



2024
Sustainability
Report

Eyes

on the

future





This 2024 has been
an invitation

to look toward the
future

with determination and hope.

We've learned to see the world through new eyes, to transform every challenge into an opportunity, and to adopt a fresh perspective that drives our continued growth.

Today, we understand that having our eyes on the future isn't just about planning, it's about having the courage to build a positive impact for people, the environment, and generations to come.

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people

OUR TALENT

- Employment and labor relations
- Equal opportunities
- Training and education
- Performance monitoring
- Safety and health
- Iconn Communities

OUR COMMUNITY

- Natural areas
- Spaces Restoration
- Zero Hunger
- Special contributions
- Support for abused women

39



planet

- Energy efficiency
- Waste management
- Water
- Carbon footprint

86



product

- Consumers' Wellbeing
- Post-consumption actions
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Message from our Chief Executive Officer

GRI 2-22

We have learned to **see** the world through new eyes



Customer centricity is the core principle of our strategy

Our 2024 was a year of transformation. With more than 101 years of history, innovation is in our DNA at Iconn. We move forward with determination, adapting to an ever-changing environment and reaffirming commitment to our customers: convenience and sustainability.

We are first-timers, with businesses ranging from 24/7 store openings to the integration of financial services and the creation of the Convenience & Fuel binomial model that is increasingly expanding across the country. This ability to evolve is what drives us forward, always with Eyes on the Future.

Customer orientation is the core principle of our strategy. Today, more than ever, we are focused on delivering an exceptional experience and making sure that every step is in line with our customers' needs. Our purpose is to make their life easier by providing the products and services our customers want and need, when and where they need them. This has led us to consolidate a point-of-sale network, developing an omnichannel loyalty platform and strengthening an organizational culture where we place the customer at the center of everything, reinforcing that human beings continue to be the heart of Iconn.

Knowing that change is constant, we actively evolve day by day. We strive to continuous improvement, anticipating trends and adapting quickly to people's needs.

Our commitment to sustainability is paramount. In 2024, we continued to strengthen our initiatives in the three core areas of focus: People, Planet and Product. Regarding our People axis, we fostered a work environment based on respect, diversity and equal opportunities, promoting the comprehensive development of our employees. Within the Product axis, we reinforced our offer with more sustainable and responsible options. In the Planet axis, we continued to invest in energy efficiency, rational use of water and waste management in order to reduce our environmental footprint.

None of this would be possible without the efforts of our operational heroes, collaborators, customers, business partners, and community; our deepest thanks to each of them.

At Iconn, transformation never stops and, although the future is challenging, we understand that this means it is also full of opportunities. We will continue to move forward, building our history and always looking ahead. Because our essence is innovation and convenience. Because our Eyes are on the Future.

We want to keep people at the center of all our decisions, always promoting respect, diversity and human dignity to treat everyone equally and, with that vision, build an identity in the market, making life easier for our customers and consumers.



Luis A. Chapa G.

Chairman of the Board and
Chief Executive Officer

Highlights 2024



PEOPLE

GENERATING JOBS

24,363 employees **+3%** vs. 2023

OPPORTUNITIES FOR WOMEN PARTICIPATION

+10.6% in store management vs. target **+5.3%** in field managers vs. target

TRAINING

+827,000 training hours vs. 2023
18 h average per person

COMMITMENT CLIMATE measured by Gallup

Satisfaction: **4.26** at the 85th percentile
Engagement: **3.89** at the 39th percentile



VOLUNTEERS

2,774 volunteer hours
+1,000 trees planted

SOCIAL RESPONSIBILITY

+5.1 million people benefited from social impact activities and donations

FOOD DONATION

+263 tons
19,978 people fed

PLANET

EMISSIONS REDUCTION

-14,994 tons of CO₂e reduced emissions from 7-Eleven

VAPOR RECOVERY SYSTEMS

39% of gas stations with vapor recovery systems

WASTE MANAGEMENT

640 tons of waste recycled

WATER

153 water leaks corrected **15,000** m³ of water saved

LABELING

100% 7-Select products in labeling compliance

IN-STORE SUPPLIES

62% disposable supplies, are biodegradable, recyclable or compostable.

PRESERVATION OF NATURAL AREAS

Chipinque & 7-Eleven alliance for post-consumer environmental awareness



RENEWABLE ENERGIES

157 gas stations, stores and workplaces with solar panels installed

18% interconnection in gas stations

ENERGY EFFICIENCY

100% of gas stations with LED lighting

-40% energy consumption

PRODUCT

COFFEE

80 tons of 7-Reserve coffee with Rainforest Alliance certification

100 farming families supported with 7-Select coffee production



ABOUT ICONN

At Iconn, we have grown with our Eyes on the Future. We are a Mexican company with more than a century of history, and today, more than ever, we continue to evolve to deliver convenience solutions that make life easier for millions of people every day. Driven by innovation, closeness, and a deep commitment to our people, we work to build a sustainable business that creates value for individuals, communities, and the environment.



What we do and how we do it

GRI 2-6

Iconn's offer is based on the availability of products and services where and when people need them.

As a 100% Mexican company, for more than 100 years we have established ourselves as an icon in our industry and as leaders in marketing and distribution. Through our main brands: 7-Eleven; Petro Seven; MAS Bodega y Logística; and MercaDía, we manage a broad network of convenience stores and gas stations that enable us to serve more than 1.5 million customers every day.

To fulfill our purpose and ensure a memorable shopping experience, we put consumers at the center of our decisions and rely on convenience as the most effective way to make people's lives easier.

With this approach, our goal is clear: to offer a wide variety of products at affordable prices, supported by a fast and friendly service from those who make up the organization, the great team that pushes us up every day. This premise, driven by innovation and the commitment of our people, has been key to gaining the trust of customers and communities, positioning us as a reference in the sector on a national scale.

At Iconn, we look to the future as we seek to be consumers' favorite and gain their preference, point by point.

Purpose

Making people's lives easier.

Vision

One only Iconn, passionate about being consumer's favorite, making life easier with the best convenience solutions.

We are human beings, at the **service of human beings.**



Our business model includes the retailer initiative culture, which is to anticipate and identify consumers' needs to make their life easier.

Luis A. Chapa G.

Chairman of the Board and Chief Executive Officer

Value chain

GRI 2-6

Our value chain is designed so that every link, from product procurement to final delivery, is aligned with our principles of sustainability, quality and ethics. This perspective allows us to satisfy our customers' needs with operational efficiency and minimizing environmental impacts, while at the same time contributing to the well-being of the communities where we operate.



1



Procurement of products

We work with a network of local, national and international suppliers, including small producers and medium-sized companies, which fosters regional economic development and guarantees quality, sustainable and accessible products.

2



Storage and distribution

We manage an efficient logistics network that includes nighttime distribution, which allows us to ensure product freshness and reduce carbon emissions by operating at times when traffic congestion is at its lowest.

3



Marketing and branding

We offer products and services through our brands such as:

- 7-Eleven
- MercaDía
- Petro Seven
- MAS Bodega y Logística

Prioritizing quality, convenience and sustainability.

Market presence

GRI 2-6



Through 7-Eleven, we make a difference by creating experiences that go beyond the expected. As the world's leading convenience store chain, recognized for making life easier for customers and offering an experience that exceeds their expectations, we provide a wide range of **food, beverages and essential products** 24 hours a day, 365 days a year and in locations close to people to optimize their time and travel.

We innovate in every detail to offer spaces where convenience merges with quality, freshness and a sustainable approach. We offer our own brands, such as 7-Select and Café Select, as well as a wide range of ready-to-eat prepared foods. Promoting the foodvenience concept, we provide prepared food for the convenience of our customers.

What sets us apart

Convenience and accessibility

A network of strategically located sale points, operating 24 hours a day, 365 days a year.

Wide range of offerings

Frequent use products, fresh food, beverages and financial services with multiple payment methods.

Focus on sustainability

Thanks to our 7-Reserve Brazil Origin coffee, made with Rainforest Alliance certified beans, we offer an exceptional flavor with an environmental commitment. Overnight distribution to reduce carbon emissions and ensure product freshness.

Innovation

Continuous improvement in technology, including digital platforms, such as our Sevenly app, and omnichannel retailing to respond to consumer preferences.

+2,070 stores

13 states

IN 2024

We reached and exceeded +2,000 stores!



Thanks to Petro Seven Gas Stations, **we are the energy that moves Mexico**. Through these spaces, we provide a high-quality experience for **refueling and purchasing complementary products**. Commitment to customers is reflected in optimal facilities, strategic locations, 24-hour attention, a variety of payment methods and a service that fosters trust by always providing accurate liters.

