Universales SAPI de CV is a private company, commercially known as Envases.

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This report was published on May 1st, 2026.



Sustainable Development Strategy Statement

2-22 Sustainable Development Strategy Statement

Dear colleagues and stakeholders,

At Envases, we understand that sustainability is not only a responsibility, but a fundamental pillar for the continuity and growth of our business. In an increasingly complex context, marked by environmental, economic, and social challenges, we continue to strengthen our sustainability strategy to ensure its cross-functional integration throughout the organization.

During 2025, we operated in a challenging global context. Economic uncertainty, together with the reconfiguration of production markets driven by tariff dynamics and global trade tensions, required high levels of discipline and responsiveness. In this environment, we demonstrated strong resilience and adaptability, enabling us to remain steady in our purpose: delivering high-quality packaging solutions, always placing our customers at the center of our decisions.

Despite this context, we consolidated strategic progress that reflects the evolution of our sustainability agenda. One of the most significant milestones was the validation of our emissions reduction targets by the Science Based Targets initiative (SBTi). This achievement allows us to have a comprehensive understanding of our carbon footprint (Scopes 1, 2, and 3) and to establish science-aligned targets, positioning decarbonization as a strategic priority in the medium and long term.

In line with our commitment to the circular economy, we expanded our recycling facility in Apan and inaugurated a new plant in Ponta Grossa, Brazil, strengthening our capacity to reincorporate PET materials into the bottle-to-bottle production cycle.

Looking ahead, we reaffirm our commitment to advancing with discipline, transparency, and a long-term vision. At Envases, we are convinced that sustainability is a key enabler of innovation, competitiveness, and value creation. We will continue working alongside our stakeholders to build solutions that address present needs without compromising the well-being of future generations.

Envases Executive Management



Envases: Activities and Value Chain





2. Envases: Activities and Value Chain

2-6 Activities, value chain and other business relationships

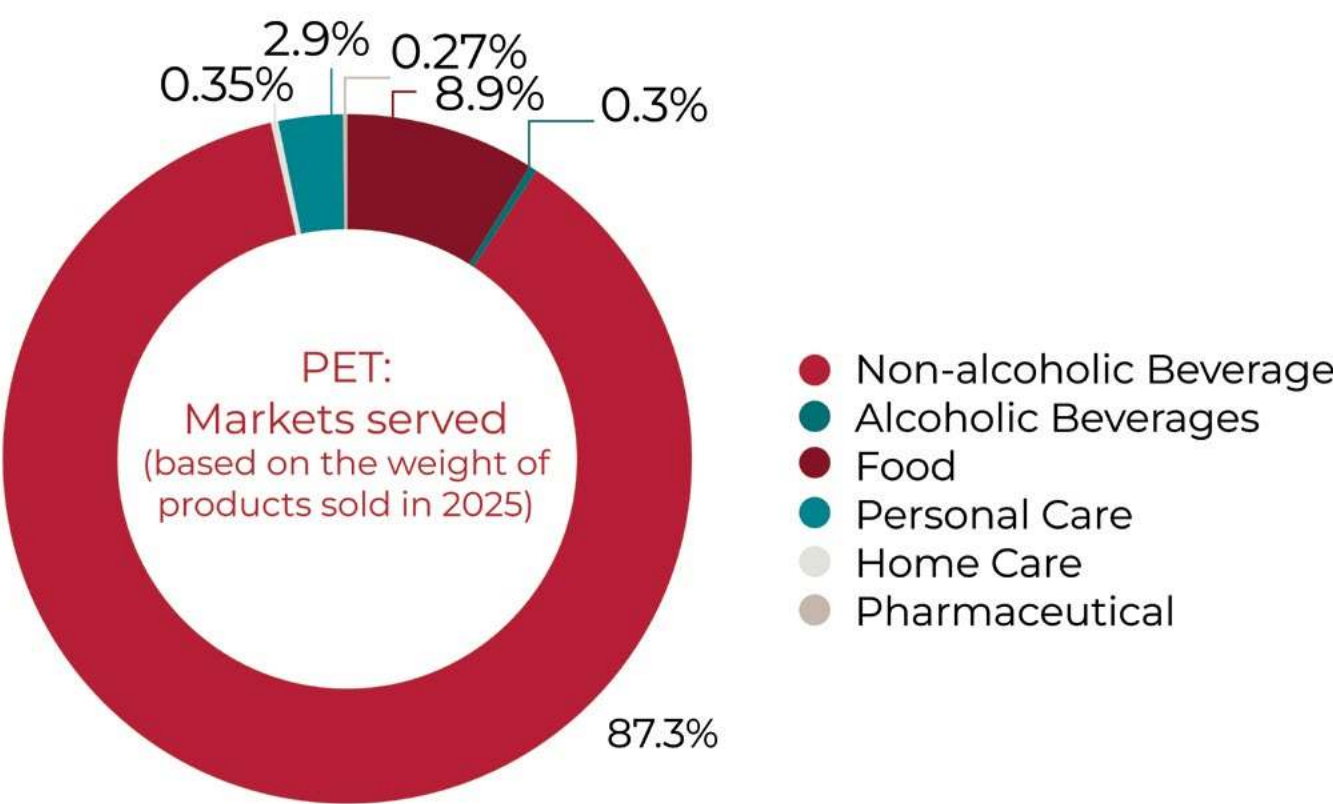
Envases is a global provider of packaging solutions. Its core purpose is to generate value for shareholders, customers, suppliers, and our people, through the development of sustainable packaging solutions that contribute to customer efficiency and the reduction of environmental impacts.

Today, Envases operates through three business divisions: PET packaging (PET), aluminum beverage packaging (ALU), and food and general product packaging (ALG), each with specific capabilities in the development and production of packaging solutions to provide the best possible service to customers.



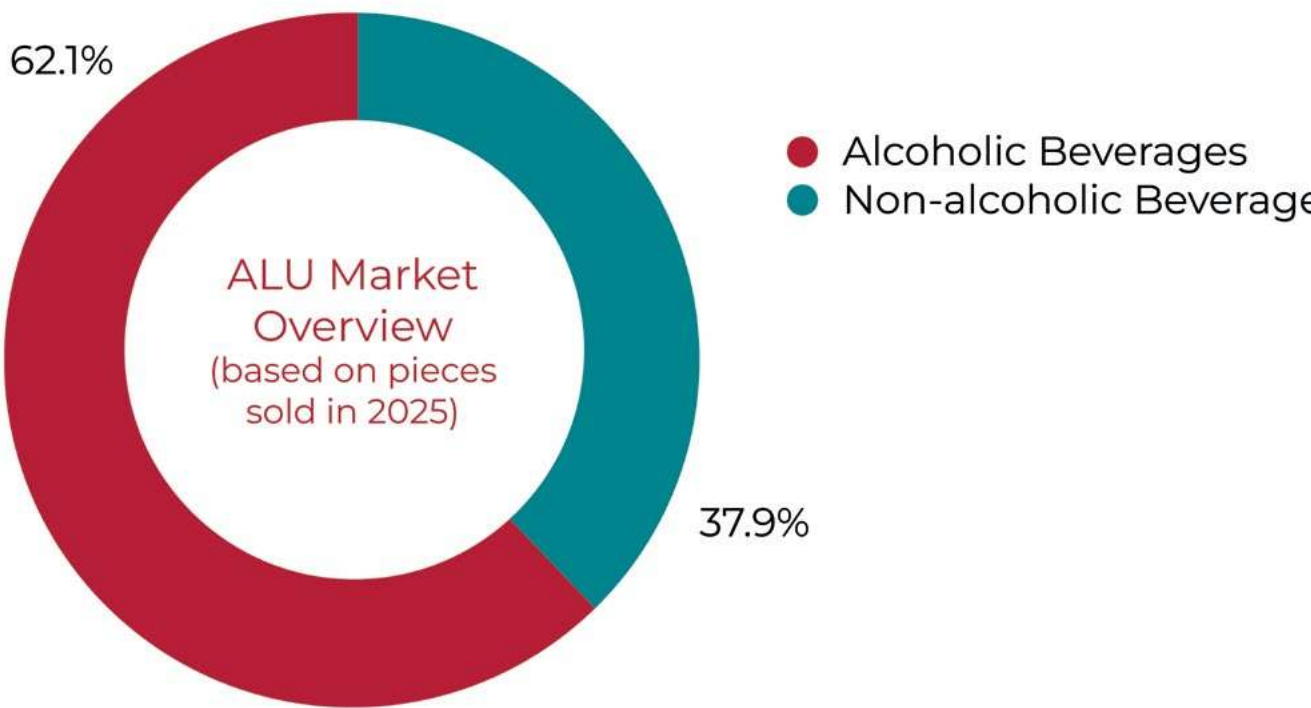
PET Packaging

The PET division specializes in the transformation of food-grade PET resin into preforms, bottles, returnable bottles, large water containers, and jars, tailored to the specific requirements of each customer. Its operations also include the recycling of PET bottles for the production of 100% recycled resin.



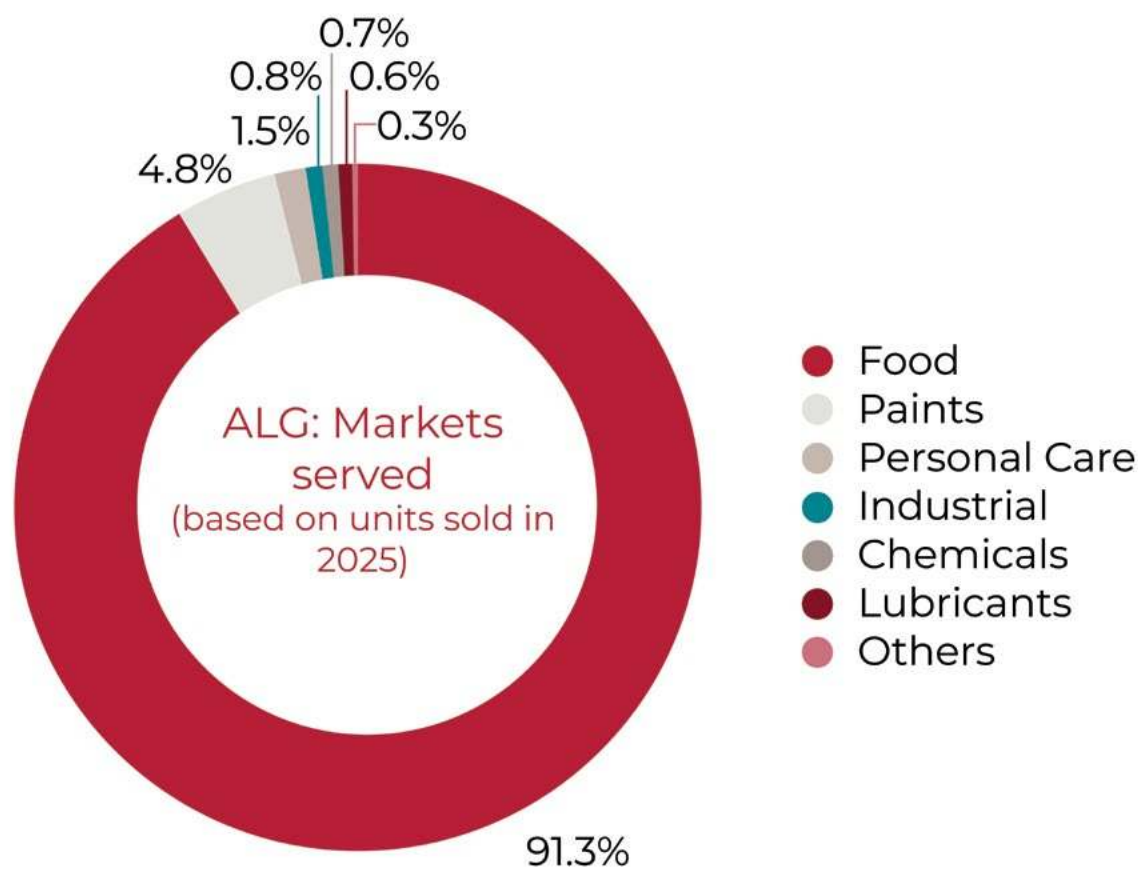
Aluminum Packaging

The Aluminum division specializes in the manufacturing and sale of aluminum cans and ends for alcoholic and non-alcoholic beverages.



Steel and HDPE Packaging

The ALG division specializes in the manufacturing and sale of rigid packaging made from high-density polyethylene (HDPE) and steel (tinplate), serving the food, chemical, and personal care industries.



Through a business-to-business (B2B) model, Envases serves both domestic and export markets.



Entities included in the Report

2-2 Entities included in the organization’s sustainability reporting

Unless otherwise indicated, the information presented includes all operations of Envases Universales SAPI de CV and those corresponding to North, Central, and South America under the organization’s control.



Division	Country	Name
PET	Mexico	Cuautitlán
PET	Mexico	San Juan del Río
PET	Mexico	Tepotzotlán
PET	Mexico	Apan
PET	Mexico	Ecatepec
PET	Mexico	Apizaco
PET	Mexico	El Salto
PET	Mexico	La Favorita
PET	Mexico	Colima
PET	Mexico	Guadalupe
PET	Mexico	Matamoros
PET	Mexico	Piedras Negras
PET	Mexico	Torreón
PET	Mexico	Coatepec
PET	Mexico	Apodaca
PET	Mexico	Insurgentes
PET	Mexico	Saltillo
PET	Mexico	Topochico
PET	Mexico	Tijuana
PET	Mexico	Mochis
PET	Mexico	Aguascalientes
PET	Mexico	León Cuernavaca

Division	Country	Name
PET	Mexico	León Bajío
PET	Mexico	Morelia
PET	Mexico	Altamira
PET	Mexico	Durango
PET	Mexico	Chihuahua
PET	Mexico	Lagos De Moreno
PET	Mexico	Nayarit
PET	Colombia	Fontibon
PET	Colombia	Cali
PET	Colombia	Barranquilla
PET	Colombia	La Calera
PET	Colombia	Medellín
PET	Colombia	Tocancipá
PET	Uruguay	Cristal Pet
PET	Uruguay	Ecopet
PET	Brazil	Suape
PET	Brazil	Itajai
PET	Brazil	Maringa
PET	Brazil	Marília
PET	Brazil	Antonio Carlos
PET	Brazil	Curitiba
PET	Brazil	Porto Alegre

Division	Country	Name
PET	Brazil	Jundai
PET	Brazil	Ponta Grossa
PET	USA	Amherst
PET	USA	Pennsauken
PET	USA	Bethlehem
PET	USA	Milford
PET	USA	Temecula
ALG	Mexico	Cuautitlán MF01
ALG	Mexico	Cuautitlán MF02
ALG	Mexico	Mazatlán MF03
ALG	Mexico	Mazatlán 2005
ALG	Mexico	San Nicolás
ALG	Mexico	Tijuana
ALG	USA	Ohio
ALG	Guatemala	Guatemala
ALG	Canadá	Quebec
ALU	Mexico	El Salto
ALU	Mexico	Mérida
ALU	Mexico	Hidalgo
ALU	USA	Waco
PET	Mexico	León Cuernavaca



Key results



EMISSION REDUCTION TARGETS

Our emission reduction targets were validated by the *Science Based Target initiative*, allowing us to set science-based targets consistent with scenarios for limiting global warming to 1.5°C.



