



ANNUAL SUSTAINABILITY REPORT 2024

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01 CADU in FIGURES



CADU 2024 IN FIGURES

\$4,487
million pesos
Revenue 2024

LTM Net Debt to EBITDA
2.37x
EBITDA margin
15.9%
EBITDA 2024
\$716 million pesos

tCO₂e mitigated in green housing project construction processes in 2024
4,071 tCO₂e

+27,000
Homes built as of December 31, 2024 with ECO-CASA Certification

Homes certified in 2024 with ECO-CASA Certification
406

Homes certified in 2024 with EDGE Certification
144

We have built around **38%** of all ECO-CASA certified homes in Mexico

+122,000
Homes sold from 2001 to 2024 in 6 states of the Republic

47%
Reduction in our carbon footprint compared to traditional construction processes in Mexico

Board of Directors meetings where sustainability issues were discussed **100%**
Consolidated LTAR¹ **0.22**

3,392
Units sold in 2024

50%
Independent directors

29.95%
of the total homes sold in 2024 were green homes

We are the only company in the industry with PRIME Corporate Governance Certification
We have been receiving the ESR distinction for companies for 3 consecutive years



2,212
Employees

Women **36%**

Men **64%**

Women vs. Men on the Board

Women **10%**

Men **90%**

¹ The LTAR reported in this section is a consolidated indicator, that is, it includes the records of collaborators and contractors; and presents the resulting indicators of the number of hours worked both in offices and on site for the 2024 financial year. Recorded incidents are multiplied by a calculation factor of 200,000 hours.

02 CADU

Achivements



CADU Achievements

	We develop and certify homes under the EDGE framework	<p>The International Finance Corporation (IFC), of the World Bank Group, grants the EDGE Certification to buildings that optimize the use of resources and have clear indicators to measure their performance.</p> <p>It considers energy saving, water saving, and energy embedded in materials. To obtain it, a minimum savings of 20% is required in each of these items. To earn the EDGE Advanced certification, you need at least 40% energy savings and 20% or more in the other categories.</p>
	We account for more than a third of all buildings with this certification in Mexico	<p>This certification is granted to homes in Mexico as a seal of sustainability, for those that meet high standards of energy efficiency, thermal stability and reduction of Greenhouse Gas (GHG) emissions.</p> <p>To obtain it, the base CO₂ emissions compared to a standard home in Mexico must be reduced by at least 20%.</p>
	For the third consecutive year, we received the ESR Distinction for large companies	<p>The Mexican Center for Philanthropy (CEMEFI) and the Alliance for Corporate Social Responsibility (AliaRSE) awarded us the ESR 2024 Distinction in the Large Companies category. This is due to our voluntary and transparent commitment to apply management aimed at continuous improvement, with a focus on our stakeholders.</p> <p>The distinction reflects the Company's effort to act responsibly in key aspects such as workplace welfare, ethics and corporate governance, the link with the community and the protection of the environment in a transversal way.</p>
	We are the first housing developer to place a green bond in the national market	<p>The Green Finance Advisory Council (CCFV) recognized the CADU20V Green Bond as the first instrument of its kind issued by a housing development company in the Mexican market.</p> <p>This recognition highlights the adoption of innovative practices and initiatives in the field of sustainable finance, reaffirming our ongoing commitment to sustainability.</p>
	For the fourth year in a row, we remained a signatory to the UN Global Compact	<p>Since September 2020, we have been signatories to the United Nations Global Compact, forming part of an exclusive global network of companies that actively support fundamental principles related to human rights, corporate integrity and environmental protection.</p>
	We stand out as the first company in the sector with the PRIME Certification of Corporate Governance	<p>This certification is granted by a committee made up of recognized Mexican institutions such as NAFIN, BANCOMEXT, AMIB, BIVA and the Mexican Stock Exchange.</p> <p>It is awarded to companies that apply sound governance practices, thus reaffirming our commitment to ethical, transparent and responsible business management.</p>
	We are proud to have been recognized by HSBC as one of the leading companies in sustainable innovation at the national level.	<p>This award highlights companies that integrate sustainability as a strategic pillar of business, promoting innovative solutions with a positive impact on the communities where they operate.</p> <p>The recognition is the result of our commitment to promote initiatives that strengthen energy efficiency, responsible urban development and climate resilience, as well as the implementation of a business model aligned with the Sustainable Development Goals (SDGs).</p>

03 Letter from the Chairman

GRI 2-22



Letter from the Chairman of the Board of Directors and Chief Executive Officer

Dear CADU Stakeholders,

2024 was a year in which we reaffirmed our capacity for adaptation and resilience, since, despite the challenges of the environment, we continue to make steady progress in improving our financial position and strengthening our commitment to sustainability. This report reflects the achievements obtained in the year and the continuity of the commitment to build affordable, quality and sustainable housing.

In this sense, during 2024 we continued to address the national housing deficit with innovative, sustainable and accessible solutions, through the sale of more than 3 thousand homes in four locations across the country. Of the total units sold during the year, more than 85% were in the affordable entry-level segment, of which 33% were certified as green homes, which reflects our willingness to contribute to the reduction of the housing backlog in Mexico and to improve the harmony of communities with the environment.

For its part, following our flexibility to adapt to the needs of the market, the average housing segment was strengthened during 2024 with a growth of 7.5% in the number of homes marketed, which demonstrates the good acceptance of our clients, so we will continue to reinforce the promotion and development of new projects in these segments, both in Quintana Roo and in Jalisco.

At the end of the year, both HR Ratings and Verum upgraded our credit rating at the end of 2024, thanks to the deleveraging strategy we have implemented

In the environmental axis, we reaffirmed our role as one of the main promoters of green housing in Mexico, by certifying more than 500 homes under the **ECOCASA** or **EDGE** standards, which resulted in a 47% reduction in carbon emissions during the construction phase and 39% in the phase of use of **CADU** homes by our clients. These advances reflect our commitment to the environment and our conviction that it is possible to generate economic, social and environmental value simultaneously.

Internally, we continue with our campaigns of:

- **Recovery and donation to Banco de Tapitas A.C.**, an association responsible for generating resources and support for treatments of children with cancer diagnoses;

- **CADUTÓN**, this year with the support of our collaborators we carried out activities and distributed toys in the community Cenote Dos Pisos in Tulum;
- **Recycling Program “Regalando Vida”**, which consists of training to raise awareness among the owners of our homes and to give life by exchanging recyclable waste for plants from the flora rescue program of our developments; and,
- **“De Salud,”** In October we carried out a campaign to raise awareness among employees about breast cancer and mammograms were delivered.

In parallel, we remained for the fourth consecutive year as signatories of the UN Global Compact; in addition, we were recognized by HSBC as one of the leading companies in sustainable innovation in Mexico. These recognitions are the result of our efforts aimed at improving our impact on the environment and society.

Similarly, in 2024 we received, for the third consecutive year, the Socially Responsible Company (ESR) Distinction for large companies, awarded by the Mexican Center for Philanthropy (CEMEFI) and the Alliance for Corporate Social Responsibility (AliarRSE), which highlights our strong commitment to rigorous business ethics and governance, our engagement with the community, and the quality of life of our employees at **CADU**.

I want to thank all our stakeholders, especially our employees, for their dedication, our investors, creditors and suppliers, for their trust, and to the Board of Directors for its strategic vision and exemplary leadership. The diversity of our team and the strength of our convictions are the pillars that drive us to continue transforming communities and generating well-being. Their dedication has been key for **CADU** to continue advancing steadily, overcoming challenges and consolidating our growth in the development of green housing in Mexico.

I am convinced that, adhering to our values, with responsibility and determination, we will continue to be a benchmark in the construction of sustainable housing. Let's continue to move forward together towards a more equitable, resilient and dignified future for all families, where financial success is equivalent to our positive impact on the lives of all the people who are part of our story.

Pedro Vaca Elguero

Chairman of the Board of Directors and Chief Executive Officer of CADU



04 About CADU



About CADU

At **CADU**, our experience in real estate development ranges from the design to the commercialization of housing solutions that serve various segments of the population. Throughout our journey, we've built more than homes: we've built strong and sustainable communities.

Every home we build is an opportunity to promote well-being, strengthen the social fabric and actively participate in the transformation of our environment.

By 2024, CONAVI made projections that estimated that Mexico had a housing backlog of approximately 8.9 million homes, that is, homes with deteriorated or irregular construction materials (metal, asbestos, or wood sheeting), as well as homes that are in a situation of overcrowding.

At **CADU**, we recognize the importance of meeting the need for housing to promote the well-being of the population, that's why we are committed to leveraging our experience and capabilities to contribute to the solution of this social problem, under a highly sustainable approach.

At **CADU**, we understand that the lack of adequate housing reflects deep structural challenges that demand comprehensive solutions.

For this reason, our developments not only respond to the housing need, but also seek to reduce the environmental impact of traditional housing and actively contribute to a better quality of urban life, positioning us as a key player in sustainable development.



Our culture of sustainability is vital to increase the positive impact of our operations, and thus, help mitigate housing problems in Mexico. This is based on the following principles:



Promote the construction of housing that helps reduce the housing deficit and that is located in areas that favor the creation of solid communities, promote respect for the environment, and promote education, safety, and integral well-being.



To promote the use of high-quality materials in our homes, selected with criteria of sustainability and resilience to climate change. Likewise, to ensure that the construction processes reduce their environmental impact and safeguard the well-being of all the stakeholders involved.





Mission

Offering secure, competitive, and well-located housing solutions.



Vision

Developing well-being through comprehensive housing projects distinguished by the highest quality standards - from the development and construction of a house to the sale and customer living experience.



Values

- Quality
- Respect
- Honesty
- Punctuality
- Cooperation
- Commitment
- Responsibility
- Discipline
- Communication



Strategy

Our strategy is to integrate our vision of sustainability into everything we do. That is why every action and decision we make is aimed at promoting well-being and sharing social, environmental and economic value with our customers, employees, suppliers, investors, partners and other stakeholders.



05

Sustainable Business Model

GRI 2-6



Sustainable Business Model

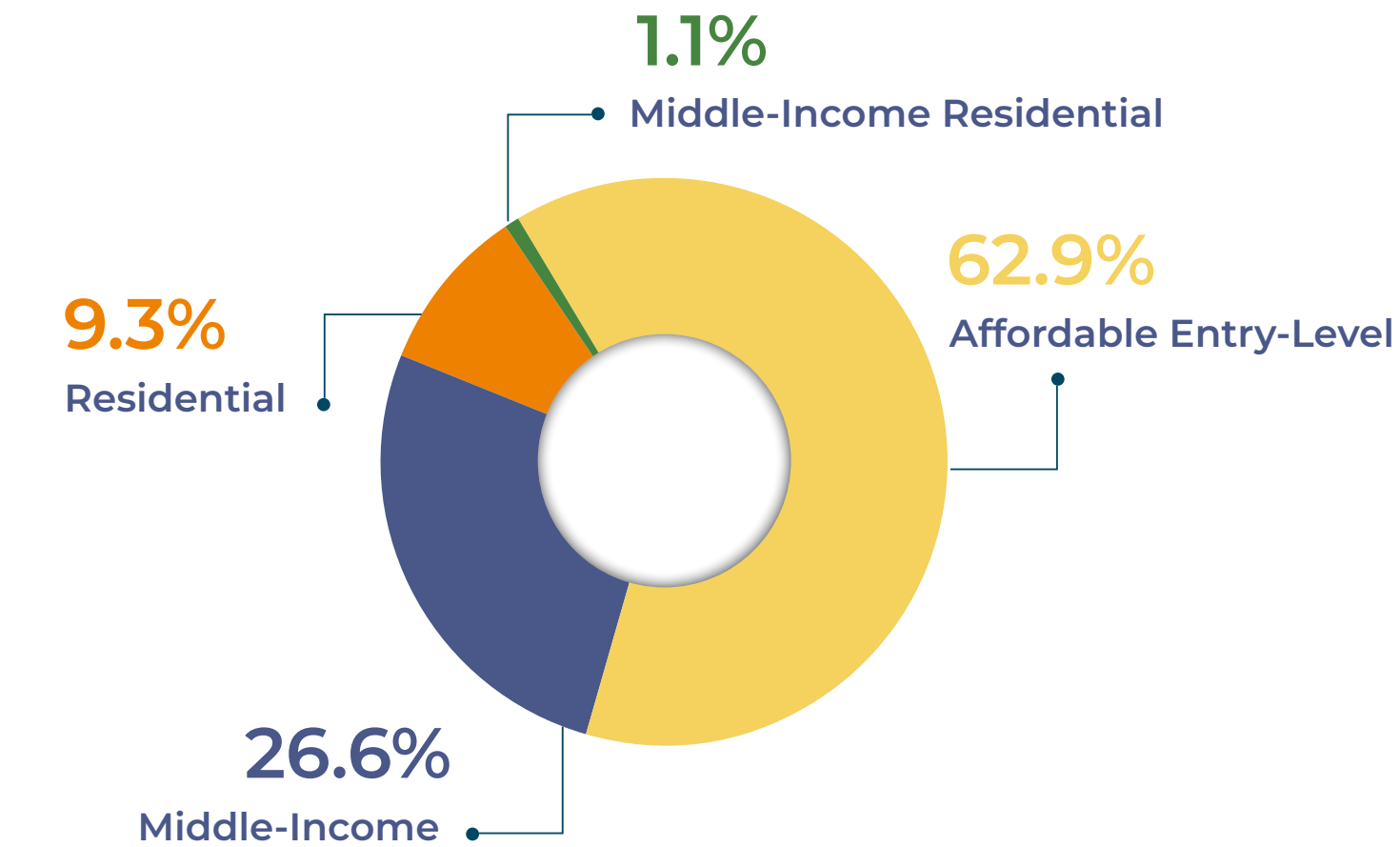
At **CADU** we are a Mexican company focused on the development of safe and sustainable housing. Our comprehensive model goes beyond construction: we aim to strengthen the social fabric, preserve the environment and contribute to the social and economic development of the country, ensuring quality at every stage of the process.

We design our projects to improve the quality of life of the people living in our developments through the adaptation and diversification of our products, which allows us to consolidate ourselves as a reliable and versatile option in the eyes of our customers.

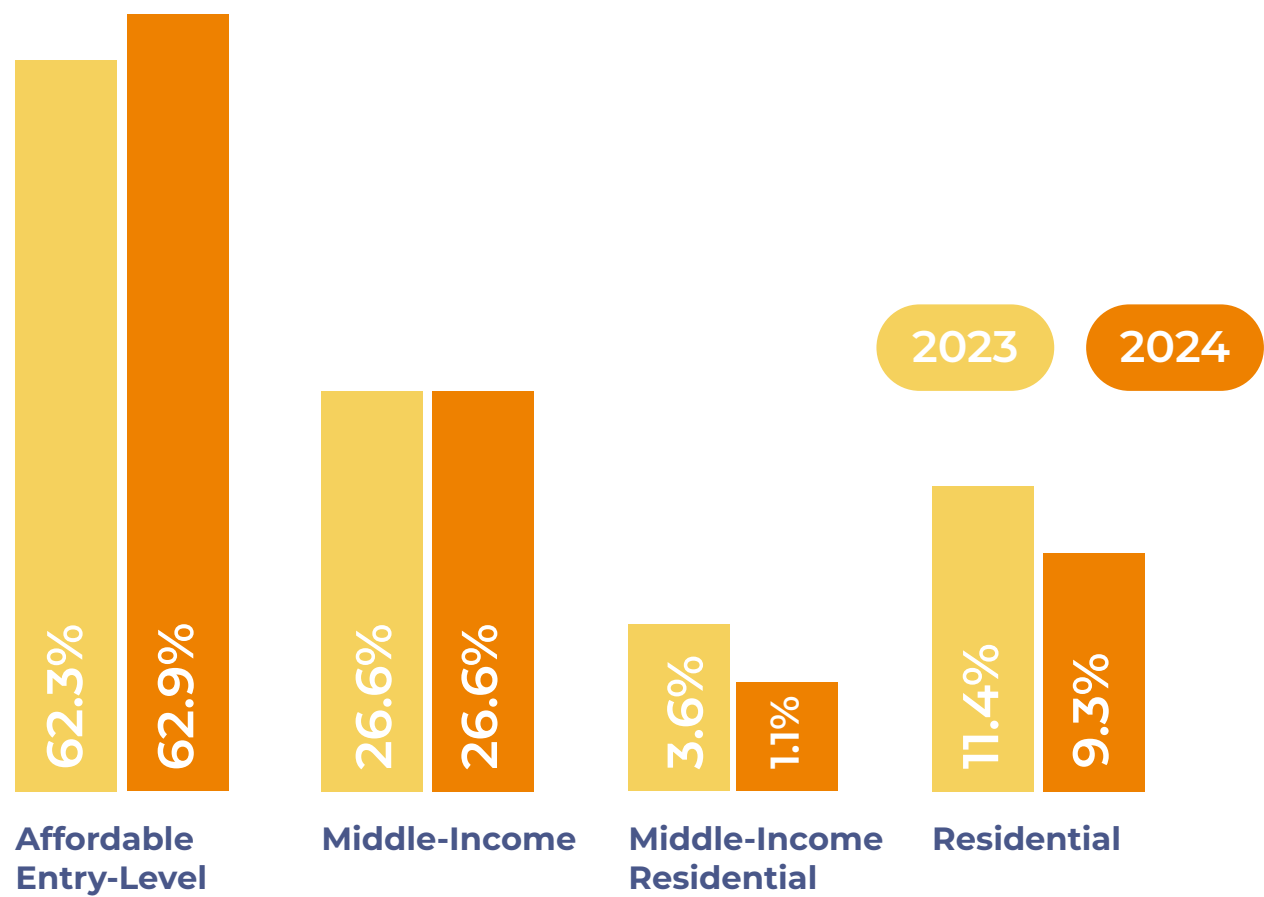
At **CADU** we combine sustainability management with high operational flexibility, which allows us to adapt quickly to market demands. We prioritize the construction of homes with a positive impact on the environment and communities, through efficient, sustainable processes and spearheaded by cutting-edge eco-technologies.



At CADU we serve
Four Business Segments



The income mix from home sales has evolved as follows:

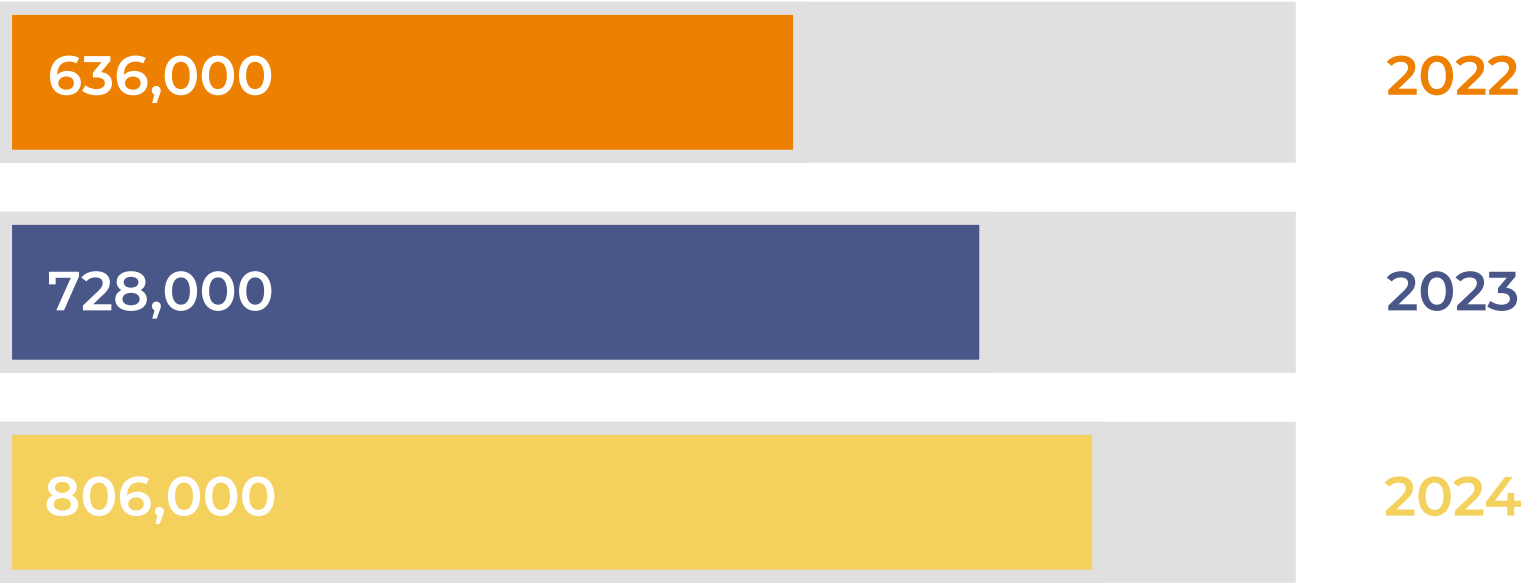


Affordable Entry-Level Housing

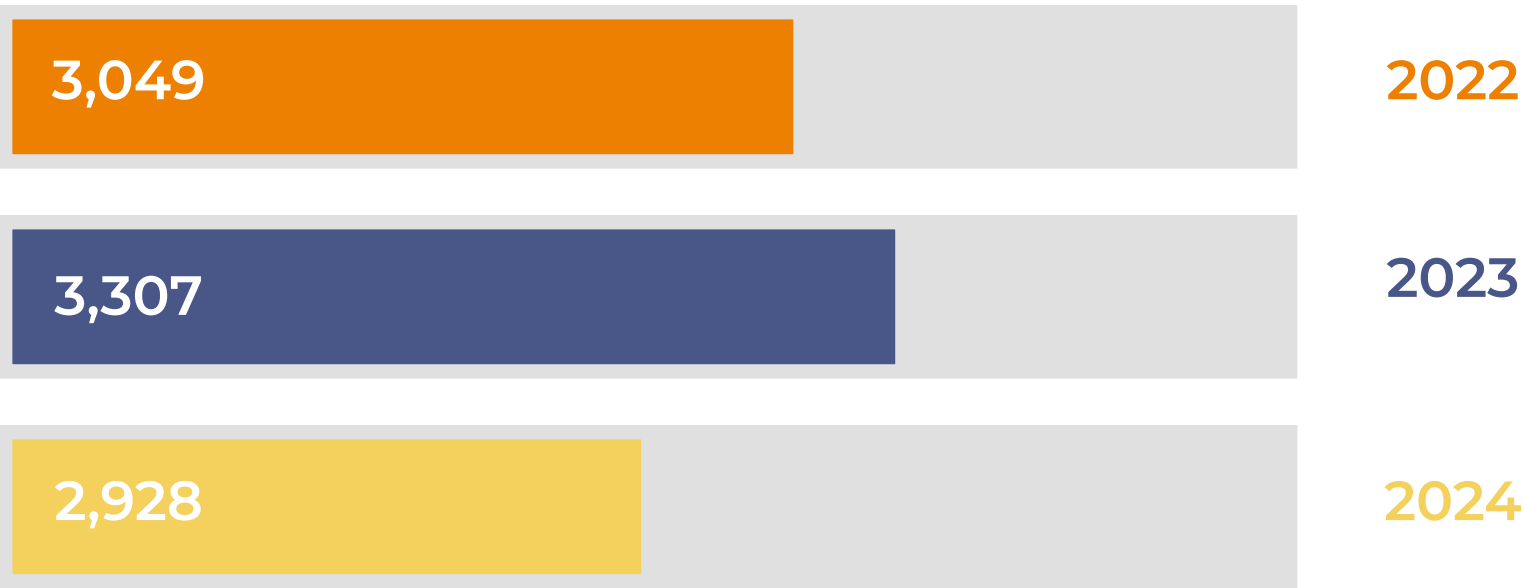
Affordable Entry-Level housing is key to our commitment to sustainable development and social welfare. These are developments aimed at guaranteeing the right to housing of lower-income households, with sales prices of up to \$1,000,000 pesos.

