

Annual ESG results report 2025

Evolving toward a sustainable future.

M: info@tfscorp.us
T: +1 (832) 674-6450

IN  SYNC WITH YOU

 www.tfscorp.com.mx



Contents

01 About this Report

- 1.1 CEO's Letter
- 1.2 Introduction to the 2025 ESG Report
- 1.3 Organization Profile
- 1.4 List of Tables

02 2025 Materiality Analysis

- 2.1 Introduction to Materiality
- 2.2 Methodology Used
- 2.3 Material Topics Prioritized for TFS
- 2.4 Materiality Matrix

03 TFS: A Company That Evolves

- 3.1 Entry into the Aerospace Sector
- 3.2 Reliable and Sustainable Energy for Mexico
- 3.3 "TFS Engine of Transformation" Program
- 3.4 Innovation and Portfolio Strengthening

04 TFS ESG Strategy

- 4.1 2025 Framework for Action and Approach
- 4.2 Alignment with the Sustainable Development Goals (SDGs)

05 Our People, Our Strength

- 5.1 Human Capital
- 5.2 Health and Safety
- 5.3 Certifications and Recognitions

06 Environmental Pillar

- 6.1 Responsible Water Management
- 6.2 Paper Consumption Reduction and Environmental Awareness
- 6.3 Waste Management
- 6.4 Energy Efficiency Culture
- 6.5 Environmental Indicators

07 Social Pillar

- 7.1 Employee Well-Being and Integration
- 7.2 Workplace Equality and Non-Discrimination
- 7.3 Health Talks and Activities (Pink October, Nutrition, Yoga)
- 7.4 TFS, United for Poza Rica
- 7.5 Social Indicators

08 Governance Pillar

- 8.1 Ethics, Transparency, and Compliance
- 8.2 Organizational Structure
- 8.3 Strengthening the Code of Ethics and Conduct
- 8.4 Reporting Culture and Continuous Improvement
- 8.5 Governance Indicators

09 2025 ESG Results and Impact

- 9.1 Main Achievements of the Year
- 9.2 2024–2025 Progress Comparison

10 Report Profile



About this Report

01



CEO's Letter



At TFS, we know that every step we take, no matter how small it may seem, brings us closer to a more competitive, more human, and more sustainable future. **And 2025 was proof of that.**

This year marked a turning point in our history. We not only consolidated our industrial growth and strengthened our operations, but also took on one of the most important challenges

for our organization: **our entry into the aerospace sector.**

This achievement represents far more than a strategic expansion; it symbolizes TFS's ability to evolve, raise its standards, and participate in an industry where **precision, quality, and innovation are essential.** For us, entering the aerospace field confirms that we are a company prepared to go beyond known boundaries.

This progress was accompanied by a deep commitment to environmental, social, and governance (ESG) initiatives, which reinforced our identity as a responsible and forward-looking organization. We promoted projects that positively impacted vulnerable communities, strengthened the integration and well-being of our employees, and reinforced practices that foster equity, ethics, and sustainability.

In 2025, we strengthened our organizational culture and our stakeholder engagement approach through the launch of the slogan **"In sync with you,"** which reflects our commitment to operate in alignment, collaboration, and close connection with employees, customers, suppliers, and the community. This message supports the policies and dialogue mechanisms that are part of the organization's ESG strategy.

Also this year, our Engine of Transformation program continued to

CEO's Letter

strengthen as an initiative that drives the evolution of our organizational culture. Throughout the year, the program advanced toward a more consolidated stage, promoting the active participation of our employees and fostering a shared vision focused on continuous improvement, innovation, and the creation of sustainable value. Through this effort, **Engine of Transformation** has become a driving force for positive change within the organization, aligning our daily actions with the environmental, social, and governance principles that guide our responsible growth.

Every action carried out, both within and beyond our facilities, reflected the purpose that guides TFS: **to grow with awareness, transform with responsibility, and build lasting value.**

This report summarizes the results and lessons learned from a year in which we took firm steps toward a more sustainable and competitive operating model, driven by the passion of our people, by the technical excellence that defines us, and by the vision that inspires us to continue transforming the future of our company and of the industry we now also navigate.

To everyone who is part of TFS—employees, customers, strategic partners, and the communities around us—I sincerely thank you for your trust, your commitment, and your willingness to move forward

together toward a more responsible and more competitive future.

Every achievement reached in 2025 was made possible by the talent, discipline, and shared conviction that we can build a company that inspires, evolves, and leaves a lasting mark. Let us continue moving forward with the same determination, the same passion, and the certainty that the best chapters of our history are still yet to be written.

**Fernando Guillermo
López García Rivera**
Chief Executive Officer of
TFS Turbine Field Solutions

Introduction to the 2025 ESG Report

The TFS 2025 ESG Report reflects the company's ongoing commitment to sustainability, responsible innovation, and the overall well-being of the people who make up our organization and its surrounding environment.

Throughout this year, TFS has reaffirmed its vision of evolving toward a business model in which economic growth is balanced with respect for the environment, social responsibility, and a culture of ethics and transparency.

The year 2025 marked a turning point for the company.

In addition to strengthening our industrial operations, we took a major step by entering the aerospace sector, thereby consolidating our position as a Mexican company with global reach. This progress was accompanied by a parallel evolution in our ESG management, integrating more sustainable, inclusive, and impact-oriented practices.

Our approach focuses on three fundamental pillars:

- **Environmental:** Promoting resource efficiency and reducing negative environmental impact through tangible actions such as water management, recycling, and reducing paper use.

- **Social:** Fostering well-being, equity, and integration through programs such as TFS Engine of Transformation, which strengthen empathy, health, and unity within our workplace community, always aligned with the 17 SDGs.
- **Governance:** Consolidating a culture based on ethics, transparency, and compliance, which are essential pillars for ensuring responsible and sustainable operations.

This report was prepared with reference to the Global Reporting Initiative (GRI) Standards and compiles the main achievements, progress, and indicators recorded from January 1 to December 31, 2025, showing how sustainability has become an essential part of our business strategy and our identity as an organization.

Each initiative presented is the result of a collective effort and the shared commitment of everyone who is part of TFS.

Through this exercise in transparency, we seek not only to be accountable, but also to inspire a **culture of action, collaboration, and continuous improvement**, reaffirming that at our company, sustainability is not a goal, but a constantly evolving journey.

Organization Profile

IN SYNC WITH YOU

Turbine Field Solutions is a privately held Mexican company headquartered in Veracruz, Mexico, specializing in the manufacturing of components and the provision of engineering, maintenance, repair, and overhaul services for gas turbines and compressors primarily used in the energy sector.

From its strategic location in the Port of Veracruz, the organization develops integrated solutions aimed at improving the operational efficiency and profitability of its customers.

The company's operations are mainly concentrated in Mexico, with a presence in the state of Veracruz, as well as international projects and collaborations in countries such as Colombia and Peru, in addition to participation in various global markets through specialized services for the energy industry.

In 2025, the company strengthened its market position by entering the manufacturing of components for the aerospace sector, thereby expanding the scope of its industrial and technological capabilities.



List of Tables

IN SYNC WITH YOU

01 Environmental topics prioritized in the materiality analysis

05 Main Human Capital indicators for 2025

09 Main environmental progress 2024–2025

02 Social topics prioritized in the materiality analysis

06 Main HSEA indicators for 2025

10 Main social progress 2024–2025

03 Governance topics prioritized in the materiality analysis

07 Environmental indicators

11 Main governance progress 2024–2025

04 Comparison of “Engine of Transformation” submissions by year

08 Governance indicators

12 GRI Content Index



2025

Materiality Analysis

02



Introduction to Materiality



As part of TFS's evolution toward a more sustainable, transparent, and internationally aligned management model, a Materiality Analysis with a double impact approach was conducted in 2025, in accordance with the Global Reporting Initiative (GRI 2023) guidelines.