INCREASE IN RECYCLED CONTENT

We increased the recycled content across all our raw materials +2.5% in PET, +18.6% in aluminum, and +0.08% in HDPE.

(YoY comparison)



LIGHTWEIGHTING

We avoided the use of more than 1,150 tons of raw materials through our lightweighting and gauge reduction initiatives.



RECYCLING INFRASTRUCTURE

We increased Envases’ annual recycled resin production capacity by more than 80,000 tons through the inauguration of our recycling sites in Ponta Grossa, Brazil, and the expansion of our facility in Apan, Mexico.



ELLEN MACARTHUR FOUNDATION

Envases renewed its commitment to the global commitment on plastics for the 2025–2030 period, aiming to address plastic pollution at its source.



UNITED NATIONS GLOBAL COMPACT

Envases became a member of the United Nations Global Compact, an initiative that promotes the adoption of universal principles on human rights, labor, environment, and anti-corruption.



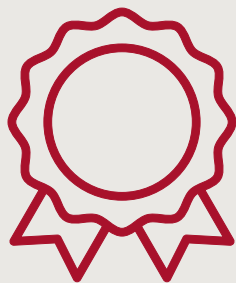
Envases’ Values

Envases’ values drive our ambition to be a globally recognized company for excellence in the quality of our products and services, as well as for the performance of our people.



QUALITY

Commitment to consistently deliver products of the highest quality to our customers.



SERVICE MINDSET

Striving to exceed customer expectations through exceptional service.



TEAMWORK

Bringing together our talents to achieve our goals.



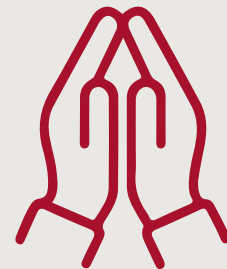
PROFESSIONALISM

Performing each task with responsibility, consistency, and dedication.



EXCELLENCE

Working diligently and continuously improving, always aiming for outstanding results.



SAFETY

Physical integrity is non-negotiable and is everyone’s responsibility.



Operations in the Americas

- PET: 54
- ALG: 9
- ALU: 4

67 production sites





Industry Associations and Memberships

2-28 Membership associations

Envases participates in diverse business and industry associations with the aim of strengthening industry development, promoting best practices, and contributing to sustainability initiatives.



MEXICO:

- ➔ Ecology and Business Commitment (ECOCE)
- ➔ National Chamber of the Dairy Industry (CANILEC)
- ➔ Mexican Business Council (CMN)
- ➔ National Chamber of Metal Packaging Manufacturers (CANAFEM)
- ➔ El Salto Industrial Association (AISAC)
- ➔ Mexican Aerosol Institute (IMAAC)
- ➔ National Association of Paint and Ink Technicians (ANAFAPYT)
- ➔ Mexican Institute of Paint and Ink Technicians - Monterrey Section (IMTPyT)
- ➔ National Chemical Industry Association (ANIQ)
- ➔ Climate Change Alliance - Government of Jalisco



COLOMBIA:

- ➔ Colombian Plastics Association (ACOPLÁSTICOS)



UNITED STATES OF AMERICA:

- ➔ Can Manufacturers Institute



BRAZIL:

- ➔ ABrazilian Plastics Industry Association (ABIPLAST)
- ➔ Suape Business Association (AEUS)



GUATEMALA:

- ➔ Guatemalan Chamber of Industry (CIG)
- ➔ Guatemalan Chamber of Commerce (CCG)



URUGUAY:

- ➔ Exporters Union (UEU)
- ➔ Chambers of Industries (CIU)
- ➔ Uruguayan Plastics Industry Association (AUIP)
- ➔ Commercial, Industrial and Agricultural Chamber of Pando (CCIAP)





Governance





Corporate Governance



2-9 Governance structure and composition

Robust corporate governance is a key element for Envases’ operations and long-term development. Accordingly, the company has an organizational structure designed to facilitate the supervision, development, and implementation of its policies and strategies.

The Board of Directors is the highest governing body of Envases. Its actions are governed in accordance with the Securities Market Law and the General Law of Commercial Companies, ensuring that decision-making is conducted under principles of integrity, transparency, and corporate responsibility.

Composition

405-1 Diversity of governance bodies and employees

The Board of Directors of Envases is composed of 8 members, bringing diverse perspectives to decision-making.

In this regard, **37.5%** of the Board of Directors are women and **37.5%** are Independent Directors.

	GENDER	INDEPENDENCY	NATIONALITY
Board Member 1	F 	NO	Mexican 
Board Member 2	F 	NO	Mexican 
Board Member 3	M 	NO	Mexican 
Board Member 4	F 	NO	Mexican 
Board Member 5	M 	NO	Mexican 
Board Member 6	M 	SI	Mexican 
Board Member 7	M 	SI	Mexican 
Board Member 8	M 	SI	Mexican 

Functions of the Board

Among its main responsibilities are:

- Direction and management of all affairs, assets and interests of the company;
- Establishing and monitoring the company’s strategic vision;
- Selecting, appointing and removing the Executive Chairman and the Chief Executive Officer;
- Supervise the management and governance of the company;
- Approving financial statements, policies and internal guidelines, and significant transactions;
- Approving guidelines on internal control and internal audit;
- Establishing the company’s accounting policies;
- Presenting the results report for the fiscal year to the Shareholders’ Assembly.

To properly fulfill its functions, the Board is supported by three committees:

AUDIT COMMITTEE

Provides technical support to the Board in supervising external audit, internal control systems, and the preparation of the company’s financial information.

STRATEGY AND INVESTMENT COMMITTEE

Contributes to the evaluation and monitoring of the strategic plan, as well as the analysis of investment projects and financing schemes, supporting decision-making for the company’s growth.

APPOINTMENTS AND REMUNERATION COMMITTEE

Defines short and long-term performance objectives for key roles, and establishes compensation guidelines for senior management, including salaries, benefits and incentives.

Appointment

The Board of Directors is composed of at least six members. Shareholders or groups of shareholders who individually or jointly represent at least 10% of the share capital have the right to appoint a board member. The remaining members are independent and appointed by an affirmative vote of the majority of the company’s share capital.



Management Systems

Envases operates under management systems and certifications that support regulatory compliance and continuous improvement, aligned with international standards in quality, environment, and occupational health and safety.

COUNTRY	SITE	ISO 9001:2015	ISO 14001:2015	ISO 45001:2018	ISO 15378	FSSC 22000 V6.0	BRCGS	IMS	SQF	FDA	C-TPAT
PET DIVISION											
Brazil	Itajaí	✓	✓	✓		✓					
	Antonio Carlos	✓	✓	✓		✓					
	Curitiba	✓	✓	✓		✓					
	Jundiaí	✓	✓	✓		✓					
	Marília	✓	✓	✓		✓					
	Maringá	✓	✓	✓		✓					
	Porto Alegre	✓	✓	✓		✓					
	Suape	✓	✓	✓		✓					
Colombia	Barranquilla	✓	✓	✓		✓					
	Bogotá	✓	✓	✓		✓					
	Cali	✓	✓	✓		✓					
	Calera	✓	✓	✓		✓					
	Tocancipá	✓	✓	✓		✓					✓
	Medellín	✓	✓	✓		✓					
United States of America	Amherst								✓		
	Milford							✓	✓		
	Bethlehem							✓	✓		



COUNTRY	SITE	ISO 9001:2015	ISO 14001:2015	ISO 45001:2018	ISO 15378	FSSC 22000 V6.0	BRCGS	IMS	SQF	FDA	C-TPAT
PET DIVISION											
Mexico	Temecula							✓	✓		
	Pennsauken								✓		
	Guadalajara	✓	✓	✓		✓					
	Cuautitlán 1002	✓	✓	✓			✓		✓		
	San Juan del Río	✓	✓	✓		✓					
	Tepotzotlán	✓	✓	✓		✓					
	Apan	✓	✓	✓		✓					
	Ecatepec	✓	✓	✓		✓					
	Apizaco	✓	✓	✓		✓					
	La Favorita	✓	✓	✓		✓					
	Colima	✓	✓	✓		✓					
	Guadalupe	✓	✓	✓		✓					
	Matamoros	✓	✓	✓		✓					
	Piedras Negras	✓	✓	✓		✓					
	Torreón	✓	✓	✓		✓					
	Coatepec	✓	✓	✓		✓					
	Apodaca	✓	✓	✓		✓					
	Insurgentes	✓	✓	✓		✓					
	Topo Chico	✓	✓	✓		✓					
	Aguascalientes	✓	✓	✓		✓					



PAÍS	PLANTA	ISO 9001:2015	ISO 14001:2015	ISO 45001:2018	ISO 15378	FSSC 22000 V6.0	BRCGS	IMS	SQF	FDA	C-TPAT
	León Cuerámaro	✓	✓	✓			✓				
	León Bajío	✓	✓	✓		✓					
	Morelia	✓	✓	✓		✓					
	Altamira	✓	✓	✓		✓					
	Tijuana	✓	✓	✓		✓					
	Los Mochis	✓	✓	✓		✓					
	Durango	✓	✓	✓		✓					
	Saltillo	✓	✓	✓		✓					
	Chihuahua	✓	✓	✓		✓					
	Lagos de Moreno	✓	✓	✓		✓					
	El Nayar	✓	✓	✓		✓					
	Montevideo	✓	✓	✓		✓					
Uruguay	Ecopet										
ALU DIVISION											
Estados Unidos	Waco						✓			✓	
	El Salto					✓				✓	✓
México	Hidalgo					✓				✓	
	Mérida					✓				✓	
ALG DIVISION											
México	Cuautitlán 1001	✓				✓					
	Cuautitlán 1004	✓				✓					



COUNTRY	SITE	ISO 9001:2015	ISO 14001:2015	ISO 45001:2018	ISO 15378	FSSC 22000 V6.0	BRCGS	IMS	SQF	FDA	C-TPAT
DIVISIÓN PET											
	Mazatlán 2001	✓			✓		✓				
	Mazatlán 2005	✓					✓				
	Monterrey	✓				✓					
	Tijuana	✓					✓				✓
Estados Unidos	Ohio	✓									
Guatemala	Guatemala	✓				✓					

44% of the production sites are certified under ISO 45001:2018 for Occupational Health and Safety and ISO 14001:2015 for Environmental Management Systems.

98% of the sites hold at least one certification related to quality and food safety, including ISO 9001:2015, ISO 15378, FSSC 22000 v6.0, BRCGS, SQF, among others.



Material **topics**

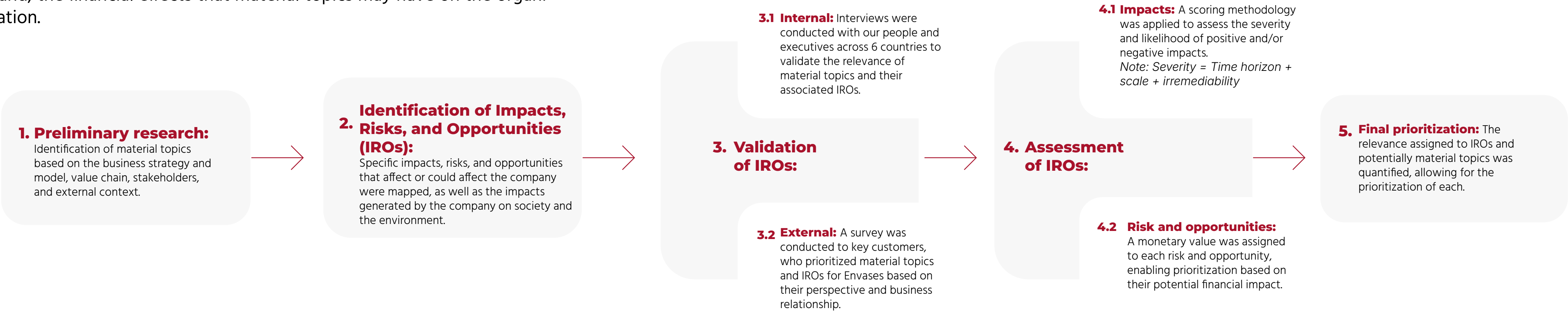




4. Material topics

3-1 Process to determine material topics

The material topics for the company were identified through a materiality assessment. This analysis considers, on one hand, Envases’ impacts on its social, environmental, and economic environment; and on the other hand, the financial effects that material topics may have on the organization.





Double Materiality Assessment

3-2 List of material topics

For each material topic, the size of the circle indicates the number of related impacts, risks and opportunities (IROs).

