

CADU INMOBILIARIA

ANNUAL

SUSTAINABILITY REPORT 2025

Spaces that
enrich life



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01 CADU 2025 *in Figures*



Finance

Total revenue 2025	**$5,066 million pesos**
LTM Net Debt to EBITDA	**1.6x**
EBITDA margin	**15.5%**
EBITDA 2025	**$785 million pesos**

Housing and Sustainability

tCO_2e mitigated in green housing project construction processes, on average, in 2025

26,370 tCO_2e

Homes built as of December 31, 2025 with ECOCASA Certification

+27,600

Homes certified in 2025 with EDGE or EDGE ADVANCED Certification

2,474

Homes sold from 2001 to 2025 in 6 states

+126,000

Reduction in our carbon footprint compared to traditional construction processes in Mexico of up to

55%

Board of Directors meetings where sustainability issues were discussed

100%

Consolidated LTAR[1]

2.31

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

Governance

Units sold in 2025

3,535

Independent directors

50%

We are the only company in the industry with PRIME Corporate Governance Certification

We have been signatories to the UN Global Compact for 5 consecutive years

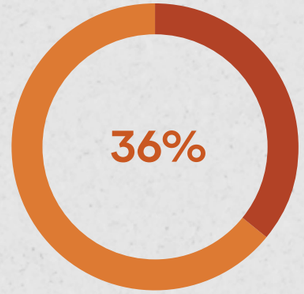
100% of the homes we built in 2025 hold an environmental certification

People

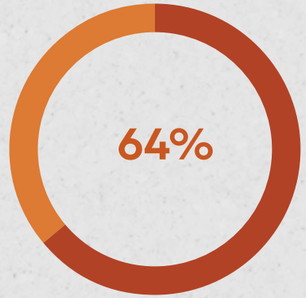
Employees

2,389

Women



Men



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 from the number of hours worked both in offices and on site for the 2025 financial year. Recorded incidents are multiplied by a calculation factor of 200,000 hours.

02 CADU 2025 *Achievements*



EDGE

We certify and increase the number of homes built under EDGE standards.

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. It considers energy saving, water saving, and the energy embedded in materials. To obtain it, a minimum saving of 20% is required in each item. To earn the EDGE Advanced certification, at least 40% energy savings and 20% or more in the other categories are required.

ECOCASA

We account for more than a third of all buildings with this certification in Mexico.

This certification is granted to homes in Mexico as a seal of sustainability for those that meet high standards of energy efficiency, thermal comfort, and reduction of Greenhouse Gas (GHG) emissions. To obtain it, the base CO_2 emissions must be reduced by at least 20% compared to a standard home in Mexico.

CCFV

We were the first developer to place a green bond in the local market.

The Green Finance Advisory Council (CCFV by its Spanish acronym) recognized the CADU20V Green Bond as the first instrument of its kind issued by a housing development company in the Mexican market. This recognition highlights the adoption of innovative practices and initiatives in sustainable finance, confirming our ongoing commitment to sustainability.

United Nations Global Compact

For the fifth consecutive year, we remain a signatory to the UN Global Compact.

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.

PRIME Certification

We stood out as the first company in the sector to obtain the PRIME Corporate Governance Certification.

This certification is granted by a committee made up of recognized Mexican institutions such as NAFIN, BANCOMEXT, AMIB, BIVA, and the Mexican Stock Exchange. It is awarded to companies that implement sound governance practices, reaffirming our commitment to ethical, transparent, and responsible management.

Anti-Corruption Recognition

We reaffirm our commitment to integrity, having been recognized by Expansión, Transparencia Mexicana, and Mexicanos Contra la Corrupción.

Grupo Expansión, Transparencia Mexicana, and Mexicanos Contra la Corrupción have recognized CADU for its fight against corruption, highlighting the implementation of practices aimed at strengthening business ethics, transparency, and the prevention of misconduct. This recognition reflects our commitment to maintaining responsible management aligned with the highest standards of corporate integrity.

03 *Letter from the Chairman of the* Board of Directors and CEO



Dear CADU Stakeholders,

During 2025, we continued to move forward firmly in executing our value-generation strategy, primarily through the construction of affordable, sustainable housing that promotes the well-being of the families who live in it and of the communities around them. In doing so, we reaffirm our commitment to creating safe, quality housing solutions aligned with the current needs of families, in an environment where access to decent housing remains one of the country's main social challenges.

During the year, we maintained a solid operation focused on serving different market segments, with special emphasis on affordable entry-level housing. In 2025 we deeded 3,535 homes, a 4.2% increase over the previous year, while housing sales revenue reached $4,338 million pesos, equivalent to annual growth of 15.7%.

With this performance, affordable entry-level housing remained the core of our operations. We deeded 3,191 units in this segment, 9.0% more than in 2024, reinforcing our contribution to addressing the country's housing backlog. Likewise, during the year we participated in INFONAVIT's Housing for Well-being Program (Programa de Vivienda para el Bienestar), a collaboration that represented a new revenue stream and reaffirmed our capacity to take part in high-social-impact housing projects.

In line with our sustainable vision, we continued to promote the construction of homes that not only help our clients build equity but also incorporate environmental and efficiency criteria. I**n 2025, all the homes we built obtained green certifications such as EDGE or EDGE Advanced**, which confirms the strength of our commitment to sustainable housing and to reducing the environmental impact associated with housing development.

Our commitment does not end with the marketing of sustainable homes. At CADU we understand that every development represents an opportunity to strengthen community life, promote social integration, and contribute to people's well-being.

For this reason, during the year we continued various social and environmental initiatives and campaigns, among which the following stand out:

- **Banco de Tapitas A.C. Campaign:** Collection and donation of bottle caps to support an association that contributes to treatments for children diagnosed with cancer.
- **CADUTÓN 2025:** Recreational activities, a Science Fair, piñata activities, and gift-giving for the girls and boys of the Cenote Dos Pisos community, on Children's Day.
- **Recycling Program:** An invitation to residents of Aldea Tulum to join CADU's recycling initiatives and strengthen environmental awareness within our communities.
- **"Regalando Vida" Program:** A recycling campaign through which people exchange recyclable waste for plants rescued from our developments, promoting the reuse of materials and the care of local flora.
- **Occupational Health and Safety Week:** Training and awareness activities to reinforce prevention, safety, and well-being in the workplace.
- **Children's Recycling Workshop:** The "Pequeños Héroes Verdes al Rescate" (Little Green Heroes to the Rescue) awareness campaign, held in the context of World Environment Day.

As a reflection of our commitment to the best practices in sustainability and corporate responsibility, for the fifth consecutive year we remained signatories to the United Nations Global Compact, reaffirming our adherence to its principles on human rights, labor standards, the environment, and anti-corruption.

Likewise, our financial discipline and the continuity of our strategy were recognized by various rating agencies. In November 2025, HR Ratings ratified Corpovael's ratings, as well as the HR AA rating of the CADU20V Green Bond, with a stable outlook. For its part, Verum upgraded the Company's and its Green Bond's ratings, maintaining a positive outlook. These results reflect confidence in our operational capacity and financial strength.

Before concluding, I want to sincerely thank all our stakeholders for accompanying us during this year: our employees, for their daily dedication, professionalism, and commitment; our clients, for trusting CADU to build their equity; our investors, creditors, and suppliers, for their continued support; and the Board of Directors, for its vision and leadership in the strategic management of the Company.

At CADU we will continue to work with responsibility, discipline, and commitment to develop homes that generate economic, social, and environmental value. We are convinced that our role as a developer must go beyond building living spaces, contributing to the formation of more sustainable, resilient, and inclusive communities. With this vision, we will continue to strengthen our processes, promoting accessible housing solutions in order to build, together with our clients and partners, a future with greater opportunities for the well-being of Mexican families.

Pedro Vaca Elguero
Chairman of the Board of Directors and Chief Executive Officer of CADU



04 About CADU





At CADU, we have built a distinguished track record in the real estate sector, participating comprehensively in the development of housing solutions: from project planning and design through construction and marketing. This experience has allowed us to contribute to the formation of functional, sustainable, and adaptable communities.

Every home we develop represents an opportunity to have a positive impact on people's quality of life, strengthen community integration, and contribute to the orderly development of the environments where we are present.

This purpose takes on special relevance considering the country's housing challenges. According to data published by CONAVI in 2025, 8.4 million homes in Mexico were identified as being in a condition of housing backlog, equivalent to 21.9% of all homes nationwide. This condition includes homes with irregular or deteriorated materials in floors, roofs, or walls; those without a toilet; and households living in overcrowded conditions.

Given this context, at CADU we recognize the importance of addressing the demand for adequate housing as a key factor for social development. For this reason, we maintain our commitment to putting our experience and capabilities at society's disposal to help reduce this gap, incorporating a sustainable approach into each of our actions.

We understand that the lack of adequate housing responds to structural challenges that require comprehensive, long-term solutions. With this vision, our developments seek not only to meet housing demand but also to **reduce the environmental impact associated with traditional housing and to promote a better quality of urban life**, consolidating our role as a relevant participant in sustainable development.

Our sustainability culture is a fundamental element for amplifying the positive impact of our operations and helping to address the challenges related to adequate housing and well-being in Mexico. This culture is based on the following principles:

1

To **promote the development of homes** located in environments that foster the consolidation of communities, help reduce the housing deficit, promote **care for the environment**, and **foster education, safety**, and the comprehensive **well-being** of their residents.

2

To promote the use of **high-quality materials**, selected under criteria of sustainability and resilience to climate change, and to strengthen construction processes that **minimize environmental impact** and consider the well-being of all stakeholders involved.



Mission

To offer safe, competitive, and well-located housing solutions.

Vision

To develop well-being through comprehensive housing projects that stand out for having the highest quality standards — from the development and construction of a home to the sale and the living experience of the client who inhabits it.

Values

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

Strategy

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

05 Sustainable *Business Model*



Sustainable *Business Model*

At CADU we are a Mexican housing developer with a focus on quality, sustainability, and safety. Our business model spans the entire housing development process and goes beyond construction, integrating actions that contribute to the well-being of communities, the care of the environment, and the social and economic growth of the country.

We design housing projects aimed at improving the quality of life of those who make up our communities. To this end, we adapt and diversify our housing offering, strengthening our position as a reliable, flexible, and competitive alternative in the market. We integrate a sustainable vision with an adaptable and efficient operation, which allows us to respond with agility to market needs. Our approach prioritizes the development of homes that generate value for people, communities, and the environment, relying on responsible, efficient processes and the use of cutting-edge technologies.

Corpovael, S.A.B de C.V.
Holding Company
11 Development Companies
8 Urbanization Companies
9 Building Companies

Land Acquisition

We have defined criteria for selecting land and developing new projects. At this stage:

- The companies acquire the land and manage the corresponding permits.
- As a matter of policy, we maintain a territorial reserve equivalent to four years.

Design

We develop projects under ethical principles and with a sustainable focus, integrating economic, social, and environmental criteria, and providing spaces for sports, educational, and commercial infrastructure.

Urbanization

We comply with all applicable technical, environmental, and regulatory requirements. In addition, we have experience in the installation of drinking-water, sanitary and stormwater drainage, and electrification networks in developments, as well as in the construction of internal roads.

Building

We build homes in compliance with current regulations and reinforce our environmental commitment by incorporating sustainable practices at the various stages of the construction process.

Marketing

Our sales team is made up of advisors specialized in the real estate sector. To drive home sales, we prioritize lead generation through social networks, promotional campaigns on the developments' official sites, and alliances with real estate brokers.

We build Communities

After sales, we maintain our commitment to promoting community life. To this end, we provide maintenance services in parks and common areas, in addition to promoting social activities that foster coexistence among residents.

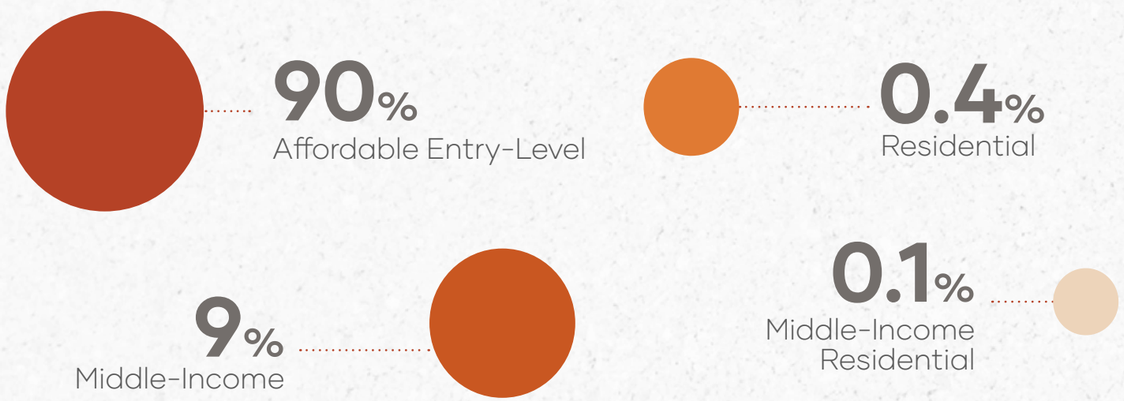




During 2025, the affordable entry-level segment was CADU's main revenue driver, boosted by better commercial dynamics, higher average prices, and a recovery in the pace of deeding toward year-end.