At **CADU**, we offer affordable and quality housing solutions, both with new homes and with remodeling of units acquired at auction. This segment, mainly aimed at first-time buyers with incomes of up to 8 minimum wages, accounted for 62.9% of our revenues in 2024.

Average Price of Affordable Entry-Level Housing



Units of Affordable Entry-Level Housing Sold



Competitive Advantage:

One in every three Affordable Entry-Level homes sold by **CADU** in 2024 had green certifications such as EDGE Advanced or ECOCASA, a reflection of our commitment to sustainable construction. At **CADU**, we promote the social and economic development of Mexico through safe, accessible, and efficient homes, which improve the quality of life and promote a positive impact on communities.

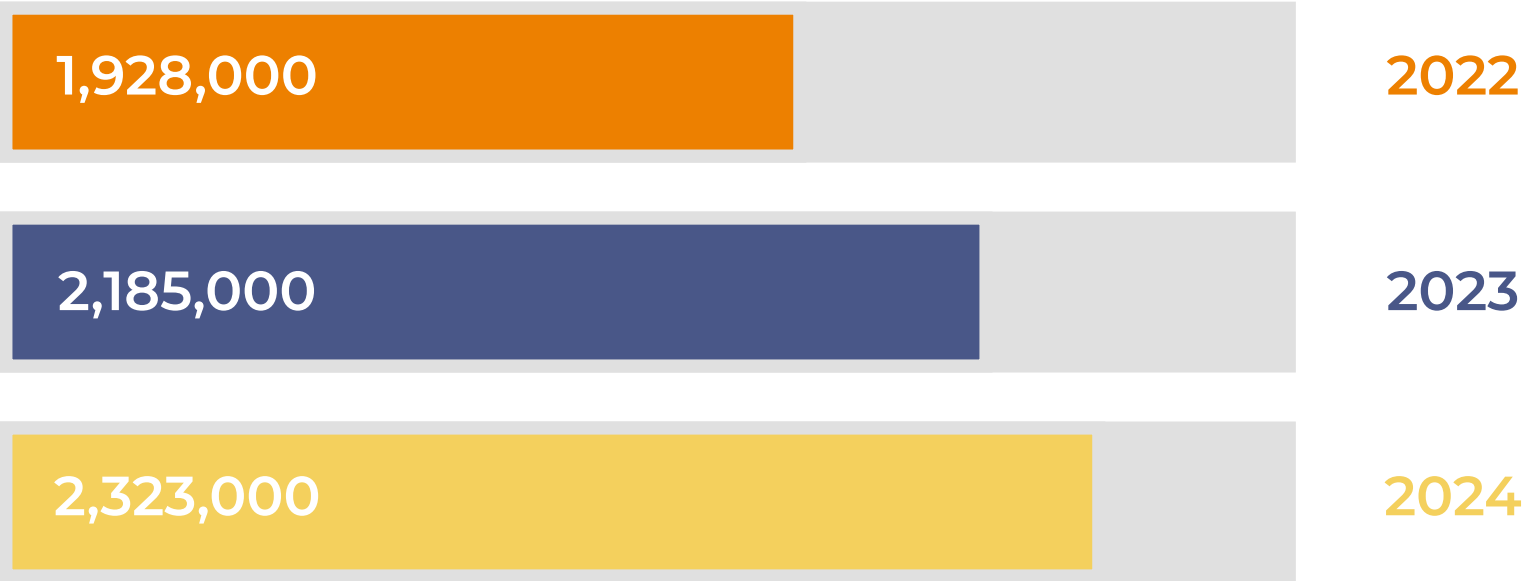


Middle-Income Housing

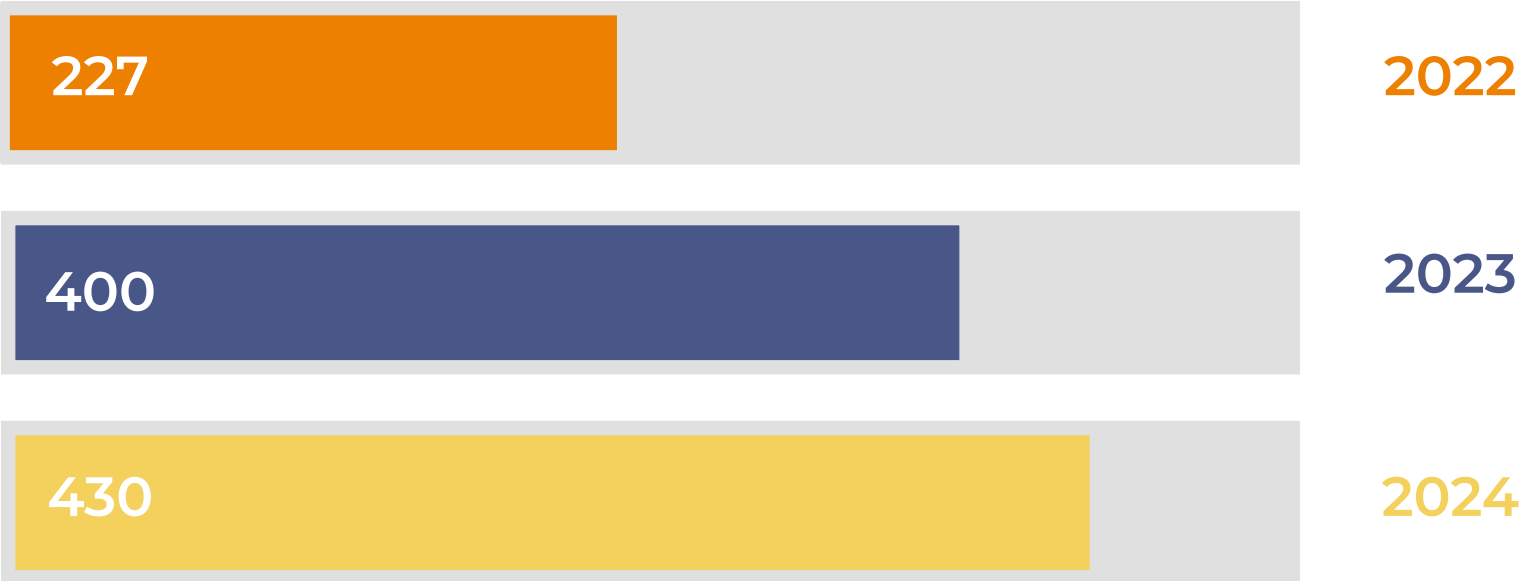
The average price range for middle-income housing is between \$1,000,001 and \$2,500,000 pesos and is aimed at first and second buyers, commonly financed by INFONAVIT, FOVISSSTE and banks. .

At **CADU**, this segment has shown notable growth, with a 26% share of the company’s total revenues in 2024, reflecting stable demand and the solid acceptance of our homes in the market.

Average Price of Middle-Income Housing



Units of Middle-Income Housing Sold



Competitive Advantage

Despite the economic challenges, at **CADU** we have maintained and strengthened the placement of homes in the middle-income segment thanks to innovative strategies that adapt to the changing needs of our clients. By offering high-quality homes at affordable prices, we are able to attract a wide spectrum of buyers.

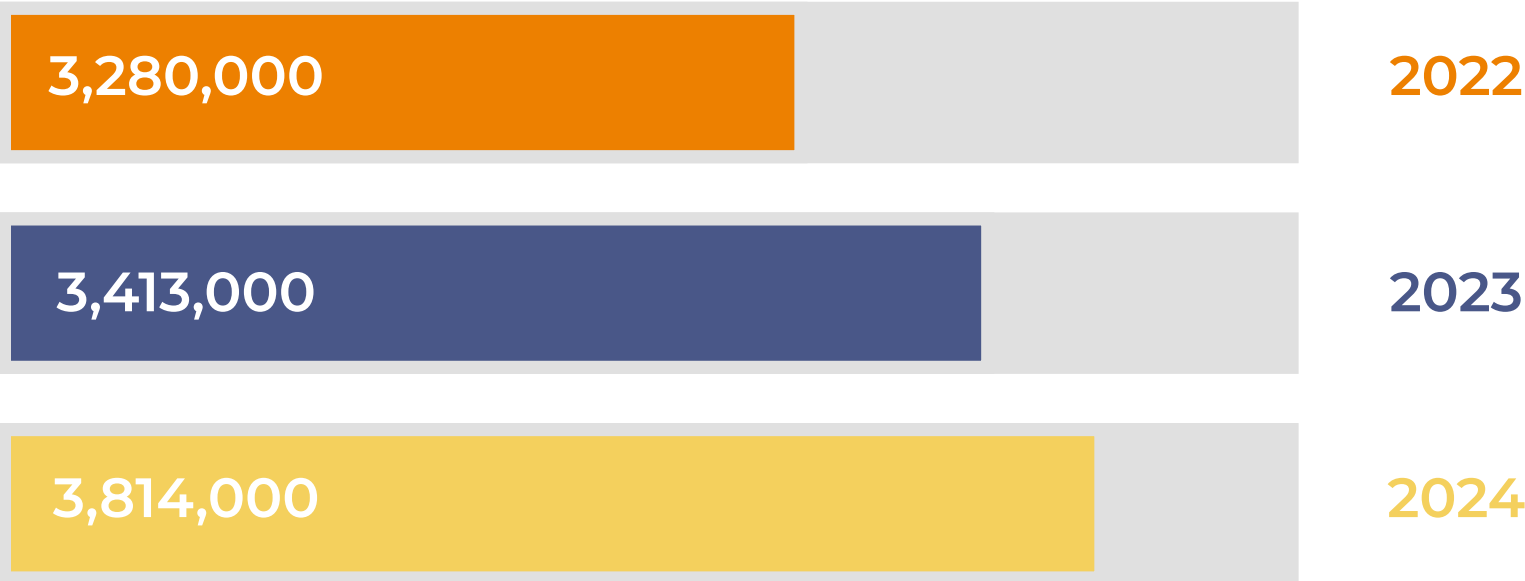


Middle-Income Residential Housing

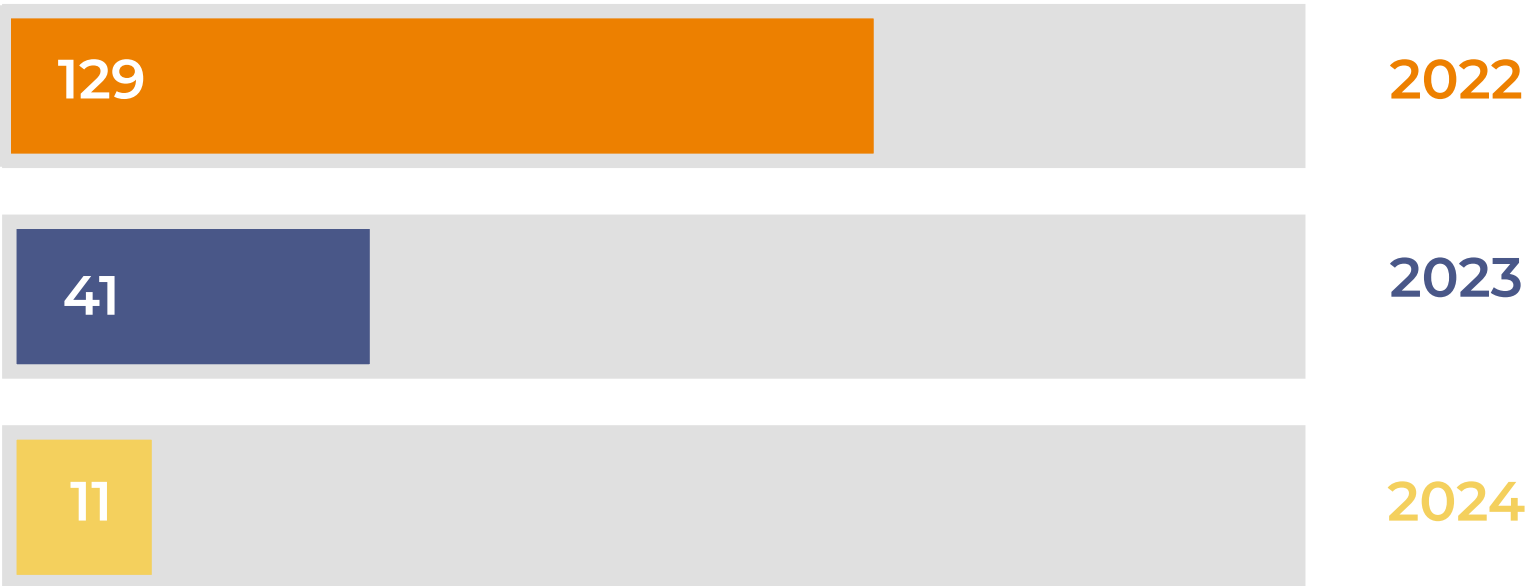
At **CADU**, we focus on offering high-quality housing within the middle-income residential segment, with prices ranging from \$2,500,001 to \$5,000,000 pesos, financed mainly by commercial banks.

Since 2016 we began to deed this type of property in Cancun, consolidating an offer that combines design, comfort and functionality. To date, we remain committed to serving those looking for sophisticated homes that fit their lifestyle and aspirations.

Average Price of Middle-Income Residential Housing



Units of Middle-Income Residential Housing Sold



Competitive Advantage

We offer homes that integrate functionality and refined design, designed for those looking for an ideal balance between comfort and style. Each property is conceived to adapt to the aspirations and lifestyle of our clients, responding to their expectations with well-planned and aesthetically appealing spaces.



Residential Housing

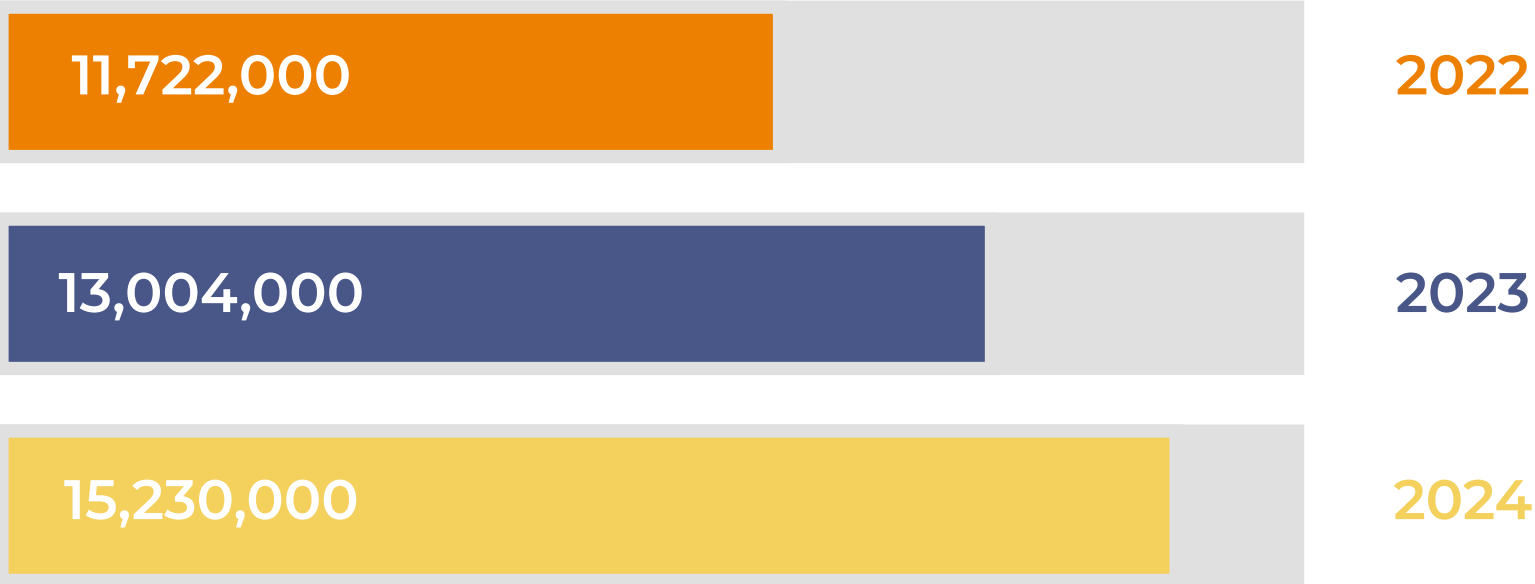
Residential housing, with prices above \$5,000,001 pesos, is mainly aimed at customers acquiring their second or third home, especially in Quintana Roo.

These operations are usually financed through commercial banks or with the clients' own capital, reflecting the financial capacity and investment profile of our buyers.

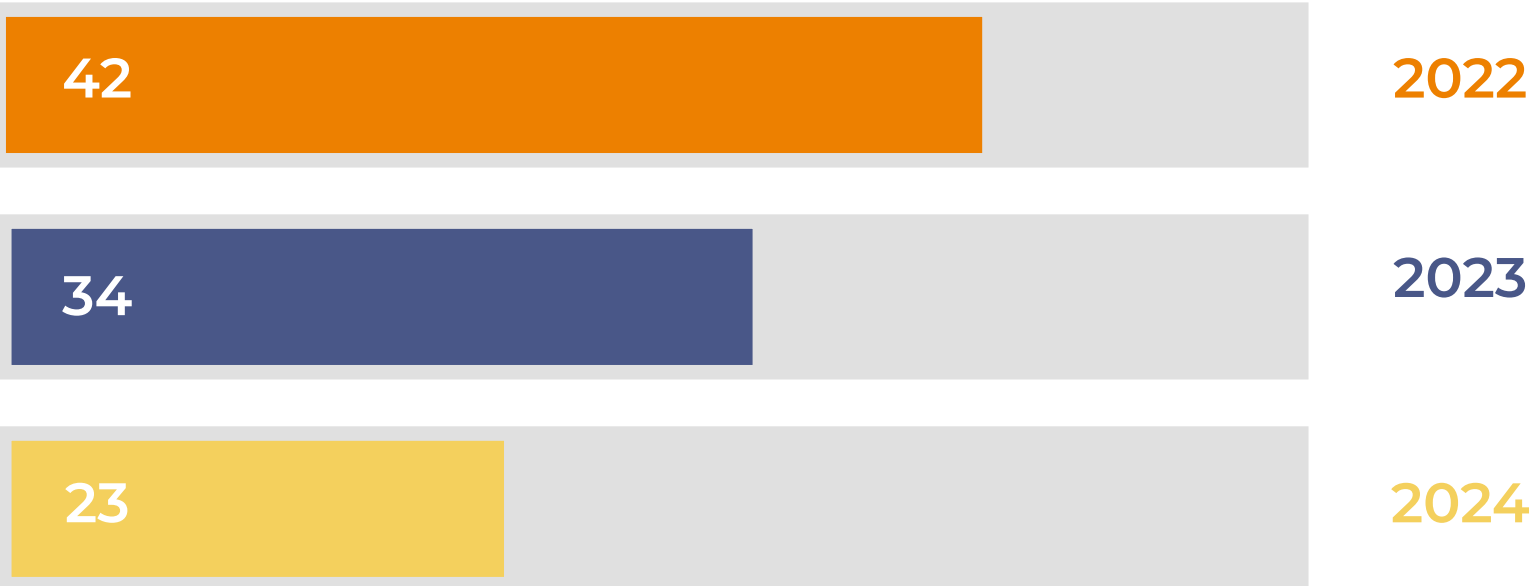
Since 2018, **CADU** began to register sales in this segment in Cancun, and since then we have strengthened our presence in this market.

