



TREVINO



SUSTAINABILITY REPORT

2024

Carr. Monterrey-Monclova km 17.5
El Carmen, N. L. México C.P. 66550
Ph: +52 (81) 81 54 54 00

trevinoleather.com
comunicacion@leathermex.com

ecovadis

ESR
Environmental
Social
Governance
Responsible





TREVINO

**EXPERIENCE, QUALITY AND
SUSTAINABLE COMMITMENT**

INDEX |

Introduction

Executive message

In Numbers

01 COMPANY INFORMATION

- Company profile
 - History
 - Our commitment
 - Purpose, Mission and Vision
 - Our values
 - Global compact
 - Products
 - Quality
-

02 ENVIRONMENT

- Corporate animal welfare policy
- Environmental policy
- Environmental objectives
- Environmental certification
- Raw material compliance policy
- Highlighted events
- Our actions against climate change
- Water

INDEX |

03 KEY METRICS

- Carbon footprint
 - Water
 - Waste
 - We are a diverse company
-

04 SOCIAL RESPONSIBILITY

- Sustainable Development Goals (SDGs)
 - Well-being
 - Inclusion
 - Emotional salary
 - Community engagement
 - Safety and Health
 - Governance and corporate ethics
-

05 OUR CHALLENGES AND ACHIEVEMENTS

- Our Challenges
 - Materiality
 - Stakeholder Engagement
-

GRI INDEX

INTRODUCTION

The Trevino Group Sustainability Report is a document that describes the company's initiatives, strategies, achievements and challenges regarding its commitment to the environment and social responsibility.

The information presented comes from statistics and internal resources of the company, as well as from its performance metrics (KPI).

This document is not intended to be exhaustive; it does not include all the information the reader would like to know about the Sustainability and Social Responsibility programs implemented by the company.

The forward-looking statements in this document are based on the prevailing business plans and perspectives of the company management, which may be subject to change.



EXECUTIVE MESSAGE

We are firmly committed to our purpose: to transform our company into a sustainable and successful benchmark, constantly evolving towards generating positive impacts in all its aspects.

Throughout more than 60 years of operations, Trevino Group has sought to be an agent of social change, supporting various initiatives for the benefit of our collaborators, our communities, and our clients. Therefore, we are clear that our strategies must be aimed at generating a lasting impact over time. In this report, we present an account of our progress, achievements, and positioning regarding the challenges we have undertaken in our mission to achieve sustainability responsibly.

In 2024, we faced significant challenges, but we proudly reaffirm our commitment to the objectives set. Some goals, such as our energy transition, had to be rescheduled due to external factors that affected the originally established timelines. Even in the face of these difficulties, we maintain our firm commitment and continue to promote concrete actions that bring us closer to our goals. We are confident that this ambitious initiative, proposed in 2022, will be achieved in the short term, provided that the continuity of the strategic actions we have put in place is maintained.

As part of this effort, we have modernized our water treatment system by implementing reverse osmosis. Likewise, we have maintained our certifications and are working hard to significantly improve our customers' experience. This year, we also consolidated an important link with the community through joint actions with the municipal government, such as the donation of a bus to close the mobility access gap for young students, with the aim of promoting education.

This year, in particular, we made giant strides in social capitalism, highlighting two concrete well-being projects that benefit directly to our collaborators: the inauguration of our sports fields and our daycare center.

The daycare center is a project that emerged in response to a need expressed by our collaborators, with the aim of offering solutions for the care of their children and, at the same time, promoting a sense of belonging that contributes to reducing absenteeism. However, what fills me with satisfaction, from a deep conviction, is that this project not only addresses a need but also improves the quality of life for our families, by freeing them from a mental burden associated with concerns such as whether their children have eaten, slept, or if they need to pay the monthly childcare fee. This effort represents an improvement in the economic, health, and well-being conditions for our families, not just for their children.

From another perspective, I am a firm believer that the first years of life are the most formative for a human being. If we influence the development of behaviors based on values and healthy habits, we will be contributing to a better future for our society.

At Trevino Group, all our efforts have a single objective: to become, with the support of strategic management and the effort of our collaborators, a prominent leader in the industry. We want to contribute to building a better future through sustainable products, solid ESG strategies, greater community engagement, environmental protection, and the promotion of ethical and transparent businesses.

It fills me with satisfaction to present the 2024 results, which reflect the hard work and commitment of each of our collaborators and directors.



ADMINISTRATIVE DIRECTOR

IN NUMBERS



+100

CLIENTS
AROUND THE
WORLD



+1,300

EMPLOYEES
BENEFIT WITH OUR
PROGRAMS



225.21

MWH
GENERATED FROM
CLEAN ENERGY



07

CERTIFICATIONS
(14001, 45001, 9001, 16949,
17025, WRAP, LWG)



24

MILLION SQUARE
FOOT OF PRODUCED
LEATHER



65 YEARS

PRODUCING LEATHER
WITH THE HIGHEST
QUALITY STANDARDS



6 YEARS

**FROM BEING A
SOCIALY RESPONSIBLE
COMPANY**

01

COMPANY INFORMATION



COMPANY PROFILE



We are the most important leather tannery in Mexico, based in the state of Nuevo León, with branches in the states of Jalisco and Guanajuato. We have approximately 1400 collaborators nationwide, with whom we meet the requirements of over 100 clients in the automotive, footwear, furniture, leather goods, and aviation sectors. Our products reach markets in Central America, the United States, Canada, Asia, and Europe.

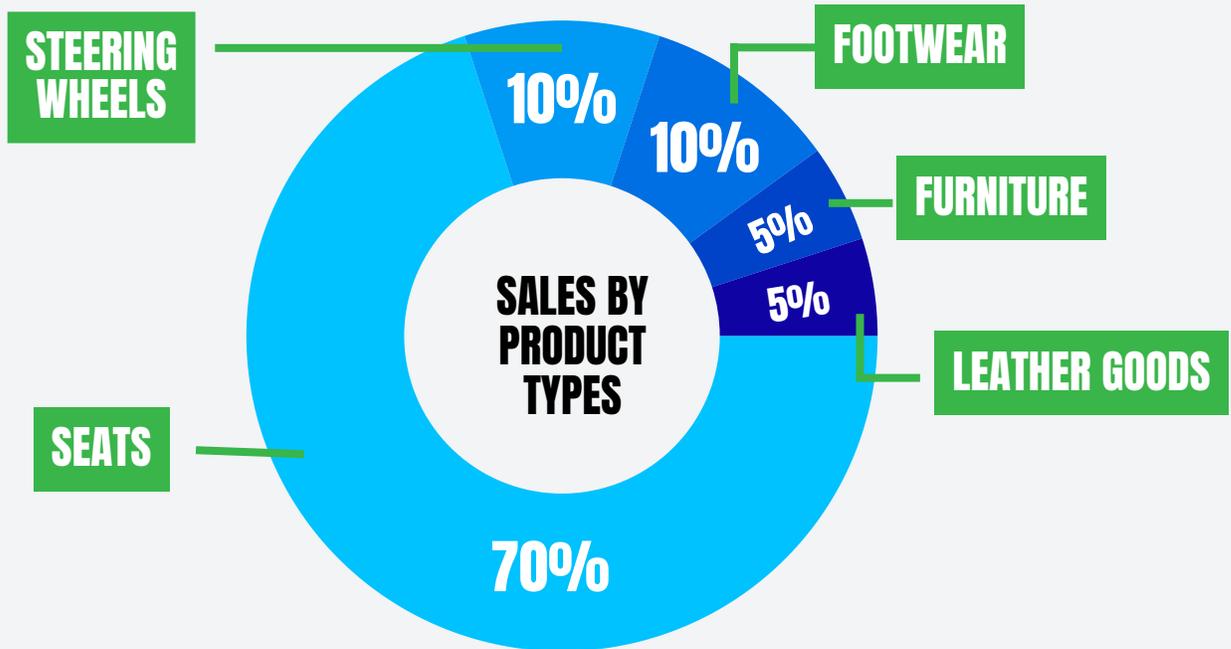
We have over 30 years of experience in the automotive market, serving 65% of the North American steering wheel market. We boast a daily production capacity of 3,000 hides and an installed capacity for an additional 2,000, allowing us to increase production without further investment. We develop more than 100 different products for the fashion industry every six months, which helps us meet our clients' demands quickly and efficiently.

Our quality management systems are certified under IATF16949, ISO 9001, and ISO 17025 standards. As a testament to our commitment to social responsibility, the environment, and health and safety, we hold ISO 14001, ISO 45001, Worldwide Responsible Accredited Production (WRAP), and Leather Working Group (LWG) certifications.

In 2020, we received the ESR Distinction for the first time, awarded by the Mexican Center for Philanthropy (CEMEFI), for demonstrating our socially responsible performance and our commitment to the comprehensive development of our collaborators, the communities around us, and environmental care. In 2024, we received this recognition for the fifth consecutive year.

Staying updated and understanding trends facilitates continuous training that helps us grow and innovate.

Our leathers are exported to the United States, China, Italy, El Salvador, Portugal, India and Canada. Eighty percent (80%) of our sales are for the automotive market, while the remaining 20% goes to other industries.



Our sales offices are located in Detroit, Mi. and Munich, Germany. We have customer service facilities in Mexico, the United States and Germany; three production plants, two in Mexico and one in China; and four distribution centers in Mexico and one in the United States.

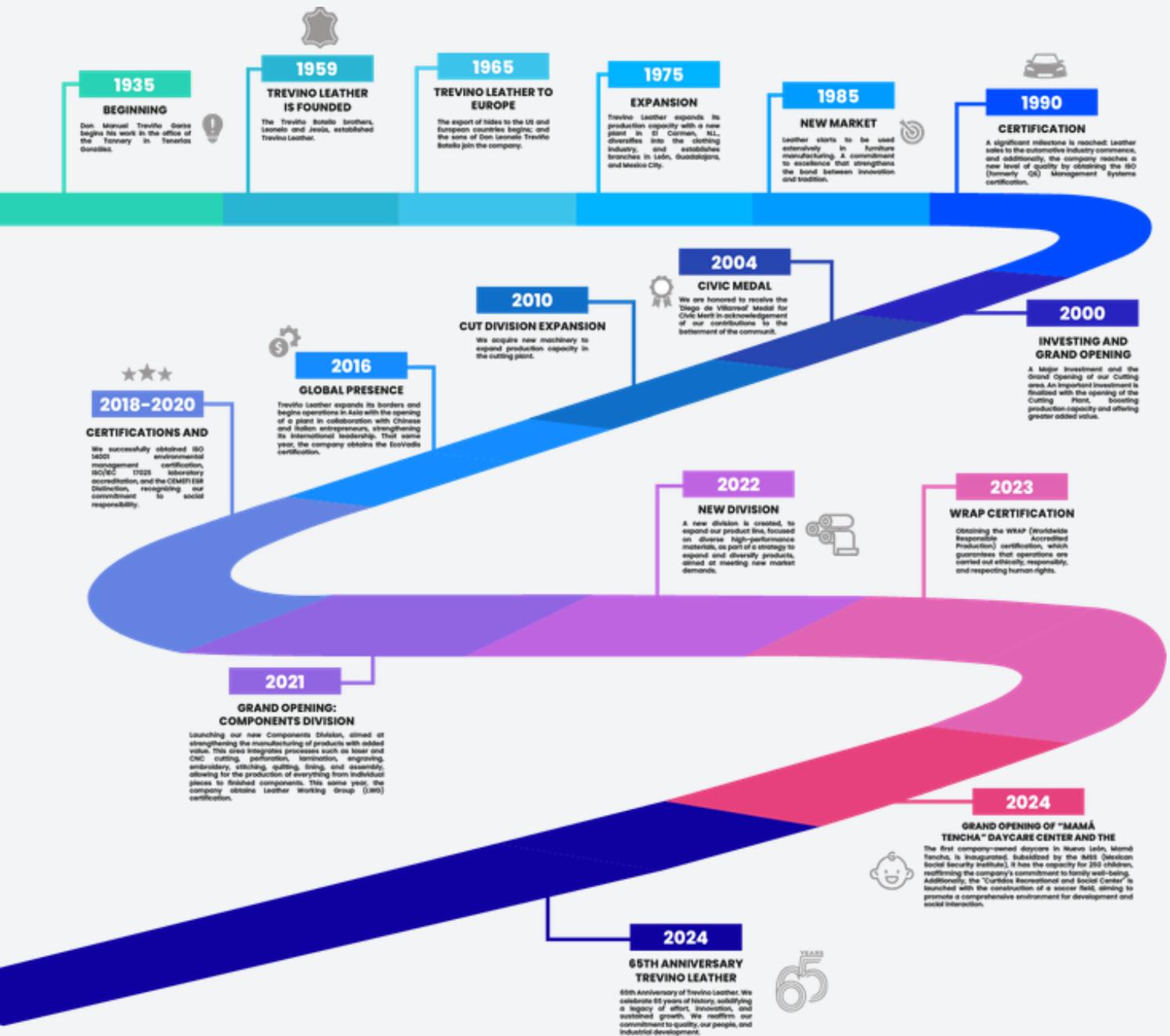


DISTRIBUTION CENTER

- Chihuahua, Chih.
- Guadalajara, Jal.
- León, Gto.
- San Nicolás de los Garza, N.L.
- Dallas/Forth Worth, Tx.