Materiality makes it possible to identify the environmental, social, and governance issues that are most relevant to TFS, both in terms of the impact the company has on its surroundings and the factors that may influence the organization's continuity, competitiveness, and reputation.

This analysis provides the foundation for defining strategic priorities, allocating resources efficiently, and strengthening accountability to our employees, customers, suppliers, communities, and stakeholders.



Methodology Used

The 2025 materiality assessment was carried out through a structured process that includes:

IN  SYNC WITH YOU

Identification of relevant topics

An initial list was prepared based on:

- GRI 2023 Standards Expectations of the aerospace sector
- AS9100 system requirements
- International ESG best practices
- TFS's internal priorities
- Analysis of the 2024 ESG Report

Double impact assessment

Each topic was evaluated across two dimensions:

- TFS's impact on its environment (social, environmental, and economic)
- The environment's impact on TFS (risks, regulations, talent, and sector expectations)

Stakeholder consultation

To ensure representativeness, several consultation mechanisms were used:

- Internal interviews with area leaders (Operations, Human Capital, Quality,
- Overhaul, Finance, Social Responsibility, and HSE)
- Employee feedback gathered during internal activities (tournaments, talks, and campaigns)
- Review of expectations from key customers in the aerospace sector
- Results of internal and external audits

Prioritization

Topics were classified according to their relevance and their relationship to risks and opportunities.

The following levels were assigned:

- High materiality
- Medium materiality
- Emerging materiality



Material topics prioritized for TFS

IN SYNC WITH YOU

Social  Environmental  Governance 

High Materiality Topics

- Occupational health and safety
- Training and development
- Workplace equality and non-discrimination
- **Water management**
- **Waste management**
- **Energy efficiency**
- **GHG emissions**
- **Ethics and transparency**
- **Regulatory compliance (energy and aerospace)**
- **Reporting culture/integrity mechanisms.**

Medium Materiality Topics

- Employee well-being and integration
- **Paper reduction**
- Social programs and community support
- Corporate volunteering
- **Electric mobility / renewable energy**

*Emerging Materiality Topics

- Relationship with educational institutions
- **Environmental compliance (more documentary than operational)**

*Emerging does NOT mean it is not material; it means it is not critical in this cycle but is increasing in relevance.

Material Topics prioritized for TFS

Material Topic (Environmental)	Related SDGs	Justification
1. Responsible water management	SDG 6	Efficient use and reuse of water; improvement of the internal water cycle.
2. Waste management	SDG 12	Separation, responsible disposal, recycling, and waste reduction.
3. Energy efficiency	SDG 7,12,13	Reduction in consumption, internal habits, solar panels, and energy optimization.
4. Electric mobility / renewable energy	SDG 7,11,13	Transition to electric vehicles and clean energy.
5. GHG emissions and climate change	SDG 13	Progress toward CO ₂ inventories and impact mitigation.
6. Reduction in paper consumption	SDG 12,13	Digitalization, awareness talks, and monitoring of paper consumption.
7. Environmental compliance	SDG 12,13,16	Regulatory compliance and prevention of environmental impacts.

Table 2. Social topics prioritized in the materiality analysis

Material Topics prioritized for TFS

Material Topic (Environmental)	Related SDGs	Justification
8. Occupational health and safety	SDG 3, 8	Zero lost-time accidents, prevention, and well-being in operational areas and workshops.
9. Training and talent development	SDG 4, 8	12,000+ training hours, technical and professional development.
10. Workplace equality and non-discrimination	SDG 5, 8, 10	Talks, equal treatment, and equitable opportunities.
11. Employee well-being and integration	SDG 3, 5, 8	Sports activities, emotional health, and employee support.
12. Social programs and community support	SDG 1, 2, 3, 4, 10, 11	Humanitarian aid, education, community health, and Poza Rica
13. Corporate volunteering	SDG 3, 10, 17	Active employee participation in solidarity initiatives.
14. Relationship with educational institutions	SDG 4, 8, 17	Academic partnerships, professional internships, and dual training.

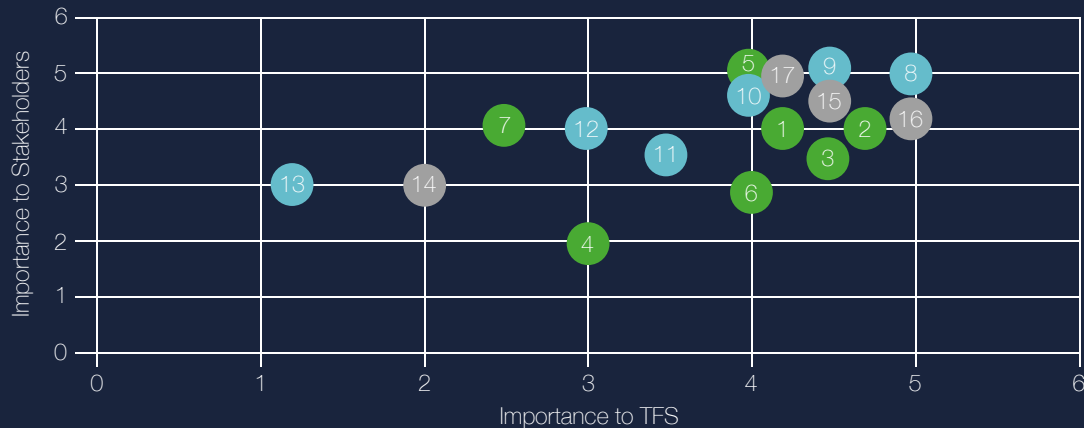
Table 2. Social topics prioritized in the materiality analysis

Material Topics **prioritized for TFS**

Material Topic (Environmental)	Related SDGs	Justification
15. Ethics and transparency	SDG 16	Code of Ethics, responsible conduct, and integrity.
16. Regulatory compliance (energy and aerospace)	SDG 8, 9, 16	AS9100, ISO 45001, audits, and cross-sector compliance.
17. Reporting culture / integrity mechanisms	SDG 16	Secure channels, internal trust, and risk control.

Table 2. Social topics prioritized in the materiality analysis

Materiality Matrix



The 2025 TFS materiality matrix shows that most relevant topics are concentrated in the quadrant of highest importance for both our stakeholders and the company. This indicates a clear alignment between what our employees, customers, and stakeholders consider a priority and the issues that are strategic to TFS's operations and growth.

This concentration guides our ESG strategy to focus efforts primarily on topics such as people's safety and well-being, ethics and compliance, the efficient use of resources, and talent development. At the same time, the analysis allows us to identify other topics that, although currently of medium or emerging relevance, represent opportunities for continued improvement and for anticipating future expectations, reaffirming our commitment to responsible and sustainable management in the long term.



TFS:

A company
that evolves

03



Entry into the Aerospace Sector



The year 2025 marked a turning point for Turbine Field Solutions, establishing itself as a year of strategic transformation, institutional strengthening, and technological advancement. Our entry into the aerospace sector—materialized through the signing of our first contract in this industry—along with the achievement of the AS9100 certification, represent two of the most significant milestones of the year and the beginning of a new chapter for the company.