High-priority topics

Human Rights
Corporate governance
Cybersecurity
Talent attraction and talent retention
Circular Economy

Medium-priority topics

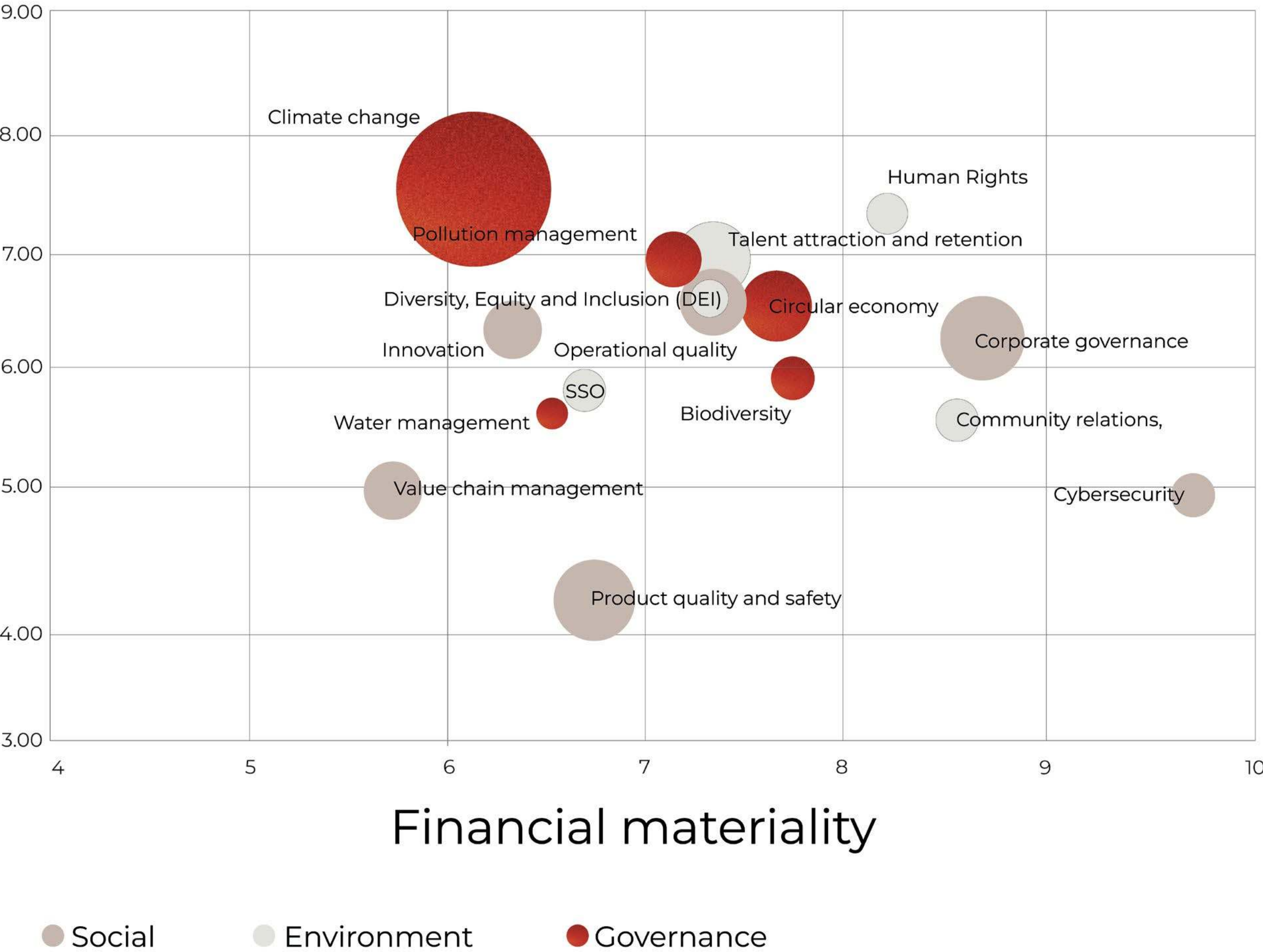
Community engagement
Pollution management
Diversity, equity and inclusion
Operational quality
Climate change and biodiversity
Innovation
Occupational Health and Safety
Water management

Low-priority topics

Product quality and safety
Value chain management

This does not imply a lack of relevance; rather, their potential impact—both internal and external—is considered lower, as the company has established practices and robust systems in place for their effective management.

Impact materiality





Economy



5. Economy

Climate Risk Assessment

201-2 Financial implications and other risks and opportunities due to climate change

Envases identifies climate change-related risks and opportunities that could affect our operations and have financial implications.

The assessment, which covers ten sites within the PET division, uses 2024 as the base year and incorporates projections for the 2030 and 2050 time horizons, under climate scenarios aligned with forward-looking analytical methodologies.

PLANTAS EVALUADAS:

- Bethlehem, USA
- Apan, Mexico
- Tocancipá, Colombia
- El Salto, Mexico
- Cristal Pet, Uruguay
- León Cuernamero, Mexico
- Itajai, Brazil
- Tijuana, Mexico
- Cuautitlán, Mexico
- Apodaca, Mexico

Geographic characteristics and climate patterns continue to present significant variations across regions, implying different levels of exposure and vulnerability to climate risk. In this context, and as a continuation of the analysis conducted in 2025, the following table presents the risks identified for the assessed sites.





CLIMATE RISK

EXPECTED GLOBAL IMPACT

PHYSICAL RISKS

Acute Physical Risk

Of the analyzed sites, 40% are exposed to risks from extreme winds and storms, and another 40% to wildfires, with some overlap between both groups. Both risks are projected to increase in frequency and severity by 2050.

Only one site presented a very high level of risk for flooding due to heavy rainfall and river overflow, which was already at high levels under the baseline scenario.

Additionally, two sites showed considerable exposure to landslide risk due to rainfall, with a slight projected increase by 2050.

Specific circumstances such as peaks in water scarcity, flooding, and extreme heat have had real impacts on the organization’s operations or assets. These impacts were not severe, and the corresponding sites have already taken action to prevent future scenarios.

Chronic Physical Risk

All analyzed sites are exposed to risks related to rising temperatures, drought, and water scarcity, with a significant increase in frequency and severity projected by 2050.

In general, the risk associated with rising temperatures varies in intensity depending on the region. However, the risk related to drought and water scarcity is highly severe across all regions, even under baseline scenarios.

TRANSITION RISKS

Political and Legal Risk

Implementation of carbon pricing mechanisms in various countries, including VAT-type schemes on fossil fuels and emissions trading systems, which could increase Envases’ energy and operating costs.

Legislation on plastic use, including taxes and/or bans. Emerging regulations on mandatory recycled content and extender producer responsibility may increase production costs or create pressure to redesign the supply chain.

Energy-related regulations are beginning to emerge, requiring compliance with efficiency standards.

A restrictive energy market that limits access to renewable energy, including grid connection constraints, congestion, and lengthy regulatory processes. There are also limitations on incentives or subsidies, slowing down the implementation of clean solutions.

Technological Risk

Investment costs associated with upgrading existing machinery to achieve shorter cycle times and lower maintenance requirements, reducing cost per thousand units while contributing to emissions reduction through improved efficiency and lower energy consumption. Similarly, significant capital investment is required to transition to low-carbon energy sources.



Market Risks

Consumer preference for companies that seek suppliers with a low carbon footprint. Customer preference for suppliers with a high level of maturity in ESG accountability and transparency. Increasing ESG performance requirements across the value chain.

Rising costs of raw materials with lower carbon footprints.

Supply chain disruptions due to new tariff structures affecting current suppliers, requiring the identification of alternative suppliers, renegotiation of prices, adjustments in recycled content percentages, and potential trade-offs regarding recycled content.

Reputational Risk

Due to the nature of packaging materials, there is reputational risk associated with negative perceptions of plastic use, particularly single-use plastic bottles, which are heavily questioned due to their environmental impact, especially on marine ecosystems.

There is also a risk to the “social license to operate” within local communities, particularly regarding the appropriate use of resources at certain sites.

OPPORTUNITIES / RECOMMENDATIONS

Rising Temperatures and Extreme Heat

Ensure the availability of adequate shaded areas, sufficient access to drinking water during the day, and potential adjustments to working hours to avoid peak heat periods.

Ensure that machinery can operate at the desired capacity under extreme heat conditions.

Ensure proper implementation and frequency of maintenance plans for machinery and cooling equipment, particularly before the hot season.

Extreme Winds and Storms

Strengthen critical infrastructure to improve resilience against strong winds and flooding.

Conduct frequent inspections to identify and address potential vulnerabilities.

Assess structural integrity following strong winds or hurricanes.

Plan for the provision of adequate on-site shelter for personnel when necessary.

Drought and Water Stress

Implement water management plans to reduce on-site water consumption.

Install rainwater harvesting systems.



Wildfires

A wildfire risk assessment could provide a more detailed understanding of nearby land cover, the presence of combustible or ignition-prone materials, and the potential for wildfire events near the site. This would also include a more detailed analysis of historical and projected changes.

An assessment of wildfire prevention systems can help identify mechanisms to reduce site exposure.

Landslides from Rainfall

Community education can improve disaster awareness and response, reducing vulnerability of exposed elements.

Implementation of early warning systems, including professional monitoring, real-time alerts, and public communication systems, can support timely evacuation and reduce exposure risk.

Flooding from Extreme
Rainfall and River Overflow

Ensure that water-sensitive equipment is not stored outdoors.

Ensure that Health and Safety protocols related to emergency response plans are implemented, providing clear guidance to personnel before, during, and after flooding events.

Consider automation and/or remote control systems to reduce personnel exposure and equipment use during extreme flooding events. Consider secondary access routes to ensure evacuation and emergency access during flooding.

Consider the installation of flood protection barriers and ensure that drainage systems are designed for future flood projections.

Monitor drainage systems to ensure optimal performance during flooding events.





ACTIONS

To Address Water Scarcity

In Cuautitlán, Mexico, improvements were made to cooling towers to mitigate water supply shortages.

In León, Mexico, obsolete cooling towers were replaced, and air cooling systems were incorporated to prevent additional water consumption and evaporation.

The capacity of existing wastewater treatment sites (WWTPs) has been increased, and new WWTPs have been installed.

To Address Rising Temperatures

At CristalPET, Uruguay, a new chiller was installed in the injection area to support upcoming expansion and manage summer temperature peaks.

In León, México, additional air extractors were installed in high-heat areas, and a cooling system using water spraying was implemented for certain equipment.

To Address Flooding Due To Rainfall

In Cuautitlán, Mexico, the stormwater drainage system was improved to mitigate flood risk.

To Address Workforce Disruptions Due To Climate-Related Events

At PET – Tijuana, Mexico, a strategy was developed through production planning to adjust shifts, infrastructure maintenance was carried out, and transportation support for personnel was considered.

To Address Extreme Cold Temperatures

In Apodaca Monterrey, Mexico, antifreeze is applied to the cooling system and insulation is applied to pipes during extreme cold periods.





Procurement Practices

204 Supplier practices

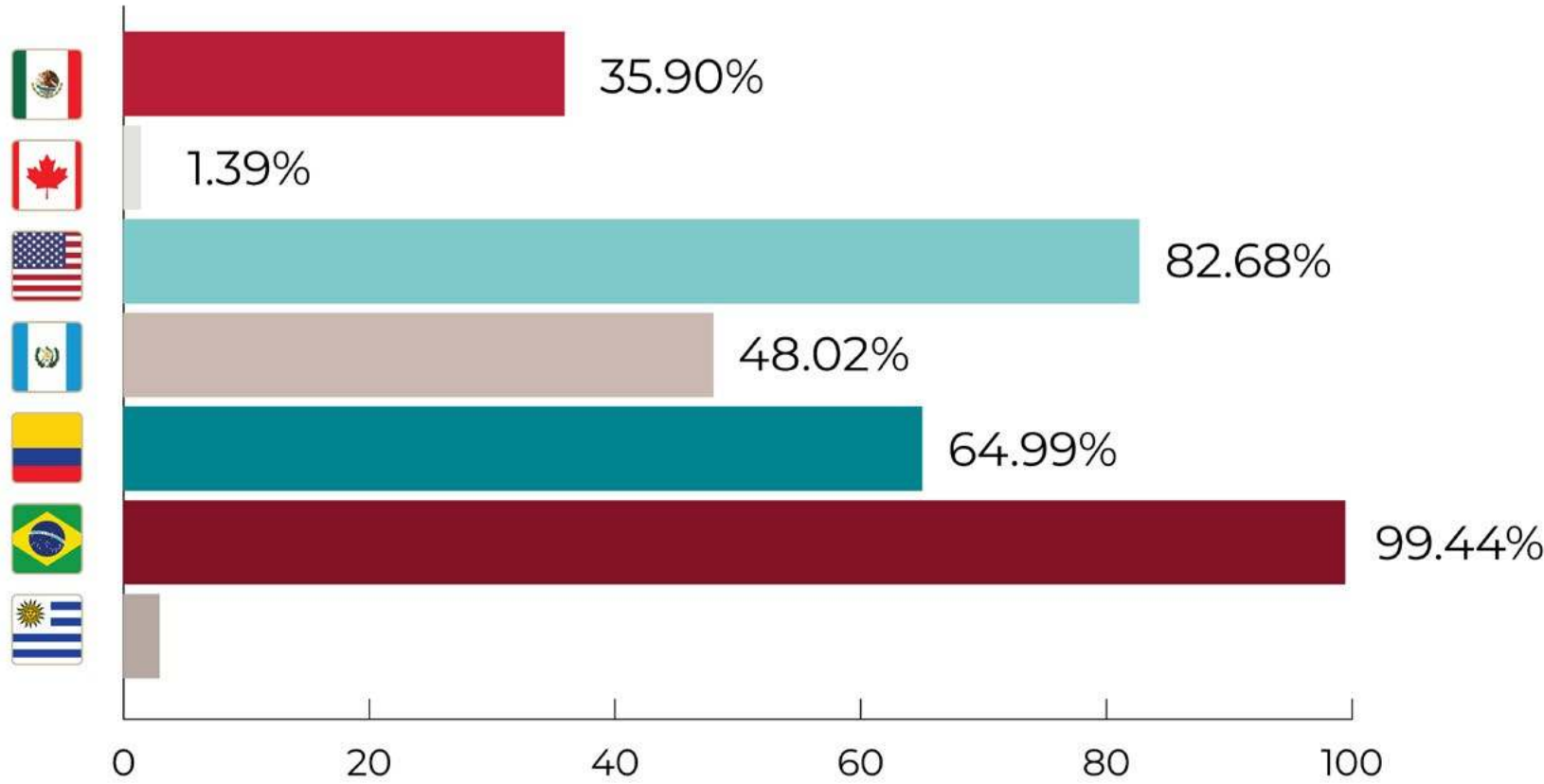
Envases sourcing practices are established in the **Corporate Procurement Policy**, which defines the general guidelines for procurement processes across all divisions and corporate areas. This policy aims to ensure efficient and standardized management, focused on optimizing cost-benefit relationships, ensuring supply continuity, and maintaining the quality of goods and services acquired, in accordance with ethical principles.

While all divisions are governed by this same policy, each implements specific strategies to comply with its principles, depending on their operational contexts and particular priorities.

Sourcing Practices

204-1 Proportion of spending on local suppliers

Local sourcing is a key element for sustainable development, as it strengthens regional economies, generates employment, reduces transportation distances, and fosters close relationships that promote responsible practices throughout the value chain.



Note: For the purposes of this analysis: (i) local suppliers are defined as those with a tax registration in the reporting country; and (ii) strategic raw materials are those that directly compose our products, as well as those used as packaging materials.





Responsible Sourcing Principles

Envases promotes business relationships based on ethics, integrity, and sustainable development. Through its **Code of Conduct and Responsible Sourcing Principles**, the company establishes the guidelines that suppliers must comply with in terms of integrity, social responsibility, human rights, environmental management, as well as occupational health and safety.

KEY ASPECTS OF THE RESPONSIBLE SOURCING PRINCIPLES

01

Business integrity: Absolute prohibition of bribery, corruption, and conflicts of interest. Transparency, confidentiality, and compliance with applicable laws and regulations are required.