HISTORY

The beginning of our company date back to 1935, when our founder, Don Manuel Treviño Garza began to work in the tannery trade. Then he honed his trade to pass it on to his children.



OUR COMMITMENT

At Curtidos Treviño , we recognize that in order to be a long-term successful company, it is essential to care about our environment, our economy and, above all, our community. The efforts made in these areas will develop a sustainable organization.

We take as a basis the fundamental principles of the Universal Declaration of Human Rights of the United Nations, and we always work hard to provide a work environment that demonstrates this. In addition, we provide a safe and healthy work environment and aim for the comprehensive human development of workers, minimizing, as far as possible, all potential causes of accidents and other types of occupational risks within our organization.

Furthermore, we persevere until meeting all legal requirements regarding Health and Safety at work. We also promote the comprehensive development of our people and communities through direct contact with them. We support and respect the protection of all human rights and never discriminate within our organization.

As part of our commitment, we promote training programs that intend to raise awareness of each member and supplier of our organization, regarding the importance of sustainability and relevance of our actions to our environment. Our company continuously improves the performance of key sustainability indicators and other areas of occupational health and safety within our organization.



OUR...



MISSION

To design and process leather and high performance materials that exceed our customers' expectations, through continuous improvement processes that allow us to satisfy the needs of our stakeholders, promoting an environment of well-being founded on human values.



VISION

To promote the industry from Mexico to the world through our clients and suppliers and maintaining the well-being of all those involved in our process and respecting the environment while supporting the community.

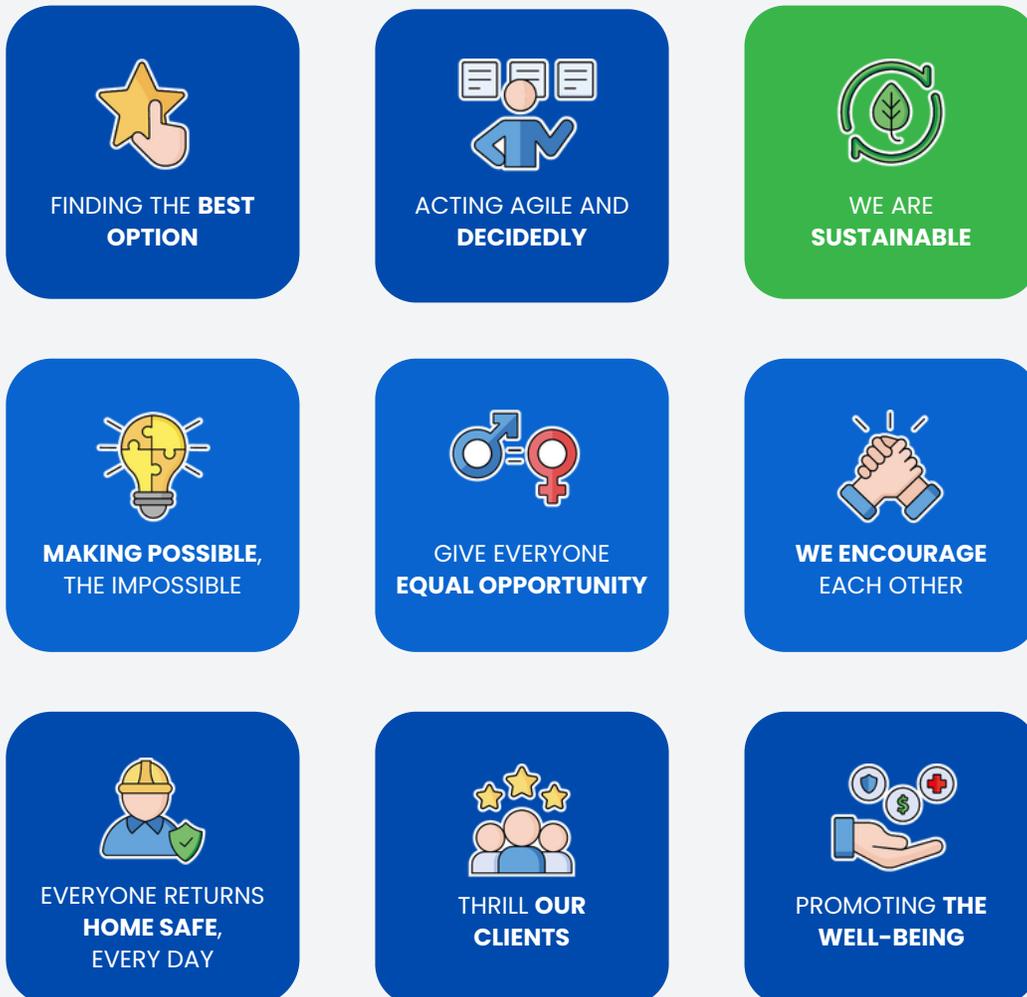


PURPOSE

Develop elegant, comfortable, and durable materials that contribute to the well-being of our planet in the long term, driving a more sustainable future.

OUR VALUES

Our business philosophy aims at being an organization which cares for the environment and our community, focusing on teamwork and encouraging an attitude of respect to risks surrounding us, exploring new alternatives to do things, facing challenges and developing skills to create more efficient solutions.



GLOBAL COMPACT

As an organization committed to sustainability, we are proud to be part of the **United Nations Global Compact**, the largest network of companies and organizations that promote responsible and sustainable actions on a global scale.

The Global Compact is a unique platform that encourages the adoption of universal principles on human rights, labor standards, the environment, and anti-corruption, all while collaborating to achieve the **Sustainable Development Goals (SDGs)** established by the United Nations.



We are convinced that by collaborating within this global network, we can generate tangible and lasting impacts that not only benefit our organization but also future generations. Furthermore, we will contribute directly and indirectly to the achievement of the Sustainable Development Goals (SDGs).



PRODUCTS

MATERIAL PRODUCT RANGE

- Full Grain Semi Aniline Leathers
- Full Grain Nappa Leather
- Full Grain Engraved Leather
- Cut Pieces
- Feeltek

CRUSTING TECHNIQUES

- Chrome Tan
- Chrome Free Tan
- Vegetable Tan
- Vacuum Dry
- Stapling/drying tunnel
- Tumbling
- Mechanical loosening

ENGRAVING DESIGN

- 650 engraving design plates
- 24 engraving roll designs

FINISHING TECHNIQUES

- Semi-Aniline
- Pigmented
- Two-tone, stained effects
- Cloud and antiqued effects
- Metallic
- Pearlized
- Nappa

UNIQUE PRODUCTS OFFERED BY TREVINO LEATHER

- In Trevino Leather, we also specialize in the fashion industry. We develop more than 100 different products every 6 months that are presented in our Spring-Summer, Autumn-Winter collections; we specialize in fast development of products and samples.
- Trevino Leather was assessed and recognized by several OEMs in the automotive sector for having the **best Denim Dye Resistance top coat** compared to the ones of its competitors (five other competitors).

SECONDARY OPERATION CAPABILITY

- Laser cutting
- Cutting by computer
- Embroidery and Engraving
- Perforation and Lamination
- Cutting and sewing
- Upholstery of several components
- Complete manufacturing of finished products, several in leather
- Quilting

QUALITY

At Trevino Leather, we have been manufacturing leather for the automotive industry for 30 years.



QUALITY SYSTEM VALIDATIONS

- IATF16949
- ISO9001
- ISO / IEC 17025

CONTROL PLAN

- For each part number
- From incoming inspection to each audit
- SPC Techniques
- Trial and error

PFMEA METHODOLOGY

- For each part number
- From incoming inspection to each audit
- RPN Reduction Plans

LAYERED PROCESS, AUDIT PROCESS

SIX SIGMA AND KAIZEN METHODOLOGIES

R&R GAGE ANALYSIS

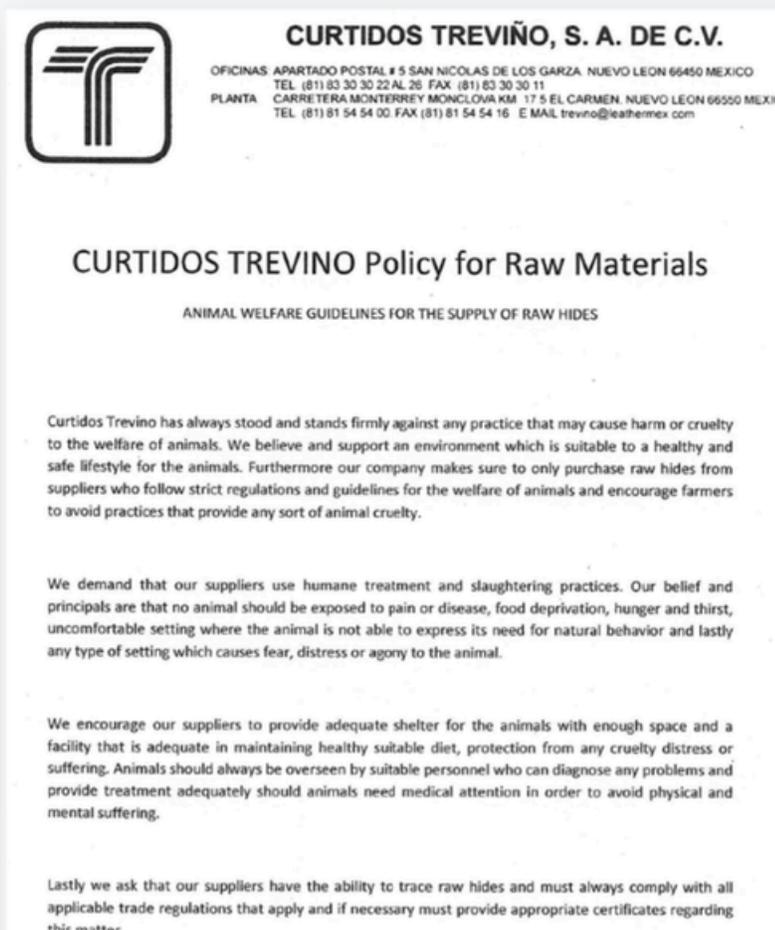
FAST RESPONSE BOARD

02

ENVIRONMENT

CORPORATE ANIMAL WELFARE POLICY

Only for certified suppliers that meet the international regulations for animal welfare.



5 FREEDOMS

- 01** Free from hunger and thirst.
- 02** Free from discomfort.
- 03** Free from pain, injury or diseases.
- 04** Free to express their own normal behavior.
- 05** Free of fear and distress.

ENVIRONMENTAL POLICY

At Trevino Leather, is a company devoted to process leather and automotive parts. We are committed to protecting the environment, based on the following fundamental principles:

- **Meet the legal requirements** that are applicable as well as other requirements subscribed by Curtidos Treviño S.A. de C.V.
- Consider the nature, magnitude and environmental impact of activities, products and services as well as **apply continuous improvement methods** with the purpose of minimizing, mitigating and/or preventing pollution and improving the environmental performance.
- Encourage our internal and/or subcontracted personnel and our suppliers to make **good use and exploitation of resources**, applying and respecting our environmental management systems.