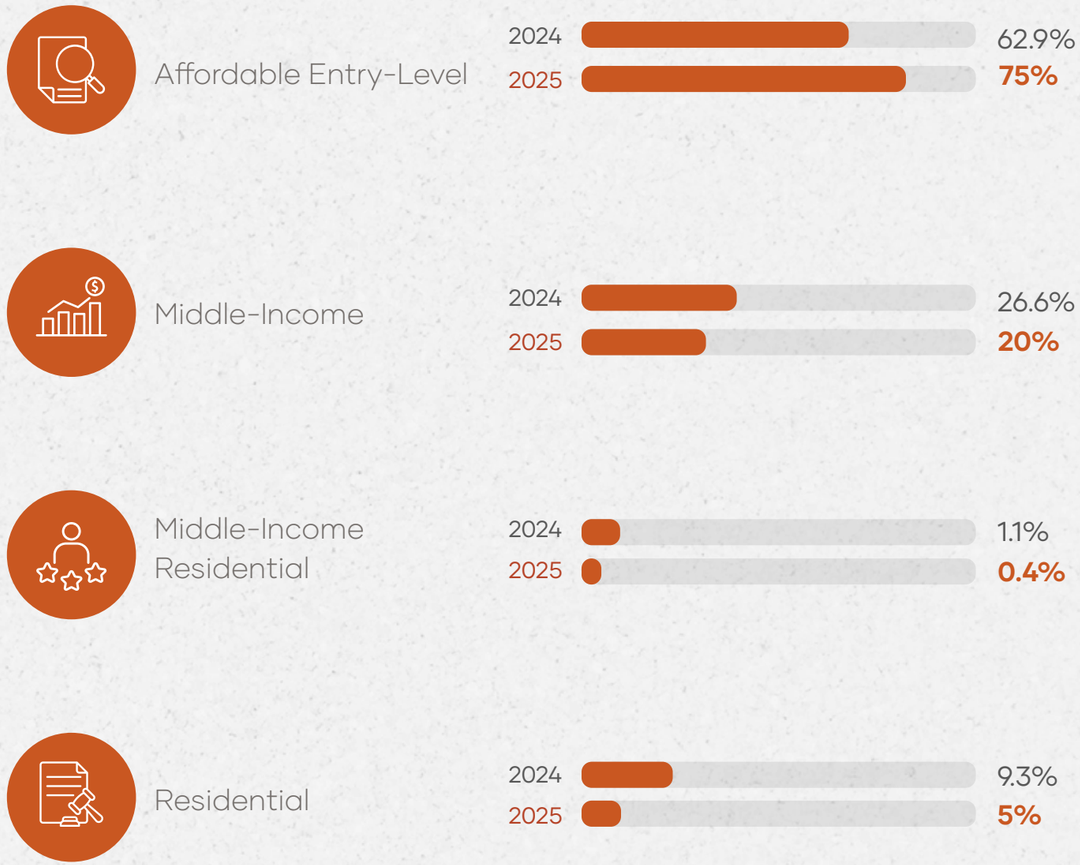
At the same time, CADU continues to advance in the development of higher-value housing in strategic markets such as Cancún, Playa del Carmen, Tulum, and Guadalajara, with middle-income and middle-income residential projects that seek to strengthen revenue diversification across the other business segments.

At CADU we serve four business segments



Units by housing type

The revenue mix from home sales has evolved in line with market demand and our growth strategy. During 2025, our revenue was distributed across four segments — affordable entry-level, middle-income, middle-income residential, and residential — reflecting a diversification that allows us to serve different housing needs. The revenue mix evolved as follows:

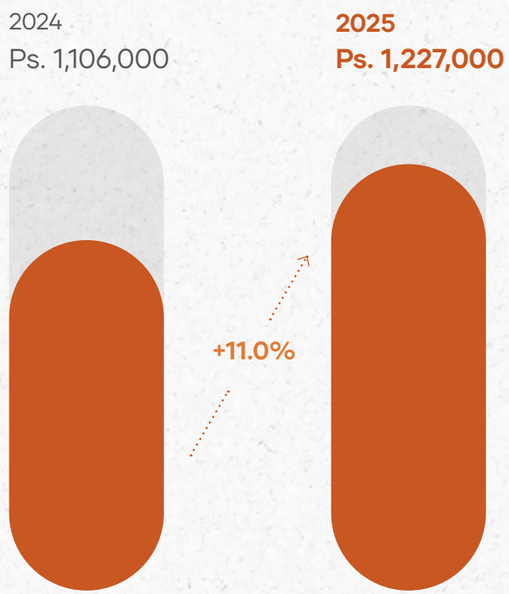


Note: *Figures may not add up to 100% due to rounding.*

During 2025, CADU recorded a favorable performance in home sales, driven mainly by the affordable entry-level segment and by an improvement in the average sale price. During the year, the Company deeded 3,535 homes, a 4.2% increase over 2024, while housing sales revenue reached Ps.4,338 million, a 15.7% annual increase.

2024		2025
Number of homes	4.2% ↑	Number of homes
3,392		**3,535**
Revenue	15.7% ↑	Revenue
3,751		**4,338**
(Ps. million)		(Ps. million)

This result was accompanied by an 11.0% increase in the average price, which went from Ps.1,106,000 in 2024 to Ps.1,227,000 in 2025, mainly as a result of price adjustments in the affordable entry-level segment.







Affordable *Entry-Level Housing*

Affordable entry-level housing is a central part of our commitment to sustainable development and well-being generation. This segment is aimed at lower-income households, with the purpose of facilitating access to decent, accessible, and quality housing solutions, with sale prices of up to Ps.1,500,000.

At CADU we serve this market through:

The development of new housing.

The remodeling of units acquired at auction.

An offering focused mainly on first-time buyers with incomes of up to 9 daily UMAs (Measurement and Updating Units).

This segment remained the most relevant for CADU during 2025. In the year, we deeded 3,191 units, a 9.0% increase over the 2,928 units recorded in 2024. Likewise, the average price was Ps.1,019,000, a 26.4% increase compared to 2024.

CADU's performance was also favored by its participation, through construction services, in INFONAVIT's Housing for Well-being Program, an initiative that reaffirmed the quality of the Company's services and its capacity to serve high-social-impact housing projects.

All of our affordable entry-level homes built in 2025 obtained green **certifications such as EDGE Advanced or ECOCASA,** reflecting our commitment to sustainable construction. Through this segment, we contribute to social and economic development through safe, accessible, and efficient homes that **promote a better quality of life.**



Middle-Income *Housing*

Middle-income housing is aimed at first- and second-time buyers who generally access financing through INFONAVIT, FOVISSSTE, or banking institutions. This segment covers homes with prices ranging from Ps.1,500,001 to Ps.3,000,000.

During 2025, middle-income housing accounted for 20% of CADU's housing sales revenue. Likewise, the segment's average price rose 11.7%, going from Ps.2.3 million in 2024 to Ps.2.6 million in 2025, reflecting an improvement in the sale price per square meter and the Company's capacity to serve buyers seeking functional, well-located homes with access to institutional or bank financing.

Middle-income housing accounted

20%

CADU's housing sales revenue

We serve buyers looking to take the next step in building equity through competitive housing solutions **adapted to their needs.** This segment includes the homes that most frequently achieve **EDGE and EDGE Advanced certifications** within our developments.



Middle-Income *Residential Housing*

At CADU we offer high-quality housing with prices ranging between Ps.3,000,001 and Ps.5,000,000, financed mainly by commercial banks.

Since 2016 we began deeding this type of property in Cancún, strengthening a housing offering aimed at buyers seeking:

- Attractive design
- Greater comfort
- Functional spaces
- Homes aligned with their lifestyle and aspirations

In 2025, the middle-income residential segment recorded an average price of Ps.3.7 million per unit, contributing to the diversification of CADU's revenue mix through high-value products.

To date, we remain committed to serving this segment with competitive housing solutions for our clients.

We offer homes that **combine design, functionality, and comfort,** aimed at clients seeking spaces in keeping with their lifestyle. Each property is designed to respond to their needs and aspirations, through efficient planning, attractive finishes, and environments conceived to **provide day-to-day well-being.**



Residential *Housing*

Residential housing is aimed mainly at clients seeking to acquire a second or third property, particularly in Quintana Roo. This segment covers properties priced above Ps.5,000,001, usually financed through commercial banks or the buyers' own capital, in line with the financial and investment profile of its buyers.

CADU began sales in this segment in Cancún in 2018 and, since then, has gradually strengthened its presence in this market. In 2025, the average price of residential housing rose 5.1% vs. 2024, a result that reflects the Company's focus on developing projects of greater quality and value, even in a challenging market environment.

Average price of residential housing

+5.1%

vs. 2024

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 seeking a second or third residence in Quintana Roo.





Our *Clients*

169,825 potential customers

Taking into account exclusively the beneficiaries of INFONAVIT in Quintana Roo in the first two months of 2025.

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 represents 10% or more of the Company's total revenues derived from its main products.

Marketing in Affordable Entry-Level Housing

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

Marketing in the rest of the segments through CADU Residencias

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

Geographic *Distribution*

This geographic presence allows us to serve different markets and diversify our operations, strengthening our capacity for sustainable growth.

During 2025 we operated in ***2 states*** of the Mexican Republic



06 Corporate Governance *Committed to Sustainability*





Corporate Governance
Committed to Sustainability

Our corporate governance structure adheres to the applicable regulatory framework and is complemented by benchmark practices at the national and international level. With this, we seek to strengthen decision-making, promote responsible management, and ensure that the conduct of the business responds to criteria of transparency, efficiency, and sustainability.

This model contributes to generating sustainable value, strengthening trust, and consolidating long-term relationships with our stakeholders. The Board of Directors fosters transparency, integrity, and efficiency, which are promoted and reflected at all levels of the organization.

We have a solid governance structure that drives **informed and transparent decision-making**, recognizing that corporate governance is a fundamental element for **operational efficiency and long-term** sustainability.

CADU's governance approach

- Strategic planning and prevention
- Adaptation to the environment and its changes
- Rapid reaction to changes in the environment
- Proactive and innovative attitude

Board of *Directors*

Name	Gender	Type of Director	Years on the Board	Committee Participation	Areas of expertise
Pedro Vaca Elguero	Male	Related Equity Member and Chairman of the Board	16	-	Strategy, housing sector, business development, textile industry, public relations
Pablo Vaca Elguero	Male	Related Equity Member	16	-	Operations, construction, negotiation
Joaquín Vaca Elguero	Male	Related Equity Member	16	-	Finance, capital markets, management, energy
Luis Vaca Elguero	Male	Equity Member	16	-	Tourism, hospitality, administration
Mauricio Torres Pimienta	Male	Related Member	3	Sustainability Committee	Finance
Manuel Arce Rincón	Male	Independent Member	16	Audit and Corporate Practices Committee	Strategy, insurance, investments, transport and construction
Luis Guillermo Zazueta Domínguez	Male	Independent Member	10	Audit and Corporate Practices Committee	Auditing, accounting, finance, risks, tax advice
Alberto Sánchez Palazuelos	Male	Independent Member	10	Audit and Corporate Practices Committee	Insurance, pensions, administration, strategy
José Luis Romero Hicks	Male	Independent Member	9	Audit and Corporate Practices Committee	Public policy, housing, political science, international trade, public relations
Marta Vaca Viana	Female	Independent Member	4	-	Corporate Governance, Sustainability

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 professionals with extensive experience in diverse areas, which provides a comprehensive strategic vision for decision-making.

The diversity of backgrounds and knowledge strengthens the analysis of business challenges and favors the implementation of solutions geared toward the Company's sustainable growth. In addition to their technical experience, Board members contribute skills in leadership, negotiation, and communication, which facilitates collaborative teamwork and appropriate coordination among its members. This interaction helps consolidate efficient corporate governance aligned with the organization's strategic objectives.

Each director actively participates in defining the corporate strategy, contributing specialized knowledge to strengthen long-term value creation. The Board plays a key role in setting the Company's direction and overseeing performance, ensuring value generation for shareholders, investors, employees, and the communities where we operate.

The Board's commitment to best governance practices strengthens transparency, ethics, and corporate responsibility. Through its leadership, strategic discussions are promoted that contribute to the sustainability of the business and consolidate CADU's position as a reliable company with a long-term vision.

10 years Average tenure of Independent Directors

10% Women on the Board

50% Directors who are Independent



Independence *and Diversity*

The Board of Directors maintains a composition that incorporates experience, independence, and diversity — elements that strengthen decision-making and are a source of great pride within CADU. The combination of equity and independent directors provides different points of view that enrich the process of evaluating and overseeing the organization's performance.

Likewise, the participation of directors with diverse backgrounds contributes to greater strength in corporate governance, by integrating technical knowledge, sector experience, and strategic vision for the benefit of the Company's sustainability.

General Expertise

Number of directors by competency



By profile



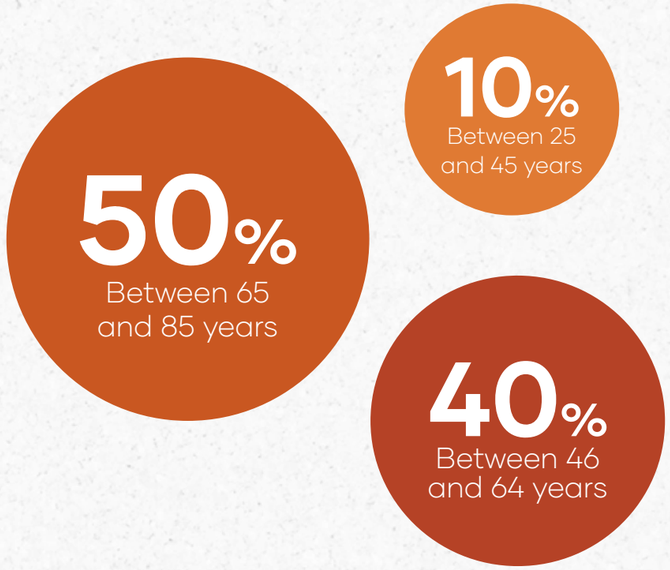


Strategic Expertise

Number of directors by competency

- 2 Construction
- 1 Health and Safety
- 2 Negotiation
- 2 Corporate Governance
- 2 Relations with authorities and synergies
- 2 Regulatory environment
- 1 Relations with suppliers
- 1 Sustainability

By age



» The Board of Directors exceeds the legal requirements regarding independence, given that half of its members hold the category of independent directors.

» Each of our independent directors meets the independence criteria established by the Securities Market Law (LMV).



Audit and Corporate *Practices Committee*

At CADU, the Audit and Corporate Practices Committee plays a fundamental role in strengthening corporate governance, overseeing the integrity of financial information, regulatory compliance, and appropriate risk management.

Its main responsibilities include: overseeing the quality and reliability of financial information, following up on internal and external audits, ensuring ongoing compliance with the Internal Control System, and monitoring compliance with the Code of Ethics and the provisions of the LMV.