In 2024, residential housing registered a 17.1% increase in its average price vs. 2023, reflecting our commitment to quality and high level in each project, even in the face of a challenging market environment

Average Price of Residential Housing



Units of Residential Housing Sold



Competitive Advantage

Our luxury homes stand out for their location, design, comfort, exclusivity and sustainability, attracting an exclusive segment that values quality. Despite price adjustments, interest remains firm, especially among those looking for a second or third home in Quintana Roo.





Our Clients

157,935 Potential Customers

Taking into account exclusively the beneficiaries of **INFONAVIT** in Quintana Roo in the first two months of 2024.

Most of our clients, especially in the affordable entry-level segment, are individuals who acquire housing through mortgage loans, being mainly beneficiaries of **INFONAVIT**.

To serve them, we have two marketing channels: one focused on affordable entry-level housing and another for the other segments, managed mainly through our subsidiary **CADU RESIDENCIAS**.

None of our clients represent sales of 10% or more of the Company's total.

MARKETING IN AFFORDABLE ENTRY-LEVEL HOUSING

- Advisors with distinguished experience in the real estate sector.
- Proven ability to make sales through digital platforms.
- Commercial force constantly updated through monthly training.
- Certified salespeople with specialized training.

MARKETING IN THE REST OF THE SEGMENTS THROUGH CADU RESIDENCIAS – URBAN HOMES

- Various sales channels operated directly by the company.
- Sales executives with extensive experience in the market.
- Strategies focused on leveraging alliances with real estate advisors and networks.
- Training in the use of simulators and in the analysis of information for the prospecting of opportunities.

Geographical Distribution

During 2024
we operated in
3 States
of the Mexican
Republic



-  Jalisco
-  Mexico City
-  Quintana Roo

06 Corporate Governance

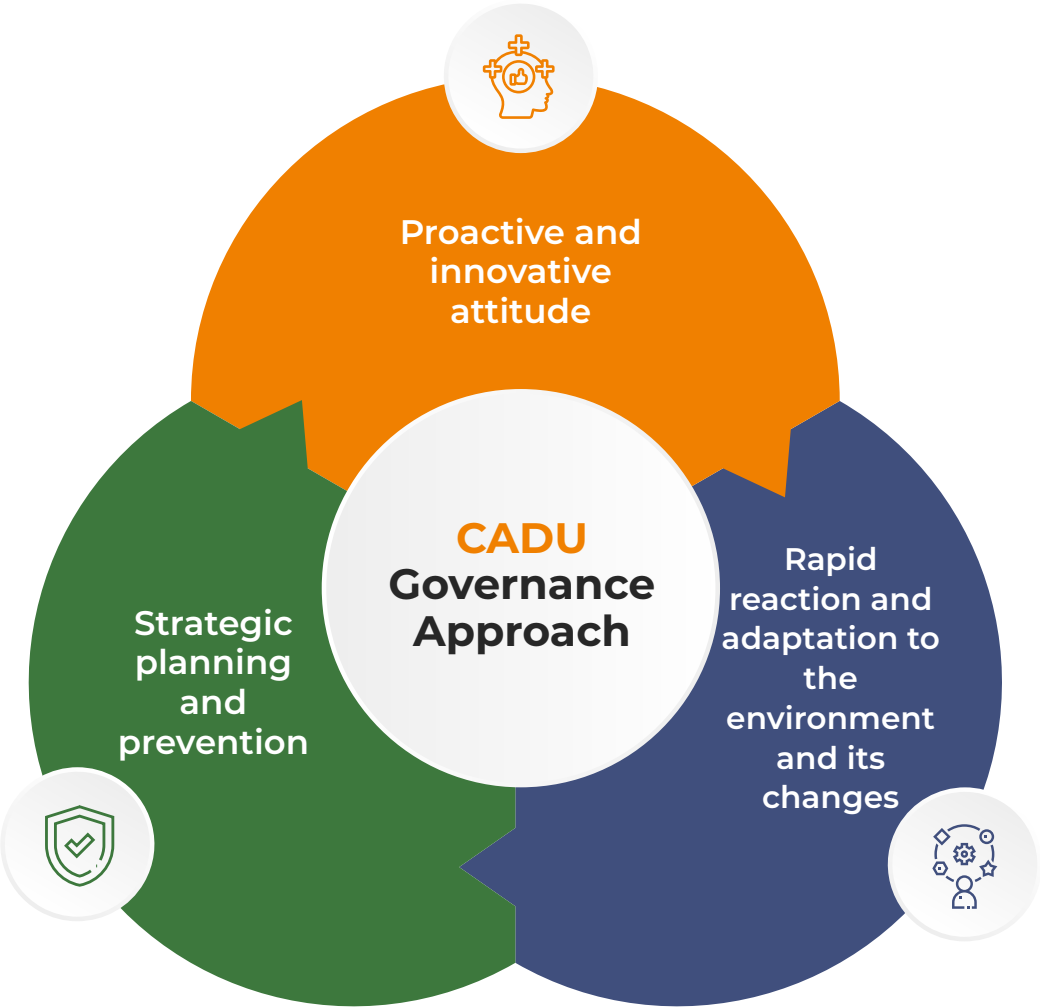
GRI 2-9, GRI 2-10, GRI 2-11, GRI 2-12, 2-13, GRI 2-14, GRI 2-15, GRI 2-16



Corporate Governance Committed to Sustainability

At **CADU** we comply with corporate governance regulations and incorporate the best national and international practices to ensure efficient strategic decisions. Our governance model strengthens trust, generates long-term value and promotes strong relationships with our stakeholders. Transparency, integrity and efficiency are principles that emerge from the Board of Directors and permeate all levels of the company.

At **CADU**, we have a solid governance structure that promotes informed and transparent decisions, aware that good corporate governance is key to efficient management and long-term sustainability.



Board of Directors

Name	Gender	Profile	Years on the board	Participation in Committees	Areas of expertise
Pedro Vaca Elguero	Male	Related Equity Member and Chairman of the Board	15	-	Strategy, housing sector, business development, textile industry, public relations.
Pablo Vaca Elguero	Male	Related Equity Member	15	-	Operations, construction, negotiation.
Joaquín Vaca Elguero	Male	Related Equity Member	15	-	Finance, capital markets, management, investment.
Luis Vaca Elguero	Male	Equity Member	15	-	Tourism, hospitality, administration.
Mauricio Torres Pimineta	Male	Related Member	2	Sustainability Committee	Finance
Manuel Arce Rincón	Male	Independent Member	15	Audit and Corporate Practices Committee	Strategy, insurance, investments, transport and construction.
Luis Guillermo Zazueta Domínguez	Male	Independent Member	9	Audit and Corporate Practices Committee	Auditing, accounting, finance, risks, tax advice.
Alberto Sánchez Palazuelos	Male	Independent Member	9	Audit and Corporate Practices Committee	Insurance, pensions, administration, strategy.
José Luis Romero Hicks	Male	Independent Member	8	Audit and Corporate Practices Committee	Public policy, housing, political science, international trade, public relations.
Marta Vaca Viana	Female	Independent Member	3	Sustainability Committee	Corporate Governance, Sustainability, strategy.

Note: Directors who have been members since 2009 began as part of the Board of Directors of Corpovael S.A. de C.V. (prior to CADU's listing on the stock exchange) and continued to be part of the Board of Corpovael S.A.B. de C.V. (since its listing on the stock exchange).

CADU's Board of Directors is made up of highly trained professionals, with outstanding careers in different specialties that bring a diverse and valuable vision to the Company. In addition to their technical experience, they have key skills in communication, negotiation and leadership, which favors collaborative dynamics and greater cohesion within the governing body.

Each director contributes with their specific knowledge to build a comprehensive perspective, fundamental for the design and execution of strategies that promote the sustainable growth of the Company. His role is essential in defining CADU's strategic direction, with the mission of ensuring the creation of long-term value for shareholders, investors, employees and communities where we operate.

Through its deep understanding of the business and effective leadership, the Board promotes robust governance, continuously raising standards of transparency, ethics and corporate responsibility. Their commitment to excellence drives strategic discussions that strengthen sustainability and consolidate CADU as a solid and reliable company.

9

Average Years of Seniority of Independent Directors

10%

women on the Board

1 out of 2

Directors are Independent

Independence and Diversity

We pride ourselves on the diversity that characterizes our Board of Directors, which brings a variety of perspectives that strengthen analysis and decision-making, allowing us to face market challenges with a broader and more comprehensive approach.

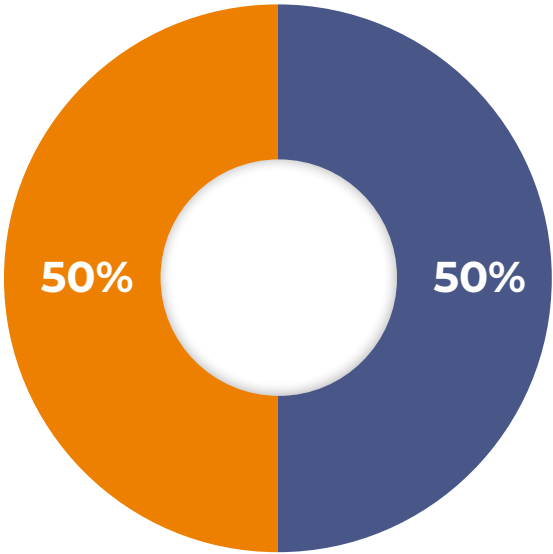
The diversity of approaches on our Board reinforces our ability to adapt and innovate in the face of an ever-evolving business environment, allowing us to identify and capitalize on new opportunities quickly.

General Expertise

Number of Directors
by Competence

Competence	Number of directors
Audit, Accounting, and Internal Controls	2
Housing Development Sector	4
Finance / M&As	3
International experience	1
Director of another public company	1
Legal & Ethics	2

By Profiles



- Independent
- Non-independent

Our Board of Directors goes beyond the legal requirements in terms of independence, as half of its members are **independent directors**.

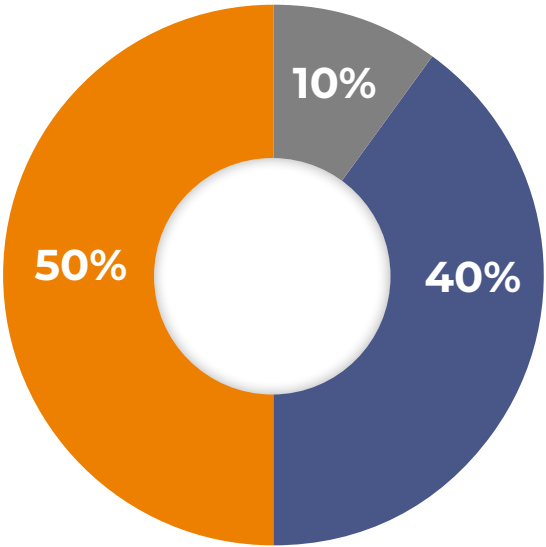
All our independent directors meet the criteria established by the LMV (Mexican Securities Market Law) in terms of independence.

Strategic Expertise

Number of Directors
by Competence

Competence	Number of directors
Construction	2
Health and safety	1
Negotiation	2
Corporate Governance	2
Relationship with authority and synergies	2
Regulatory environment	2
Supplier Relations	1
Sustainability	1

By Age



- 65 to 85 years old
- 46 to 64 years old
- 25 to 45 years old



Audit and Corporate Practices Committee

At **CADU**, the supervision of risk management, internal control and transparency in financial information is in charge of the Audit and Corporate Practices Committee, a key body within our corporate governance structure. This committee, **composed exclusively of independent directors**, ensures an objective and impartial evaluation of our operations.

Among its main functions is the periodic review of the Internal Control System, in compliance with the provisions of the Securities Market Law (LMV) and the bylaws.

In addition, it collaborates closely with an external audit firm, which evaluates the relevant controls applicable to the preparation and presentation of the consolidated financial statements, issuing recommendations for their continuous improvement. Chaired by a finance expert, this committee ensures the integrity and effectiveness of the key processes that underpin our sustainability and financial strength.

Its main functions include:

- 1

Review the financial statements together with those responsible for their preparation and issue a recommendation to the Board of Directors on their possible approval.
- 2

Analyze any possible irregularities related to operations, the internal control system, or internal audit.
- 3

To report to the Board of Directors on the current state of the internal control and internal audit system, both of the Company and its controlled entities.
- 4

Ensure that the Chief Executive Officer complies with the resolutions adopted by the Shareholders' Meetings.
- 5

Analyze the performance of the firm in charge of external audit services, as well as review and evaluate the opinions, comments and reports its issues.
- 6

Supervise compliance with and proper functioning of corporate governance practices.
- 7

Analyze and suggest to the Board of Directors actions related to transactions between related parties.
- 8

To issue opinions on matters that correspond to it as established by the Securities Market Law.
- 9

Supervise issues related to the Company's corporate ethics.
- 10

Collaborate in the preparation of institutional and general reports.
- 11

Evaluate and comment on the performance of top managers.
- 12

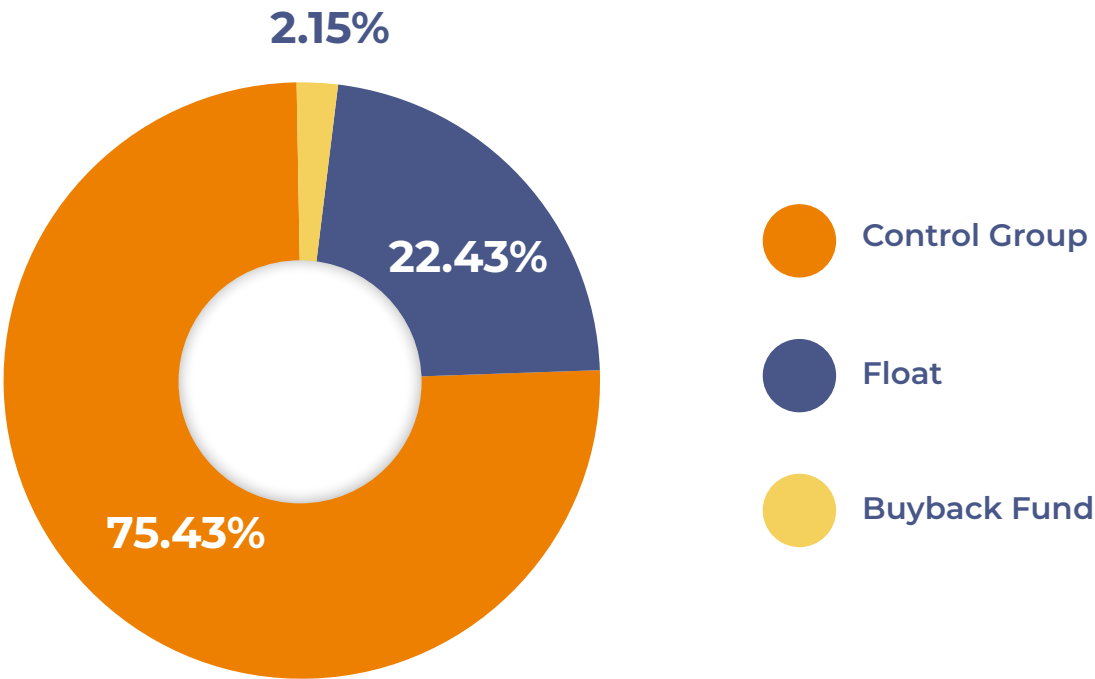
Reccomend compensation schemes for the Chief Executive Officer and other senior executives of the Company.



Management Team

CADU’s management team, comprised of a group of key leaders (including some of the Company’s major shareholders), is a key driver of the Company’s success. Their experience, commitment, and strategic leadership not only drive operational excellence, but also enable agile and effective decision-making. Their work is essential to maintain sustained growth and quality in the execution of each project.

Director	Position
Pedro Vaca Elguero	Chairman of the Board of Directors and Chief Executive Officer
Pablo Vaca Elguero	General Director of Construction Companies
Joaquín Vaca Elguero	General Director of Jalisco
Mauricio Torres Pimineta	Chief Financial Officer
Manuel Araiza Luévano	Chief Operating Officer
Israel Godina Machado	Legal Director
Adrián Ramírez Gallegos	Director Querétaro
Víctor Álvarez Carmona	Technical Area Director
Gustavo Casterona Moreno	General Controller
César Navarro Troncoso	Director of Investor Relations



Meetings of the Board of Directors and the Audit and Shareholding Practices Committee

During this year, the Board of Directors devoted each session to an in-depth analysis of the company’s strategy and the main indicators that allow us to measure our progress.

It is important to note that all Board and Committee meetings held in 2024 were 100% attended, which shows the high level of commitment of its members to the sustainability and continuity of the company in the long term.

Session Date	% Session attendance
February 26 – Board and Committee	100%
April 22 – Board and Committee	100%
July 22 – Board and Committee	100%
October 14 – Board and Committee	100%



Sustainability Committee

In order to comply with the commitments of the Green Bond Program and advance the Company’s Sustainability strategy, an administrative Sustainability Committee was established. This committee is made up of five members: three internal representatives of **CADU** (the Director of Finance, the Technical and Environmental Director, and the Sustainability Manager), along with two external specialists in sustainability issues (an Independent Director with experience in the area and an independent expert), thus guaranteeing an objective, transparent vision aligned with recognized standards.

Main functions of the Sustainability Committee:

- 01
- Promote and share best practices in environmental, social and corporate governance (ESG) matters within CADU.
- 02
- To promote an organizational culture oriented towards sustainability.
- 03
- Analyze the projects developed by the Company to identify possible **ESG** impacts.
- 04
- Determine which projects will be submitted for **EDGE** and/or **ECOCASA** certifications.
- 05
- Prepare annual sustainability reports.
- 06
- Design strategies for **CADU** to implement, monitor, and evaluate **ESG** impacts and risks in its operations.

The different approaches present in this Committee guarantee a broad and effective vision around sustainability. This committee maintains direct communication with the Chief Executive Officer and with the Audit and Corporate Practices Committee, which reflects the strategic value that CADU assigns to its actions in terms of sustainability.



Strategic Approach

Risks and Opportunities

Both the Board of Directors and the Management Team of **CADU** have adopted materiality studies as a key tool to strengthen decision-making and define corporate strategy. With the support of a specialized firm that thoroughly understands our business, we conducted a rigorous analysis that allowed us to identify and prioritize the most relevant issues for our organization.

This process has been fundamental to:



Aligning our operations with the expectations of our stakeholders.



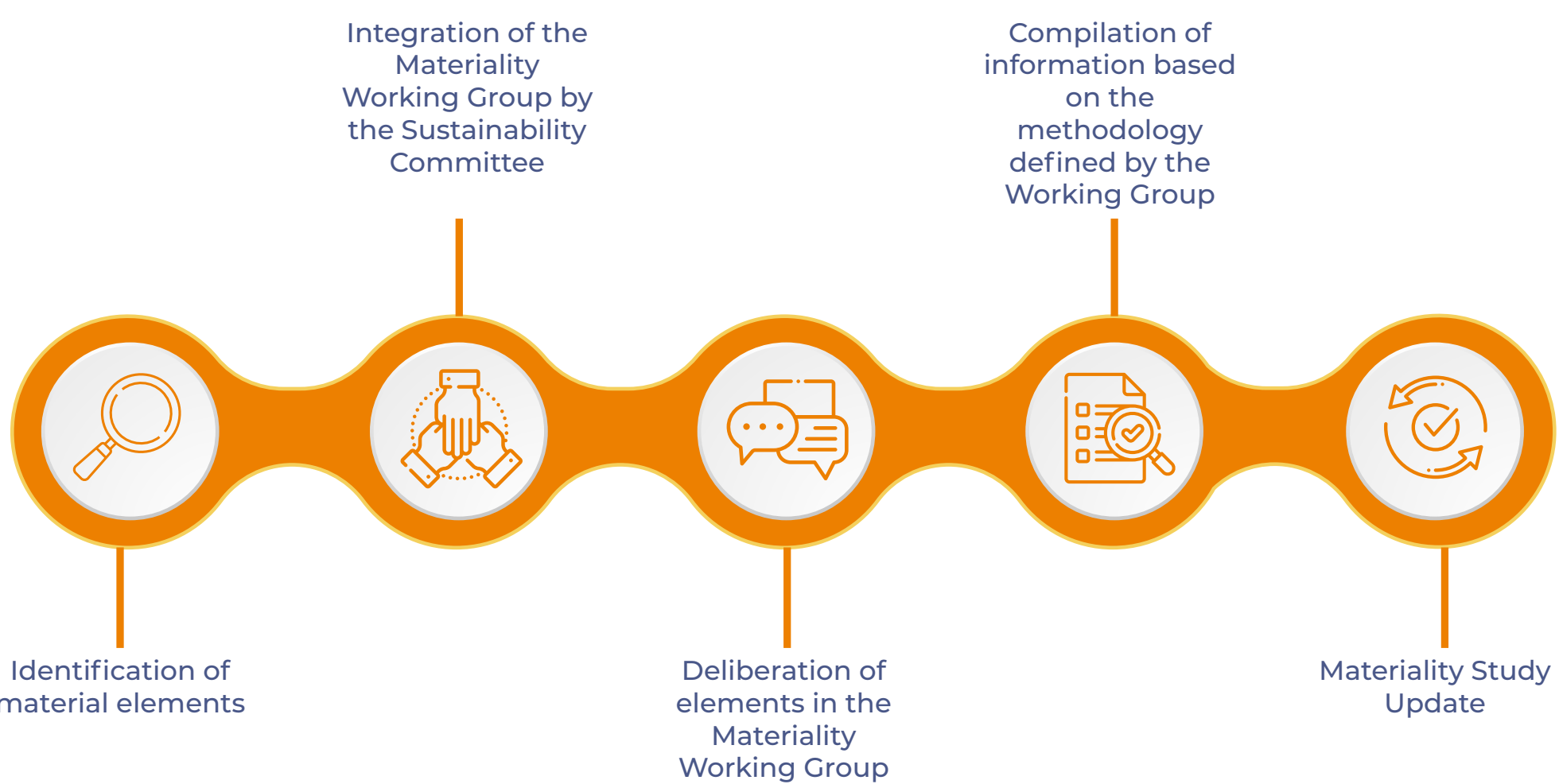
Focus efforts on the issues with the greatest impact.



