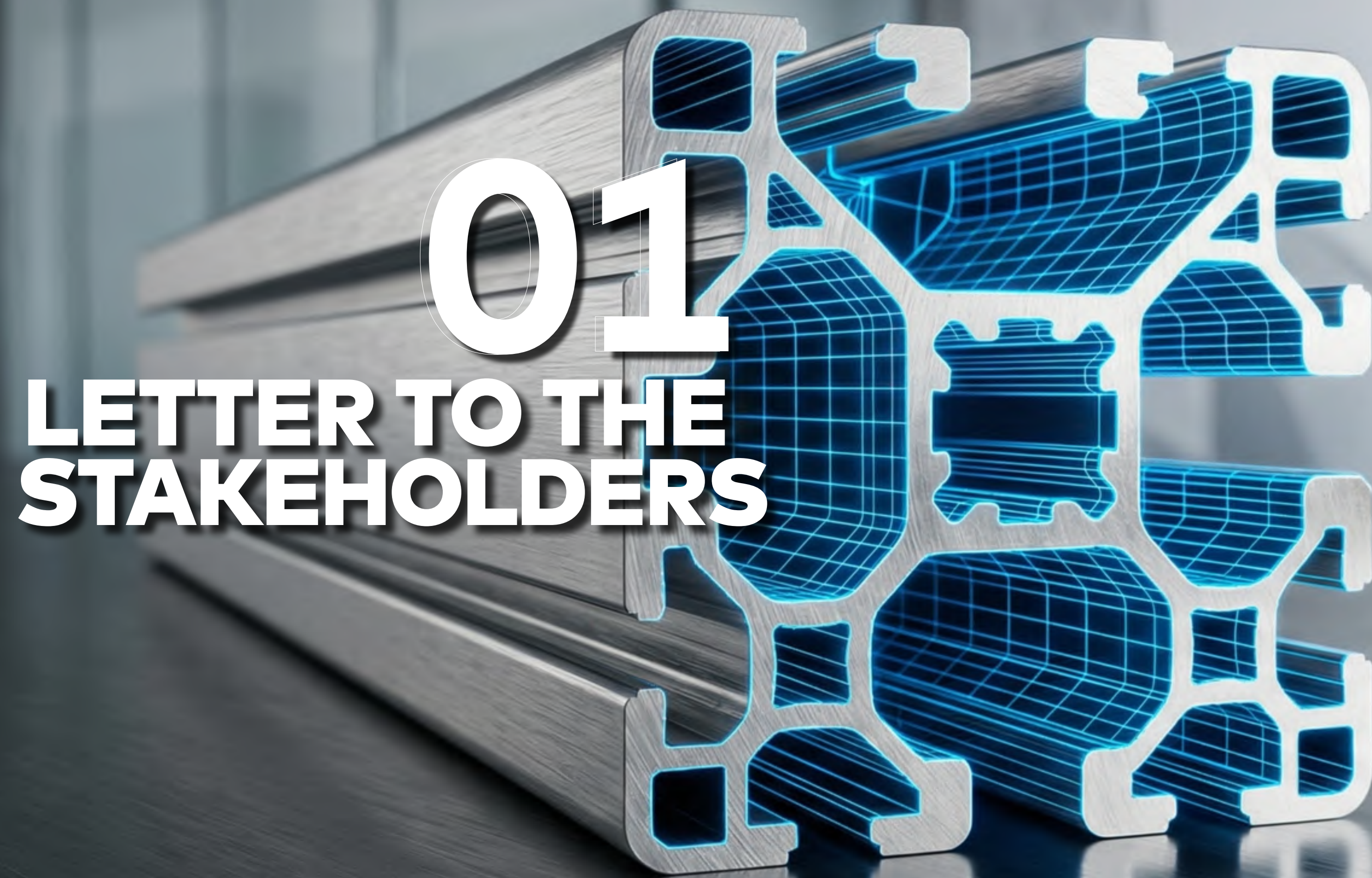




**TRANSFORMATION  
WITH PURPOSE:  
REACH THE UNREACHABLE**

SUSTAINABILITY REPORT 2025



# LETTER TO THE STAKEHOLDERS

# Dear stakeholders,

GRI 2-22



Eugenio Clariond Rangel

2025 was a year defined by a highly uncertain environment, marked by changes in international trade dynamics, adjustments in North American foreign trade conditions, and structural pressures on the aluminum industry—testing the resilience of our organization.

In response, at Cuprum we acted with clarity and determination. We adapted our business model, strengthened our operational structure, and made difficult—yet necessary—decisions to ensure the company's long-term sustainability and competitiveness.

This process led us to redefine our strategic priorities around four fundamental pillars: The first is to maintain and strengthen our leadership in architectural distribution by consolidating an integrated model that combines company-owned stores, independent distributors, and our Window Assembly plant. This structure creates competitive advantages for our customers

and reinforces our leadership position, supported by organic growth and selective acquisitions.

The second pillar focuses on advancing toward higher value-added products by leveraging our industrial capabilities and strategic assets, particularly our state-of-the-art facilities such as the Santa Catarina plant. Our focus is on maximizing their potential through more sophisticated and differentiated products.

The third pillar consists of expanding our business horizons through entry into new segments and solutions that complement our current offering, moving toward more integrated models with greater value creation for customers.

Finally, we strengthened a key pillar for today's environment: discipline in capital allocation and operational efficiency. This entails rigorous resource management, asset optimization, and financially sound operations that enable us to navigate the current environment with resilience and a long-term perspective.

These pillars are enabled by three cross-functional elements: a constructive organizational culture, a customer-centric approach at the core of our value proposition, and a deep technological transformation that began in 2025 and will shape the company's direction in the years ahead.

In this regard, we took a decisive step forward with the implementation of a new technology platform. While this process presented significant challenges, it now enables us to move toward a more integrated, efficient, and agile operation, with enhanced capabilities to incorporate analytics and artificial intelligence that will strengthen both our decision-making processes and our relationships with stakeholders.

Despite the challenges, we achieved meaningful progress. We adapted our organizational structure, strengthened our corporate governance, and maintained a solid financial position. At the same time, we continued to build clear competitive advantages, including a uniquely integrated industry model, a leading distribution network, and world-class manufacturing capabilities that allow us to anticipate trends and innovate continuously.

From an environmental standpoint, we continued advancing the responsible use of resources, strengthening our management practices and laying the foundation for a long-term strategy focused on energy efficiency, emissions reduction, water management, and the circular economy.

On the social front, even amid a highly uncertain environment, we maintained a strong commitment to talent development, culture, employee well-being and workforce training and achieved record safety performance and reaffirming that our people are the foundation of business continuity. At the same time, we strengthened our connection with the communities where we operate, expanding the reach of our social impact initiatives through educational scholarships and volunteer programs that promote collaboration and environmental stewardship.

In terms of governance, we reinforced our decision-making framework based on ethics, transparency, and responsible stakeholder management, ensuring that the transformation underway remains aligned with a long-term vision and sustainable value creation.



Today, Cuprum stands at a turning point. We have faced a challenging environment, made structural decisions, and embarked on a transformation that will define our future. We are confident that the combination of a clear strategy, an increasingly mature culture, and a strong technological foundation will enable us to capitalize on the capabilities we have built and move decisively into a new stage of growth, continuing to generate value for our stakeholders.

We extend our gratitude to our employees, customers, suppliers, shareholders, and communities for their trust and support. Their commitment has been essential in allowing us to continue moving forward with resilience and purpose.

**SINCERELY,**  
**Eugenio Clariond Rangel**  
 Executive Chairman of the Board

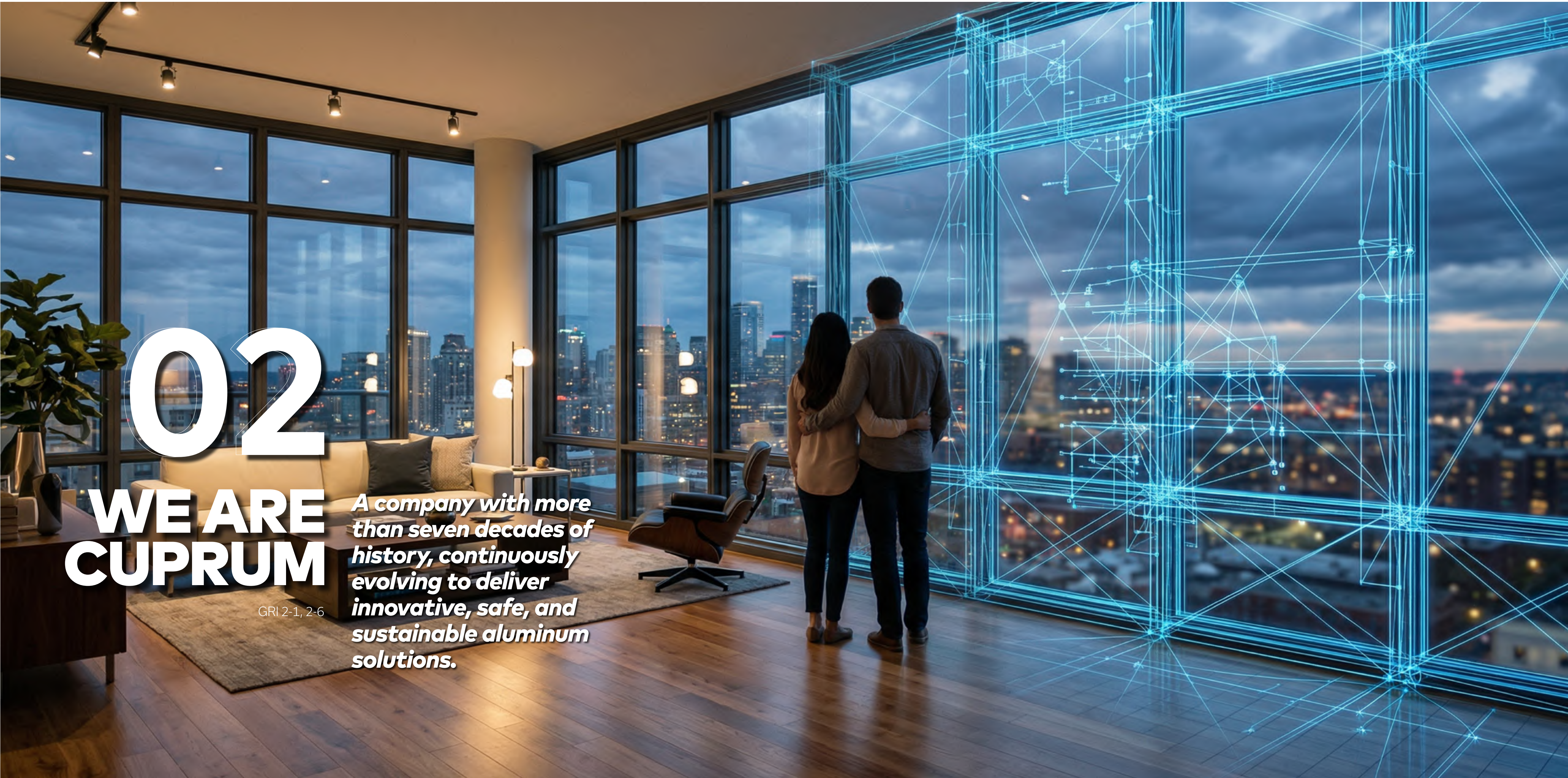
**Arnulfo Enrique Múzquiz Cantú**  
 CEO

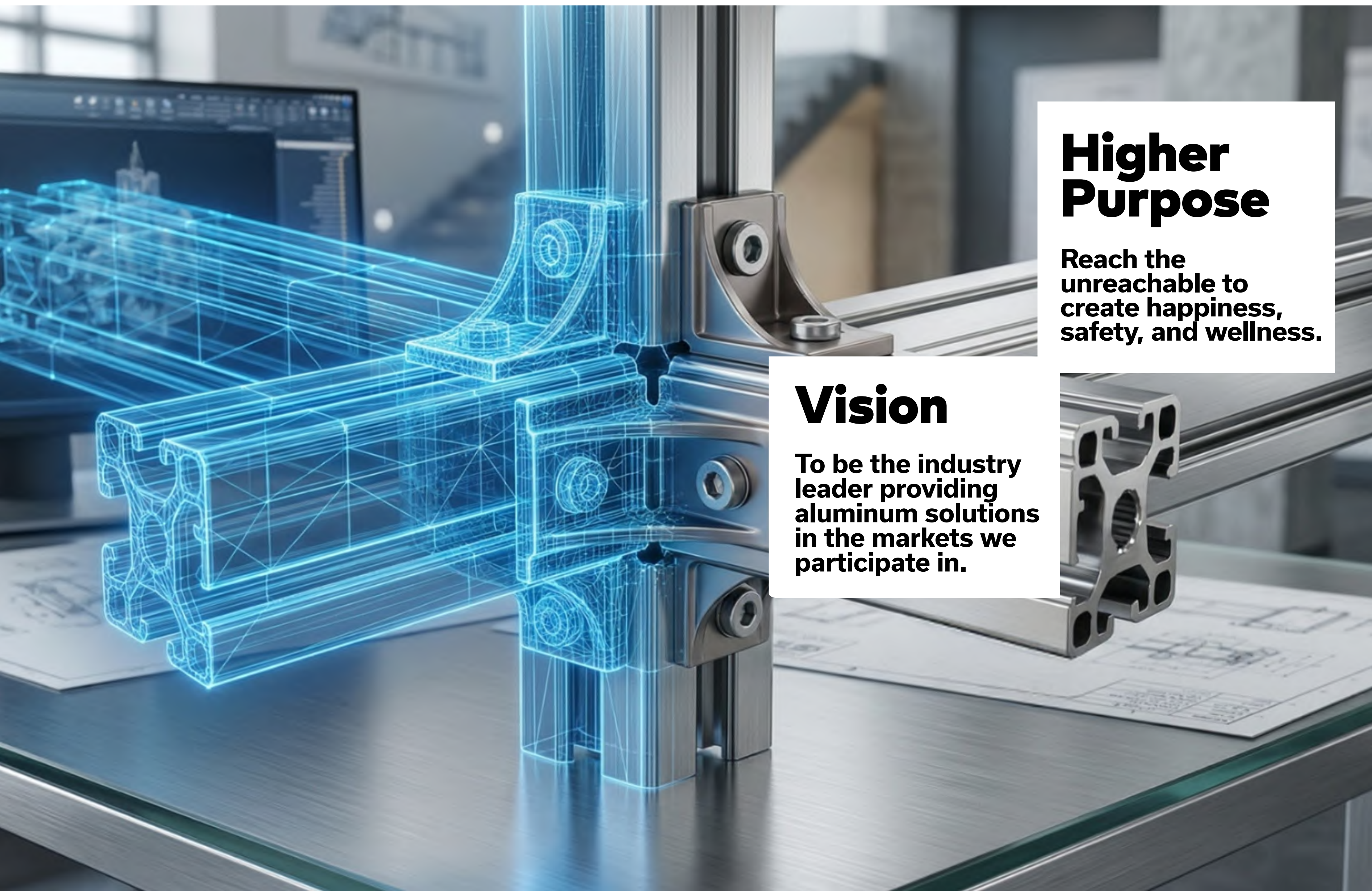
# 02

## WE ARE CUPRUM

GRI 2-1, 2-6

*A company with more than seven decades of history, continuously evolving to deliver innovative, safe, and sustainable aluminum solutions.*





## Higher Purpose

Reach the unreachable to create happiness, safety, and wellness.