THESE PRINCIPLES CONSTITUTE THE REFERENCE FRAMEWORK FOR THE ESTABLISHMENT OF ENVIRONMENTAL OBJECTIVES OF OUR ENVIRONMENTAL MANAGEMENT SYSTEM.

ENVIRONMENTAL OBJECTIVES

Continuous monitoring of electrical intensity and emissions per unit of product is carried out to identify opportunities for improving energy efficiency. While we implement strategies aimed at reducing electricity consumption, we also recognize that certain increases in the indicator are associated with technological advancements and the growing sophistication of our value-generation processes.

PRIMARY SDGS



SECONDARY SDGS



GLOBAL COMPACT



ELECTRICAL INTENSITY



CARBON INTENSITY



ENVIRONMENTAL CERTIFICATIONS



Current issue date: 28 November 2021
Expiry date: 27 November 2024
Certificate identity number: 10418313
Original approval(s): ISO 14001 - 28 November 2018

Certificate of Approval

This is to certify that the Management System of:

Curtidos Treviño S.A de C.V.

Carre. Mty-Mondova Km17.5, 66550 El Carmen, Mexico

has been approved by LRQA to the following standards:

ISO 14001:2015

Approval number(s): ISO 14001 – 00017627

The scope of this approval is applicable to:

Manufacture of leather and parts for indoor products as well as assembly and lining of leather or synthetic products.

Cliff Muckleroy

Area Operations Manager Americas

Issued by: Lloyd's Register Quality Assurance, Inc.

for and on behalf of: LRQA Limited



LRQA Group Limited, its affiliates and subsidiaries and their respective officers, employees or agents are, individually and collectively, referred to in this clause as 'LRQA'. LRQA assumes no responsibility and shall not be liable to any person for any loss, damage or expense caused by reliance on the information or advice in this document or howsoever provided, unless that person has signed a contract with the relevant LRQA entity for the provision of this information or advice and in that case any responsibility or liability is exclusively on the terms and conditions set out in that contract.
Issued by: Lloyd's Register Quality Assurance, Inc., Av. David Alfaro Siqueiros 106, Piso 17 - Suite 1703, Col. Valle Oriente, San Pedro Garza Garcia, Nuevo Leon 66260, Mexico for and on behalf of: LRQA Limited, 1 Trinity Park, Bickenhill Lane, Birmingham B37 7ES, United Kingdom

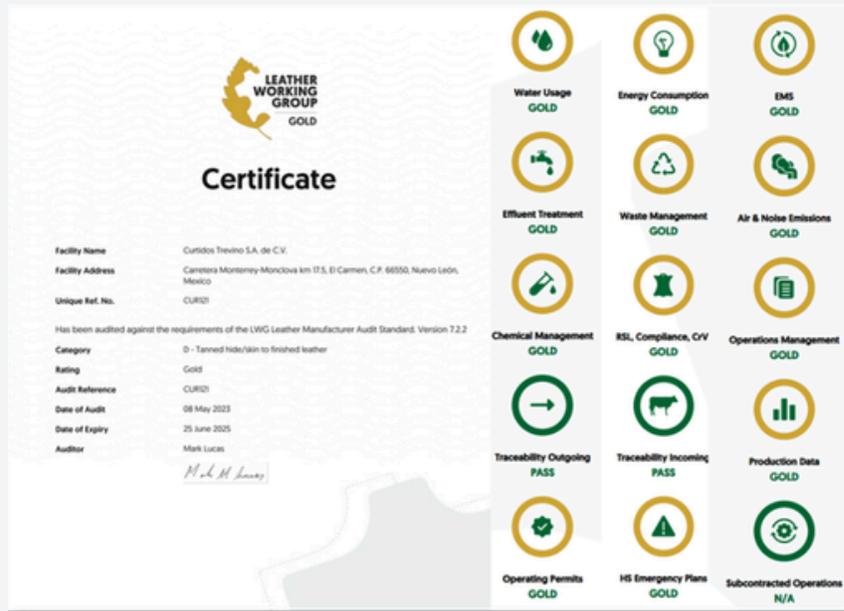
LRQA

Our efforts toward sustainability have driven us to continuously strengthen our environmental management. As part of this commitment, in 2021 we obtained our first-ever **Leather Working Group (LWG)** certification, achieving the **Silver distinction**. Thanks to continuous improvement and rigorous work on our processes, we were able to advance even further in 2023, obtaining the **Gold distinction**. This recognition positions us with an outstanding rating within our industry, reaffirming our commitment to a more responsible and sustainable supply chain.

We adopt the LWG criteria as part of our commitment to due diligence in the supply chain and to continuous improvement in the leather industry. LWG promotes responsible practices through rigorous environmental audits and demanding traceability standards. Its evaluation system allows tanners, manufacturers, and brands to be

classified according to their performance in key areas, such as:

- Efficient use of resources, including water and energy consumption.
- Responsible management of chemical products.
- Proper management of waste and emissions.
- Traceability of leather from its origin.
- Regulatory compliance and the adoption of good environmental practices.



By prioritizing LWG-certified suppliers, we strengthen our sustainable purchasing policy and comply with the principles of environmental and social due diligence. This minimizes risks in our value chain, reduces negative impacts, and promotes more transparent, responsible, and sustainable practices throughout the product lifecycle.

RAW MATERIAL COMPLIANCE POLICY

Trevino Leather has defined the sustainable principles of our raw materials through its "Raw Material Compliance Policy".

Since leather is a by-product of the meat industry, we can affirm that it is highly sustainable. This process called "upcycling" allows our products to be sustainable, organic, recycled and traceable.



We have a **100% traceability system**, of which **68.6%** of the materials, from the origin to the slaughterhouse, come from suppliers certified by the **Leather Working Group (LWG)**.

The chemical products we purchase meet the highest international Standards such as MSRL of the ZDHC, REACH, GADSL, among others. In our organization, we promote transparency throughout our supply chain, enforcing the IMDS requirements. We use water-based products that are low in volatile organic compounds (VOCs).

100% of the chemical products we use are **ZDHC certified**.



Free of heavy metals



Free of IMDS banned substances



Low in VOC



Base H2O

3TG

Free of 3TG

NMP/NEP

Free of NMP/NEP

- Our Internal standards state that our packaging items must contain at least one-third of recyclable material.



Each box contains **75% recycled material.**

- We use recognized tools such as the Life Cycle Analysis (ACV) to continuously measure and analyze the impact of all our manufacturing processes and supply chain in order to further improve our competitiveness in the market, our quality standards and sustainability criteria.



HIGHLIGHTED EVENTS AND ACHIEVING OUR PURPOSE WITH SUSTAINABLE VALUE

Today, we face global challenges such as **climate change**, social inequality, and the scarcity of natural resources. Organizations can no longer limit themselves to seeking short-term economic success; it is our duty to operate in the strict sense of the definition of sustainability, working not to compromise future generations while promoting an environment of well-being for current ones.

At Trevino Leather, we create value through responsible practices. This implies taking into account not only economic aspects but also the social and environmental impacts of the decisions we make. Every action must be considered not only for its immediate benefits but also for its long-term footprint. Some of our most notable actions include:



ENVIRONMENT

- In biodiversity conservation, we **relocated 36 specimens**, 9 of which are considered protected species.
- We generated **225.21 MWh of green energy** through our solar panels, which is equivalent to planting **833 trees**.
- **We planted 251 native trees** in the region, which help remove one ton of CO₂ from the environment.
- We had **12 families** of our employees participate in an environmental awareness workshop.




SOCIAL

- A volunteer day was held for the **rehabilitation and cleanup of key areas** in our community, with the participation of **50 employees**.
- More than **12,000 hygiene kits** were distributed to employees during 2024.
- More than **8 tons of fruit** were delivered as part of the "Healthy Fridays" initiative.
- During 2024, we supported the community by **providing water truck service to combat** fires in private properties and vacant lots.
- We invested more than **4 million pesos** in our philanthropy program.
- The **emotional salary** program had a positive and direct impact on **1,200 employees** and their families.
- **3 million pesos** were allocated to the Ciudad de los Niños (City of Children) organization. This contribution will support the creation of a new campus that will **benefit 900 families** and have capacity for 1,330 students.





GENDER EQUITY AND NEW OPPORTUNITIES

- In February 2024, we launched the first edition of our magazine, **Somos CT**, establishing a new communication channel for our stakeholders.
- We maintain a **0% salary gap** among men, women, and employees with different abilities who hold the same positions.
- We created more than **211 new jobs**.



We work with a long-term vision that seeks the well-being not only of the company but also of society and the planet. Every one of our actions directly or indirectly impacts one of the Sustainable Development Goals (SDGs), which allows us to contribute significantly to the well-being of both our internal and external communities.

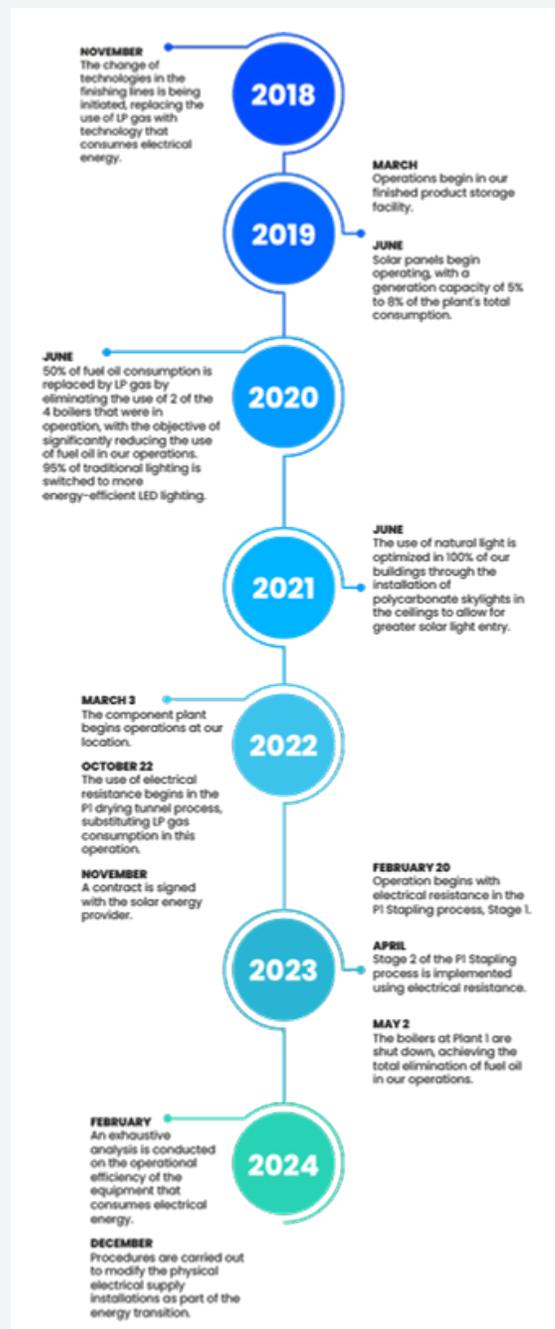
OUR ACTIONS AGAINST CLIMATE CHANGE

At a time when the planet faces unprecedented challenges stemming from climate change, Curtidos Treviño remains committed to combating this phenomenon. As a company, we are deeply committed to protecting the environment and adopting practices that help mitigate its impact.

Our climate change strategy is based on integrating practical solutions to build a greener future. Every step we take brings us closer to that objective.

We understand that the quality of our products relies on a variety of processes that work in harmony with equipment, machinery, and energy sources. For this reason, we have focused on laying the groundwork to achieve a significant impact on the organization's carbon footprint.