Petro Seven is more than just a chance to fill up the tank. It is a way that allows us to make people's lives easier by anticipating their needs and presenting a wide variety of convenience solutions. To achieve this and make each visit unique, we put customers at the center of everything we do; we rely on innovative design and technology, and we make a firm commitment to sustainability.

What sets us apart

Strategic locations

We offer convenient locations to meet customer needs; 24-hour service; a variety of payment methods; and quality service, always delivering accurate liters.

Comprehensive care

24-hour availability and a variety of payment methods for greater convenience.

Products and services

High-quality fuels, lubricants, private label products and complementary services.

Exact liters

Constant commitment to accuracy and transparency.

Safety and trust

Clean, illuminated stations with the necessary safety measures to ensure the protection of people.

290 gas stations

10 states

IN 2024

We exceeded 210 locations with 7-Eleven convenience stores.



IN 2024

We inaugurated in Tijuana our 4th temperature-controlled Perishables Distribution Center, ensuring the optimal freshness of our products.



We promote businesses in Mexico by supporting them through our brand **which markets and distributes common groceries**. MAS Bodega y Logística allows us to provide integral solutions and a wide variety of products at competitive prices for **traditional and medium wholesale customers** in the main regions of the country. We support everything from product commercialization to supply chain management.

With 14 operating centers in thirteen states of the republic, we work with passion so that each customer receives what they need when they need it and ensuring quality every step of the way. Our commitment does not end with delivery, we seek to empower our customers with a service that goes beyond the expected. We do more than move products: we connect businesses with efficient and reliable solutions.

What sets us apart

Wide assortment

We offer a wide variety of products in practical packaging, specially designed for retail customers.

Competitive pricing

We seek to offer the best quality and freshness with the best prices for our customers.

Customer Service

It stands out for providing attentive service focused on satisfying the needs of our customers.

Focus on retail and mid-wholesale customers

The main market is small stores and businesses that need to source products for resale.

14 Distribution and Logistics Centers

13 states



Is our brand dedicated to the production of artisan bakery products to supply our stores nationwide, ensuring the freshness, quality and flavor of our products.



Through MercaDía we cover the daily needs of Mexican families. As a chain of proximity stores, we provide a convenient, fast and satisfactory shopping experience with high quality, fresh and competitively priced basic food products.

Because we know that finding everything you need in one place with comfort, safety and cleanliness makes a difference, at MercaDía we do more than just offer products every day, we create experiences that make people's lives easier with a focus on quality and freshness.

What sets us apart

Essential products

Wide range of basic food basket products, including perishable foods, fresh meat and tortillas.

We have more than 2,500 edible and non-edible grocery products.

Convenience

Designed to be close to people and facilitate access to what they need in their daily lives.

High quality

It offers selected products that meet the most demanding standards, always at competitive prices.

Proximity and comfort

Promotes an efficient shopping experience to adapt to the current pace of life, with accessible schedules every day of the week, thinking about the convenience of our customers

+50 stores

11 municipalities of Nuevo León

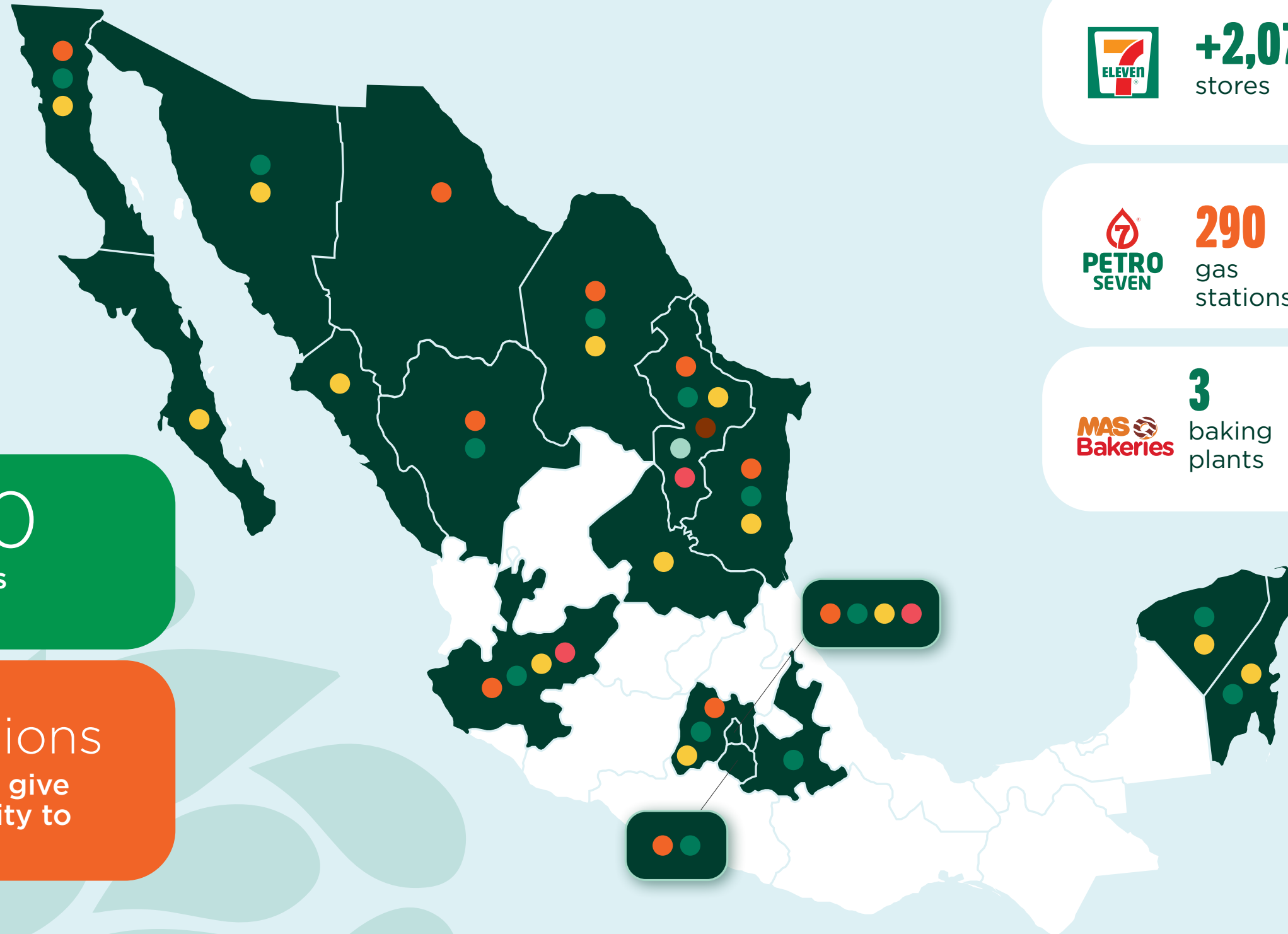
We have now +50 MercaDía stores



Our sale points

GRI 2-6

- 7-Eleven
- MAS Bodega y Logística
- Petro Seven
- MercaDía
- MasBakeries
- Iconn Support Center



+2,400
Iconn sale points
in Mexico

+1.5 millions
customers a day give
us the opportunity to
serve them



+2,070
stores



14
distribution
and logistics
centers



290
gas
stations



+50
stores



3
baking
plants



1
Iconn Support
Center

The employment

we create

GRI 2-7

More than 24,000 people make up our talent to build a company that positively impacts the lives of millions of people every day. By the end of 2024 we have 3% more employees than in the previous year.

We represent a significant driver of direct and indirect employment generation, as well as development opportunities for students and professionals in training. Given our commitment to boosting Mexico, we are committed to local talent. Thanks to the people who make up the company and their efforts to enhance their skills, we can look to the future as an organization and continue to provide opportunities for people.

Our network of operations, which includes convenience stores and gas stations, not only contributes to regional economic development, but it also generates jobs and growth opportunities in 17 Mexican states.