## Vision

To be the industry leader providing aluminum solutions in the markets we participate in.

GRI 2-1, 2-6

## VALUES

### I Do The Right Thing

#### INTEGRITY

It is a personal choice and commitment to think, speak, and act based on the company's principles and values.

### I Value and Respect Others!

#### RESPECT

Recognizing one's own value and the value of others, considering dignity and compliance with rules.

### Goodbye Ego

#### HUMILITY

Acknowledging one's own strengths and weaknesses, leveraging them to act for the common good.

### Own It!

#### UNCONDITIONAL RESPONSIBILITY

Commitment of an employee or organization to be accountable for their actions and take responsibility for the results in a transparent manner.

# Our History

**1948**

Cuprum is born with copper extrusion.

**1952**

Ladder manufacturing begins.

**1994**

Operations begin at the Windows plant.

**1998**

Acquisition of Alcomex, now operating as the Extrusion division.

**2004**

100% of Louisville Ladder purchased.

**2008**

We acquired Metales Diaz.

**2011**

Acquisition of Conesa, expanding our geographic footprint through the Guadalajara Extrusion plant and 13 architectural stores.

**2014**

We acquired Canada's two leading ladder manufacturers, Lite and Featherlite, and integrated them into a single streamlined operation.

**2015**

Consolidation of 37 architectural stores. This included the acquisition of 10 Alcon stores in 2010, followed by 20 Mercantil Gómez, Galgo and Alamo Stores in 2012. Finally, 7 CAP stores in 2015.

**2022**

Inauguration of the 100<sup>th</sup> Cuprum store.

**2023**

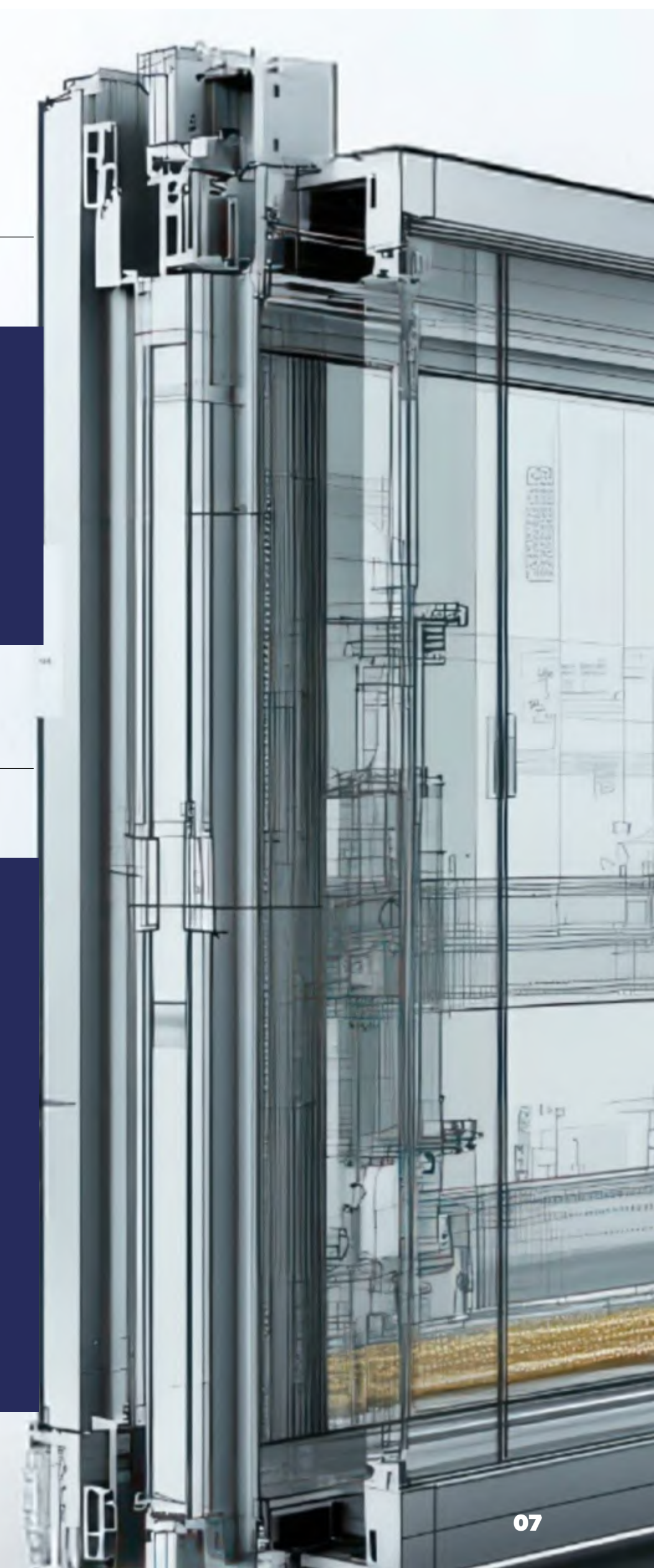
Consolidation of Cuprum Automotive in Santa Catarina, featuring the most advanced manufacturing facility in the Americas.

**2024**

Opening of the most technological Windows Showroom. Acquisition of Alugama with 15 stores and 3 distribution centers.

**2025**

Creation of the Extrusion Business Unit as a result of integrating the Profiles and Automotive businesses. Transition to a new Enterprise Resource Planning (ERP) system, beginning with implementation across the Commercial Network and Extrusion operations.



# HIGHLIGHTS 2025

GRI 2-7, 205-2, 302-4, 404-1

## SOCIAL

**6,674** employees  
26% women  
74% men

**426,575** training hours

**7,714** beneficiaries through social investment

**11.3** million mexican pesos invested in social impact initiatives

## GOVERNANCE

**45%** independent board members

**100%** of reports received through the reporting system were addressed

## ENVIRONMENTAL

**38%** of our cuprum stores are equipped with solar panels

**27,577** tCO<sub>2</sub> avoided through the use of low-carbon energy sources

**73%** of our energy consumption comes from low-emission sources

**64%** of our waste is reintegrated into circular economy processes

- ▶ LEADERS IN LADDER MANUFACTURING IN MEXICO AND CANADA, AND THE SECOND-LARGEST BY SALES IN THE UNITED STATES MARKET.
- ▶ THE WORLD'S LARGEST NETWORK OF ARCHITECTURAL ALUMINUM STORES.
- ▶ 6 OUT OF EVERY 10 VEHICLES ASSEMBLED IN MEXICO THAT INCORPORATE EXTRUDED ALUMINUM CONTAIN CUPRUM PROFILES.
- ▶ 5 OUT OF EVERY 10 WINDOWS IN MEXICO FEATURE CUPRUM EXTRUDED ALUMINUM.
- ▶ THE LARGEST ALUMINUM EXTRUDER IN LATIN AMERICA.
- ▶ THE LARGEST DISTRIBUTION NETWORK FOR ALUMINUM PROFILES FOR ARCHITECTURAL AND INDUSTRIAL APPLICATIONS.

# Our Presence GRI 2-1, 2-2

*We focus on generating value through innovative solutions that address the needs of diverse industrial sectors. Our commitment to excellence and customer satisfaction drives the development of high-quality products that foster long-term relationships.*

## 138 Stores

95 Cuprum Stores  
22 Metales Díaz Stores  
21 Alugama Stores

## 9 Plants

**Mexico**  
4 Extrusion  
1 Window  
Assembly facility  
2 Value-Added facilities  
1 Ladder manufacturing  
facility

**Canada**  
1 Ladder  
facility

## 18 Distribution Centers

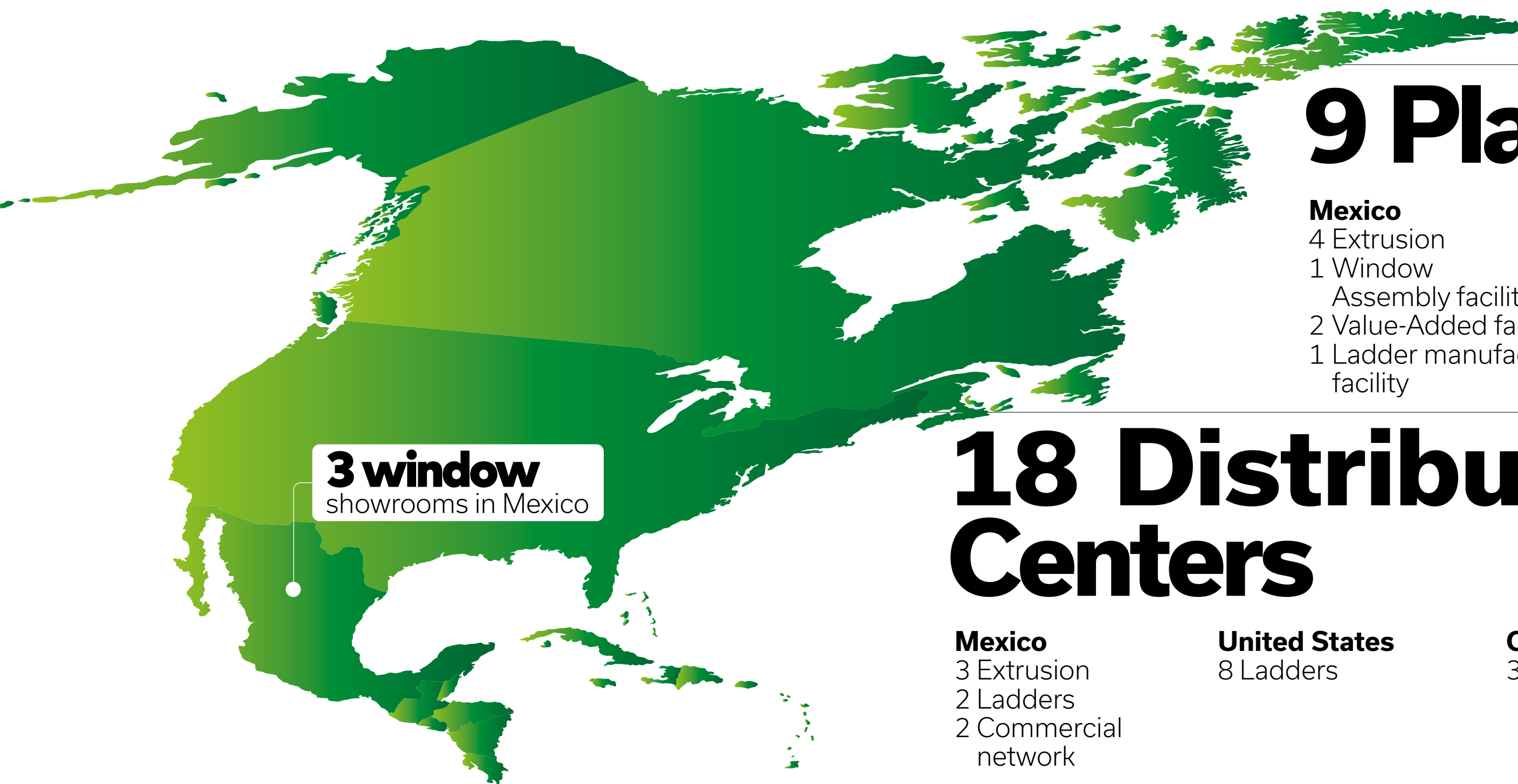
**Mexico**  
3 Extrusion  
2 Ladders  
2 Commercial  
network

**United States**  
8 Ladders

**Canada**  
3 Ladders

During the year, we undertook a strategic reorganization of our businesses aimed at strengthening operational sustainability and enhancing our ability to respond to evolving market conditions. As part of this process, our Automotive and Profiles businesses were integrated to create the new Extrusion Business Unit, bringing together capabilities, resources and talent under a single organizational structure to improve efficiency and strengthen our long-term competitiveness. At the same time, our Windows business evolved into the Assembly Business Unit, now operating as an independent

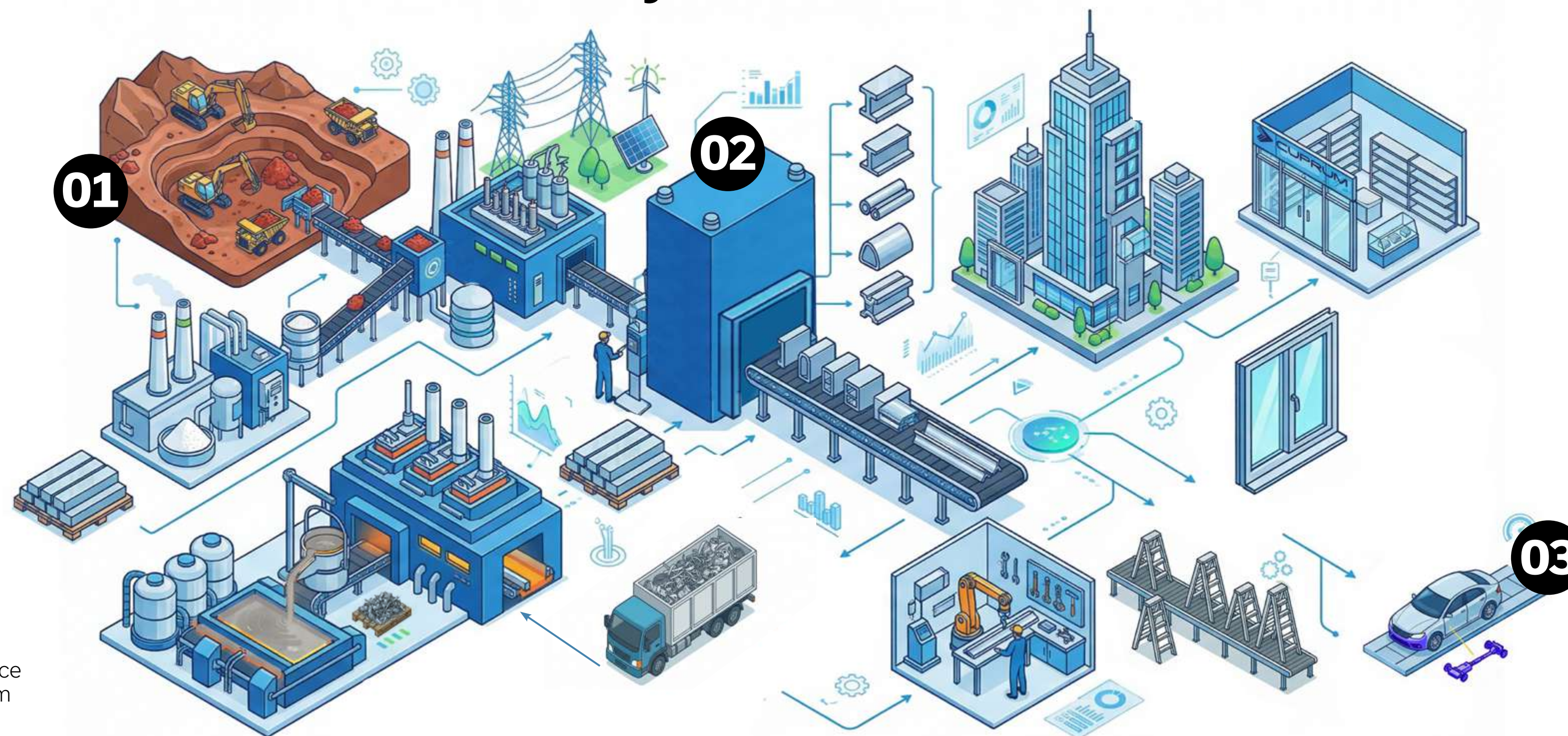
business with a more focused approach to the markets it serves and a clear vision to expand its scale and portfolio of solutions. Finally, the transformation of our Retail business led to the creation of the Cuprum Commercial Network, a new identity that more accurately reflects its scope and role. This commercial platform brings together Cuprum Stores, Metales Díaz, and Alugama under a unified operating model. These structural changes strengthen our ability to create sustainable value while establishing a stronger foundation for the Group's future growth.