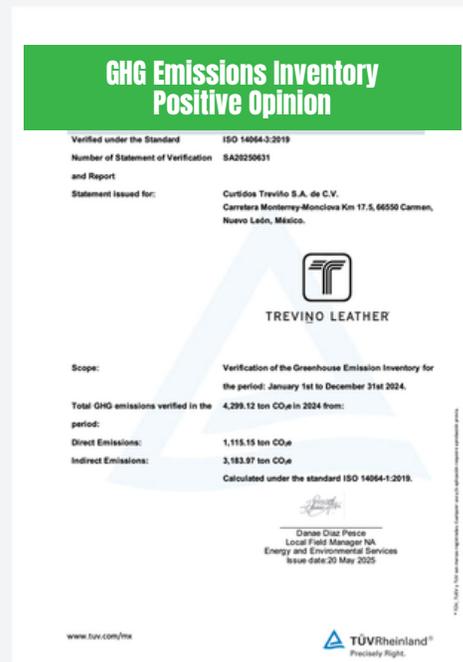
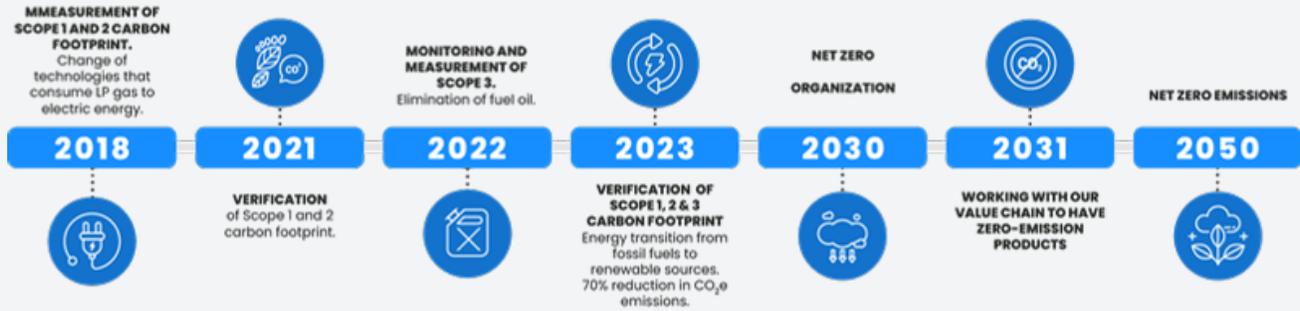
We have begun the transition from polluting energy sources, such as fuel oil and LP gas, to more environmentally friendly alternatives. Furthermore, we have modernized our processes and technologies to reduce, eliminate, and substitute the use of these fuels.



We are currently continuing to manage our internal processes to maintain their efficiency and identify opportunities that will allow us to positively impact our goals and achieve our carbon neutrality targets by 2030.

Today, a significant opportunity is presented: 74% of our CO₂e emissions come from energy consumption. For this reason, we continue to manage the necessary procedures for our supply source to transition from fossil fuels to photovoltaic energy.

Our Roadmap in the Ambitious Task of Achieving Carbon Neutrality



WATER

It is one of the fundamental resources for the operational processes. Therefore, Trevino Leather makes the maximum effort to optimize its use.



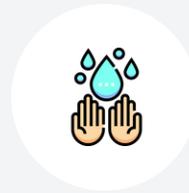
Consumption efficiency: this is an important point for selecting new technology and equipment, as well as for designing new projects.



One hundred percent (100%) of the wastewater generated is treated efficiently.



Water balance: We ensure consumption measurement of all processes that use water with the purpose of guaranteeing the highest possible consumption efficiency.



Raise of awareness and promotion of efficient use.

Responsible water use policies:

- Implementation of water audits.
- Automation for real-time monitoring of water consumption in dyeing processes to prevent excessive use and detect leaks or inefficiencies.
- Efficient and low-water-consumption dyeing formulations.
- Operation of our physico-chemical treatment plant to recover treated water for the Finishing stage (Spraypack).
- Rainwater reuse in less critical processes, such as cleaning equipment or areas, and preparing supplies for the WWTP (Wastewater Treatment Plant).

03

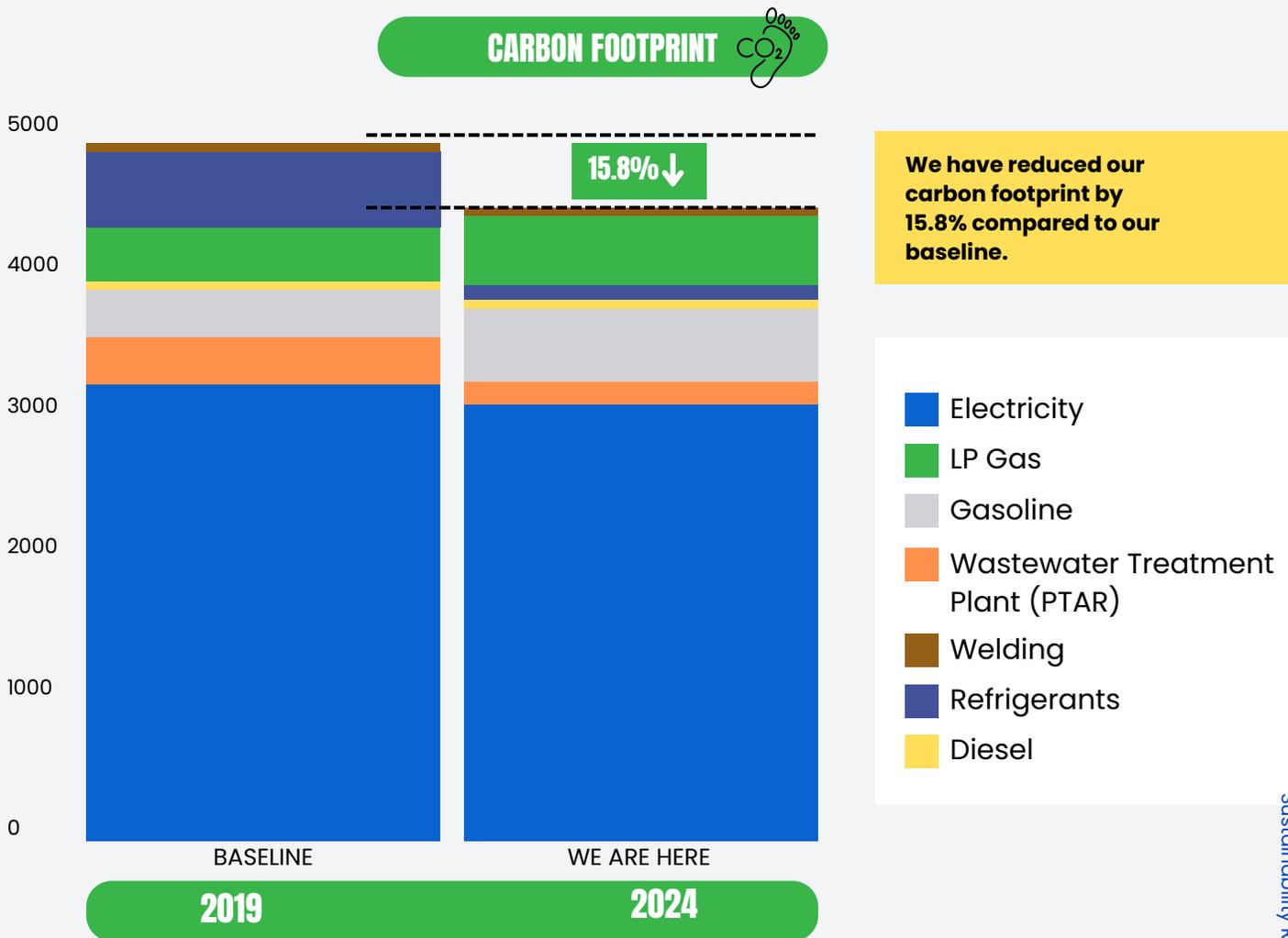
METRICS



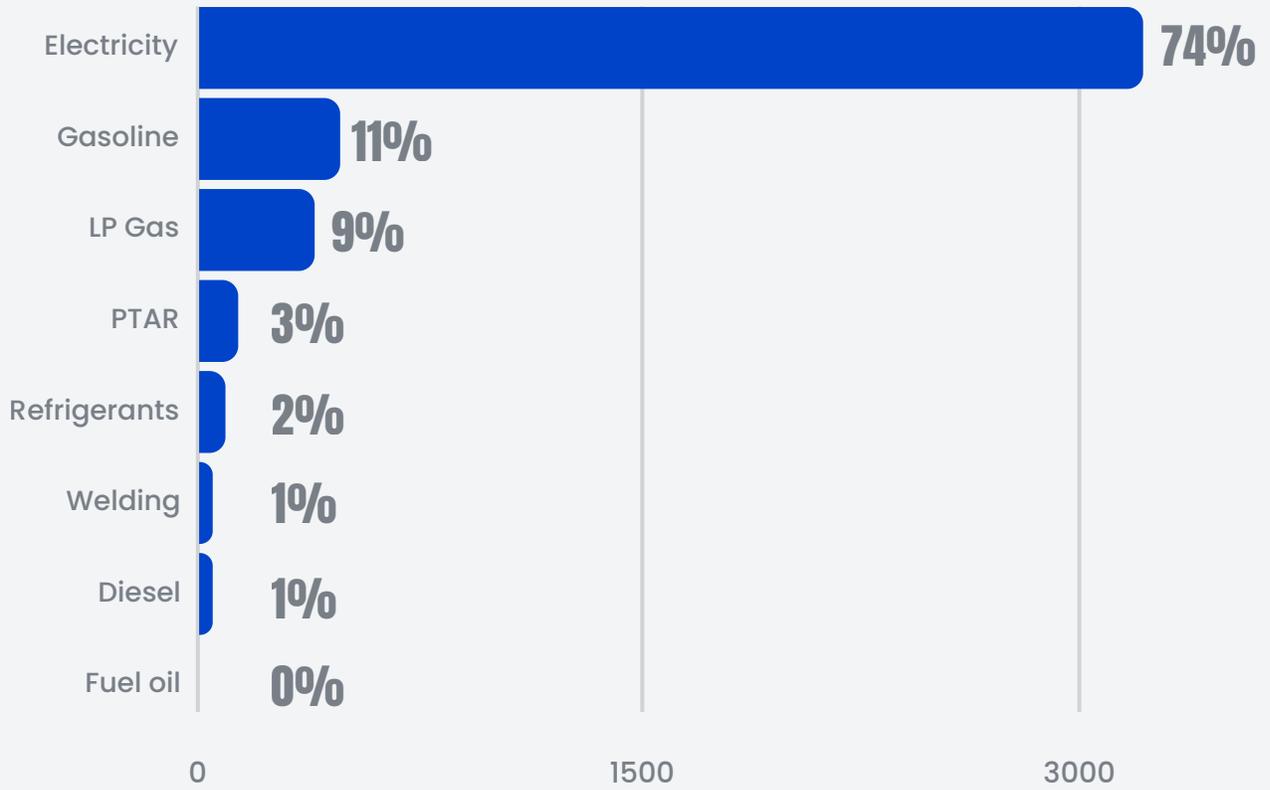
CARBON FOOTPRINT

Our purpose is to contribute to a better future. Therefore, we're addressing one of the main challenges humanity faces: managing our greenhouse gas emissions in every one of our processes. We constantly evaluate climate risks and their impact, both direct and indirect, making them an essential aspect of our ESG strategies.

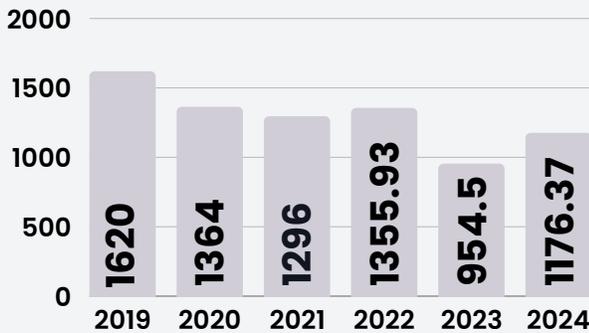
We recognize the importance of identifying new opportunities to continue managing and reducing our carbon footprint. For this reason, since 2022 and continuing today, we've been working on the transition from fossil fuel energy to solar energy, which accounts for 74% of our emissions. In 2023, we successfully eliminated the use of fuel oil in our operations completely.



