

Annual ESG results report 2024





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01.

Message from the CEO

Ing. Fernando López





Message from the CEO

At TFS, managing sustainability-related impacts across our business lines is a core premise for achieving long-term relevance in the industries we serve.

Dear collaborators, partners, and friends:

I am pleased to address you on the occasion of the presentation of our 2024 ESG Annual Report. This year has been one of significant progress for TFS. Not only did we meet major operational goals, but we also strengthened our commitment to Corporate Social Responsibility, reaffirming that our company's success is also measured by the positive impact we generate on our social and environmental surroundings.

This report provides a detailed view of the achievements and commitments made throughout the year—a reflection of management committed to sustainable development and collective well-being.

At TFS, we understand that our responsibility extends beyond production. That's why we place our most important asset—our Human Capital—at the core of our strategy. Our collaborators bring our operations to life, and this year we focused our efforts on their well-being and that of their communities through the “TFS Engine of Transformation” program. This initiative has supported various requests and improvement proposals in our teams' environments, including the delivery of school kits for their children, equipping rural schools in Veracruz, providing medical support for employees and their families, and rehabilitating the Dos Lomas Park, a key community space for many of our families.

These actions align with several of the Sustainable Development Goals (SDGs) from the United Nations 2030 Agenda, reaffirming our commitment to an inclusive and equitable future.

In environmental matters, a cornerstone of our sustainability strategy, we launched initiatives to promote environmental awareness among our employees and their families. We implemented the use of renewable energy at our facilities and acquired electric vehicles, helping reduce our carbon footprint and progress toward a more planet-friendly operating model.

Looking Ahead

We know that the path to sustainability is ongoing and challenging, but we are confident we are moving in the right direction. We will continue to innovate, collaborate, and adopt best practices to make TFS an increasingly responsible and sustainable company.

I am deeply grateful for the effort, commitment, and professionalism of everyone who is part of this organization. Your participation has been and will continue to be essential in consolidating this path.

Together, we can build a more sustainable and prosperous future for all.

Sincerely,
**Fernando Guillermo López
García Rivera**
CEO



02.

Get to
Know TFS





Who we are?

We are a proudly Mexican company, strategically established in the port of Veracruz, with professionals boasting over 20 years of experience in the sector. Our value proposition is to provide our clients with comprehensive and innovative solutions, increasing the profitability of their operations and reducing acquisition costs.

TFS has a presence in Veracruz, Pátzcuaro, and Colombia, and also collaborates in various parts of the world such as Peru and Asia.



MISSION

Our core purpose revolves around our internal and external clients, which is reflected in our day-to-day operations through operational excellence focused on meeting their needs and exceeding their expectations.

VISION

To be an international leader, increasing value generation for our stakeholders, with strict adherence to the business culture that sets us apart.

VALUES

- **Commitment:** We invest body, mind, and heart into every project to meet and exceed our clients' expectations.
- **Sustainability:** We meet current needs while ensuring balance, environmental respect, and social well-being.
- **Responsibility:** Delivering every project on time and in full is always a priority.
- **Teamwork:** We combine our strengths to create multidisciplinary synergy.
- **Innovation:** We work with cutting-edge technology and stay up-to-date with the latest trends in every area.



About this Report

This Environmental, Social, and Governance (ESG) Annual Report was prepared with reference to the Global Reporting Initiative (GRI) Standards and presents the actions carried out by TFS Turbine Field Solutions from January 1 to December 31, 2024. This is the first time the report has been published, and the intention is to release it annually moving forward.

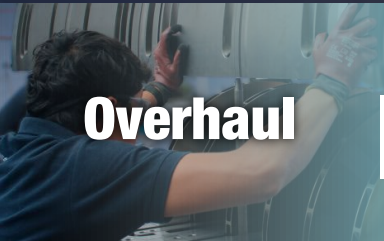
In its development, we considered the three pillars of our global Sustainability Model: Environmental, Social, and Governance, in line with our commitment to sustainability and transparency.

For any questions or clarifications regarding this report, please contact: esr@tfscorp.com.mx





Our Solutions



Overhaul

Our service scheme covers replacement, on-site inspection, and inspection at our specialized workshop.



Operation and Maintenance

We provide operation and maintenance services for the international energy sector.



Manufacturing: Parts production & refurbishment

We have the most advanced technology for manufacturing high-quality parts.



LTSA / Long-Term Service Agreement

We offer long-term programs to customers who prefer to strengthen original equipment manufacturer (OEM) support activities, ensuring access to the latest technologies and valuable services.





Specialized Projects



Operation

We offer comprehensive operation and maintenance services to the international energy sector, with a focus on the inspection of turbines and centrifugal compressors.



Overhaul

Our experience in gas turbine repair and maintenance, combined with our broad range of services, positions us as a reliable and competitive option in the market.



Specialized Manufacturing

- Manufacturing
- Engineering and Development
- Coating
- Thermal Spray (HVOF, Arc Spray)
- Welding (Laser Cladding, TIG Welding)
- Electroplating
- Heat Treatments



MRO

- Component Cleaning (Chemical and Ultrasonic Cleaning, Abrasive Cleaning)
- Quality Control (Metrology, NDT, Laser Marking, Quality Assurance)



Advanced Testing Bench

We create a scenario with the real conditions and parameters under which the turbines operate, allowing verification of their efficiency and proper functioning.



Value Chain

Key Milestones

MRO Department

At TFS, we continue to drive excellence through the expansion of our specialized areas. This year, the MRO (Maintenance, Repair, and Overhaul) department has established itself as a benchmark in the component inspection and repair industry, recognized for its precision, innovation, and strong commitment to quality.

Thanks to this expansion, we now have strategic areas designed to ensure maximum reliability and optimal performance in each of our processes, such as:

Chemical and Ultrasonic
cleaning

Abrasive Cleaning

Metrology

Coating

NDT (Non-Destructive
Testing)

Laser marking

Quality assurance



Value Chain

Key Milestones

Technological Center for Repair and Manufacturing

We have innovated with our Technological Center for Repair and Manufacturing of Gas Turbines, aiming to provide more efficient and high-quality solutions to the energy sector. Thanks to the commitment and effort of our entire team, we have achieved significant milestones, such as:

The launch of our Auxiliary Gearbox TFS P/N 01D-70-02 for SGT400 gas turbines, an innovative solution that improves the efficiency and reliability of our operations.

We have incorporated Allison 501 turbine service into TFS, which allows us to expand our service capacity and further strengthen our presence in the sector.

In manufacturing, the incorporation of a 9-axis multitasking lathe, a 4-axis horizontal machining center, and a 4-axis vertical machining center significantly enhance our precision, flexibility, and production capacity, optimizing the fabrication of complex components.



03.

Our human Capital





Employees

The Best Team to Work With

At TFS, we are confident that one of the fundamental pillars for the successful execution of our operations is our Human Capital. The commitment demonstrated in 2024 was undoubtedly a key factor in achieving our objectives.

Total number of employees



Of this total, 25 are currently working at the Compression Station in Pátzcuaro, Michoacán.