Distribution of our people by brand



Total number of people employed

● 2023 ● 2024

BY GENDER

WOMEN

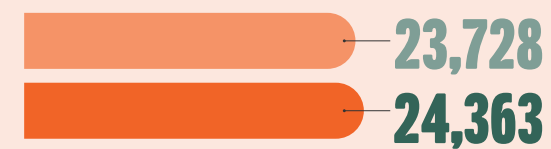


MEN



BY TYPE OF CONTRACT

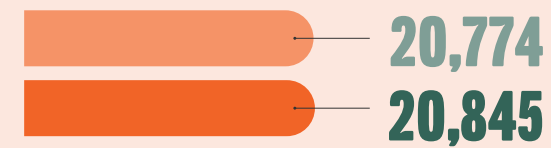
PERMANENT



TEMPORARY



FULL TIME



PART-TIME/FLEXIBLE SCHEDULES



24,363 employees at year-end 2024



Sourcing practices

GRI 204-1, 3-3, 204-1

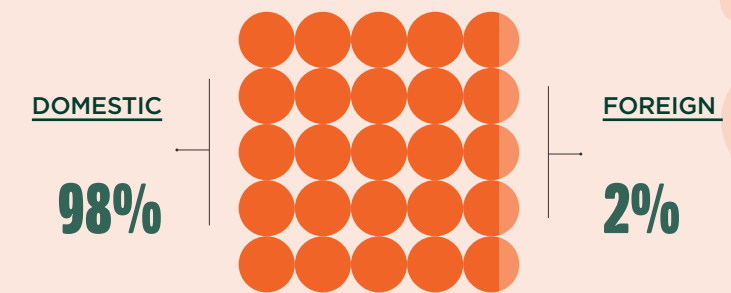


At Iconn we apply rigorous supplier evaluation and selection filters for our brands based on environmental criteria. Suppliers are required to comply with world-class standards such as those established by the Global Food Safety Initiative (GFSI). In addition, both announced and unannounced audits are conducted to ensure that quality and safety practices are maintained for the products.

We have a *Sourcing Policy* and a *Policy for Contracting Professional Service Providers*. We have also promoted adherence to Iconn's *Supplier Code of Conduct*, which includes specific guidelines on sustainability and environmental responsibility. In order to gain effectiveness, this practice is included in purchase order agreements.

In the quest for increasingly sustainable sourcing, in 2024 we set the baseline for the incorporation of local and regional suppliers. We work to contribute to the economic environment where we operate and generate new possibilities for growth in the country.

Origin of suppliers of goods and services



GOVERNANCE

Our corporate governance model strengthens transparency, accountability, and regulatory compliance. Every team member, committee, and business unit plays a role in a culture where trust is the starting point and sustainability is the destination.

98%

of Iconn employees have been trained in human rights, ethics, sustainability, and information security.



Corporate governance

GRI 2-9, 2-10, 2-11, 2-12



Board of Directors and Governance Committees

Iconn's strategic direction is in the hands of a Board of Directors committed to excellence and sustainable development. This governing body defines, reviews and updates our guiding purpose, values and mission, ensuring that they reflect our aspirations for innovation and sustainability.

From the approval of strategies and policies to the setting of goals related to responsible growth, the Board works collaboratively with management to ensure that every decision is aligned with our long-term vision. It also oversees business management and execution, ensuring that the policies and guidelines implemented meet the highest efficiency and transparency standards.

Through strong leadership, we strive to create an environment that promotes progress and positive impact, reaffirming our dedication to sustainable growth and the trust of our stakeholders.

In 2024, the Board was composed of 10 directors, all men, six of whom held an equity relationship with the company. The proposals to appoint the members of the Board are presented at the Ordinary Shareholders' Meeting, where a simple majority of votes must be obtained. This participation ensures that the highest governance body is composed of leaders capable of advancing our mission with commitment and vision.

Board of Directors

6 equity members

4 independent members

10 members in total + 1 Statutory Auditor

18.9 years
is the average length of
service of the members

The Board of Directors is supported by three key committees composed of the directors, together with the company's Statutory Auditor and Alternate Statutory Auditor, who perform specific functions to strengthen management and oversight.



Audit Committee

It is the responsibility of this committee to ensure that the information provided to the Board, shareholders and third parties is transparent and accurately reflects the company's financial position, promoting confidence and clarity in all communications.

1 Statutory Auditor

1 Independent member

2 External advisors

Average length of service of 6 years



Admissions Committee

Responsible for approving the hiring, promotion, relocation, or termination of Iconn partners' family members in any position across the company, its subsidiaries, or affiliates. The committee operates under defined criteria to ensure transparency and fairness in all talent-related decisions.

5 independent members

Average length of service of 12 years



Compensation Committee

Defines compensation policies and establishes general guidelines for evaluating and determining executive compensation, ensuring transparency and fairness in the processes.

3 independent members

Average length of service of 17 years



Knowledge, performance and compensation

GRI 2-17, 2-18, 2-19

We are committed to continuously strengthening the collective knowledge, skills and experience of our highest governance body on sustainable development topics. We encourage active participation through the presentation and discussion of our strategic framework and action plans, as well as through periodic reports that are discussed in detail with the board and its committees. These practices ensure informed decision making aligned with our sustainability objectives.

At least once a year, the board conducts a self-evaluation process to measure the results and progress of the initiatives established in the operational plans. This exercise allows us

to identify areas for improvement and make strategic decisions, including the recalibration of existing actions or the inclusion of new initiatives that will drive the achievement of our goals.

With regard to compensation, the Shareholders' Meeting reviews and approves the Board's compensation policies, while Compensation Committee is responsible for determining the compensation of senior management. Both bodies carry out annual performance evaluations and issue substantiated recommendations to ensure a competitive, transparent and results-based compensation policy.

Culture and ethical behavior

GRI 2-23

We are a Mexican company guided by our policies, practices and responsibility. We are dedicated to ethical conduct in all our operations and to fostering positive change in the communities where we are present. We promote respect and the exercise of human rights in every interaction and our values actively guide each of our decisions.

As a fundamental part of our corporate responsibility, at Iconn we understand the importance of preventing and combating fraud and other irregularities. For this reason, we have developed the **Anti-Fraud Diagnostic**, a comprehensive tool that evaluates our exposure to fraud risk through six initiatives: identification, prevention, deterrence, detection, sanction and remediation. This diagnosis allows us not only to know the current level of exposure, but also to establish strategic initiatives to strengthen processes and minimize risks. The Board of Directors, executives and employees of our business units share the responsibility of safeguarding the company's assets, promoting a culture of honesty, integrity and ethics at all levels.

We act with integrity, respect and commitment; we constantly innovate and work to be the consumer's favorite. We believe in building a united and diverse team, where each person is valued and considered. The passion to be the best drives us to make a difference in people's lives.

Every one of our operations, every store, every gas station and every Iconn member reflects our commitment to demonstrating that we are human beings serving human beings.



Our values



Innovate in everything

We promote an innovative mindset through the use of technology, making it convenient and sustainable.

We are obsessed with **C**onsumer preference

We recognize consumers as our only boss and strive to meet their changing needs.

We seek to improve every day

We boost our results by acting with integrity, based on facts and data.

We develop a champion **N** team

We build one Iconn, based on collaboration, diversity and respect.

We own **N** our results

We capture growth opportunities by generating value, executing with excellence and a sense of urgency.



Iconn Code of Ethics and Conduct

It establishes the fundamental principles that govern our conduct. It covers key aspects such as respect for human rights, care for the working environment and integrity in business operations. It is based on corporate values and is mandatory for everyone at Iconn, regardless of where they perform their duties; members of the Board of Directors and its support committees, business partners and suppliers, in relation to the operations we carry out together. For the latter, there is also the *Iconn Supplier Code of Conduct*, integrated into our contracts since 2023 and in our purchase orders since 2024, promoting compliance and alignment with our corporate values and principles.

These guidelines strengthen our internal practices, ensure that we operate under ethical principles and continue to have a positive impact on all the communities in which we participate.



[Read the Code of Ethics and Conduct here](#)

IN 2024

We certified 79 employees as Iconn Investigators with the objective of providing them with the bases and tools necessary to understand the background, causes, effects and consequences of reported events.

In this way, we work to strengthen the presentation of evidence and confirm or rule out possible violations of *Iconn's Code of Ethics and Conduct*.




Ethics Line

GRI 2-26

At Iconn, our Ethics Line is available to all employees as a secure channel for reporting concerns about possible conduct that contravenes values, internal policies, laws or regulations. This mechanism is operated by a third party to ensure objectivity and guarantee anonymity and confidentiality in all complaints filed.

Since its implementation in 2020, we have focused our efforts on strengthening the confidence of the people who use this channel. During 2024, the Ethics Line has not only been a space to solve problems immediately; it has also served as a guide to implement preventive measures to reduce risks and promote the loyalty of those who make up the company.

The Ethics Line is available on our website, open to the community and our customers. It is integrated into contracts with suppliers, who can also use it to file complaints.