Entering the aerospace sector positions TFS as an emerging player within a highly regulated industry that demands exceptional levels of precision, reliability, and a world-class operational culture. This achievement reflects not only a natural expansion along our path of growth and diversification, but also confirmation that we possess the talent, infrastructure, and strategic vision required to compete in one of the most demanding sectors globally. In this context, one of the most significant achievements of 2025

was the successful completion of the AS9100 certification process, culminating in the formal award of the certificate following a rigorous audit conducted by the certification body NSF.

This process comprehensively evaluated our management systems, operational controls, technical capabilities, and continuous improvement approach, validating compliance with international standards required for the aviation, space, and defense sectors.

The AS9100 certification not only strengthens our competitiveness, but also represents a qualitative leap in TFS's organizational maturity, raising our internal standards and reinforcing a culture focused on quality, risk management, and operational excellence. This milestone is the result of the collective effort of our teams, who demonstrated discipline, commitment, and a clear focus on continuous improvement.

Through this expansion and the achievement of key certifications, TFS reaffirms its commitment to innovation, quality, and strong governance as the pillars of its sustainable development. With vision, responsibility, and a clear strategy, we continue building the path that will enable TFS to establish itself as a trusted benchmark within the aerospace sector and other highly specialized industries.

Participation in aerospace industry fairs



During 2025, TFS AERO strengthened its strategic positioning through its participation in two of the most relevant industry events: the Mexican Aerospace Fair (FAMEX), held at Military Air Base No. 1 in Santa Lucía, State of Mexico, and the Paris Air Show, held in Le Bourget, France.

At FAMEX 2025, the official launch of TFS AERO as a specialized unit for aerospace manufacturing took place, showcasing its capabilities to strategic clients and key industry players. During the event, the booth recorded an average traffic of over 50 visitors per day, with an 80% interaction rate and 100% fulfillment of scheduled meetings.

The brand was recognized as a Mexican company with competitive capabilities in the manufacturing and repair of aeronautical components, highlighting its potential within the national market.

Subsequently, at the Paris Air Show 2025, TFS AERO strengthened its international presence by engaging with more than 150 visitors

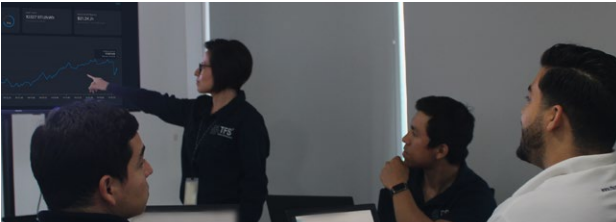
during the Mexico Tour Experience and over 50 daily visitors at its booth. Relevant connections were established with global companies in the sector, reinforcing the company's perception as a reliable provider with strong technical capabilities and compliance with international standards such as AS9100. The interest shown by European and Asian visitors highlighted expansion opportunities beyond Mexico.

From an ESG perspective, participation in these national and international forums reflects TFS's commitment to a responsible growth strategy based on innovation, regulatory compliance, strengthening technical capabilities, and the development of strategic partnerships.

These actions contribute to the competitiveness of the Mexican aerospace sector, promote national industrial development, and reinforce governance focused on transparency and sustainable positioning in global markets.



Innovation and portfolio strengthening



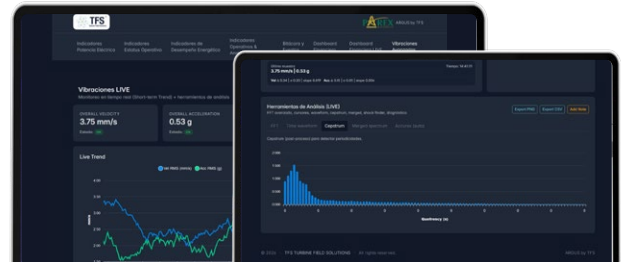
In 2025, TFS strengthened its value proposition through the incorporation of new technological solutions developed under international standards, aimed at increasing the reliability, efficiency, and safety of industrial assets and turbomachinery.

TurboSYNC™ is the control system developed in-house by TFS for the comprehensive automation of turbomachinery packages and auxiliary systems. Designed in accordance with standards such as IEC 61131-3, API, and SIL-2 functional safety guidelines, it enables the complete sequence of startup, operation, and shutdown, integrating protection against overspeed, vibration, and critical events within a modular and cybersecure architecture. Its robust and adaptable design facilitates both new installations and modernization (retrofit) projects, ensuring operational continuity and regulatory compliance.

Meanwhile, TFS ARGUS™ is the remote monitoring and diagnostics platform based on IIoT technologies and advanced analytics. This solution enables real-time supervision of operational parameters, early detection of performance deviations, and the generation of predictive recommendations for condition-based maintenance. ARGUS™ integrates high industrial cybersecurity standards, including encryption and secure communication protocols, ensuring the integrity and confidentiality of information.

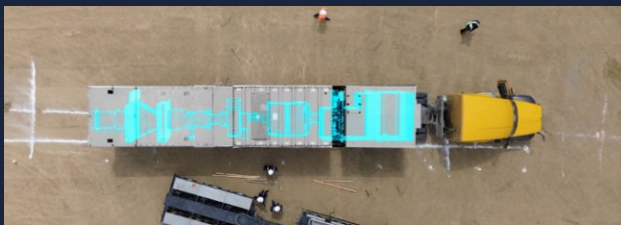
The incorporation of these solutions represents a strategic step forward in the digitalization and automation of industrial assets, strengthening TFS's technological offering and contributing to:

- Greater reliability and operational availability
- Maintenance optimization and reduction of unplanned downtime
- Improved energy efficiency and equipment performance
- Responsible management of operational and technological risks



Innovation and portfolio strengthening

IN SYNC WITH YOU



As part of the continued technological strengthening of its portfolio, during 2025 TFS formally integrated the TFS TurboFLEX™ solution, a mobile power generation unit developed under a modular, robust, and adaptable approach for different operational and industrial environments.

TurboFLEX™ is designed to provide efficient and reliable power generation for short- and long-term applications, strategic backup, and projects in locations with limited energy infrastructure. Its pre-assembled and factory-validated configuration enables agile implementation, optimizing transportation, deployment, and commissioning times while ensuring consistent standards of quality and performance.

Meanwhile, **GN2FLEX™** consists of high-efficiency natural

gas-powered generator sets designed to provide continuous and adaptable power in various industrial environments. These systems stand out for their thermal efficiency, clean combustion technology, and modular, containerized design, which facilitates transportation and installation.

Through these solutions, TFS contributes to the development of more flexible, efficient, and reliable energy infrastructure, enabling its customers to maintain operational continuity and adapt to the changing demands of the industrial sector.



Reliable and Sustainable Energy for Mexico

TFS drives a new energy achievement for Mexico!

In 2025, TFS successfully executed a comprehensive mobile power generation project that included installation, operation, maintenance, and deinstallation, establishing itself as one of the year's most significant milestones due to its technical, operational, and social impact.

Thanks to its modular design, the project operated with a reduced environmental footprint and high resource-use efficiency. During more than 90 days of continuous operation throughout the critical summer period (July–September), it ensured energy availability in a region with high demand and climate variability, with no significant safety incidents and no deviations from schedule.

The application of international standards, continuous monitoring, and timely maintenance made it possible to ensure system stability and mitigate operational risks.

From an ESG perspective, this project reflects TFS's commitment to the reliability of the national electrical system (social impact), efficiency and responsible asset management (environmental dimension), and strong governance based on planning, contractual compliance, and high HSE standards.

13

CLIMATE
ACTION



09

INDUSTRY,
INNOVATION,
& INFRASTRUCTURE



07

AFFORDABLE
& CLEAN
ENERGY



- **90+ days of continuous operation**
- **60+ GWh generated**
- **30,000+ households supplied**
- **Reduced environmental footprint**





TFS

Motor de Transformación

Engine of Transformation

Since its creation, the TFS Engine of Transformation program has been at the heart of our social initiatives.