Total number of employees per year



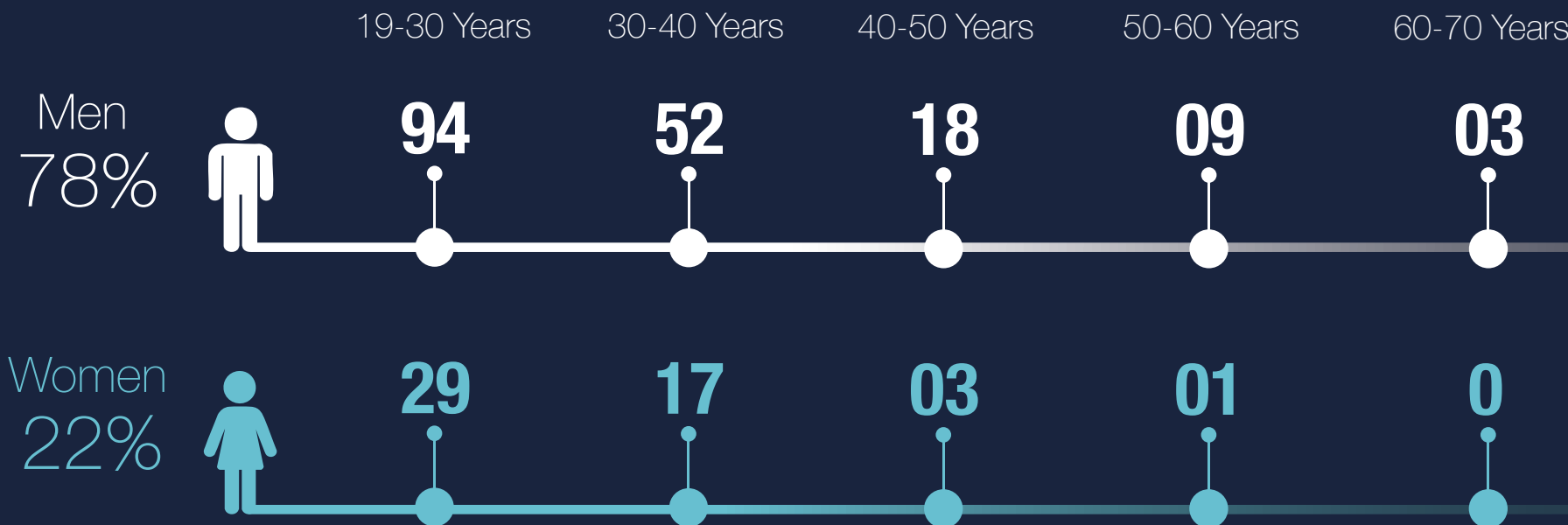


Employees

The profile of our people

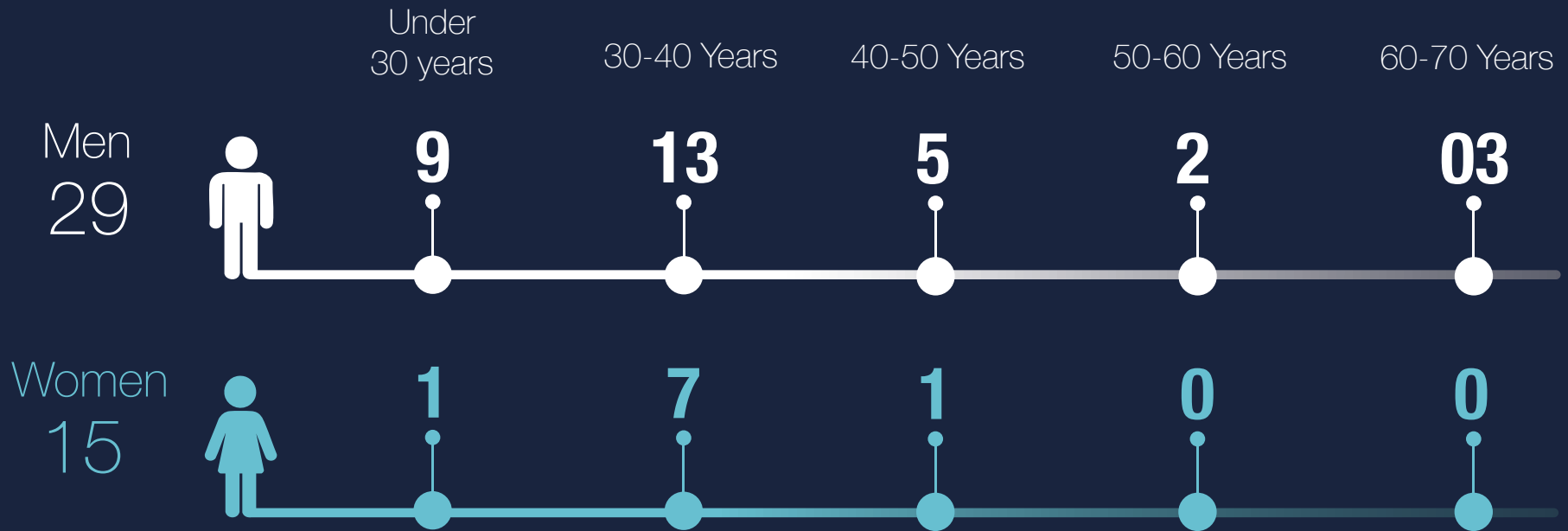
Over 50,000 man-hours have been invested in training our employees on topics such as Health and Safety, specialized subjects for our various departments, English courses to develop and enhance human talent, the environment, among others.

Age range by gender





Turnover rate of resignations



22.9%

Turnover rate



Benefits for Our Team

All our employees are entitled to the benefits established by the Federal Labor Law. In addition to these, they receive benefits exceeding those required by law, such as:



Cafeteria service
at your disposal



Major Medical
Insurance



Savings Fund



Annual bonus
(13 days)



Transportation
Route

At TFS, gender equity is also reflected in the support we provide to our employees who exercise their right to maternity or paternity leave. We are proud that 100% of those who used this benefit returned to work after their leave period ended.

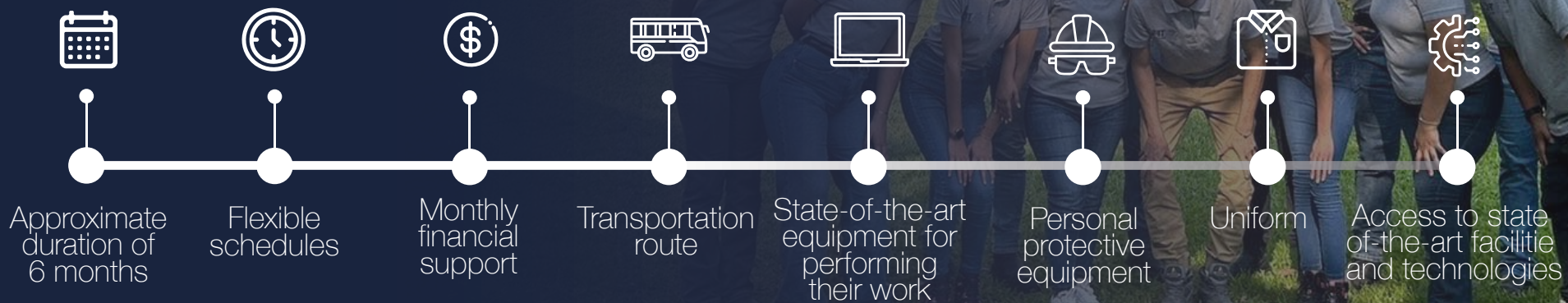


Professional Residencies and Social Service

With a duration of approximately six months, professional residencies at TFS have experienced significant growth over the past year. We maintain a strong relationship with representatives from higher education institutions in Veracruz, such as Universidad Veracruzana (UV), Tecnológico de Veracruz (TECNM), Colegio Nacional de Educación Profesional Técnica (CONALEP), and Colegio Cristóbal Colón.

This advantage, along with participation in university and job fairs, has facilitated the promotion of our various programs. It also generates broad outreach to students in engineering and bachelor's degrees, as well as technical professionals who are approaching the semester in which they must complete one of these modalities.

In 2024, more than 100 applications were received from potential students for the new period of professional residencies.



In each of our various areas of opportunity, students can find professional growth to enhance their own skills and knowledge.

Youth talent drives the creation of new ideas to implement better processes every day. At TFS, career development is an option for students who demonstrate excellent performance during their internship.



Trainee Program

As reflected in our statistics, the human talent at TFS is predominantly young. In recent years, we have committed to promoting the development of recent graduates by establishing agreements with two of the most important universities in the country: Universidad Veracruzana and Tecnológico de Veracruz. Through these partnerships, we provide job opportunities to young people who have completed their professional training.