GRI 2-6

Our value chain integrates every stage of the process to responsibly transform aluminum and generate economic, social, and environmental value for our stakeholders.

## The Aluminum Journey



### 01

#### Upstream

Through our value chain, we source high-quality, low-carbon aluminum billets and ingots.

### 02 Midstream

- We transform aluminum into extruded profiles supplied to our customers and our other business units.
- We process these profiles into high-quality products, supported by low-emission energy and responsible resource management.
- We promote circularity by recycling aluminum scrap generated throughout these processes, producing our own billets and reintegrating them into the production cycle.

### 03 Downstream

We deliver aluminum solutions that create value for our stakeholders.

- **Automotive:** Lightweight aluminum components that enable safer and more efficient mobility.
- **Construction:** High-value aluminum profiles for the construction industry.
- **Ladders:** Safe, certified ladders manufactured from aluminum and other materials.
- **Automotive:** Lightweight aluminum components that enable safer and more efficient mobility.
- **Windows:** High-performance window systems that enhance comfort and energy efficiency.
- **Commercial Network:** Distribution of high-quality products across Mexico, serving the construction industry.

## Transformation with purpose: Reach the unreachable

This year, we embarked on a purpose-driven digital transformation designed as a strategic enabler to build a more agile, integrated and future-ready organization.

The integration of technology into our core processes is driving a more efficient and connected operation, enhancing customer experience, strengthening collaboration with suppliers and making day-to-day work easier for our employees through clearer, more accessible processes. At the same time, these efforts free up time and capabilities to focus on higher-value activities, innovation and customer service. This transformation is also closely aligned with our long-term sustainability vision, enabling more efficient resource management, data-driven decision-making and greater capability to measure and manage our environmental and social impact.

This transformation has also been, above all, about people. It has required new ways of thinking, the development of new capabilities, and extensive training across our workforce, supported by a company-wide commitment to cultural evolution and collaboration. It reinforces our belief that technology creates value only when it empowers people and is guided by a clear purpose.

Today, Cuprum is entering a new chapter in which technology, culture and strategy come together to build a more resilient, responsible, and future-focused organization. The transformation launched in 2025 is not a destination, but the beginning of a journey that will enable us to go further, create greater impact and renew our commitment to generating sustainable value for all our stakeholders.



**+1,583**

EMPLOYEES DIRECTLY INVOLVED IN THE IMPLEMENTATION AND ADOPTION OF THE NEW TECHNOLOGY PLATFORM

**+147,018**

TRAINING HOURS DELIVERED IN DIGITAL SKILLS, BUSINESS PROCESSES, AND NEW TECHNOLOGIES

**64**

KEY PROCESSES INTEGRATED

# 03

# SUSTAINABILITY IN CUPRUM

GRI 2-2



Sustainability is embedded in our business strategy, guiding our operational and financial decision-making.

## Sustainability Approach and Strategy

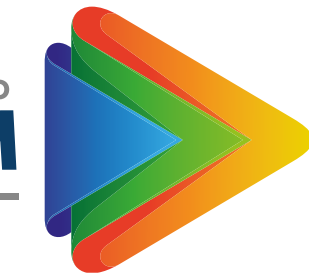
Sustainability is embedded in our business strategy as a catalyst for long-term competitiveness and value creation. By managing resources efficiently, investing in our people, and fostering strong community relationships, we are building a more resilient organization, positioned to meet the evolving challenges of the aluminum industry.

## Impact Management Approach

As part of our approach to sustainability and long-term value creation, we responsibly manage the economic, social, and environmental impacts generated by our operations. Based on our materiality assessment and management processes, we define actions to strengthen positive impacts, prevent risks, and move toward more efficient and resilient operations.

This year was one of management during a period of transformation. In 2025, we prioritized stabilizing the ERP system and digitizing processes; therefore, our ESG initiatives focused on consolidation, continuity, and compliance. We maintained essential programs while simultaneously driving capacity-building efforts for 2026: data quality and traceability, standardization, and technology for more agile, high-impact decision-making.

## Pillars of value creation



GRI 2-22

### Economic value

#### Business integrity and continuity

##### Action lines

- Ethics, compliance, and transparency
- Corporate governance
- Risk management

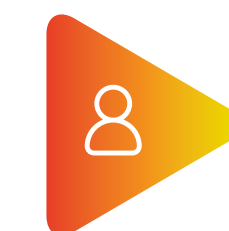


### Environmental value

#### Natural Resource Management

##### Action lines

- Energy and Emissions
- Waste Management
- Sustainable Products
- Responsible Sourcing

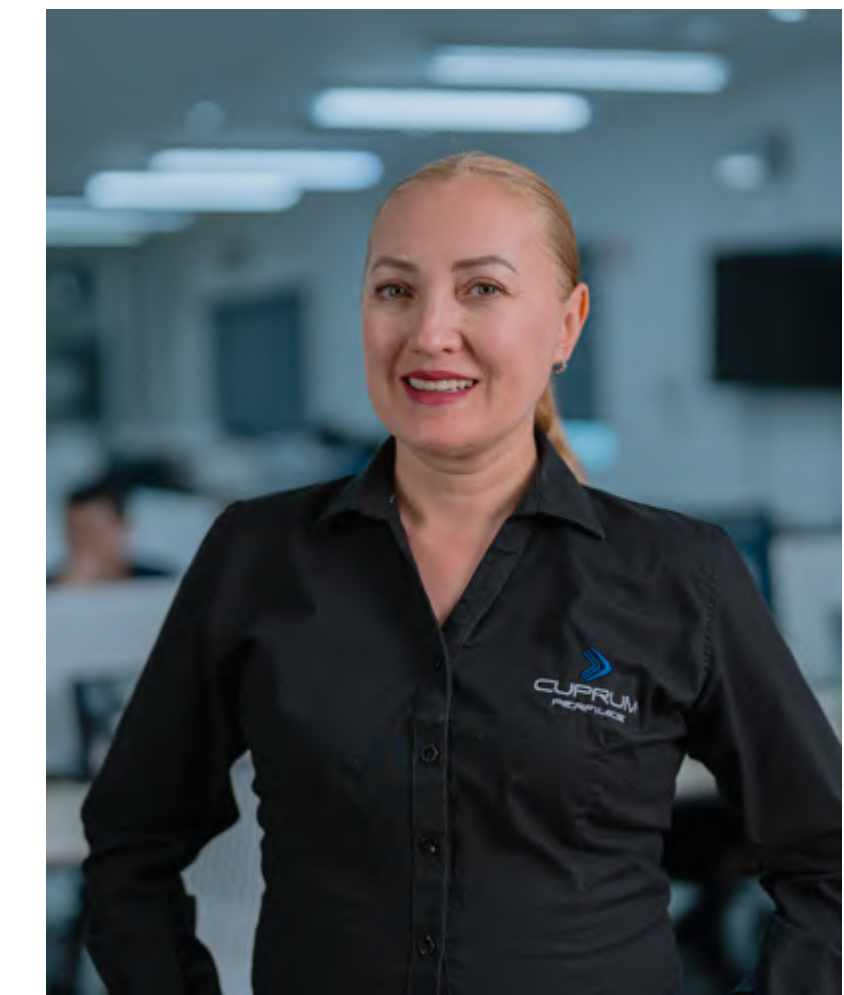


### Social Value

#### Commitment to Employees and Community

##### Action lines

- Social Investment
- Health, Safety, and Well-being
- Culture, Diversity, and Development



# Materiality Assessment

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

To integrate sustainability into our business strategy, we conducted a materiality assessment to identify the most relevant topics for our operations and stakeholders. This analysis allows us to set priorities, manage risks, and focus our efforts on the issues that directly impact our performance and long-term resilience.



## Material topics

- Environmental Dimension**
  1. Energy efficiency and use of renewable energy
  2. Climate change mitigation and adaptation strategy
  3. Circular economy and waste management
  4. Products with sustainable attributes
- Social Dimension**
  5. Customer service
  6. Product quality and user safety
  7. Occupational health and safety
  8. Corporate culture and employee engagement
  9. Talent attraction, retention, and development
- Economic Dimension**
  10. Financial strength and flexibility
  11. Corporate ethics
  12. Transparency and integrity
  13. Technology and process digitalization
  14. Cybersecurity and information privacy



# 04

## ECONOMIC VALUE

# Corporate Governance

GRI 2-9, 2-13, 2-14

A strong, ethical, and transparent corporate governance framework is the foundation for ensuring Cuprum's continuity and responsible growth.

Our corporate governance model enables long-term value creation, strategic decision-making and effective risk management. Through a robust governance framework and a strong commitment to ethics, transparency and regulatory compliance, we strengthen the trust of our stakeholders.

The Board of Directors plays a critical role in guiding and overseeing the company, ensuring that our strategy and policies support the long-term sustainability of the business. To reinforce this responsibility, the Board is supported by three committees that oversee key strategic matters and ensure adherence to our internal policies and governance guidelines.

## The Audit Committee

Oversees risk management and compliance with internal processes to safeguard the company's operations. In addition, the Ethics Committee reports on ethics-related performance and compliance, ensuring transparency and adherence to the Code of Ethics.

## Talent and ESG Committee

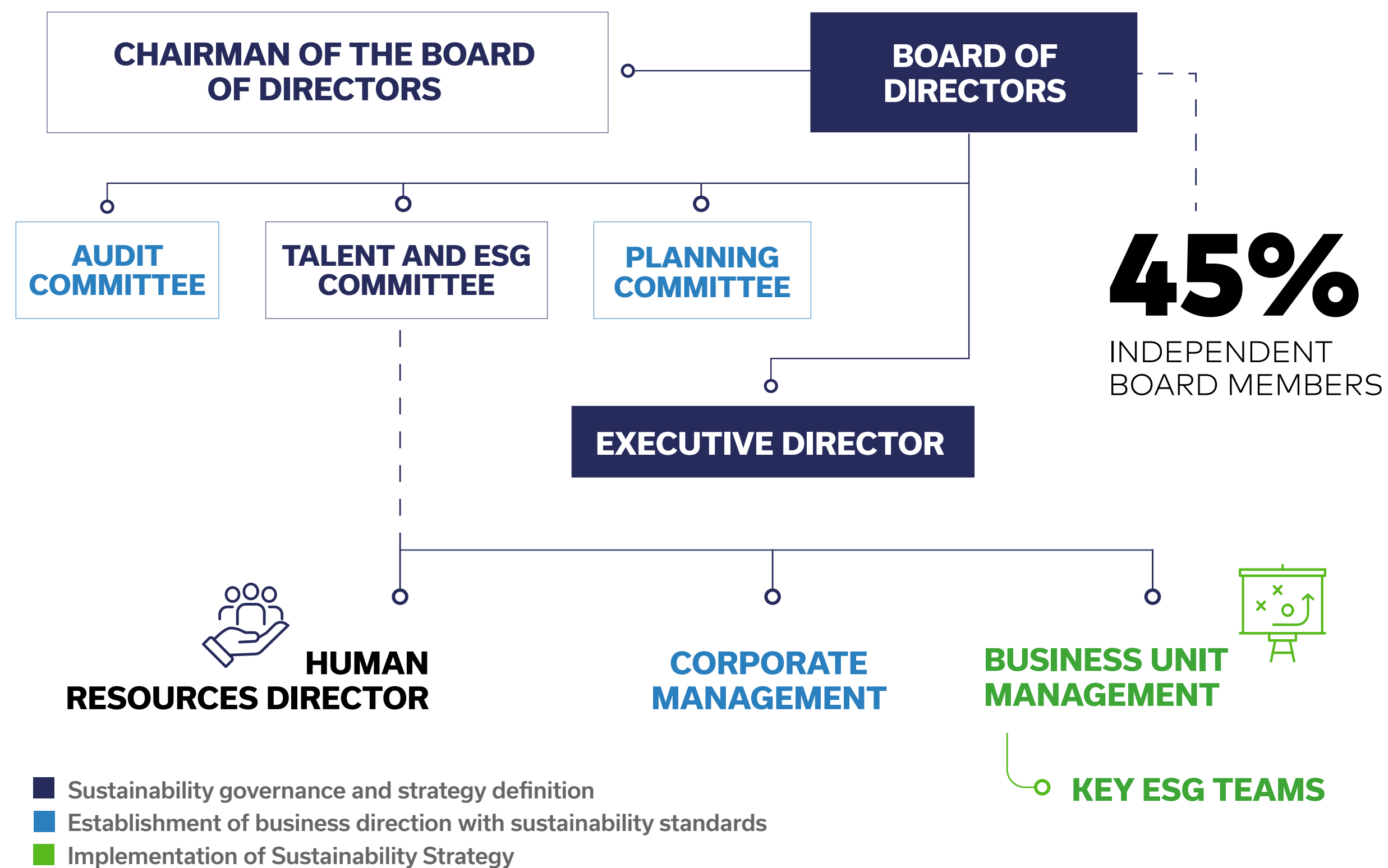
Promotes best practices in talent management and organizational culture, while monitoring sustainability performance.