02

Human rights and labor standards: Aligned with International Labour Organization (ILO) conventions and the Universal Declaration of Human Rights, promoting the prohibition of child and forced labor, non-discrimination, fair working conditions, and freedom of association.

03

Environment: Promotion of efficient resource use, emissions reduction, and the implementation of responsible practices that protect biodiversity and comply with local and international regulations.

04

Health and Safety: Identification and management of risks, adequate training, and provision of personal protective equipment are required to ensure safe working conditions.

05

Supplier relationships: Suppliers are expected to comply with these principles, maintain responsible business practices, and work toward continuous improvement in the sustainability of their goods and services.

This framework strengthens an ethical supply chain aligned with international standards, reflecting Envases commitment to responsible operations.

100% of strategic suppliers in the ALU division are aligned with the Responsible Sourcing Principles, reinforcing the company's commitment to an ethical and sustainable supply chain.

Supplier Audit Guide

308-2 Supplier Environmental Assessment
414-2 Supplier Social Assessment

With the aim of preventing negative impacts on product quality and safety, the environment and those related to health and safety risks, the PET Division annually evaluates its suppliers of raw materials, packaging materials and service providers.

The **[1000F 28 05] Supplier Audit Guide** is used to evaluate suppliers of raw materials and packaging materials, consisting of a specific assessment of the following variables:



- ➔ Management Systems
- ➔ Sustainability
- ➔ Site interior
- ➔ Pest control
- ➔ Sanitary conditions
- ➔ Spare parts warehouse and workshop
- ➔ Raw Materials
- ➔ Human Resources
- ➔ Services (Customer communication)
- ➔ Non-conformity management
- ➔ Quality control
- ➔ Production
- ➔ Continuous Improvement Indicators
- ➔ Finished Product

A total of **32 suppliers** were evaluated on-site during 2025 with both full and partial assessments completed, representing 73% of the strategic suppliers.



2025 Results

Based on the results, the risk level was categorized according to the weighted average compliance percentage:

● HGH ● MEDUM ● RISK

1. ENVIRONMENTAL CATEGORY

	RISK LEVEL
Environmental management systems	●
Air pollution and GHG emissions	●
Water	●
Waste	●
Biodiversity	●

2. SOCIAL CATEGORY

	RISK LEVEL
Occupational Health and Safety	●
Labor Conditions	●
Diversity, Equity and Inclusion	●

3. CHILD AND FORCED LABOR CATEGORY

	RISK LEVEL
Observed Child Labor	●
Reported Child Labor	●
Historical Child Labor	●
Presence of minors not working	●
Forced Labor	●
Whistleblowing Line	●

4. ETHICS CATEGORY

	RISK LEVEL
Code of Ethics	●
Corruption, bribery and conflict of interest	●
Anticompetitive Practices	●
Information Security	●

5. REPORTING AND STANDARDS CATEGORY

	RISK LEVEL
Sustainability Report	●
Standards and certifications	●
Training and awareness	●



Environment





PET Bottle Recycling Sites

Recycling is a central pillar of Envases’ sustainability vision and business model. To this end, the company has developed its own infrastructure that allows it to transform post-consumer PET bottles into new containers through the production of food-grade recycled resin.



Recycling Plant in Apan, Mexico

Its doors opened in 2021, this site is one of the largest in the world. It features state-of-the-art technology and produces food-grade recycled resin under the brand **CristalPet+R**. In 2025, its expansion was inaugurated, allowing an increase of more than 40,000 tons per year in existing production capacity.



EcoPet Recycling Plant, Uruguay

Opened in 2002, EcoPet is the only PET recycling plant in Uruguay. It is currently recognized as the largest self-consumption solar generation plant in the country and as a benchmark for social and environmental value initiatives in the industry.



EcoPet Recycling Plant, Brazil

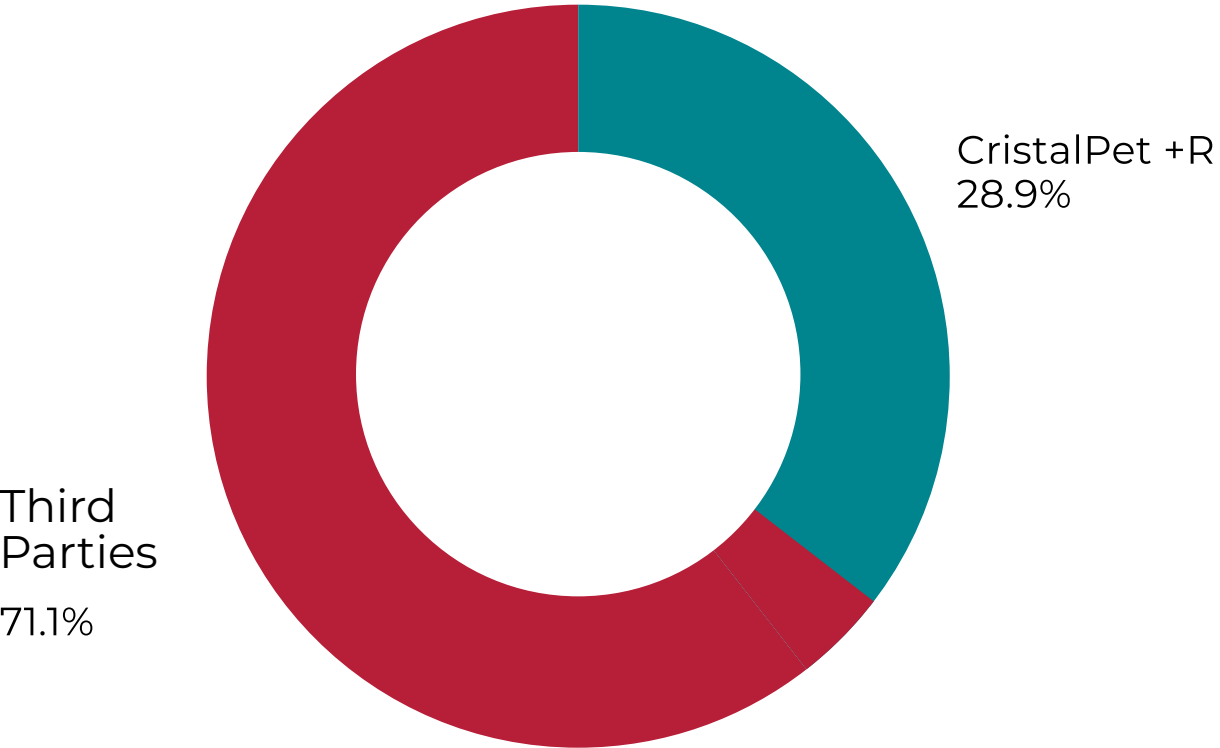
Inaugurated in 2025, EcoPet Brazil responds to the demand needs of a growing recycling market with an installed resin production capacity of 40,000 tons per year.

Envases vision is to scale the volume of PET bottles that complete a closed-loop, bottle-to-bottle recycling cycle, advancing circularity, reducing environmental impact, and strengthening circular economy principles.

Planta	Ubicación	2022	2023	2024	2025
APAN, Mexico	 Apan, Hidalgo, Mexico	52,423 Ton (resin)	59,023 Ton (resin)	60, 316 Ton (resin)	64,293 Ton (resin)
Cambio vs LY		-	+6,600 Ton	+1,293 Ton	+3,977 Ton
ECOPET, Uruguay	 Pando-Canelones, Uruguay	2,005 Ton (flake)	2,907 Ton (flake)	923 Ton (resin) / 1,821 Ton (cristal flakel) / 151 Ton (green flake)	1,853 Ton (resin) / 1,031 Ton (cristal flake) / 521.6 Ton (green flake)
Cambio vs LY		-	+902 Ton	+923 Ton (resin) / - / -	+930 Ton (resin) -790 Ton (cristal flake) +370.6 Ton (green flake)
ECOPET, Brazil	 Ponta Grossa, Brazil	-	-	-	Production begins in 2026
Change vs LY		-	-	-	-

The use of post-consumer recycled (PCR) resin in Envases Mexico’s production was 27.7%.

- Of this total, 26% came from CristalPet +R resin produced at our Apan facility.
- The remaining 64% came from recycled resin supplied by third parties.



USE OF CRISTALPET+RESIN



Of the total resin produced in Apan, 39.6% is reintegrated into Envases products, while 60.4% is sold to third parties.

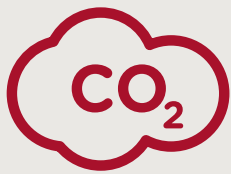


Solar Panel Implementation Projects

The adoption of solar panels at Envases reflects the company’s commitment to the transition toward renewable energy. This initiative aims to progressively increase the use of solar energy across operations, supporting a more sustainable long-term energy strategy.

Country	Site	Total Annual Generation (kWh)
Mexico	León Cuerámaro	902,240
Mexico	Guadalajara	788,850
Mexico	Nexus	461,879
Uruguay	EcoPET	3,273,332

ENVIRONMENTAL CONTRIBUTION



1,673 Tons of CO₂ emissions avoided.



Equivalent to the CO₂ absorption capacity of 43,499 adult trees.

Source: Tuto Power



Emissions

DIRECT AND INDIRECT EMISSIONS

305-1 Direct GHG emissions (Scope 1)
305-2 Indirect GHG emissions associated to energy (Scope 2)

The reported results correspond to the year 2024, as the 2025 inventory is still being prepared.

Scope	Emissions in tCO ₂ eq
Scope 1	59,013
Scope 2 (location based)	314,311
Scope2 (Market based)	307,083
Scope 3	5,649,296

Note: The emissions calculation methodology follows the guidelines established by the Greenhouse Gas Protocol (GHG Protocol).





SBTI-VALIDATED EMISSION REDUCTION TARGETS

In line with our commitment to climate action, we have obtained validation of our emissions reduction targets from the Science Based Targets initiative (SBTi), ensuring alignment with climate science and the goals of the Paris Agreement.

Using **2023** as the base year, Envases has committed to:

Reducing absolute Scope 1 and Scope 2 emissions by 42% by 2030, through improvements in energy efficiency and the transition to renewable energy sources.



Reducing Scope 3 emissions by 25% by 2030, focusing on the most relevant categories within the value chain, including raw materials, transportation, and end-of-life of products.

OTHER AIR POLLUTANTS

Envases recognizes the importance of managing and mitigating atmospheric emissions derived from its operations. In this regard, the company has implemented various actions aimed at reducing its environmental impact and ensuring regulatory compliance:

Medidas destacadas:

- ➔ Implementation of specialized technologies for the capture and treatment of particles, including filtration and incineration systems that enable effective reduction of pollutants.
- ➔ Contingency plans that establish specific protocols to address potential environmental events, ensuring a timely and effective response.
- ➔ Periodic laboratory analyses and continuous emissions monitoring to ensure compliance with air quality standards and strengthen responsible environmental management.



Country	Nitrogen Oxides (NOx) 2025	Sulfur Oxides (SOx) 2025	Volatile Organic Compounds	Particulate Matter
		2025		
Mexico	246.73	0.29	N/A	45.00
USA	1.36	0.78	95.30	1.20
Guatemala	N/A	N/A	N/A	N/A
Colombia	N/A	N/A	N/A	N/A
Brazil	N/A	N/A	N/A	N/A
Uruguay	N/A	N/A	N/A	N/A



Innovation



7. Innovation

Innovation drives Envases growth and enables the development of lighter, recyclable packaging aligned with market needs.

Recycled Resin, Aluminum, and Steel

301-2 Recycled input materials used

The use of recycled materials in production reduces carbon footprint by decreasing energy consumption and emissions associated with the extraction and processing of virgin raw materials.

22.5%

Of the total resin used in production, 20% was **post-consumer recycled PET resin**
(+3 pp compared to the previous year)

14%

Of the total steel used in production, 14% was **post-consumer and post-industrial recycled steel**

51.2%

Of the total aluminum used in production, 31% was post-consumer and **post-industrial recycled aluminum**

0.80%

Of the total HDPE used in production, 6.82% was **post-industrial recycled HDPE**





Lightweighting

During 2025, more than16 lightweighting projects were im-
plemented.

Through these initiatives, the company successfully avoi-
ded the use of 1,150 tons of raw materials in its production
processes.

411 ton

PET RESIN

551 ton

ALUMINUM

188 ton

STEEL





Society





8. Society

Envases Human Resources strategy, known as “Envases DNA,” is structured around four key pillars:

- 01

Organizational
Efficiency
- 02

Talent
Development
- 03

Organizational
Culture
- 04

Safety

Each pillar is implemented through specific strategies aimed at ensuring safe and adequate working conditions, as well as promoting professional development and employee well-being.





Workforce

EMPLOYMENT

405-1 Diversity of governance
bodies and employees

Total number of employees
by **gender and region** as of
December 31, 2025

Country	Woman	Men	Total	Women %		Men %	
Mexico	3,072	4,690	7,762		40%		60%
Canada	5	19	24		21%		79%
Estados Unidos	186	520	706		26%		74%
Guatemala	36	72	108		33%		67%
Colombia	56	251	307		18%		82%
Brazil	157	477	634		25%		75%
Uruguay	44	270	314		14%		86%
Total	3,556	6,299	9,855		36%		64%



Total number of employees by **job category** as of December 31, 2025

Mexico

Job Category	2025		2025 (%)			
	Women	Men	Women %		Men %	
EXECUTIVES	19	138	 0.8%		34.5%	
ADMINISTRATIVE	397	626	 15.7%		11.1%	
OPERATIONAL	624	2,185	 24.7%		38.8%	
UNIONIZED	1,486	2,681	 58.8%		47.6%	
Total	2,526	5,630	 100%		100%	

Canada

Job Category	2025		2025 (%)			
	Women	Men	Women %		Men %	
EXECUTIVES		1	 0.0%		5.3%	
ADMINISTRATIVE	1		 20.0%		0.0%	
OPERATIONAL	4	18	 80.0%		94.7%	
Total	5	19	 100%		100%	

United States of America

Job Category	2025		2025 (%)			
	Women	Men	Women %		Men %	
EXECUTIVES	1	13	 0.5%			
ADMINISTRATIVE	44	626	 23.7%		2.5%	
OPERATIONAL	141	2,185	 75.8%		11.7%	
Total	186	5,630	 100%		85.8%	

Guatemala

Job Category	2025		2025 (%)			
	Women	Men	Women %		Men %	
EXECUTIVES	0	0	 0.0%		0.0%	
ADMINISTRATIVE	7	14	 19.4%		19.4%	
OPERATIONAL	29	58	 80.6%		80.6%	
Total	36	72	 100%		100%	



Colombia

Job Category	2025		2025 (%)			
	Women	Men	Women %		Men %	
EXECUTIVES	0	0	 0.0%		 0.0%	
ADMINISTRATIVE	7	14	 19.4%		 19.4%	
OPERATIONAL	29	58	 80.6%		 80.6%	
Total	36	72	 100%		 100%	

Brazil

Job Category	2025		2025 (%)			
	Women	Men	Women %		Men %	
EXECUTIVES	0	2	 0.0%		 0.4%	
ADMINISTRATIVE	71	58	 45.2%		 12.2%	
OPERATIONAL	86	417	 54.8%		 87.4%	
Total	157	477	 100%		 100%	

Uruguay

Job Category	2025		2025 (%)			
	Women	Men	Women %		Men %	
EXECUTIVES	4	5	 9.1%		 1.9%	
ADMINISTRATIVE	11	21	 25.0%		 7.8%	
OPERATIONAL	29	244	 65.9%		 90.4%	
Total	44	270	 100%		 100%	



Total number of employees by **age groups** as of December 31, 2025

Age Groups	Mexico		Canada		USA		Guatemala		Colombia		Brazil		Uruguay	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
< of 30 years old	28.3%	30.3%	40.0%	25.0%	14.7%	15.9%	36.1%	22.2%	35.7%	15.1%	36.9%	23.5%	38.6%	26.3%
Between 30 and 50 years old	58.4%	56.5%	60.0%	70.0%	46.7%	47.3%	58.3%	61.1%	60.7%	66.1%	59.2%	65.2%	31.8%	50.4%
> of 50 years old	13.3%	13.2%	0.0%	5.0%	38.6%	36.8%	5.6%	16.7%	3.6%	18.7%	3.8%	11.3%	29.5%	23.3%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Total number of employees **by contract type** as of December 31, 2025

Country	Temporary	Permanent
Mexico	0.0%	100.0%
Canada	4.2%	95.8%
USA	0.0%	100.0%
Guatemala	0.0%	100.0%
Colombia	8.5%	91.5%
Brazil	2.8%	97.2%
Uruguay	4.5%	95.5%
TOTAL	0.6%	99.4%

As an additional indicator, Envases employs 2 people with disabilities.