During a 12-month period, participants are integrated into a specific area where they receive continuous training and coaching. Each month, they undergo an evaluation to measure their progress and performance in assigned projects. Additionally, they receive all the legal benefits, just like any other employee.

At the end of the program, and based on the results obtained, many have the opportunity to formally join the TFS team. However, all participants gain valuable experience that includes practical learning, development of professional skills, and a network of contacts in the sector.

We adhere to the standards, Official Mexican Standards, the Federal Labor Law, and the Federal Regulation on Safety and Health at Work to ensure compliance with the regulatory guidelines established by the authorities.



Occupational Health and Safety

When it comes to health and safety, both at an individual and collective level at TFS, we must always demonstrate leadership, care, and mutual attention. In all company procedures and assets, safety must be the foremost consideration in every decision-making process.

In 2024, several courses related to occupational health and safety were provided to all our employees, including the notable "Industrial Safety Basics," which covered topics such as:

- Federal Occupational Health and Safety Regulations
- Mexican Official Standards
- Fire Fighting
- Personal Protective Equipment (PPE)
- Unsafe working conditions
- Workplace health
- How to act in emergency situations

In 2025, a new training strategy will be implemented.





Workplace Safety

- We have improved access protocols to our facilities.
- One of our main objectives for 2025 is to reduce total injuries by 10% to move closer to the goal of zero accidents.
- We provide personnel with all the necessary PPE for their tasks, reaching figures of over 3,000 items, always ensuring that the required safety materials are available.
- We have created spaces for dialogue on HSE matters, receiving feedback from the various departments within the company.





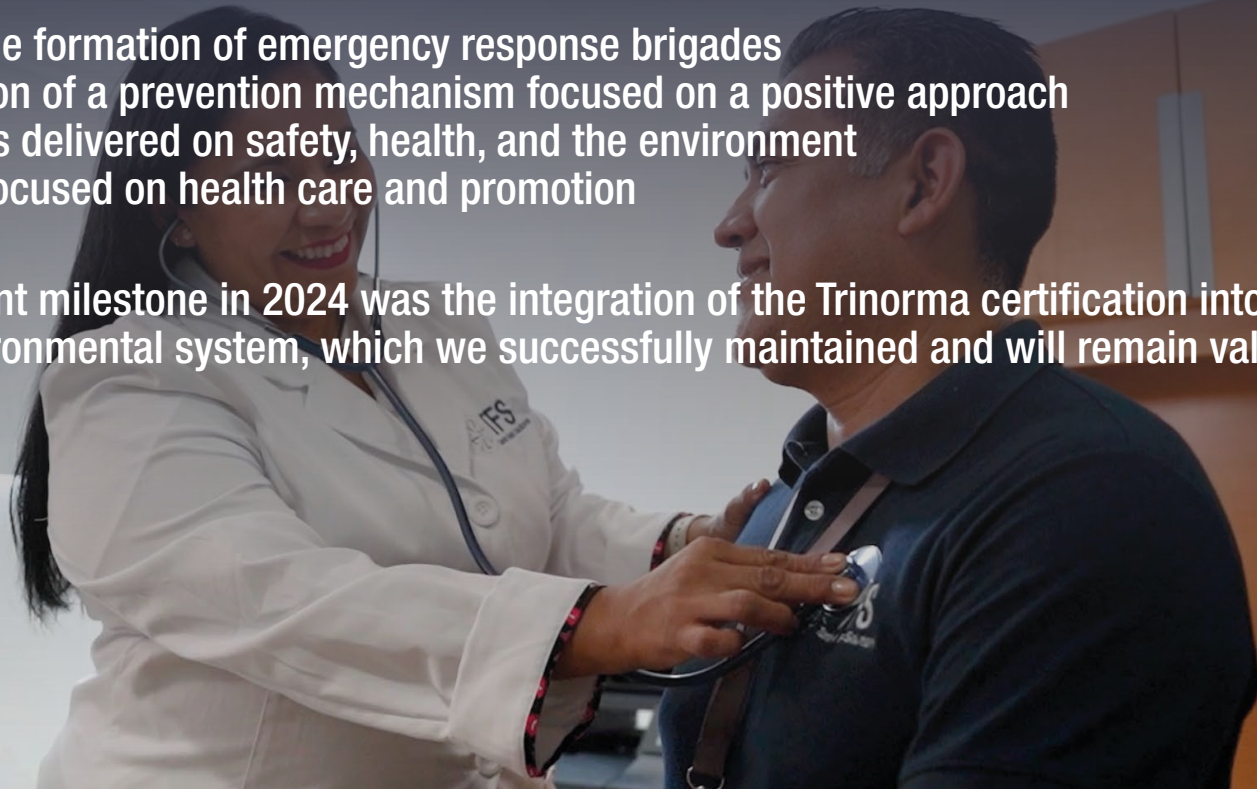
The health of our employees is important

In 2024, we achieved 100% compliance in conducting periodic medical examinations for our employees. These evaluations are essential for identifying health risks, preventing illnesses and workplace accidents, and for the early detection of any changes in our personnel's health status.

In addition, several key actions were carried out in the areas of health, safety, and the environment:

- Training for the formation of emergency response brigades
- Implementation of a prevention mechanism focused on a positive approach
- Over 250 talks delivered on safety, health, and the environment
- 34 sessions focused on health care and promotion

Another important milestone in 2024 was the integration of the Trinorma certification into our Health, Safety, and Environmental system, which we successfully maintained and will remain valid through 2026.





Celebrating Our Employees

At TFS, the December holidays hold special meaning, as they represent a time of rest, unity, and celebration for all our employees. These events strengthen camaraderie, loyalty, communication, and a positive work environment.

We strive to make our employees feel recognized and motivated for their efforts throughout the year, promoting positive energy and encouraging interaction among different departments and their leaders.

As every year, we celebrated the end of the year with a grand holiday party, and 2024 was no exception. The event took place on December 18 at the World Trade Center in Boca del Río, Veracruz. This year, we had over 1,200 attendees, including employees, their families, special guests, and sister companies.



We aimed for this evening to become a special and unforgettable moment as a token of appreciation for the effort put in throughout the year.



04.

Governance

Structure of Corporate Governance





Governance

Corporate Governance Structure

At TFS, we believe in the importance of having a solid corporate governance structure from which Corporate Social Responsibility is managed. The main objectives are the continuous improvement of social responsibility measures, the strengthening of organizational culture, and the proposal of initiatives on the matter, while also developing sustainability reports.

Our Corporate Governance is based on four fundamental principles:

Transparency

Accountability

Equality

Independence

Every three months, meetings are held between General Management, Administrative Management, Managers, Coordinators, and Supervisors from the various areas of the company. The purpose of these meetings is to share information about organizational processes, identify and address their impacts on the economy, the environment, and people, and to take actions aimed at improving and becoming more competent in each of these areas.