During 2025, this program drove multiple initiatives focused on empathy, solidarity, health, and integration, strengthening the sense of belonging and unity among our employees.

Our business vision integrates sustainability as a strategic pillar. Under the Environmental, Social, and Governance (ESG) framework, we focus our efforts on creating value for our employees, customers, communities, and the environment, actively contributing to the achievement of the Sustainable Development Goals (SDGs).

Comparison of requests received and addressed

Requests received from April to September 2024	Requests addressed in 2024	Requests received from January to December 2025	Requests addressed in 2025	Comments
18	07	33	21	In September 2024, the last requests were received and worked on.
Percentage of initiatives addressed in relation to those received				
39%			64%	

Table 4. Comparison of "Engine of Transformation" requests by year

IN SYNC WITH YOU



Highlighted initiatives addressed

IN SYNC WITH YOU

The well-being of our employees and their families

In 2025, we allocated more than \$200,000 to initiatives focused on the health and well-being of our employees and their families, providing timely support in urgent medical situations and directly benefiting more than 20 families.

These efforts, which include more than 14 initiatives received through the TFS Engine of Transformation program, strengthen our commitment to SDG 3: Good Health and Well-being and establish this pillar as one of the most significant priorities of our program during the year.



Race in the fight against breast cancer with Casa MAM

On October 19, we participated in the 5th Race organized by Casa MAM Association. As part of our social commitment, we provided 15 tickets to employees to encourage their participation and donated 250 T-shirts, contributing to the cause and symbolically accompanying each runner.

This effort reaffirms TFS's commitment to health, prevention, and the ongoing fight against breast cancer.



Contributing to education

Direct support was provided to Universidad Pedagógica Veracruzana through the donation of four computer units, aimed at strengthening the technological resources available to its academic community.

This contribution helps improve learning and teaching conditions by facilitating access to digital tools that are essential for the professional development of future educators.

Through this initiative, we reaffirm our commitment to SDG 4: Quality Education, promoting more inclusive and better-equipped learning environments.





TFS ESG Strategy

04



2025 Framework for action and approach

IN  SYNC WITH YOU

The TFS ESG model is based on three pillars:

Environmental

Promote resource efficiency and the reduction of negative environmental impact through tangible actions, such as water management, recycling, and reducing paper use.

Social

Promote well-being, equity, and integration through programs such as TFS Engine of Transformation, which strengthen empathy, health, and unity within our workplace community, always aligned with the 17 SDGs.

Governance

Consolidate a culture based on ethics, transparency, and compliance—essential pillars for ensuring responsible and sustainable operations.

Alignment with the Sustainable Development Goals (SDGs)

SDGs	2025	Indicator	2026 Target
	\$501,696.04 total annual investment	Internal and external social investment focused on reducing economic vulnerability	Match or exceed the 2025 annual amount
	100%	Percentage of employees covered by major medical insurance	100% of employees with major medical insurance
	100%	Percentage of employees with access to the 50% subsidized company cafeteria benefit	100% of employees benefited
	100%	Employees who attended preventive medical check-ups	100% of employees attend their preventive medical check-ups
	\$44,916.90	Investment in school kits provided to employees' children	Match or exceed the 2025 annual amount
	5	Active agreements with educational institutions: CONALEP, UTSV, Colón, TEC Veracruz, and UV	Add at least one more institution this year
	100%	Gender pay equity index	100% pay equity
	14%	Percentage of female representation in leadership positions relative to the total number of women in the organization	Achieve a percentage equal to or higher than 2025 for women in leadership positions

Alignment with the Sustainable Development Goals (SDGs)

SDGs	2025	Indicator	2026 Target
	59,696	Liters of water reused or treated	Implement a system to ensure proper water management for at least 80% of the water generated by air conditioning systems.
	Pending	Percentage of electricity generation from solar panels	Increase annual electricity generation from solar panels by 3% compared to the 2025 baseline year
	1.55	Total Injury Frequency Rate (TIFR)	Achieve a rate ≤ 1.24 in 2025
	54.4	Average training hours per employee	Increase average training hours per employee by 10%
	\$71,054,612.24	Investment in infrastructure within TFS (machinery and equipment)	Maintain continuous investment in infrastructure and innovation at TFS facilities
	100%	Accessibility to internal benefits such as company cafeteria, major medical insurance (SGMM), annual bonus, savings fund, etc.	100% of employees with access to company internal benefits
	0.278	Cardboard and paper (tons)	Achieve an amount lower than in 2025
	13.602	Scrap metal and metal shavings (tons)	Ensure responsible valorization of 100% of generated metal scrap and progressively increase traceability in the management of industrial metal shavings

Alignment with the Sustainable Development Goals (SDGs)

SDGs	2025	Indicator	2026 Target
 12	40%	Approved budgets that meet sustainability criteria	At least 50% of approved budgets meet authorized sustainability criteria
 13	167.38	Amount of emissions (tCO ₂ e) (Scope 1 and 2) – Vehicle combustion	Develop and document TFS's carbon footprint
 14	0.091	Percentage reduction of single-use plastics (PET)	Reduce single-use plastic consumption by at least 10% compared to 2025
 15	150	Number of trees reforested	Carry out at least one reforestation initiative of 120 trees during the year
 15	6	Number of trees directly cared for by TFS	6 trees under the organization's care
 16	100%	Percentage of compliance with the Anti-Bribery Management System	100% compliance with the Anti-Bribery Management System
 17	Not measured	Activities carried out in collaboration with external partners	Carry out at least 3 activities during the year in collaboration with external partners



Our People, Our Strength

05



Human Capital

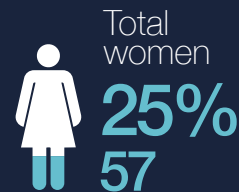
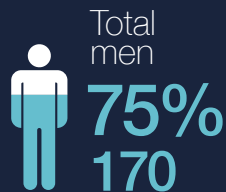
IN SYNC WITH YOU



TFS's people are the driving force behind every achievement. In 2025, the Human Capital and Social Responsibility area continued strengthening the values of inclusion, professional development, and overall well-being.

Activities were promoted to foster integration, effective communication, and pride in belonging to the TFS family. Likewise, opportunities for continuous learning were provided, equal opportunities were encouraged, and physical and mental well-being campaigns were carried out to reinforce balance between personal and professional life.

More than 12,000 man-hours of training have been invested in our employees.



Total number of employees per year:

- 2022: 72
- 2023: 132
- 2024: 226
- 2025: 227

Age range by gender

RANGE	20-30	30-40	40-50	50-60	60-70
Men	85	54	18	08	05
Women	31	19	06	01	-

Employee turnover rate

RANGE	20-30	30-40	40-50	50-60	60-70
Men	25	21	12	08	02
Women	09	-	01	-	-

Human Capital

IN SYNC WITH YOU



Professional internships and social service

During 2025, we strengthened our academic partnerships by maintaining existing agreements with the main higher education institutions in the State of Veracruz, while adding a new organization to our collaboration network.

As a result, **more than 50 students** had the opportunity to develop professionally by completing their internships and social service at TFS, engaging in real projects and strengthening their skills within a high-level industrial environment.