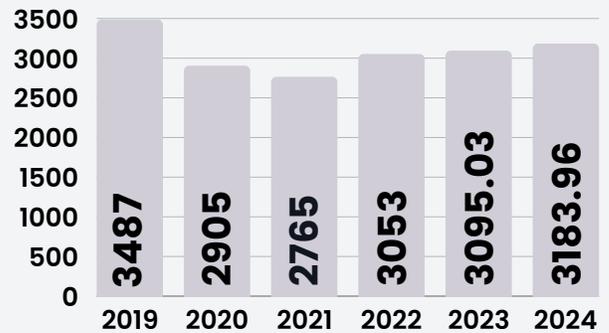
TOTAL CO2 EQUIVALENT EMISSIONS 2024 [=] TONS



SCOPE 1



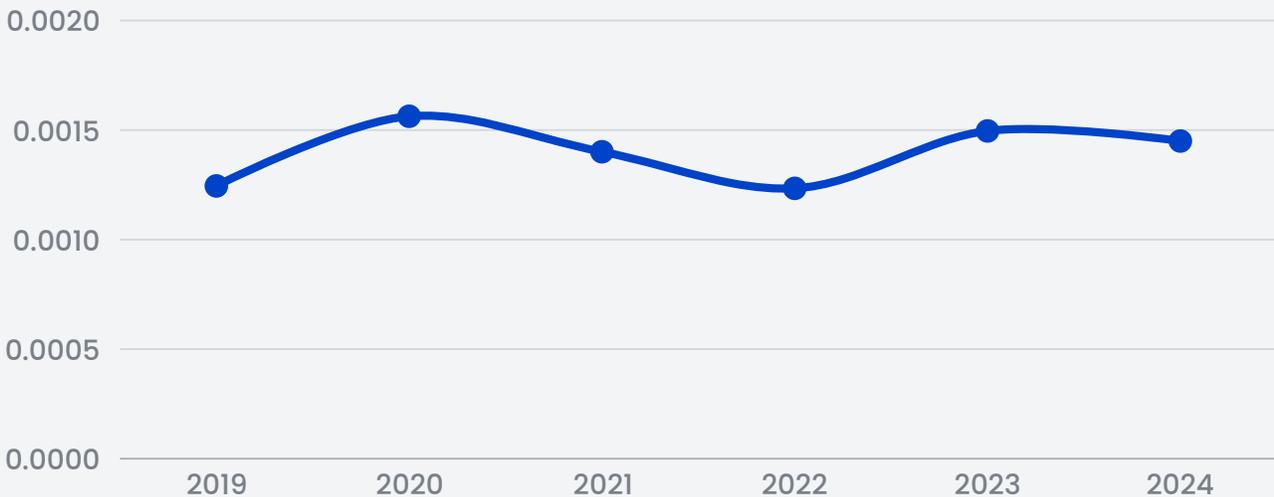
SCOPE 2



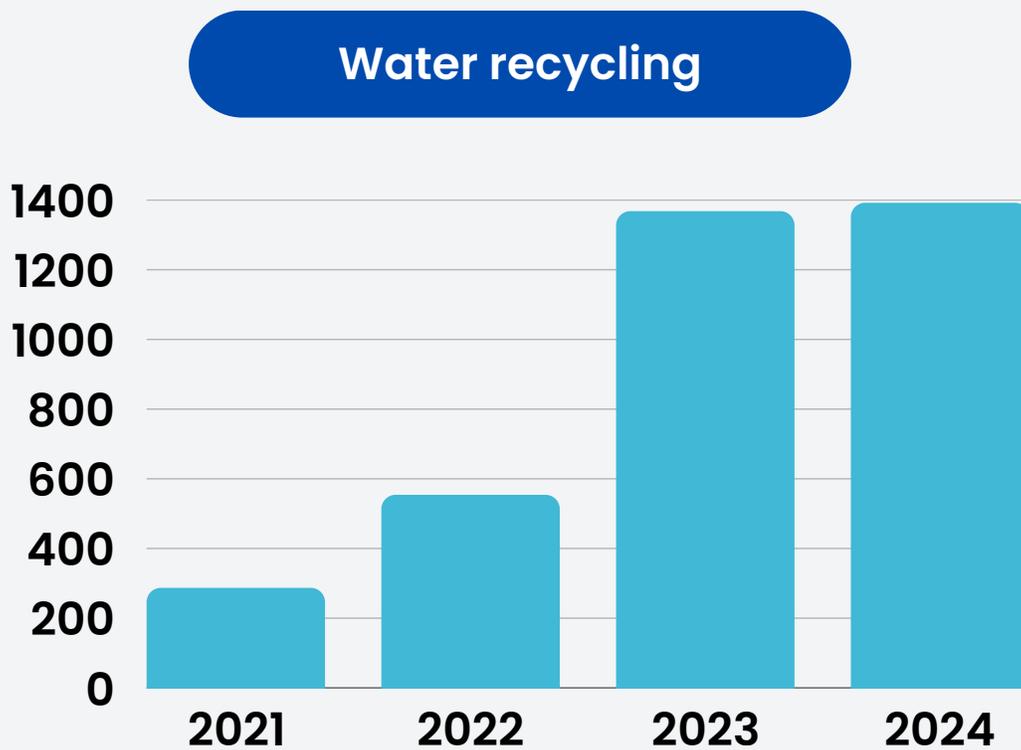
WATER

We are maintaining the monitoring of our water consumption and discharge indicators throughout 2024, appropriately managing our natural resources and seeking to optimize these indicators. With this goal in mind, during the current year, we upgraded our water treatment systems and eliminated obsolete softening systems, which were replaced with osmosis technology.

We recycle 100% of the water used in the finishing process and utilize rainwater for the cleaning and maintenance of auxiliary areas and the treatment plant. We continue to work toward increasing the efficiency of our water processes.



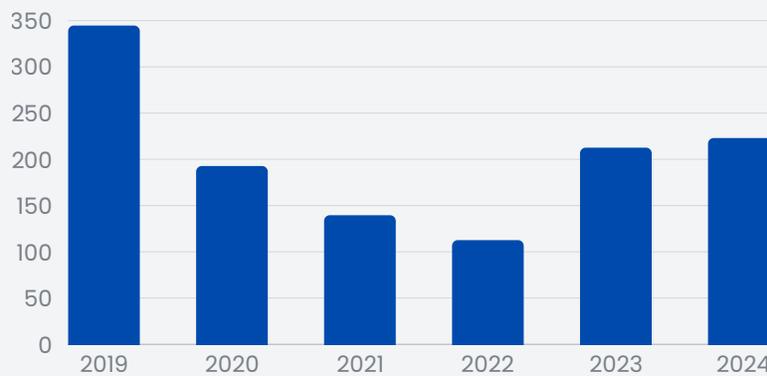
Water recycling is a key tool for tackling current challenges related to water scarcity, climate change, and population growth. By treating and reusing wastewater or rainwater, it's possible to significantly reduce the consumption of potable water, lessen the pressure on natural sources, and promote a more efficient and sustainable management of this vital resource.



WASTE

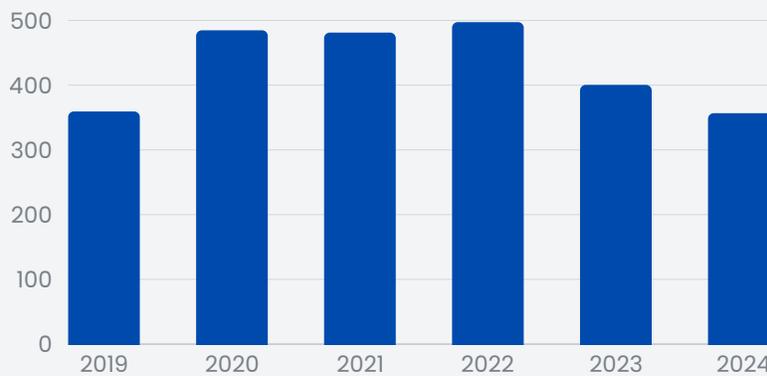
We properly manage our waste and are continuously seeking environmentally friendly solutions under a circular economy approach. During 2024, 20% of our waste received an environmentally friendly final treatment.

GENERAL WASTE



WASTE	2019	2020	2021	2022	2023	2024
GENERAL WASTE	344.62	192.75	139.55	112.63	212.6	223

SCRAPPING WASTE



WASTE	2019	2020	2021	2022	2023	2024
SCRAPPING WASTE	359.31	484.69	481.17	497.3	400.4	356.66

SOCIAL KPI'S

SATISFACTION (LABORAL ENVIRONMENT)

	2024	2023	2022
Collaborators' satisfaction	80%	80%	80%

INCLUSION

	2024	2023	2022
Number of employees with disabilities	21	20	14

ANTI-CORRUPTION

	2024	2023	2022
Fines	0	0	0
Claims due to corruption	0	0	0

COMPLIANCE

	2024	2023	2022
Compliance with regulations	100%	100%	100%

TRAINING

INDUCTION AND ENTRY TRAINING	2024	2023	2022
Environmental	100%	100%	100%
Safety and health at job	100%	100%	100%
Benefits and payroll interpretation	100%	100%	100%
Social responsibility	100%	100%	100%

SAFETY

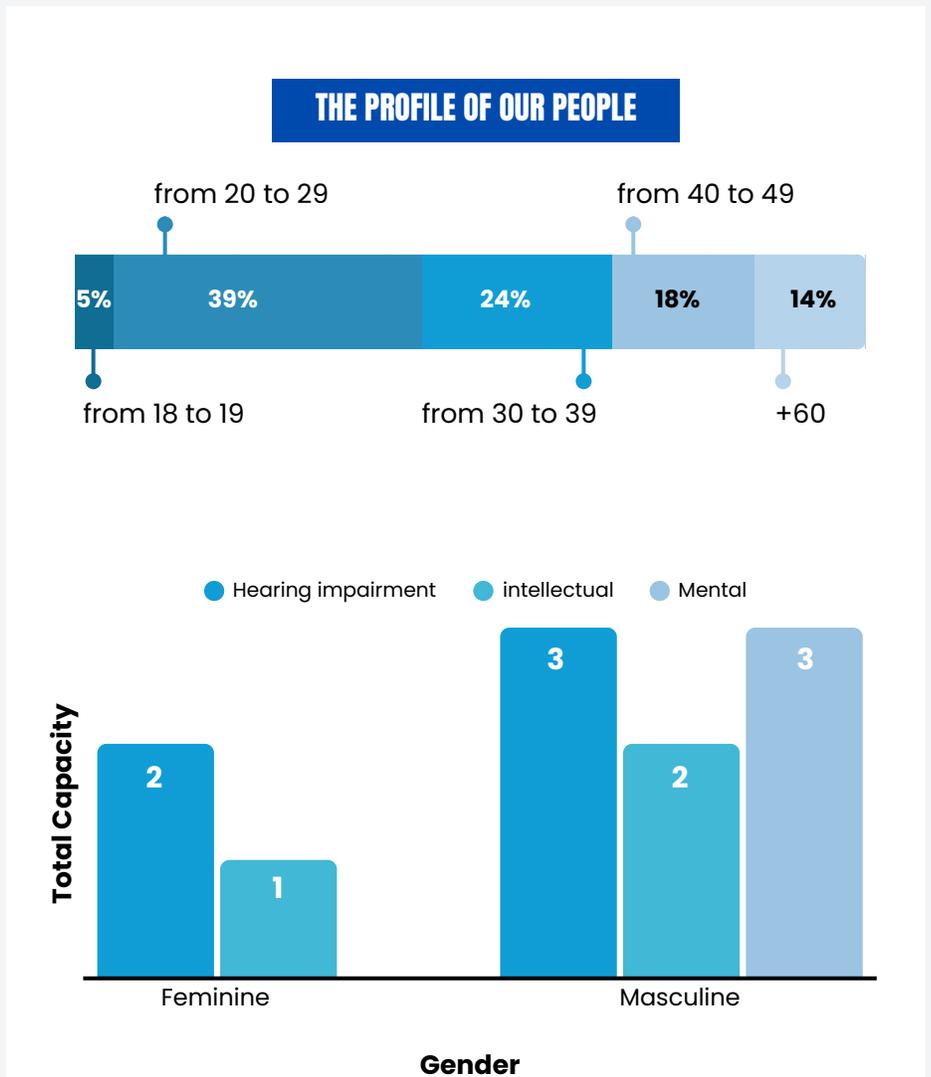
	2024	2023	2022
Fatal accidents due to work risk	0	0	0
Fatalities due to work-related illnesses	0	0	0

WE ARE A DIVERSE COMPANY

Our employees are fundamental to the organization's growth, the achievement of our objectives, and the fulfillment of our strategy. Knowing our people helps create a more harmonious, productive, and efficient work environment where everyone can reach their maximum potential and where we can provide opportunities for all.