Strategic Vision of **Corporate Governance**





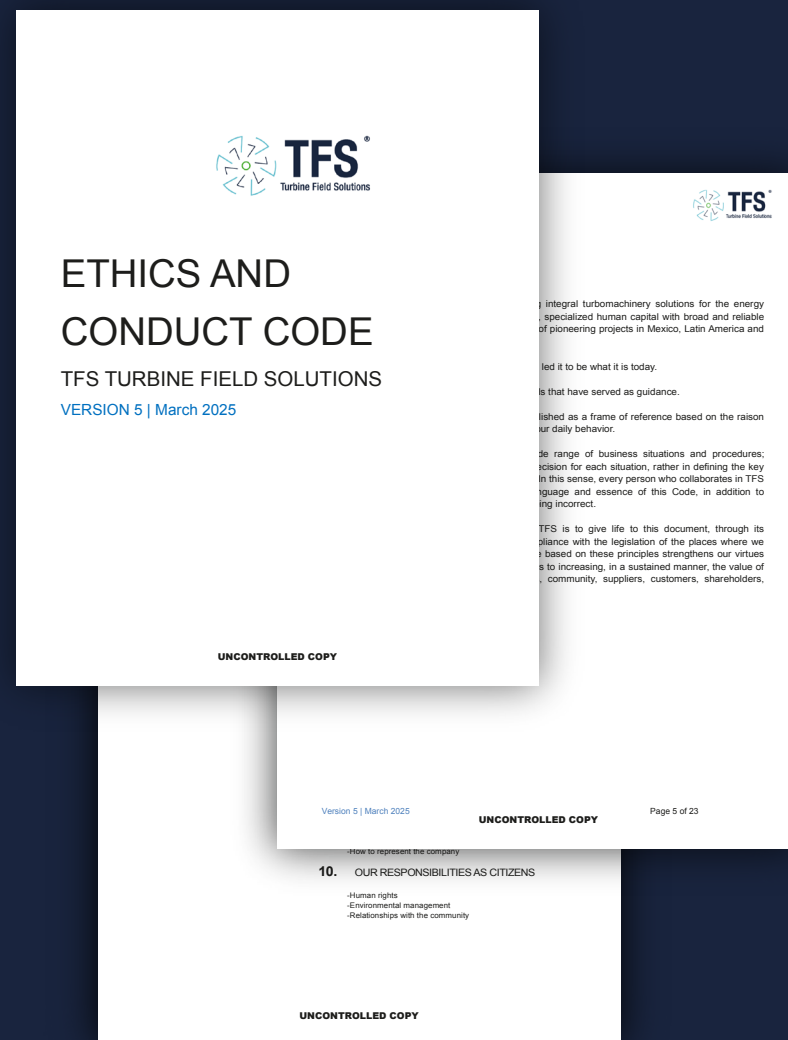
Code of Ethics & Conduct

Our Code of Ethics and Conduct covers a wide range of business situations and procedures; however, its scope does not lie in detailing the decision for every circumstance but rather in defining the key principles that guide our stakeholders: employees, community, suppliers, clients, shareholders, government, and the environment. At the same time, it contributes to sustainably increasing the company's value for all.

The TFS Code of Ethics and Conduct is a key element in building our culture and establishes the standards to be a growth-driving company, generating well-being and sustainable development based on ethical principles, compliance with the law, and respect for people and the community. A framework where everyone benefits.

- You can consult the Code of Ethics and Conduct at the following link:

<https://www.tfscorp.com.mx/descargables/codigo%20de%20etica%20y%20conducta.pdf>





Anti-Bribery Policy

At TFS, the integrity of individuals is not optional; it is an essential part of our culture.

We affirm that transparency and legality are priorities, and we embrace a zero-tolerance stance toward corruption and bribery. We firmly believe that by doing so, we contribute to the well-being of society in each country where we operate. We take responsibility for implementing actions, protocols, and policies that help ensure compliance in our daily operations and all interactions with suppliers, clients, and governments.

We have an Ethics System that covers operational management, compliance functions, risk, and auditing, which we have recently strengthened with the best global anti-bribery practices in accordance with the international **ISO 37001** standard.

Any alleged violation will be investigated following our internal work regulations and through the Ethics Committee, which reports to General Management. Depending on the severity of the offense, sanctions may range from a warning to immediate dismissal of the responsible party.

Revision 02

Anti-bribery Policy

TFS Turbine Field Solutions S.A. de C.V.

(TFS) is committed to a Code of Ethics and Conduct based on organizational values which

conduct business with integrity. This involves avoiding any act of bribery complying with all applicable laws and

is aimed to periodically review the Anti-bribery Management System, maintaining

continuous improvement and guaranteeing with the anti-bribery objectives, as

- Maintaining management system effectiveness.

- Maintaining an anti-bribery culture.

reflects our position of zero tolerance with respect to any act of bribery, it applies to stakeholders and proprietary processes

established in our integrated management system.

In accordance with the Code of Ethics and



Anti-Bribery Policy



Any employee or third party who has information regarding a violation of this policy, the Code of Ethics and Conduct, or who believes they are being asked to pay or receive a bribe, must report the situation without fear of retaliation, using the established mechanisms or by emailing denuncia@tfscorp.com.mx. During 2024, no complaints related to this matter were received.

This effort was undertaken across all of TFS to ensure that all our business relationships are secure, legal, and transparent.

Regarding our business relationships, we measure potential negative impacts through satisfaction surveys given to clients at the conclusion of the contracted service.

In 2024, 93% of the surveys reported a positive impact, with an overall average rating of 9.66.

Regarding third parties, sanctions will correspond to what is established on the regulatory framework of the applicable law.

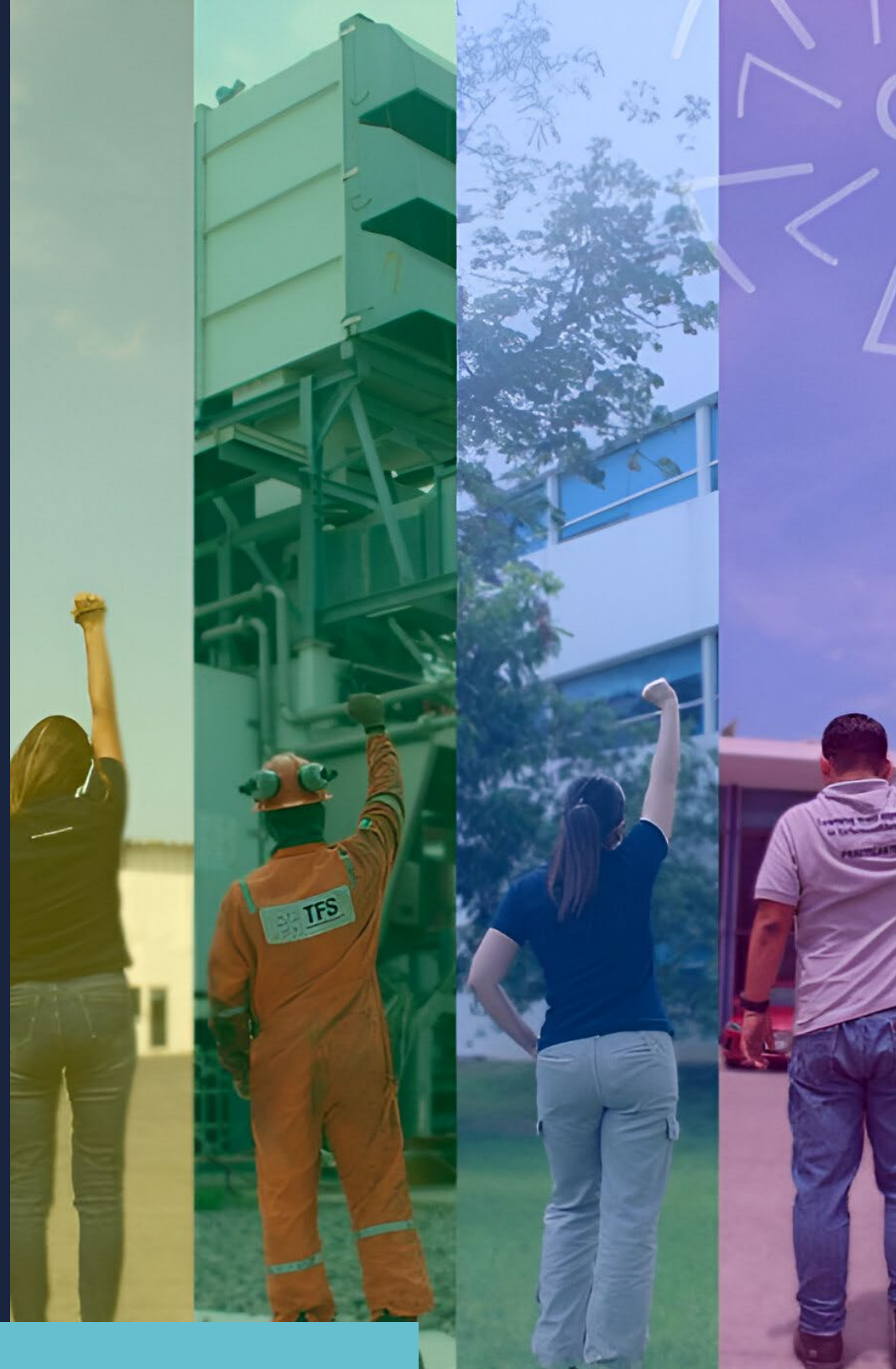
You can consult the Anti-Bribery Policy at the following link:

<https://www.tfscorp.com.mx/descargables/Anti-bribery%20policy.pdf>



05.