Human Capital Indicators			
Category	Indicator	Unit	2025 Result
Training and development	Employees trained	N°	56.5 hours average per employee
Workplace equality	Gender pay gap	%	0%
Workplace well-being	Integration activities carried out	N°	6
Talent retention	Annual turnover	%	34.98%

Table 5. Main Human Capital Indicators 2025



Health, Safety And Environment



At TFS, safety, health, and respect for the environment are fundamental pillars of our operations. Integrated HSEA management seeks to ensure safe, healthy, and sustainable workspaces, where each employee is aware of their role in risk prevention and environmental stewardship.

During 2025, the culture of prevention was strengthened through the implementation of training programs, the continuous improvement of safety procedures, and the optimization of natural resource use.

These actions reflect **our commitment to the Sustainable Development Goals**, particularly SDG 3 (Good Health and Well-being), SDG 8 (Decent Work and Economic Growth), and SDG 12 (Responsible Consumption and Production).

General objective

The HSEA area aims to promote safe and healthy work environments, reduce the environmental impact of operations, and ensure compliance with applicable regulations, fostering a culture of responsibility and prevention among employees.

2025 specific objectives

- 100% compliance with internal and external audits. ○
- Follow-up on the approved legal compliance program and a 20% improvement in the HSE legal compliance level. ○
- 10% reduction in total injuries compared to 2024. ○
- Improvement of the Due Diligence process to make the management of third parties related to TFS more efficient. ○

Health, Safety And Environment

During 2025, the HSEA area successfully met the specific objectives established for the period.



Through continuous monitoring of safety, health, and environmental programs, as well as the strengthening of legal compliance and third-party management processes, the defined targets were achieved, reflecting tangible progress in incident reduction, regulatory compliance, and the consolidation of a preventive culture across TFS operations.

Key actions

- Delivery of internal safety and industrial hygiene training in TFS operational and administrative areas.
- Updated signage in critical areas and renewal of personal protective equipment (PPE).
- Internal preventive health campaigns.
- Promotion of process digitalization through reduced paper use in administrative offices.
- Implementation of solid waste separation and recycling actions.
- Zero lost-time accidents reported during the period.
- Environmental and occupational safety compliance with no sanctions.
- Processing for the authorization of no objection for operations (Civil Protection approval).



HSEA Indicators

HSEA Indicators			
Category	Indicador	Unidad	2025 Results
Occupational safety	Accident frequency rate	Per million hours worked	1,58
HSE training	Total training hours	Man-hours	10,326
Preventive health programs	Activities implemented	N° of campaigns	3
Regulatory compliance	Environmental incidents or sanctions	Number	0

Table 6. Main HSEA Indicators 2025

Certifications and Recognitions

In 2025, TFS strengthened its commitment to operational excellence and sustainability through the achievement and maintenance of various certifications and recognitions that validate compliance with international standards.

These accreditations reinforce the trust of our customers, employees, and partners, and reflect the professionalism with which TFS carries out its processes and strategies.

AS9100: Quality management certification for the aerospace industry, marking TFS's entry into this sector with the signing of its first aerospace contract.

During 2025, TFS maintained its **ISO 37001** certification and successfully renewed its **ISO 9001**, **ISO 14001**, and **ISO 45001** management system certifications through recertification. These achievements confirm the maturity of our processes, the sustained compliance with international standards, and the strength of our governance, as well as our preventive approach to risk management, environmental protection, employee well-being, and integrity in the conduct of our business.

ESR (Socially Responsible Company) Distinction, awarded by CEMEFI for the seventh consecutive year.

MEM (Best Mexican Companies) Recognition: awarded to mid-sized private companies that stand out for their operational excellence and financial performance through strong business management practices.

CoP (Communication on Progress): In 2025, as every year, we reported our progress to the United Nations Global Compact, reaffirming our commitment to sustainability, transparency, and responsibility.

IN SYNC WITH YOU





Environmental Pillar

06



Responsible Water Management

In 2025, several **projects aimed at optimizing the management of water** from the air conditioning systems in the manufacturing and overhaul workshop were reviewed and evaluated, with the objective of identifying the best alternative for its reuse.

As a result of this analysis, a reuse project will be implemented in 2026, allowing this water to be redirected to a special container for use in irrigation of green areas and cleaning activities.

This initiative represents a significant step forward in water efficiency and responsible resource use within TFS.



IN  SYNC WITH YOU



Paper consumption reduction

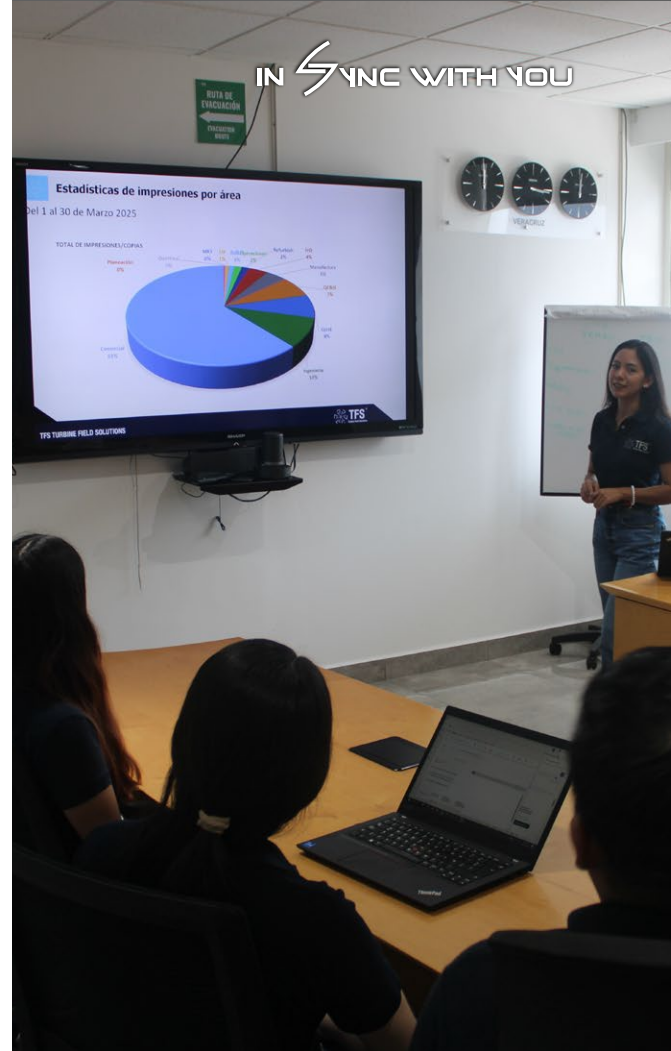
During 2025, we continued strengthening our strategy to reduce paper use across all administrative areas of the company.

This effort included the implementation of awareness campaigns aimed at employees, the optimization and digitalization of various internal processes, as well as the promotion of responsible use of printers and copying equipment.

As part of our commitment to more sustainable management, we implemented a measurement system that allows us to identify the volume of prints and copies generated by each area.

This information provides greater control and visibility over consumption patterns and will serve as the foundation for designing a more targeted strategy in 2026.

Through this, we aim to achieve a progressive and sustainable reduction in paper use, contributing to a more efficient work environment aligned with our environmental goals.



Waste Management

During 2025, we strengthened the internal system for the separation and management of solid waste, optimizing classification processes and final disposal within the company.

This progress was accompanied by initiatives to promote a recycling culture, encouraging the proper separation of reusable materials and fostering good practices among our employees.

Through these efforts, TFS continues to move toward a more responsible operating model, **reducing its environmental impact and consolidating organizational habits aligned with sustainability.**



IN  SYNC WITH YOU

Energy Efficiency Culture

Recognizing that energy efficiency also depends on individual habits, we carried out training initiatives aimed at employees.