During 2024, our workforce was composed of 65% female employees and 35% male employees, operating across two shifts. Shift one represented 70% of the labor population, while shift two accounted for 30%.

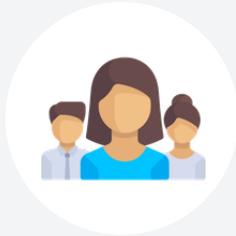
The blend of generations within our organization not only helps optimize performance but also fosters a more diverse, inclusive, and collaborative environment. Leveraging the strengths of each generational group can drive innovation and generate a positive, enriching atmosphere. Sustained commitment is vital to maintaining that connection and the motivation of a stable workforce.



Therefore, we consult with and listen to our employees throughout their entire employment lifecycle to understand and address their concerns, improve relationships, and foster continuous feedback.



+837 TRAINING
HOURS



80% SATISFACTION
OF OUR
EMPLOYEES



957 LOYALTY
BONUSES
GRANTED



13% EMPLOYEES
WHO DEVELOPED A
NEW SKILL

04

SOCIAL RESPONSIBILITY



| SDG



Discussing the **Sustainable Development Goals (SDGs)**, a key global initiative shaping our common future, is relevant for consolidating our ESG strategy. In the context of the social, economic, and environmental challenges we face, the SDGs offer us a clear framework to guide our actions and efforts toward a more just, equitable, and sustainable world.

The SDGs were adopted by all United Nations member countries in 2015 as part of the **2030 Agenda for Sustainable Development**, an action plan that sets 17 goals with 169 specific targets to eradicate poverty, protect the planet, and ensure that all people enjoy peace and prosperity by the year 2030. Meanwhile, we advance our industry by aligning with these

international purposes that seek the well-being of our employees, the environment, and our business strategy.

The global context demonstrates that organizations that adapt to new trends through integrated strategies, capable of maintaining a business model committed to the well-being of its stakeholders, have a greater chance of enduring and being successful.

As an organization, we are proud to integrate these criteria into our strategies, allowing us to enhance the quality of life for our employees, foster a sense of humanity and belonging, and generate a positive impact on the environment, in harmony with global trends.

Therefore, we conducted an evaluation of the SDGs (Sustainable Development Goals) and defined our primary SDGs. These are relevant due to their direct relationship with the core strategies of our business model. We determined that the priority SDGs are: Zero Hunger, Good Health and Well-being, Quality Education, Clean Water and Sanitation, Reduced Inequalities, and Climate Action.

PRIMARY SDGs FOR TREVINO LEATHER



We chose these **six Sustainable Development Goals** (SDGs) to highlight their relevance and their capacity to directly impact the construction of a future that is more just, inclusive, and sustainable for everyone. Each of these goals addresses crucial global issues that affect millions of people worldwide, and by achieving them, we can positively transform the lives of communities, ecosystems, and economies.



WELLBEING

Committed to the well-being of our employees, we inaugurated a space dedicated to promoting sports.

We encourage sports as an effective way to improve the general health of our community, particularly that of our employees. We help them lead a more balanced life, stay motivated, and strengthen the bonds of camaraderie within our internal community.

As a Socially Responsible Company (CSR), we integrate sports as a

fundamental pillar of our well-being strategy, aiming to ensure our employees enjoy better health. During 2024:



- ✓ **10,395 m²** were allocated and dedicated to social and sporting recreation.
- ✓ **260 employees** (120 female and 140 male) participated in two tournaments during 2024.
- ✓ **50 trees** and **231 shrubs** native to the region were planted.

WELLBEING

One of the projects that marked our 2024 was the significant advancement in our well-being strategy. The civil work was completed, and the **Mamá Tencha daycare center** was launched, which will provide services for our employees' children. We are proud that this benefit is available and accessible to our working mothers and fathers.

BENEFITS



100% free of charge.



Trained and qualified staff.



Capacity to serve 252 children.



Promotes healthy habits through a balanced diet.



Promotes the physical and cognitive development of children.



Provides peace of mind and confidence through clear procedures supervised by the child care center authority.



Offers free preventive health programs.



"Without a doubt, the daycare service or childcare support represents an investment in the well-being of our employees and the overall stability of the company."

Chief Administrative Officer



"May this space be a safe and loving refuge, full of discoveries that nurture their minds and hearts, and may every family have the peace of mind knowing that their children are in good hands."

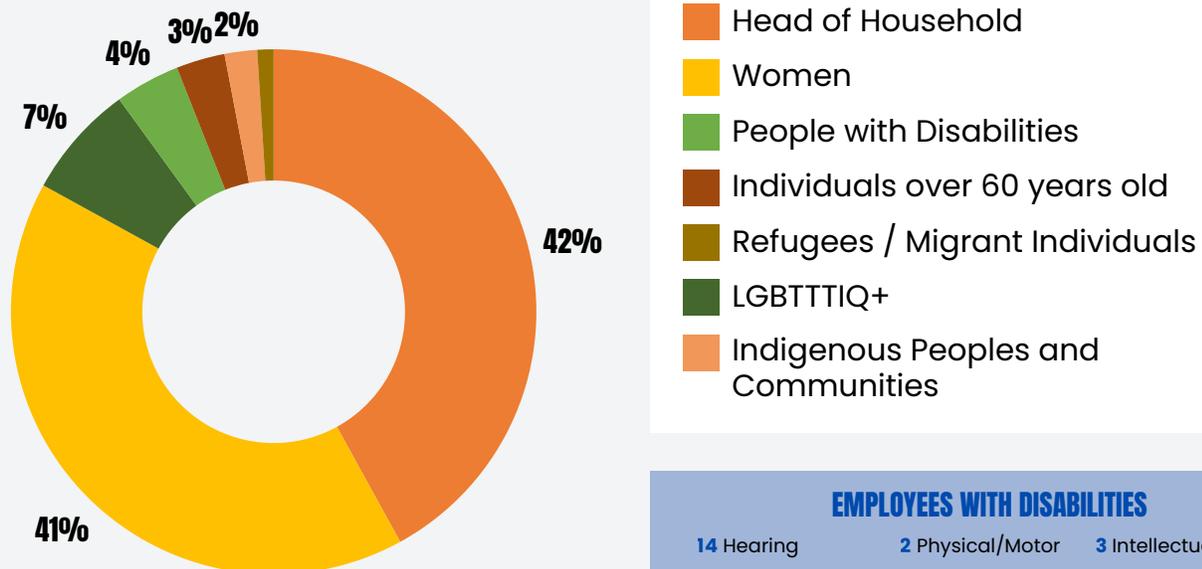
Daycare Mamá Tencha Director

INCLUSION

After a journey of nearly four years, during which we chose to expand our boundaries by incorporating deaf employees, we have formalized Support for Diversity as a core company value. This decision allows us to provide opportunities for everyone, strengthening our well-being strategies.

With the clear goal of promoting a work culture that values and respects individual differences, we aim to create an inclusive and safe environment where everyone feels supported. This fosters equal treatment and opportunities, enabling every employee to develop and give their best. We work continuously to maintain current policies, train staff in Mexican Sign Language (LSM) and on topics of diversity and inclusion, as well as to promote equal opportunities.

We have a very diverse community, which is why we have identified our most vulnerable groups:



- Head of Household
- Women
- People with Disabilities
- Individuals over 60 years old
- Refugees / Migrant Individuals
- LGBTTTIQ+
- Indigenous Peoples and Communities

EMPLOYEES WITH DISABILITIES		
14 Hearing	2 Physical/Motor	3 Intellectual
1 Multiple	1 Visual	64 Psychosocial

This approach allows us to take action and implement practices that promote well-being and ensure that these groups receive the necessary support, thereby creating an environment of respect, collaboration, and teamwork.

As a result of our hard work and commitment to our diversity and inclusion strategy, we received recognition from the Nuevo León State Government and the System for the Comprehensive Development of the Family (DIF) through the Center for Rehabilitation and Special Education. This acknowledgment is for including actions in our practices that facilitate the

fundamental right of access to work for people with disabilities. This is our fourth consecutive year receiving this award.



EMOTIONAL SALARY

As part of our emotional salary program, we carry out activities that promote a balance between family and work life, strengthen the integration of work teams, and reinforce the sense of belonging.

Throughout 2024, we have implemented various initiatives, including:



RECOGNITION OF LOYALTY AND COMMITMENT

We honor employees celebrating more than five years as part of our valuable team, as well as those who demonstrate exemplary commitment in their day-to-day work.



RETIREMENT CEREMONY

A heartfelt act of gratitude for those who have dedicated years of service to our organization, recognizing their dedication and commitment.



SUMMER CAMP

Aimed at the youngest members of the family, with the goal of fostering creativity, environmental awareness, and safety.



BIRTHDAY CELEBRATION

Where we celebrate employees who have a birthday each month, allowing them to enjoy a pleasant afternoon.

Other important activities we carried out this year as part of the program include the traditional **Rosca de Reyes** (King's Cake celebration), **the Mother's and Father's Day** celebrations, a family **environmental awareness workshop**, the Christmas **Posada**, and the **pilgrimage**.



Without a doubt, one of the most prominent events of 2024 was the celebration of our **65th Anniversary**. During the celebration, we commemorated our history and shared memorable moments with our employees, who have been a key piece of our journey.



COMMUNITY OUTREACH

Because we recognize and believe that the sum of wills and efforts creates solid projects that multiply impact, we joined three major initiatives where we participate as donors, benefiting the community where we operate. These projects focus on volunteering, mobility for education, and health and well-being for our communities.

VOLUNTEERING

In partnership with key stakeholders and for the benefit of our community, Curtidos Treviño joined the campaign "**El Carmen Estamos Contigo**" (El Carmen is with you). Working hand-in-hand with the municipality and other neighboring companies, we joined forces to perform maintenance, rehabilitation, and cleaning of roads and green areas.



55 volunteering actions



We rehabilitated **1,300 linear meters of roadway**



Approximately **15 tons of trash** were cleaned from the streets.



Maintenance of **100 square meters** of green areas.

MOBILITY FOR EDUCATION

It's essential to work with youth, as they represent the future of our society. Investing in their development, education, and well-being has a direct impact on the evolution of communities, the economy, and the social environment in general. Therefore, during 2024, we contributed to the El Carmen community by donating an exclusive unit for the mobility of high school students. This unit will transport 80 students daily across two shifts, ensuring safety, reducing economic barriers, increasing school attendance, and promoting equal access to education.

We're pleased to share that this investment, **which totaled one million pesos, will provide peace of mind and well-being to approximately 80 families in our community.**



HEALTH AND WELL-BEING FOR OUR COMMUNITIES

Committed to the well-being of the communities where our employees live, we also joined the project for the new **Cáritas clinic** with **a contribution of \$150,000 pesos designated for medical equipment**. This clinic will allow for the provision of more than 4,000 health services in areas such as psychology, dentistry, general medicine, and pharmacy.



**Clínica Cáritas Buena Vista,
Av. Vista Regia 580, Col.
Buena Vista, El Carmen.**



Throughout the year, we also benefited the communities of El Carmen, Hidalgo, Abasolo, Salinas Victoria, and Escobedo, by supporting various causes such as:



Providing equipment for schools from kindergarten through high school



Improving municipal infrastructure



Social and community development projects through NGOs



Feeding programs through community kitchens



Space rehabilitation and environmental care



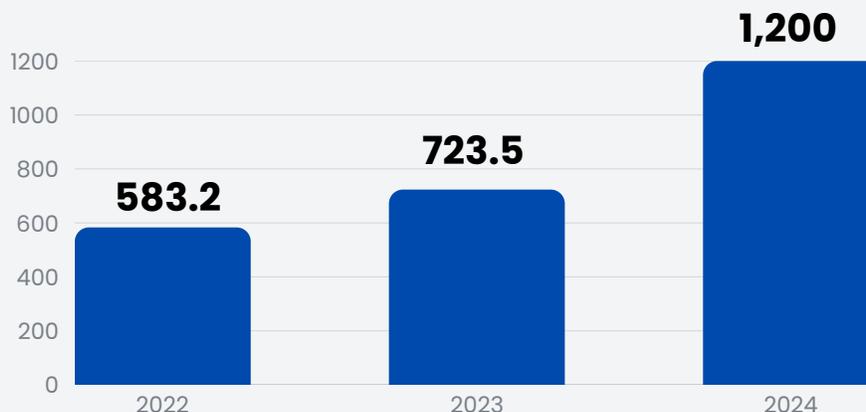
RECYCLING WITH A SOCIAL PURPOSE

With a holistic vision of our goals, we are working toward building a more sustainable community, actively promoting the **circular economy** through campaigns that integrate social and environmental objectives. These initiatives aim not only to foster responsible recycling habits but also to generate a positive impact on collective health and well-being.