Benefits

GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees



In Mexico, all employees receive the benefits established by the Federal Labor Law, including: vacation (12 days), vacation premium (25% of vacation days), Christmas bonus (15 days of salary per year worked), social security, rest days, Sunday premium, maternity leave (84 days), and paternity leave.

Additionally, benefits above those required by law are provided, such as: grocery vouchers, savings fund and savings account, financial support for the birth of a child, bereavement support, life insurance, bereavement leave, internal solidarity contributions in case of death, and medical insurance for certain job categories.

The “Leaders in Motion” leadership program is also offered for employees’ children who are pursuing higher education, allowing them to participate in leadership programs and conferences abroad.



All our workforce in Colombia receive legally mandated benefits, including: social security coverage (healthcare provider (EPS), family compensation fund, pension fund, and occupational risk insurance (ARL).

Legal benefits include: service bonus, severance payments, vacation, severance interest, work attire, transportation allowance, maternity leave (18 weeks), paternity leave, sick leave, disability due to occupational illness or workplace accident, bereavement leave, and emergency leave.

Additional benefits include: vacation bonus, life insurance for certain employees, disability support, food allowance, inflation support, November bonus, seniority bonus, marriage support, health support, birthday leave, bereavement support, birth support, educational support for the workforce’s children, ophthalmological/dental support, and life and accident insurance policies.



Envases complies with legal obligations in Quebec, including the Quebec Parental Insurance Plan (QPIP), which covers up to 55% of income during maternity/paternity leave; the Canada Child Benefit (CCB), a tax-free benefit (up to \$7,787 per child per year); and strict labor rights such as minimum wage and paid vacation.

Uniforms and personal protective equipment (PPE) are provided after three months of employment.
Two paid sick days are granted.



Brazil

All employees in Brazil are employed under the Consolidation of Labor Laws (CLT), which guarantees: minimum wage (or higher, per collective agreements), a 13th salary (annual bonus equivalent to one monthly salary), 30 days of paid vacation, and the Severance Indemnity Fund (FGTS), equivalent to 8% of monthly salary.

Leave benefits include maternity leave (120 days), paternity leave, marriage leave, bereavement leave, and time off to accompany children to medical appointments (when justified). Contributions are made to the National Social Security Institute (INSS), and transportation vouchers are provided (the company covers transport costs, with a 6% salary contribution from the employee).

Additional benefits include: health plans (medical and dental) for employees and dependents, telemedicine, educational agreements, maternity kits, food vouchers and/or on-site cafeteria, and company-provided transportation.

In some regions, additional benefits include miscarriage leave (up to two weeks), gifts and recognition on special occasions (Christmas, Mother's Day, Father's Day, Children's Day), and school supplies



Uruguay

All employees in Uruguay receive legally mandated benefits, including: vacation, vacation bonus, Christmas bonus, and social security coverage through the National Health Fund (FONASA) and workplace accident coverage through the State Insurance Bank (BSE).

Additional legal benefits include maternity/paternity coverage, unemployment subsidy, disability compensation, life insurance, rest days, and various types of leave (study, marriage, maternity, paternity, adoption, bereavement, caregiving for dependents with disabilities or terminal illness), as well as double pay for Sunday work and night shift premiums.

Additional benefits include: life insurance, special bonuses, monthly food vouchers, birthday leave, additional marriage leave, additional monthly compensation depending on work scheme, school supply kits, Christmas baskets, ANDA membership (providing benefits such as rental guarantees, dental services, and funeral services), transportation for shifts, a



USA

All employees in the United States of America receive medical, dental, and vision benefits, group life insurance, and the option to purchase additional voluntary life insurance at group rates.

Additional benefits include: short- and long-term disability insurance, 401(k) retirement plan, paid time off (PTO), 10–11 paid holidays, bereavement leave, and leave in accordance with the Family and Medical Leave Act (FMLA).

Some divisions also offer: accidental death and dismemberment insurance (AD&D), Employee Assistance Program (EAP), flexible spending accounts (FSA), health reimbursement arrangements (HRA), access to legal services, attendance bonuses, production bonuses, and sick leave.



Guatemala

All employees in Guatemala receive benefits established by labor law, including: vacation, Christmas bonus, annual bonus, social security, IRTRA benefits, rest days, overtime, maternity and paternity leave, breastfeeding leave, marriage leave, and bereavement leave.

Additional benefits include: financial support in case of death (parents, children, spouse), weekly transportation bonus, free meal service (snacks and lunch), internal solidarity contributions, and school backpacks with supplies at year-end.

For certain job categories, additional benefits include: medical insurance, life insurance, mobile phone allowance, company vehicle, performance bonuses, vehicle insurance, transportation bonuses, and meal services.





Occupational Health and Safety

403-1 Occupational health and safety management system
403-3 Occupational health services

The “Zero Accidents and Illnesses / Risk Control and Mitigation” vision reflects Envases commitment, whereby five strategic priorities are managed through key enablers:



STRATEGIC PRIORITIES

- 01 Commitment
- 02 Capability and Leadership
- 03 Hazard and Risk Management
- 04 Management Processes
- 05 Environment, Health, and Well-being



KEY ENABLERS

- 01 Training and Development
- 02 Management Systems
- 03 Proactive, Preventive, and reactive Indicators

The **Corporate Industrial Health, Environmental, and Occupational Health Policy (IH, E & OH)** establishes the regulatory guidelines to prevent occupational illnesses and workplace accidents, as well as to minimize and control environmental impacts. It promotes compliance with applicable legal requirements in industrial safety, occupational health, and environmental management.

The IH, E & OH Policy is mandatory for all Envases workforce, including suppliers providing services within work sites, as well as personnel operating under flexible work arrangements. The following regulatory framework is considered for its implementation:

- ➔ ISO 45001 Occupational health and safety management systems
- ➔ ISO 14001 Environmental management systems
- ➔ Envases Code of Ethics
- ➔ Applicable laws and regulations in each country where Envases operates



Specific actions by region:

Mexico	All sites follow the procedure [1000P 31 31] Occupational Health, Safety, and Environmental Objectives and Targets, focused on measuring safety and environmental indicators, as well as the methodology applied for tracking and monitoring each indicator, in compliance with ISO 45001 and ISO 14001. In Mexico, 76% of sites are certified under ISO 14001:2015 and ISO 45001:2018. All operational personnel receive ongoing training, particularly when updates related to occupational health and safety arise. All procedures are based on regulations established by the Ministry of Labor and Social Welfare. Additionally, Envases has the [1000M 31 09] Safety and Hygiene Manual, which details the processes required for the Safety Management System, including standards, rules, and procedures.
USA	All policies are aligned with and comply with United States of America regulatory standards, including those established by the Environmental Protection Agency (EPA), OSHA 1910, and applicable state-level regulations. All uemployees receive periodic training on workplace safety protocols, hazard communication, and reporting procedures. PET Division: On the East Coast, the Safety Committee is led by the Quality Director. On the West Coast, the Safety Committee is chaired by the Vice President of Operations. In addition, a Safety Committee composed of employees meets regularly. Both committees operate independently but maintain continuous and effective communication. Policies are continuously reviewed and updated in response to regulatory changes. ALU Division: The plant is currently in the process of establishing and strengthening safety teams to expand the operational scope of the Environment, Health, and Safety (EHS) function. ALG Division: Currently updating various EHS policies, including those related to emissions reporting to the Environmental Protection Agency (EPA), the Hazard Communication Program (HazCom), and reporting requirements under EPCRA and RCRA. These updates aim to align the management system with EPA and OSHA standards.

Guatemala	A comprehensive Occupational Health and Safety policy is in place, covering quality management, product safety, continuous improvement, workplace risk prevention, and environmental protection. Governance is supported by a joint occupational health and safety committee and an emergency response committee composed of trained brigades, as well as a 10-member committee responsible for overseeing workplace safety and ensuring a safe working environment. Operations comply with the laws and regulations of the Ministry of Labor and the Guatemalan Social Security Institute, in accordance with Government Agreement 229-2014.
Colombia	Both the Corporate Policy and a dedicated Occupational Health and Safety Management System policy are in place. Governance is supported by three committees: the Joint Occupational Health and Safety Committee, the Workplace Harmony Committee, and the Emergency Committee, composed of trained brigades. All sites in Colombia comply with Resolution 0312 of 2019 and Decree 1072 of 2015, ensuring a comprehensive Occupational Health and Safety Management System covering both operational personnel and contractor oversight. Compliance with all Ministry of Labor regulations related to risk prevention and response is also ensured. In 2025, 100% of sites in Colombia were certified under ISO 14001:2015 and ISO 45001:2018.
Brazil	A Health and Safety Policy is in place as part of the Management System Manual, addressing site-specific risks and requirements and detailing implementation across each operational area. The Internal Commission for Accident Prevention (CIPA) includes representatives from both management and employees. 100% of sites in Brazil are certified under ISO 45001:2018 and ISO 14001:2015, ensuring compliance with all requirements to maintain safe and healthy workplaces, including hazard identification and risk assessment (HIRA/IPER). The company engages specialized prevention services, with professionals conducting weekly plant visits, rotating across shifts to identify risks. These visits generate reports submitted to HR leadership. In the event of workplace incidents, these specialists support corrective actions, and risk assessments are updated to prevent recurrence. An Integrated Management System is in place and is periodically audited to ensure compliance with all requirements, including local regulations and risk assessment processes.



Uruguay

An Integrated Management System is in place, covering Occupational Health and Safety management and certified under ISO 45001. The system is subject to periodic audits to ensure compliance with all requirements, including local regulations and hazard identification and risk assessment (HIRA/IPER). In the event of incidents, the IPER is reviewed and updated to prevent recurrence.

50% of sites are certified under ISO 14001:2015 and ISO 45001:2018.

Envases engages LM Prevención, which provides technical support through prevention specialists and occupational health physicians who visit the sites on a rotating shift basis to assess different operating conditions, provide recommendations, and identify risks. Prevention specialists conduct weekly visits, while physicians conduct monthly visits, including on-site consultations and the development of employee health records.

Both teams support training initiatives and incident investigations. Their visits generate reports that serve as inputs to identify potential risks and improvement opportunities, which are shared with HR leadership.

The PS SST 500 Accident and Incident Investigation Format establishes the methodology for reporting and investigating safety incidents, and applies to all plant areas and departments.





Risk Assessment, Hazard Identification and Incident Investigation

403-2 Hazard identification, risk assessment and incident investigation

Mexico	In the PET division, 29 sites are certified under ISO 14001 and ISO 45001, integrating standardized hazard and risk analysis within the Occupational Health and Safety Management System. In the PET and ALU divisions, Failure Mode and Effects Analysis (FMEA) with safety criteria is used for risk evaluation and control implementation. The Health and Safety FMEA format corresponds to internal code 1000F 3116; personnel are trained on its use and interpretation, it is communicated every six months, and updated semiannually or whenever process changes occur. In the ALG division, all sites maintain updated workplace risk assessments using the FINE methodology, conducted by area and department. Additionally, external studies are carried out to evaluate risks related to machinery, equipment, and hazardous chemicals, in accordance with Mexican regulations. The accident investigation procedure MC01P2102 is followed.
USA	Comprehensive policies for hazard identification and the prevention of injuries and illnesses are based on OSHA regulations. When hazards are identified, all employees are empowered and encouraged to report them through designated spreadsheets or email channels for hazard notification. The Environment, Health, and Safety (EHS) team evaluates each report and takes appropriate actions to eliminate or mitigate risks. Additionally, weekly, monthly, and annual inspections are conducted by EHS to ensure all safety equipment complies with current standards. During these inspections, EHS also identifies unreported hazards and manages their mitigation in accordance with established procedures.
Guatemala	A risk assessment matrix for occupational health and safety is in place, including risk evaluations for hazardous substances. The matrix is updated annually and follows NOM-004-STPS standards.

Colombia	Based on risk assessment results, control measures are defined and implemented following the hierarchy of controls: • Elimination of hazards, whenever possible • Substitution with less hazardous materials, equipment, or processes • Engineering controls (physical barriers, ventilation systems, interlocks, etc.) • Administrative controls (procedures, training, task rotation, signage) These actions are documented in the hazard matrix and SG-SST work plans, and are monitored through indicators and internal audits, ensuring continuous improvement in occupational risk management. The EC-IN854 Accident and Incident Reporting and Investigation Procedure establishes the methodology for reporting and investigating safety incidents, aiming to prevent recurrence across all operations. Its scope includes all areas and departments, as well as suppliers and contractors.
Brazil	Envases maintains standardized hazard and risk analyses in accordance with ISO 45001 and ISO 14001 requirements. FMEA or hazard and risk analysis methodologies (LPRO) are used, depending on the plant, incorporating safety criteria for evaluation and control implementation. Some sites also use the Environmental Aspects and Impacts Assessment (LAIA) format to document environmental risks.
Uruguay	A process risk analysis matrix (RC Dir 63) and a hazard identification and risk assessment procedure (PS SST 100) are in place. These tools apply to routine operational tasks and processes and are reviewed annually or following any incident. For specific or non-routine tasks, additional tools are used, including job risk analysis (JRA), as well as permits for work at height and hot work. These apply to both our workforce and contractors and are implemented for each specific task involving non-routine risks.