 **800 700-8000**
(toll free)

 **iconn@letica.email**

 **www.letica.mx/iconn**

-9%
complaints received
vs. 2023

51% anonymous
(-13% vs. 2023)

38% unsubstantiated
(-20% vs. 2023)

53 closing days
(-6 % vs. 2023)

95% cases closed
during 2024



IConnViction

Integrity and Compliance Culture Certification

GRI 2-24

With more than 98% progress in the first year of implementation, IConnViction was born in 2024 to strengthen a culture based on ethics, respect for human rights, information security and sustainability. The initiative is inspired by the concept of "A city where everyone wants to live" and, although only the first edition of IConnViction has been carried out, mandatory annual trainings were previously offered on topics such as the code of ethics, human rights, sustainability, information security and the Ethics Line. Now, through interactive content and gamification dynamics, this topic is unified and reinforced, encouraging each employee to act with conviction and reflect our values in every action. We seek to transform our people's learning into a motivating and meaningful experience.

It is a shared commitment to build an ethical and sustainable company. In its four subject matter areas:

- 1 Code of Ethics and Conduct (including the Ethics Line)
- 2 Sustainability
- 3 Human Rights
- 4 Information Security

Each member finds tools for living with integrity, promote respect and contribute to collective well-being. Together we create an environment where responsibility and conviction become the engine of our success.

Certification is aimed at all our employees, and those who are new employees must complete it within their first 30 working days. In this way, we ensure that each member of the organization begins his or her journey with a solid understanding of our values and ethical commitments.

We closed 2024 with 98% of our employees trained in the Iconn Code of Ethics and Conduct module through IConnViction, which also includes content related to the Ethics Line and anti-corruption practices.



CERTIFICATIONS

382 in progress | 20,671 completed

98% total number of people trained

Compliance

GRI 3-3, 205-1, 205-2

Iconn's commitment to compliance is based on the conscious, effective and ethical application of applicable regulations. We ensure that each area of the organization complies 100% with its legal obligations, which implies not only complying with regulations, but also adapting processes, making investments and establishing a culture of shared responsibility among all business units. The Regulatory Compliance area facilitates the understanding of new laws and regulations, translates complex legal terms and helps areas to visualize risks, such as fines or operational disruptions if regulations are not complied with.

We work under a proactive approach to identify and mitigate risks that includes the implementation of regular assessments, monitoring of critical obligations and cross-cutting training. The emphasis is on areas subject to strict regulations, such as the Petro Seven unit, where the entire hydrocarbon commercialization chain is managed, from acquisition to retail sale, covering administrative, security and cybersecurity aspects.



Anti-corruption

We have an *Anti-Corruption and Undue Advantage Policy*, which establishes the principle of Zero Tolerance for non-compliance with laws and regulations related to corruption. This policy defines the guidelines in this area and aims to prevent, detect and, if required, punish acts of corruption within the company. It is accessible to all employees and is reinforced through IConnViction certification and internal communication actions for all our employees and governing bodies.

Anti-corruption policies and processes are also explained in the Institutional Relations

Program, aimed at key positions in the company that are usually at greater risk due to their activities and contact with the authorities. During 2024, 39 people were trained.

In addition, this year we initiated a thorough corruption risk assessment process in our operations, which involves the generation of control files for all divisions and areas of each brand. In 2024 we prioritized Petro Seven with the evaluation of 100% of its activities and controls implemented, in accordance with the General Law of Administrative Responsibilities.



Fair Competition Policy

It is the guide that helps us identify anti-competitive behavior and compliance with antitrust and fair competition laws with customers, business partners and competitors. In order to boost its effectiveness, we perform specific certifications for selected audiences.



To ensure a strong compliance and business ethics framework, Iconn also has policies in place to strengthen governance. These include the *Conflict-of-Interest Policy*, which ensures transparency in decision-making; the *Confidential Information and Insider Trading Policy*, which protects and regulates the handling of information within the company; and the *Personal Data Management and Protection Policy*, which prioritizes the security and protection of the personal data of our employees, customers and partners. We also maintain a strong commitment to the prevention of money laundering, which is set out in our *Money Laundering Prevention Policy*, and we regulate business interactions through our *Gifts and Presents Policy*.

Safety of information

GRI 3-3



We promote the adoption of information security practices on an annual basis through the Information Security Program, which includes content such as training, ethical exercises, regulations, information protection and awareness.

In parallel, we are governed by an *Information Security Policy* that contains the main guidelines for topics such as Supplier Relations, Information Training and Safe Development, addressed to all our personnel.

Since 2021, we have been holding **Information Security Week**, an annual initiative where we offer training designed to learn how to protect data and maintain security inside and outside the organization. During this week, we train on digital hygiene to keep devices and accounts safe, identify fraudulent emails and messages through phishing practices and reinforce security in the workspace. Videos, press releases and virtual flyers are disseminated to promote the messages.

In the field of shielding and prevention of information leakage, we implement constant monitoring of security controls to ensure the proper operation of the company's exposed sites. We execute a Quarterly Vulnerability Management Program in our technological infrastructure for the protection of data and systems.

In terms of regulations, Iconn is certified and compliant with PCI DSS V4.0. This certification supports our commitment to protect employee and customer payment card data in 7-Eleven and Petro Seven brands, enabling maximum security and trust in our operations. In addition, we have expanded our digital payment options, enabling transactions through Apple Pay and Google Pay, which reinforces our offer of convenience and security for users.

+6 hybrid conferences with subject matter experts

+500 employees made aware of information security issues

200 people trained in prevention and shared responsibility for information protection

Iconn Assurance System (SAI)

The SAI is a model defined and adopted by Iconn to strengthen the organization’s control environment. It reinforces our commitment to corporate ethics and values, compliance with internal policies, and control activities; it also promotes risk management, facilitates process standardization, and encourages best practices.

We have evolved the SAI with the purpose of continuing to work alongside functional areas to drive continuous improvement across Iconn’s processes. This evolution fosters capability-building, strengthens the control environment, and contributes discipline, structure, and greater risk awareness. Below are the key updates:



Sistema de Aseguramiento Iconn



The SAI encourages the active participation of all employees to ensure the effective and sustainable execution of processes, aiming for consistency and excellence.



Corporate Ethics Pillar

Update of the Iconn *Code of Ethics and Conduct*, aligned with our ongoing commitment to adapt to change and continue strengthening corporate ethics.



Risk Management and Control Pillar

- Reinforcement of the Risk Management framework through new control capabilities aligned with Iconn’s strategy.
- Update, centralization, and reassessment of ICFR controls in alignment with Iconn’s Process Architecture.
- Optimization of the ICFR control self-assessment process through a digital platform.



Regulatory Compliance Pillar

- Update of Iconn’s policies and regulatory documents.
- Development and update of financial policies, aligned with compliance to Mexican Financial Reporting Standards (NIF).

FACILITATING A BETTER WORLD

We align our purpose with the needs of the environment through our sustainability strategy that guides every decision, inside and outside the organization, towards a more just, conscious and shared future.