Set clear goals.

The material issues detected guide our strategic actions, helping us to mitigate risks, take advantage of opportunities and advance our commitment to sustainability. The results are systematically communicated to the Board and General Management to ensure that strategic decisions are in line with our long-term vision.

Determination of Materiality



As part of our annual commitment to the Board, we constantly renew our materiality study to maintain its validity and detect possible emerging issues derived from changes in the environment or in the expectations of our stakeholders. This practice allows us to anticipate key trends and challenges, adjusting our strategies in a timely manner.

To ensure a rigorous approach aligned with international standards, we use widely recognized methodologies such as the **guidelines of the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB)**. We also incorporate elements of global initiatives such as the **Task Force on Climate-Related Financial Disclosures (TCFD) and the UN Sustainable Development Goals (SDGs)**, which strengthens the quality of our analysis and ensures coherence with the main challenges and priorities at the global level.

Materiality Matrix

Our analysis identified the key themes shown in the matrix below. It should be noted that, based on these elements, we have developed a comprehensive breakdown that we use internally to define our objectives and indicators. This process also allows our Board to evaluate, approve, or adjust the business strategy as needed.

SOCIAL

5

Communities

10

Employees

11

Security

9

Supply Chain

8

Construction

13

Integrity of the Developments

ECONOMIC

4

Market

7

Operations

1

Commercialization

2

Housing Quality

3

Regulatory Changes

6

Digitalization

ENVIRONMENTAL

12

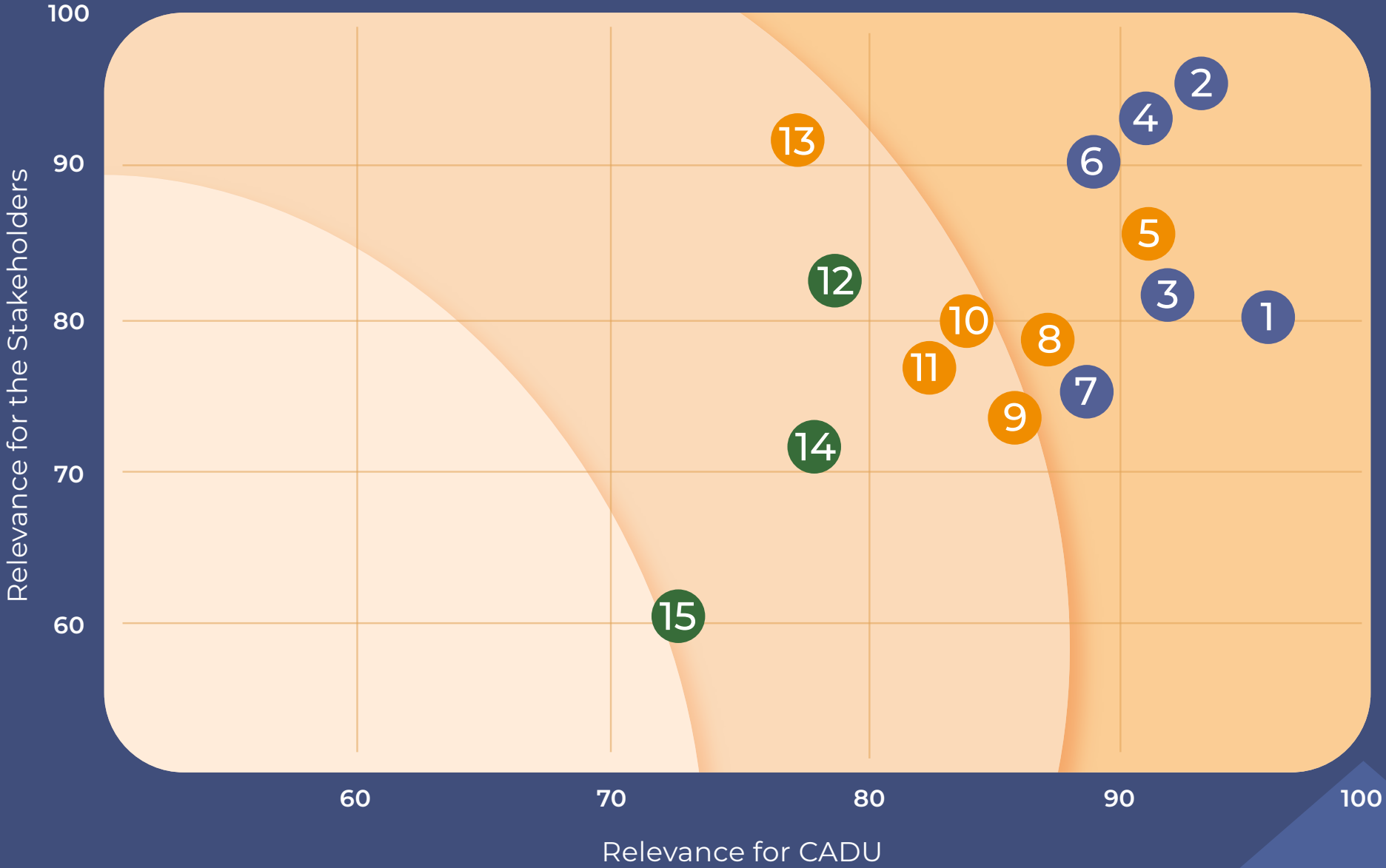
Climate Change

14

Biodiversity

15

Non-Hazardous Waste

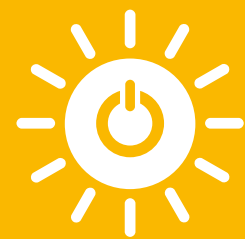


Sustainable Development Goals (SDGs)

At **CADU**, we are aware of the profound influence that our business model has on the progress towards a sustainable future. Our mission goes beyond building decent, safe and accessible housing; We also incorporate environmentally responsible practices and promote the growth of inclusive and strengthened communities. During 2024, we evaluate our contribution to the UN Sustainable Development Goals (SDGs). This exercise reaffirmed that our operations are in line with these international goals and highlighted opportunities for further progress. We thus confirm that our work directly drives SDGs 7, 9, 11 and 13, while indirectly supporting SDGs 4, 6, 8 and 16.

In our most recent developments, we achieved energy savings of more than 90%, exceeding the requirements of **EDGE Advanced** and those of our industry equivalents.

7 AFFORDABLE AND CLEAN ENERGY



In 2024, 33% of our social housing sold had Sustainability certifications endorsed by national and international institutions, complying with the highest environmental standards.

The incorporation of eco-technologies in our developments significantly reduces energy expenditure, generating economic savings for the inhabitants. In addition, we complement this system with high-efficiency LED lighting, guaranteeing optimized electricity consumption.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



At **CADU**, our operation is an engine of decent employment and economic progress in the communities where we work. We integrate innovative solutions into our construction processes, from eco-efficient materials to intelligent systems, to minimize the ecological footprint and maximize energy savings in each home.

11 SUSTAINABLE CITIES AND COMMUNITIES



At CADU we strategically locate our projects near urban centers with optimal connectivity to transport routes and we design community environments with inclusive public spaces such as green areas and recreational areas accessible to people with reduced mobility.

In addition, we allocate a large part of our surface area to social infrastructure such as parks, schools and health centers. We also implement comprehensive waste collection and separation systems, thus creating sustainable communities where quality of life, inclusion, and environmental care are integrated from urban planning.

13 CLIMATE ACTION



Most of our income is generated through sustainable housing that incorporates green technologies. Our **EDGE Advanced** certified developments achieve significant savings of up to 92% in energy consumption, 49% in water use and 75% in energy consumption in the materials used. In addition, our **ECOCASA** homes reduce CO2 emissions by an average of 34% compared to conventional constructions.

Ethics and Compliance

At **CADU**, ethics and regulatory compliance are essential pillars of our institutional identity. During 2024, we continue to reinforce this commitment through our Comprehensive Ethics System, an operational framework that guides each decision under principles of transparency and integrity in all our areas of action.

This model not only strengthens our credibility, but, through clear protocols and control mechanisms, ensures the consistent application of our ethical standards in every business process.

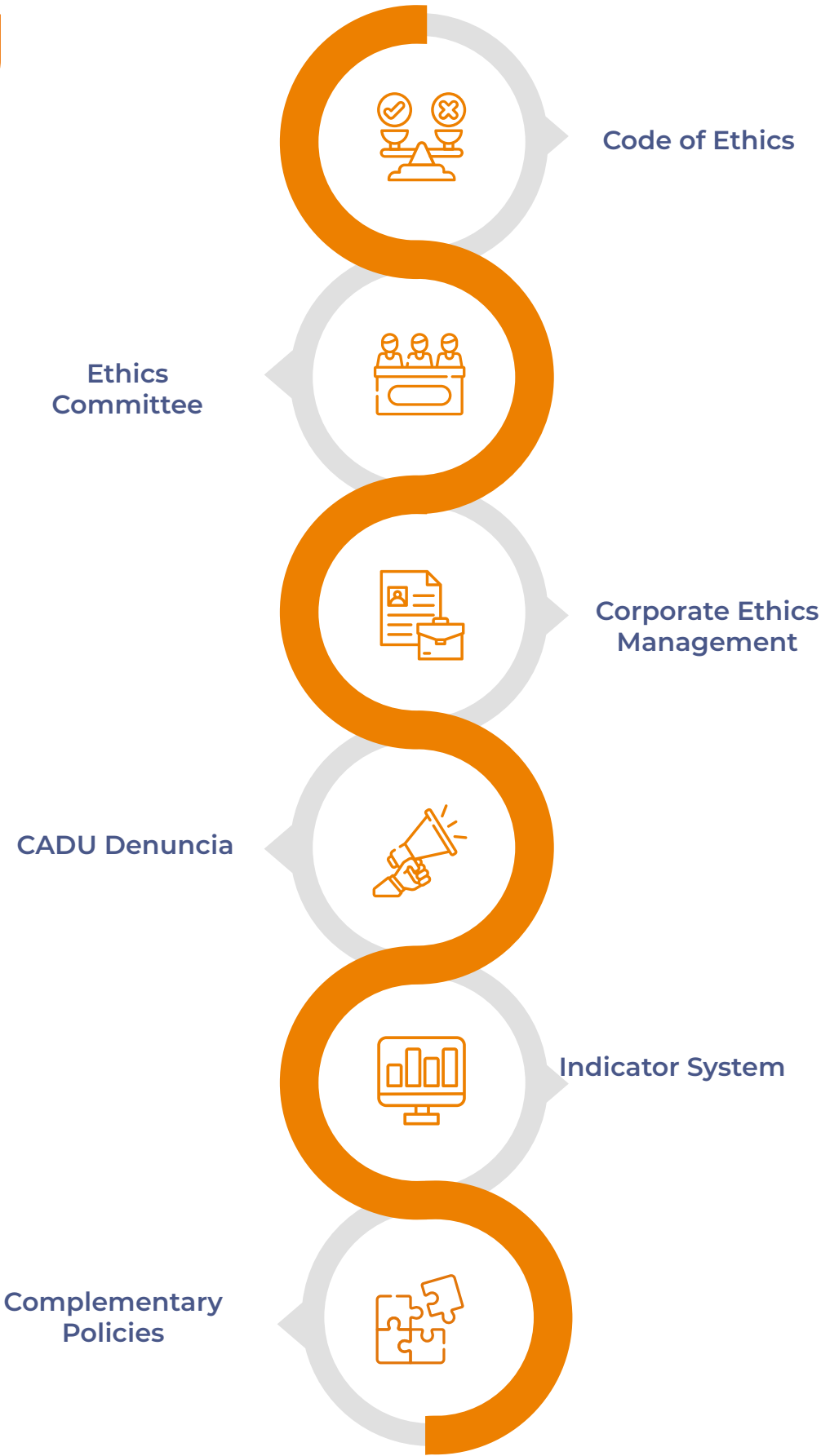
Our unwavering adherence to the Code of Conduct requires us to:

- 1

Rigorous compliance with legal frameworks in all jurisdictions where we operate.
- 2

Constant alignment between our practices and corporate values.
- 3

Proactive vigilance so that every initiative reflects our exacting criteria for corporate responsibility.



Code of Ethics

The Code of Ethics and its complementary policies represent the essential foundations of our organizational culture and daily operations. These guidelines have been carefully structured to establish unambiguous parameters that guide our corporate behavior, ensure responsible business practices, and regulate all our business interactions.

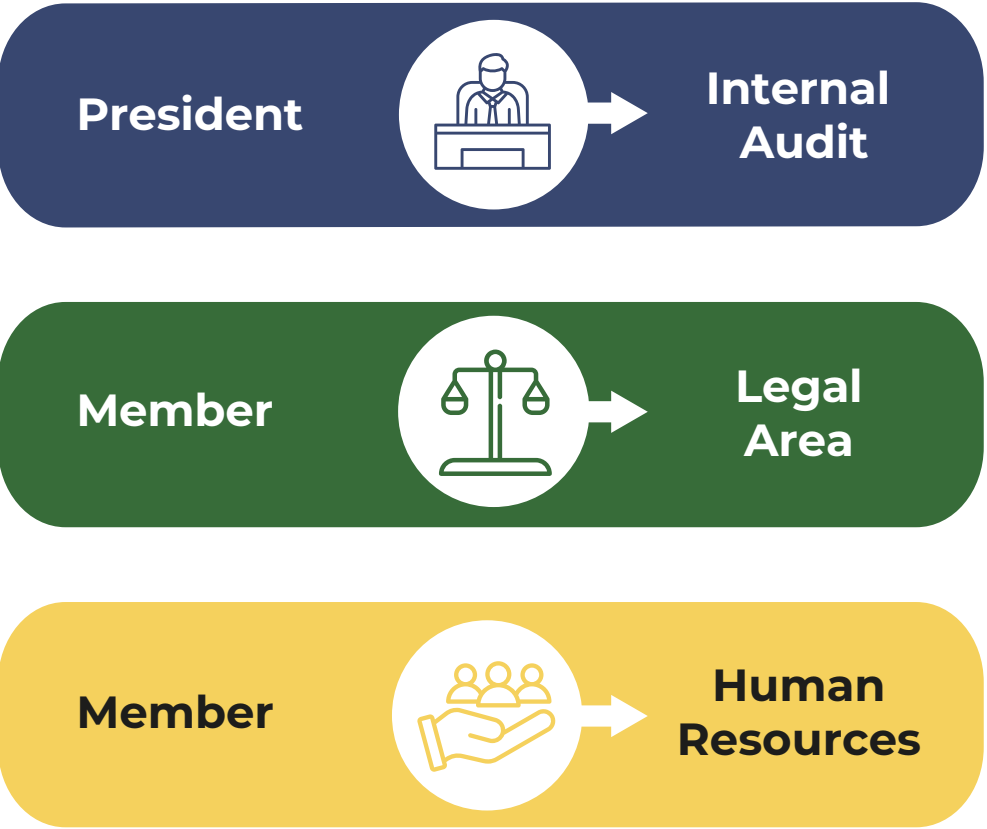
This ethical commitment is transversal and non-negotiable: it involves equally from the members of our highest management body to each collaborator at any hierarchical level, constituting a collective pact that defines our institutional identity.

In our organization, we require that all team members maintain an unwavering commitment to these core principles. Every decision made and every action taken must embody our exacting standards of integrity and corporate responsibility, without exception.



Ethics Committee

At **CADU**, we have implemented a robust ethical governance model based on an Ethics Committee composed of three executives of recognized integrity and alignment with our corporate values, which reports directly to the Audit and Corporate Practices Committee; this structure ensures transparent oversight of our compliance policies, strengthening our organizational culture based on ethical principles and reinforcing responsible behavior in all areas and levels of the company.



Main responsibilities of the Ethics Committee:

- 01 Analyze and follow up on reports on possible violations of the code of conduct.
- 02 To impose disciplinary measures when non-compliance is proven.
- 03 Implement training programs in corporate values for staff.
- 04 Ensure that accessible mechanisms are in place to report irregularities.
- 05 Evaluate the organizational climate through ethical behavior parameters.
- 06 Detect integrity vulnerabilities and design preventive controls.
- 07 Prepare the annual ethics strategy for validation of the Audit and Corporate Practices Committee.
- 08 Plan the annual work agenda with specific objectives to be met.
- 09 Consolidate and present the ethical management report to the corresponding management bodies.
- 10 Promote the adoption of ethical principles through training and regulatory updating.
- 11 Provide specialized advice in complex cases involving ethical dilemmas.

Whistleblowing Systems within CADU

Procedure CADU-PRO-SUST-06

We implement this procedure to respond to complaints, requests and suggestions related to environmental and social issues that our users may have, in order to be able to design strategies to provide solutions to any environmental and social issue, as well as to regulate interaction with interested parties in responding to events that may arise.

To this end, we have four communication channels available:

1. Phone Line

We have a direct telephone line, with the number
Tel. (998) 193 1100 Ext. 1800

2. Physical mailbox

We have installed certain physical mailboxes in strategic areas, in order to receive the different records that may arise. The places where these mailboxes are located are the sales offices, general warehouse and after-sales office

- **CADU-FOR-SUST-38** Complaint Receipt Form
- **CADU-FOR-SUST-45** Suggestions and Requests Receipt Form

3. Email

We have an e-mail account whose sole use is to receive external complaints, requests and suggestions, what is it **maq@caduinmobiliaria.com**

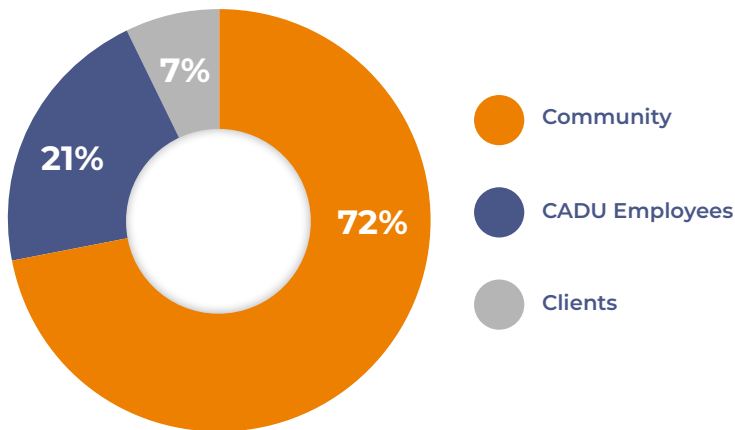
4. MAQ Digital Platform

MAQ

At the same time, we have the MAQ (Complaint Response Mechanism) Digital Platform as a link through our official website, which allows us to attend to requests, complaints or suggestions, and attach evidence of the incidents detected.

This platform is available to staff, customers, suppliers and visitors. We hold informative talks and constantly disseminate the communication channels that are available for their use, as well as their purpose.

Communications Received in 2024 by Stakeholder Group



During the year we received 57 communications, 30 of them regarding a minor incident that occurred on a property in CADU Quintana Roo, which was attended to in a timely manner without major damage

21% of all communications received came from CADU employees and were mainly related to labor issues. These were forwarded to the Human Resources department for attention.



07 We promote Cohesion and Social Development

GRI 2-7, GRI 2-30, GRI 401-1, GRI 401-3, 403-1, GRI 403-4, GRI 403-5, GRI 403-6



We promote Cohesion and Social Development

At CADU, we are aware that each milestone achieved is the result of the commitment and daily effort of all the people who make up the Company. The dedication of our employees is the engine that drives our growth and constant evolution.