Throughout the year, awareness sessions were conducted focused on:

- The importance of responsible energy use
- Recommended practices to reduce consumption in operational and administrative areas
- Environmental and economic benefits of energy savings
- The positive impact of the solar panel system and how it contributes to achieving sustainability goals

These activities encouraged greater employee participation and strengthened an internal culture focused on efficiency and environmental stewardship.

Sustainable mobility

During 2025, we increased our fleet of electric vehicles from 5 to 8 units, reinforcing our commitment to reducing the negative environmental impact associated with our operations.

This expansion directly contributes to the reduction of CO₂ emissions, the use of fossil fuels, and related operational costs, driving a progressive transition toward cleaner and more efficient transportation.



Environmental Indicators

Paper consumption	
Number of prints/copies generated at TFS (paper consumption) in *2025	115,033

In 2026, strategies aimed at reducing paper consumption will be implemented, promoting process digitalization and progressively advancing toward a more efficient and sustainable work environment.

**Counting began in March.*

Recycled material at TFS	Cantidad (TON)
**PET	0.092
Cardboard and paper	0.308
Scrap metal and metal shavings	13.59

Table 7. Environmental Indicators

PET, cardboard, and paper are delivered to a company specialized in recycling, waste management, collection, sorting, and sustainable solutions for environmental care.

PET tracking began in June, and cardboard tracking began in April.



Social Pillar

07



Employee Well-being and Integration

At TFS, we actively promote connection, health, and a strong sense of belonging among our employees. As part of our comprehensive well-being initiatives, we encourage sports activities and integration spaces that foster unity, teamwork, and the development of positive relationships within the workplace.

In 2025, TFS organized three internal integration activities (taquizas) as part of its efforts to promote well-being, integration, and a positive work environment for all employees. During the same year, we also held—with great participation—the first TFS 2025 Soccer and Volleyball Tournament, an event that brought together employees from various operational and administrative areas, as well as from affiliated companies.

This initiative aimed not only to promote healthy habits and physical activity, but also to strengthen camaraderie, improve communication between teams, and reinforce our institutional identity.

200+ employees participated in activities aimed at fostering connection, well-being, and a positive work environment.

The interaction generated through these activities has significantly contributed to the development of a positive work environment, where trust, respect, and collaboration become fundamental pillars for the well-being of our people. These efforts align with our ESG strategy by prioritizing the holistic development of everyone at TFS and creating spaces that value their physical, emotional, and social health.

IN SYNC WITH YOU



Workplace Equality & Non-Discrimination

The talk **“The Path Toward Workplace Inclusion”** was conducted, aimed at strengthening the inclusion of the LGBTQ+ community within the workplace. This activity formed part of our strategic actions in Diversity, Equity, and Inclusion (DEI), with the objective of ensuring that everyone at TFS develops in a safe, respectful, and discrimination-free environment.

The session addressed key topics for building more empathetic workplaces, such as the importance of respect, tolerance, equal opportunities, and valuing diversity. It also promoted understanding of the challenges faced by LGBTQ+ individuals in both professional and social contexts, highlighting the need to adopt conscious practices that foster coexistence, understanding, and respectful treatment of all gender identities and expressions.

The active participation of employees encouraged open and reflective dialogue, raising awareness of the role each individual plays in building a more inclusive organizational climate. This talk significantly contributed to the development of a **corporate culture based on empathy, non-discrimination, and respect for human rights**—key elements within our ESG strategy and TFS’s ongoing commitment to diversity and the well-being of our talent.

IN SYNC WITH YOU



Health Talks and Activities



During the month of October, and as part of Pink October, TFS implemented a series of activities aimed at raising awareness, prevention, and promoting the overall well-being of employees. These actions are part of our ongoing commitment to health, prevention, and self-care within the workplace.

46 employees attended the talks related to breast cancer awareness.

As part of the campaign, internal awareness initiatives on breast cancer were carried out, targeting both women and men, with the aim of promoting early detection and self-examination as key prevention tools. Through informational materials, educational messages, and communication spaces, the importance of addressing risk factors and undergoing regular check-ups was reinforced, emphasizing that prevention is a shared responsibility across the organization.

In addition to these efforts, specialized talks on balanced nutrition and overall well-being were conducted by professionals in the field. These sessions provided practical guidance on healthy eating habits, lifestyle improvements, and recommendations for maintaining a proper balance between physical and emotional health.

As a complement, TFS offered employees a yoga session focused on promoting relaxation, flexibility, and stress reduction. This activity encouraged practices that support mental well-being, concentration, and emotional management in daily work life.

Together, these initiatives strengthen our ESG commitment within the social pillar, reaffirming that health, well-being, and prevention are essential elements for the holistic development of our people and for building a healthier, more conscious, and more human work environment.

During the reported period, 222 preventive medical check-ups were conducted, achieving 100% coverage of our employees, reflecting the company's commitment to prevention, health care, and the overall well-being of its workforce.

TFS, United for Poza Rica

One of the most significant actions of 2025 was the **“United for Poza Rica”** initiative, through which employees from different areas came together to support a colleague, her family, and her community, who were affected by the flooding in the Poza Rica region.

Through volunteer efforts, essential supplies, food, and cleaning items were collected and delivered directly by TFS volunteers.

In addition, teams participated in **cleanup activities in the affected area and provided compassionate support to the impacted families.**

This initiative reflected and strengthened core values of our organization, such as empathy, cross-functional collaboration, teamwork, and social commitment to those who need it most.



IN SYNC WITH YOU



Social Indicators

200+ employees

participated in activities designed to promote connection, well-being, and a positive work environment.

46 employees

attended the talks related to breast cancer awareness.

These results reflect the strengthening of a participatory organizational culture.

IN SYNC WITH YOU





Governance

Pillar

08



Ethics, transparency and compliance

In 2025, TFS strengthened the implementation and dissemination of its Code of Ethics and Conduct, consolidating a corporate culture based on the values of integrity, respect, transparency, and accountability. This document guides the expected behavior of all employees, executives, and business partners, ensuring compliance with responsible practices aligned with the principles of good corporate governance.

As part of this effort, guidelines on the prevention of conflicts of interest, information confidentiality, respect in the workplace, anti-corruption, and fair treatment were reinforced, establishing a clear framework for ethical decision-making consistent with the organization's standards.

Throughout the year, key actions were implemented to ensure its proper application, including continuous internal communication, institutional reminders, training sessions, and consultation and reporting mechanisms. These initiatives enabled employees to gain a deeper understanding of the Code, as well as easier access to resolve questions and report behaviors that are inconsistent with TFS values.

Strengthening the Code of Ethics significantly contributed to building a more trustworthy, fair, and transparent work environment, reinforcing the company's commitment to regulatory compliance, corporate integrity, and social sustainability.

An annual training program on ethics, compliance, and workplace well-being was also implemented, aimed at strengthening a culture of integrity, risk prevention, and responsible decision-making at all levels of the organization. This program comprehensively addressed the following key topics:

Course on the Interpretation of the Code of Ethics and Conduct, Anti-Corruption Policy, and Corporate Social Responsibility, aimed at reinforcing ethical behaviors aligned with the organization's values.