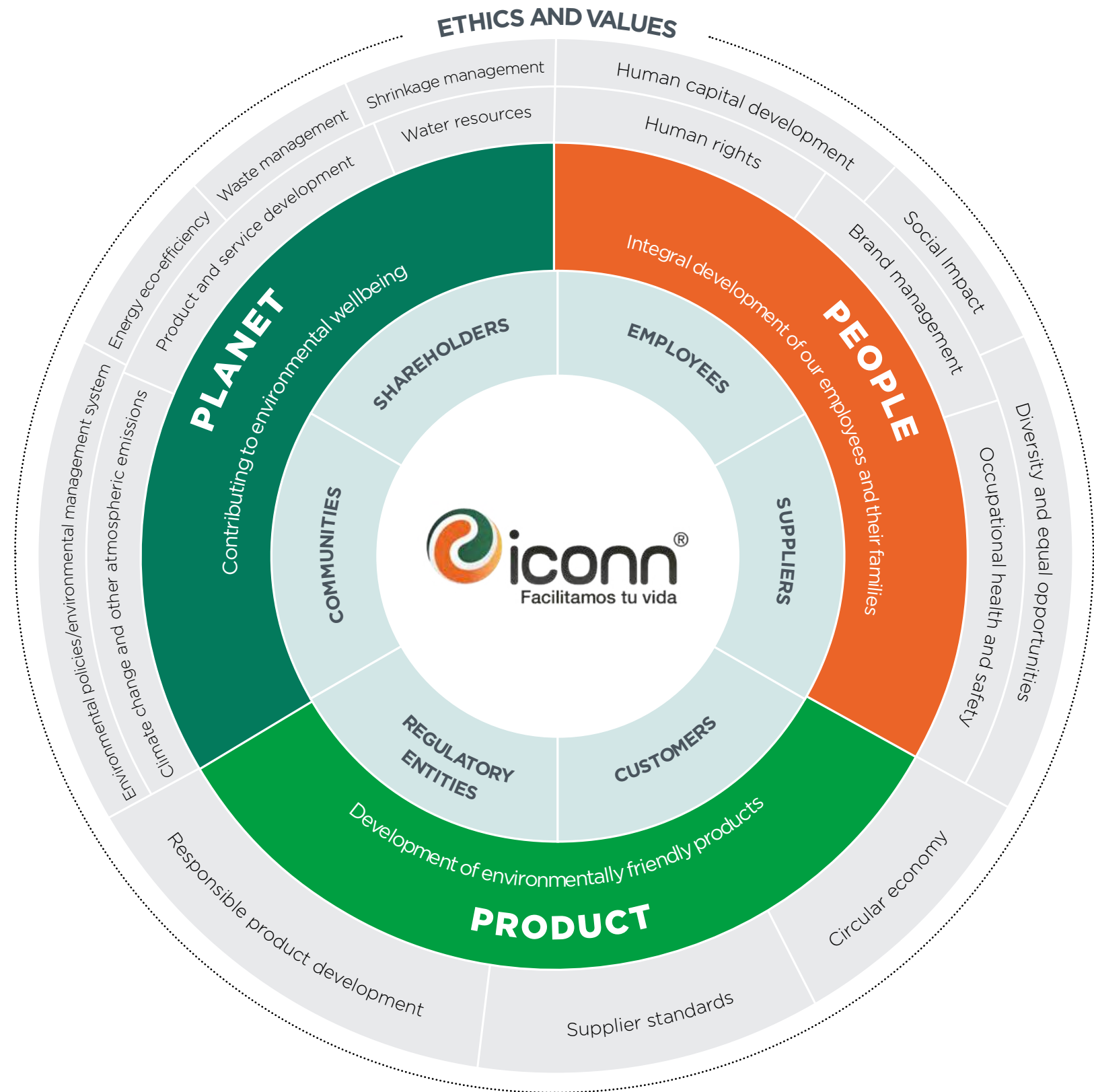
Commitment to sustainable development

At Iconn we stand out by our constant search for options that allow us to live in harmony with our communities; we understand their needs and work together to transform and positively impact our environment.

This motivation allowed us to design a business strategy that since 2019 has guided our actions on three axis:



People, Product and Planet. To increase the effectiveness of our efforts, in 2024 we redefined the commitments to be met by 2030 by also mapping our contribution to the Sustainable Development Goals (SDG).





Integral development of our employees, equal opportunities, support for the communities where we operate.

SDG



2030 GOALS



Boosting our talent

Position ourselves among the best companies to work for in Mexico.



Opportunities for all

Ensure women's participation and equal leadership opportunities at all decision-making levels in the organization.



Food donation

Include in the value chain the donation of products to eradicate malnutrition in the country.



Sustainable relationships with our communities

1.5 million people and institutions benefited through social impact initiatives.

PROGRESS 2024

We exceeded by 14% the goal of participation of eligible employees in the i-Flex Program versus 2023 and by 54% the goal of beneficiaries of the Iconn Scholarship program versus 2023.

We exceeded the goals for female representation in leadership positions: 52% in store management and 40% in the field.

We made progress in the participation of employees at the national level in the Iconn Communities, with more than 900 people participating.

We surpassed our food donation goal by 41%, with 263,715 kg, feeding 19,978 people.

We benefited more than 5.1 million people with social impact activities, sponsorships and partnerships

We raised funds through:
RED Round-Up: \$5.4 million pesos
Blue Route: \$225,400 pesos
Pink Route: \$275,000 pesos

Learn more in the [chapter People](#)

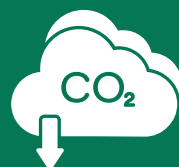


Reduction of our carbon footprint through projects related to energy efficiency, clean energy, water conservation and waste management.

SDG



2030 GOALS



Climate change

15% reduction of Scope 1 and 2 emissions in terms of energy efficiency, fuel efficiency and greenhouse gases, versus baseline.



Circular economy

Renewable energies: Increase consumption of renewable energy through photovoltaic panels in 100% of service stations and 14% of stores.



Renewable Energy

Increase the use of renewable energy through photovoltaic panels at 100% of service stations and 14% of stores.

PROGRESS 2024

We defined our Scope 1 and 2 **emissions baseline** for 7-Eleven.

We reached **39%** of service stations with a **Vapor Recovery System**

We incorporated information on **waste management** into internal training, reaching **100% of operational employees and 82% of staff**.

We recycled **4,316** tons of hazardous and non-hazardous waste.

We achieved **96%** of the **clean energy** porting goal in 7-Eleven stores.

We achieved the installation of **solar panels** at **157** gas stations, stores and workplaces.

We closed the year with **0** **environmental accidents** at Petro Seven.

 Learn more in the **chapter Planet**



Development of products and packaging with lower environmental impact, aligned with regulations that promote the circular economy and the reduction of unnecessary packaging.

SDG

12 15 17

[Learn more in the chapter Product](#)

2030 GOALS



Sustainable supply

Double the participation of national suppliers (local and regional) versus the baseline.



Sustainable packaging and containers

50% of our own-brand products have recyclable, reusable or compostable containers or packaging; 90% of our disposable supplies available in stores are biodegradable, made from recycled, recyclable or compostable materials.

PROGRESS 2024

We established baseline and specific targets on input materials and packaging materials for private label products.

62% of our in-store supplies are made of biodegradable materials, compostable or recyclable.

100% of our own-brand labels are validated by a third party.



During 2024, we received the ESR Distinction from the Mexican Center for Philanthropy (CEMEFI) for the sixth consecutive year, reaffirming our commitment to sustainable development.



Materiality

and stakeholders

GRI 2-29, 3-1, 3-2



The implementation and monitoring of the sustainability strategy is possible thanks to the materiality studies we have conducted to understand the expectations of our stakeholders and the generation of shared value. In order to strengthen our goals and actions, in 2024 we conducted a new impact materiality study for retail and hydrocarbon

sales that allowed us to update priority aspects based on dialogue with internal and external stakeholders. Thus, we identify **brand management, product and service development, and materials** as the most relevant issues to work on as of 2024, followed by those with a relevance of more than 70%.

Process for determining material issues



Priority material topics

(percentage of relevance)



NOTE: for the purposes of this report, aspects below 70% relevance are also considered, in alignment with Iconn's three strategic areas of focus, which are specified in the GRI 2024 Content Index.

Stakeholders

We know that our daily decisions have an impact on people and organizations, both internally and outside our spaces, so we strive for constant and valuable communication through various channels, in order to learn about their concerns and join efforts to facilitate a better world.



Shareholders,
who are betting on us.



Customers,
who are our reason for being.



Employees,
who work to achieve the mission.



Communities,
our extended family.



Regulatory entities
with whom we work hand in hand for a sustainable Mexico.



Suppliers,
our allies in what we do.

Sustainability management

GRI 2-12, 2-13, 2-24, 2-28

Fulfilling our sustainable development commitments involves following policies that promote socially responsible business conduct that ensure respect for human rights and due diligence, in alignment with the Sustainable Development Goals (SDG). At Iconn, these policies are available on internal platforms and are addressed through Iconn University (online) and face-to-face courses; they are also an essential part of the annual IconnViction training program that began in 2024 to strengthen our culture of sustainability.

Sustainability committees

To ensure a structured and strategic approach, each of our sustainability pillars is supported by a committee responsible for driving initiatives, coordinating processes and monitoring sustainability results, thus guaranteeing a unified and value-oriented vision for our stakeholders. These quarterly committees also play an active role in decision-making, resource allocation and preventive risk management.

Each committee is headed by executive directors, who lead and ensure the progress of the strategy and the fulfillment of its objectives. In turn, each committee is made up of interdisciplinary teams from different areas of the organization, which allows for effective communication of progress from different functions. Throughout the year, these actions are continuously monitored by the sustainability area, which provides support and strategic alignment.

Membership in associations

At Iconn we are aware that in social and sustainability matters we must work as a team. That is why each year we reaffirm our commitment to industry and trade associations that allow us to share best

practices, identify opportunities and generate alliances. In some cases we actively participate, in others we assume leadership roles.