By recognizing that they are the fundamental pillar of our Company, we firmly assume the commitment to ensure and promote their well-being and professional development, knowing that their progress also strengthens ours.

In 2024, our workforce was made up of 2,212 employees, whose commitment and dedication were fundamental to the advancement of our strategic objectives. Thanks to their active participation, we are able to operate effectively in a dynamic and competitive environment.

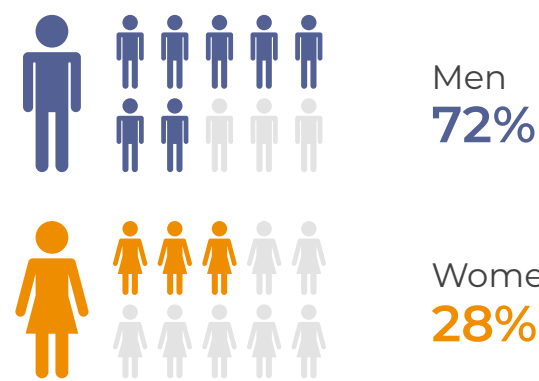
Our goal is to provide each employee with work experience that generates a positive impact on their lives, from their incorporation to their development within the Company. At CADU we work so that each stage of our employees' careers adds to the personal growth of each person and the joint success of the organization.

<div>a) Talent attraction and retention</div> <div></div>	<div>i) We provide a variety of benefits designed to attract and retain experienced professionals.</div> <div>ii) We offer competitive salaries aligned with current labor market conditions.</div> <div>iii) We establish career growth paths that facilitate development and advancement within the Company.</div>
<div>b) Diversity and Inclusion</div> <div></div>	<div>i) We promote an equitable environment where everyone has the same opportunities, regardless of gender, preferences or personal characteristics.</div> <div>ii) We work to ensure equal conditions between men and women at all levels, promoting their active participation and professional growth.</div>
<div>c) Personal and Professional Development</div> <div></div>	<div>i) We implement training programs to strengthen the skills and capacities of our staff.</div> <div>ii) We foster a healthy and positive work environment that motivates, promotes collaboration and contributes to the general well-being of our employees.</div>

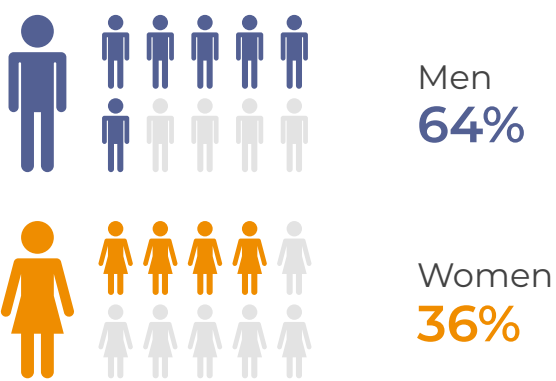


Breakdown of Employees by Gender

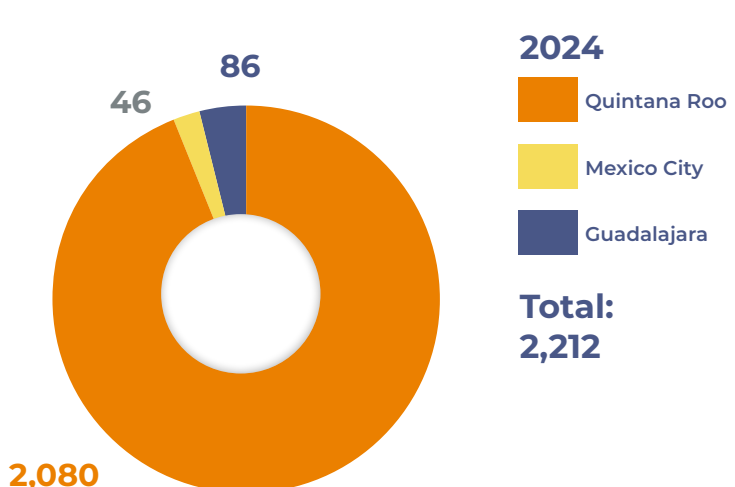
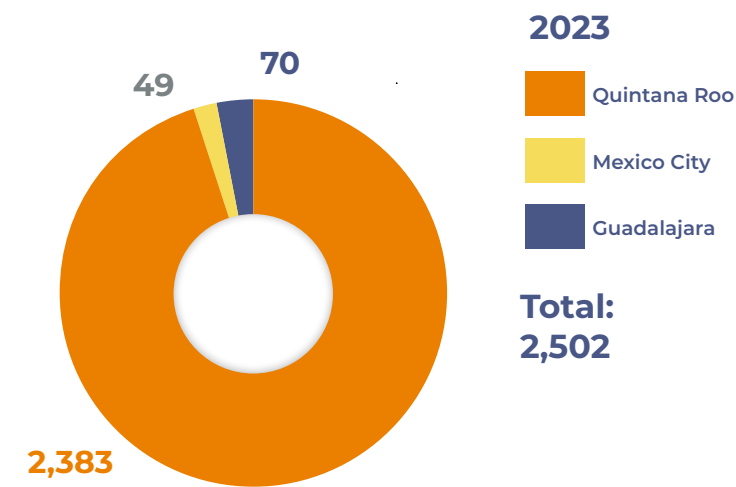
2023



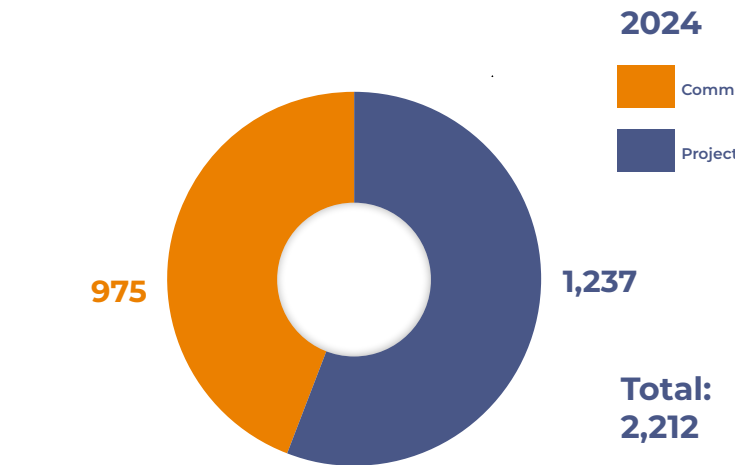
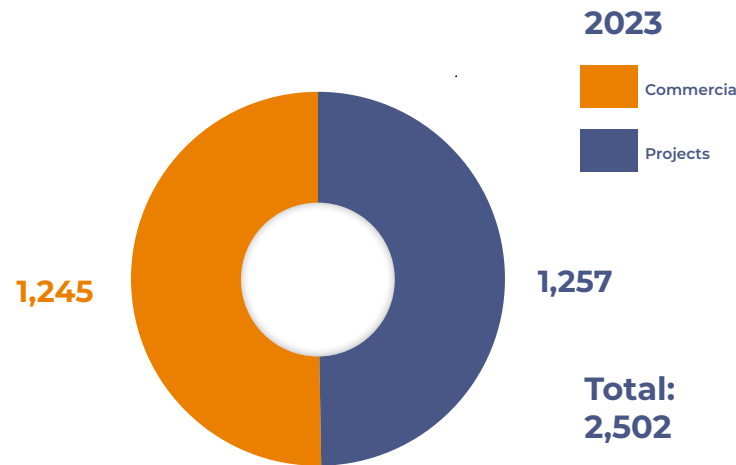
2024



Breakdown of Employees by Region



Breakdown of Employees by Job Category



Talent Attraction and Retention

At CADU, we care about building and maintaining a work environment that generates trust and strengthens our position as a benchmark in the housing sector. This commitment includes ensuring safe and healthy working conditions, actively promoting collaboration between teams, and valuing effort by recognizing the outstanding performance of our employees.

This comprehensive approach allows us to not only attract but also retain key members for the continued success and expansion of our Company.

We are a company that generates job opportunities in the region. To date, we have a significant workforce through our different construction service providers and administrative services. The services required for the development of our projects require the participation of men and women who contribute their knowledge with high technical and quality levels.

Note: For Projects, internal personnel are considered at the end of 2024 plus contractors, and for commercial, all personnel who were in force during 2024 are considered (At the end of the year, active personnel were 568 people). We have 58 unionized workers, in addition agreements are signed with the union at the beginning of each housing development project.

Benefits

At **CADU**, we recognize and value the individual effort of each of our employees, aware that their commitment is key to maintaining and strengthening our position in the real estate sector.

We strive to fairly and adequately compensate each employee for the contributions that each employee brings to the Company, with the firm intention of promoting their well-being, professional growth, and safety in the work environment.

This investment in their development not only seeks to improve their quality of life but has also cemented the foundations of our sustained success.

We maintain a solid commitment to offering fair, equitable remuneration aligned with market standards, understanding that these not only contribute to reducing inequalities, but also have a positive impact on the quality of life of many families.

Our Equity Policies ensure that all employees in the same position receive the same compensation. Our criteria for compensation and benefits are based on the abilities and performance of each person, without considering physical, religious, sexual orientation, social, racial or gender characteristics.

As part of our strategy to retain the best talent, we encourage open and ongoing communication with our people, keeping them informed about organizational goals and their role in meeting them. We also provide constant feedback on their performance and provide them with opportunities for professional development.

Below are the benefits and benefits granted to our employees:

Benefit	Support Staff	Department Staff	Senior Management Staff	General Management Staff
Vacation Premium	✓	✓	✓	✓
Training Programs	✓	✓	✓	✓
Interest-free loans	✓	✓	✓	✓
Commissions	✗	✓	✗	✗
Productivity bonus	✗	✓	✗	✗
Variable compensation	✗	✓	✗	✗



Maternity and Paternity Leave

2022

Maternity



Paternity



2023

Maternity



Paternity



2024

Maternity



Paternity



All our employees who had days of paternity and maternity leave received 100% of their salary paid during the leave period.



Diversity & Inclusion

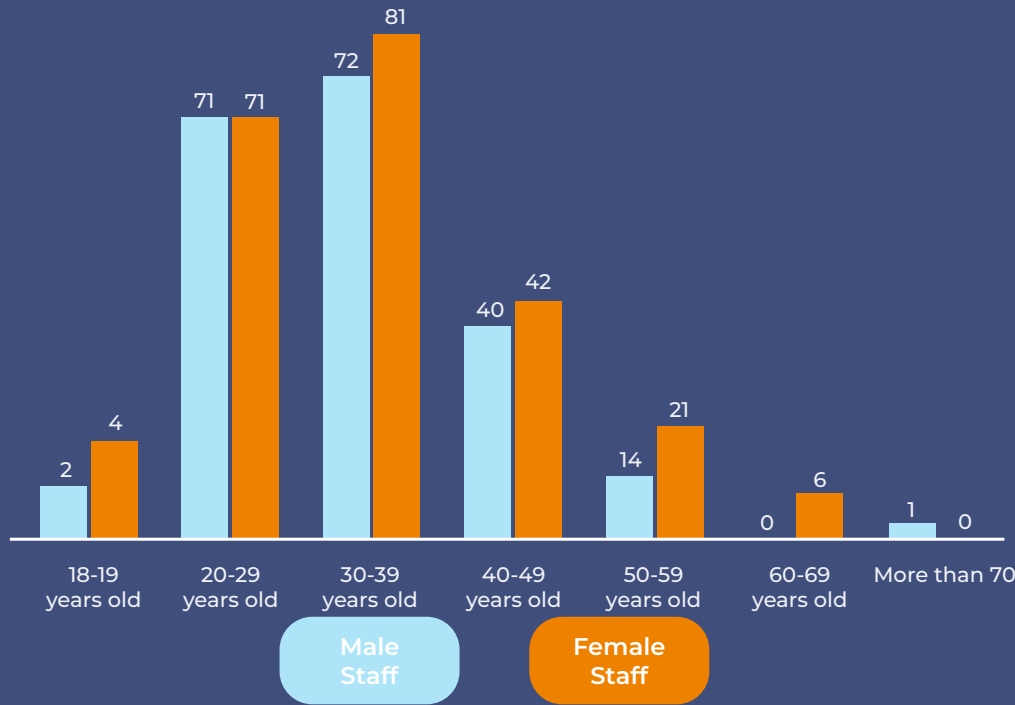
We know that diversity within our team is one of our main strengths and a key feature of our corporate identity. We highly value the diversity in terms of gender, ways of thinking and generational approaches that coexist in our Company. We firmly believe that by valuing and leveraging individual differences, we not only strengthen the work environment, but also enhance our ability to innovate and stay competitive in the industry.

In our organizational culture, we actively foster an inclusive environment, where every individual is appreciated and respected regardless of gender, sexual orientation, ethnicity, religious beliefs, age, or any other particularity. We are constantly working to ensure that everyone has the same opportunities and to offer a safe and dignified workspace, in which each employee can develop and contribute significantly to joint growth.

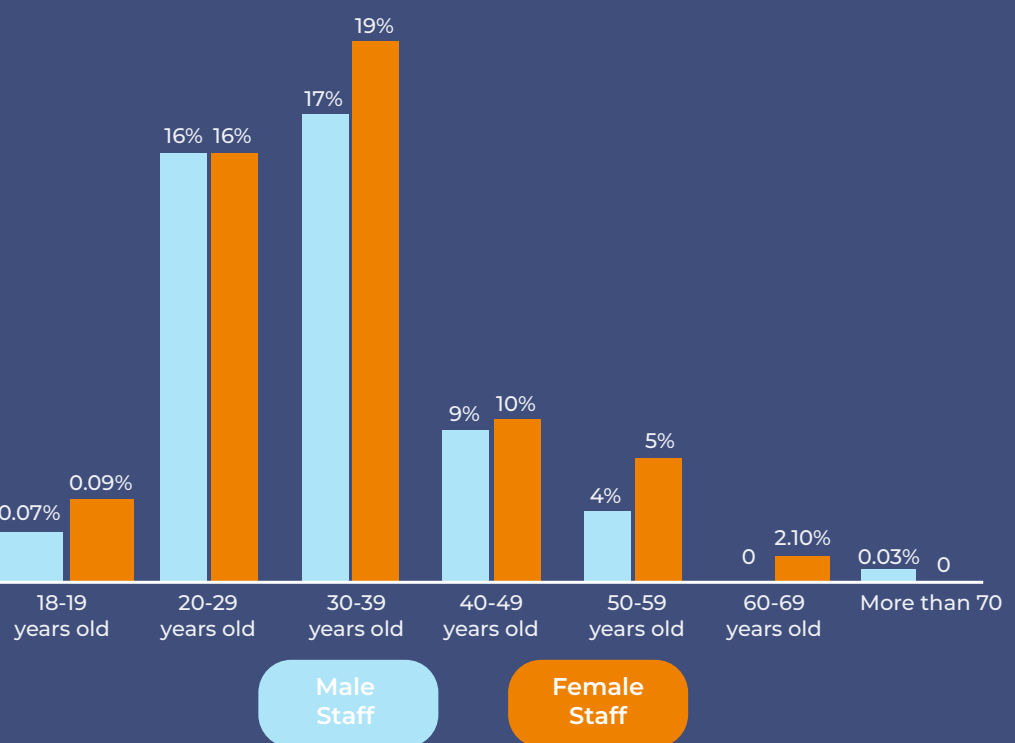
Total Number of Employees by Age Range and Gender



Number of Recruits by Age and Gender



Hiring Rate by Age and Gender



36%

of our employees are women, an increase of 8% compared to 2023

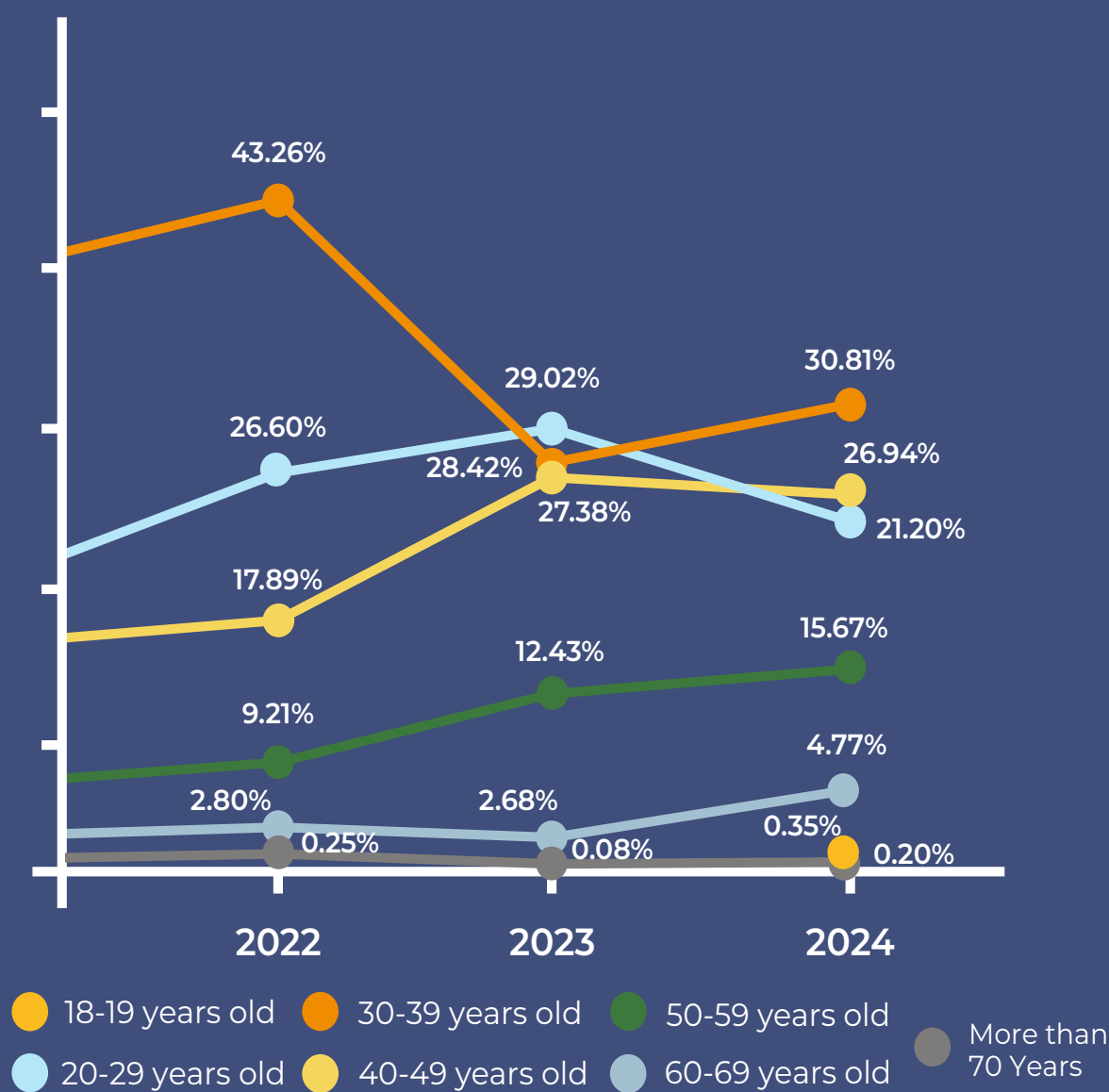
21%

of our employees are between 20 and 29 years of age

The bulk of our employees are in the range of 30 – 39 years old, representing 31% of our workforce

Diversity & Inclusion

Year-over-Year Comparison by Age Range



Staff Turnover by Age and Gender

Age Range	Male staff turnover in 2024	Female staff turnover in 2024
18-19 years old	1	3
20-29 years old	170	98
30-39 years old	150	107
40-49 years old	78	56
50-59 years old	31	31
60-69 years old	7	3
70+ years old	1	0
Total	438	298

Personal and Professional Development of Our Employees

During 2024, we continue to provide a wide range of courses and training focused on boosting the personal and professional growth of our team.

This year we have training focused on enhancing the skills of our team in various areas of knowledge, essential in today’s work environment, highlighting our commitment to enrich the professional career of all our staff with the intention of bringing them the greatest personal and collective benefit.

Details about our trainings in 2024

	Female employees	Male employees	Total
Number of employees trained	224	1,351	1,575
Number of hours of training	2,990	17,697	20,687

The trainings to which we dedicated the greatest number of hours during the year were on **Integrated Waste Management, Mechanism for Attention to Environmental and Social Complaints, Emergencies Color Code and Introduction to the Environmental and Social Management System**, demonstrating our commitment to the environment and the safety of our employees.

Similarly, the safety and hygiene personnel carry out 5-minute talks to the site personnel where topics related to safety regulations and codes, accident prevention, hygiene and other relevant issues for the development of their work operations are considered.

Each training was designed taking into account the particularities of each role, which ensured useful, relevant and applicable content to the day to day. With this approach, we reinforce the positioning of our teams within the industry, keeping them updated with the latest trends and ready to face future challenges.



Health, Safety and Welfare

The health and safety of our team are essential aspects that guide each of our actions. Not only do we consider them absolute priorities, but they are an integral part of our values as an organization.

We work continuously to ensure that all our operations are carried out in safe and healthy conditions, prioritizing the prevention and mitigation of risks.