## Planning and Finance Committee

Defines and oversees the execution of the company's financial and business strategy across the short, medium, and long term.

## Governance Structure

GRI 2-9, 2-13, 2-14





At Cuprum, we are committed to building a company where integrity is a non-negotiable principle and trust is our most valuable asset.

## Ethics, Transparency, and Compliance

GRI 3-3, 2-15, 2-16, 2-26, 205-1, 406-1, 408-1, 409-1

### Corporate Ethics Program

Through this program, we ensure that our decisions and actions align with our core values of integrity and accountability, while reinforcing compliance with the Code of Ethics across the organization.

As part of the implementation and ongoing strengthening of our ethics framework, our strategy is focused on three fundamental pillars: effective and accessible communication, continuous training and development, and the ongoing enhancement of reporting and accountability processes. This approach is designed to prevent, identify, and address potential misconduct in a timely manner, while fostering a culture of integrity and transparency throughout the organization.

These efforts are complemented by the ongoing work of the Ethics Committee through its bimonthly meetings and reporting to oversight bodies, ensuring that our Ethics Program remains aligned with the best international practices while strengthening the company's governance framework.

**In 2025, we were included in the Most Ethical Companies Ranking (E+E).** This recognition reflects the progress and maturity of our Ethics Program, as well as the organization's commitment to integrity and leading governance practices.



# Code of Ethics

We promote an organizational culture grounded in ethics, integrity and respect, ensuring that every employee acts in accordance with our values and principles. Through our Ethics Program, we strengthen transparent management practices, prevent misconduct and contribute to a safe, inclusive and productive work environment. Our Code of Ethics serves as the foundation of this commitment, establishing guidelines, responsibilities and standards that govern the conduct of everyone across the organization. During the year, we advanced a comprehensive update of our Code of Ethics, validating the relevance of existing topics and transforming it into a more visual, interactive and user-friendly document designed to support practical understanding and application. Broadly, our Code of Ethics addresses the following topics:



# Strengthening Our Ethics Culture

We have strengthened ethics training through our Code of Ethics e-learning program. In addition, we increased participation in annual training by incorporating Code of Ethics compliance acknowledgments and conflict-of-interest declarations. As part of these efforts, we redesigned our onboarding program to include clearer guidance on the role of the Ethics Committee and available reporting channels. We also enhanced employee engagement through more accessible communication campaigns featuring short audiovisual materials and practical, real-world case studies.

CLICK HERE TO LEARN MORE ABOUT OUR **Code of Ethics**



**1**

COMMITMENT TO ANTI-CORRUPTION

**2**

RESTRICTIONS ON GIVING OR RECEIVING GIFTS, HOSPITALITY, AND BUSINESS COURTESIES

**3**

RESPECT FOR PRIVACY AND PERSONAL INFORMATION

**4**

DIVERSITY, INCLUSION, AND ZERO TOLERANCE FOR DISCRIMINATION

**5**

ZERO TOLERANCE FOR VIOLENCE IN ANY FORM

**6**

PROTECTION OF THE COMPANY'S REPUTATION AND BRAND

**7**

DIALOGUE AND CONFLICT RESOLUTION

**8**

RELATIONSHIPS WITH COMMUNITIES AND THE ENVIRONMENT



# Reporting System Process

We maintain a formal process for receiving, investigating and resolving reports submitted through our reporting channels. The process begins when a report is filed through one of our official channels and registered within the designated platform, where a case number is assigned to the individual reporting. The Group Administrator then reviews and validates the information, coordinating its assess-

ment with an investigator and the Subcommittee. Based on the nature and severity of the case, the report is classified and assigned for investigation. Matters of greater significance are escalated to the Ethics Committee for review. Once the investigation is completed, an action plan is defined and implemented, and the case is formally closed within the system. In addition, the Ethics Committee holds bi-monthly meetings to review key performance indicators, evaluate cases and oversee the ongoing effectiveness of the Ethics Program.



## What Happens to Your Report?



### Reporting Channels

Our reporting system provides multiple secure and accessible channels for employees to report any conduct that violates our values and standards. All reports are handled with strict confidentiality, ensuring the protection of the identity of those who come forward. We continuously enhance our processes to improve transparency, facilitate access to reporting channels, and

broaden awareness of the mechanisms available to report any irregularities.

Additionally, we strengthened transparency in incident management by providing clearer communication on cases addressed, investigations conducted, and actions taken, reinforcing trust in our reporting channels.



**Mobile App:** LETICA (Google Play and App Store), followed by the company pseudonym: **grupocuprum**



**Helpline:** 800 00 CUPRUM (800 00 287786)



**Email:** grupocuprum@letica.email



**Integrity mailbox:** www.cuprum.com/codigo-de-etica

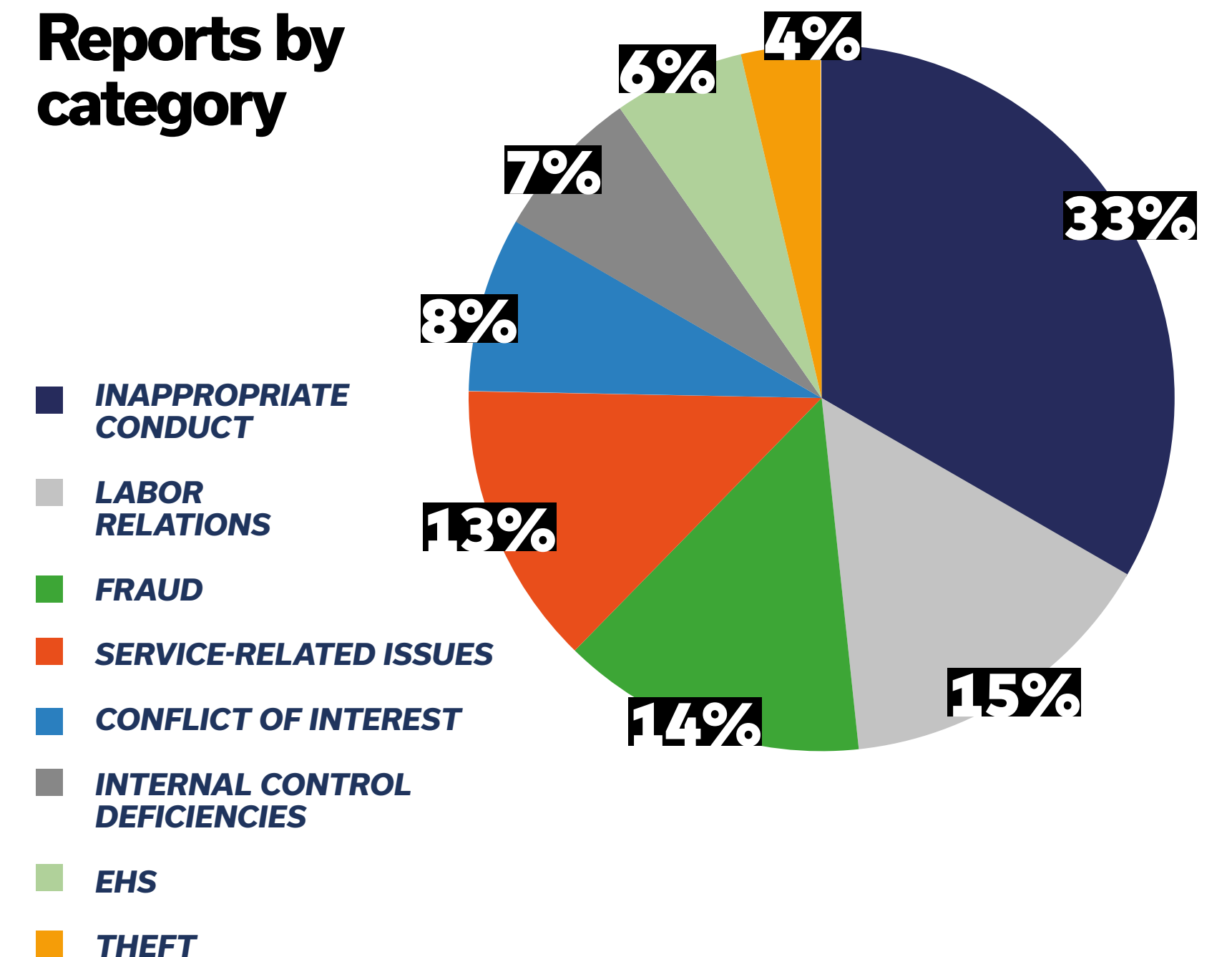


**website:** letica.mx/grupocuprum



**WhatsApp:** 811 917 9005

### Reports by category



We reinforced training and communication regarding reported cases and the role of the Ethics Committee, contributing to the prevention of incidents.



## Compliance Program GRI 2-27

Our Extrusion business holds the IATF 16949:2016 and ISO9001:2015 certification

In addition, our processes are aligned with:

- OSHA
- ASTM
- AAMA Window Certification
- ANSI 14.2, 14.5 and 14.11 2017 version
- CSA z18
- NMX-R-060

Through our Compliance Program, we conduct ongoing assessments of the ethical and regulatory risks that could affect the organization, complemented by continuous monitoring of key policies to ensure they remain current and are consistently applied across all operations. We also carried out an environmental assessment that included a review of regulatory compliance related to water, air emissions, environmental impact and waste management, strengthening our preventive risk management approach and contributing to business continuity.

During 2024, we laid the foundation for a more robust and sustainable compliance program focused on strengthening a culture of integrity throughout our operations. In 2025, we contin-

ued this effort through the implementation of key initiatives designed to enhance our ethics and compliance framework.

As part of this process, we finalized and published our Anti-Corruption Policy, a foundational document that reinforces our commitment to transparency and legal compliance. To support its effective implementation, we delivered training programs across multiple levels of the organization, promoting awareness and application of its principles and requirements.

We also formalized our Ethics and Compliance Risk Matrix, a significant milestone following the identification and assessment of priority risks. This advancement enabled the implementation of targeted controls and strengthened our ability

to prevent, monitor, and manage risks more effectively across the organization.

Our compliance framework continues to be supported by essential policies covering anti-corruption, personal data protection, and anti-money laundering. Together with the ongoing enhancement of our processes and controls, these tools enable us to advance toward a stronger governance model aligned with our ethical standards and regulatory obligations.

In addition, our operations are guided by NMX-R-060-SCFI-2013, the Mexican standard, that establishes quality and safety classifications and specifications for windows, doors, and façade enclosure systems, ensuring compliance with industry requirements and best practices.



05

**ENVIRONMENTAL  
VALUE**

# Environmental Governance

GRI 201-2

In 2025, we made significant progress in strengthening our environmental management, advancing toward a more structured, mature and strategically driven approach. This year represented a key milestone in consolidating processes, developing internal capabilities, and establishing the foundation for scaling higher-impact environmental initiatives in the coming years.

One of the most relevant milestones was the evaluation of our environmental management maturity level, which led to the definition of a long-term environmental strategy. This effort enabled us to identify gaps, prioritize actions and design a clear roadmap toward a more robust, innovative and best-in-class environmental management model. This included formally integrating leadership accountability in environmental management and reinforcing reporting mechanisms, ensuring a solid foundation to set more ambitious and measurable targets.

As part of our digital transformation efforts, we conducted our environmental impact inventory through a specialized digital platform and carried out internal audits to validate compliance with environmental monitoring procedures. This approach improved the accuracy, traceability and efficiency of environmental data management.

These efforts lay the groundwork for the development and implementation of new strategic initiatives in 2026, focused on innovation, impact reduction and continuous improvement of environmental performance.

We are advancing toward a more efficient, low-carbon operation through responsible energy use, aluminum circularity, and the reduction of our environmental impact.



# Energy and Decarbonization

GRI 3-3, 201-2, 305-1, 305-2 | SASB EC-CM-110a.1, EC-CM-110a.2

Energy efficiency and emissions reduction are central to our environmental strategy. We continuously implement initiatives to optimize energy use, expand renewable energy participation, and reduce our carbon footprint through operational improvements and responsible practices.

Low-emission energy remains a strategic priority. During the year, we continued integrating wind and solar energy sources across our operations, ensuring their effective contribution to our energy mix. Looking ahead to 2026, we will work on consolidating our energy suppliers, a strategic step toward more integrated and efficient energy management. This will enable deeper analysis of consumption patterns and identification of specific opportunities to further improve energy efficiency.

In terms of emissions, we maintain continuous monitoring of greenhouse gas (GHG) emissions and are advancing in the adoption of international standards to ensure that reported information is consistent, comparable, and aligned with industry best practices.

We also prioritize transparency across our value chain by providing customers with detailed information on the emissions associated with their products, strengthening traceability and visibility of their environmental footprint.

We drive initiatives to optimize energy consumption by expanding the use of renewable energy sources and advancing the reduction of our carbon footprint.



Smart Frame windows with a thermal break, which contribute to greater energy efficiency in the building.