<u>ASSOCIATION</u>	<u>ROLE 2024</u>
Asociación Nacional de Tiendas de Autoservicio y Departamentales (ANTAD)	Member of the Board
Cámara de la Industria de Transformación de Nuevo León (CAINTRA)	Active member
Cámara Nacional de Comercio, Servicio y Turismo (CANACO) Monterrey	Active member Advisor and counselor
Cámara Nacional de Comercio, Servicios y Turismo (CANACO) Guadalajara	Active member
Cámara Nacional de Comercio, Servicios y Turismo (CANACO) Hermosillo	Active member
Cámara Nacional de Comercio, Servicios y Turismo (CANACO) Tijuana	Active member
Clúster Energético de Nuevo León	Active member
Confederación de Cámaras Industriales (CONCAMIN)	Active member
Confederación Patronal de la República Mexicana (COPARMEX) Nuevo León	Presidency
Energía Puesta en Marcha	Active member

Eyes on the Well-being of the People



We place people at the heart of everything we do. We promote their development, well-being and potential, inside and outside the organization, building stronger, more humane and sustainable communities.

+263 tons
of food donated to BAMX

+5 million
people benefited from social impact

SDG

- 2 3 4 5 8 10 14 15 17

GRI

- 401-1, 401-2, 401-3, 403-1, 403-8, 403-5, 403-9, 403-10, 403-2, 403-4, 403-3, 403-6, 404-1, 404-2, 404-3, 405-1, 413-1

OUR TALENT

GRI 3-3, 401-1, 401-3, 403-1, 403-2, 403-3, 403-4, 403-5,
403-6, 403-7, 404-1, 404-2, 404-3, 405-1, 401-1

Our human talent is the engine that drives our success. For this reason, at Iconn we follow a strategy based on four dimensions that strengthen our value proposal and favor a dignified, safe and inclusive work environment.

The first dimension focuses on **strengthening direct customer contact positions**, ensuring that our operational heroes have the tools and knowledge to deliver an exceptional experience.

The second is focused on the **integral development** of our team; it combines technical training with the promotion of leadership competencies in both people management and business vision.

The third dimension drives organizational agility and **innovation**, facilitating processes and optimizing the work experience.

Finally, the fourth dimension reinforces our **leadership culture**, based on business ethics, sustainability, workplace safety and leadership that inspires and transforms.

Through these initiatives, Iconn promotes a work environment that prioritizes continuous training, health, safety and sustainable growth of the people who make up the company. We work for your well-being and professional development.



Just as we make the client's life easier, we also make the life of employees easier, removing obstacles, promoting tools, direction, development, and a better work environment. There lies the purpose of making people's lives easier.

Rafael Martínez,
Executive Director of
Talent at Iconn

Employment

and labor relations

GRI 3-3, 401-1, 401-3

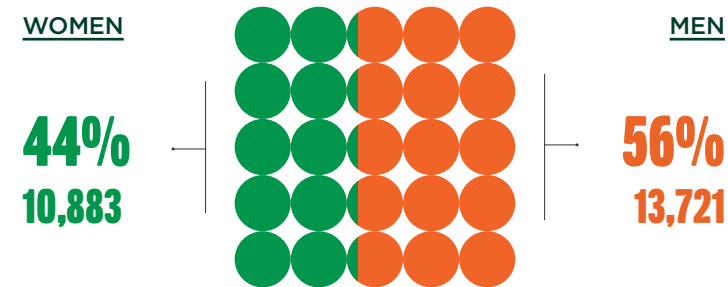
At Iconn we want to go beyond offering a job opportunity and, because we have our eyes set on the future, we are committed to long-term relationships. We are committed to decent work, the integral development of our employees and their well-being.

We know that attracting and retaining talent is essential to the growth and stability of our operations. During 2024, **67%** of new hires were people under 30 years of age; we value the contribution of young talent to our business project.

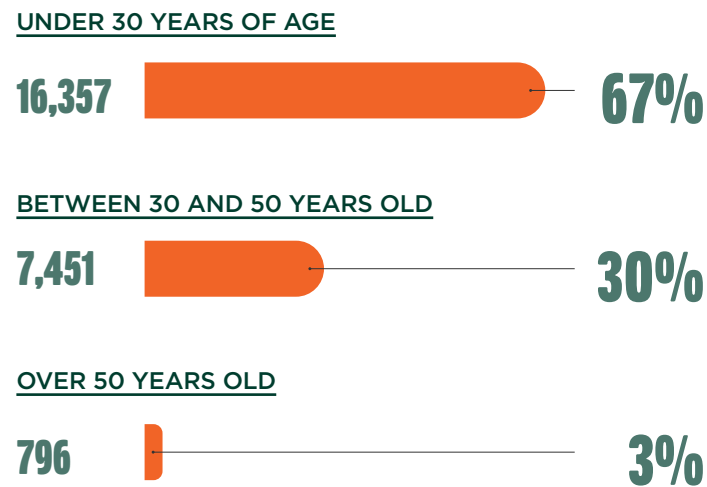
3% more hires, with a total of 207 more employees than the previous year

New hires

BY GENDER



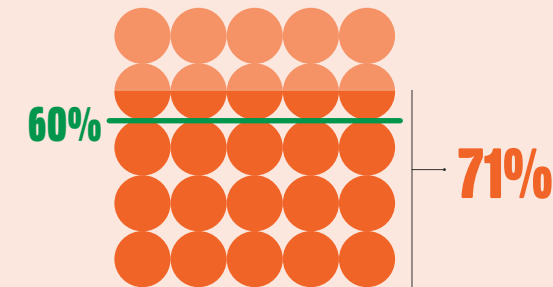
BY AGE GROUP



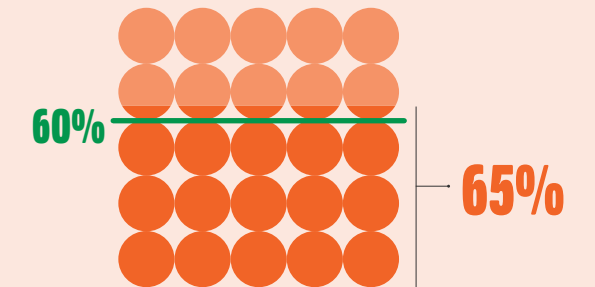
Internal replacement rate

● 2024 Goal ● Advance

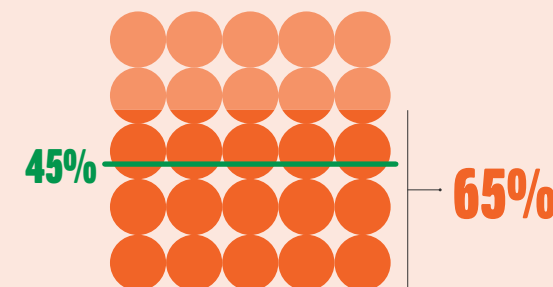
7-ELEVEN STORE MANAGERS



PETRO SEVEN STATION MANAGERS



FIELD MANAGERS



Service agent turnover at Petro Seven has decreased by 24% over the past four years, reaching 39% in 2024.

Benefits

I-flex program

At Iconn we have identified a key element that distinguishes us in the market: operational flexibility. This approach has become a strength of our value proposal because it allows us to adapt to the needs of our employees and the business environment.

For us, operational flexibility means offering the freedom to customize their workday to maximize their efficiency and well-being. At Iconn, we understand the particularities of individuals and that not everyone needs to come and go at the same time or work the same number of hours or days per week.

In order to extend the benefit to all areas and make its application possible, we implemented the ***Flexibility and Wellness Policy*** which even allows operational teams, who have face-to-face responsibilities, to enjoy the flexibility traditionally associated only with remote or administrative work environments.

Regarding holidays, In addition to what is established in the legislation, we offer the possibility of using this right from the first day of hiring and we offer an extended expiration period.