Our commitment to this issue transcends simple compliance with regulations, being a central element of our organizational culture. For this reason, at **CADU** we have policies, programs, commissions and protocols focused on guaranteeing the safety of all our employees during the performance of their activities.

We continue to allocate resources to initiatives that foster an organizational culture focused on health and safety. Our purpose is to provide a work environment where every person feels protected, recognized and respected.

During 2024 we carried out the following trainings in order to promote safety and well-being among our employees:



Similarly, at **CADU**, we have a defined procedure to ensure that the contractors who work on our developments comply with the applicable legislation in force in terms of Occupational Health and Safety.



We are constantly working to go beyond the basic requirements, seeking to adopt the most advanced practices in the sector.

On Site

We are continuously dedicated to exceeding the required standards, with the aim of positioning ourselves at the forefront by incorporating the best practices in the sector. Our commitment to safety is firm, aware that prevention requires always being vigilant and ready to respond to any situation.

We seek that each member of our team has the appropriate training and the necessary resources to minimize risks and maintain a safe work environment at any given time.

We strive to ensure that all our employees are properly trained and have all the necessary equipment to reduce risks and ensure a safe working environment.



We work hard to go beyond current health and safety regulations within our operations. This requires staying informed of any changes in legislation and continually adapting our practices to align with the latest standards.

Compliance



We offer continuous and specialized training to all our employees with the aim of providing them with the essential skills and knowledge to ensure a safe work environment. Our training programs focus on key aspects of occupational safety, such as hazard recognition, incident prevention, and the correct handling of equipment and tools.

Training



Through a systematic assessment process, we proactively detect potential hazards and risks present in our work environments. This identification makes it easier for us to implement effective preventive and control measures to minimize these risks. We also reaffirm our commitment to ensure that both our employees and contractors are informed about existing hazards and have the necessary knowledge to face them adequately.

Hazard and Risk Identification



We promote an environment in which participation and transparent dialogue around occupational safety and health are valued. We encourage all members of the organization to report any incident or risk situation, and we ensure the existence of accessible and effective communication channels at all levels to maintain preventive and collaborative management.

Active participation and communication



Health and Safety Performance

At **CADU**, we carry out constant monitoring through indicators that allow us to detect areas of improvement in our approach to health and safety, with the aim of applying corrective actions in a timely manner.

We have specific emergency protocols and action plans, designed to anticipate and respond with agility to risk situations, protecting our personnel and minimizing the impact on operations.

In addition, in each housing development we have established health and safety committees, made up of trained personnel who supervise good practices, promote effective communication and strengthen a culture of prevention and continuous care. This comprehensive approach allows us to protect the integrity of our team without compromising the efficiency of our activities.

Consolidated CADU and Contractor Indicators

Indicator	2024	2023	2022
Hours worked	17,047,344	5,078,016	4,621,440
Total accidents recorded	32	3	45
Lost Time Accidents	13	3	36
Calculation factor	200,000	200,000	200,000
TRIR*	0.38	0.12	1.95
LTAR**	0.15	0.12	1.56

*TRIR: Total Recordable Incident Rate (total accidents recorded * 200,000 / total hours worked).
**LTAR: Lost Time Accident Rate (lost time accidents * 200,000 / total hours worked)



Height works



Confined spaces



Cutting and welding



First aid



Firefighting and prevention



Use of personal protective equipment

We have preventive measures and protocols in case of emergencies and preventive measures that allow us to react effectively to any contingency.

Caring for Our Communities

At **CADU** we promote economic and social development as part of our commitment to sustainability, promoting the quality of life in the communities where we have a presence.

Covering the issue of community linkage, we have developed a specific procedure called **CADU-PRO-SUST-09: Communication and Linkage with Communities and Stakeholders**, with the aim of establishing a channel of communication and linkage with our various stakeholders, with the aim of ensuring the viability and Long-term sustainability of the projects we carry out by promoting the creation of prosperous and lasting communities based on respect for human rights.

The **CADU-PRO-SUST-09** procedure aims to generate a dialogue with different sectors or stakeholders to identify their most urgent concerns and obtain feedback on the progress in the development of the projects and the work of the company as a whole.



During the year we carried out various campaigns and followed up on different programs that demonstrate our tireless commitment to our employees and the communities in which we have a presence.

These actions include:

■ Collaboration with Banco de Tapitas A.C

Recovery and donation to the association that is dedicated to supporting children with cancer with their chemotherapy treatments.

■ CADUTÓN 2024

We carry out activities and distribute toys in the Cenote Dos Pisos community in Tulum, Quintana Roo.

■ Anti-Rabies Vaccination Day

■ Recycling Program “Regalando Vida”

Training that consists of raising awareness among the owners of our homes and exchanging recyclable waste for plants from the rescue of the flora of our developments.

■ Health Program

During October, we carried out a campaign to raise awareness among our employees about breast cancer, while delivering numerous mammograms.

Collaboration with Banco de Tapitas A.C.



CADUTÓN 2024



Recycling Program



Health Program



CADUEM: Decent Housing for Those Who Need It Most

CADUEM is a social investment project of CADU through which technical and construction assistance has been offered to families in search of housing and in the process of construction, expansion, remodeling or completion of their property.

Our guidance process has ranged from the detection of needs to the design, construction and obtaining funds for the project of the beneficiaries of the program.

We have provided technical assistance in:



Each home built or improved with our support represents a dignified, stable, and protective space, which boosts the well-being of its residents and strengthens their ability to advance their educational, work, and personal goals. For these reasons, at CADU, we are always on the lookout for new projects and opportunities to do our bit to improve the quality of life of the people who need it most in our environment.

CADUEM has been present in
12
States of the Republic

Since its inception in 2010, this program has benefited more than
1,600
families

08 Commitment to Environmental Protection

GRI 302-4, GRI 303-1, GRI 303-2, GRI 303-5, GRI 305-1, GRI 305-2, GRI 305-4, GRI 305-5, GRI 306-1, GRI 306-2, GRI 306-3



We Protect the Environment

At **CADU** we are characterized by a deep commitment to the environment, grounded since our inception and constantly evolving to date. For us, the design and functionality of each home is as important as its harmony and respect for the environment.

Our environmental strategy is rigorously aligned with the guidance proposed by the **Task Force on Climate-Related Financial Disclosures (TCFD)**, the framework that laid the foundations for the generation of IFRS-S2.

More than 20% of the homes built in our company's history have prestigious national and international environmental certifications, such as ECOCASA and EDGE.

Climate Change Strategy

We have taken a proactive stance on climate change, recognizing the magnitude of its challenges and acting accordingly. As a result, our Board of Directors has reoriented our business strategy to ensure that our operations meet the needs of communities, while promoting environmental protection.

In this context, our operation is based on the guidelines established by our climate strategy, which is articulated around four fundamental axes:

Green Housing Construction

We promote the construction of homes that meet the highest sustainability criteria. This involves the integration of efficient technologies in the use of energy and water, the use of ecological materials and designs crafted to reduce environmental impact, creating healthy and responsible environments for those who inhabit them.

Strategic Adaptation

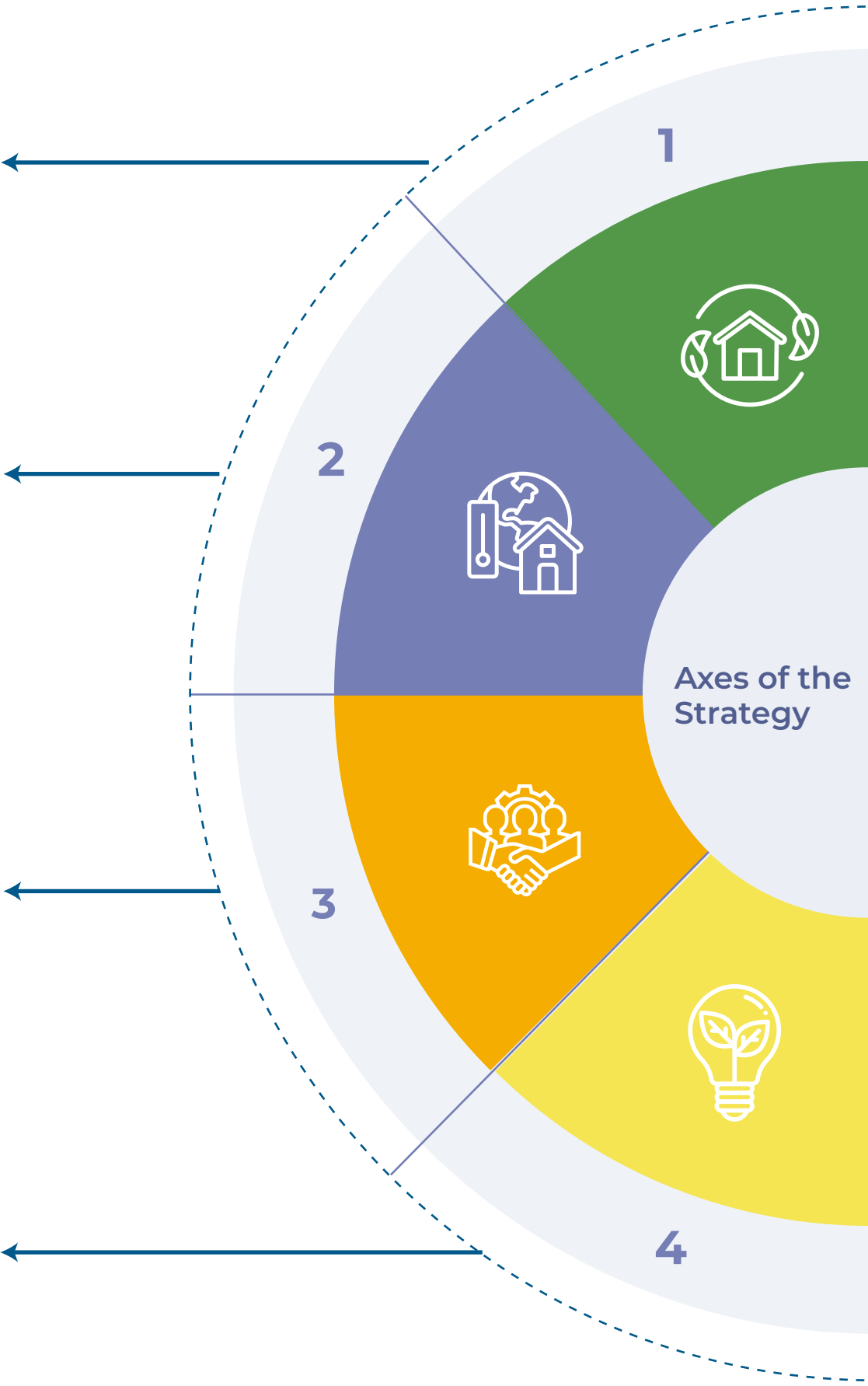
We anticipate the impacts of climate change by strengthening the resilience of our homes and ensuring that our new developments are prepared to face variable and extreme weather conditions.

Robust Governance

Our climate governance structure represents the commitment of the organization, from the Board of Directors to employees, to the implementation and constant improvement of our strategies against climate change. This effort is reinforced by open communication and the active participation of all stakeholders, ensuring coherent and effective actions.

Active Mitigation

We are committed to reducing our carbon footprint. By incorporating energy-efficient technologies and clean energy, we aim to not only mitigate our emissions but also drive the path to a lower-carbon economy.



Governance

At **CADU**, we understand that strong governance is key to successfully addressing environmental challenges. Our governance structure is designed to enable agile, informed and responsible decision-making, ensuring transparent and effective climate management.

This approach allows us to respond quickly to challenges that may arise from climate change, while maintaining high standards of accountability and performance across our operations. By incorporating these principles, we reaffirm our commitment to developing strategies that not only care for the environment but also drive long-term sustainability in the housing sector.

Audit and Corporate Practices Committee

It reports to the Board of Directors on progress on the climate strategy and incorporates climate risks into **CADU's** global risk management.

Operational Addresses

The technical areas of the environment and construction are responsible for ensuring that the construction process in certain segments complies with the internal policies and practices necessary to obtain international green housing certifications.



Board of Directors

Monitors and analyzes the results obtained after the implementation of our strategy against climate change.

Sustainability Committee

It reports directly to the Audit and Corporate Practices Committee and has the function of (i) ensuring the implementation of risks and (ii) opportunities of the Company in the face of climate change.



Adaptation

At **CADU** we recognize the importance of adapting our housing developments to the challenges posed by the current climate landscape, this not only allows us to address today's issues, but also to anticipate and leverage the opportunities arising from these changes.

A key pillar of this strategy is the development of detailed analyses on physical risk. These assessments allow us to identify the vulnerability of our assets to specific weather events and establish the time periods in which these risks could manifest themselves. To this end, we rely on scenarios developed by the Intergovernmental Panel on Climate Change (IPCC), which are essential for projecting both physical and transition risks resulting from global warming.

Through this methodology, we protect our assets and ensure that each development is prepared to face long-term climate conditions in a sustainable manner.

The preparation of climate impact studies helps us to visualize potential costs, risks and opportunities related to this phenomenon.



Climate Change-Related Risks

Physical Risk

These are risks that may arise from extreme weather events or chronic changes in climate patterns, which can impact organizations both through direct damage to their infrastructure, and indirect impacts derived from interruptions in their supply chains.



Transition Risk

These are risks associated with the shift toward a low-carbon economy, which may involve changes in public policies, regulations, technological advancements, and shifts in market dynamics. If not properly managed, they can lead to financial consequences and negatively affect an organization’s reputation.



Based on the assessments conducted using the previously mentioned scenarios, we determined that our operations in 2024, primarily focused on construction processes in Quintana Roo, could be exposed to the physical and transition risks presented below:

Type of Risk	Potential Impact	Type of Risk	Potential Impact
Normative	<ul style="list-style-type: none">Implementation of strict policies to reduce emissions.New tax regulations targeting GHG emissions.	Increase in the frequency and severity of hurricanes.	<ul style="list-style-type: none">Disruption in continuity of operations.Increased insurance costs.
Technological	<ul style="list-style-type: none">Replacing current technologies with low-carbon options.	Rising temperatures.	<ul style="list-style-type: none">Interruption in construction activities.Increased risk to employee health and safety.
Social y Reputational	<ul style="list-style-type: none">Consumer rejection of homes built with carbon-intensive processes.	Floods.	<ul style="list-style-type: none">Negative effects on the continuity of construction works.

IPCC scenarios used by CADU to identify Climate Risks

CPR 4.5

Intermediate emissions scenario, consistent with a future where GHG emission reductions are stable and the reduction begins in 2045.

CPR 8.5

A scenario where there are no modifications in economic activities and it is consistent with a future without substantial changes in policies to reduce emissions.



Climate Change

Related Opportunities

According to the United Nations Environment Programme (UNEP), the real estate sector is responsible for approximately 40% of global greenhouse gas (GHG) emissions, which reaffirms the importance us all joining forces to reduce GHG emissions.

According to data from the International Energy Agency, the cities, despite covering only 3% of the global surface, are responsible for around 70% of carbon emissions and 60%-80% of energy consumption, which is why, at **CADU**, we develop housing solutions that not only respond to the problem, but are also at the forefront in the fight against climate change.

Some of our developments achieve energy savings of over 80%, far exceeding the industry average and the requirements of EDGE Advanced certification.

Our sustainable homes promote a responsible and efficient urban planning model that tangibly contributes to guaranteeing a livable and resilient future.

Each project represents an opportunity to innovate, reduce emissions and actively contribute to reducing the effects of climate change, strengthening the resilience of communities and promoting a greener environment for generations to come.

The opportunities identified by **CADU** that are related to climate change are described below:

Identified Areas of Opportunity	Description of the opportunity addressed by CADU	Impacts
Resource efficiency	Certified Green Housing Development	Increased demand for green and certified developments from clients and investors
Energy Sources	Use of new technologies that make energy consumption more efficient	Reduction in energy consumption and GHG emissions
Products and services	Green housing development in our different business segments	Certified green housing with GHG emission savings of between 20% and 40% compared to a traditional home
Markets	Positioning as allies in the transition to a low-carbon economy	Access to financing under improved rate and/or term conditions
Resilience	Organizational Development and Capacity	Anticipating physical and transition changes with financial impacts

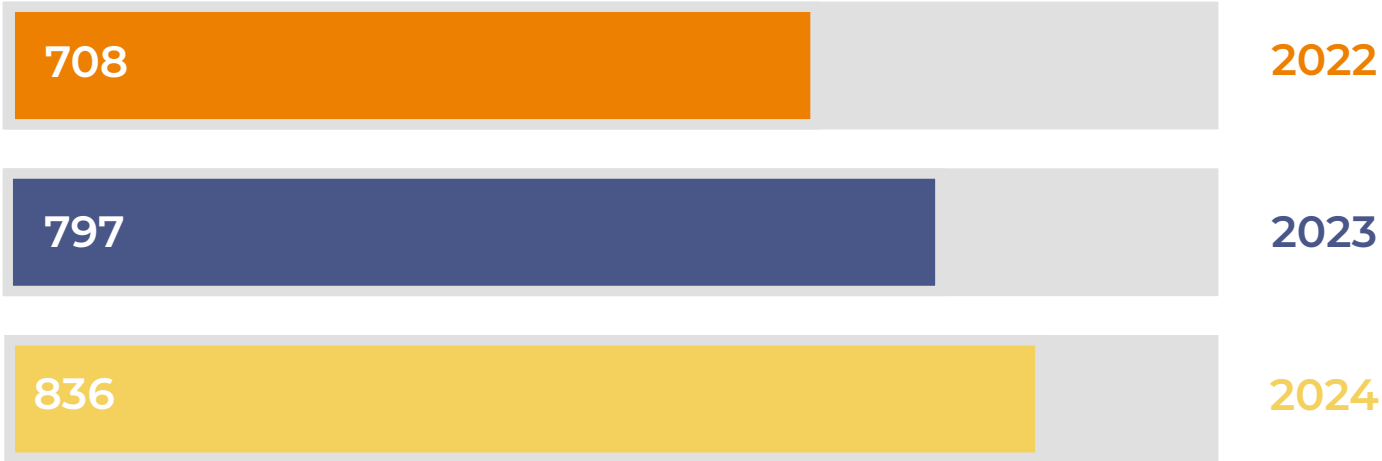
Mitigation

At **CADU**, we apply rigorous methods to quantify and report our CO2 emissions, fully aligned with the Greenhouse Gas Protocol (GHG Protocol), an international and standardized framework for measuring and managing greenhouse gas (GHG) emissions.

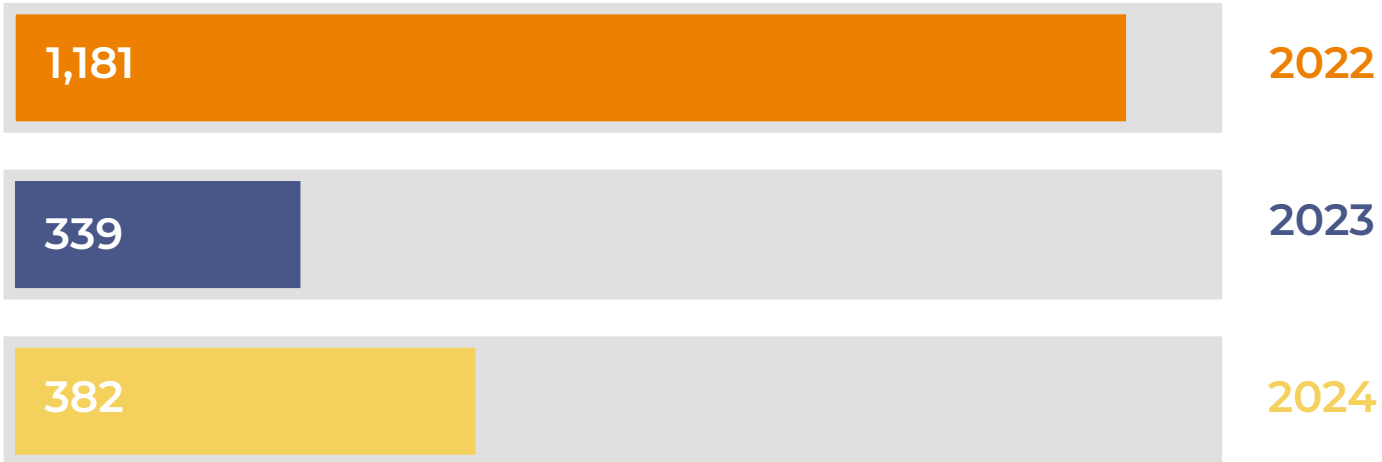
We approach the management of our carbon footprint with a strong commitment to accuracy and transparency.

This methodology enables us to conduct a detailed analysis of both the direct emissions from our activities and the indirect emissions related to electricity consumption, providing us with a comprehensive view of our environmental impact. Based on this analysis, we identify key areas to implement emission reduction and offset measures that generate a significant positive effect.

tCO₂ Scope 1



tCO₂ Scope 2



Emissions Reduction

With the aim of optimizing energy and resource consumption, as well as ensuring a safe and comfortable environment for our clients, at **CADU** we promote a strategy focused on reducing emissions through the integration of materials and construction processes aligned with the highest standards to achieve environmental certifications in all new social housing developments. This ambitious goal allows us to address emission reductions from two key fronts: design and construction processes.