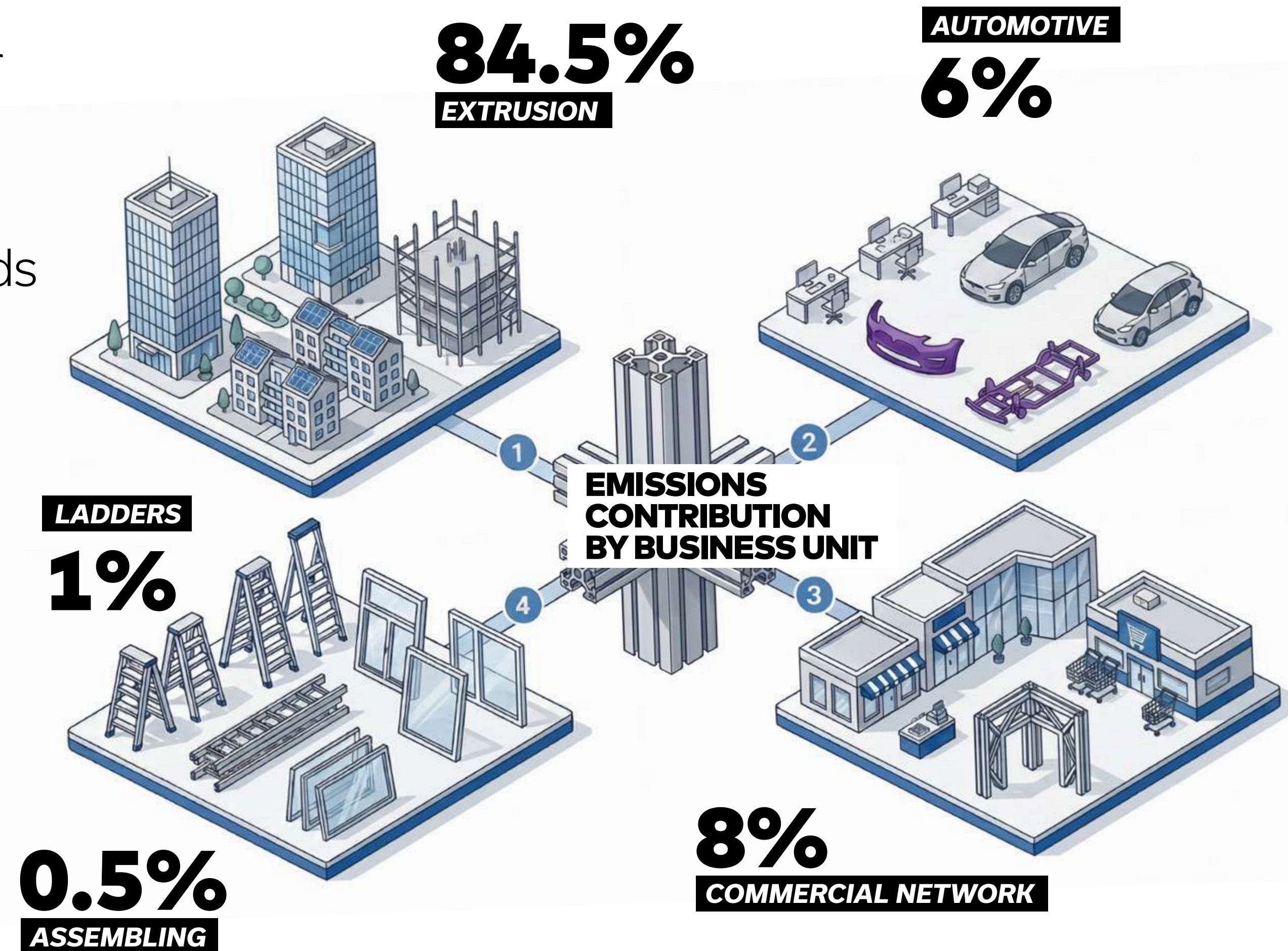
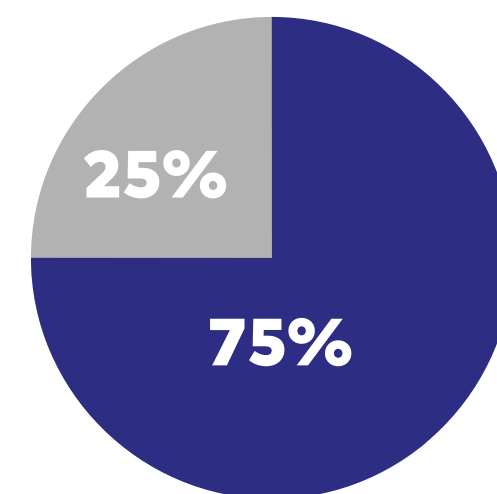
In addition, this year we participated in the Carbon Disclosure Project (CDP) assessment, which enabled us to identify key opportunities to strengthen our emissions and climate change management practices. This exercise provided greater clarity on the standards we aspire to meet and the actions required to achieve them, including improvements in data management, the identification and assessment of climate-related risks, the establishment of carbon reduction targets, and enhanced engagement across our value chain.

As part of this effort, we will work toward defining carbon targets aligned with globally recognized standards, providing a clear and measurable road-map for emissions reductions over the medium and long term.

During 2026, we will further strengthen our emissions management approach by updating and formalizing our climate-related procedures, aligning them with leading international practices while addressing the evolving needs of our operations.

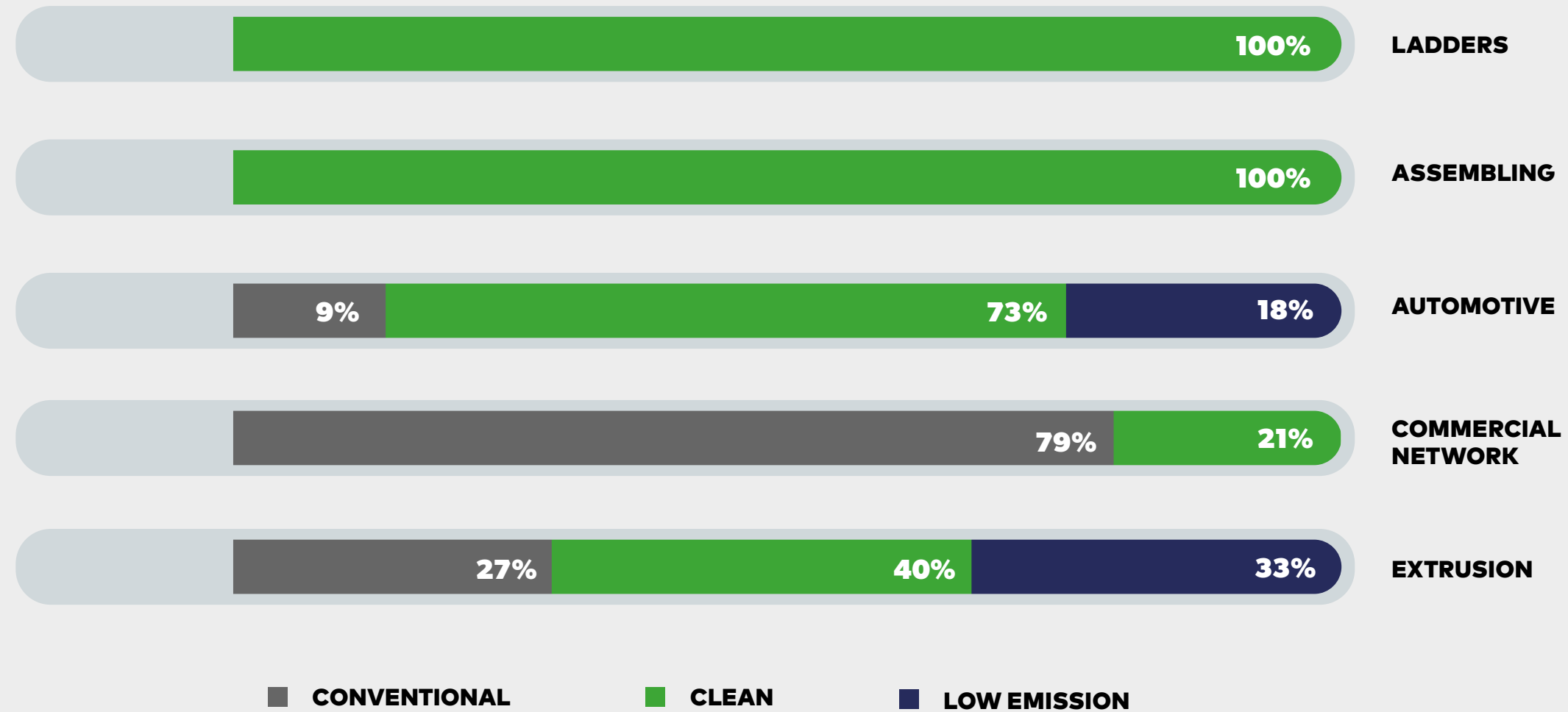
**Emissions by scope**

- SCOPE 1
- SCOPE 2



## Electricity Consumption by Source

GRI 3-3, 302-1 | SASB TR-AP-130a.1, EC-CM-130a.1



27,577 tCO<sub>2</sub>e emissions avoided through the use of low-emission and renewable energy sources.



**73%**  
OF OUR ENERGY CONSUMPTION COMES FROM LOW-EMISSION OR RENEWABLE SOURCES

**38%**  
OF OUR STORES ARE EQUIPPED WITH SOLAR PANELS

AS OF YEAR-END, FIVE OF OUR MANUFACTURING FACILITIES OPERATE USING WIND-GENERATED ELECTRICITY

**100%**

# Circular Economy

GRI 3-3, 301-2, 306-1

## Sustainable Aluminum

Responsible aluminum use is a core focus of our environmental strategy, driving the adoption of lower-impact raw materials and strengthening circular economy practices.

We promote circularity through continuous monitoring of aluminum scrap, which is internally recirculated to produce billets containing up to 60% recycled aluminum. These billets are then used in the production of profiles, windows, ladders, and automotive components, contributing to more efficient resource use and waste reduction.

Additionally, we source aluminum from suppliers that follow responsible practices, including the use of clean energy, operational efficiency, and a lower environmental footprint compared to industry averages.

## Composition of the in-house-produced aluminum bar

GRI 3-3, 305-1, 305-2



\*Indicator calculated based on in-house aluminum billet production. The percentage of recycled aluminum includes post-industrial scrap and purchased scrap.

## Waste Management

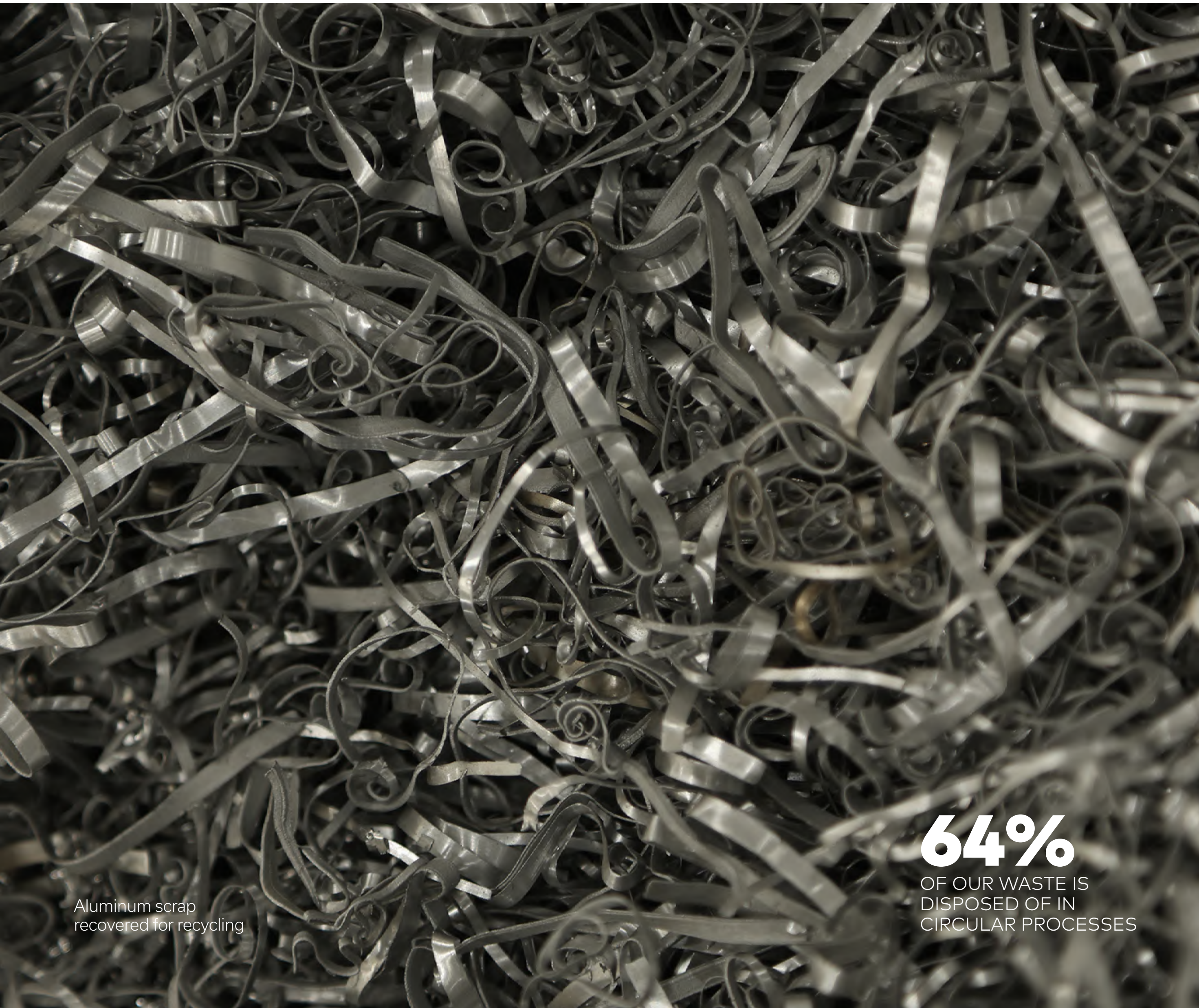
GRI 3-3, 301-2, 306-1, 306-2, 306-3, 306-4, 306-5

We manage waste through our operations through a strategy focused on value recovery, internal recirculation, and design for recyclability. We implement operational practices to reduce material consumption, improve waste segregation, and facilitate its recovery and reuse. We prioritize directing waste toward reuse and recycling processes, minimizing landfill disposal and maximizing resource efficiency.

Through our digital waste management platform, we have achieved a comprehensive, real-time view of waste performance across all facilities. This tool has enabled the standardization of practices, identification of improvement opportunities, and advancement toward more efficient circular models.

With the platform fully adopted by 2026, we will gain greater visibility into plant-level recovery rates, enabling us to scale circularity initiatives and strengthen resource efficiency across our operations.