Sustainability





Sustainability

TFS's strategic vision challenge goes beyond purely business concerns; it relates to the daily behavior and mindset of all its employees.

For this reason, it became, within our Corporate Management Model, a continuous focus area starting in 2014 through Corporate Social Responsibility, integrated with the Comprehensive Management System.

We understand Corporate Social Responsibility as the voluntary commitment of companies to sustainable development, ethics, respect for human rights, and environmental care.

How do we carry it out?

The Insignia programs are workplace practices that cultivate the importance of corporate social responsibility among our employees and their families. We develop our character as a generator of sustainable social well-being, focusing on four Sustainable Development Goals:

- Quality of life for our employees
- Gender equality
- Social investment in our communities
- Environmental care



Commitment to Our Stakeholders

Our stakeholders participate in defining the most relevant issues we address.

We will continue monitoring material topics and their potential impacts on our stakeholders, as well as on our financial, sustainability, environmental, and economic performance.



Employees and their families



Society / Community



Clients



Authorities and Regulators



Senior Management / Shareholders



Business Partners



Suppliers / Contractors



Bank



Competitors



Government



Civil Associations

Material Topics

Environmental

- Commitment to environmental care
- Engagement and participation in volunteer programs
- Reduction of CO2
- Ocean pollution

Social

- Respect for communities
- Fair and transparent business practices

Governance

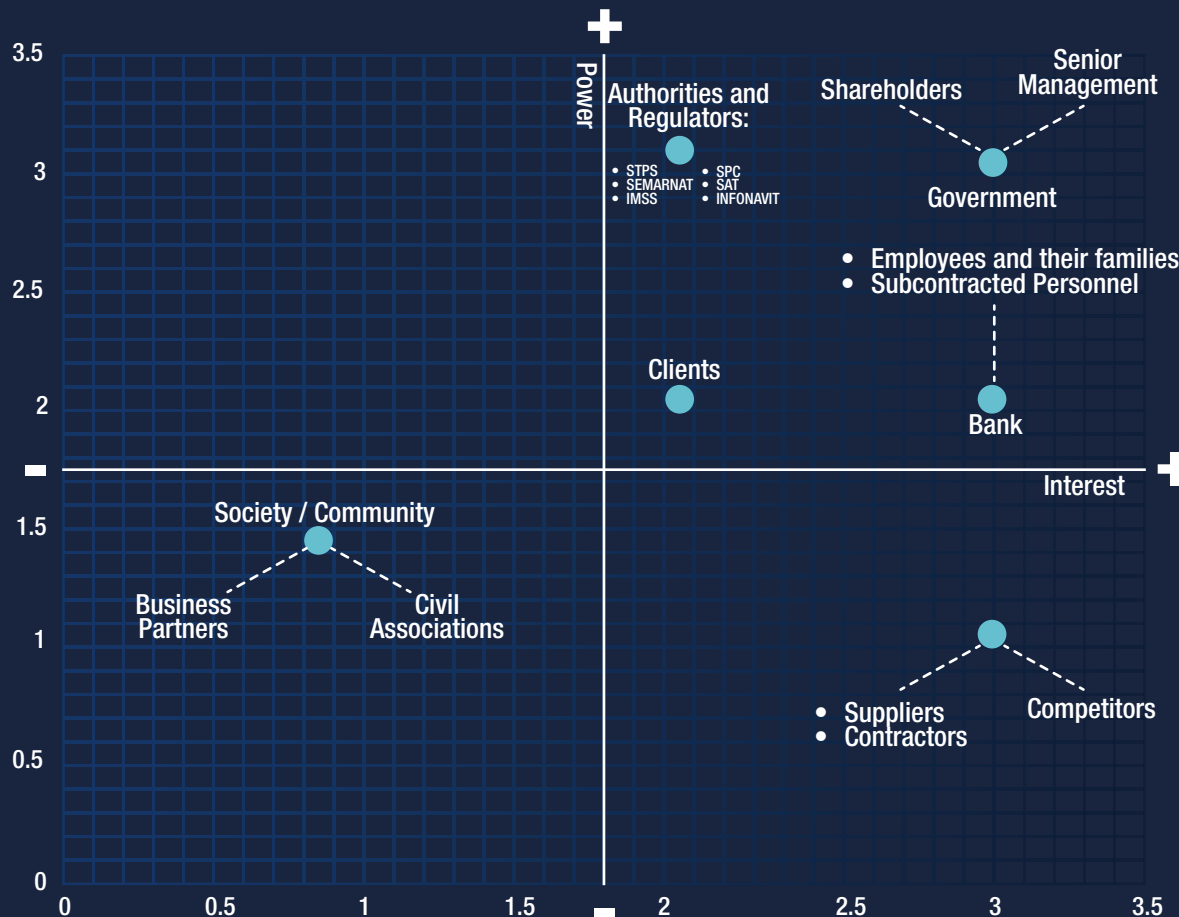
- Economic and organic growth of the company
- Compliance with tax, legal, and regulatory obligations
- Occupational health and safety
- Compliance, quality, and reliability in services
- Comfortable work environment
- Commitment to health and safety in the workplace
- Compliance with the anti-bribery policy and the Code of Ethics and Conduct
- Safe working conditions
- Technology and innovation
- Job creation
- Salary security, benefits, and training
- Fair and transparent business practices
- Timely and proper payment of obligations
- Compliance with the legal framework, standards, and regulations



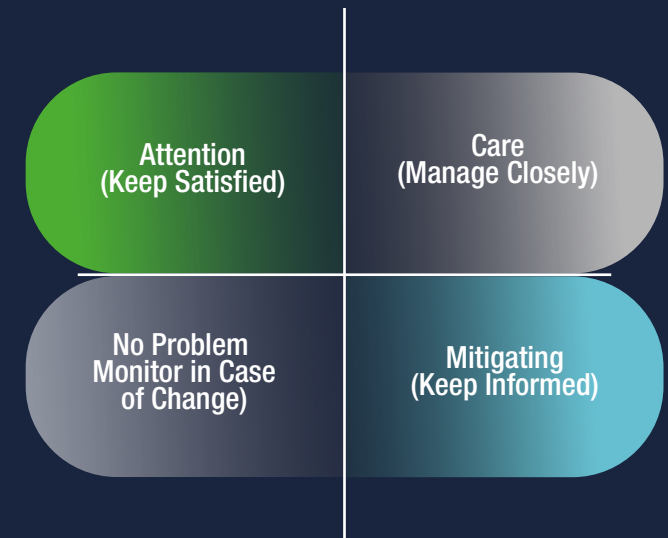


Needs and Expectations Matrix of Our Stakeholders

Power/Interest Strategies



Quadrants





Matrix of the Needs and Expectations of Our Stakeholders

Identification	Interaction	Requirements		TFS's Interest in Stakeholders	Relevance Analysis		
Stakeholder	Process with which it interacts	Needs / Fundamental Requirements	Stakeholder Expectations	Organization's Interest	Power (Y)	Interest (X)	Analysis Result
Shareholders	Strategic Process	- Economic and organic growth of the company - Maintain financial and non-financial controls to prevent acts of bribery	- Profitability, returns, assets - Improve the organization's positioning	- Trust and participation - Compliance with TFS policies and the Code of Ethics and Conduct	3	3	Manage carefully
Government	Strategic Process	- Compliance with tax, legal, and regulatory obligations - Align with the policies and procedures of the National Anti-Corruption System (SNA)	- Guidelines for national content in the management system - Direct economic value - Generate employment opportunities	- Regulatory compliance - Community development - Job creation - Code of Ethics and Conduct	3	3	Manage carefully
Senior Management	Strategic Process	- Economic and organic growth of the company - Commitment to occupational health and safety	Profitability, returns, assets, comfortable work environment, market strategies	Performance, professional and economic growth, trust and engagement	3	3	Manage carefully
Clients	Strategic, Operational, & Support Processes	- Compliance with the contract, reliability and quality of services, a company with certifications in management systems - Adherence to contract terms and ethical provisions during the project or service	- Quality service and timely attention, competitive prices, meeting delivery deadlines - Customer privacy, responsibility in service delivery, prevention of bribery or corruption, transparency in decision-making	- Loyalty, trust, payment compliance, recommendation, stability, recognition, service feedback - Compliance with TFS Policies and the Code of Ethics and Conduct	2	2	Manage carefully