The Committee works with the external audit in reviewing financial controls and identifying improvements. Chaired by a finance expert, it helps strengthen the integrity of information and the Company's financial soundness.

Main functions:

1. Examine the financial statements together with those responsible for their preparation and issue a recommendation to the Board of Directors regarding their possible approval.
2. Carry out a detailed analysis of any possible irregularity related to operations, the internal control system, or internal auditing.
3. Present reports to the Board of Directors on the status of the internal control and internal audit systems, both of the Company and of its controlled entities.
4. Ensure that the CEO adheres to the resolutions issued by the Shareholders' Meetings.
5. Carry out a thorough analysis of the performance of the Internal Audit Committee and of the firm in charge of external audit services, as well as a detailed review and evaluation of the opinions, comments, and reports issued by such entities.
6. Ensure compliance with and the proper operation of corporate governance practices.
7. Carry out a thorough analysis and formulate pertinent recommendations to the Board of Directors regarding operations.
8. Issue opinions on matters within its purview in accordance with the provisions of the Securities Market Law.
9. Oversee matters related to the Company's corporate ethics.
10. Participate in the preparation of institutional reports.
11. Carry out a thorough evaluation and issue a critical analysis of the performance of the most senior executives.
12. Propose compensation structures for the CEO and other senior executives of the Company.

Management *Team*

CADU's management team is made up of professionals with extensive experience in the real estate, financial, and operational sectors. Their leadership drives the execution of the corporate strategy and strengthens the Company's operational efficiency.

Each member of the management team actively participates in the implementation of strategic initiatives, performance management, and the sustainable development of the business.

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

Board of Directors and Audit and Corporate Practices Committee meetings

During the year, the Board of Directors' meetings focused on reviewing the business strategy and following up on the main performance indicators. Likewise, both the Board and the Committee recorded 100% attendance at the meetings held in 2025, reflecting their members' commitment to the continuity, oversight, and sustainable development of the Company.

February 24
Board and Committee
100% attendance

April 21
Board and Committee
100% attendance

July 21
Board and Committee
100% attendance

October 20
Board and Committee
100% attendance





Sustainability *Committee*

In compliance with the commitments established in the Green Bond Program and as part of strengthening the company's ESG management model, CADU established a permanent, executive-level Sustainability Committee.

The Committee is made up of representatives from the organization's strategic areas: the Technical Department, the Finance Department, the Sustainable Projects Office, and the Environmental and Social Management System Office, ensuring a comprehensive approach to decision-making, technical oversight, and performance control in environmental, social, and governance matters.

Main functions of the Sustainability Committee:

- Define the company's ESG (Environmental, Social, and Corporate Governance) strategy, aligned with international standards and the commitments of the Green Bond Program.
- Coordinate the integration of ESG metrics into strategic decision-making and into the structuring of sustainable financial instruments.
- Technically and financially evaluate projects to determine their eligibility and level of performance in certifications such as EDGE, ECOCASA, Minergie, or other sustainable-building schemes.
- Follow up on the energy, water, and materials performance of certified projects, promoting continuous improvement in efficiency indicators.
- Prepare and validate the Annual Sustainability Report, ensuring traceability, transparency, and consistency in the information reported.

Strategic *Focus*

CADU's Board of Directors and Management Team use materiality studies as a strategic input to guide decision-making and corporate planning. With the support of a specialized firm with business knowledge, an analysis was carried out to identify and prioritize the topics of greatest relevance for the Company.

Main strategic pillars:

- Sustainable growth
- Operational innovation
- Social responsibility
- Environmental management

These pillars guide strategic decisions and make it possible to maintain competitiveness in the sector.

The materiality study is carried out considering:

- Impact on the business
- Stakeholder expectations
- Risks and opportunities
- Industry trends

The material topics identified serve as the basis for guiding our actions, managing risks, and capitalizing on opportunities linked to sustainability. Their results are reported periodically to the Board and the CEO, in order to ensure that the Company's strategy remains aligned with its long-term vision.

As part of the annual commitment to the Board, we update our materiality study to keep it current and identify emerging topics associated with changes in the environment or in our stakeholders' expectations. This process allows us to anticipate trends, recognize relevant risks and opportunities, and adjust our strategy in a timely manner.

In line with this practice, during 2026 we plan to **update the materiality matrix**, in order to more precisely reflect the Company's current priorities and its environment.

To strengthen the robustness of the study, we use internationally recognized methodologies, including the GRI and SASB guidelines, and we incorporate references such as the United Nations Sustainable Development Goals. With this, we ensure an assessment aligned with good practices and with the main sustainability priorities at the global level.

Materiality *Matrix*

Our analysis identified the key topics shown in the matrix below. It is worth noting that, based on these elements, we have developed an exhaustive 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 necessary.

The topics are classified into:

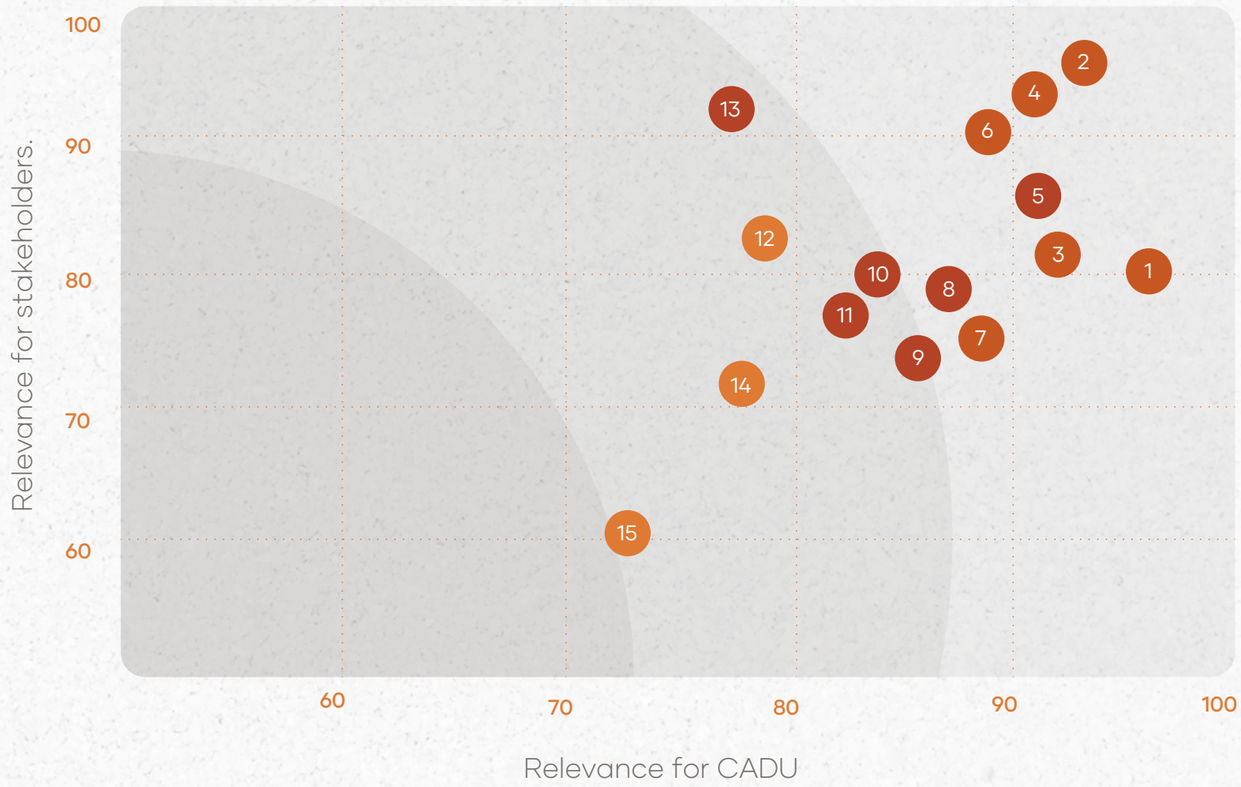
High priority

Medium priority

Emerging priority

This analysis guides the sustainability strategy and strengthens decision-making.

Social		Economic		Environmental	
Communities	5	Market	4	Climate change	12
Employees	10	Operations	7	Biodiversity	14
Safety	11	Marketing	1	Non-hazardous waste	15
Supply chain	9	Housing quality	2		
Construction	8	Regulatory changes	3		
Integrity of developments	13	Digitalization	6		



Sustainable Development *Goals (SDGs)*

At CADU we recognize that our business model plays a relevant role in building a more sustainable future. For this reason, in addition to developing decent, safe, and accessible housing, we integrate responsible environmental practices and seek to contribute to strengthening more inclusive communities.

During 2025, we analyzed our contribution to the United Nations Sustainable Development Goals (SDGs). This exercise confirmed the alignment of our operations with the 2030 Agenda and identified opportunities for improvement. As a result, we recognized a direct contribution to SDGs 7, 9, 11, 13, and 15, as well as an indirect contribution to SDGs 1, 4, 6, 8, 10, and 16.

These goals are integrated transversally into our corporate policies, operating practices, and decision-making processes, strengthening our contribution to sustainable development and to the well-being of the communities where we operate.



During 2025, we strengthened our commitment to building sustainable housing, achieving that 100% of the homes developed held environmental certifications. Likewise, the incorporation of eco-technologies in our homes helps reduce energy consumption and generate savings for their residents. This approach is complemented by the installation of high-efficiency LED lighting, favoring a more responsible and optimized use of electricity.





At CADU, we drive a business model that contributes to generating decent employment and to the economic development of the communities where we are present. As part of this commitment, we incorporate innovative solutions into our construction processes, including eco-efficient materials and smart systems that allow us to reduce the environmental impact of our homes and favor lower energy consumption for their residents.



We develop projects strategically located near urban centers and transportation routes, integrating inclusive public spaces, green areas, and social infrastructure such as parks, schools, and health centers. In addition, we incorporate waste collection and separation systems to promote more sustainable, accessible communities geared toward the well-being of their residents.



Most of our revenue comes from sustainable homes that integrate eco-friendly technologies. Our developments with EDGE Advanced certification achieve savings of up to 78% in energy consumption, 53% in water use, and 55% in the energy embedded in the materials used.



CADU contributes to SDG 15 through the implementation of environmental policies and practices aimed at preventing, mitigating, and managing the impacts of its operations on the environment. Likewise, through initiatives such as Regalando Vida, we promote the rescue of plants, the recycling of waste, and the conservation of natural resources in our developments.



Our adherence to the Code of Conduct requires:

1. Strict compliance with applicable regulations in all jurisdictions where we operate.

2. Continuous alignment between our operations and corporate values.

3. Permanent oversight to ensure that each initiative reflects our principles of corporate responsibility.

Ethics and *Compliance*

At CADU, ethics and regulatory compliance are an essential part of our institutional culture and guide the way we act at all levels of the organization. During 2025, we continued to disseminate and strengthen our Ethical Culture among employees, promoting decision-making based on integrity, transparency, and responsibility.

This approach, supported by our Comprehensive Ethics System, allows us to maintain clear guidelines, monitoring mechanisms, and internal controls that favor the consistent application of our principles in daily operations. As a result of these efforts, during the year a significant reduction was observed in the number of reports and complaints, reflecting progress in consolidating a more conscious, preventive organizational culture aligned with our ethical standards.

CADU Comprehensive Ethics System



Code of *Ethics*

Our Code of Ethics, together with its complementary policies, is the basis that guides the organizational culture and CADU's daily operations. These guidelines establish clear criteria to guide business conduct, promote responsible practices, and regulate interaction with all our stakeholders.

This ethical commitment is cross-cutting and applies to all levels of the organization, from the Board of Directors to each employee, consolidating a common framework of action based on integrity and corporate responsibility. At CADU, we promote that every decision and action be carried out in accordance with these principles, strengthening an organizational culture focused on compliance, transparency, and responsible conduct.

To ensure the correct implementation of these policies, we have an Ethics Committee made up of three executives with a track record and alignment with our corporate values, which reports directly to the Audit and Corporate Practices Committee. This structure makes it possible to transparently oversee compliance with our policies and reinforce the ethical culture throughout the organization.

Ethics *Committee*

Main responsibilities:

- Analyze and follow up on reports related to possible breaches of the code of conduct.
- Apply disciplinary measures in the event of confirmed breaches.
- Implement training programs on corporate values.
- Ensure the existence of accessible mechanisms for reporting irregularities.
- Evaluate the organizational climate from an ethical perspective.
- Identify integrity-related risks and establish preventive controls.
- Prepare the annual ethics strategy for its validation.
- Define the annual agenda of the Audit and Corporate Practices Committee.
- Present ethics-management reports to senior management.
- Promote the adoption of ethical principles through training.
- Provide advice in cases involving complex ethical dilemmas.