In line with our commitment to occupational health and safety, **100%** of our sites in Mexico, United States of America, Guatemala, Colombia, Brazil, and Uruguay conduct **risk assessments** on a regular basis.



Occupational Health and Safety Training

403-5 Worker training on occupational health and safety

100% of Envases’ operational workforce receive continuous training in Occupational Health and Safety, in accordance with applicable regional regulations.

During the year, more than **610** specialized training sessions were delivered, totaling over **121,530 hours of occupational health and safety training.**

Average training hours per employee in Occupational Health and Safety

Country	Average training hours
Mexico	9.83
Canada	N/A
USA	4.89
Guatemala	N/A
Colombia	2.66
Brazil	58.19
Uruguay	5.82



Additional Actions to Promote Well-being and Protect the Workplace

Country	Actions to address stress and support psychological well-being	Actions to prevent noise exposure	Actions to control exposure to hazardous substances
Mexico	In compliance with NOM-035 on psychosocial risk factors, biennial assessments are conducted to identify employees exposed to traumatic events and other psychosocial risks. Based on results, action plans are implemented to improve the organizational climate. Initiatives include campaigns on depression, breast cancer, sexual health, obesity, nutrition, road safety (motorcycle driving), hypertension and dyslipidemia, ergonomics, musculoskeletal injury prevention, HPV, visual health, prostate cancer, calisthenics, HIV, stress, among others.	A Hearing Conservation Program is implemented in accordance with NOM-011, including annual audiometric testing as part of periodic medical exams. Mandatory use of hearing protection (earmuffs and earplugs) is enforced for exposed employees. Noise studies are conducted by accredited third parties to measure workplace levels.	Controls are implemented in accordance with NOM-005-STPS and NOM-010-STPS, including periodic chemical exposure studies, medical exams, and spirometry for exposed personnel. Procedures are in place for safe handling, transport, and storage of chemicals, along with training on PPE use and ventilation requirements.
USA	An Employee Assistance Program (EAP) provides confidential psychological support. Additional initiatives include internal events, organizational incentives, town halls, and engagement activities that promote emotional well-being.	Mandatory hearing protection is required, supported by regular noise monitoring. Annual audiometric testing is conducted, and policies are updated to comply with OSHA, EPA, and ISO standards.	Mandatory training on chemical safety and hazardous material handling (HAZMAT) is provided, including use of Safety Data Sheets (SDS), safe storage, and eyewash stations. Some sites are strengthening hazard communication and emergency response programs.
Guatemala	Annual internal surveys on psychosocial factors and workplace climate are conducted to identify improvement opportunities and support employee well-being.	Annual audits are conducted, and PPE such as earplugs and earmuffs is provided.	Hazardous substance management follows NOM-005-STPS, including annual training, exposure limits, ventilation controls, PPE use, and periodic medical exams.
Colombia	Psychological well-being is structurally integrated into the Occupational Health and Safety Management System (SG-SST). Actions include: (i) periodic stress diagnostics, (ii) training in stress management, mindfulness, assertive communication, and conflict resolution, (iii) psychological support sessions, (iv) active breaks and recreational activities, (v) policies promoting respect, recognition, and work-life balance, and (vi) continuous monitoring and evaluation.	Environmental measurements (noise monitoring and dosimetry) are conducted every two years. The Hearing Conservation Program includes medical evaluations, training, proper use of hearing protection, and PPE maintenance. The IN863 Industrial Hygiene Measurement Guideline is available to all personnel.	A comprehensive chemical management program (EC-IN801) is implemented, covering safe storage and handling, inventory control, and labeling under the Globally Harmonized System (GHS). Quarterly audits, drills, and annual training are conducted.



Brazil	In line with NR-01 and internal assessments, a proactive approach is implemented to manage stress and promote well-being. This includes climate surveys, training on time management and relaxation techniques, ergonomic improvements, and mental health awareness campaigns. The Suape operation has been recognized with Great Place to Work certification.	The Hearing Conservation Program includes environmental measurements when changes occur and audiometric testing at hiring, periodically, upon role changes, and at termination, in accordance with PCMSO and supported by LTCAT data.	Advanced chemical management includes: (i) segregation and proper storage, (ii) fire-resistant cabinets, (iii) quantitative exposure monitoring, (iv) safety data sheets and workplace signage, and (v) emergency and spill response training. Additional procedures include: 1000F 36 06, 1000P 35 24, 1000F 35 25, 1000F 31 47, and 1000F 31 48.
Uruguay	Annual awareness campaigns on mental health are conducted, promoting an open communication culture where the workforce can raise well-being concerns.	Annual plant-wide noise measurements and audiometric tests are conducted, with follow-up by occupational health physicians from the company LM Prevención. Preventive materials and ongoing awareness campaigns are provided.	Procedure INS SST 832 is applied for safe chemical management, aligned with GHS and SDS requirements, ensuring proper storage, transport, and labeling.



Training and Education

404-2 Programs for upgrading employee skills and transition assistance programs

Envases' training strategy is implemented globally in a standardized manner, with local adaptations based on the operational needs of each country and division.

ANNUAL TRAINING PROGRAM

All regions implement an annual training plan aligned with identified needs from training diagnostics (DNC), the Skills Matrix, and local regulatory requirements.

DIGITAL LEARNING PLATFORMS

Digital platforms such as SuccessFactors, Ubits, and LMS Zywave are used across diverse regions to enhance accessibility and tracking of training programs.

PARTNERSHIPS WITH INSTITUTIONS AND UNIVERSITIES

Envases maintains agreements with educational institutions to support professional development.

- ➔ In Colombia and Brazil, the corporate university UNIENVASES was established, partnering with universities and certified training institutions.
- ➔ Through language programs, employees in Mexico and Colombia have access to English and other language courses.
- ➔ In Mexico, partnerships exist with institutions such as Tecnológico de Monterrey, UTEG, and Universidad Anáhuac to support higher education.



LEADERSHIP PROGRAMS

In line with our commitment to strengthening capabilities and professional development, Envases has implemented several leadership programs:

PROGRAM
Middle Management Academy

COUNTRY: Mexico

 91 participants

Program focused on developing leadership skills to strengthen decision-making, team management, and effective communication.

PROGRAM
Leadership Program – Mid-Level Management

COUNTRY: Brazil

 111 participants

Focused on strengthening leadership capabilities through tools that enhance people management and alignment with expected behaviors.

PROGRAM
Maximum Potential Program

COUNTRY: Mexico

 40 participants

Focused on personal and professional development, enhancing talent and fostering a continuous improvement mindset.

PROGRAM
Lean Leadership Program – Senior Management

COUNTRY: Brazil

 72 participants

Executive development initiative focused on Lean methodology, strategic planning, and KPI definition to achieve strategic objectives.

PROGRAM
Career Ownership Program – Administrative Team

COUNTRY: Brazil

 22 participants

Program addressing key topics for administrative teams, delivered through live webinars and courses available on the UNIENVASES platform.





In 2025, 100% of the workforce in Guatemala and Colombia participated in both technical and soft skills training programs. Brazil reached 97% coverage, while Mexico achieved 82.8%. The United States of America and Uruguay reported participation rates of 54% and 71.9%, respectively.

Average training hours per year

404-1 Average annual training hours per employee

Country	Men	Women	Total
Mexico	24.3	16.8	16.6
Canada	N/A	N/A	N/A
USA	N/A	N/A	N/A
Guatemala	12.0	8.0	20.0
Colombia	6.7	29.8	10.7
Brazil	15.9	18.5	16.6
Uruguay	19.7	2.5	22.3

Performance **Review and Management**

404-3 Percentage of employees receiving regular performance and career development reviews

Performance evaluation at Envases is a key process to align individual objectives with business strategy and to strengthen the professional development of the workforce.

➔ **Administrative workforce:** All employees set and document annual objectives through SuccessFactors, Senior, or region-specific systems. The evaluation process includes self-assessment, manager evaluation, expectation alignment, feedback, and ongoing follow-up.

➔ **Operational workforce:**
Uruguay and Colombia: Performance evaluations are conducted manually, assessing behavioral, functional, and holistic competencies.

Brazil: Performance evaluations are conducted using a specific form (1000F 30 09), which assesses 13 different criteria.

United States of America: Uses the same evaluation system as administrative personnel.

Performance evaluations, as established in the **Corporate Organizational Development Policy and the Inclusion, Diversity, and Non-Discrimination Policy**, are conducted in accordance with the principles of the Code of Ethics, ensuring an objective, fair, and results-based process.

Country	Men	Women
Mexico	16.2%	14.8%
Canada	5.3%	20.0%
USA	88.1%	97.8%
Guatemala	18.1%	19.4%
Colombia	100.0%	100.0%
Brazil	99.4%	96.2%
Uruguay	100.0%	100.0%



Diversity, **Equity** and Inclusion

At Envases, we promote a workplace where all individuals are valued, respected, and provided with equal opportunities for development.

Policies supporting our commitment

Envases has a **Diversity, Equity and Inclusion Policy** that establishes guidelines to foster a workplace free from discrimination. This policy includes commitments related to:

- i) Recruitment and selection
- ii) Compensation and benefits
- iii) Promotion and career advancement
- iv) Work-life integration
- v) Harassment and workplace misconduct

The **Human Rights Policy** further reinforces the company’s commitment to respecting human dignity.

In alignment with the Universal Declaration of Human Rights and the International Labour Organization (ILO) Declaration, Envases is committed to:

- ➔ Freedom of association
- ➔ Autonomy and institutional integrity of labor unions
- ➔ Prohibition of forced and child labor
- ➔ Non-discriminatory work environments
- ➔ Respectful and dignified treatment, including prevention and sanction of harassment and misconduct
- ➔ Promotion of physical and mental health



Strengthening an inclusive culture
Throughout the year, Envases promoted learning spaces aimed at fostering a culture based on respect, equity, and inclusion.

With more than 1,300 participants, training sessions covered topics such as:

Mexico	Colombia	Brazil	USA
• Women and Human Rights • Culture of Equity • Well-being Societies • Women Who Inspire	• Leadership, harmony, and harassment prevention	• Non-violent communication • Unconscious bias and invisible barriers • Harassment-free environments • Prevention of moral and sexual harassment	• Workplace harassment prevention • Harassment and discrimination training for new hires

Key Results

More than **10,544 training hours** were delivered, reaching **11.5%** of the workforce with awareness and training on diversity, equity, inclusion, non-discrimination, and harassment.





WEBINAR

*Más Allá del Techo de Cristal:
Construyendo una Cultura de Equidad*

Aunque hay avances en igualdad de género, muchas mujeres siguen enfrentando barreras en el ámbito laboral. Esta charla analizará los desafíos estructurales que frenan su crecimiento y cómo las empresas pueden impulsar el cambio.

 11:00 - 12:00 HORAS

 14 DE MARZO

Abierto a familiares de colaboradores

AGENDA LA FECHA

CONÉCTATE AQUÍ



SAGRARIO JIMÉNEZ
Coordinadora del Punto de Atención del Centro de Reconocimiento de la Dignidad Humana del Tecnológico de Monterrey



FORO DE DIÁLOGO

Mujeres que Inspiran en Envases

Este foro será un espacio de conversación abierta donde líderes de diferentes países compartirán experiencias, perspectivas y reflexiones sobre su camino profesional y personal.

 11:00 - 12:00 HORAS

 28 DE MARZO

AGENDA LA FECHA

CONÉCTATE AQUÍ





Human Rights Due Diligence

In 2025, Envases conducted a Human Rights assessment to identify areas for improvement across its operations.

The evaluation was carried out by an independent third party and structured into six key stages:

- ➔ Baseline review: Assessment through employee surveys and review of existing policies and programs.
- ➔ Findings analysis: Validation of key results and identification of priority risks.
- ➔ Action plan: Development of a structured improvement plan with defined initiatives and implementation timelines.
- ➔ Management training: Capacity-building sessions on human rights and related topics.
- ➔ Employee training: Awareness and training on labor rights.
- ➔ Impact assessment: Evaluation of the company’s readiness and the overall impact of the program.

The assessment was conducted at the Cuautitlán 1002 site, representing approximately 3% of PET sites in Mexico, and included the participation of 471 employees. As a result, a comprehensive action plan was developed to strengthen human rights management across the organization.



Freedom of Association and **Collective Bargaining**

2-30 Collective bargaining agreements

In accordance with the **Corporate Human Rights Policy** and **the Code of Ethics**, Envases guarantees the right of its employees to join trade unions and to participate in collective bargaining processes.



On average, **39.81%** of the workforce is covered by collective bargaining agreements or belongs to a labor union.

Country	Percentage of personnel in collective association or unions (%)	Name of active unions/collective associations
Mexico	50.08%	Sindicato de Trabajadores de la Industria Embotelladora de aguas gaseosas, refrescos, aguas naturales, cervezas y de las bebidas envasadas en general, similares y conexos de la República Mexicana C.T.M. Registro Num 4125. Sindicato Innovativo de Trabajadores de la Industria Química, Farmacéutica y del Plástico, Similares y Conexos de la República Mexicana.Sindicato Nacional de Trabajadores y empleados de la industria de servicios en general de la República Mexicana “Venus-tiano Carranza Garza” C.A. T. Sindicato Industrial de Trabajadores de Nuevo León, Adherido a la Federación Nacional de Sindicatos Independientes. Federación de Trabajadores del Sindicalismo Nuevo F. T. S. N.. Federación CROM de Agrupaciones Obreras y Campesinas GDL. Sindicato de Trabajadores Industriales de Empresas Maquiladoras Similares y Conexos. Sindicato Industrial Autónomo de Trabajadores Manufactureros de Nuevo León. Sindicato Industrial de Trabajadores del Hierro, Tapas y Botes de Aluminio, Metal y Automotriz y Similares del Estado de Jalisco (CROC)
Canadá	0%	N/A
Estados Unidos	0%	N/A
Guatemala	0%	N/A
Colombia	0%	N/A
Brazil	0%	N/A
Uruguay	4%	UNTMRA (Unión de Trabajadores del Metal y Ramas Afines)



Child Labor

408-1 Operations and suppliers at significant risk for incidents of child labor

WITHIN THE WORKFORCE

Envases’ Code of Ethics and Human Rights Policy establish a strict prohibition against child labor.