The collected material, which includes **PET, aluminum, plastic caps, and electronic waste**, is donated to the **Alianza Anticáncer Infantil** (Children's Anti-Cancer Alliance). This institution converts these materials into economic resources used to finance life-saving treatments for children with cancer.

In 2024, we collected a total of **1,200 kilograms of recyclable materials**, simultaneously contributing to environmental protection and supporting a vital cause. With this action, we reaffirm our commitment to generating social value through sustainable and solidarity-based practices.

KG DONATED AND RECYCLED



SAFETY AND HEALTH

Guaranteeing a safe work environment is a fundamental right, and we promote it through our Safety and Health Management System.

Our system, aligned with the ISO 45001 standard, is built upon the following pillars:

- 1 Leadership
- 2 Risk Management and Elimination
- 3 Regulatory Compliance
- 4 Occupational Health and Well-being
- 5 Operational Control
- 6 Contractor Management
- 7 Training and Development
- 8 Standard Procedures and Risk Analysis for Non-Routine Activities
- 9 Pandemic Management and Epidemiological Surveillance Program
- 10 Emergency Management
- 11 Audits, Monitoring, and Continuous Improvement

We strive every day to create a secure work environment, comply with current regulations, improve communication, and prevent incidents. **We work collaboratively across management, directorates, coordination, and supervision**, meeting weekly to analyze the causes of accidents and prevent future incidents.

+5,000

Identified and managed risks.

30%

of risks eliminated.

100%

follow-up on unsafe conditions.

85%

compliance with our Safety and Health Culture program.

36 horas

average training for each employee carrying out special or high-risk tasks.

95%

involvement from different areas in accident investigation and contribution to accident prevention.

At Trevino Leather, we are proud of our values. In particular, we want to highlight the value of "Promoting Well-being," as we believe that improving the quality of life and personal health contributes positively both to company results and to the well-being of our society. We are satisfied with the impact of this noble strategy, which has received an excellent response and participation from our internal community.



During 2024, **16 female employees** became mothers; **81% of them received breastfeeding guidance**, and **12.5%** utilized the **lactation room**.



More than 3,286 consultations related to the general health of our employees were handled, and medication was provided in **94%** of cases.



We provided **monthly follow-up to 108 vulnerable employees** to encourage a better quality of life and promote healthy habits. **100%** of these employees received talks on **nutrition and physical activity**.



More than 703 employees benefited from health campaigns, with **448** participating in the vaccination campaign.

The proper management of general and occupational health is fundamental, both for the well-being of our employees and for the organization's long-term success. In an increasingly demanding and dynamic work environment, employee health has become a key factor in ensuring not only good performance but also satisfaction and talent retention. How we manage these issues directly impacts productivity, motivation, and the organizational climate.

We create spaces that promote team integration and allow our employees to improve productivity, foster creativity and innovation, and contribute to a positive work environment.



In 2024, we had the opening of our **collaboration and recreation room** as part of our well-being strategy, because getting different results requires taking different actions.

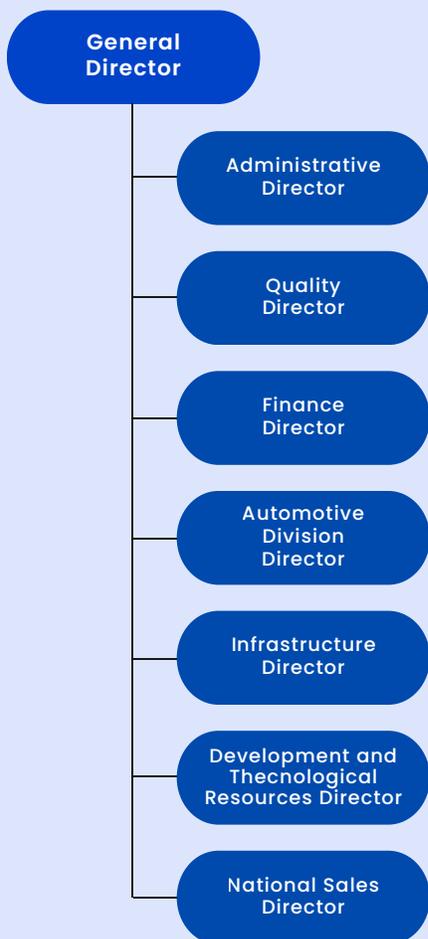


Our **collaboration and recreation room** doesn't just improve the health and well-being of our employees; it also boosts productivity, creativity, and the organizational culture.

GOVERNANCE AND CORPORATE ETHICS

In an increasingly complex and globalized business environment, the decisions we make have a direct impact not only on our financial results but also on our reputation, our relationship with our clients, employees, and partners, and, of course, the long-term sustainability of our organization.

Therefore, we believe that following the principles and guidelines of good corporate governance allows us to fulfill our responsibilities ethically and for the benefit of our stakeholders.



Directors structure

We know that acting with integrity is key to achieving success in all our operations. For this reason, we have published a Code of Ethics which establishes the conduct guidelines we expect all our employees, suppliers, and other interested parties to follow.

We have a Board of Directors that makes corporate decisions and defines the strategy to ensure the success of the business, based on solid principles and values. This board works in coordination with the organization's management and has a supporting structure composed of specialized committees that allow for specific issues to be addressed.

COMMITTEES

Within our structure, we have committees in the following scopes:

- Social Responsibility Committee
- Sustainability Committee
- Safety and Health Committee
- Ethics Committee

Our committees have roles and responsibilities that let us monitor new projects, design strategies and provide support to the management structure.

Some of the responsibilities of these committees are listed below:

- Develop and update pertinent internal policies.
- Constantly monitor amendments and updates to regulations.
- Monitor the implementation of risk mitigation measures.
- Investigate complaints related to ethical issues (as the case may be)

Our policies are always available for our stakeholders in:

<https://trevinoleather.com/nosotros/>

100% of our employees are trained on our code of conduct and policies.



1,183 employees were trained in the culture of legality during 2024.

To strengthen our structure and ensure the long-term success of the company, we have joined the "**Hagámoslo bien**" (Let's Do It Right) initiative, which promotes a culture of legality.



In today's business environment, where laws and regulations are constantly evolving, it is essential that our practices not only meet legal requirements but also go beyond them, operating with the highest standards of ethics, transparency, and responsibility. Incorporating this program is not merely an obligation but a strategic decision based on the need to continue advancing as a trustworthy, secure organization prepared for the challenges of the future.

During 2024, we worked on strengthening our due diligence processes, aiming to ensure that all our activities, both internal and external, are carried out within a legal and ethical framework. In this way, we avoid situations that could risk our reputation or compromise our integrity as a company.

Therefore, we make mechanisms available to all our stakeholders, such as whistleblower lines (which can be anonymous), to promote a culture of justice and ensure that misconduct is detected and corrected promptly, thereby fostering an ethical environment.

Zero fines during 2022, 2023, and 2024.

We communicate our Code of Ethics to **100%** of our suppliers.

88% of our suppliers have a Code of Ethics.

100% of our activities are subject to corruption risk assessment.

Two complaints regarding inappropriate labor practices were received through our ethics line. These were investigated and addressed by the Ethics Committee, and were satisfactorily resolved in less than sixty days.

TYPE OF COMPLAINT	NUMBER OF COMPLAINTS
Gender Violence	0
Cases of Violence	0
Harassment and Discrimination	0
Inappropriate Labor Practices	2
Related to Occupational Health and Safety	0
Fraud and Corruption	0
Violation of Regulations, Internal Policy, and/or Codes	0
TOTAL	2

We develop and enforce our code of conduct and policies regarding:

- Human Rights
- Diversity and Inclusion
- No discrimination
- Anti-corruption
- No retaliation
- Social Responsibility
- Human Resources
- Data Privacy
- Corporate Governance
- Unforced labor
- Child labor
- No mistreatment or abuse
- Business practices
- Vendors



ORIENTA.
LINEA DE DENUNCIA

TÚ PUEDES HACER LA DIFERENCIA Y MANTENER LA ÉTICA EN TU LUGAR DE TRABAJO

¡DENUNCIA, HAZTE VALER!

¿Cuándo podemos utilizar la línea de denuncia?

- > Acoso
- > Hostigamiento
- > Robo
- > Discriminación
- > Negligencia
- > Abuso

<https://orienta-ld.com/CURTIDOSTREVINO/>
800 087 21 60 (442) 295 30 03
SERVICIO CONFIDENCIAL

Hacerte valer implica responder ante una situación no ética, ilegal o actividad irresponsable.
No la ignores.

We have available tools and procedures that allow us to detect bad practices in these areas. Our anonymous reporting system is operated by a third party to comply with our confidentiality and non-retaliation policies:

<https://orienta-ld.com/CURTIDOSTREVINO/>



ORIENTA.
LINEA DE DENUNCIA

TÚ PUEDES HACER LA DIFERENCIA Y MANTENER LA ÉTICA EN TU LUGAR DE TRABAJO.
¡DENUNCIA, HAZTE VALER!

Línea de denuncia Orienta.
Curtidos Treviño.

Al hacer uso de esta línea de denuncia laboral aceptas y declaras conocer: (1) el aviso de privacidad conforme al cual se tratarán tus datos; (2) la identidad y domicilio de la empresa responsable del tratamiento; y (3) las características y finalidades de esta línea de denuncia; mismos que debieron ponerse a tu disposición con anterioridad por parte de la empresa patronal que contrató para ti este servicio. Si no conoces las políticas de privacidad sobre el tratamiento de tus datos, te invitamos a que te acerques con tu departamento de recursos humanos antes de hacer uso de este servicio. Considera que tu denuncia puede ser anónima.

Iniciar sesión como:

Comité Empleados

ORIENTA.
LINEA DE DENUNCIA

05

OUR
CHALLENGES
AND
ACHIEVEMENTS



OUR CHALLENGES

OUR ACHIEVEMENTS



Obtain the Worldwide Responsible Accredited Production (WRAP) certification.



Automation / Seeking ergonomic improvement in our processes by 2026.



Determine and work on communicating our Life Cycle Assessments (LCAs) for 2025.



Have our own daycare center by 2024.



Enhance our well-being program by incorporating a psychologist and a social worker.

OUR CHALLENGES

We continue to work toward our goals, having readjusted our strategy to achieve the following:

TISAX Certification
2025

Modernization for our WWTP 2025
(Wastewater Treatment Plant)

Verification of Scope 3 Carbon
Footprint by 2025.

Carbon Footprint
Neutrality by 2030.

GPTW Certification
2025

We work daily to strengthen the participation of our industry through alliances to achieve great purposes.

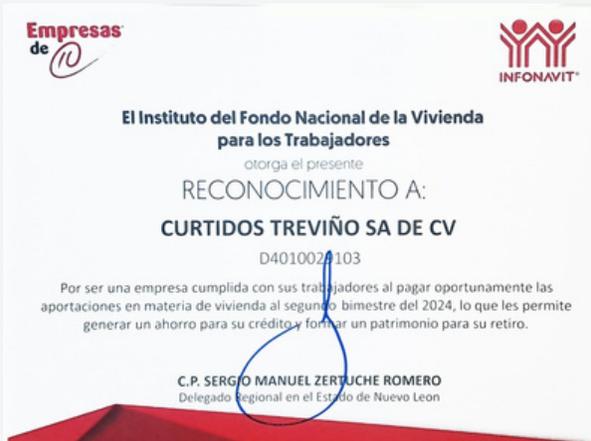


The DIF recognized us for **promoting inclusive practices.**

(Note: DIF stands for "Sistema Nacional para el Desarrollo Integral de la Familia" - National System for Integral Family Development.)