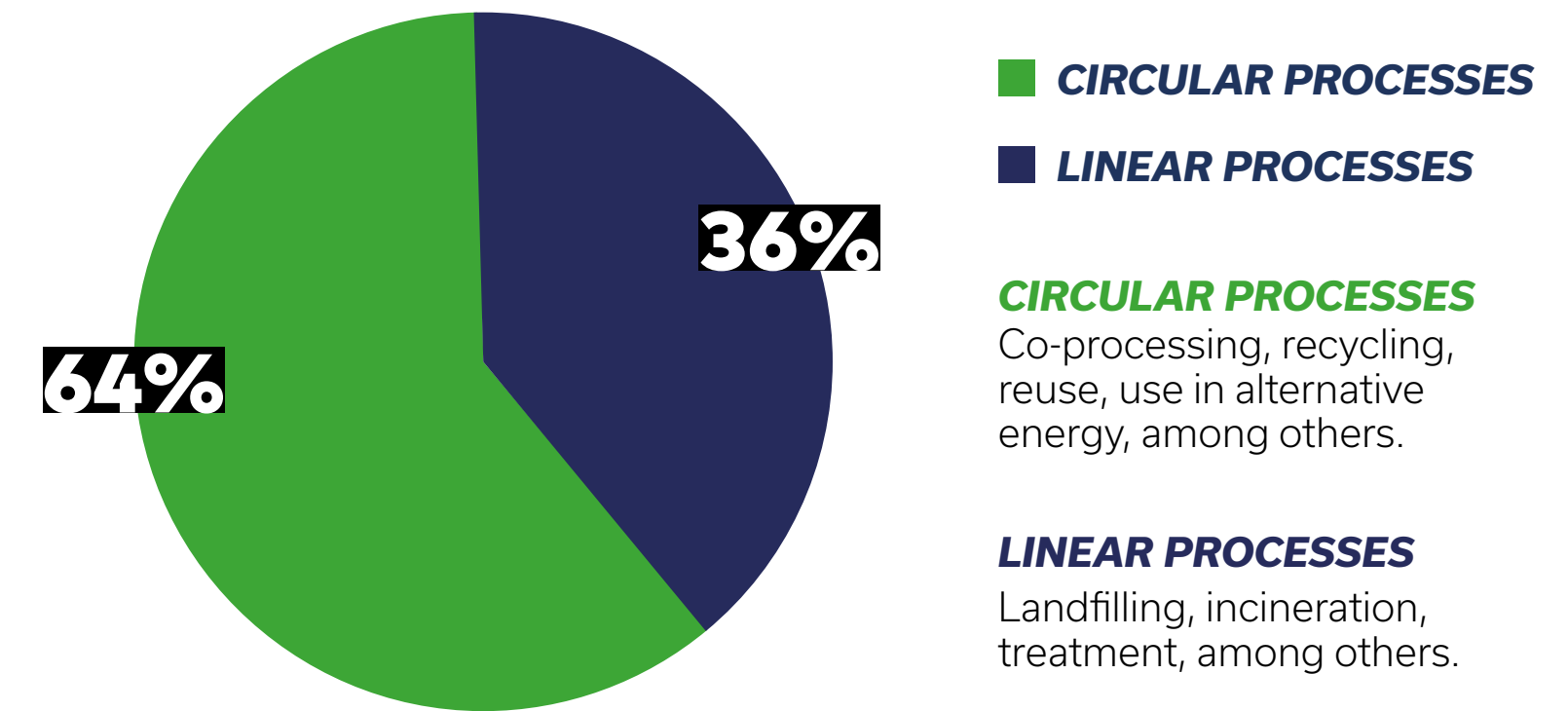




Aluminum scrap recovered for recycling

**64%**  
OF OUR WASTE IS  
DISPOSED OF IN  
CIRCULAR PROCESSES

### Waste disposal



SASB TR-AP-440a.1

In 2025, we conducted a comprehensive assessment of all waste streams to identify opportunities for revalorization and reduce hazardous waste generation. This analysis highlighted materials that, through process or material changes, can transition from hazardous to non-hazardous classifications, enabling their integration into circular processes.

We remain committed to reducing waste generation, increasing recovery rates, and ensuring that more materials meet the criteria for circular use, minimizing landfill disposal and environmental impact.



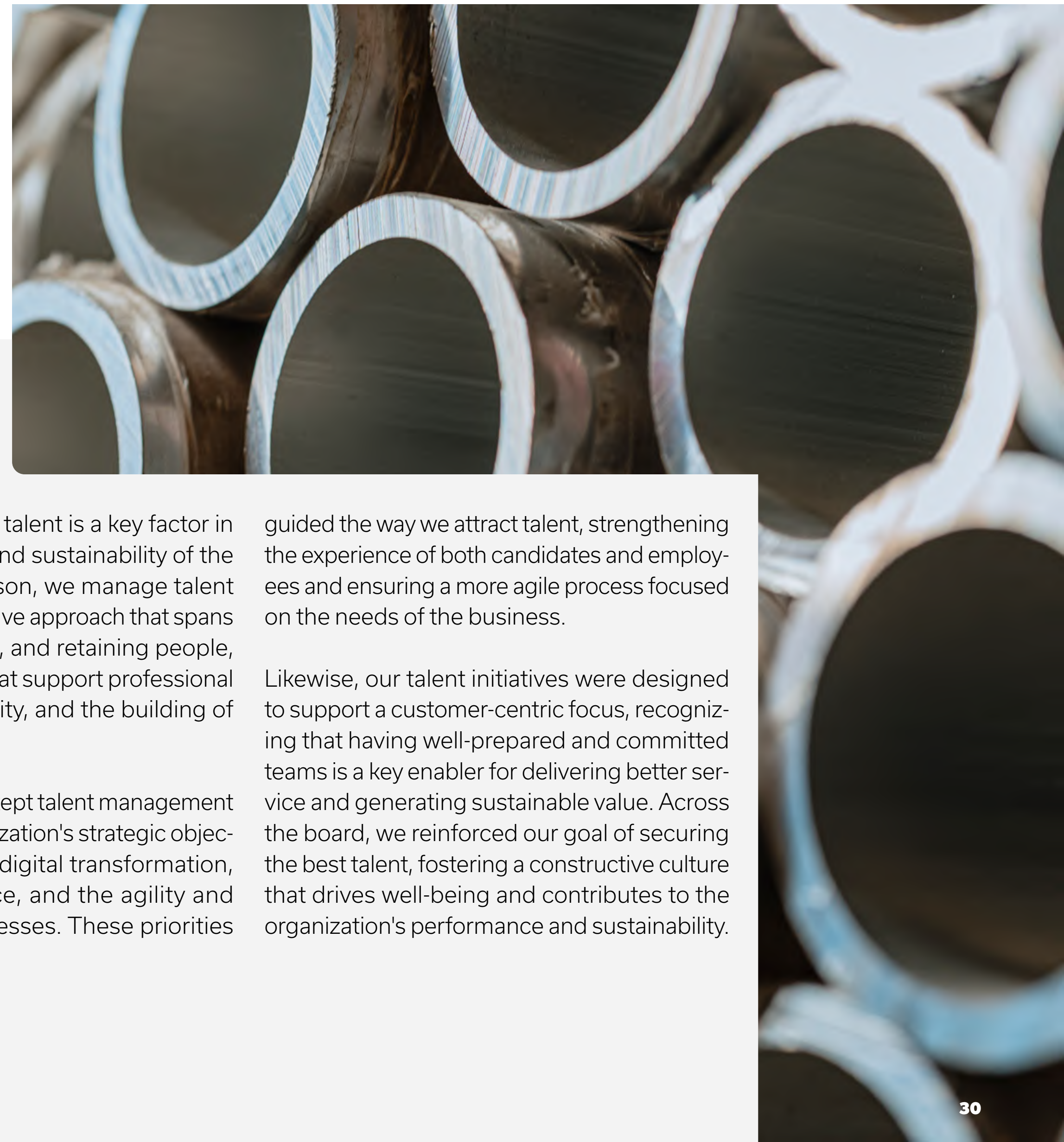
# 06

## SOCIAL VALUE



# Social Value

At Cuprum, social value is built on our commitment to the people who are part of the organization and to the communities where we operate. Our approach centers on creating a safe, inclusive work environment that is conducive to professional and personal development, strengthening a culture that drives well-being, collaboration, and sustainability.



## Our Talent

GRI 3-3, 2-7, 401-2

Our talent is the engine that drives Cuprum. We invest in the culture, development, well-being, safety, and experience of our employees to build a strong, human, and future-ready organization.

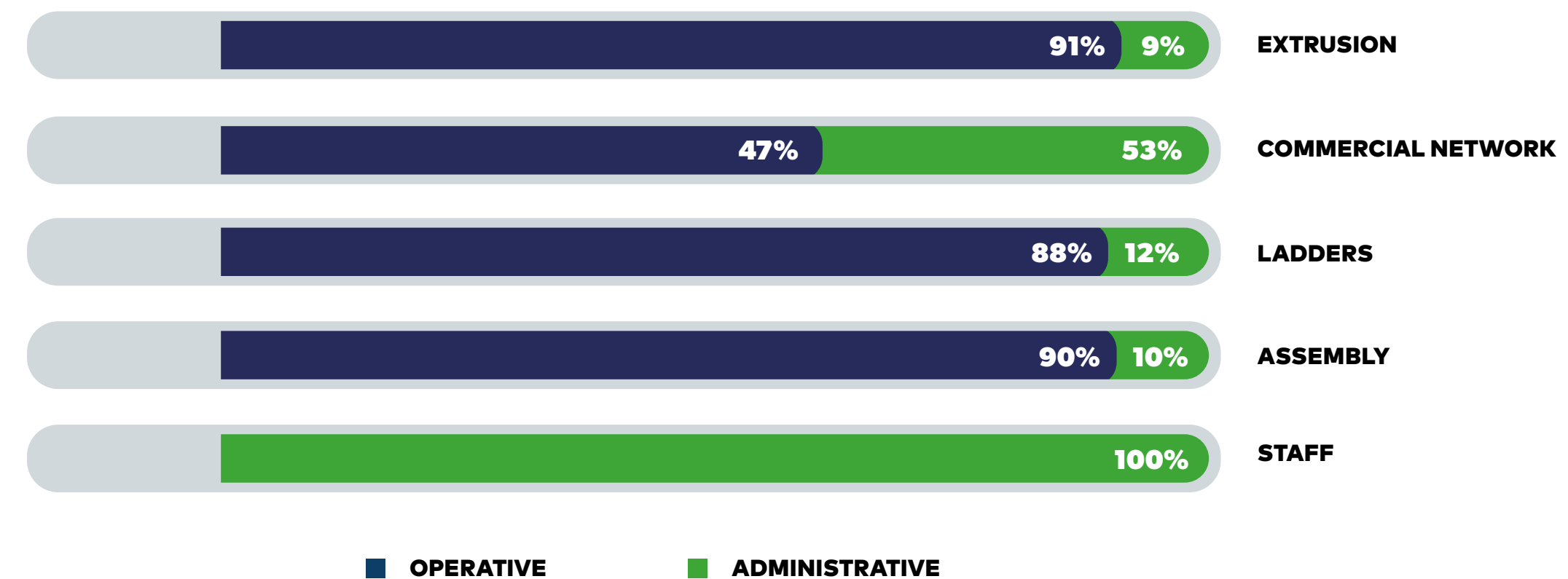
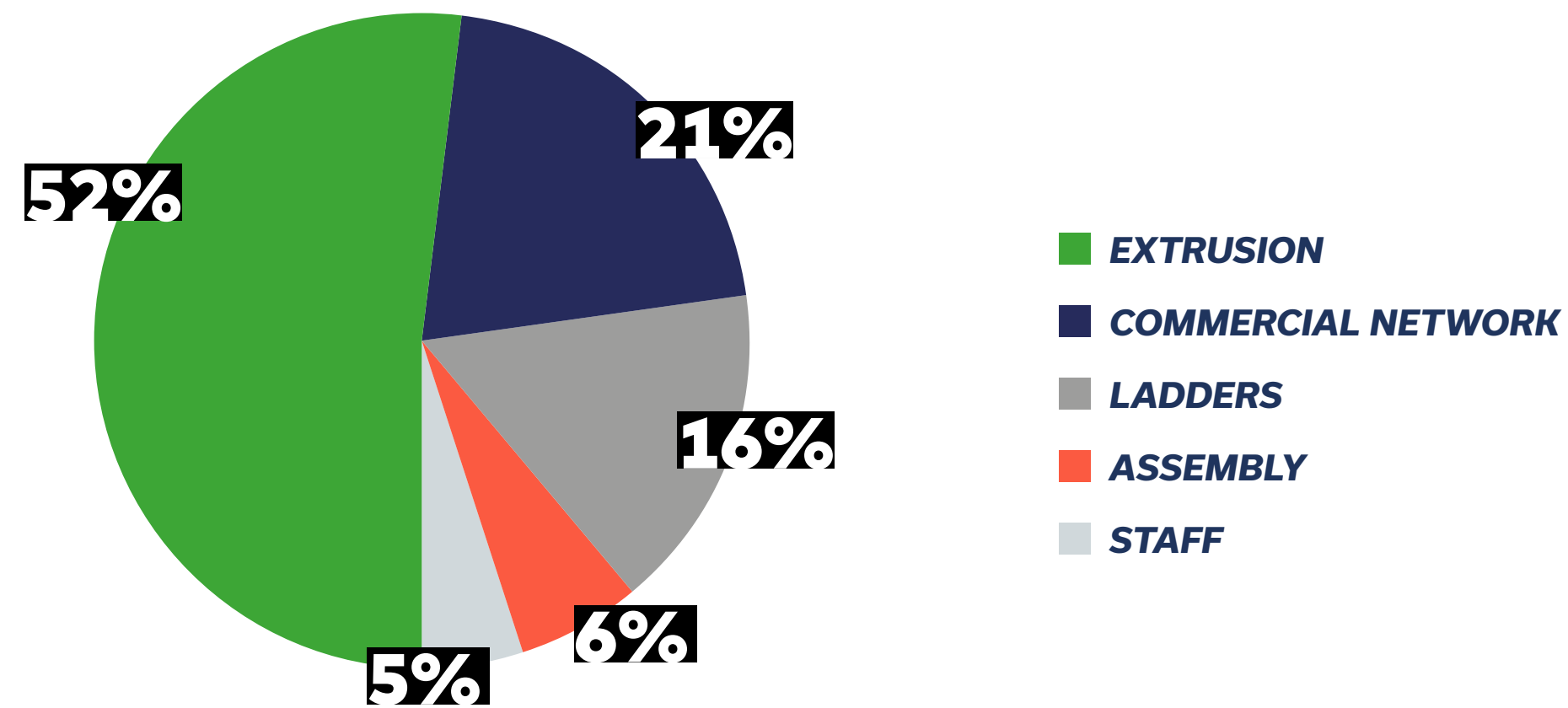
We recognize that our talent is a key factor in the competitiveness and sustainability of the business. For this reason, we manage talent through a comprehensive approach that spans attracting, developing, and retaining people, fostering conditions that support professional growth, internal mobility, and the building of strong, diverse teams.

Throughout 2025, we kept talent management aligned with the organization's strategic objectives, with a focus on digital transformation, operational excellence, and the agility and efficiency of our processes. These priorities

guided the way we attract talent, strengthening the experience of both candidates and employees and ensuring a more agile process focused on the needs of the business.

Likewise, our talent initiatives were designed to support a customer-centric focus, recognizing that having well-prepared and committed teams is a key enabler for delivering better service and generating sustainable value. Across the board, we reinforced our goal of securing the best talent, fostering a constructive culture that drives well-being and contributes to the organization's performance and sustainability.

## Workforce Composition by Business Unit



### Workforce by Gender

**74%**

**26%**

### Workforce by Generation

**4%** BOOMER

**24%** GEN X

**49%** MILLENNIAL

**23%** GEN Z

## Benefits and compensation

In the area of benefits and compensation, we continued monitoring the market and maintained salary structures defined by position and aligned with industry practices. This model ensures internal equity with no distinctions by gender and establishes clear ranges from the outset of every hiring process.