By focusing our efforts on these areas, we not only optimize energy use and reduce resource consumption but also ensure that our homes have a positive impact on emission reductions throughout their entire life cycle.

In 2024, we achieved a significant reduction in emissions, mitigating 4,071 tCO₂e by implementing innovative construction techniques instead of conventional methods. In addition, the sustainable design approach of our homes enabled a further reduction of 971.8 tons of CO₂e during the year.



Carbon Footprint



Materials and Processes

Each home we build mitigates 4.82 tCO₂e per year due to our construction processes and the materials used.



Construction Efficiency


In 2024, we achieved a mitigation of 4,071 tCO₂e through our construction processes.



Great differences compared to traditional processes


Our homes reduce their emissions by 47% compared to traditional construction processes in the Mexican market.

Mitigation of GHG Emissions




Mitigation for Housing

Our design and the eco-friendly technologies used helped avoid the emission of 2.44 MTCO₂e per year on average per home sold in 2024.



CADU Annual Mitigation

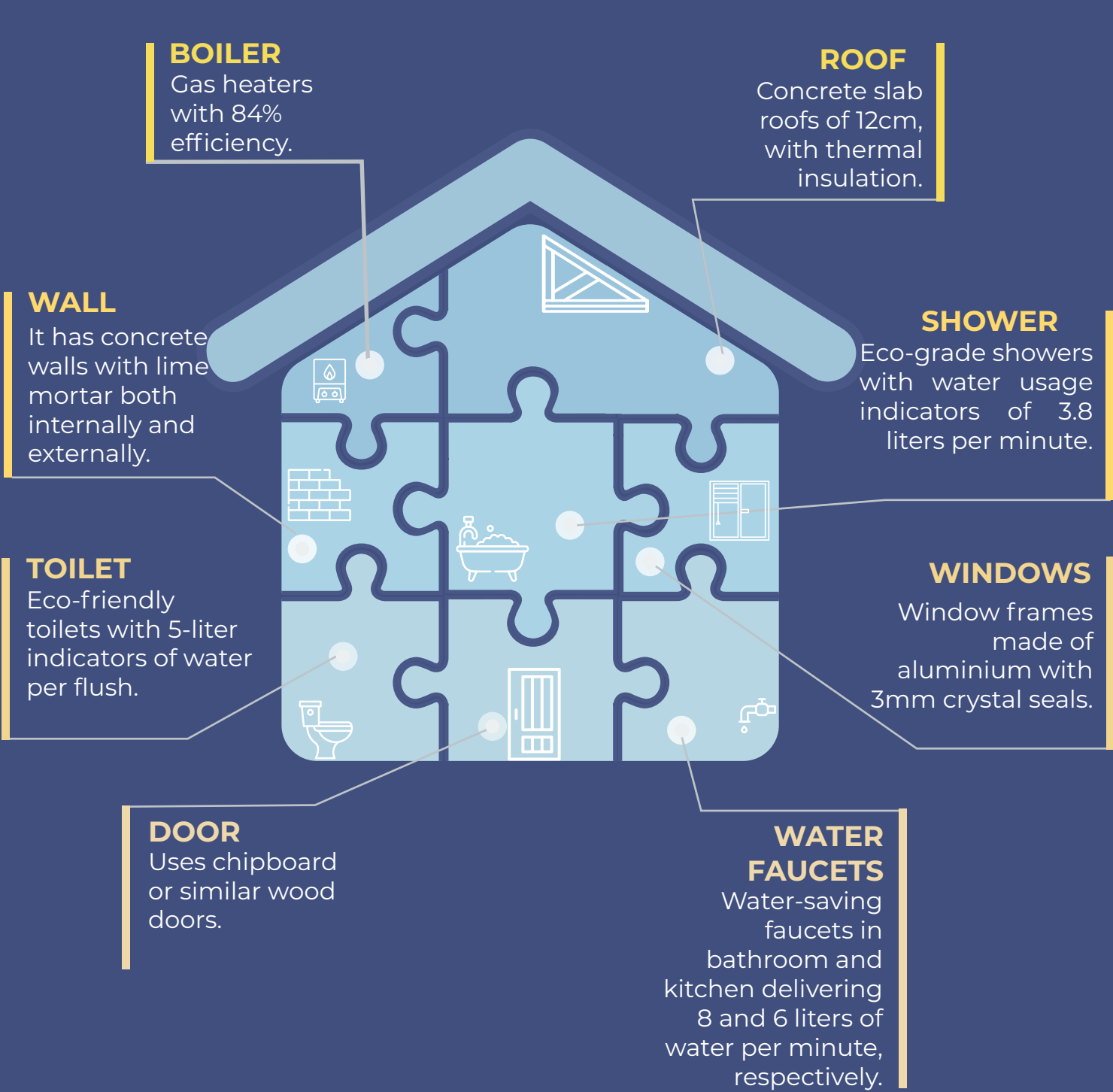
The design of our homes helped mitigate 971.8 tCO₂e in 2024.



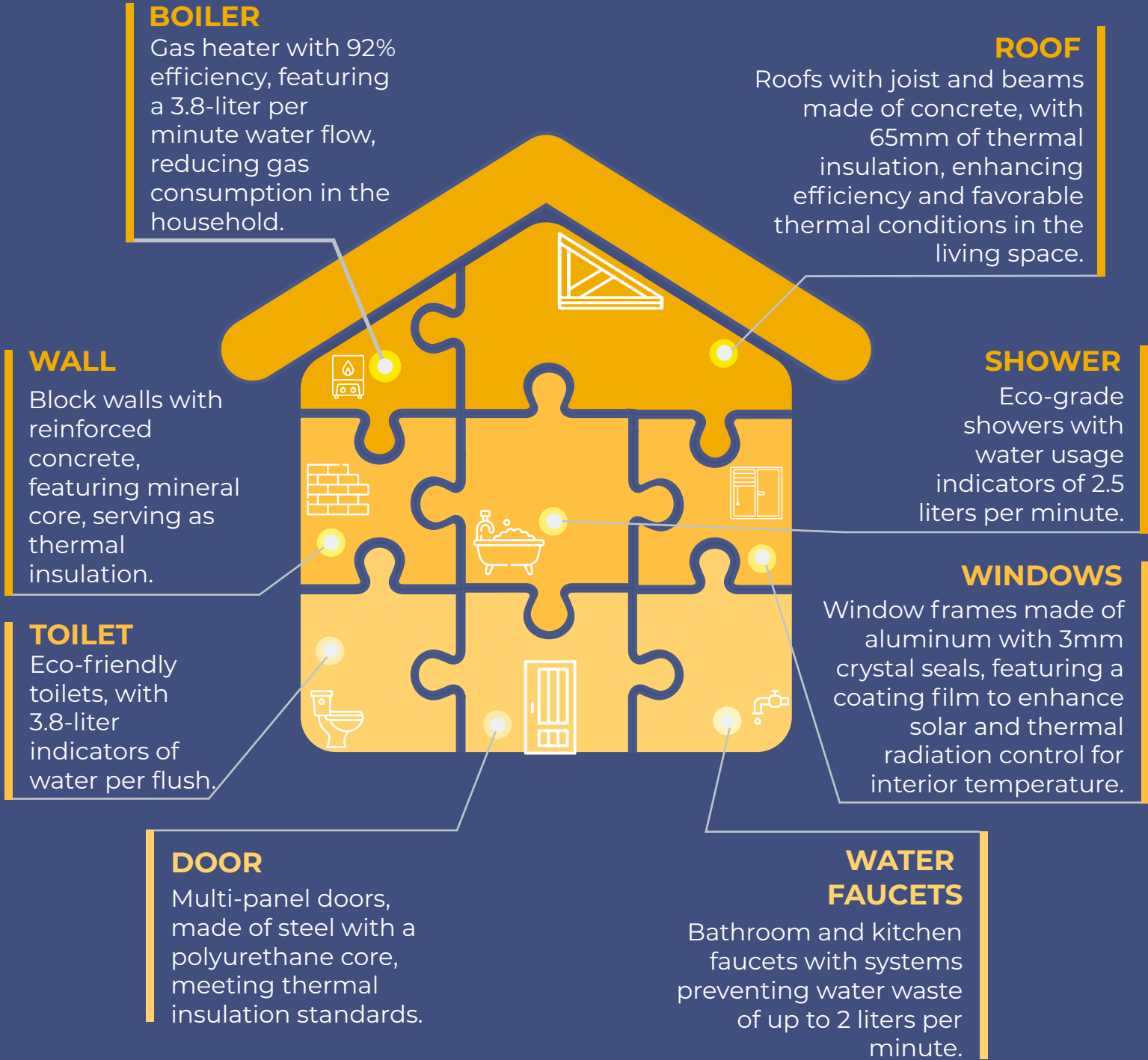
Lower pollutants

The homes sold in 2024 reduce CO₂ emissions by an average of 39% thanks to the installed eco-technologies.

Baseline Housing



CADU Housing



Waste Management

As part of our ongoing commitment to sustainability, at CADU, we have strengthened our Environmental and Social Management System (ESMS) through the incorporation of advanced practices focused on waste management. We have developed and optimized specific procedures for a comprehensive management approach that includes:

- Recyclable waste
- Special handling waste
- Hazardous waste

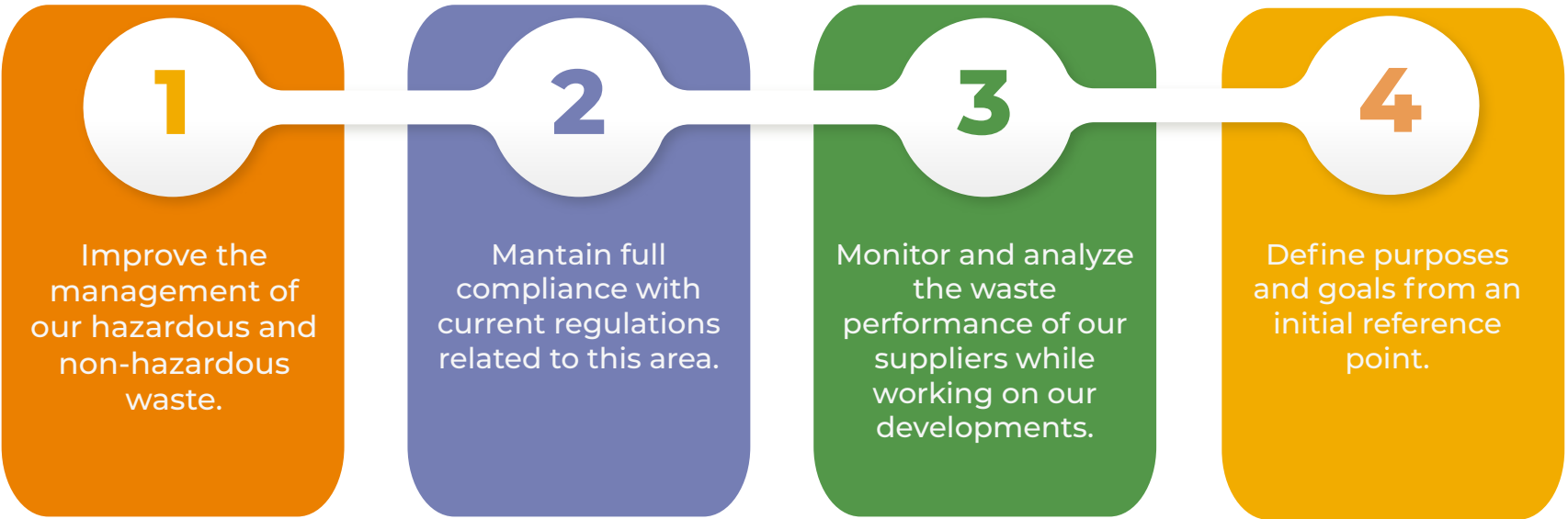
In addition to thoroughly planning the necessary actions in detail, we have established the appropriate infrastructure to carry out these processes efficiently .

We have an Environmental and Social Management System that monitors our waste management, efficient water usage, our relationship with communities, and matters related to safety and health.

Our goal with the implementation of these procedures is to promote practices of reduction, reuse and recycling of waste generated from our developments, while also ensuring proper disposal. This initiative not only responds to compliance with applicable environmental regulations but also strengthens our commitment to reducing our environmental impact.

Throughout the construction process of CADU’s housing developments, and up until final delivery to clients, waste is generated and classified as Special Handling Waste, General Waste, and Hazardous Waste. The most significant potential impacts from the Company’s operations are related to housing construction and sales processes.

Subsequently, during the life cycle of the house, waste is generated by its inhabitants, which falls outside the control of the Company.



We are committed to responsibly managing the waste generated in our projects, dividing them into two sub-branches within the category of **non-hazardous** waste:

Recoverable Waste

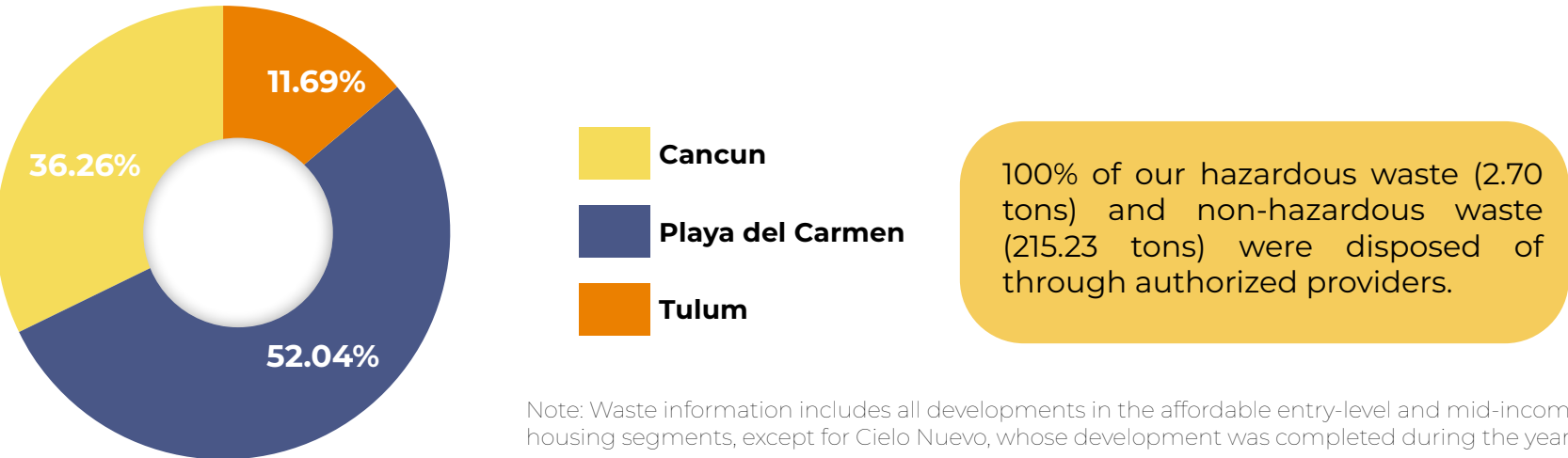
These comprise non-hazardous solid materials that can be reused, recovered, or recycled. Through our focus on valorization, we seek to reincorporate usable resources into the production process, thus reducing our environmental footprint and promoting circular economy principles.

Non-recoverable waste

It corresponds to non-hazardous solid waste that, due to economic, technical or social limitations, cannot be used for recovery. Therefore, they are destined for authorized municipal sanitary landfills, guaranteeing a safe final disposal and in accordance with regulations.

This waste is managed through standardized processes and is delivered to suppliers authorized by the relevant authorities for proper final disposal.

Below, we present the proportion of non-hazardous waste that was generated, during 2024, in each locality where we have a presence in Quintana Roo:





Water Management

At **CADU**, we consider responsible water management a fundamental pillar of our environmental strategy, given its importance as an essential resource for life. Our strategy aims to ensure that every home we develop incorporates principles of efficiency and responsibility in water usage. The water we use in our projects comes from the public supply.

In the specific case of our certified homes (EDGE Advanced or ECOCASA), we incorporate cutting-edge ecological technologies and water efficiency solutions (low-consumption toilets, efficient showers, etc.) which contribute to reduced consumption and deliver economic savings for the families who live in them, resulting in savings of up to 32% compared to traditional homes. In this area, during 2024, we had a water consumption equivalent to 1,149 m³.

These initiatives reflect our commitment to preserving this natura vital resource, contributing to a more conscious, effective and long-term sustainability oriented environmental management.

Year	Water-saving toilets	Water-saving showers
		
2022	2,476	2,476
2023	1,978	1,978
2024	406	406



Each of our ECOCASA certified homes saves up to 80.16 m³ of water per year, while EDGE-certified homes save up to 77.72 m³.

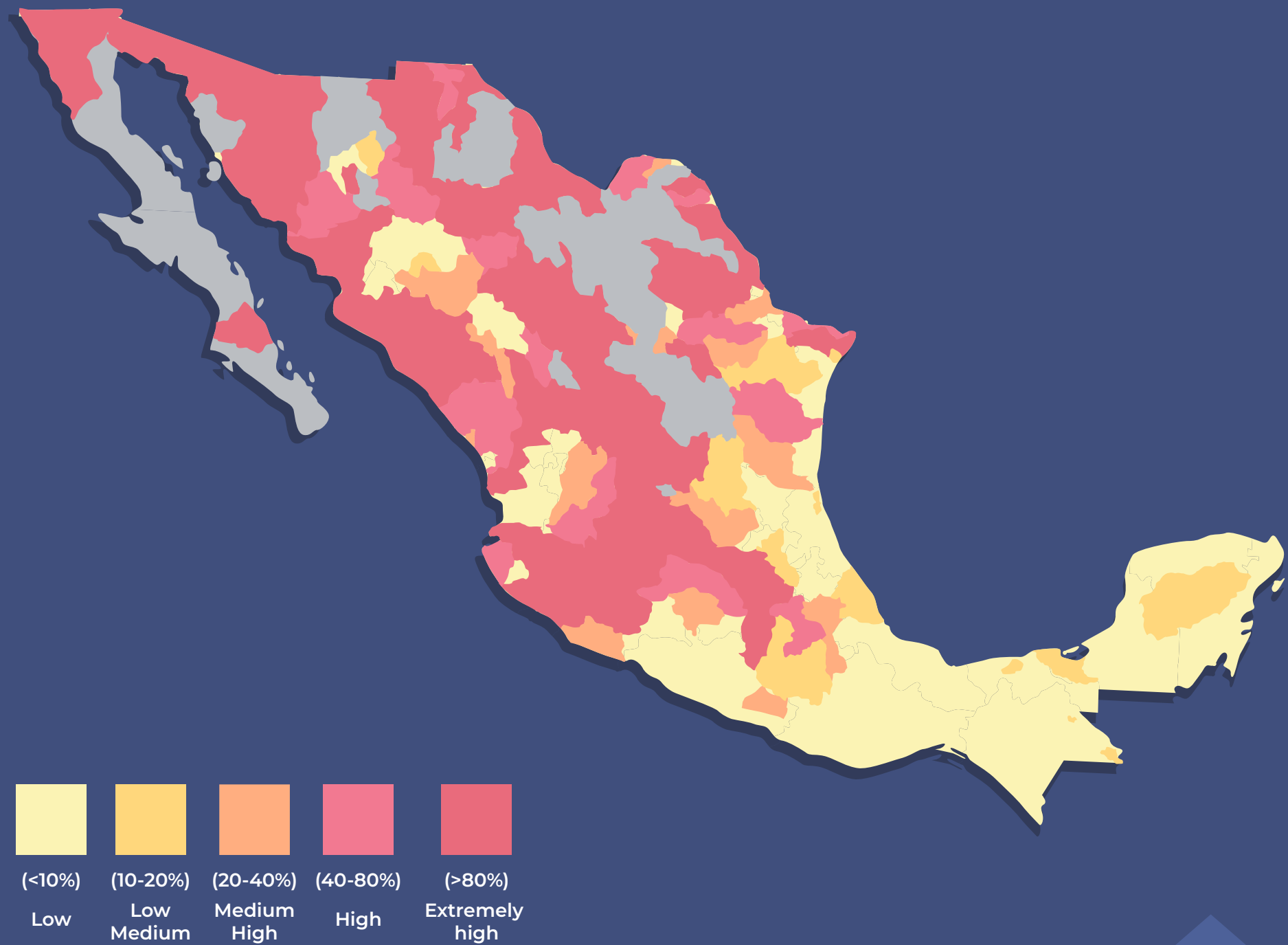
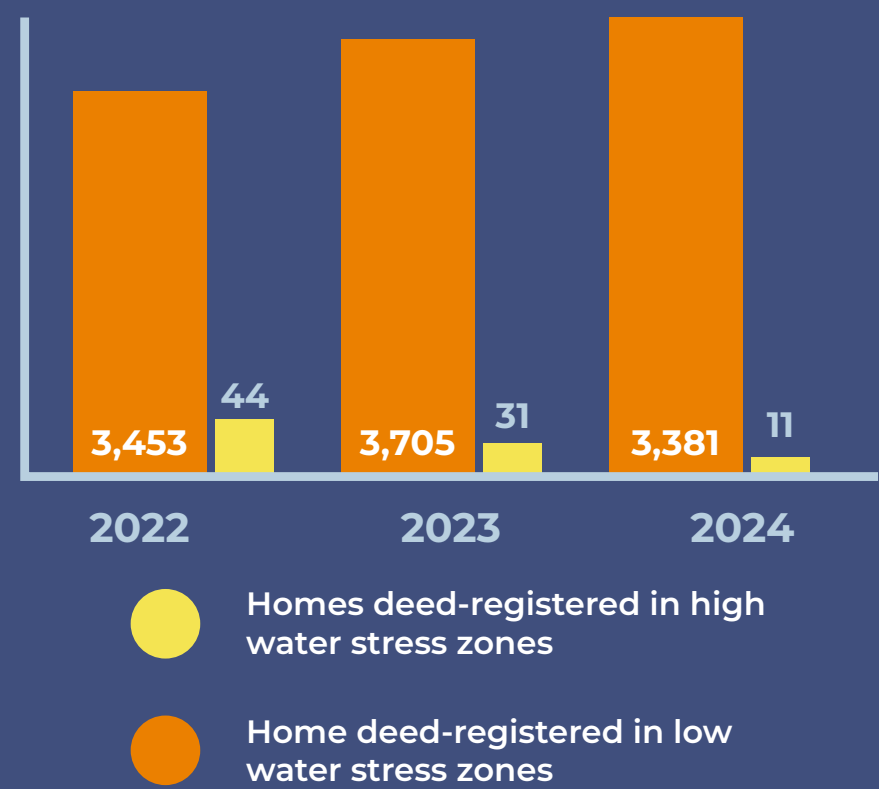


Water Stress

At CADU, we understand that access to water and its efficient management are essential for both economic growth and for the development and quality of life of the communities where we operate. This commitment to the conscious use of this invaluable resource is tangibly manifested in our operations, including every stage of our construction processes.