In this regard, Envases does not employ any employee below the legal minimum working age established by applicable regulations in each country.

WITHIN THE SUPPLY CHAIN

During 2025, the risk of child labor was assessed among strategic suppliers within the PET division, with the aim of identifying potential non-compliance in this area.

100% of the suppliers evaluated were classified as low risk for child labor.

For further details on the methodology and results, please refer to the “Responsible Sourcing Practices” chapter.





Forced or **Compulsory Labor**

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

WITHIN THE WORKFORCE

Envases’ Code of Ethics and Human Rights Policy establish a commitment to ensure that no person of the workforce is subjected to forced labor, and that all individuals have the freedom to leave at the end of their workday and to resign voluntarily. They also ensure full compliance with applicable laws and regulations regarding compensation

WITHIN THE SUPPLY CHAIN

During 2025, the risk of forced labor was assessed among baled material suppliers and strategic suppliers within the PET division, with the objective of identifying potential non-compliance in this area.

Of the total suppliers evaluated, 100% were classified as low risk for forced labor.

For further details on the methodology and results, please refer to the “Responsible Sourcing Practices” chapter.

Grievance mechanisms related to potential cases of child labor and forced labor are managed through our whistleblowing channels, which are available to all stakeholders. For further information on these mechanisms, please refer to the Business Ethics section.



Customer Health and **Safety**



Assessment of the impacts of products and services on health and safety

416-1 Assessment of the health and safety impacts of product and service categories



PET DIVISION

Within the PET Division, efforts are focused on preventing events that could compromise product quality and safety. To support this approach, Envases implements tools such as Change FME, Quality FMEA, Food Safety FMEA, Environmental FMEA, and Occupational Health and Safety FMEA. These tools enable the identification, assessment, and mitigation of risks in advance, ensuring a preventive approach across all operations. Additionally, all processes are systematically audited.

88% of PET division sites are certified under ISO 9001:2015, ensuring consistent, high-quality products and services, improving operational efficiency and customer satisfaction. In addition, 100% of sites are certified under a Food Safety and Quality Management System, including FSSC 22000 v6.0, BRCGS, or SQF.

Traceability activities for recycled content in Colombia are certified under NTC 6632.



ALG DIVISION

Standardized procedures are implemented across ALG division sites to ensure product safety and quality. Food safety teams conduct hazard analyses covering physical, biological, and chemical risks [format MC01P 31 14 F07], and define preventive control measures. These controls are periodically audited to ensure compliance.

Additionally, area managers identify quality risks using format MC01P 31 03 F02, establishing actions to prevent or eliminate root causes. In cases where products are identified as unsafe or out of specification, protocol MC01P 31 05 is activated, including identification, segregation, proper disposal, and corrective action implementation.

100% of sites are certified under ISO 9001:2015, ensuring quality controls throughout the entire manufacturing process.

13% hold ISO 15378:2017 certification for pharmaceutical packaging quality.

75% are certified under Food Safety and Quality Management Systems such as FSSC 22000 v6.0 or BRCGS.

Additionally, 13% of sites are certified under C-TPAT, ensuring supply chain security, particularly for international markets.



ALU DIVISION

100% of sites in the Aluminum division are certified under Food Safety Management Systems such as FSSC 22000 v6.0 or BRCGS. These systems include hazard identification, risk analysis and assessment, and the implementation of control measures to prevent, mitigate, or eliminate contamination in aluminum cans and lids, ensuring consumer health is not at risk.

Additionally, 25% of sites are certified under C-TPAT, strengthening supply chain security for international markets.

Handling of Non-conforming Products

Each Envases division manages non-conforming products through specific practices aligned with its production processes and quality management systems. These practices include the identification and classification of deviations, segregation of the affected product, root cause analysis, and implementation of corrective actions.

All production sites use tools such as control sheets, digital traceability systems, laboratory analysis, and joint reviews with customers to resolve non-conformities.





Local Communities

413-1 Operations with local community engagement, impact assessments, and development programs

As part of its commitment to the well-being of local communities and the environment, Envases promoted diverse initiatives aimed at generating a positive impact in the regions where it operates.

Rescuing the “Mascarita” bird and the Lerma Wetlands

In 2025, Envases funded the project **“Rescuing the Mascarita and the Lerma Wetlands”**, in collaboration with Pronatura, with the purpose of restoring and conserving one of the most important wetland ecosystems in central Mexico.

This ecosystem, located in the Ciénegas de Lerma, faces significant challenges due to pollution and water overexploitation, land-use change, recurring wildfires, poaching, habitat fragmentation, and biodiversity loss.



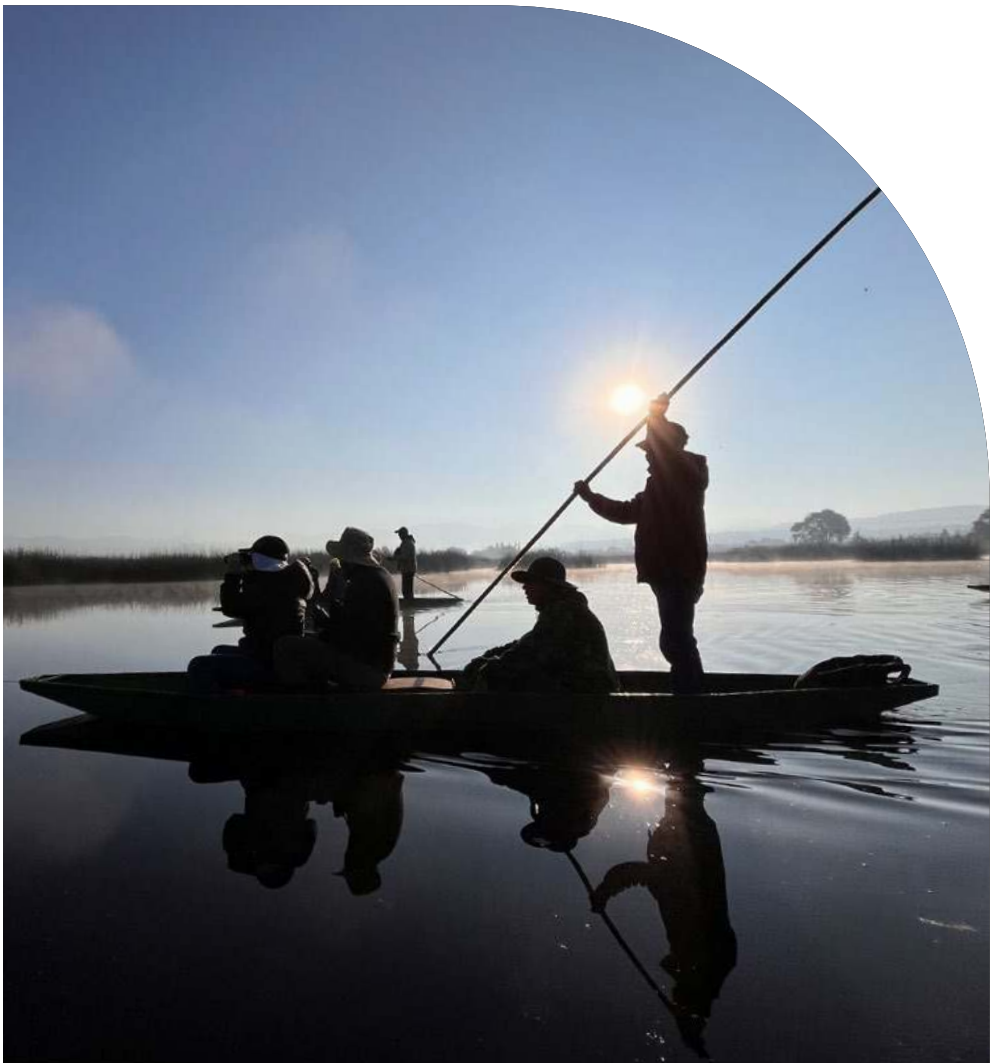
The project aims to contribute to ecological restoration and biodiversity conservation through four key components:

- ➔ Restoration of water systems and ecosystems in the Lerma Wetlands
- ➔ Strengthening of productive activities and agroecological transition
- ➔ Conservation of native biodiversity
- ➔ Environmental awareness and education

Among the expected benefits are:

- ➔ Improved water quality
- ➔ Recovery of critical habitats for at-risk species — such as the *Mascarita* bird
- ➔ Wildfire prevention
- ➔ Generation of local employment and training in agroecological practices
- ➔ Strengthening of community cohesion
- ➔ Diversification of livelihoods
- ➔ Promotion of ecotourism activities in the region

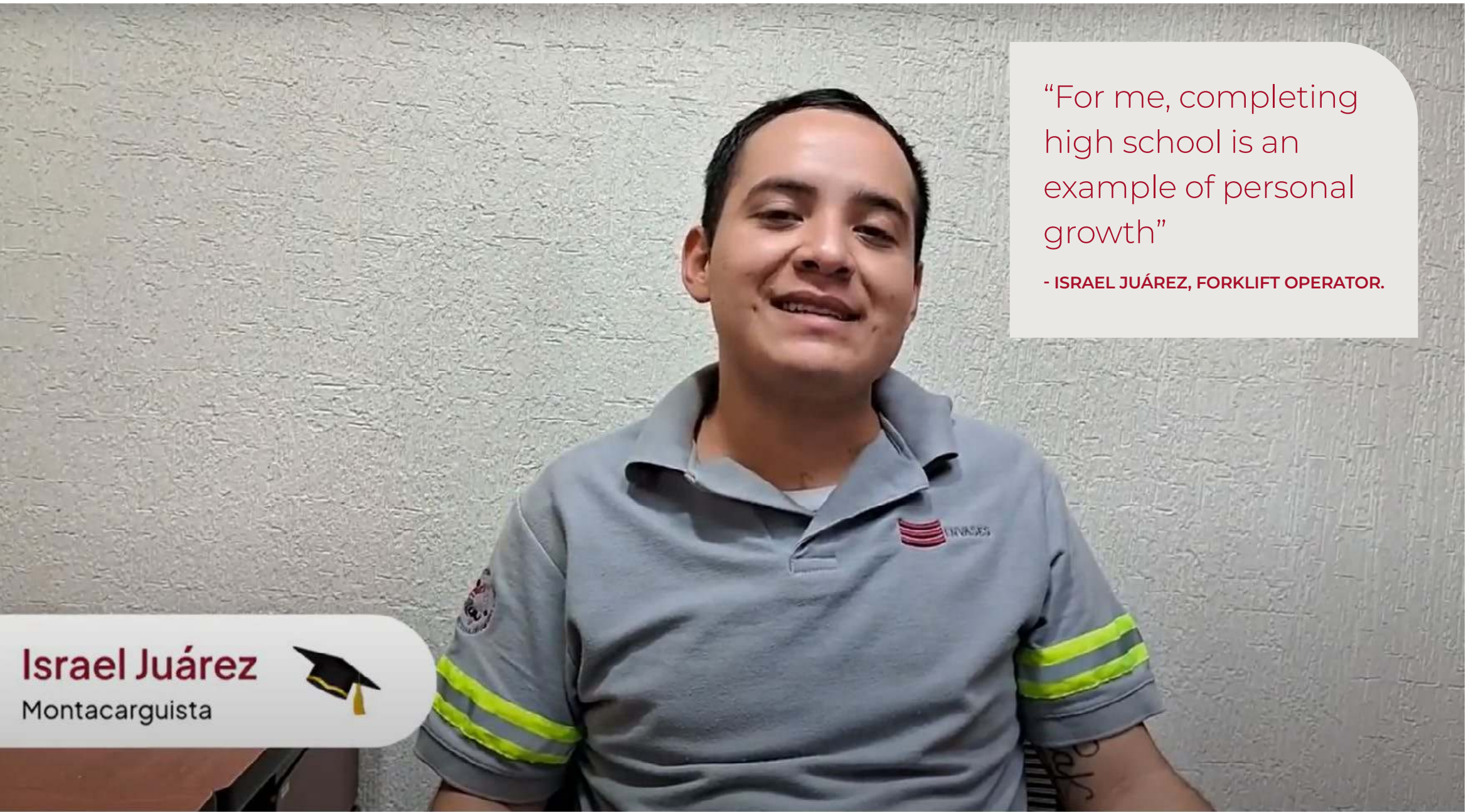
Through initiatives like this, Envases seeks to actively promote sustainable solutions that strengthen water resilience and biodiversity in the country.





High School Program for Employees

The High School Program for Employees provides employees with the opportunity to complete their upper secondary education through a scholarship covering between **70% and 100% of tuition**.
deede
Envases grants scholarships to all employees with a GPA above 7/10. In 2025, 69 employees participated.



IX Annual Envases Race

The Annual Envases Race saw strong participation from the sites in Mexico and Brazil, reflecting the company’s commitment to the physical health and well-being of its employees.

In Mexico, 11 sites participated bringing together a total of **1,632 participants**. Meanwhile, our Suape site in Brazil registered a total of **205 participants**. In both countries, employees, family members and friends joined the 3K, 5k and 10k distance options.





Reforestation

Sites: El Salto, Mérida, Cuautitlán 1001, Cuautitlán 1002, Cuautitlán 1004, Tepetzotlán, Apan, Ecatepec, Lagos de Moreno.

In line with its environmental commitment, Envases carried out reforestation campaigns, encouraging active participation from employees and their families. A total of **2,836 trees** were planted, contributing to ecosystem restoration and carbon capture.

These activities involved **561 volunteers from 9 different sites.**





River and Public Space Cleanups

Cleanup initiatives focused on waste collection and environmental restoration:

➔ **Santiago River Cleanup** El Salto, Mexico

Cleanup campaign focused on waste collection and restoration of this key ecosystem.

➔ **Industrial Park Cleanup** Tijuana, Mexico

Activities included weeding vacant lots to prevent incidents, restoring visible areas through vegetation planting, and awareness talks on recycling.



➔ **Gaibu Beach Cleanup** Suape, Brazil

Conducted in collaboration with the Municipal Department of Environment of Cabo de Santo Agostinho and Desembargador João Paes School, aiming to protect coastal areas and promote environmental education.



Environmental Campaigns

Environmental campaigns were successfully carried out across 34 sites in Mexico, aiming to raise awareness about climate change and proper waste management.

Activities included:

- ➔ Talks on recycling and waste separation
- ➔ Aquarium visits
- ➔ Recycling contests
- ➔ “Eco-exchange” initiatives (electronic waste traded for a plant)
- ➔ Educational environmental games
- ➔ Crafts using recycled materials for employees and their children





Community Engagement Activities

➔ Teletón Foundation

Hidalgo, Mexico

A donation of 215 new cleaning items was made to the Teletón Foundation, Pachuca headquarters. These supplies were designated for the foundation’s “mini-store,” where they are sold to the public at accessible prices, contributing to resource generation for their assistance programs.