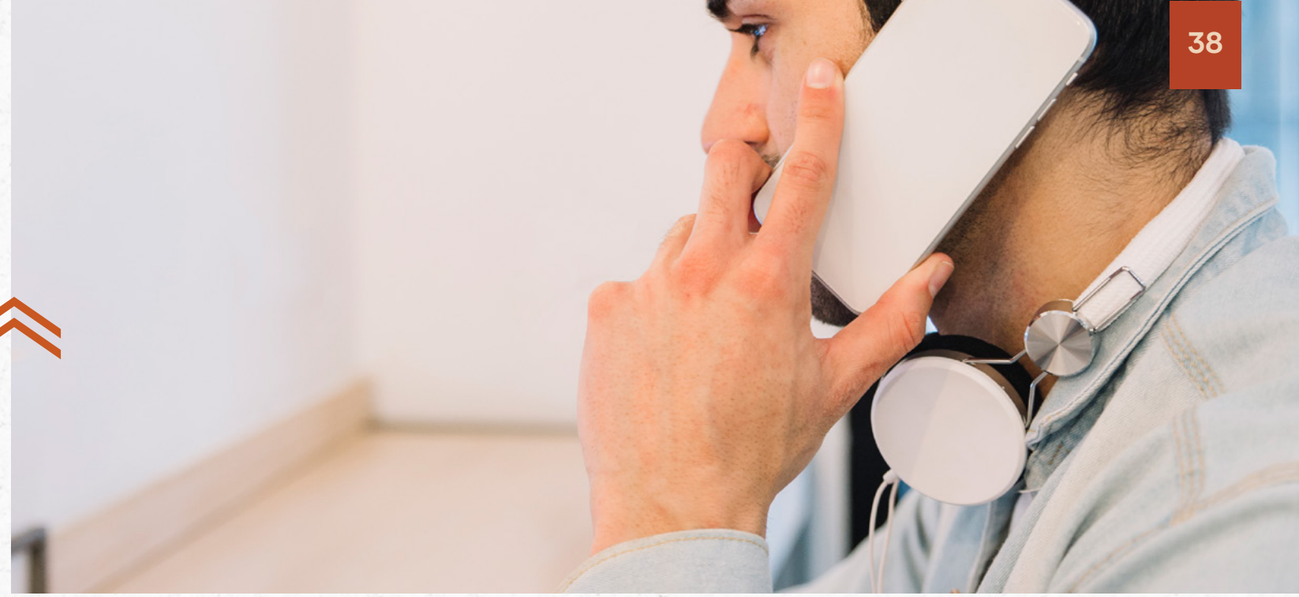
Committee structure

Chair
Internal Audit

Member
Legal Area

Member
Human Resources

Whistleblowing Systems *within CADU*



At CADU we have implemented a formal procedure to address complaints, suggestions, and requests related to social, environmental, and operational aspects. This mechanism makes it possible to identify areas for improvement and strengthen interaction with our stakeholders. This system facilitates the timely handling of situations that may arise and contributes to the design of strategies geared toward continuous improvement.

To this end, we have four communication channels:

01 Telephone line

We have a direct line for receiving reports:

Tel. (998) 193 1100 Ext. 1800

02 Physical mailbox

We have mailboxes located in strategic areas such as:

» Sales offices » The general warehouse » After-sales office

Available forms:

» CADU-FOR-SUST-38 Complaint Receipt Form

» CADU-FOR-SUST-45 Suggestions and Requests Form

03 Email

A dedicated account for receiving communications:

maq@caduinmobiliaria.com

04 MAQ Digital Platform

The MAQ Digital Platform, available from our official website, serves as a channel to receive and follow up on requests, complaints, or suggestions, and also allows evidence related to reported incidents to be attached. This mechanism is available to employees, clients, suppliers, and visitors at the following link:

https://maq.caduinmobiliaria.com/

Likewise, we hold informational talks and continuously communicate the available channels, as well as their purpose and how to use them.

Communications received in 2025 by stakeholder group

67%
Clients

33%
CADU Employees

During the year we received 9 communications, of which those coming from CADU employees were mainly related to labor matters and were therefore channeled to the Human Resources area for attention. For their part, the communications made by clients were forwarded to and handled by the Administration area.



During the year we received **9 communications** channeled to the Human Resources and Administration areas.

07 Cohesion and *Social Development*





Cohesion and *Social Development*

At CADU we recognize that the company's results depend directly on the day-to-day work of its people. For this reason, the well-being and professional growth of employees are not an additional benefit but a central commitment. At the close of 2025, our workforce was made up of 2,389 employees.

Recognizing that they are the fundamental pillar of our Company, we take on with determination the commitment to look after their well-being and professional development, aware that their progress also contributes to strengthening our organization.

Our objective is to provide each employee with a work experience that positively impacts their personal and professional path, from their incorporation into the Company through their continuous development within it. At CADU, we are committed to ensuring that each stage of our employees' journey contributes significantly to their personal growth and to the collective success of the institution.

Talent Attraction and Retention

- We offer a competitive benefits package, designed to attract, retain, and recognize experienced professionals.
- We maintain market-aligned compensation schemes, in order to strengthen our value proposition for talent.
- We promote professional growth paths that favor the development, mobility, and advancement of our employees within the Company.

Diversity and Inclusion

- We promote an equitable and inclusive work environment, where all people have the same opportunities, regardless of their gender, preferences, or personal characteristics.
- We foster equal conditions between men and women at all levels, promoting their participation, development, and professional growth within the Company.

Personal and Professional Development

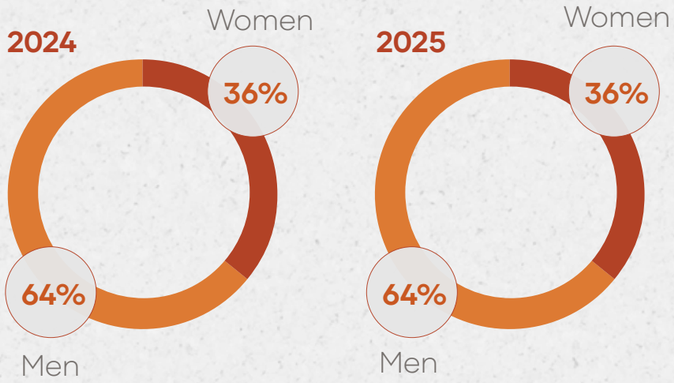
- We develop continuous training programs aimed at strengthening the competencies, knowledge, and capabilities of our team.
- We promote a healthy and positive work environment that drives the motivation, collaboration, and comprehensive well-being of our employees.

Talent Attraction *and Retention*

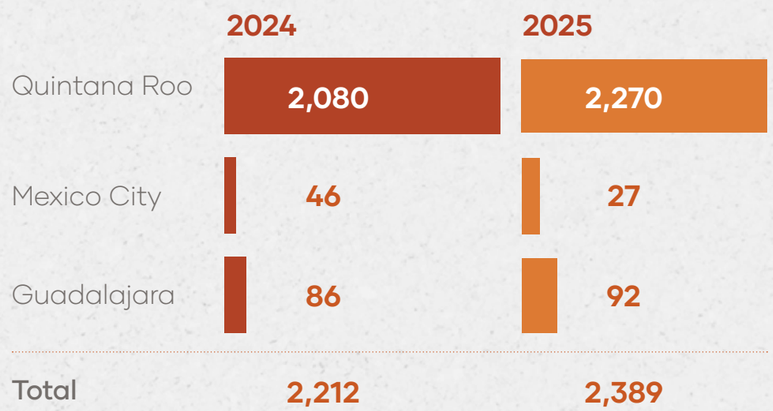
At CADU we work to build and maintain a work environment based on trust, collaboration, and recognition of performance. This approach allows us to strengthen our position in the housing real estate sector, while also favoring the attraction and retention of key talent for the Company's continuity and expansion.

We are also a relevant source of employment opportunities in the regions where we operate. Our workforce integrates both administrative services and construction activities, in which women and men with technical knowledge and high quality standards participate.

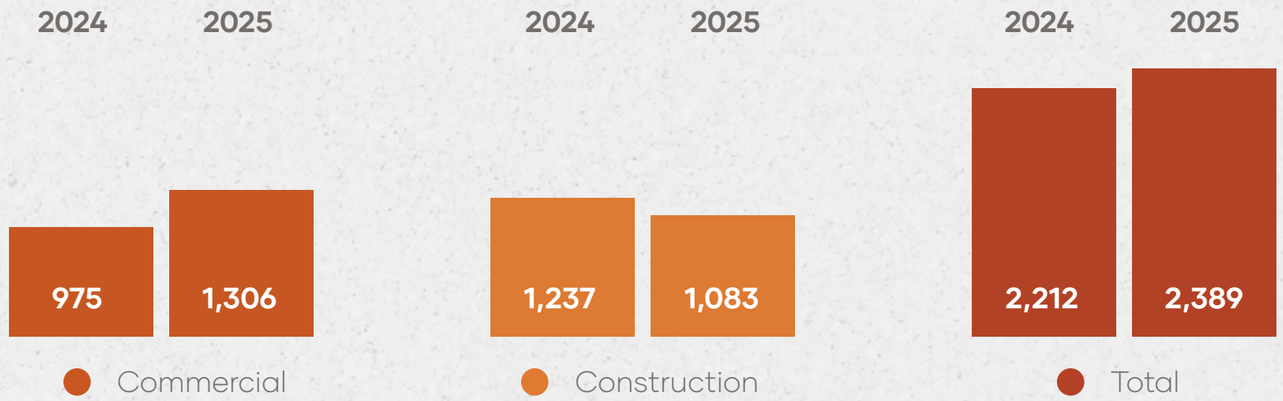
Breakdown of employees by gender



Breakdown of employees by region



Breakdown of employees by job category



Note: *For Commercial, all employees who were active at any point in 2025 are counted (1,306 people); for Construction, internal staff at the close of 2025 plus contractors are considered (1,083 people). The total of 2,389 includes both universes. The age and gender breakdowns presented on the following pages correspond only to staff active as of December 31, 2025: 1,199 people in Construction and 614 in Commercial, for a total of 1,813 people active at year-end. Additionally, we have 48 unionized workers, and agreements are entered into with the union at the start of each housing development project.*

Benefits

At CADU, we value the commitment and contribution of our employees, recognizing that their performance is essential to strengthening our position in the real estate sector. For this reason, we seek to fairly compensate their effort, while also promoting their well-being, professional development, and safety within the work environment.

Our remuneration strategy is based on criteria of equity, fairness, and competitiveness relative to the market. In this sense, we aim for compensation to contribute not only to the development of our teams but also to improving their quality of life and that of their families.

Likewise, our Equity Policies establish that people who hold the same position receive the same compensation, considering only their capabilities, responsibilities, and performance. Under this approach, we reject any distinction based on physical characteristics, religion, sexual orientation, social condition, race, or gender.

As part of our efforts to attract and retain talent, we promote open and constant communication with our employees, keeping them informed about the Company's objectives and the relevance of their participation in achieving them. Likewise, we provide continuous feedback and professional growth opportunities that favor their development within CADU.

Benefits and perks granted to our employees:

Benefit	Support Staff (Back office)	Dept. Staff (Sales Directors & Advisors)	Senior Mgmt Staff (Back Office)	Executive Staff
Vacation premium	✓	✓	✓	✓
Training programs	✓	✓	✓	✓
Interest-free loans	✓	✓	✓	✓
Commissions	✗	✓	✗	✗
Productivity bonus	✓	✓	✓	✓
Variable compensation	✗	✓	✗	✗

Maternity and paternity leave

2023

Type

Maternity

17 Employees — 1,428 Days granted

Paternity

7 Employees — 36 Days granted

2024

Type

Maternity

4 Employees — 336 Days granted

Paternity

4 Employees — 20 Days granted

2025

Type

Maternity

5 Employees — 420 Days granted

Paternity

13 Employees — 65 Days granted

In all cases, employees received 100% of their salary during the maternity and paternity leave period.



Diversity *and Inclusion*

At CADU, we understand that the diversity of our team is a strength that enriches our organizational culture and reinforces our identity as a Company. We value the plurality of gender, perspectives, experiences, and generations, since this diversity allows us to broaden our vision, strengthen collaboration, and drive innovation.

Under this approach, we promote an inclusive, safe, and respectful work environment, where each person is valued for their capabilities and contributions, without distinction of gender, sexual orientation, ethnic origin, religious beliefs, age, or any other personal characteristic.

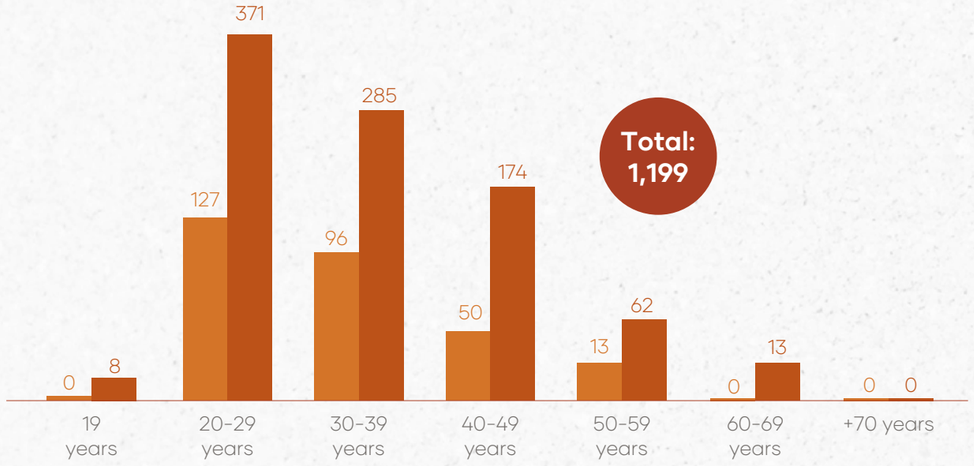
Likewise, we work to guarantee equal opportunities and dignified treatment for all our employees, favoring spaces where they can develop professionally and contribute significantly to CADU's growth.

36% of employees are women, maintaining the same percentage reported in 2024.

41.53% of Construction staff are between 20 and 29 years old, making it the largest age range within CADU.