Matrix of the Needs and Expectations of Our Stakeholders

Identification	Interaction	Requirements		TFS's Interest in Stakeholders	Relevance Analysis		
Society/ Community	Support Process	Respect for the community arising from activities (Social and Environmental Responsibility) and common well-being.	- Avoid causing disturbances resulting from activities, social and environmental well-being, job creation - Follow up on received complaints	- Security, respect for the organizational context - Political/economic stability, good relations with society at large - Compliance with TFS Policies and the Code of Ethics and Conduct	1	1	Monitor
Employees and their families / Subcontracted personnel	Strategic, Operational, and Support Processes	- Well-being, professional development, loyalty, properly functioning equipment, tools and furniture, comfortable work environment, commitment to occupational health and safety. Compliance with whistleblower protection regulations. - Compliance with the terms established in the anti-bribery policy and Code of Ethics and Conduct.	- Salary security, legal benefits, training, good work environment - Dialogue with stakeholders (Improve the organization's communication channels)	- Fulfillment of responsibilities and objectives, accountability, loyalty, participation in continuous improvement. - Compliance with the anti-bribery policy and Code of Ethics and Conduct.	2	3	Manage carefully
Suppliers / Contractors	Support Process	- Clear product or service specifications, timely payments, order planning - Compliance with contract terms and ethical provisions	- Timely payment, equity and/or transparency, growth of the client portfolio and sales - Transparency in the supplier due diligence process	Quality in Products and Services, timely delivery, valid certifications, product traceability, credits. Compliance with TFS Policies and the Code of Ethics and Conduct.	1	3	Mitigate (Keep Informed)
Competitors	Strategic Process	Respect anti-corruption policies	- Maintain fair and transparent business practices - Responsibility for the product or service provided - Comply with due diligence processes	- Anti-Bribery Policy - Code of Ethics and Conduct - Tendering/Bidding Bases (or Tendering/Bidding Rules)	1	3	Mitigate (Keep Informed)



Matrix of the Needs and Expectations of Our Stakeholders

Identification	Interaction	Requirements		TFS's Interest in Stakeholders	Relevance Analysis		
Business Partners/ Civil Associations (C.A.)	Strategic Process	- Economic profitability of the project or contract - Compliance with legal and contractual requirements - Adherence to the terms established in the anti-bribery policy and Code of Ethics and Conduct - Transparency of activities	- Avoid impacting the reputation of the business partner or civil association due to acts of corruption - Generate more connections and participation in volunteer programs	- Code of Ethics and Conduct - Anti-Bribery Policy - Development of construction, installation, operation, and maintenance projects for infrastructure - Public relations with associations and communicating TFS's involvement with media outlets	1	1	Monitor
Bank	Strategic Process and Support Process	Provide financing through secured contracts	The greater the number of contracts obtained, the higher the line of credit and financing	Payment of interest in the shortest possible time, being a qualified client for financing, securing lines of credit, financial advising	2	3	Manage carefully
Authorities (STPS, SEMARNAT, IMSS, SAT, INFONAVIT)	Support Process	Legality, transparency, compliance	Timely payment of taxes, compliance with the legal framework, regulations, and provisions	Avoid sanctions, fines, or requirements from authorities.	3	2	Manage carefully

“De grillos y chicharras”

At TFS, promoting cultural activity is important, starting with our collaborators and extending to the state of Veracruz. For this reason, through EFIARTES, in April we presented the play De grillos y chicharras. Two performances were held at the Fernando Gutiérrez Barrios Theater, located in Boca del Río, Veracruz.

The first performance, held in the morning, was aimed at public and private schools, mainly preschool and early elementary school children. Admission was completely free, and parents and teachers also attended.

The second performance, held in the afternoon, was focused on our collaborators and their families, with the goal of encouraging social interaction, integration, and a sense of belonging to the company.

In total, both performances were attended by 545 people, who took home a message about the importance of migration, human displacement, empathy, and solidarity.





Program

“TFS, Engine of Transformation”

In April 2024, the program was launched — an initiative by TFS for our collaborators. Through this project, we invited all our collaborators to share improvement proposals or requests for support related to their families and immediate surroundings.

We addressed 7 requests aligned with the following Sustainable Development Goals (SDGs): SDG 1 No Poverty, SDG 2 Zero Hunger, SDG 3 Good Health and Well-being, SDG 4 Quality Education, SDG 10 Reduced Inequalities, SDG 13 Climate Action, and SDG 15 Life on Land.

- In-kind donation to the COGRA A.C. nursing home

Over \$130,000.00 in medical support provided to our collaborators and their families, positively impacting more than 20 people through these actions.

- Gathering to celebrate Mother's Day at the rehabilitation center

- Reforestation of over 150 trees in Rincón de Barrabas, Veracruz

- Delivery of furniture to the telebachillerato located in Rincón de Barrabas, Veracruz

- Delivery of furniture to a rural elementary school located in Manlio Fabio Altamirano, Veracruz





Global Compact and alignment with the 17 SDGs

TFS joined the Global Compact in 2021, committing to align its operations with the Ten universally accepted Principles in the areas of Human Rights, Labor Standards, Environment, and Anti-Corruption.



Human Rights

Principle 1. Businesses should support and respect the protection of internationally recognized fundamental human rights within their sphere of influence.

Principle 2. Businesses must ensure that they are not complicit in human rights abuses.



Labor Standards

Principle 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4. Businesses should support the elimination of all forms of forced or compulsory labor.

Principle 5. Businesses should support the effective abolition of child labor.

Principle 6. Businesses should support the elimination of discrimination in respect of employment and occupation.



Environment

Principle 7. Businesses should maintain a precautionary approach that supports environmental sustainability.

Principle 8. Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9. Businesses should encourage the development and diffusion of environmentally friendly technologies.