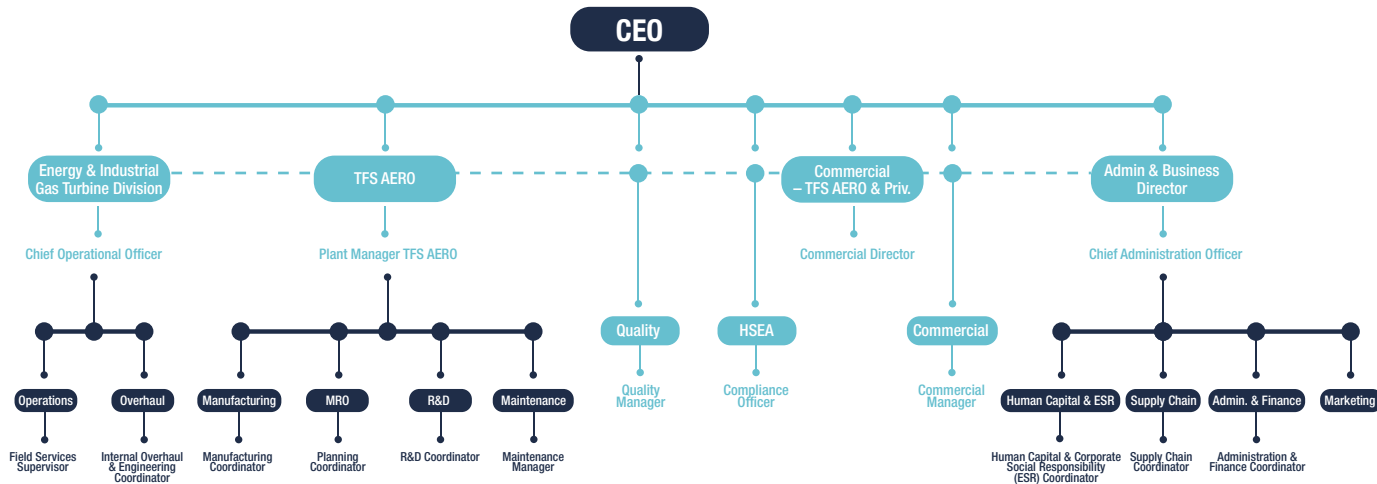
Introduction to Compliance course, focused on understanding regulatory frameworks, preventing legal risks, and ensuring compliance with national and international standards.

Course on Investigation of Reports based on ISO 37008:2021, strengthening internal capabilities for the objective, confidential, and structured handling of reports received through the reporting channel.

NOM-035-STPS-2018, for the identification, analysis, and prevention of psychosocial risk factors in the workplace, promoting healthy, safe, and respectful work environments.

These training actions directly contribute to strengthening corporate governance, preventing misconduct, and promoting the overall well-being of our employees, consolidating an organizational culture based on ethics, transparency, and continuous improvement.

Organizational Structure



On a quarterly basis, meetings are held between the General Management, Administrative Management, as well as managers and coordinators from the different areas of the organization, with the purpose of reviewing the performance of key processes and identifying, assessing, and monitoring the economic, environmental, and social impacts derived from operations.

These governance spaces facilitate informed decision-making, the definition of improvement actions, and the strengthening of responsible management, in line with the company's strategic objectives.

Institutional strengthening

IN SYNC WITH YOU

Internal communication sessions were conducted to reinforce topics such as anti-corruption, confidentiality, and professional responsibility, ensuring compliance with internal and external regulations applicable to our operations.



Reporting Culture and **Continuous Improvement**

IN SYNC WITH YOU

Secure and confidential internal communication channels were promoted to report behaviors contrary to the Code, ensuring timely attention and proper follow-up for each case.



Governance

Indicators

Category	Indicator	2025 Results
Dissemination and Training	Employees trained on the Code of Ethics	135 out of 165 planned
	Percentage of employees trained	82%
	Total training hours delivered in ethics and integrity	135 hours
	Internal awareness campaigns conducted on Anti-Bribery and the Code of Ethics and Conduct	28 campaigns
Compliance	Employees who signed or adhered to the Code of Ethics and Conduct	100% of personnel
	Reviews or updates made to the Code of Ethics and Conduct	1 Update

Tabla 8. Indicadores de gobernanza

Governance

Indicators

Category	Indicator	2025 Results
Integrity Channels	Reports received through the reporting channel * Both were analyzed in accordance with the established internal procedure and, after the corresponding evaluation, were not classified as valid reports nor recorded as cases, as they did not meet the defined criteria. This process reflects the proper functioning of the channel, as well as the organization's commitment to transparency, due diligence, and the responsible management of potential ethical risks.	2 reports
Ethical Culture	Employees aware of the reporting channels	100%
Continuous Improvement	Six mandatory courses were established for all TFS personnel (including interns), incorporating the Code of Ethics and Conduct.	1 action

Tabla 8. Indicadores de gobernanza



2025 ESG

Results and Impact

09



2025 ESG Results and Impact

IN SYNC WITH YOU

2025 consolidated TFS's ESG model as a true driver of internal change.

Through coordinated actions across all areas, we strengthened our environmental, social, and ethical culture, increasing employee participation and the visibility of our positive impact both within and beyond the company.



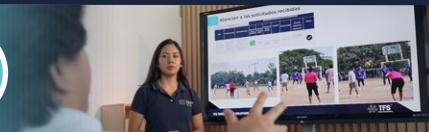
Main achievements of the year

IN SYNC WITH YOU

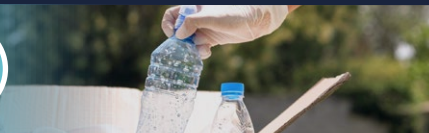
First contract in the aerospace sector.



Strengthening of the TFS Engine of Transformation program.



Environmental projects focused on reuse and recycling.



Integration activities involving more than 100 employees.



Solidarity initiatives with community impact.



2024–2025 Progress Comparison

Indicator	ESG 2024	ESG 2025	Type of comparison	Evolution commentary
Energy consumption	380 Mw/h	589 Mw/h	Quantitative	Strengthening employee training to promote responsible energy use.
Waste management	Objectives were established for waste management.	Improved disposal of generated waste was implemented.	Quantitative / Maturity	Strengthening of environmental practices.
Reduction in paper consumption	Not measured	115,033 sheets	New 2025	For 2026, strategies are planned to reduce its use.

Table 9. Main Environmental Progress 2024–2025

Social Pillar

Indicator	ESG 2024	ESG 2025	Type of comparison	Evolution commentary
Employees	226	222	Quantitative	Indicator continuity.
Training hours	+50,000	+12,000	Quantitative	For 2026, talent development is intended to be a priority.
Health and safety	Objectives are established	10% reduction in total injuries	Maturity	Greater formalization of management.
TFS Engine of Transformation Program	7 requests addressed	21 requests addressed	Quantitative	Increase in social reach and investment.

Table 10. Main Social Progress 2024–2025

Governance Pillar

Indicator	ESG 2024	ESG 2025	Type of comparison	Evolution commentary
Code of Ethics	Existing	Dissemination & strengthening	Maturity	Progress in institutionalization.
Internal Policies	Existing	Review and update of 40% of internal policies.	Maturity	Greater clarity and internal control.
Regulatory Compliance	Active certifications	Consolidation, monitoring, and certification in new areas.	Qualitative	Strengthening of governance.

Table 11. Main Governance Progress 2024–2025

2024–2025

Progress Comparison

The comparative analysis between the 2024 and 2025 ESG Reports shows a positive and consistent evolution in the management of TFS's Environmental, Social, and Governance aspects.

During 2024, the organization established a solid diagnostic baseline, while in 2025 a clear shift is observed toward the consolidation, formalization, and strategic integration of ESG topics.

This progress reflects TFS's commitment to sustainability and continuous improvement, aligning its ESG performance with stakeholder expectations and the Sustainable Development Goals.