In parallel, we developed comprehensive well-being initiatives that include access to remote medical and psychological care for salaried staff, health and ergonomics programs for unionized personnel, and targeted actions focused on physical and emotional well-being during periods of heavy workload.

### Beneflex

We are aware that our employees' needs vary according to their life stage, priorities, and personal circumstances. That is why we offer Beneflex, a flexible benefits program that allows each employee to select the benefits that best fit their personal and professional situation. This scheme contributes to a more personalized value proposition, supporting the well-being, satisfaction, and retention of our talent.

## Talent Attraction and Retention

We want to remain a competitive organization in the market, able to offer candidates attractive and convenient working conditions. To that end, we continued reviewing and adjusting our attraction processes to identify and remove operational barriers that limited time-to-hire, optimizing timelines without compromising the quality of selection. As part of this strategy, we developed brief audiovisual materials to communicate, in a more personal way, who we are as an employer and to support informed decision-making by candidates.

In addition, we made progress in strengthening competency-based interviews through the implementation of a question bank designed to support leaders in evaluating candidate profiles. The rollout began during the year and will continue to be reinforced through training.

To strengthen talent retention, we focused our efforts on four pillars that directly affect employee retention and engagement:



**1** Leadership development: fostering closer relationships between leaders and their teams.

**2** Open communication that contributes to a positive work environment.

**3** Continuous improvement of the employee experience, aligning expectations and creating spaces that reinforce a culture of recognition.

**4** Tools and growth paths that allow employees to envision and plan their career within Cuprum.



# Talent Development

GRI 3-3, 404-1, 404-2, 404-3

At Cuprum, we drive the growth of our people through learning tools, institutional programs, and processes that strengthen both technical and human capabilities. During the year, we made progress in consolidating the platforms and methodologies that enable each person to develop their potential on an ongoing basis.



## 1

### Performance Management Process (PADE)

Through the Performance Management Process, we evaluate the achievement of individual objectives, organizational values, and competencies twice a year. The model includes evaluation at different levels, making it possible to identify development needs and guide training and growth plans:

- a. Self-assessment
- b. Peer assessment
- c. Manager assessment

The results of this evaluation feed into the SELT programs and the Development Plans.

## 2

### SELT – Strategic Leadership and Talent Sessions

The SELT sessions strengthen decision-making around internal growth, succession and mobility. Through a comprehensive approach, we analyze performance, critical skills, engagement and potential, allowing us to anticipate future needs and ensure the company's operational and strategic continuity.

As part of our talent planning, we advanced in the coverage of key and critical positions, ensuring the identification of at least two successors per role, which contributes to operational continuity and a more strategic approach to talent management.

## 3

### Development Plans

Employees work with their leader on development plans based on the 70-20-10 methodology, combining on-the-job experience, learning from others, and formal training.

They receive semiannual follow-up through a digital platform that integrates free courses and both technical and human-skills content.

## 4

### Career Paths

We design paths that guide growth within the organization, considering technical skills, experience, training, and performance. During the year, we also strengthened cross-functional paths, which allow employees to explore new areas and facilitate internal mobility.

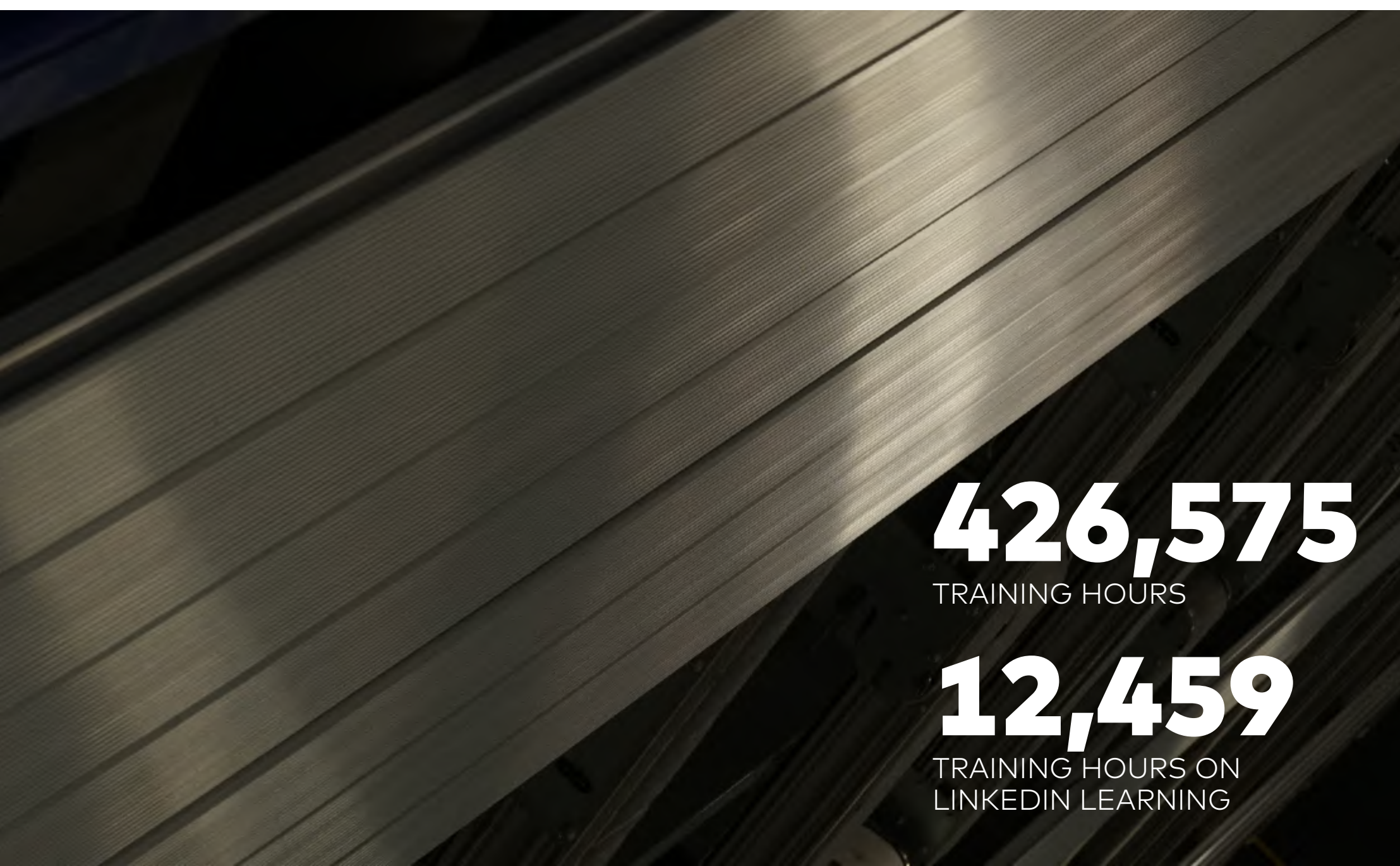


### Leaders in Development

We strengthened partnerships with universities through programs in which students complete internships in critical areas of the company. This contributes to their professional development and allows us to bring in new perspectives, strengthen key capabilities, and reinforce our future talent base. The program enables young people to lead and manage projects with real impact on the organization, developing technical skills and interpersonal competencies, supported by mentoring and training in both technical and leadership skills.

**119** TRAINING HOURS OFFERED

**80** MENTORING HOURS



**426,575**  
TRAINING HOURS

**12,459**  
TRAINING HOURS ON LINKEDIN LEARNING



### Conscious Learning

Our conscious learning model drives the comprehensive development of employees through a structured process that combines reflection, training and hands-on experience. This approach consists of five key stages:

- 1 Awareness:** the employee identifies the competency they want to develop and defines how to apply it in their work context.
- 2 Training:** they acquire knowledge through in-person courses, digital platforms, readings and specialized content.
- 3 Turning points:** they face new situations that challenge their usual way of thinking and prompt them to explore different approaches.
- 4 Opposing perspectives:** they interact with people from different backgrounds and points of view, broadening their vision and judgment.
- 5 Higher purpose:** through mentoring, they integrate what they have learned and consolidate a deeper understanding that is reflected in their performance.

# Culture and Experience

GRI 404-1

In 2025, we laid the groundwork for a deeper digital transformation, recognizing that developing capabilities, habits, and culture is a key enabler for the success of any technological change. We focused on preparing the organization, supporting teams in the stages prior to the implementation and stabilization of new tools, and strengthening digital capabilities, the effective use of technology, and the behaviors needed for its adoption.

During the year, we directed employee enablement and training toward the adoption of the new ERP and the processes associated with Digital Transformation, aligned with change management to support teams through this transition.

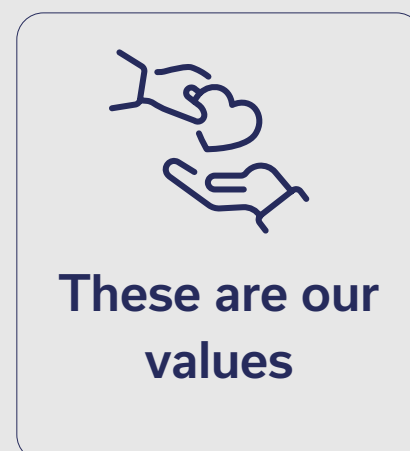


## A SIMPLE WAY TO UNDERSTAND OUR CULTURE

**Reach the unreachable to create Happiness, Safety and Well-Being**



**Our higher purpose**



**These are our constructive behaviors**

At Cuprum, we maintain a constructive culture as the central axis of the way we work. This is reflected in the consistent results of our internal surveys, conducted every three years, with favorability levels close to 70%, in line with previous years. These surveys have enabled us to develop a strategy based on three pillars that guide our actions:

- **Recognition and handling of mistakes:** encouraging everyday recognition and learning from mistakes.
- **Autonomy:** fostering responsible decision-making within clear frameworks for action.
- **Leadership influence:** reinforcing the role of leaders as champions of the standard of excellence within their teams.

## Value Conversations

One of the most significant cultural advances of the year was the expansion of our Value Conversations to the operations level. These conversations, focused both on recognition and on addressing difficult discussions, strengthen the closeness between leaders and teams and contribute to a more open, respectful work experience aligned with our values.

## Culture of Recognition

As part of our actions to strengthen our culture, we continued with recognition initiatives. This year, we highlight the **Titanes del Aluminio** (Titans of Aluminum) program, which individually recognizes employees who stand out by exceeding objectives or taking on additional projects beyond their scope.

**18** EMPLOYEES RECOGNIZED

Through our recognition platform, we invite employees to recognize their team, peers, or leaders across the organization. The most recognized employees are mentioned in the quarterly group sessions with a message of appreciation acknowledging their work.

**723** EMPLOYEES RECOGNIZED

**493** EMPLOYEES WHO GAVE RECOGNITION

**2,052** MESSAGES OF APPRECIATION SENT



**100%**

COVERAGE OF VALUE CONVERSATIONS REACHED ACROSS OUR SITES

**270**

TRAINING HOURS ON VALUE CONVERSATIONS

**10**

SITE VISITS TO IMPLEMENT THE INITIATIVE

We took part in **Expansión magazine's Súper Empresas ranking** through a pilot exercise in the Windows business. This recognition reflects our work toward a constructive culture, and the process provided us with valuable insights to strengthen our actions in the years ahead.

Together, these actions reflect our commitment to maintaining a consistent, close employee experience aligned with a constructive culture, laying solid foundations for the organization's future evolution.

# Health and Safety

GRI 2-23, 2-24, 2-27, 3-3, 403-1, 403-2, 403-4, 403-5, 403-7, 403-9  
SASB EC-CM-320a.1

For the organization, the health and safety of our employees is a fundamental priority and a pillar of our operations. Our approach is based on prevention, systematic risk management, and the strengthening of a culture in which safety is part of everyday decision-making. Through our comprehensive strategy—combining processes, leadership, and behavior—we work to ensure safe work environments and to strengthen a responsible, sustainable operation.

In 2025, we achieved very strong safety results, reflecting a sustained process of strengthening and maturing our management system, as well as a structured strategy based on three pillars:

- 1** Critical risk management.
- 2** Consolidation of the management system.
- 3** Strengthening of the safety culture.



We also successfully completed all stages of implementation and adoption of the EHS management platform, which centralizes information related to safety, audits, walkthroughs, incidents, and corrective actions, facilitating tracking, traceability, and more timely, data-driven decision-making.

The main benefits obtained include:

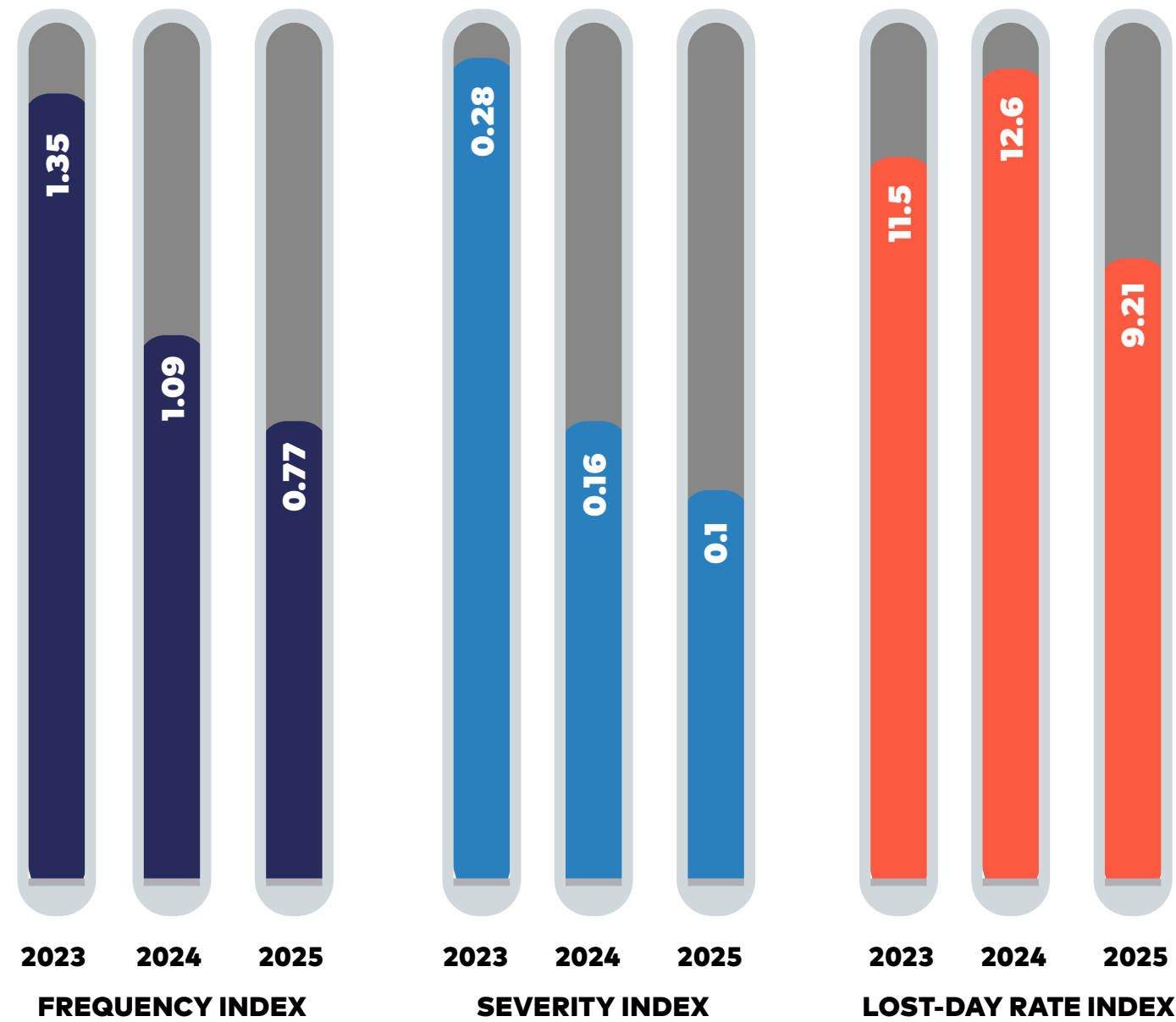
- Timely tracking of risk controls.
- Trend generation and data mining.
- Efficient tracking of government procedures and requirements.
- Elimination of paper use.
- Access to real-time information for better operational management.