➔ Visit to the Apan Recycling Site

Hidalgo, Mexico

Three educational visits were hosted, with 118 students learning about recycling systems in Mexico.



➔ Charity and Solidarity Banquet

Tocancipá, Colombia

Provided meals to people in vulnerable situations through donated goods.



➔ **A Day to Dream**
Tocancipá, Colombia

Employees sponsored children from low-income communities, providing them with a meaningful holiday experience.



➔ **Canitas Saludables Foundation**
Tocancipá, Colombia

Activities supporting elderly individuals through letters, videos, and recreational engagement.



➔ **Recreational Activities with Children and Elderly**
Barranquilla, Colombia

Volunteers organized activities for vulnerable populations.



➔ **A Day of Fun**

Itajaí, Brazil

Donations and recreational activities for children from Casa São Vicente de Paulo.



➔ **Lara Clara**

Suape, Brazil

Donation campaign supporting children from vulnerable groups.



➔ **Family Visit**

Suape, Brazil

Over the course of four days, approximately 120 family members of employees had the opportunity to experience the company’s operational and cultural environment firsthand. Parents, children, spouses, grandparents, and other family members toured the facilities, observed production processes, and gained insight into the daily routines of those who make this site a benchmark for performance and excellence.



➔ **Donations**

Mexico City, Mexico

To strengthen the activities that enable civil society organizations to fulfill their mission, Envases made a donation of 2 million Mexican pesos, distributed among the following institutions: Fundación Pro Empleo Productivo, Fundación Hermanitas de los Ancianos Desamparados, Asociación Manos que Ayudan, Centro Comunitario Acércate, Procuración Metro SER, and Asociación Mexicana de Fibrosis Quística.



Business Ethics





9. Business Ethics

Code of Ethics

The **Code of Ethics** establishes the standards of conduct for employees and defines Envases’ relationships with shareholders, customers, suppliers, competitors, employees, authorities, the environment, and the community at large.

Through clear and strict guidelines, the Code of Ethics addresses conduct in areas such as

- ➔ Responsibility toward employees
- ➔ Hiring practices
- ➔ COVID-19 considerations
- ➔ Conflicts of interest
- ➔ Protection and use of assets
- ➔ Alcohol and drug use
- ➔ Relationships with customers
- ➔ Relationships with suppliers
- ➔ Relationships with authorities
- ➔ Anti-corruption
- ➔ Information management
- ➔ Media and social networks
- ➔ Gifts and gratuities
- ➔ Invitations, events, and courtesies
- ➔ Competition practices
- ➔ Integrity of financial and operational information
- ➔ Money laundering
- ➔ Environment
- ➔ Communities

This Code of Ethics is available to all employees, who receive training on its content.





Ethics Training

205-2 Communication and training on anti-corruption policies and procedures, including corruption, bribery, and anti-competitive practices

At Envases, all new hires receive training on the **Code of Ethics**. In addition, each region has developed specific strategies to strengthen communication and understanding of ethical principles. As a result of these efforts, **53%** of the workforce received training.

Country	% of the workforce trained in Ethics
Mexico	42.7%
USA	75.6%
Guatemala	100.0%
Colombia	100.0%
Brazil	100.0%
Uruguay	100.0%
TOTAL	53.05%



COLABORADORES ÉTICOS

El profesionalismo, el respeto y la no discriminación, son características de los colaboradores de Envases.

En Envases reportamos las conductas inapropiadas como, lenguaje, conducta obscena, inmoral, violenta, discriminativa, intimidante u ofensiva.

¡En Envases, nos cuidamos y evitamos riesgos!

Claudia Sainz de la Maza
Directora Corporativa de R.H.

Colaboradores Éticos

En Envases somos la mejor opción para nuestros clientes, apegándonos a la legislación, términos y condiciones pactados con cada uno.

En Envases reportamos actos de corrupción, soborno, favoritismo o cualquier actividad que sea cuestionable o nos ponga en riesgo.

¡En Envases, nos cuidamos y evitamos riesgos!

Luis Zúñiga
Director Comercial División Aluminio

Colaboradores Éticos

La contratación de proveedores se realiza por medio de licitación o concurso, asegurándonos que los proveedores cumplan con la legislación vigente, normas, buenas prácticas y requerimientos de nuestra empresa.

En Envases reportamos los actos de corrupción, soborno, favoritismo o cualquier actividad que sea cuestionable.

¡En Envases, nos cuidamos y evitamos riesgos!

Roxana Cirstea
Gerente de Compras Sr.

Anonymous Heroes Campaign

Whistleblowing Channels

All Envases regions have an active whistleblowing channel available to them, through which any conduct that violates the Code of Ethics can be reported.



MEXICO AND URUGUAY

Mexico and Uruguay operate the **Te Escuchamos** (“We Hear You”) whistleblowing line. Reports are managed by an external provider and are handled with full confidentiality.

- ➔ Results from this channel are reported to the Audit and Risk Committee, Executive Management, and other relevant management areas when applicable. All reports are managed anonymously.
- ➔ To ensure proper case handling, Envases follows the **Protocol for the Attention and Follow-up of Reports**.



BRAZIL

Brazil has two reporting channels: In he southern region the line **Envases Escuta** is available to the workforce and the northern region channel **Canal de Denuncias**.

- ➔ In the southern region, the Envases Escuta line is available and managed by external providers. Reported cases are reviewed by a law firm and submitted to the Ethics Committee, ensuring independence and preventing conflicts of interest.
- ➔ In the northern region, the Canal de Denuncias is managed by the Human Resources Department, which follows up on each case and ensures a timely response to the reporting party.



USA

United States of America: Employees can use the **Whistleblower** channel via a QR code available on-site or through email.

- ➔ Reports are reviewed by the HR Director and the Operations Director, as applicable. A strict non-retaliation policy is enforced under the Whistleblower Policy.



COLOMBIA

Colombia has a **Suggestions, Complaints, Claims, and Feedback Mailbox** that operates through a digital form.

- ➔ Communications are reviewed by a dedicated committee (“Comité de Buzón”) and escalated to Human Resources Management and the Workplace Harmony Committee in cases involving breaches of the Code of Ethics.
- ➔ The procedure EC-PR103 **Handling of Suggestions, Complaints, Claims, Feedback, and Reports of Unsafe Acts and Conditions governs this process, along with a strict Non-Retaliation Policy**.



Information Security

Information is one of the organization’s most valuable assets. Envases manages its operations under strict security standards and is committed, through its Global Information Security Policy, to protecting the integrity, confidentiality, and availability of its data and systems.

This policy establishes controls and procedures to ensure data confidentiality, integrity, and availability.

As part of its **Global Information Security and Cybersecurity Strategy**, Envases implements initiatives that include:

- ➔ Establishing a governance model
- ➔ Defining and publishing policies
- ➔ Developing standards and procedures
- ➔ Implementing awareness programs
- ➔ Continuous monitoring of OT and IT networks
- ➔ Annual assessments to identify risks, promote best practices, and measure cybersecurity maturity

Las directrices y recomendaciones en esta materia se analizan y validan en los Comités de Auditoría de la organización.

Information Security Incident Reporting Procedure

Envases has an **Incident Response Plan (IRP)** and a **Cybersecurity Monitoring, Alerting, and Incident Blocking Procedure**, which define the steps required to detect, contain, investigate, and resolve cyberattacks or security breaches. These apply globally across all countries of operation.

As a result of these systems, **no information (zero) security incidents** were reported in 2025.





Reporting





10. Reporting

Contribution to the SDGs

The Sustainable Development Goals (SDGs) represent a global call to action to address key social, environmental, and economic challenges, aiming to achieve sustainable development by 2030. Through 17 goals, they cover a wide range of challenges that require joint action from the private, public, and civil sectors.

In this context, Envases identifies the SDGs where it has the greatest impact and aligns its strategy and actions to contribute positively, integrating these goals into its operational management.

8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO Envases has a Industrial Health, Occupational Health, and Environment Policy (SIMASO), which establishes the guidelines to prevent occupational illnesses and workplace accidents, as well as to minimize and control environmental impacts. In line with this commitment, the company complies with ISO 45001 and ISO 14001 standards. During 2025, more than 610 specialized workshops were delivered, representing over 121,530 hours of occupational health and safety training. Envases maintains a zero-tolerance policy toward child labor and forced labor across its operations and supply chain. In this regard, the company does not employ any employees below the legal minimum working age in any country where it operates.	9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA In collaboration with ERM, 18.52% of PET division sites were assessed for exposure to climate-related risks. Based on the results, contingency plans will be developed to implement preventive and corrective measures, ensuring business continuity and long-term resilience. The assessed sites are located in Mexico, Colombia, Uruguay, Brazil, and the United States of America.	12 PRODUCCIÓN Y CONSUMO RESPONSABLES Envases operates three recycling sites in Latin America, with a production capacity of more than 142,00 tons of recycled resin per year. Regarding the use of recycled materials, 22.5% of total PET bottle production incorporated post-consumer recycled resin, while HDPE packaging reached 0.80%. Additionally, 14% of the steel used in tinsplate packaging came from recycled sources, and 51.2% of the aluminum used in can production was recycled material. A total of 16 lightweighting projects were implemented in 2025, aimed at optimizing packaging design and reducing material usage. Envases participated in the development and currently manufactures the Supercan 410, recognized as the lightest can in the world relative to its weight. As part of its responsible sourcing strategy, sustainability assessments were conducted in situ for 32 suppliers during 2025.	13 ACCIÓN POR EL CLIMA As part of Envases’ commitment to the industry and the environment, the company promotes the involvement of its employees in understanding the importance of small actions that generate a positive collective impact. As part of these efforts, training initiatives such as recycling and reforestation campaigns are carried out. Envases measures its carbon footprint across Scope 1, Scope 2, and Scope 3 emissions to develop decarbonization strategies. In 2025, more than 2,836 trees were planted through volunteer programs. Additionally, three sites are in the process of implementing photovoltaic energy systems. Sustainability remained a core pillar in 2025, marked by the validation of the company’s emission reduction targets by the Science Based Targets initiative (SBTi).	17 ALIANZAS PARA LOGRAR LOS OBJETIVOS As part of our commitment to the industry, the environment, and society, Envases implements a range of initiatives that have contributed to raising awareness among employees regarding climate change and the importance of optimizing projects and manufacturing processes. These efforts have also led to the strengthening and development of environmental policies, the creation of a dedicated sustainability function, and active participation in global initiatives and commitments. Envases is an active member of ECOCE’s Recycling Committee and a participant of the United Nations Global Compact. The company is also a signatory of The Global Commitment led by the Ellen MacArthur Foundation on plastics circular economy. Additionally, Envases reports to the Carbon Disclosure Project (CDP), which evaluates its performance in carbon footprint management, and its overall sustainability performance is assessed by EcoVadis.
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Ecovadis

In 2025, Envases achieved an overall score of 60/100, representing an increase of nearly 20 points compared to 2024. This improvement enabled the company to obtain the “Committed” badge from EcoVadis, awarded to companies that score above 45 points and demonstrate solid performance in sustainability management.



CDP

The company’s commitment to transparency in managing its carbon footprint is reflected in its annual CDP disclosure. In 2025, Envases completed the Climate Change questionnaire, obtaining a score of C.



Great Place to Work

The Brazil Suape site received the internationally recognized Great Place to Work certification, which acknowledges organizations that foster a high-trust workplace culture based on respect, credibility, fairness, pride and camaraderie.

Sedex - SMETA

Envases undergoes periodic Sedex-SMETA audits. These assessments are essential for evaluating labor standards, health and safety practices, environmental performance, and business ethics across operations.

The Global Commitment- Ellen MacArthur Foundation

In 2025, Envases renewed its participation in the second cycle of The Global Commitment on Plastics led by the *Ellen MacArthur Foundation*.

Through this commitment, organizations agree to focus on three key areas:

- ➔ **Eliminating** problematic or unnecessary plastics
- ➔ **Innovating** to ensure packaging is reusable, recyclable, or compostable
- ➔ **Circulating** materials by increasing recycled content and improving collection and recycling systems

Through measurable targets and traceability, Envases is committed to aligning its operations with circular economy principles.

Socially Responsible Company (ESR)

For the twelfth consecutive year, Envases was awarded the Socially Responsible Company distinction by CEMEFI. This recognition highlights the company’s ongoing commitment to corporate responsibility, sustainable development, the well-being of its workforce, and strong engagement with the communities where it operates.





GRI Content Index



GRI 1: Foundations 2021	Statement	Location
GRI 2: General Disclosures	2-1 Organizational details	
	2-2 Entities included in the organization’s sustainability reporting	
	2-3 Reporting period, frequency and contact point	
	2-4 Restatements of information	This report does not present significant changes in its scope or coverage compared to the previous report.
	2-5 External assurance	The reported information has been internally reviewed without verification by an independent third party.
	2-6 Activities, value chain and other business relationships	
	2-9 Governance structure and composition	
	2-22 Statement on sustainable development strategy	
	2-28 Membership associations	
	2-30 Collective bargaining agreements	
GRI 3: Material Topics	3-1 Process to determine material topics	
	3-2 List of material topics	
GRI 201: Economic Performance	201-2 Financial implications and other risks and opportunities due to climate change	
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	
GRI 205: Anti-corruption	205-2 Communication and training about anti-corruption policies and procedures	
GRI 301: Materials	301-1 Materials used by weight or volume	
	301-2 Recycled input materials used	
GRI 302: Energy	302-1 Energy consumption within the organization	
GRI 303: Water and Effluents	303-5 Water consumption	
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	
	305-2 Energy indirect (Scope 2) GHG emissions	
GRI 306: Waste	306-3 Waste generated	
GRI 308: Supplier Environmental Assessment	308-2 Negative environmental impacts in the supply chain and actions taken	
GRI 401: Employment	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	
	401-3 Parental leave	

GRI Standard	Statement	Location
GRI 403: Occupational Health and Safety	4403-1 Occupational health and safety management system	
	403-2 Hazard identification, risk assessment, and incident investigation	
	403-3 Occupational health services	
	403-5 Worker training on occupational health and safety	
	403-6 Promotion of worker health	
	403-9 Work-related injuries	
	404-1 Average hours of training per year per employee	
	404-2 Programs for upgrading employee skills and transition assistance programs	
GRI 404: Training and Education	404-3 Percentage of employees receiving regular performance and career development reviews	
	405-1 Diversity of governance bodies and employees	
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	
GRI 409: Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	
GRI 414: Supplier Social Assessment	414-2 Negative social impacts in the supply chain and actions taken	
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	
GRI 417: Marketing and Labeling	417-1 Requirements for product and service information and labeling	



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