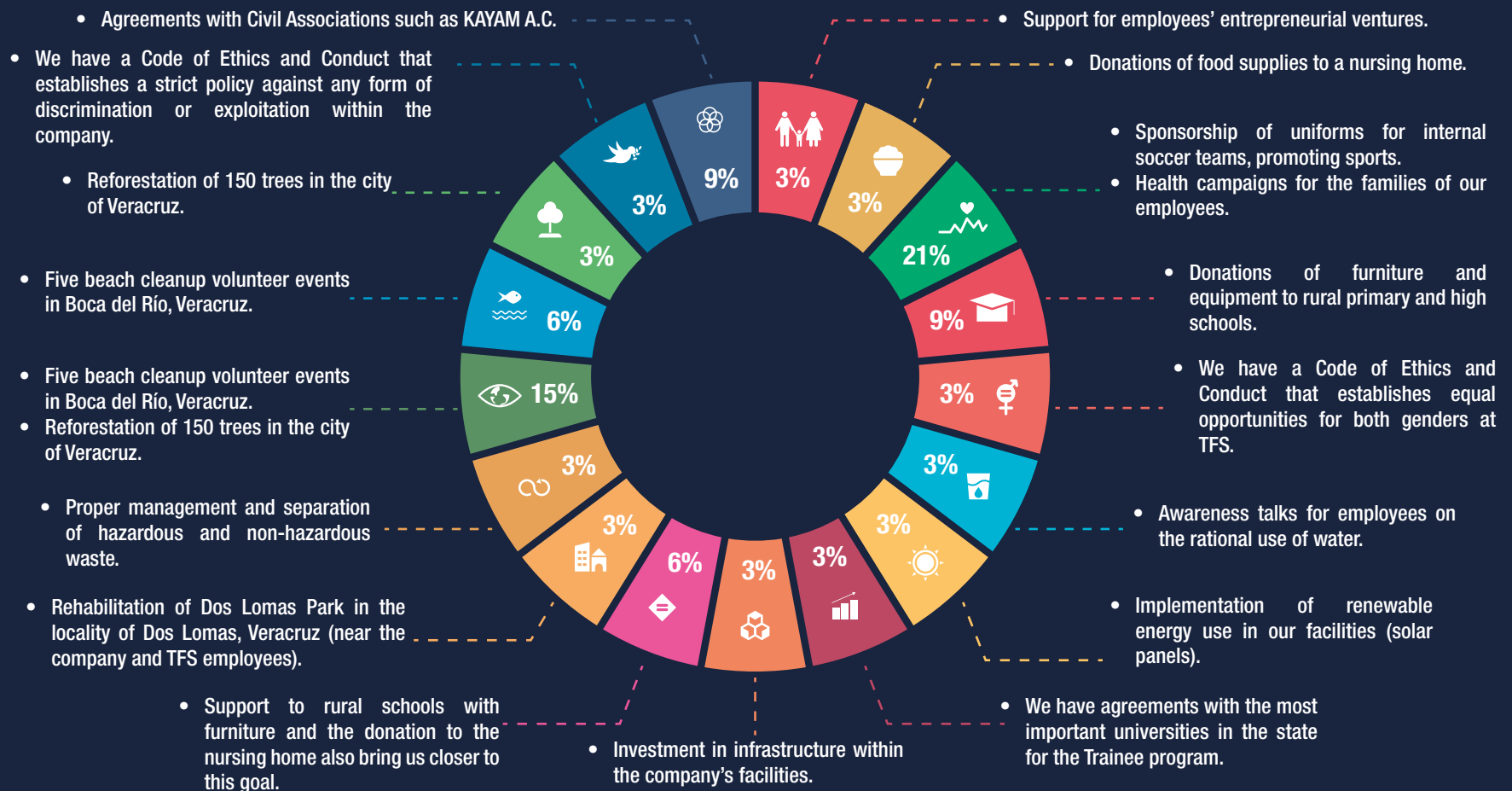
Anti-Corruption

Principle 10. Businesses should work against corruption in all its forms, including extortion and bribery.



Alignment with the 17 Sustainable Development Goals

At TFS, one of our main objectives is to align ourselves with the goals set by the UN in the Sustainable Development Goals (SDGs). In this way, we have contributed to impact in the following goals:



Specifications in the Annex, pages 49-54.



06.

Certifications & recognitions 2024





Certifications and recognitions

At Turbine Field Solutions, we provide quality and operational reliability in every project, supported by our Integrated Management System (IMS), which addresses the needs of our stakeholders.

Trinorma ISO Certification valid until 2026

This Trinorma encompasses the ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 standards, enhancing the monitoring of actions taken through our quality program. We manage these actions by controlling risks based on the occupational health and safety standard, and we protect the environmental impact through our environmental compliance program.

Recertification of the Anti-Bribery Management System - ISO 37001:2016 valid until 2027

TFS is committed to a Code of Ethics and Conduct based on the organization's values, which requires us to conduct business with integrity. Therefore, this achievement reaffirms our commitment to transparency and ethics in every area of the company.

Regarding quality-related matters, one of our objectives for 2025 is the implementation of the AS9100D standard requirements in TFS's Integrated Management System. These requirements must be met by organizations that design, develop, or provide products and services for the aerospace industry.



Certifications and recognitions

For the sixth consecutive year, TFS received the recognition as a Socially Responsible Company, awarded by the Mexican Center for Philanthropy (CEMEFI), through which we reaffirm our commitment to Corporate Social Responsibility.

Our achievements are the result of the continuous effort of each of our employees and keep us on the path to continue building a better future.





07.

Our commitment
to the environment



Our commitment to the environment

Caring for the planet is everyone's responsibility, and every small change adds up. Increasingly, environmental care and commitment are present in organizations, and we are no exception.

As a socially responsible company, we carry out actions in favor of the environment aimed at reversing environmental degradation and improving society's well-being. Sustainability means finding a balance between purpose and profit; financial performance must always go hand in hand with social and environmental performance.

During 2024, we continued strengthening our environmental efforts. Therefore, our environmental strategy includes the topics covered in our Integrated Management System (IMS), which incorporates the ISO 14001 standard, focused on reducing and eliminating environmental impacts throughout our entire value chain.





Our commitment to the environment

- We have implemented two transportation routes for our employees, transporting them safely and comfortably from their homes to the company and back. This not only makes their commute safer and more comfortable but also contributes to reducing CO₂ emissions, benefiting the environment.
- Another strategic plan to reduce these emissions was the acquisition of five electric vehicles. We contribute to the national electrical grid the equivalent of 13% of our annual consumption through the use of clean energy via solar panels.
- During our beach cleanup campaigns, in collaboration with the civil association KAYAM, we collected 479 kilograms of waste.
- We reforested approximately 150 trees in the locality of Rincón de Barrabás, Veracruz, helping reduce carbon emissions and regulate the climate.

Generated Waste

Hazardous Waste

8.78 tons

Special Handling Waste

1.83 tons

Energy

380 Mw/h

Energy consumption within the organization

For the year 2025, the implementation of a recycling system and the proper disposal of waste generated by the company is planned, along with the development of a comprehensive inventory of atmospheric emissions.



08.

Success Stories





Success Stories

Rehabilitation of Dos Lomas Park

On November 29, the inauguration of the rehabilitation of Dos Lomas Park took place—a project born from the “TFS Engine of Transformation” program, an initiative through which we receive improvement proposals from our collaborators concerning their local environment.

A study revealed that 18 collaborators reside within the same postal code where the park is located. Based on this, a proposal was submitted and approved by them.

This project benefits not only our collaborators and their families, but also the broader Dos Lomas community in Veracruz. It promotes safe and healthy recreation, encourages sports activities, and contributes significantly to improving quality of life. This public space supports physical well-being through exercise and fosters social interaction, helping build a healthier society.

With the support of our manufacturing department, part of the new furniture installed in the park was designed and built in-house.



Success Stories

Distribution of Over 100 School Supply Kits

As part of our Corporate Social Responsibility at TFS, in July we distributed school supplies to the children of our employees, covering students from preschool to university level. This initiative aimed to provide support and encourage the continuation of their academic development.

Priority was given to the delivery of eco-friendly materials, in alignment with the sustainability values we promote.





09.

Annexes





Annexes

ODS 2030	Indicators	Fulfilled in 2024	Goal for 2025
	100% of employees with access to basic housing services	Yes	
	219 employees with access to major medical insurance		
	100% of employees with access to daycare services as a labor benefit during the first 4 years		
	112 jobs created		
	1 support granted to an employee for their own entrepreneurship		
	100% of employees supported with cafeteria services	Yes	- Economic investment to promote sports activities - Reduce total injuries by 10% to move closer to the goal of zero workplace accidents - Establish more agreements that benefit employee health
	More than 40 elderly people benefited from food baskets donated to the CONGRA A.C. nursing home.		