Construction *workforce*

Total number of employees by age range and gender

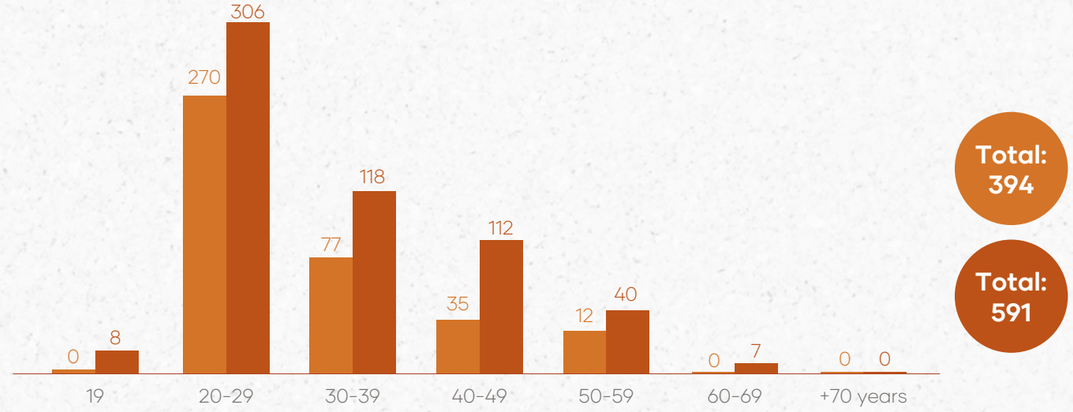


Number of female employees in 2025

Number of male employees in 2025

Number of hires by age and gender in 2025

(how many people in each age range were hired in 2025, and how many were men and how many women):



Number of female employees in 2025

Number of male employees in 2025

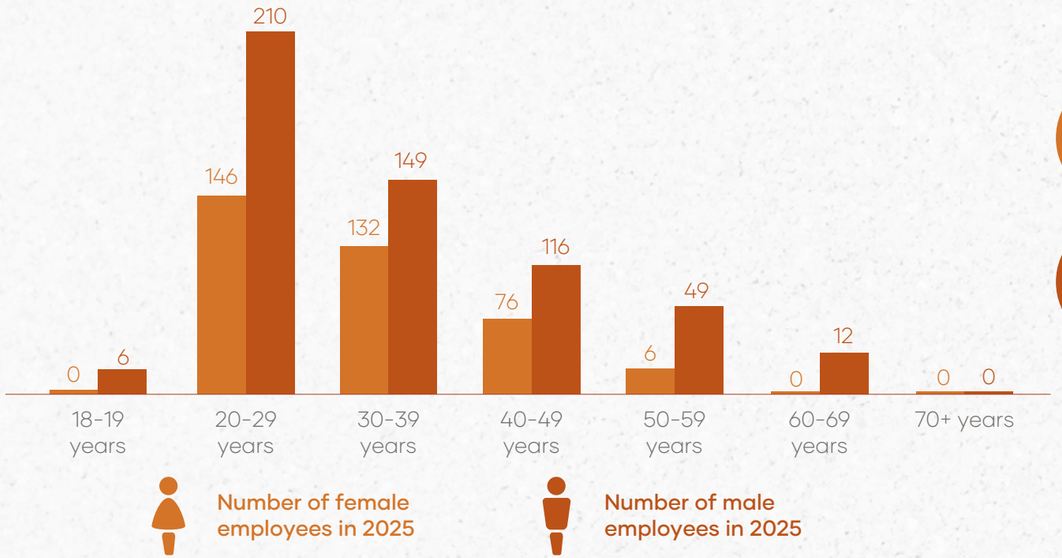


Hiring rate by age and gender

Age range	Hiring rate – male employees	Hiring rate – female employees
19 years	1%	0%
20-29 years	33%	10%
30-39 years	24%	8%
40-49 years	14%	4%
50-59 years	4%	1%
60-69 years	1%	0%
70+ years	0%	0%

Staff turnover by age and gender in 2025

(how many people left CADU in 2025, and how many were men and how many women):



Total: 360

Total: 542



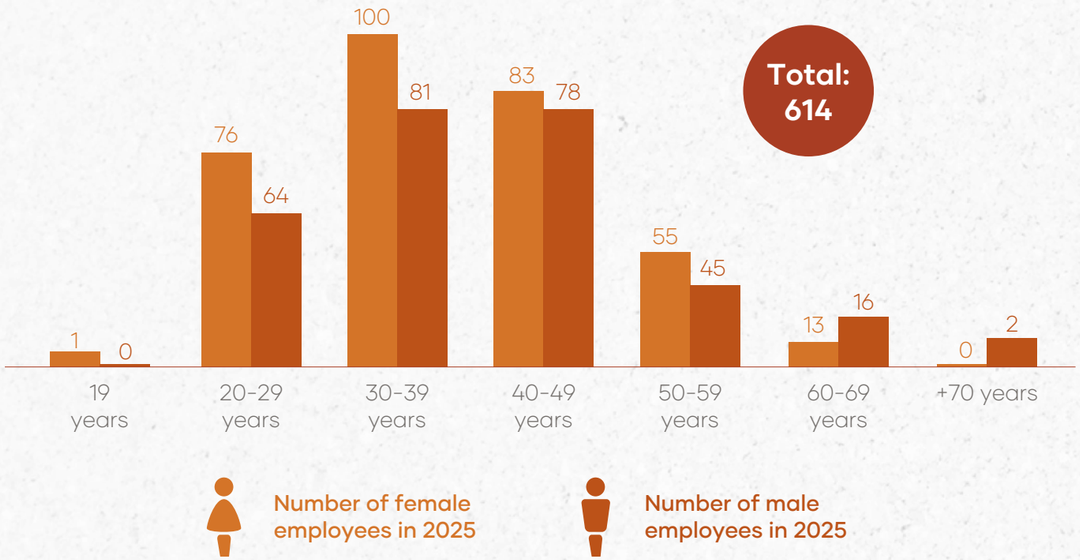
Turnover rate by age and gender

Age range	Turnover rate – male employees	Turnover rate – female employees
20-29 years	1%	0%
30-39 years	31%	10%
40-49 years	25%	8%
50-59 years	15%	4%
60-69 years	5%	1%
70+ years	1%	0%

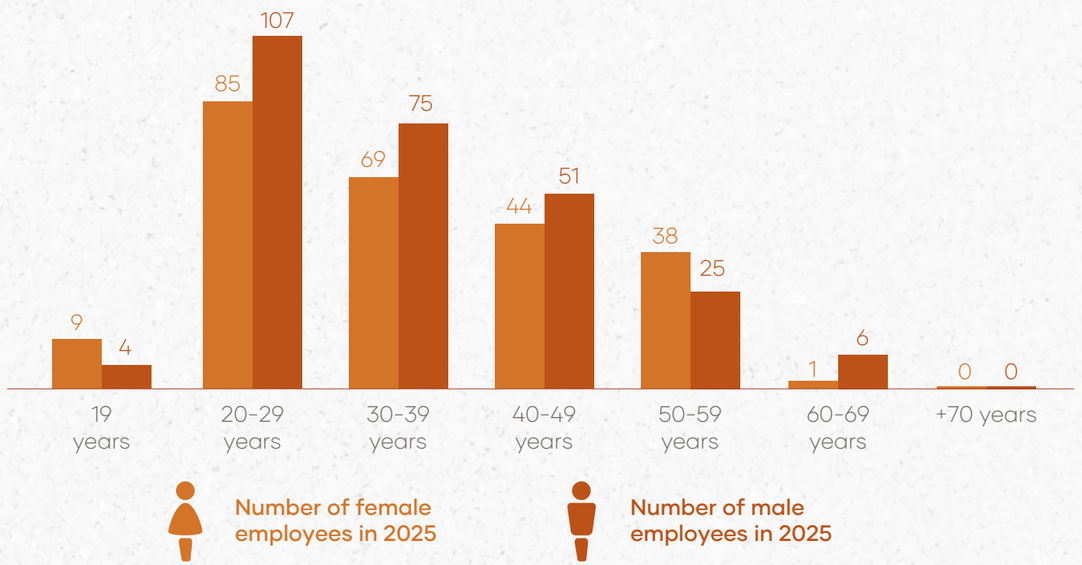


Commercial workforce

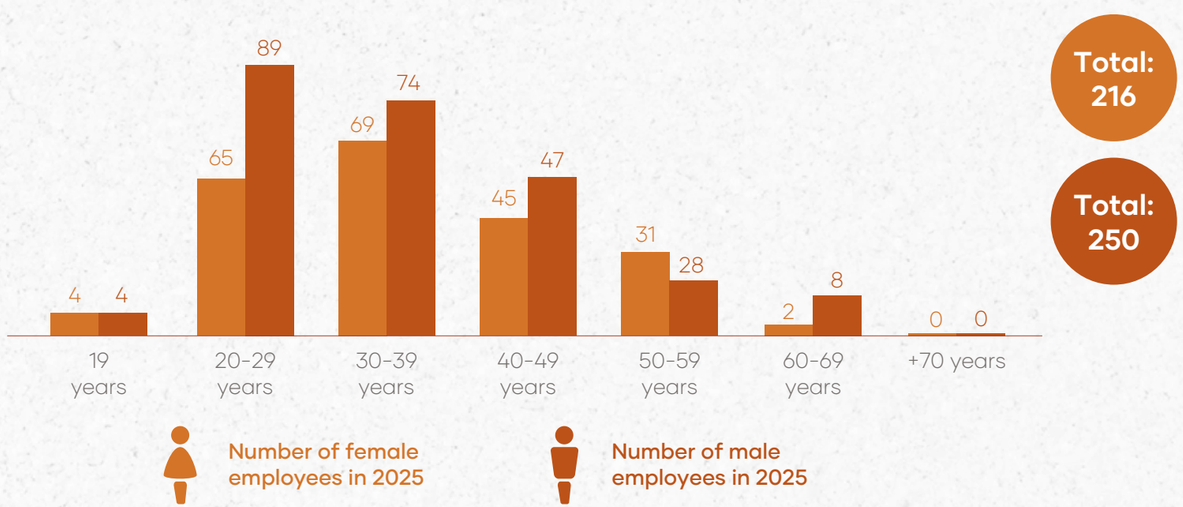
Total number of employees by range, year-end 2025



Number of hires by age and gender in 2025



Staff turnover by age and gender in 2025



Hiring rate by age and gender

Age range	Hiring rate – male employees	Hiring rate – female employees
19 years	0.80%	1.80%
20-29 years	20.80%	16.50%
30-39 years	14.60%	13.40%
40-49 years	9.90%	8.60%
50-59 years	4.90%	7.40%
60-69 years	1.20%	0.20%
70+ years	0%	0%

Turnover rate by age and gender

Age range	Turnover rate – male employees	Turnover rate – female employees
19 years	0.90%	0.90%
20-29 years	19.10%	13.90%
30-39 years	15.90%	14.80%
40-49 years	10.10%	9.70%
50-59 years	6.00%	6.70%
60-69 years	1.70%	0.40%
70+ years	0.00%	0.00%



Personal and Professional *Development of Our Employees*

During 2025, training programs were implemented aimed at strengthening technical and soft skills. Each training was designed according to the particularities of each role, ensuring content applicable to day-to-day work, through which we seek to keep our teams up to date, strengthen their capabilities, and prepare them to respond to the industry's future challenges.

Details on our 2025 training

Environmental training	**Total**		
Employees trained (registered participations)	3,528	Women	**835**
Training hours	304	Men	**2,693**

Health and Safety training	**Total**		
Employees trained (registered participations)	3,910	Women	**1,090**
Training hours	246	Men	**2,820**

Note: *An employee may have received more than one training per topic.*

Likewise, health and safety staff hold five-minute talks for construction personnel, addressing topics related to safety regulations and codes, accident prevention, hygiene, and other aspects relevant to the proper performance of their work activities.

The topics with the greatest investment of hours were:

- Comprehensive waste management
- Introduction to the Environmental and Social Management System
- Protocol for responding to environmental incidents
- Dissemination of the Complaint Response Mechanism



Health, Safety, *and Well-being*

The health and safety of our team are essential elements within CADU and guide our daily actions. We consider them not only an operational priority but also a central component of our values and organizational culture.

We work constantly so that our operations are carried out under safe and healthy conditions, prioritizing the prevention and mitigation of risks. This commitment goes beyond regulatory compliance, as we have policies, programs, committees, and protocols focused on protecting all our employees during the performance of their duties.

Likewise, we allocate resources to initiatives that strengthen an organizational culture centered on health and safety, with the purpose that each person has a work environment in which they feel protected, recognized, and respected.

During 2025 we carried out environmental training aimed at strengthening awareness and the adoption of good practices among our employees, including the following topics:

- Introduction to the Environmental and Social Management System
- Comprehensive waste management
- Environmental and Social Complaint Response Mechanism
- Environmental and Social Sustainability Policies
- Update of Sustainability Procedures
- Protocol for responding to environmental incidents
- Chance finds

In addition, we have a defined procedure to ensure that the contractors participating in our developments comply with current Occupational Health and Safety legislation.



On-Site

We work continuously in our construction activities to exceed the required standards and incorporate the sector's best practices. Our commitment to safety is based on prevention, preparedness, and the capacity to respond to any risk situation.

We seek for each team member to have appropriate training, the necessary resources, and the corresponding equipment to reduce risks and maintain a safe work environment at all times. This approach allows us to strengthen operational safety and protect both employees and contractors. Our on-site approach is structured around the following elements:

Compliance

We work to go beyond the current provisions on occupational health and safety within our operations. To this end, we remain attentive to possible modifications in applicable legislation and continuously adapt our practices, with the aim of aligning with the most recent standards.

Training

We offer continuous, specialized training to our employees to equip them with the skills and knowledge needed to maintain a safe work environment. Our training programs include key aspects such as:

- Hazard recognition.
- Incident prevention.
- Correct handling of equipment and tools.
- Strengthening safe practices at work.

Hazard and risk identification

Through periodic, structured assessments, we identify in advance the hazards and risks that may arise in our workspaces. This process allows us to implement prevention and control measures aimed at minimizing their impact and strengthening operational safety. Likewise, we maintain the commitment to inform and raise awareness among both employees and contractors about the risks associated with their activities, ensuring that they have the knowledge needed to act safely and responsibly.

Active participation and communication

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

Safety and *Health Performance*

At CADU we continuously follow up on our health and safety indicators, which allows us to detect opportunities for improvement and apply corrective measures in a timely manner.

We also have emergency protocols and specific action plans, designed to anticipate and respond quickly to risk situations. These tools allow us to protect our personnel and reduce potential impacts on our operations.

We have emergency **protocols and preventive measures** that allow us to respond in a timely and effective manner to potential contingencies.



Among the main topics addressed in safety and prevention are:

- Use of fire extinguishers
- Ergonomic and psychosocial risks
- Internal regulations
- Hazardous materials
- Emergency procedures
- Correct use of PPE
- Demarcation of risk areas
- First aid

Consolidated safety indicators
(CADU + Contractors)

Hours worked	TRIR*
2023 · **5,078,016**	2023 · **0.12**
2024 · **17,047,344**	2024 · **0.38**
2025 · **9,764,040**	2025 · **2.31**

Total recorded accidents	LTAR**
2023 · **3**	2023 · **0.12**
2024 · **32**	2024 · **0.15**
2025 · **113**	2025 · **2.31**

Lost-time accidents	Calculation factor
2023 · **3**	2023 · **200,000**
2024 · **13**	2024 · **200,000**
2025 · **113**	2025 · **200,000**

***TRIR:** *Total Recordable Incident Rate*
****LTAR:** *Lost Time Accident Rate*

Serving Our *Communities*

At CADU we drive economic and social development as part of our sustainability vision, contributing to improving the quality of life in the communities where we operate.