## Safety Culture

Over recent years, we have observed a progressive evolution of our safety culture, moving toward an increasingly preventive, participatory model oriented to shared responsibility. In 2025, this evolution was reflected in the active participation of all employees, who, from their respective roles, contribute consciously and responsibly to building and strengthening a solid safety culture. This collective commitment is driven through initiatives that embed safety into daily routines, such as safety walkthroughs, follow-up meetings, ongoing training, accident and incident reporting, and recognition programs.

As part of these efforts, we worked on developing our “safety behaviors,” focused on everyday actions that reflect what is expected of each person when it comes to safety. These will be reinforced through a dedicated campaign to be rolled out during 2026, with the aim of further consolidating safety as a cross-cutting value across the organization.

## Accident Rate



The information presented does not include the Alugama business. During 2025, progress was made in integrating its EHS data, which will be incorporated into reporting beginning in 2026.

Over the past three years, we have maintained a sustained reduction of at least 35% in lost-time accidents.

### Risk Identification and Control

As part of our preventive approach, we carried out a comprehensive analysis of safety risks in the operation, identifying the most critical ones and defining action plans to implement controls across all our sites. This exercise made it possible to prioritize the most relevant risks and make solid progress in executing the defined actions.

A key strategy has been to ensure that the highest-criticality risks are controlled efficiently through the application of engineering controls, administrative controls, and the proper use of personal protective equipment, thereby strengthening consistent safety management aligned with the needs of the operation.

During 2025, 709 critical risks were identified, of which more than 91% were controlled.

**2** YEARS WITH NO ACCIDENTS IN OUR LADDERS BUSINESS

**2** YEARS WITH NO ACCIDENTS IN THE ASSEMBLY BUSINESS

**1** YEAR WITH NO ACCIDENTS AT EXTRUSION PLANTS 1 AND 2 IN MONTERREY

**Safety recognition event**

**15**

AREAS RECOGNIZED

**Safe Worker:**

**2,328**

PEOPLE RECOGNIZED

**192**

RECOGNIZED ACROSS 16 EVENTS



Event: 2 Years Without Accidents at the Windows Assembly Plant.



## Governance and Leadership in Health and Safety

### Annual EHS Session

Leadership plays a key role in our health and safety strategy. During 2025, we held the Annual EHS Session, dedicated to reviewing results, sharing lessons learned, and aligning EHS priorities. This session was attended by the Chairman of our Board of Directors, the Executive Team, and managers from Operations, Quality, Engineering, HR and Sales, along with other positions key to EHS management.

Throughout the session, we addressed performance indicators, strategic initiatives, and best practices, as well as critical prevention topics such as the Lock Out Tag Out initiative, which will be rolled out across all sites during 2026.

This exercise reinforces the leadership commitment we hold at Cuprum to keep advancing toward an increasingly safe and responsible operation.

### Safe Hour

This initiative promotes the direct participation of leadership in monitoring and strengthening operational safety. Through periodic walk-throughs of work areas, directors, managers, and supervisors verify the application of safety protocols, identify areas for improvement, and create spaces for dialogue with employees, reinforcing prevention and safety awareness in daily activities.

## Cross Safety Audit

To ensure that the requirements of the Management System have been implemented and are effectively maintained, we conduct audits every year across all of the group's Business Units. This process includes cross audits, in which teams from different locations assess compliance with standards and best practices.

This year, we raised the bar and incorporated into the audit the adoption of technology processes and the use of the EHS platform.

In addition, audits were carried out at 19 sites, covering plants, warehouses, and stores, strengthening the assurance of our processes and the consistency of management across the organization.

## Well-being

GRI 3-3, 403-2, 403-3, 403-4, 403-6

The well-being of our employees is an essential component of our social value strategy. Our approach is based on prevention, comprehensive health care, and the continuous improvement of available benefits and programs, recognizing that people's physical, mental, and emotional well-being directly impacts their quality of life, performance, and commitment to the organization.

During 2025, we continued the comprehensive well-being strategy, strengthening its three pillars—prevention and health education, strengthening the well-being culture, and access to medical and psychological services—through actions focused on preventive and occupational health, providing employees with a range of tools and programs:



**+3,000**  
WALKTHROUGHS  
CONDUCTED AT  
OUR PLANTS IN 2025

In 2025, we achieved an overall score of 84.8%, placing us at the Gold Level

We are consistently advancing toward the Aluminum category, our highest level of excellence.

The design and evolution of our well-being strategy rely on constant feedback processes, from employees as well as from medical staff and the areas involved. Through satisfaction surveys, initiative tracking, and continuous adjustments to protocols and programs, we strengthen the effectiveness of the actions implemented and their alignment with the organization's real needs.

One of the most significant achievements of the period was the reduction in claims under the major medical expense insurance, the result of focused work on strengthening administrative controls, properly managing additions and removals, and providing employees with greater guidance on the appropriate use of the policy.

**Mental Health and Emotional Well-being**

During 2025, we maintained a preventive approach to physical health, continuing campaigns of basic medical exams, glucose and blood pressure screenings, vaccinations, and detection drives such as the breast cancer campaign. These actions were carried out on a recurring basis through our operations, reinforcing early detection and health care as part of working life.

We also updated and strengthened various occupational health protocols, including pre-employment medical exams, alcohol and drug testing, and guidelines related to specific working conditions, ensuring their alignment with current regulations and operational needs.

**32,507**

MEDICAL VISITS AND CONSULTATIONS



**Mental Health and Emotional Well-being**

We continuously promote mental health through digital care platforms that offer psychological, nutritional, and well-being support, accessible to both employees and their families. These tools provide quick, confidential access to support services, with care formats adapted to users' preferences. This approach helps normalize mental health care and promote self-care habits on an ongoing basis.

The well-being approach was complemented by actions aimed at improving quality of life in high-workload environments, such as relaxing massage programs, active breaks, and wellness activities, as well as the continuous updating of protocols and procedures related to occupational health and applicable regulations.

**4,620**

EMPLOYEES AND FAMILY MEMBERS SERVED BY THE DIGITAL CARE PLATFORM



We are committed to the development of the communities where we operate. Through social investment, volunteering, and long-term relationships, we seek to generate a positive and lasting impact.



## Social Investment

GRI 3-3, 203-1, 203-2, 413-1, 413-2

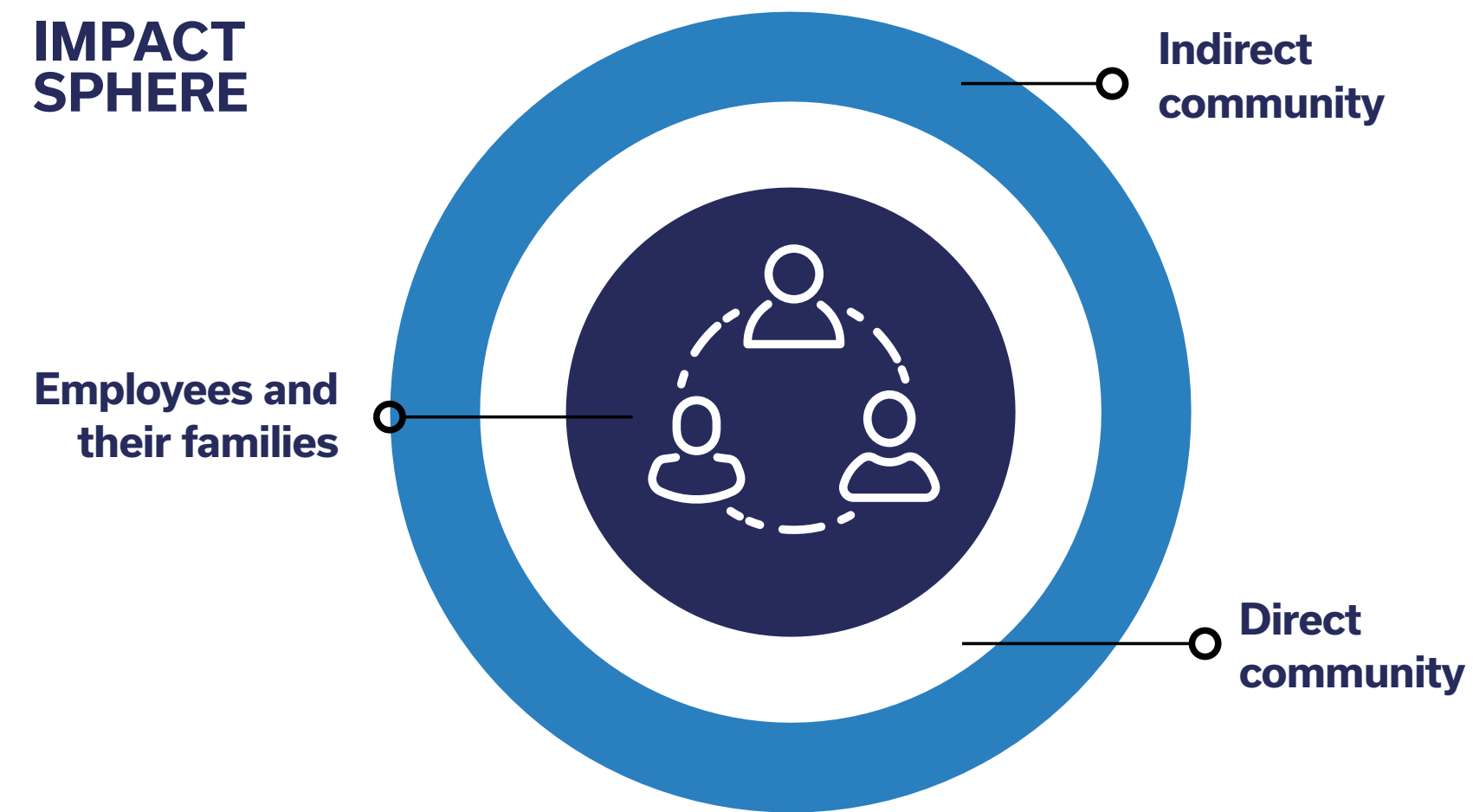
Social investment at Cuprum is an extension of our commitment to conscious capitalism and the creation of shared value. Through this approach, we seek to broaden our positive impact on employees and communities, concentrating our efforts on causes where we can make a tangible difference.

During 2025, we continued our social investment strategy, maintaining a focus on priority causes such as education, the environment, decent housing, and local collaboration, and aligning our actions with the needs of employees, their families, and the communities where we operate. In a context marked by budget constraints, we prioritized the initiatives with the greatest social impact, allocating resources and efforts responsibly.

### Education

In education, we strengthened the Cuprum Scholarships program. Through strategic partnerships, we continued awarding scholarships that cover study-related expenses for high school and university students, and we expanded the program's reach nationwide. This approach allowed us to broaden the program's impact and more closely support the academic journey of its beneficiaries.

### IMPACT SPHERE



**12** ACTIVITIES

**169** VOLUNTEERS

**\$11.3** MILLION PESOS INVESTED

The program evolved into a comprehensive model that, in addition to financial support, incorporates personal and professional development workshops and actions aimed at strengthening students' employability.

### Dignified habitat

Within the Dignified habitat pillar, we continued our collaboration with TECHO, evolving the approach toward developing technical solutions to improve housing quality. We worked jointly to explore alternatives for redesigning homes, including the integration of windows and technical training programs for their installation. These actions laid the groundwork for implementing new projects, strengthening a long-term collaboration oriented toward sustainable social impact.

### Local Collaboration

We maintained local collaboration efforts in the communities near our operations through community initiatives and corporate volunteering activities. These efforts included support on key dates and activities aimed at strengthening community life and well-being, reinforcing the bond between the company, its employees, and their surroundings.

### Environment

During the year, we ran a nationwide environmental challenge—voluntary and virtual in format—aimed at encouraging sustainable habits among employees.

Over the course of several weeks, participants carried out hands-on activities of varying complexity, focused on saving resources, reducing environmental impacts, and adopting sustainable practices in everyday life. This initiative helped strengthen environmental culture and individual awareness of the impact of our actions.

We also carried out reforestation and maintenance activities in a previously restored area, continuing the efforts of the prior year. This day allowed our employees to see the tangible impact of reforestation, finding a park that was already functional and used by the community. The activities were carried out through corporate volunteering programs, strengthening the bond between employees, the environment, and local communities.



# ABOUT THIS REPORT

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

This report details the performance of Grupo Cuprum and its subsidiaries in the social, environmental, and corporate governance areas during the period from January 1 to December 31, 2025. The information contained herein has not been externally verified, and no restatements of data have been made in this document.

The report follows the guidelines of the Global Reporting Initiative (GRI) Universal Standards 2021, meeting the nine compliance requirements and applying the principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability. As part of our best practices, in 2025 we began incorporating some of SASB's standards and metrics, demonstrating our commitment to sustainability.

It also includes our contribution to the Sustainable Development Goals (SDGs), detailing the actions and initiatives implemented throughout the year to generate a positive impact on our stakeholders and the environment.

Download the GRI and SASB tables and our SDG contribution on our website: [www.cuprum.com](http://www.cuprum.com)