- According to the water scarcity map published by the World Resources Institute, 99% of the homes we deeded this year were in regions with a low to medium level of water stress.
- We have procedures that allow us to periodically monitor the quality of the bodies of water near our developments.
- Although most of our activities are carried out in areas with low water stress, we have adopted technologies and measures in our homes that promote water savings among their inhabitants.

Variation in the number of homes in areas with high or low levels of water stress



09 Annexes

GRI 2-5



About this Report

The Sustainability Committee, which reports directly to the Audit and Corporate Practices Committee of the Board of Directors, has been the body responsible for preparing this Report, which presents the Company's performance in relation to the environment, social responsibility and governance. We present our eighth Sustainability Report, which covers the period from January 1 to December 31, 2024.

We have structured this Report in accordance with international methodologies and guidelines such as: the principles of good corporate governance of the Organization for Economic Cooperation and Development (OECD), the Principles of the United Nations Global Compact, the Sustainable Development Goals (SDGs) of the United Nations, the indicators of the Sustainability Account Standards Board (SASB), the guidelines of the Task Force on Climate-related Financial Disclosures (TCFD), the UN Global Compact and the guidelines of the Global Reporting Initiative (GRI) in their essential option.

The information in this document is presented in a concise and balanced way because it presents positive aspects, but it also shows the areas of opportunity we have and the problems we have had to face. This document is comparable and reliable because we present historical advances in various areas and because they are the results of objective tools that are difficult to manipulate.

Contact Information

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cesar@caduinmobiliaria.com
Investor Relations Department





SASB Code	Accounting Metrics	2022	2023	2024
Land use and ecological effects				
IF-HB-160a.1	Number of lots in redevelopment sites	0	0	9
IF-HB-160a.1	Number of homes delivered in redevelopment sites	0	0	4
IF-HB-160a.2	Number of lots in regions with High or Extremely High Baseline water stress	2	1	0
IF-HB-160a.2	Number of homes delivered in regions with High or Extremely High Baseline water stress	44	31	0
IF-HB-160a.3	Total amount of monetary losses as a result of legal proceedings related to environmental regulations	\$-	\$-	\$-
Workforce Health and Safety				
IF-HB-320a.1	Total Recordable Incident Rate (TRIR) for employees	1.95	0.12	0.64
	Employee fatality rate	0	0	0
Design for Resource Efficiency				
IF-HB-410a.1	Number of homes that obtained a certified residential energy efficiency rating	3,054	1,978	406
F-HB-410a.2	Percentage of installed water fixtures certified to a water efficiency standard	100%	100%	100%
IF-HB-410a.3	Number of homes delivered certified to a third-party multi-attribute green building standard	3,054	1,978	406

SASB Code	Accounting Metrics	2022	2023	2024
Community Impacts of New Developments				
IF-HB-410b.2	Number of lots delivered on infill sites	0	0	0
IF-HB-410b.2	Number of homes delivered on infill sites	0	0	0
IF-HB-410b.3	Number of homes delivered in compact developments	3,609	3,016	4,335
Climate Change Adaptation*				
IF-HB-420a.1	Number of lots located in 100-year flood zones	5	4	0
IF-HB-420a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	On pages 54 and 62 of the Annual Sustainability Report		
Activity Metric**				
IF-HB-000.B	Number of homes delivered	3,447	3,782	3,392
IF-HB-000.C	Number of active selling communities	13	12	12

* According to the National Atlas of Flood Risks (ANRI) of the National Center for Disaster Prevention (CENPRED), our lands located in Quintana Roo have a certain risk of flooding in the next 100 years.

* Deeded homes are counted, since it is the act by which the property ceases to belong to the company and passes to the buyer.

GRI Table of Contents

GRI Indicator	GRI Statement	Section or Direct Response
Universal Standards		
1. The organization and its reporting practices		
Contents 2-1 Organizational Details		
a.	Report its legal name;	Corpovael S.A.B. de C.V. (CADU)
b.	Report its nature of ownership and legal form;	CADU is a public company listed on the Mexican Stock Exchange.
c.	Report the location of its headquarters;	Cancun, Quintana Roo, Mexico.
d.	Report its countries of operation.	Mexico.
Contents 2-2 Entities included in the organization's sustainability reporting		
a.	List all its entities included in its sustainability reporting;	About this Report.
b.	If the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting;	No.
c.	If the organization consists of multiple entities, explain the approach used for consolidating the information.	We have an operational team at the headquarters which requests and collects information from the business sectors to consolidate it.
Content 2-3 Reporting period, frequency and point of contact		
a.	Specify the reporting period, and the frequency of, its sustainability reporting;	January 1, 2024, to December 31, 2024.
b.	Specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this;	January 1, 2024, to December 31, 2024.
c.	Report the publication date of the report or reported information;	May 30, 2025.
d.	Specify the contact point for questions about the report or reported information.	About this Report.
Contents 2-4 Restatements of information		
a.	Present updates of the information presented in previous reporting periods and explain.	GHG emissions were recalculated based on the guidelines of the GHG Protocol.
Contents 2-5 External Assurance		
b.	If the organization's sustainability reporting has been externally assured.	Page 74.

GRI Indicator	GRI Statement	Section or Direct Response
2. Activities and workers		
Content 2-6 Activities, value chain and other business relationships		
a.	Report the sector(s) in which it is active;	Page 14.
b.	Describe its value chain, including: the organization’s activities, products, services, and markets served;	Pages 19 and 20.
c.	Report other relevant business relationships;	No significant changes.
Content 2-7 Employees		
a.	Report the total number of employees, and a breakdown of this total by gender and by region;	Page 36.
b.	Describe the methodologies and assumptions used to compile the data, including whether the numbers are reported.	We have an operational team at the headquarters which requests and collects information from all countries to analyze and report it in a consolidated manner.
c.	Report contextual information necessary to understand the data reported under 2-7-a and 2-7-b;	N/A
d.	Describe significant fluctuations in the number of employees during the reporting period and between reporting periods.	N/A
3. Governance		
Content 2-9 Governance structure and composition		
a.	Describe its governance structure, including committees of the highest governance body;	Pages 23 and 24.
b.	List the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organization’s impacts on the economy, environment, and people;	Pages 23 and 24.
c.	Describe the composition of the highest governance body and its committees by:	Pages 23 and 24.
c.1	Executive and non-executive members;	Pages 23 and 24.
c.2	Independence;	Pages 23 and 24.
c.3	Seniority of the members in the governance body;	Pages 23 and 24.
c.5	Gender;	Pages 23 and 24.

GRI Indicator	GRI Statement	Section or Direct Response
Content 2-10 Designation and selection of the highest governing body		
a.	Describe the nomination and selection processes for the highest governance body and its committees;	The Board of Directors is appointed and ratified annually at the Ordinary General Meeting of Shareholders. In accordance with CADU's Bylaws, this body must be made up of a minimum of 15 and a maximum of 21 directors, of which at least 25% must be independent in terms of the Securities Market Law.
b.	Describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration:	The Board of Directors is appointed/ratified annually at the Ordinary General Meeting of Shareholders. In accordance with the Statutes CADU's Social Resources, this body must be made up of a minimum of 15 and a maximum of 21 directors; of which at least 25% of them must be independent in terms of the Mexican Securities Market Law.
b.1	Views of stakeholders (including shareholders);	The Board of Directors considers experience in representing stakeholders.
b.2	Diversity;	10% of CADU's directors to date are women.
b.3	Independence;	The Board of Directors must be made up of a minimum of 15 and a maximum of 21 directors; of which at least 25% of them must be independent in terms of the Mexican Securities Market Law. Currently, 50% of CADU's Directors are independent.
b.4	Competencies relevant to the impacts of the organization.	CADU's Board of Directors is composed of 10 professionals who contribute their experience and knowledge to ensure that the company's sustainable business strategy is executed.
Contents 2-11 Chair of the highest governance body		
a.	Report whether the chair of the highest governance body is also a senior executive in the organization;	Yes, the Chairman of the Board is also the CEO.
Contents 2-12 Role of the highest governance body in overseeing the management of impacts		
a.	Describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development;	Pages 23, 24 and 26.
b.	Describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people, including:	Pages 23, 24 and 26.
b.1	Whether and how the highest governance body engages with stakeholders to support these processes;	Pages 23, 24 and 26.
b.2	How the highest governance body considers the outcomes of these processes;	Pages 23, 24 and 26.
c.	Describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review.	Pages 23, 24 and 26.

GRI Indicator	GRI Statement	Section or Direct Response
Contents 2-13 Delegation of responsibility for managing impacts		
a.	Describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, the environment, and people, including:	Pages 24 to 26.
a.1	Whether it has appointed any senior executives with responsibility for the management of impacts;	Pages 24 to 26.
a.2	Whether it has delegated responsibility for the management of impacts to other employees;	Pages 24 to 26.
b.	Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people.	Pages 24 to 26.

GRI Indicator	GRI Statement	Section or Direct Response
Contents 2-14 Role of the highest governing body in sustainability reporting		
a.	Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information;	Yes, the Board of Directors of CADU reviews the Report and approves it in session.
b.	If the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this.	N/A
Contents 2-15 Conflicts of Interest		
a.	Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated;	CADU's Code of Ethics, within its scope, includes the categories of the company. This document presents the principle for declaring conflicts of interest and validating it.
b.	Indicate whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:	Yes, in the Annual Report that is uploaded to the Mexican Stock Exchange.
b.1	Cross-board membership;	Yes, in the Annual Report that is uploaded to the Mexican Stock Exchange.
b.2	Cross-shareholding with suppliers and other stakeholders;	Yes, in the Annual Report that is uploaded to the Mexican Stock Exchange.
b.3	The existence of controlling shareholders;	Yes, in the Annual Report that is uploaded to the Mexican Stock Exchange.
b.4	Related parties, their relationships, transactions and outstanding balances.	Yes, in the Annual Report that is uploaded to the Mexican Stock Exchange.

GRI Indicator	GRI Statement	Section or Direct Response
Contents 2-16 Communication of critical concerns		
a.	Describe whether and how critical concerns are communicated to the highest governance body;	Through the Support Committees, sustainability and ethics concerns are communicated to CADU’s Board of Directors. This is done on a quarterly basis.
Contents 2-22 Statement on sustainable development strategy		
a.	Report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development.	Page 8.
Contents 2-23 Policy commitments		
a.	Describe its responsible business conduct commitments and policies, including:	Pages 32 and 33.
a.1	The authoritative intergovernmental instruments that the commitments reference;	Pages 32 and 33.
a.2	Whether the commitments stipulate conducting due diligence;	Pages 32 and 33.
a.3	Whether the commitments stipulate applying the precautionary principle;	In order to adopt early measures to prevent and mitigate potential negative impacts, the company is committed to carrying out materiality analyses (and updating them periodically) to collect the concerns of its different stakeholders and act accordingly.

GRI Indicator	GRI Statement	Section or Direct Response
a.4	Whether the commitments stipulate respect for human rights;	Yes, CADU's Code of Ethics contains this principle.
b	Describe its specific commitments and policies for the respect of human rights, including:	Yes, CADU's Code of Ethics contains this principle.
b.1	The internationally recognized human rights that the commitment covers;	All those in the UN Universal Declaration of Human Rights.
c	Provide links to commitments if they are publicly available or, if the policy commitments are not publicly available, explain why;	www.caduinmobiliaria.com
d.	Report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level;	The Board of Directors of CADU and, where appropriate, the CEO is the one who approves the policies.
e.	Report the extent to which the policy commitments apply to the organization's activities and to its business relationships;	The Code applies to employees, shareholders, directors, investors, suppliers, customers and any person who interacts with, on behalf of the company.
f.	Describe how commitments and policies are communicated to workers, business partners, and other relevant parties.	The Ethics Committee, within its annual plan, conducts periodic training related to our policies and codes.
Contents 2-24 Embedding policy commitments		
a.	Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:	Pages 32 and 33.
a.1	How it allocates responsibility to implement the commitments across different levels within the organization;	Pages 32 and 33.
a.2	How it integrates the commitments into organizational strategies, operational policies, and operational procedures;	Pages 32 and 33.
a.3	How it implements its commitments with and through its business relationships;	Pages 32 and 33.
a.4	Training that the organization provides on implementing the commitments.	The Ethics Committee, as part of its annual plan, conducts periodic training related to our policies and codes.
Contents 2-25 Processes to remediate negative impacts		
b.	Describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in;	Pages 32 and 33.
d.	Describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms;	Pages 32 and 33.
e.	Describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback.	Pages 32 and 33.
Contents 2-26 Mechanisms for seeking advice and raising concerns		
a.	Describe the mechanisms for individuals to:	Pages 32 and 33.
a.1	Seek advice on implementing the organization's policies and practices for responsible business conduct;	Pages 32 and 33.
a.2	Raise concerns about the organization's business conduct.	Pages 32 and 33.

GRI Indicator	GRI Statement	Section or Direct Response
Contents 2-27 Compliance with Laws and Regulations		
a.	Report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total.	Occasionally the company is involved in some legal procedure within the normal course of its operations; However, none of these procedures – either individually or as a whole – could have a material adverse effect on the results of the operation and the financial position of the company.
5. Stakeholder engagement		
Contents 2-29 Approach to stakeholder engagement		
a.	Describe its approach to engaging with stakeholders, including:	Page 28 to 30.
a.1	The categories of stakeholders it engages with, and how are they identified;	Page 28 to 30.
a.2	The purpose of stakeholder engagement;	Page 28 to 30.
a.3	How the organization seeks to ensure meaningful engagement with stakeholders.	Page 28 to 30.
Contents 2-30 Collective bargaining agreements		
a.	Report the percentage of total employees covered by collective bargaining agreements	Page 36.
GRI 3: Material Issues		
2. Contents on material topics		
Contents 3-1 Process to determine material topics		
a.	Describe the process it has followed to determine its material topics, including:	Page 28 to 30.
a.1	How it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships;	Page 28 to 30.
a.2	How it has prioritized the impacts for reporting based on their significance;	Page 28 to 30.
b.	Specify the stakeholders and experts whose views have informed the process of determining its material topics.	Page 28 to 30.
Contents 3-2 List of material topics		
a.	List of its material topics;	Page 28 to 30.
b.	Report changes to the list of material topics compared to the previous reporting period.	There were no changes compared to the 2023 financial year.

GRI Indicator	GRI Statement	Section or Direct Response
GRI 400: Social		
GRI 300: Environment		
GRI 301: Materials 2016		
201-2	Financial implications and other risks and opportunities due to climate change	Pages 51 to 59.
201-4	Financial assistance received from government	CADU does not receive assistance from any government.
GRI 205: Anti-Corruption 2016		
205-2	Communication and training about anti-corruption policies and procedures	Page 28 to 30.
205-3	Confirmed incidents of corruption and actions taken	Page 28 to 30.
GRI 300: Environment		
GRI 301: Materials 2016		
301-2	Recycled input materials used	Page 57.
GRI 303: Water 2016		
303-1	Interactions with water as a shared resource	Pages 58 and 59.
303-2	Management of water discharge-related impacts	Pages 58 and 59.
303-5	Water consumption	Pages 58 and 59.
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Page 54.
305-2	Energy indirect (Scope 2) GHG emissions	Page 54.
305-4	GHG emissions intensity	Page 54.
305-5	Reduction of GHG emissions	Page 54.
GRI: Effluents and Waste 2016		
306-1	Waste generation and significant waste-related impacts	Page 57.
306-2	Waste by type and method of disposal	Page 57.

GRI Indicator	GRI Statement	Section or Direct Response
GRI 400: Social		
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Pages 39 and 40.
GRI 403: Occupational Health and Safety 2019		
403-1	Occupational Health and Safety Management System	Pages 42, 43 and 44.
403-5	Worker training on occupational health and safety	Pages 42, 43 and 44.
403-6	Promotion of worker health	Pages 42, 43 and 44.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pages 42, 43 and 44.
GRI 404: Training and Teaching 2016		
404-1	Average hours of training per year per employee	Page 41.
GRI 405: Diversity and Equal Opportunities 2016		
405-1	Diversity of governance bodies and employees	Pages 23, 24 and 36
GRI 415: Public Policies 2016		
415-1	Political contributions	CADU does not make contributions to political parties or representatives.

United Nations Global Compact Index

Category	Principle	CADU Commitment
HUMAN RIGHTS	1. Businesses should support and respect the protection of internationally proclaimed human rights.	<ul style="list-style-type: none">- Code of Ethics- Environmental Policy- Anti-Corruption Policy
	2. Businesses should make sure that they are not complicit in human rights abuses.	
LABOR STANDARDS	3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	<ul style="list-style-type: none">- Code of Ethics- Environmental Policy- Anti-Corruption Policy
	4. Businesses should uphold the elimination of all forms of forced and compulsory labor.	
	5. Businesses should uphold the effective abolition of child labor.	
	6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.	
ENVIRONMENT	7. Businesses should support a precautionary approach to environmental challenges.	<ul style="list-style-type: none">- Environmental Policy
	8. Businesses should undertake initiatives to promote greater environmental responsibility.	
	9. Businesses should encourage the development and diffusion of environmentally friendly technologies.	
ANTICORRUPTION	10. Businesses should work against corruption in all its forms, including extortion and bribery.	<ul style="list-style-type: none">- Code of Ethics- Anti-Corruption Policy

External and Independent Verification Letter



Annual Sustainability Report, 2024
External and Independent Verification Letter

To the stakeholders of Corpovael S.A.B. de C.V., this document corresponds to the opinion of Vert, Desarrollo Sustentable (Vert), regarding the Corpovael S.A.B. de C.V., 2024 Annual Sustainability Report.

The objective of Vert is to issue an independent verification regarding the contents of this report, taking as reference the standards of the Global Reporting Initiative 2021 and the Sustainability Accounting Standards Board applicable to the Real Estate industry.

Verification Methodology:

In order to have a complete understanding of the structure of the reports, Vert held meetings with the Sustainability Committee of Corpovael S.A.B. de C.V. (responsible for preparing the report in question) who, in turn, acted as a communication link with the other departments of the Company.

Furthermore, evaluations were conducted on the information collection mechanisms used to gather the numbers expressed in the content of the document, examining the qualitative and quantitative information included in this report.

Finally, the correct application of the topics was validated based on the Guidelines for the Preparation of GRI 2021 and SASB Standards applicable to the Real Estate industry, verifying their accuracy, traceability, and materiality, based on the material provided by Corpovael S.A.B. de C.V. and its team, establishing the basis for compliance with the principles of accuracy, balance, clarity, completeness, comparability, timeliness, sustainability context, and verifiability in these and subsequent reports.

Conclusions:

As a result of the verification process, it was concluded that the Annual Sustainability Report 2024 of Corpovael S.A.B. de C.V. was prepared with reference to the GRI 2021 and SASB Standards. No evidence was found to suggest that compliance and adherence to the GRI and SASB methodology were not carried out adequately, nor that there are errors in the information presented or that any material topic was intentionally omitted.

Diego Gabriel Sánchez Ruiz
GRI Certified Sustainability Professional - (based on the GRI Universal Standards 2021)
Expedition: jul. 2024
Certification ID: 109014578

Benjamín Salgado Pérez
FSA Credential Holder

About the Verification

The associates of Vert possess the fundamental preparation to examine and validate the correct compliance with the necessary guidelines for the preparation and publication of Sustainability Reports, which allows them to express a professional opinion regarding the adherence of all non-financial content of the report to the GRI 2021 and SASB standards, based at all times on the principles of independence, objectivity, and confidentiality. Vert does not assume any commitment regarding the information collection processes implemented in this report. This verification is issued on May 30, 2025, and will remain valid as long as no modifications or subsequent publications are made after this date.



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