In terms of community engagement, we have the procedure **CADU-PRO-SUST-09: Communication and Engagement with Communities and Stakeholders**, whose purpose is to establish communication and relationship channels with our various stakeholders. This procedure helps ensure the viability and long-term sustainability of our projects, by fostering prosperous, lasting communities based on respect for human rights.

Likewise, the procedure seeks to encourage dialogue with different sectors and stakeholders, in order to identify their main concerns and receive feedback on the progress of projects, as well as on the company's work as a whole.

During the year we carried out various campaigns and continued programs that reflect our commitment to our employees and to the communities where we are present. Among these actions are:

Banco de Tapitas A.C. Campaign:

Collection and donation of bottle caps to an association that supports children with cancer in their chemotherapy treatments.

CADUTÓN 2025:

We held a Science Fair, piñata activities, and gift-giving for children of the Cenote Dos Pisos community on the occasion of the Children's Day celebrations, a demonstration of CADU's commitment to the communities where it operates.

Recycling Program:

An invitation to residents of Aldea Tulum to join CADU's recycling initiative.

Regalando Vida Program:

A recycling activity in which people exchanged recyclable waste for plants rescued from our developments. The collected materials were channeled to authorized suppliers for their reuse.

Occupational Health and Safety Week:

Every year, during a week in April, we carry out training on the occasion of the Health and Safety Day, with the aim of reinforcing prevention and well-being in the work environment.

Children's Recycling Workshop:

The "Pequeños Héroes Verdes al Rescate" (Little Green Heroes to the Rescue) awareness campaign, for World Environment Day.



CADUEM: Decent Housing
for Those Who Need It Most

CADUEM is CADU's social investment program through which technical and construction assistance is offered to families seeking access to housing or who are in the process of building, expanding, remodeling, or completing their property.

- Active since 2010.
- Presence in 12 states of the Republic (among them Baja California, Jalisco, Yucatán, and Quintana Roo, among others).
- Has benefited more than 1,600 families.

Each home built or improved with CADUEM's support represents a dignified, stable, and protective space that enhances the well-being of its inhabitants and strengthens their possibilities of advancing in educational, work, and personal goals.

The program's support covers different stages, from the detection of needs through design, construction, and obtaining funds for the beneficiary families' projects.

For these reasons, at CADU we continue to seek new projects and opportunities to contribute to improving the quality of life of the people who need it most in our environment.

We have provided technical assistance in:



1. Baja California
2. Sonora
3. Nayarit
4. Jalisco
5. Colima
6. Guerrero
7. Puebla
8. Tabasco
9. Chiapas
10. Campeche
11. Yucatán
12. Quintana Roo

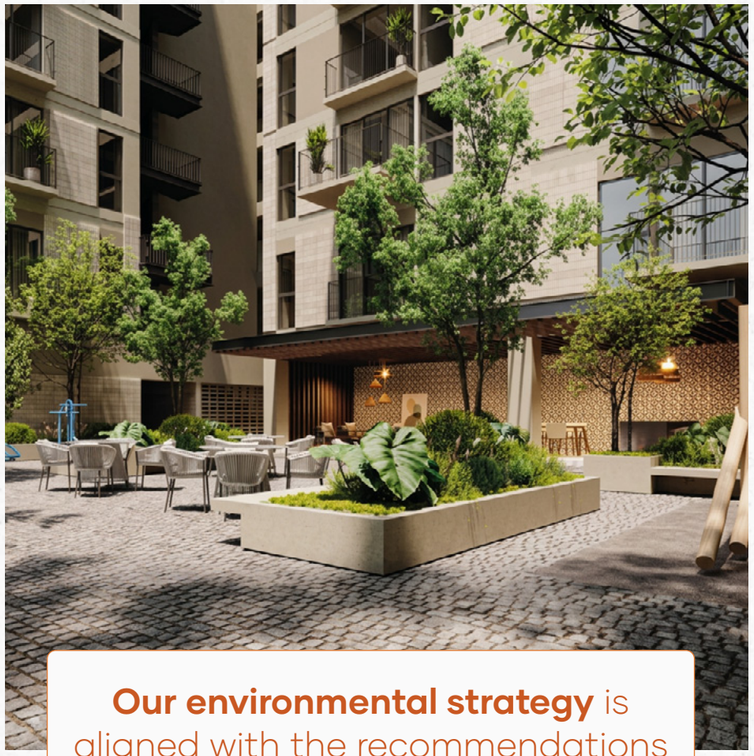
08 We Protect *the Environment*



We Protect *the Environment*

At **CADU**, environmental care has been part of the way we operate since our beginnings and has evolved alongside the Company's growth.

For us, a home must not only respond to criteria of design, functionality, and quality, but also integrate responsibly with the environment in which it is developed.



Our environmental strategy is aligned with the recommendations issued by the **IFRS S1 and S2** standards.

We have built **38%** of the **ECOCASA-certified** homes at national level.

Climate Change Strategy

Our institutional commitment to sustainability has led us to take an active stance on climate change, recognizing the magnitude of its effects and the need to act accordingly. In this context, the Board of Directors has guided the business strategy so that our operations respond to the needs of communities while also promoting environmental protection.

Our operation is guided by a climate strategy structured around four main axes, which guide our environmental actions and strengthen the resilience of our developments.

Green Housing Construction

We promote the development of homes with the highest sustainability criteria. That is why we integrate technologies that favor the efficient use of energy and water, incorporate materials with environmental attributes, and design spaces conceived to reduce impacts on the environment. This approach makes it possible to build more responsible and efficient homes for those who inhabit them, while also helping to reduce the sector's environmental footprint.

Strategic Adaptation

We seek to anticipate the effects of climate change by strengthening the resilience of our homes. This strategy allows us to prepare our new developments to face variable climate conditions, as well as extreme events that may arise in the future.

Climate Governance

The organization's climate governance reflects a cross-cutting commitment to climate change management, involving both the Board of Directors and operational teams. Through continuous communication mechanisms and stakeholder participation, we seek to strengthen the implementation, monitoring, and improvement of climate strategies, ensuring that our actions are consistent, coordinated, and effective.

Active Mitigation

At CADU we maintain the commitment to reduce our carbon footprint. To achieve this, we incorporate energy-efficient solutions and clean technologies that allow us to mitigate emissions and contribute to a lower-carbon-intensity economy.





Governance

At CADU, we recognize that robust governance is fundamental to effectively managing environmental and climate challenges. For this reason, we have a structure geared toward strengthening responsible, agile decision-making based on reliable information.

This model makes it possible to follow up in a timely manner on the potential impacts associated with climate change, promoting transparent management with high standards of accountability and operational performance. With this, we reinforce our commitment to promoting strategies that contribute to the care of the environment and to the long-term sustainable development of the housing sector.

Audit and Corporate Practices Committee

Reports to the Board of Directors on the progress of the climate strategy and integrates climate risks within CADU's overall risk management.

Operational Departments

The technical environmental and construction areas are responsible for overseeing that construction processes are carried out in accordance with applicable internal policies and with the criteria required to obtain international green-housing certifications.

Board of Directors

Follows up on and evaluates the results derived from the execution of our climate change management strategy.

Sustainability Committee

Reports directly to the Audit and Corporate Practices Committee. Its main responsibilities include promoting the execution of actions consistent with the Company's climate strategy, as well as coordinating the process of identifying risks and opportunities associated with climate change.

Adaptation

At CADU we recognize the importance of adapting our housing developments to current climate conditions. This vision allows us not only to respond to present challenges but also to anticipate potential risks and take advantage of opportunities arising from the transition toward more sustainable models.

A central component of this strategy is the preparation of detailed analyses of physical risks. These assessments allow us to identify the vulnerability of our assets to specific climate events, as well as to estimate the periods in which such risks could materialize.

To carry out these analyses, we use the scenarios of the Intergovernmental Panel on Climate Change (IPCC) as a reference, which make it possible to project both physical and transition risks associated with global warming.

This methodology allows us to strengthen the protection of our assets and ensure that each development has better conditions to adapt sustainably to potential long-term climate effects. The preparation of climate-impact studies also allows us to identify potential costs, risks, and opportunities related to this phenomenon.

Climate Change–Related Risks

The climate risks identified by CADU are grouped into two main categories: **physical risks and transition risks.**

01



Physical Risk

Physical risks may arise through extreme climate events or through chronic alterations in climate patterns. These risks can affect organizations through direct damage to their infrastructure or through indirect impacts, such as disruptions in their supply chains.

02



Transition Risk

Transition risks arise from the process of transformation toward a lower-carbon economy. These may derive from changes in public policies, new regulations, technological advances, or shifts in market dynamics.

If not managed appropriately, these risks can **generate financial impacts** and affect the reputation of organizations.

IPCC scenarios used by CADU to identify climate risks

RCP 4.5

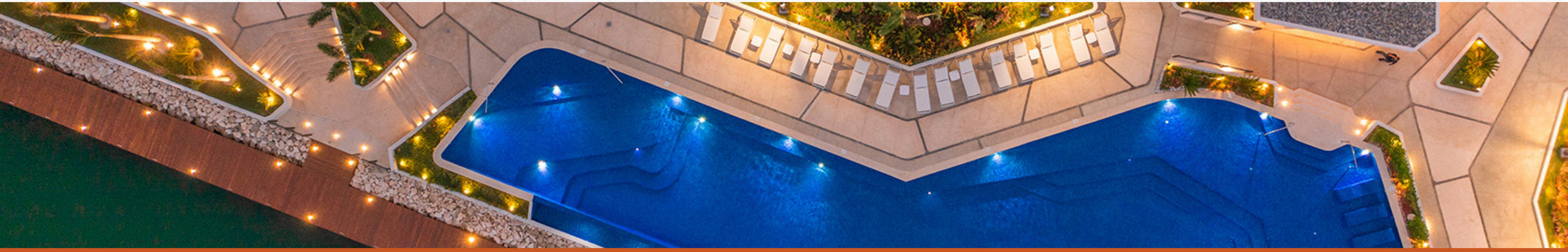
An intermediate-emissions scenario, consistent with a future in which GHG emission reductions remain stable and begin to decline starting in 2045.

RCP 8.5

A scenario in which no relevant modifications occur in economic activities, consistent with a future without substantial changes in policies aimed at reducing emissions. If not managed appropriately, they may generate financial consequences and affect the reputation of organizations.

Based on the assessments carried out using these scenarios, we determined that our operations during 2025, focused mainly on construction processes in Quintana Roo, could be exposed to the following physical and transition risks.

Risk type	Risk	Potential impacts
Physical	Intense hurricanes	• Structural damage to works in progress • Loss of materials and machinery • Total interruption of operations • Risks to personnel safety • Cancellation of contracts and delays in deeding
	Pluvial (rainwater) flooding	• Impact on construction-site access • Damage to foundations • Schedule delays • Additional costs for pumping and drainage
Transition	Increase in insurance premiums	• Significant increase in financial costs • Reduction in coverage • Higher deductibles
	Tightening of environmental regulations	• Longer times to obtain permits • Increase in environmental studies



Climate Change–Related Opportunities

The real estate sector plays a relevant role in the transition toward a low-carbon economy, as it concentrates a significant proportion of global greenhouse gas emissions. According to the United Nations Environment Programme (UNEP), this sector represents approximately 40% of such emissions, which underscores the importance of promoting coordinated actions to reduce its environmental impact.

Likewise, the International Energy Agency notes that, although cities occupy about 3% of the global surface, they concentrate around 70% of carbon emissions and between 60% and 80% of energy consumption. In this context, at CADU we develop housing solutions geared toward responding to these challenges, incorporating criteria that contribute to efficiency, emissions reduction, and adaptation to climate change.

Some of our developments achieve **energy savings of up to 78%**, far exceeding the industry average and the requirements of the **EDGE Advanced** certification.

Our sustainability-focused homes are part of a vision of more efficient, responsible urbanism prepared to respond to current environmental challenges. Through each development, we seek to integrate solutions that help reduce emissions, strengthen community resilience, and promote more sustainable environments over the long term.

Under this approach, we identify opportunities linked to climate change that allow us to continue innovating in the design, construction, and operation of our projects, while contributing to the transition toward a more conscious and resilient housing model. The main opportunities identified by CADU are presented below:

Key opportunity area	Opportunity addressed by CADU	Impacts
Resource Efficiency	Driving the development of certified green homes, incorporating efficiency and sustainability criteria in design and construction.	Greater appeal for clients and investors interested in housing projects with verifiable environmental attributes.
Energy Sources	Incorporation of technologies and solutions that optimize energy use in homes.	Reduction in energy consumption and associated reduction in GHG emissions.
Products and Services	Integration of certified green housing as part of the value proposition across the different business segments.	Certified green homes can reduce GHG emissions by between 20% and 40% compared to a traditional home.
Markets	Strengthening CADU's positioning as an active participant in the transition toward a low-carbon economy.	Greater access to better financing alternatives.
Resilience	Development of internal capabilities to anticipate, manage, and respond to physical and transition climate risks.	Greater preparedness for potential operational, financial, or strategic impacts arising from climate change.



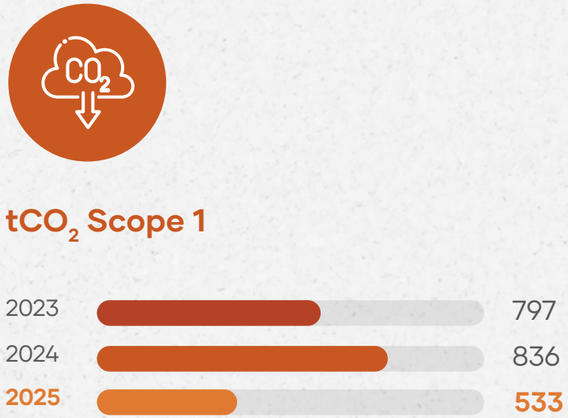
Mitigation

At CADU we apply rigorous methods to quantify and report our CO_2 emissions, aligned with the Greenhouse Gas Protocol (GHG Protocol), the standardized international framework for measuring and managing GHG (Greenhouse Gas) emissions.