Report Profile

10



Report Profile

GRI Standard	Content	Location (page or direct response)	Omission
2-1	Organizational details		
2-2	Entities included in the sustainability reporting		
2-3	Reporting period, frequency, and point of contact		
2-4	Information updates		
2-5	External assurance	No	
2-6	Activities, value chains, and other business relationships		
2-7	Employees		
2-8	Non-employee workers		
2-9	Governance structure and composition		

Table 12. GRI Content Index

Report Profile

GRI Standard	Content	Location (page or direct response)	Omission
2-10	Nomination and selection of the highest governance body		
2-11	Chair of the highest governance body		
2-12	Role of the highest governance body in overseeing impact management		
2-13	Delegation of responsibility for impact management	No	
2-14	Role of the highest governance body in sustainability reporting		
2-15	Conflicts of interest		
2-16	Communication of critical concerns		
2-17	Collective knowledge of the highest governance body		

Table 12. GRI Content Index

Report Profile

GRI Standard	Content	Location (page or direct response)	Omission
2-18	Evaluation of the performance of the highest governance body		
2-19	Remuneration policies		
2-20	Process for determining remuneration		
2-21	Annual total compensation ratio		
2-22	Statement on sustainable development strategy		
2-23	Commitments and policies		
2-24	Integration of commitments and policies		
2-25	Processes to remediate negative impacts		
2-26	Mechanisms for seeking advice and raising concerns		

Table 12. GRI Content Index

Report Profile

GRI Standard	Content	Location (page or direct response)	Omission
2-27	Compliance with laws and regulations	0 cases	
2-28	Membership in associations		
2-29	Approach to stakeholder engagement		
2-30	Collective bargaining agreements		
3-1	Process for determining material topics		
3-2	List of material topics		
3-3	Management of material topics		
201-1	Direct economic value generated and distributed		
201-2	Financial implications and other risks and opportunities arising from climate change		

Table 12. GRI Content Index

Report Profile

GRI Standard	Content	Location (page or direct response)	Omission
201-3	Obligations under defined benefit plans and other retirement plans		
201-4	Financial assistance received from the government		
202-1	Ratios of standard entry-level wage by gender compared to local minimum wage		
202-2	Proportion of senior management hired from the local community		
203-1	Investments in infrastructure and supported services		
203-2	Significant indirect economic impacts		
204-1	Proportion of spending on local suppliers		
205-1	Operations assessed for risks related to corruption		

Table 12. GRI Content Index

Report Profile

GRI Standard	Content	Location (page or direct response)	Omission
205-2	Communication and training on anti-corruption policies and procedures		
205-3	Confirmed incidents of corruption and actions taken		
206-1	Legal actions related to unfair competition, monopolistic practices, and anti-competitive behavior	Not applicable	
301-1	Materials used by weight or volume		
301-2	Recycled input materials used		
301-3	Recovered products and packaging materials		
302-1	Energy consumption within the organization		
302-2	Energy consumption outside the organization		

Table 12. GRI Content Index

Report Profile

GRI Standard	Content	Location (page or direct response)	Omission
302-3	Energy intensity Anti-corruption		
302-4	Reduction of energy consumption		
302-5	Reduction of energy requirements of products and services		
303-1	Interaction with water as a shared resource		
303-2	Management of water discharge-related impacts		
303-3	Water withdrawal		
303-4	Water discharge		
303-5	Water consumption		

Table 12. GRI Content Index

Report Profile

GRI Standard	Content	Location (page or direct response)	Omission
305-1	Direct GHG emissions (Scope 1)	During 2024, indicators for CO ₂ measurement were defined. In 2025, an emissions inventory will be established, and improvement proposals will be developed.	
305-2	Energy indirect GHG emissions (Scope 2)	During 2024, indicators for CO ₂ measurement were defined. In 2025,	
305-3	Other indirect GHG emissions (Scope 3)		
305-4	GHG emissions intensity		
305-5	GHG emissions reduction		

Table 12. GRI Content Index

Report Profile

GRI Standard	Content	Location (page or direct response)	Omission
305-6	Emissions of ozone-depleting substances (ODS)	Emissions and improvement proposals will be developed	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		
306-1	Waste generation and significant waste-related impacts		
306-2	Management of significant waste-related impacts		
306-3	Waste generated		
306-4	Waste diverted from disposal		
306-5	Waste directed to disposal		
308-1	New suppliers screened using environmental criteria		

Table 12. GRI Content Index

Report Profile

GRI Standard	Content	Location (page or direct response)	Omission
308-2	Negative environmental impacts in the supply chain and actions taken		
401-1	New employee hires and employee turnover		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		
401-3	Parental leave		
402-1	Minimum notice periods regarding operational changes	We communicate through TFS's official channels: social media, email, and internal WhatsApp.	
403-1	Occupational health and safety management system		

Table 12. GRI Content Index

Report Profile

GRI Standard	Content	Location (page or direct response)	Omission
403-3	Occupational health services		
403-4	Worker participation, consultation, and communication on occupational health and safety	There are no labor unions.	
403-5	Worker training on occupational health and safety		
403-6	Worker health promotion		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked through business relationships		
403-8	Coverage of the occupational health and safety management system		
403-9	Work-related injuries		
404-1	Average training hours per employee per year		

Table 12. GRI Content Index

Report Profile

GRI Standard	Content	Location (page or direct response)	Omission
404-2	Programs for employee skills development and transition assistance programs		
404-3	Percentage of employees receiving regular performance and career development reviews		
405-1	Diversity of governance bodies and employees		
405-2	Ratio of basic salary and remuneration of women to men	TFS participates in a committee where industry salaries are defined, in accordance with the provisions of the Federal Labor Law.	

Table 12. GRI Content Index

Report Profile

GRI Standard	Content	Location (page or direct response)	Omission
406-1	Incidents of discrimination and corrective actions taken	0 cases	
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		
410-1	Security personnel trained in human rights policies or procedures	All employees are provided with the Code of Ethics and Conduct upon joining and signing their	

Table 12. GRI Content Index

Report Profile

GRI Standard	Content	Location (page or direct response)	Omission
		contract, which includes a section on Human Rights for their review.	
411-1	Incidents of violations of the rights of Indigenous Peoples	0 cases	
413-1	Operations with local community engagement, impact assessment, and development programs		
413-2	Operations with significant actual or potential negative impacts on local communities		
414-1	New suppliers screened using social criteria		

Table 12. GRI Content Index

Report Profile

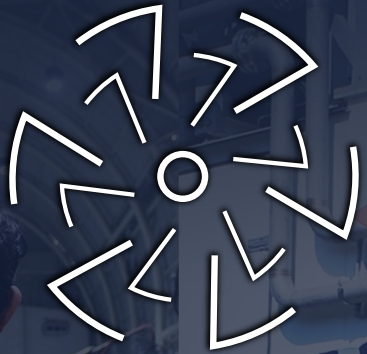
GRI Standard	Content	Location (page or direct response)	Omission
414-2	Negative social impacts in the supply chain and actions taken		
415-1	Contributions to political parties and/or political representatives	Not applicable	
416-1	Assessment of the health and safety impacts of product and service categories		
416-2	Incidents of non-compliance related to the health and safety impacts of product and service categories	0 cases	
417-1	Requirements for product and service information and labeling	Not applicable	
417-2	Incidents of non-compliance related to product and service information and labeling	Not applicable	
417-3	Incidents of non-compliance related	0 cases	

Table 12. GRI Content Index

Report Profile

GRI Standard	Content	Location (page or direct response)	Omission
	to marketing communications		
418-1	Substantiated complaints concerning breaches of customer privacy and loss of customer data	0 cases	

Table 12. GRI Content Index



TFS[®]

IN SYNC WITH YOU



www.tfscorp.com.mx



TFS Turbine Field Solutions