I-flex achievements

- ✓ Balance between personal and professional life

- ✓ Improved talent retention

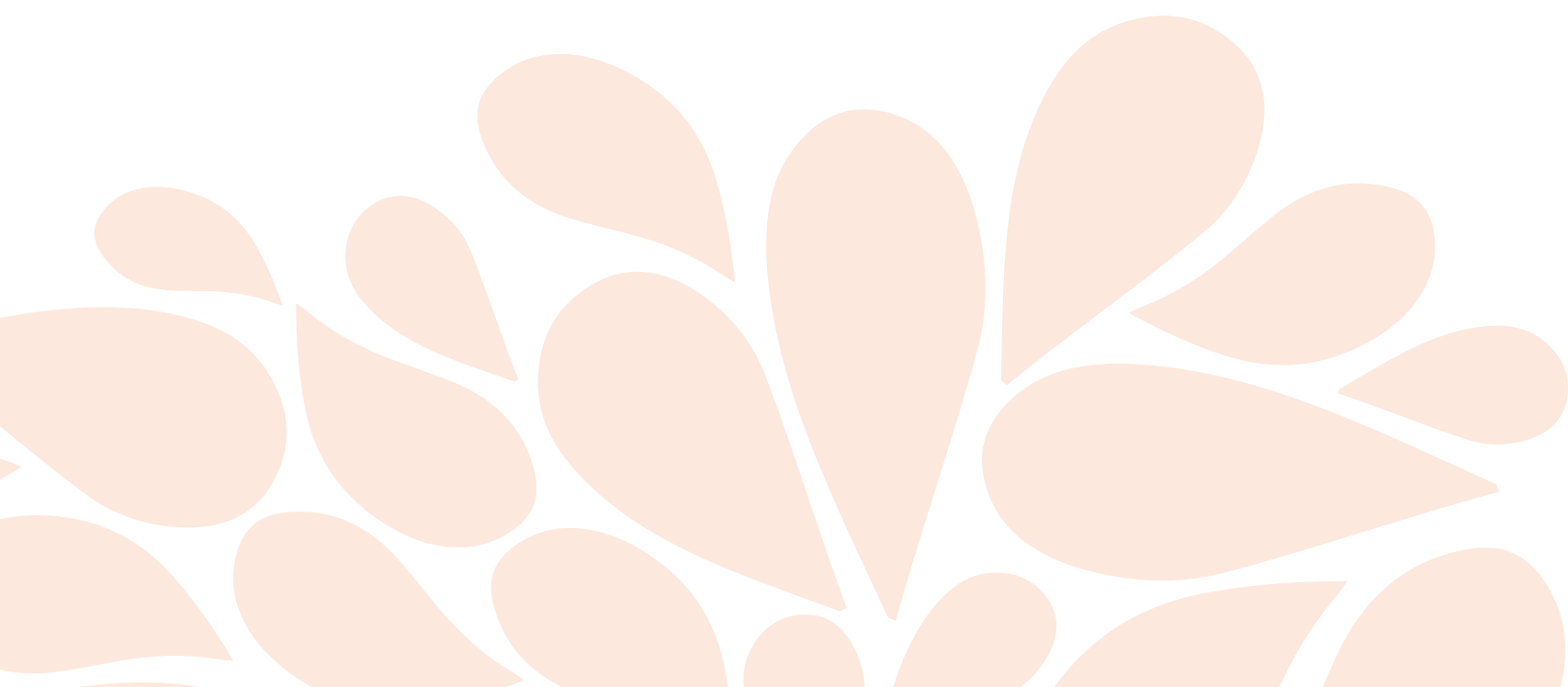
- ✓ Increased employee satisfaction and well-being

- ✓ Improved operating results and commitment



Having a flexible work schedule has allowed me to balance my personal and work life and fulfill my role as an executive and mom. The great blessing of feeling and being present in the important moments for my children without neglecting my responsibilities at work is something I deeply value.

Denisse Elizabeth González Martínez
 Manager of Talent and Culture Planning and Development, Iconn





Iconn's benefits and features have been key to maintaining a balance between my personal and professional life, as is the i-flex hybrid work model allowing me to optimize my time and be more productive.

José Joaquín Ranzahuer García Calderón
Iconn's Legislative Monitoring Coordinator



I-flex benefits



Hybrid work schemes. Allows you to choose your work location so that you can fulfill your responsibilities efficiently.



Flexible schedules. They allow for adjusting entry and exit times according to personal needs, as long as the nature of the position and responsibilities allow it, maintaining a balance with core hours (9:00 a.m. to 12:30 p.m. and 2:00 p.m. to 4:00 p.m.).



My Days
Four days of paid leave per year are granted to attend to personal matters, available after six months of seniority, without the need for authorization and in addition to vacation.



Major Medical Expenses Insurance. It covers 100% of the cost of the policy for the employee and offers a 90% subsidy for direct beneficiaries, who can be optionally enrolled with a 10% payroll discount.



Life insurance: In accordance with our current policy, coverage includes 30 months of salary in the event of death due to natural causes or disability, and 60 months of salary in the event of accidental death.



Paternity. Employees are granted paternity leave of 5 working days with pay.



Maternity. Employees have 84 calendar days of maternity leave, with the option of transferring between 1 and 4 weeks from the prenatal period to the postnatal period, subject to certain requirements. In addition, in case of adoption of a child up to six months old, 6 weeks with pay are granted. As part of our commitment to wellbeing, **we provide 30 calendar days in addition to those established by law,** as well as a reduced workday of 6 hours a day until the infant's first year of life.



Retirement Plan. It is designed to provide security and peace of mind, promoting better preparation for the future through shared savings between the company and each employee. This plan has two key components.

Defined Benefit: Guarantees financial stability in retirement based on years of service and age.

Defined Contribution: Allows employees to make voluntary contributions to their savings, supported by an additional contribution from the company.



Grants per Event: We provide support in key situations such as the birth of a child, marriage and death of a family member. With these initiatives, we reinforce our commitment to the wellbeing and stability of our people.



The medical benefits offered by Iconn help me tremendously, from the dental plan to preferential costs for specialist appointments.

María Fernanda Tanori
Test Kitchen Leader at 7-Eleven

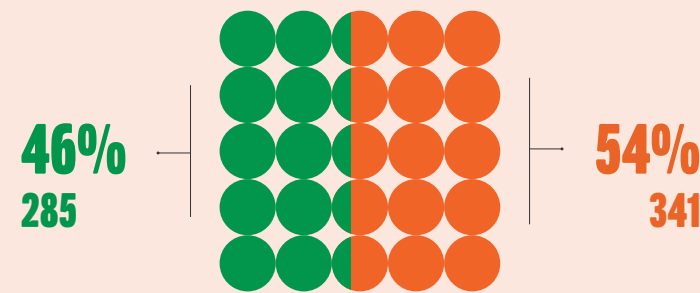
100% of our employees are entitled to parental leave and 626 people used the benefit in 2024



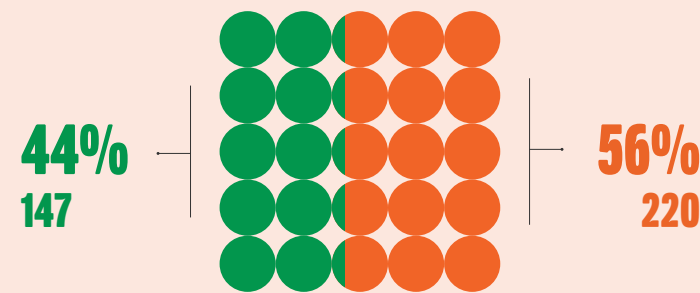
Enjoyment of parental leave

● Women ● Men

EMPLOYEES WHO ENJOYED THE BENEFIT IN 2024



RETURN IN 2024



REINSTATEMENT RATE AFTER PARENTAL LEAVE AND RETENTION AT ONE YEAR OF RETURN



The principle of flexibility is based on trust to maximize productivity, both individual and organizational.

Rafael Martínez
Talent Executive Officer
at Iconn

Estrategia Compromiso

ICONN

Commitment to listening our employees

A committed employee is highly engaged and enthusiastic about their role and workplace; their performance thrives when their basic needs are met, and they feel a sense of belonging, have opportunities to contribute, and to learn and grow. That's why our Engagement strategy is designed to **listen to and connect** with employees at every stage of their journey within the organization.

At Iconn, we ensure that employee engagement is continuously monitored through comprehensive surveys tailored to different needs and moments, enabling an **active listening** approach that drives a **superior experience**.

This is what working at Iconn feels like from the inside

70% say the company genuinely cares about their well-being.

72% find opportunities to achieve work-life balance.

75% recognize that their work creates a positive impact on people and the planet.

83% feel valued, respected, and treated fairly—with equal opportunities for all.

75% report feeling safe in their work environment.

oye! ICONN

Commitment Survey: Oye Iconn 2024

20,350 respondents in 2024

92% of employees participated

47% women

53% men

89% of respondents were from Operations

Respondents' average commitment

SATISFACTION

4.26 at percentile 85

COMMITMENT

3.89 at percentile 39

NOTE. PERCENTILES OBTAINED FROM GALLUP'S DATABASE OF COMPANIES WITH MORE THAN 1,000 EMPLOYEES.