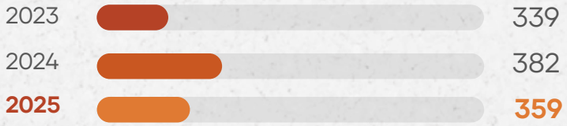
We manage our carbon footprint under an approach geared toward transparency, traceability, and the precision of the information reported.

Based on this methodology, we evaluate more precisely the emissions generated directly by our operations. This analysis allows us to have a clearer view of our environmental impact and to identify priority opportunities to implement emission-reduction and offset actions with greater reach and effectiveness.

tCO_2 Scope 1



tCO_2 Scope 2



Emissions Reduction

At CADU, our homes integrate criteria of energy efficiency, responsible use of resources, and comfort for users from their design and construction stage. To this end, we incorporate materials, technical solutions, and construction processes geared toward compliance with environmental standards applicable to affordable entry-level housing, with the purpose of reducing the climate impact of our developments from their origin.

This approach allows us to act at two key moments: on the one hand, in the planning and design of the homes, and on the other, in the way their construction is carried out. By addressing both fronts, we seek to reduce the consumption of energy and resources, as well as to favor homes maintaining better environmental performance during their useful life.

During 2025, these actions made it possible to mitigate 26,370.25 tCO_2e per home on average, through the application of more efficient construction processes compared to conventional methods. Likewise, the improvements incorporated in the sustainable design of our homes contributed to reducing an additional 441.31 tonnes of CO_2e on average per home.

Carbon Footprint and GHG Emissions Mitigation

Materials and Processes

Each home we build mitigates, on average,

441 tCO_2e

per year during its useful life.

Construction Efficiency

In 2025 we mitigated, on average,

26,370 tCO_2e

per home in embedded-carbon savings in materials.

Emissions Mitigation

Our homes reduce their emissions by

up to 55%

compared to traditional construction processes in the national market.



Baseline Home	
Water heater	Gas water heaters with 84% efficiency.
Roof	12 cm concrete slab roofs, with thermal insulation.
Walls	Concrete walls with interior and exterior lime mortar.
Showerhead	Eco-grade showerheads with consumption of 3.8 liters per minute.
Window	Aluminum frames with single 3 mm glazing.
Toilet	Eco-grade toilets with consumption of 5 liters per flush.
Door	Particleboard doors or similar materials.
Water faucet	Water-saving faucets in bathroom and kitchen, with output of 8 and 6 liters per minute, respectively.

CADU Home	
Water heater	Tankless (instant) water heater with 97% thermal efficiency, reducing gas consumption in the home.
Roof	Joist-and-block concrete slab, reflective white waterproofing; additionally, it has an interior fiberglass batt that functions as thermal-acoustic insulation, favoring comfort inside the home.
Walls	Exterior concrete-block walls filled with mineral perlite that functions as thermal insulation.
Showerhead	Eco-grade showerhead of 3.0 liters per minute.
Window	Aluminum frames and 3 mm glass plus a “smoke”-colored solar-control film that filters radiation, maintaining thermal comfort inside the home.
Toilet	Eco-grade toilet of 3.8 liters per flush.
Door	Multi-panel steel doors with an interior polyurethane core that functions as thermal insulation.
Water faucet	Eco-grade bathroom-sink and kitchen-sink faucets of 2.2 liters per minute.

Waste Management

As part of our constant commitment to sustainability, at CADU we have strengthened our Environmental and Social Management System (ESMS) by incorporating advanced practices focused on the appropriate handling of waste. To this end, we have developed and optimized specific procedures that allow for the comprehensive management of:

- Recyclable waste
- Special-handling waste
- Hazardous waste

We have meticulously developed a comprehensive action plan and implemented the infrastructure needed to ensure the efficient execution of these processes. We have an Environmental and Social Management System that monitors our waste management, the efficient use of water, relations with communities, and health- and safety-related matters.

The purpose of implementing these procedures is to promote reduction, reuse, and recycling practices for the waste generated in our developments, thus ensuring its appropriate disposal. This initiative aligns with compliance with current environmental regulations and, at the same time, consolidates our commitment to mitigating environmental impact.

During the construction process of CADU's homes and up to final delivery to clients, waste is generated that is classified as:

- Special-handling waste
- General waste
- Hazardous waste

The significant potential impacts derived from our operations are related mainly to the home construction and sales processes.

During the home's life cycle, waste is generated by its inhabitants; however, this is no longer within the Company's control.

1. Optimize the management of our hazardous and non-hazardous waste.
2. Ensure absolute compliance with current regulations in this area.
3. Supervise and evaluate the performance of our suppliers in waste management during the execution of our development projects.
4. Establish objectives and targets from an initial baseline.



We are committed to responsibly managing the waste generated in our projects. To this end, within the non-hazardous waste category, we divide it into two sub-categories:

Recoverable waste

Includes non-hazardous solid materials that can be reused, recovered, or recycled. Through their recovery, we seek to reincorporate usable resources into the production process, reduce our environmental footprint, and promote circular-economy principles.

Non-recoverable waste

Corresponds to non-hazardous solid waste that, due to economic, technical, or social limitations, cannot be used for recovery.

Therefore, it is sent to authorized municipal sanitary landfills, ensuring safe final disposal in accordance with regulations.

52.73%
Playa del Carmen

5.01%
Tulum

42.26%
Cancún

100% of our hazardous waste, equivalent to 2.08 tonnes, and of our non-hazardous waste, equivalent to 601.68 tonnes, was disposed of through authorized suppliers.

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

Note: The waste information includes all waste, except wood scrap and municipal solid waste (the latter only in the case of Aldea Tulum).





Water Management

At CADU we consider the responsible management of water to be a fundamental axis of our environmental management, given its importance as an essential resource for life. Our strategy is geared toward ensuring that each of the homes we develop incorporates principles of efficiency and responsibility in the use of water resources, with the water we use in our projects coming from the public supply.

In the particular case of our certified homes (EDGE Advanced and ECOCASA), we incorporate cutting-edge eco-technologies and water-efficiency solutions (eco-grade toilets, showerheads, and bathroom and kitchen mixer taps) that help reduce consumption and generate economic savings for the families who inhabit them, resulting in savings of up to 53% compared to traditional homes.

These initiatives reflect our commitment to preserving this important natural resource, contributing to more conscious, effective environmental management geared toward long-term sustainability.

Each of our ECOCASA-certified homes saves up to 80.16 m^3 of water per year, while EDGE homes save up to 84.93 m^3.

Year	Water-saving toilets
2023	1,978
2024	406
2025	**3,944**

Year	Water-saving showerheads
2023	1,978
2024	406
2025	**3,865**

Water stress context

Mexico faces a severe water-stress crisis, ranking 139 out of 178 countries in water availability, with consumption exceeding 45% of its renewable resources. The North, the Bajío region, and Mexico City are the most affected areas, with 157 over-exploited aquifers and 60% of water bodies polluted.

Declining availability

Per-capita availability fell from 18,000 m^3 in 1950 to 3,500 m^3 currently, projected to reach 3,000 m^3 by 2030.

Critical zones

The most affected states are Chihuahua, Coahuila, Durango, Nuevo León, Zacatecas, San Luis Potosí, Aguascalientes, and Guanajuato.

Extreme drought

Extreme and severe drought is reported in the north of the country for the seventh consecutive year, affecting cities such as Monterrey.

Main causes

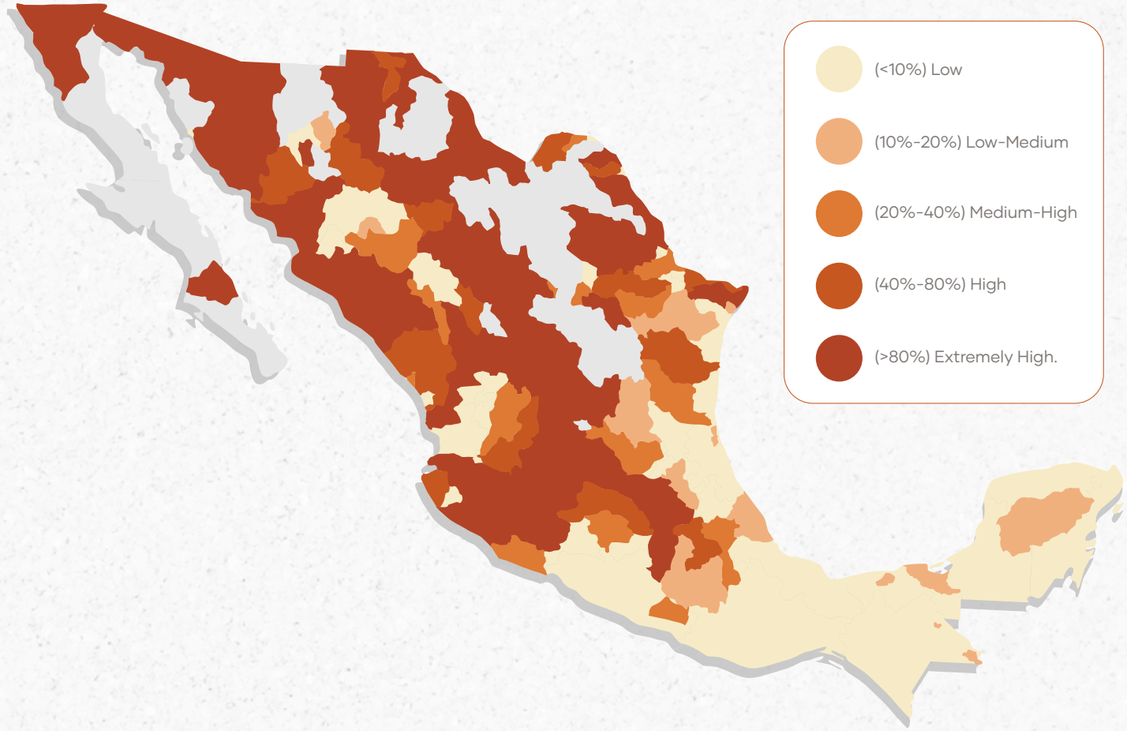
Over-exploitation of aquifers, climate change, high agricultural demand (76% of use), and population growth.

Infrastructure

Approximately 40% of drinking water is lost to leaks in the distribution network.

To monitor the situation, CONAGUA uses the Mexico Drought Monitor.

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



Year	Homes deeded in high water-stress areas	Homes deeded in low water-stress areas
2023	31	3,705
2024	11	3,381
2025	0	3,535

09 Annexes



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 environmental, social, and governance performance. We present our ninth Sustainability Report, corresponding to the period from January 1 to December 31, 2025.

This Report was structured using international methodologies, standards, and guidelines as a reference, including the corporate-governance principles of the Organisation for Economic Co-operation and Development (OECD), the Principles of the United Nations Global Compact, the Sustainable Development Goals (SDGs), the indicators of the Sustainability Accounting Standards Board (SASB), and with reference to the guidelines of the Global Reporting Initiative (GRI).

The information contained in this document is presented in a clear, balanced, and concise manner, seeking to show both the progress and positive results and the challenges and areas of opportunity we face. Likewise, this Report is comparable and reliable, as it integrates historical information across various areas and relies on objective and verifiable tools.

Contact Information

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cesar@caduinmobiliaria.com

Investor Relations Department



SASB Index

SASB code	Accounting metric	2023	2024	2025
	Land Use & Ecological Impacts			
IF-HB-160a.1	Number of lots controlled in redevelopment areas	0	9	0
IF-HB-160a.1	Number of homes delivered in redevelopment areas	0	4	0
IF-HB-160a.2	Number of lots in regions with high or extremely high water stress	1	0	0
IF-HB-160a.2	Number of homes delivered in regions with high or extremely high water stress	31	11	0
IF-HB-160a.3	Total amount of monetary losses as a result of legal proceedings associated with environmental regulations	$-	$-	$-
	Workforce Health & Safety			
IF-HB-320a.1	Total recordable incident rate (TRIR) — employees	0.12	0.38	2.31
IF-HB-320a.1	Fatality rate — employees	0	0	0
	Design for Resource Efficiency			
IF-HB-410a.1	Number of homes with a home energy-efficiency certification	1,978	406	2,834
IF-HB-410a.2	Percentage of installations that employ certified employees	100%	100%	100%
IF-HB-410a.3	Number of homes delivered certified to a multi-attribute green standard	1,978	406	2,834

SASB code	Accounting metric	2023	2024	2025
	Community Impacts of New Developments			
IF-HB-410b.2	Number of lots on redevelopable land	0	0	0
IF-HB-410b.2	Number of homes on redevelopable land	0	0	0
IF-HB-410b.3	Number of homes delivered in compact developments	3,016	4,335	3,535
	Climate Change Adaptation *			
IF-HB-420a.1	Number of lots located in 100-year flood zones	4	0	0
IF-HB-420a.2	Climate-risk exposure analysis and mitigation strategies	On pages 59 to 61 of the 2025 Annual Sustainability Report		
	Activity Metrics **			
IF-HB-000.B	Number of homes delivered	3,782	3,392	3,535
IF-HB-000.C	Number of active selling communities	12	12	12

* According to the National Flood Risk Atlas (ANRI) of the National Center for Disaster Prevention (CENAPRED), our land located in Quintana Roo has a certain risk of flooding over the next 100 years.
** Deeded homes are counted, as this is the act by which the property ceases to belong to the company and passes to the buyer.