Ciudad de los Niños sent us a letter of thanks for our valuable **contribution to the student community.**



We received the **"Empresa de Diez"** (Ten-Star Company) recognition from Infonavit for the extraordinary fulfillment of our tax obligations.

(Note: Infonavit is the common acronym for Mexico's National Workers' Housing Fund Institute, and is typically left untranslated in this context.)



"La Alianza Anticáncer Infantil" recognized us for our active participation in its **recycling program**.

We appreciate that our work is recognized by great organizations:



Pacto Global
Red México



COPARMEX®

LEATHER AND HIDE
COUNCIL OF AMERICA

MATERIALITY

In 2024, we carried out a complete update of our materiality analysis. The defined topics took into account the opinions of both internal and external stakeholders. Our materiality matrix classifies the importance of material topics using the criteria: Extremely High, Very High, and High.

UNDERSTANDING OF OUR CONTEXT

In the process of selecting material topics, we analyze and understand our context from different perspectives: global, local, internal, and market. We also become aware of challenges and trends, map and listen to the voices of our stakeholders, seeking to integrate all relevant topics with an economic, environmental, and social focus.

IDENTIFICATION OF ACTUAL AND POTENTIAL IMPACTS

We identified the issues that are important to our stakeholders and defined them with the goal of ensuring they are appropriate.

EVALUATION AND PRIORITIZATION

Our primary supporting tools for defining material topics are the responses obtained from surveys, as well as the concerns and requirements of our stakeholders. We evaluate and classify these topics to develop lines of action and prioritize our efforts.

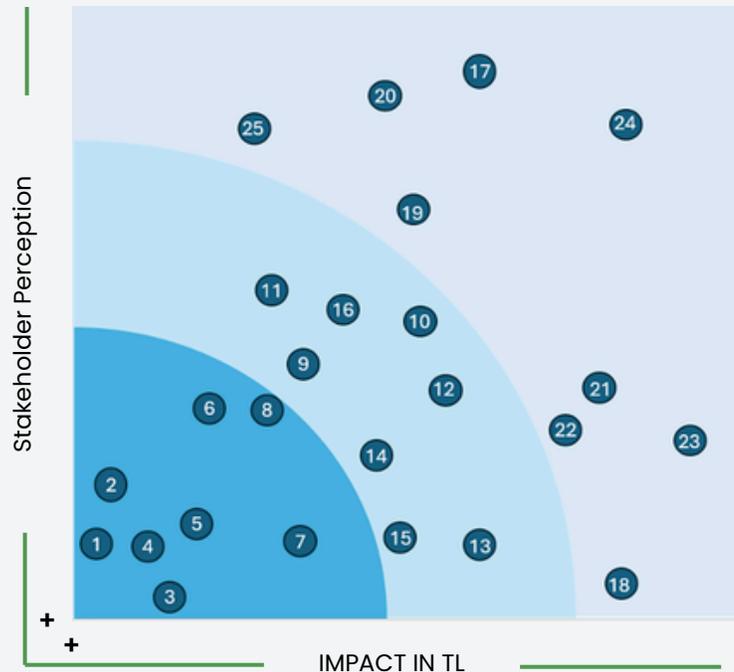
REVIEW AND TAKE ACTION

Every year, we review our progress and take actions for continuous improvement, ensuring that every decision is aligned with our purpose.

MATERIAL TOPICS

Extremely High Importance

1. Workplace Safety and Well-being
2. Climate Change
3. Social Investment
4. Business Model Resilience
5. Carbon Neutrality
6. Water Management
7. Water Security
8. Innovation and Research and Product Development



Very High Importance

9. Cyber Risks and Data Protection (Cybersecurity)
10. Human Rights
11. Material Traceability
12. Waste Management and Circular Economy
13. Customer Satisfaction
14. Energy Efficiency and Supply
15. Employee Diversity and Inclusion
16. Business Ethics

High Importance

17. Regulatory Compliance
18. Development of Competencies and Skills
19. Supplier Relationship
20. Community Relationship
21. Social responsibility
22. Automation, digital connectivity, and AI
23. Human capital engagement and development
24. Responsibility in product information

RELATIONS OF STAKEHOLDERS

Mechanisms for receiving concerns and communications from our stakeholders.

STAKEHOLDERS	TOPIC OF INTEREST	WAYS OF RELATIONSHIP
Collaborators	Diversity and inclusion Safety and health Professional growth Training and development	Satisfaction surveys Meetings with trade union leaders Safety and health campaigns Assistance campaigns
Customers	Quality product Value-added products On-time deliveries New product development agility Sustainability practices	Satisfaction surveys Customer service Visits Meetings
Government Agencies	Safety and health Environmental impact management Job creation	Working groups Site visits Performance reports
Shareholders	Economic performance of the organization Corporate governance Business continuity strategies	Monthly meetings Financial and performance reports
Suppliers	Fair conditions for business Health and Safety	Interactions for acquisitions Guidelines for sustainability, health and safety
Community	obs Transparent communication Environmental care	Community events Meetings with community groups
Organized groups	Active engagement and participation	Committee meetings Working groups Reports and bulletins

Contact channels:



GRI INDEX

Table of contents. GRI standard

GRI 1: Used

GRI 2: General Contents 2021

Declaration of use: Curtidos Treviño S.A. de C.V. has created this report, taking the GRI standards as reference for the period from January 1st to December 31st of 2024.

1. THE ORGANIZATION AND ITS PRACTICES TO SUBMIT REPORTS

2-1 Organizational details	p.09 and 10 Company profile Curtidos Treviño S.A. de C.V. Location of Headquarters and operation place Carretera Monterrey Monclova km 17.5, C.P. (ZIP CODE) 66550, El Carmen, NL.
2-2 Entities included in the submission of sustainability reports	p.01 and 07 Company profile
2-3 Reporting period, frequency and point of contact	Report frequency: Annual. The content of this report corresponds to the period from January 1st to January 31st of 2024. Point of contact: through our social media, website for reports or complaints and organization website. https://www.facebook.com/trevinoleather https://instagram.com/trevinoleather https://www.linkedin.com/company/trevinoleather/ https://trevinoleather.com/contacto/
2-4 Information update	p.5, 6 and 9
2-5 External verification	p.30 Independent revision of the carbon footprint data only

2. ACTIVITIES AND WORKERS

2-6 Activities, supply chain and other trade relations	p.07, 16 and 17 "In numbers, products and quality"
2-7 Employees	p.07 "In numbers"
2-8 Workers that are not employees	p.55 Safety and health

3. GOVERNANCE

2-9 Governance structure and composition	p.58 - 62 "Governance and corporate ethics"
2-10 Designation and selection of the highest governing body	p.58 - 62 "Governance and corporate ethics"
2-11 President of the highest governing body	p.58 - 62 "Governance and corporate ethics"



2-12 Function of the highest governing body in the impact management supervision	p.58 - 62 "Governance and corporate ethics"
2-13 Delegation of the responsibility for managing the impacts	p.58 - 62 "Governance and corporate ethics"
22-14 Function of the highest governing body in the submission of sustainability reports	p.58 - 62 "Governance and corporate ethics"
2-15 Conflicts of interest	p.58 - 62 "Governance and corporate ethics"
2-16 Communication of critical concerns	p.58 - 62 "Governance and corporate ethics"
2-17 Collective knowledge of the highest governing body	p.58 - 62 "Governance and corporate ethics"
2-18 Evaluation of the performance of the highest governing body	p.58 - 62 "Governance and corporate ethics"
2-19 Remuneration policies	p.58 - 62 "Governance and corporate ethics"
2-20 Remuneration determination process	p.58 - 62 "Governance and corporate ethics"

4. STRATEGY, POLICIES AND PRACTICES

2-22 Declaration on sustainable development strategy	p.12 and 40 "Our commitment" and "Achieving our purpose with sustainable value"
2-23 Commitments and policies	p.12, 13, 19, 20, 24, 43 and 62 "Our commitment", "Corporate policy on animal welfare", "Environmental policy", "Compliance policy on raw materials", "Governance and corporate ethics" https://trevinoleather.com/wp-content/uploads/2022/12/POLITICAS_CORPORATIVAS.pdf
2-24 Incorporation of commitments and policies	p.62 "Governance and corporate ethics"
2-26 Mechanisms for requesting advice and reporting concerns	p.62 "Governance and corporate ethics"
2-27 Compliance with legislation and regulations	p.38 "Social KPI's"
2-28 Membership in associations	p.15, 65 and 66

5. PARTICIPATION OF STAKEHOLDERS

2-29 Approach for the participation of stakeholders

p.62 and 69 "Reception arrangements for concerns and communication with our stakeholders"

THEMATIC CONTENTS

ANTI-CORRUPTION

3-3 Management of material aspects

p.67 and 68 "Materiality"

205-1 Operations assessed for risks related to corruption

p.60 "Governance and corporate ethics"

205-2 Communication and training about anti-corruption policies and procedures

p.59 "Governance and corporate ethics"

205-3 Confirmed incidents of corruption and measures taken

p.61 "Governance and corporate ethics"

ENERGY

3-3 Management of material aspects

p.21 "Environmental objectives"

302-1 Energy consumption within the organization

p.21 "Environmental objectives"

302-3 Energy intensity

p.21 "Environmental objectives"

302-4 Reduction of energy consumption

p.21 y 29 "Environmental Objectives" and "Our actions against climate change"

GRI 303: WATER AND EFFLUENTS 2018

3-3 Management of material aspects

p.67 and 68 "Materiality"

303-1 Interaction with water as a shared resource

p.31 and 35 Water

303-2 Impact management related to water discharge

p.31 and 35 Water

303-3 Water extraction

p.31 and 35 Water

303-4 Water discharge

p.31 and 35 Water

303-5 Water consumption

p.31 and 35 Water

GRI 305: EMISSIONS 2016

3-3 Management of material aspects	p.67 and 68 "Materiality"
305-1 GEI direct emissions (scope 1)	p.29, 33 and 34 "Our actions against climate change", "Carbon footprint"
305-2 GEI indirect emissions related to energy (scope 2)	p.29, 33 and 34 "Our actions against climate change", "Carbon footprint"
305-4 GEI emission intensity	p.29, 33 and 34 "Our actions against climate change", "Carbon footprint"
305-5 GEI emission reduction	p.29, 33 and 34 "Our actions against climate change", "Carbon footprint"

GRI 306: WASTE 2020

3-3 Management of material aspects	p.67 and 68 "Materiality"
306-1 Waste generation and meaningful impacts related to the waste	p.37 y 54 "Waste" and "Recycling with a Social Purpose"
306-2 Management of meaningful impacts related to the waste	p.37 y 54 "Waste" and "Recycling with a Social Purpose"
306-3 Generated waste	p.37 y 54 "Waste" and "Recycling with a Social Purpose"
306-4 Waste not intended for disposal	p.37 y 54 "Waste" and "Recycling with a Social Purpose"

GRI 403: HEALTH AND SAFETY AT JOB 2018

3-3 Management of material aspects	p.55, 56 and 57 "Safety and health"
403-1 Management system of health and safety at job	p.55, 56 and 57 "Safety and health"
403-2 Hazard identification, risk assessment and incident investigations	p.55, 56 and 57 "Safety and health"
403-3 Occupational health services	p.55, 56 and 57 "Safety and health"
403-4 Employee participation, consultation and communication about health and safety at job	p.55, 56 and 57 "Safety and health"
403-5 Training of workers on health and safety at job	p.55, 56 and 57 "Safety and health"
403-6 Promotion of workers' health	p.55, 56 and 57 "Safety and health"
403-8 Coverage of the health and safety management system at work	p.55, 56 and 57 "Safety and health"



TREVINO

Carr. Monterrey-Monclova km 17.5
El Carmen, N. L. México C.P. 66550
Ph: +52 (81) 81 54 54 00

trevinoleather.com
trevino@leathermex.com