Annexes

ODS 2030	Indicators	Fulfilled in 2024	Goal for 2025
	34 talks provided to employees on health care	Yes	
	1 agreement signed with Anytime Fitness to benefit our employees		
	Over \$130,000 MXN in medical support provided to employees and/or their families		
	Over 100 supports granted to help employees' children continue their education	Yes	
	2 schools benefited from the donation of equipment and furniture to improve their conditions.		
	1 Code of Ethics and Conduct, which establishes equal opportunities for both genders.	Partially	- Invest hours in training related to TFS's focus on women - Increase the percentage of women hires - Position women in managerial roles



Annexes

ODS 2030	Indicators	Fulfilled in 2024	Goal for 2025
	1 talk to raise awareness about the rational use of water	Partially	
	10 labels for water care awareness placed in the company restrooms		
	13% of our annual consumption contributed to the national electric grid through the use of clean energy.	Yes	- Increase the fleet of hybrid vehicles.
	Implementation of 5 electric vehicles to support CO ₂ reduction.		
	Implementation of 2 bus routes transporting employees to support CO ₂ reduction.		
	3 agreements with two universities and one technical high school for participation in professional internships and/or the Trainee program.	Yes	



Annexes

ODS 2030	Indicators	Fulfilled in 2024	Goal for 2025
	100% of employees with benefits required by law	Yes	
	100% of employees with benefits exceeding those required by law.		
	Over 60 million Mexican pesos invested in infrastructure, innovation, and technologies at TFS Veracruz.	Yes	
	Two schools located in rural areas benefited from donations of equipment and furniture to improve their conditions.	Yes	
	One Code of Ethics and Conduct that reflects equality of opportunity.		
	More than 40 elderly people benefited with food supplies donated to the COGRA A.C. nursing home.		



Annexes

ODS 2030	Indicators	Fulfilled in 2024	Goal for 2025
	Over \$150,000 invested in the rehabilitation of Dos Lomas Park.	Yes	- Rehabilitation of public spaces connected to our employees.
	Collection and proper separation of 5.52 tons of metal shavings and 9.52 tons of scrap metal delivered for proper disposal.	Partially	- Better management of recyclable waste and proper disposal.
  	150+ trees replanted 5 beach cleanup volunteer events Implementation of 5 electric vehicles for employees and 2 bus routes for their transportation	Yes	- Reforestation with larger quantities of trees - Improved management of recyclable waste and proper disposal - Development of a comprehensive inventory of atmospheric emissions



Annexes

ODS 2030	Indicators	Fulfilled in 2024	Goal for 2025
	479 kilograms of waste collected during the beach cleanup campaign	Yes	
	5 beach cleanup volunteer events		
	150+ trees planted through reforestation efforts	Yes	
	Implementation of 5 electric vehicles for employees and 2 bus routes for their transportation.		
	One Code of Ethics and Conduct that establishes the prohibition of any kind of discrimination or exploitation within the company.	Yes	
	Zero complaints received regarding non-compliance with the anti-bribery policy.		
	1 agreement with the Civil Association KAYAM A.C.	Yes	



10.

Report Profile





GRI Content Index



TFS has prepared this 2024 ESG Annual Results Report with reference to the GRI Standards for the period from January 1 to December 31, 2024.

GRI Standard	Content	Location (page or direct response)	Omission
2-1	Organizational Details	4	
2-2	Entities included in the sustainability reporting	5	
2-3	Reporting period, frequency, and contact point	5	
2-4	Information update	Information update does not apply, as this is the company's first report.	
2-5	External verification	NO	
2-6	Activities, value chains, and other business relationships	6-9	
2-7	Employees	11	
2-8	Workers who are not employees	INFORMATION NOT AVAILABLE	
2-9	Governance Structure Composition	22	
2-10	Appointment and Selection of the Highest Governing Body	22	



GRI Content Index



GRI Standard	Content	Location (page or direct response)	Omission
2-11	Chairperson of the Highest Governing Body	23	
2-12	Function of the highest governing body in overseeing the management of impacts	22	
2-13	Delegation of responsibility for impact management	22	
2-14	Role of the highest governance body in sustainability reporting	2	
2-15	Conflicts of interest	24	
2-16	Communication of critical concerns	26	
2-17	Collective knowledge of the highest governing body	22	
2-18	Performance evaluation of the highest governing body	22	
2-19	Remuneration policies	14	
2-20	Process for determining remuneration	14	



GRI Content Index



GRI Standard	Content	Location (page or direct response)	Omission
2-21	Ratio of total annual compensation		Confidential information
2-22	Statement on the sustainable development strategy	02	
2-23	Commitments and policies	25	
2-24	Incorporation of commitments and policies	25	
2-25	Processes to remediate negative impacts	36	
2-26	Mechanisms to request advice and raise concerns	25	
2-27	Compliance with laws and regulations	40	
2-28	Affiliation with associations	37	
2-29	Approach to stakeholder engagement	29	
2-30	Collective bargaining agreements	32	
3-1	Process for determining material topics	30	



GRI Content Index



GRI Standard	Content	Location (page or direct response)	Omission
3-2	List of material topics	30	
3-3	Management of material topics	31	
203-1	Investments in infrastructure and supported services	08	
203-2	Significant indirect economic impacts	36	
205-1	Operations assessed for risks related to corruption	25	
205-2	Communication and training on anti-corruption policies and procedures	24-25	
205-3	Confirmed corruption incidents and actions taken	26	
301-1	Materials used by weight or volume	44	
301-2	Recycled inputs used	44	
301-3	Recovered products and packaging materials	44	
302-1	Energy consumption within the organization	44	



GRI Content Index



GRI Standard	Content	Location (page or direct response)	Omission
302-3	Energy intensity	44	
305-1	Direct GHG emissions (Scope 1)	During 2024, the indicators for measuring O2 were defined. In 2025, the emissions inventory will be established and improvement proposals will be developed	
401-1	New employee hires and staff turnover	11	
401-2	Benefits provided to full-time employees that are not offered to part-time or temporary employees	14	
401-3	Parental leave	14	
402-1	Minimum notice periods regarding operational changes	We communicate through TFS official channels: social media, internal email, or WhatsApp.	
403-1	Occupational Health and Safety Management System	17-19	
403-2	Hazard Identification, Risk Assessment, and Incident Investigation	17	
403-3	Occupational Health Services	19	



GRI Content Index



GRI Standard	Content	Location (page or direct response)	Omission
403-4	Workers' Participation, Consultation, and Communication on Occupational Health and Safety	17-19	
403-5	Training of Workers on Occupational Health and Safety	17-19	
403-6	Promotion of Workers' Health	19	
403-8	Coverage of the Occupational Health and Safety Management System	17-19	
404-1	Average Hours of Training per Employee per Year	12	
404-2	Programs to Develop Employee Competencies and Career Transition Assistance Programs	12	
405-1	Diversity of Governance Bodies and Employees	12	
405-2	Ratio of Basic Salary and Remuneration of Women to Men	TFS participates in a committee where sector salaries are defined, as well as compliance with what is permitted by the Federal Labor Law.	
406-1	Cases of discrimination and corrective actions taken	0 cases	



GRI Content Index



GRI Standard	Content	Location (page or direct response)	Omission
407-1	Operations and suppliers where the right to freedom of association and collective bargaining may be at risk	0 cases	
408-1	Operations and suppliers with significant risk of child labor cases	0 cases	
409-1	Operations and suppliers with significant risk of forced or compulsory labor cases	0 cases	
410-1	Security personnel trained in human rights policies or procedures	All employees are provided with the Code of Ethics and Conduct upon hiring and signing their contract, which they are required to read. This document includes a section on Human Rights.	
411-1	Cases of violations of the rights of indigenous peoples	0 cases	
413-1	Operations with local community engagement programs, impact assessments, and development initiatives	46	
415-1	Contributions to political parties and/or representatives	Not applicable	



GRI Content Index

No applica



GRI Standard	Content	Location (page or direct response)	Omission
416-2	Cases of non-compliance related to the impacts of product and service categories on health and safety	0 cases	
417-1	Requirements for product and service information and labeling	Not applicable	
417-2	Cases of non-compliance related to product and service information and labeling	Not applicable	
417-3	Cases of non-compliance related to marketing communications	0 cases	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	0 cases	



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