GRI Content *Index*

GRI 1: Foundation 2021

GRI	Disclosure	Section or direct response
	Universal Standards	
	1. The organization and its reporting practices	
	Disclosure 2-1 Organizational details	
a.	Legal name	Corpovael, S.A.B. de C.V. (CADU).
b.	Nature of ownership and legal form	CADU is a public company listed on the Mexican Stock Exchange.
c.	Location of headquarters	Cancún, Quintana Roo, Mexico.
d.	Countries of operation	Mexico.
	Disclosure 2-2 Entities included in the organization's sustainability reporting	
a.	Entities included in sustainability reporting	Page 14.
b.	Differences vs. entities in financial statements	No.
c.	Approach used to consolidate the information	We have an operating team at headquarters that requests and collects information from the business segments in order to consolidate it.
	Disclosure 2-3 Reporting period, frequency and contact point	
a.	Reporting period and frequency	January 1, 2025 to December 31, 2025.
b.	Financial reporting period	January 1, 2025 to December 31, 2025.
c.	Publication date	May 29, 2026.
d.	Contact point	Page 70.
	Disclosure 2-4 Restatements of information	
a.	Restatements of information	GHG emissions were recalculated based on the GHG Protocol guidelines.

GRI	Disclosure	Section or direct response
	Disclosure 2-5 External assurance	
a.	External assurance	Page 82.
	2. Activities and workers	
	Disclosure 2-6 Activities, value chain and other business relationships	
a.	Sector(s) of activity	Pages 11 to 14.
b.	Value chain, products, services, and markets served	Pages 14 and 20.
c.	Significant changes vs. the reporting period	No significant changes.
	Disclosure 2-7 Employees	
a.	Total number of employees, by gender and region	Pages 42 to 48.
b.	Methodologies and assumptions used to compile the data	We have an operating team at headquarters that requests and collects the information to analyze and report it on a consolidated basis.
c.	Contextual information	N/A
d.	Significant fluctuations in the number of employees	N/A
	3. Governance	
	Disclosure 2-9 Governance structure and composition	
a.	Governance structure, including committees	Pages 25 to 32.
b.	Committees responsible for decision-making on impacts	Pages 30 and 32.
c.	Composition of the highest governance body and its committees	Pages 26 to 29.
c.1	Executive and non-executive members	Pages 26 and 28.
c.2	Independence	Pages 27 to 29.
c.3	Tenure of members on the governance body	Pages 26 and 27.
c.5	Gender	Page 27.

GRI	Disclosure	Section or direct response
	Disclosure 2-10 Nomination and selection of the highest governance body	
a.	Processes for nominating and selecting the highest governance body	The Board of Directors is appointed and ratified annually at the Ordinary General Shareholders' Meeting. In accordance with CADU's bylaws, this body must be made up of a minimum of 10 and a maximum of 21 directors, of which at least 25% must be independent in terms of the Securities Market Law.
b.	Criteria used for nominating and selecting members	The Board of Directors is appointed and ratified annually at the Ordinary General Shareholders' Meeting. In accordance with CADU's bylaws, this body must be made up of a minimum of 10 and a maximum of 21 directors, of which at least 25% must be independent in terms of the Securities Market Law of Mexico.
b.1	Views of stakeholders (including shareholders)	The Board of Directors considers experience in representing stakeholders.
b.2	Diversity	10% of CADU's directors today are women.
b.3	Independence	The Board must be made up of a minimum of 10 and a maximum of 21 directors, of which at least 25% must be independent in terms of the Securities Market Law of Mexico. Currently, 50% of CADU's directors are independent.
b.4	Competencies relevant to the organization's impacts	CADU's Board of Directors is composed of 10 professionals who contribute their experience and knowledge to ensure the company's sustainable business strategy is executed.
	Disclosure 2-11 Chair of the highest governance body	
a.	Whether the chair of the highest governance body is also a senior executive	Yes, the Chairman of the Board is also the CEO.
	Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts	
a.	Role of the highest governance body in overseeing the management of impacts	Pages 25, 32, and 33.
b.	Role in overseeing due diligence and impact processes	Pages 32 and 33.
b.1	Whether and how the body engages with stakeholders	Pages 38, 39, and 53.
b.2	How the body considers the results of these processes	Pages 32 and 39.
c.	Role in reviewing the effectiveness of processes	Page 32.

GRI	Disclosure	Section or direct response
	Disclosure 2-13 Delegation of responsibility for managing impacts	
a.	Delegation of responsibility for managing impacts	Pages 31 and 58.
a.1	Whether a senior executive has been appointed for impact management	Page 32.
a.2	Whether responsibility has been delegated to other employees	Pages 32 and 58.
b.	Processes and frequency of reporting to the highest governance body	Pages 31 and 32.
	Disclosure 2-14 Role of the highest governance body in sustainability reporting	
a.	Role of the highest governance body in sustainability reporting (review and approval)	Yes, CADU's Board of Directors reviews and approves the Report in session.
b.	If the body does not review/approve, explain	N/A
	Disclosure 2-15 Conflicts of interest	
a.	Processes to ensure conflicts of interest are prevented and mitigated	CADU's Code of Ethics, within its scope, includes the company's categories. This document sets out the principle for declaring and validating conflicts of interest.
b	Whether conflicts of interest are disclosed to stakeholders	Yes, in the Annual Report filed with the Mexican Stock Exchange.
b.1	Cross-board membership	Yes, in the Annual Report filed with the Mexican Stock Exchange.
b.2	Cross-shareholding with suppliers and other stakeholders	Yes, in the Annual Report filed with the Mexican Stock Exchange.
b.3	Existence of controlling shareholders	Yes, in the Annual Report filed with the Mexican Stock Exchange.
b.4	Related parties, their relationships, transactions, and outstanding balances	Yes, in the Annual Report filed with the Mexican Stock Exchange.
	Disclosure 2-16 Communication of critical concerns	
a.	Communication of critical concerns to the highest governance body	Through the support Committees, critical concerns on sustainability and ethics are communicated to CADU's Board of Directors. This is done quarterly.
	4. Strategy, policies and practices	
	Disclosure 2-22 Statement on sustainable development strategy	
a.	Statement on sustainable development strategy	Page 8.

GRI	Disclosure	Section or direct response
	Disclosure 2-23 Policy commitments	
a.	Policy commitments for responsible business conduct	Pages 36 and 37.
a.1	Intergovernmental instruments referenced	Page 81.
a.2	Whether commitments stipulate due diligence	Pages 36 and 37.
a.3	Whether commitments stipulate 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 capture the concerns of its various stakeholders and act accordingly.
a.4	Whether commitments stipulate respect for human rights	Yes, CADU's Code of Ethics contains this principle.
b.	Specific commitments and policies on respect for human rights	Yes, CADU's Code of Ethics contains this principle.
b.1	Internationally recognized human rights referenced	All those in the UN Universal Declaration of Human Rights.
c.	Links to publicly available commitments and policies	www.caduinmobiliaria.com
d.	Level at which each commitment/policy was approved	CADU's Board of Directors and, where applicable, the CEO is the one who approves the policies.
e.	Extent to which policies apply to activities and business relationships	The Code applies to employees, shareholders, directors, investors, suppliers, clients, and anyone who interacts with, on behalf of, or representing the company.
f.	How commitments and policies are communicated	The Ethics Committee, within its annual plan, conducts periodic training related to our policies and codes.
	Disclosure 2-24 Embedding policy commitments	
a.	Embedding policy commitments for responsible business conduct	Pages 36 and 37.
a.1	How responsibilities are allocated across levels	Page 37.
a.2	How commitments are integrated into strategies, policies, and procedures	Pages 36 and 37.
a.3	How commitments are applied through business relationships	Pages 36 and 37.
a.4	Training provided on applying the commitments	The Ethics Committee, within its annual plan, conducts periodic training related to our policies and codes.

GRI	Disclosure	Section or direct response
	Disclosure 2-25 Processes to remediate negative impacts	
b.	Approach to identifying and addressing grievances	Pages 38 and 39.
d.	Stakeholder involvement in grievance-mechanism design	Page 38.
e.	How the effectiveness of grievance mechanisms is tracked	Page 39.
	Disclosure 2-26 Mechanisms for seeking advice and raising concerns	
a.	Mechanisms for seeking advice and raising concerns	Pages 38 and 39.
a.1	Seeking advice on applying policies and practices	Pages 37 to 39.
a.2	Raising concerns about business conduct	Pages 38 to 39.
	Disclosure 2-27 Compliance with laws and regulations	
a.	Compliance with laws and regulations	Occasionally the company is involved in a legal proceeding in the normal course of its operations; however, none of these proceedings — whether analyzed individually or collectively — could have a relevant adverse effect on the company's results of operations and financial position.
	5. Stakeholder engagement	
	Disclosure 2-29 Approach to stakeholder engagement	
a.	Approach to stakeholder engagement	Pages 38, 39, and 53.
a.1	Categories of stakeholders engaged and how identified	Pages 38 and 39.
a.2	Purpose of the stakeholder engagement	Page 53.
a.3	How the organization seeks to make engagement meaningful	Pages 38 and 39.
	Disclosure 2-30 Collective bargaining agreements	
a.	Percentage of employees covered by collective bargaining agreements	Page 42.

GRI	Disclosure	Section or direct response
	GRI 3: Material Topics 2021	
	2. Disclosures on material topics	
	Disclosure 3-1 Process to determine material topics	
a.	Process to determine material topics	Page 33.
a.1	How actual and potential impacts were identified	Page 33.
a.2	How impacts were prioritized for reporting	Pages 33 and 34.
b	Stakeholders and experts whose views informed the process	Page 33.
	Disclosure 3-2 List of material topics	
a.	List of material topics	Page 34.
b	Changes in the list of material topics vs. the previous period	No changes compared to fiscal year 2024.
	GRI 400: Social	
	GRI 201: Economic Performance 2016	
201-2	Financial implications and other risks and opportunities due to climate change	Pages 59 to 61.
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	Pages 36 and 37.
205-3	Confirmed incidents of corruption and actions taken	Page 36.
	GRI 300: Environmental	
	GRI 301: Materials 2016	
301-2	Recycled input materials used	Pages 65 and 66.
	GRI 303: Water and Effluents 2018	
303-1	Interactions with water as a shared resource	Pages 67 and 68.
303-2	Management of water discharge-related impacts	Pages 67 and 68.
303-5	Water consumption	Page 67.

GRI	Disclosure	Section or direct response
	GRI 305: Emissions 2016	
305-1	Direct (Scope 1) GHG emissions	Page 62.
305-2	Energy indirect (Scope 2) GHG emissions	Page 62.
305-5	Reduction of GHG emissions	Pages 62 and 63.
	GRI 306: Waste 2020	
306-1	Waste generation and significant waste-related impacts	Pages 65 and 66.
306-2	Waste by type and disposal method	Pages 65 and 66.
	GRI 400: Social	
	GRI 401: Employment 2016	
401-1	New employee hires and employee turnover	Pages 42 and 44 to 48.
	GRI 403: Occupational Health and Safety 2018	
403-1	Occupational health and safety management system	Pages 50 to 52.
403-5	Worker training on occupational health and safety	Page 49.
403-6	Promotion of worker health	Pages 50 and 51.
403-7	Prevention and mitigation of occupational health and safety impacts linked by business relationships	Pages 51 and 52.
	GRI 404: Training and Education 2016	
404-1	Average hours of training per year per employee	Page 49.
	GRI 405: Diversity and Equal Opportunity 2016	
405-1	Diversity of governance bodies and employees	Pages 26 to 29 and 44 to 48.
	GRI 415: Public Policy 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, within their sphere of influence.	• Code of Ethics; • Environmental Policy; • Anti-corruption Policy.
	2. Businesses should make sure that they are not complicit in human rights abuses.	
Labour Standards	**3.** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	• Code of Ethics; • Environmental Policy; • Anti-corruption Policy.
	4. Businesses should support the elimination of all forms of forced or compulsory labour.	
	5. Businesses should support the effective abolition of child labour.	
	6. Businesses should support the elimination of discrimination in respect of employment and occupation.	
Environment	**7.** Businesses should maintain a precautionary approach that favors the environment.	• Environmental Policy.
	8. Businesses should promote initiatives that foster greater environmental responsibility.	
	9. Businesses should encourage the development and diffusion of environmentally friendly technologies.	
Anti-Corruption	**10.** Businesses should work against corruption in all its forms, including extortion and bribery.	• Code of Ethics; • Anti-corruption Policy.

External and Independent *Verification Letter*

2025 Annual Sustainability Report
External and Independent Verification Letter

To the stakeholders of Corpovael, S.A.B. de C.V., the opinion of Vert, Desarrollo Sustentable (Vert) is hereby issued regarding the 2025 Annual Sustainability Report of Corpovael, S.A.B. de C.V.

Vert's objective is to issue an independent verification of the contents of this report, using as a reference the standards of the Global Reporting Initiative 2021 and of the Sustainability Accounting Standards Board applicable to the Home Builders industry.

Verification Methodology

To comprehensively understand the structure of the report, Vert held meetings with the Sustainability Committee of Corpovael, S.A.B. de C.V. (responsible for preparing the report), which acted as the communication liaison with the Company's other departments.

Likewise, the information-collection mechanisms used to compile the figures reported in the document were assessed, reviewing the qualitative and quantitative information contained in this report.

Finally, the correct application of the topics was reviewed based on the GRI 2021 and SASB Standards' preparation guidelines applicable to the Home Builders industry, verifying their accuracy, traceability, and materiality, based on the content provided by Corpovael, S.A.B. de C.V. and its team, establishing the basis for compliance with the principles of accuracy, balance, clarity, comprehensiveness, timeliness, sustainability context, and verifiability, in this report and for subsequent years.

Conclusions

As a result of the verification process, it was determined that the 2025 Annual Sustainability Report of Corpovael, S.A.B. de C.V. was prepared using the GRI 2021 and SASB Standards applicable to the Home Builders industry as a reference. No evidence was identified to suggest that compliance with and adherence to the GRI and SASB methodology was not carried out appropriately, 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).
Issued: Jul. 2024. Certification
ID: 10901457 8.

Benjamín Salgado Pérez
FSA Credential Level II Candidate.

About the verification

Vert's associates have the necessary preparation to examine and validate compliance with the guidelines required for the preparation and publication of Sustainability Reports, which allows them to issue a professional opinion on the alignment of the report's non-financial content with 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 presented in this report. This verification is issued on May 28, 2026 and will remain valid as long as no modifications or publications are made subsequent to this date.

CADU

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