Equal opportunities

GRI 3-3, 405-1

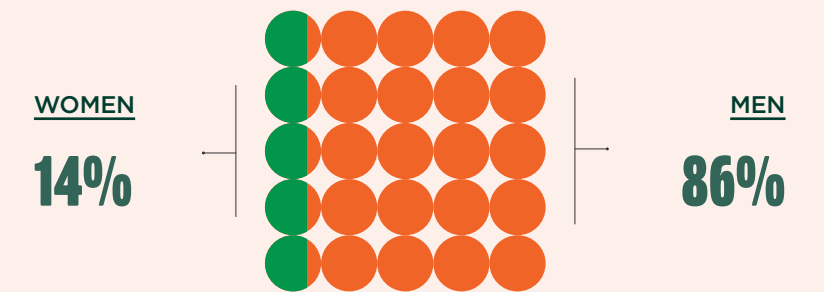


At Iconn we strongly believe in equal opportunities, that is why we provide an inclusive environment where everyone, regardless of gender, age, origin or condition, has access to options for personal and professional development.

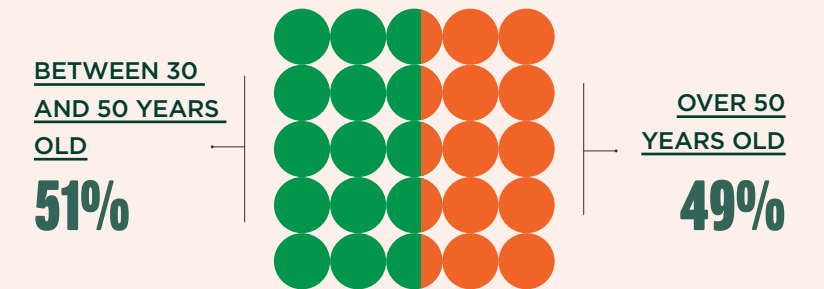
We know that diversity is an essential element for organizational success and the development of an inclusive culture. We rely on our *Equal Opportunity Policy* to manage the composition of our governing bodies and our operational and executive teams, with a view to closing gaps and guaranteeing labor rights with equity.

Diversity at the Executive Level

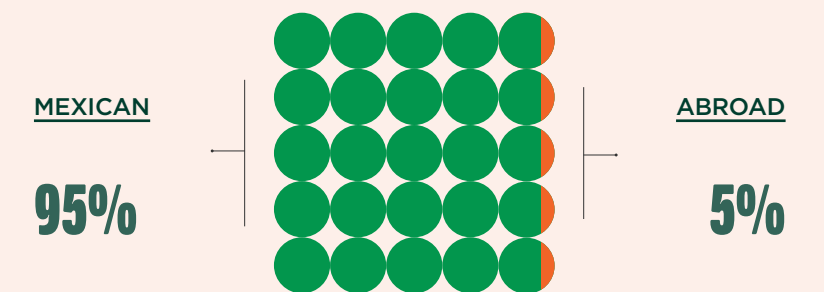
BY GENDER



AGE



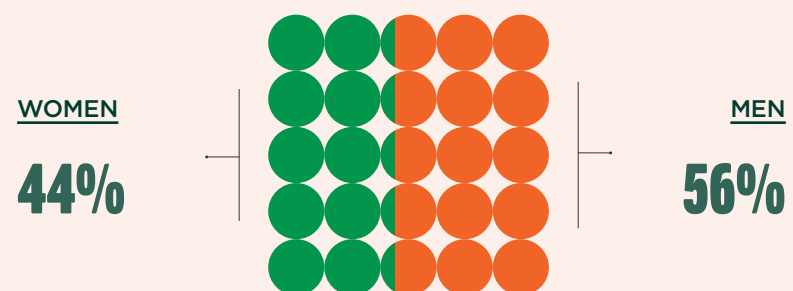
ORIGIN



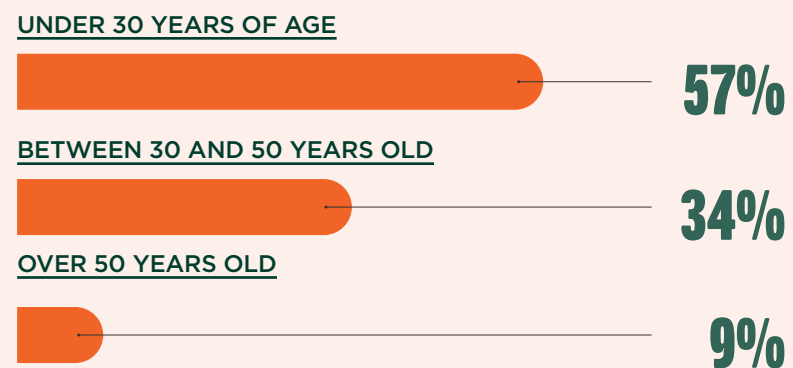
Diversity in employees

Operational (71% of total)

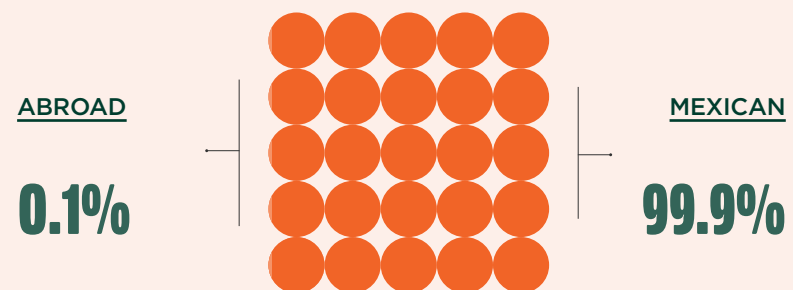
BY GENDER



BY AGE GROUP

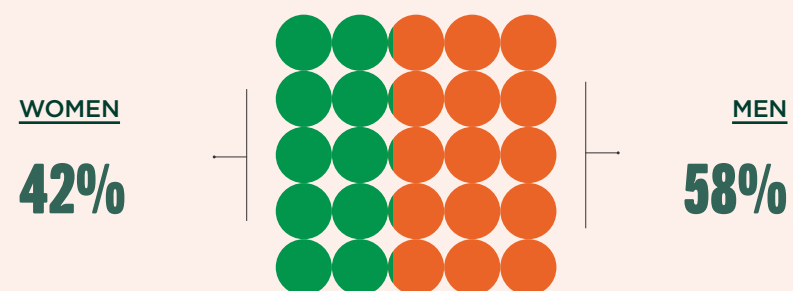


ORIGIN

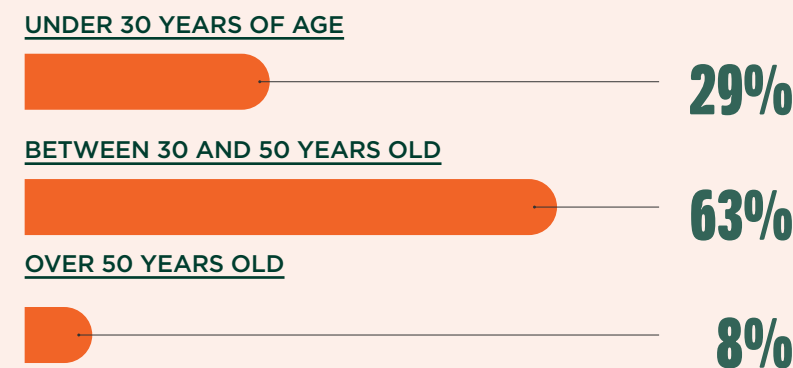


Operational Staff (21% of total)

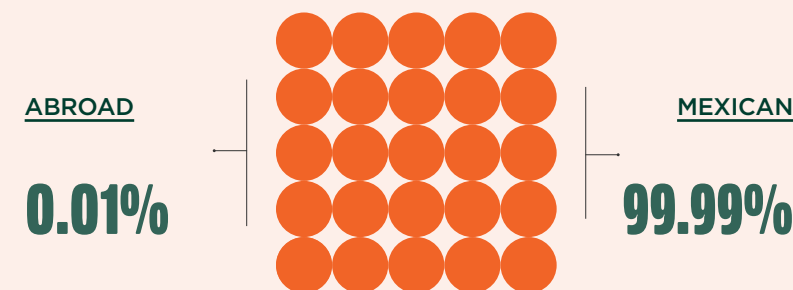
BY GENDER



BY AGE GROUP

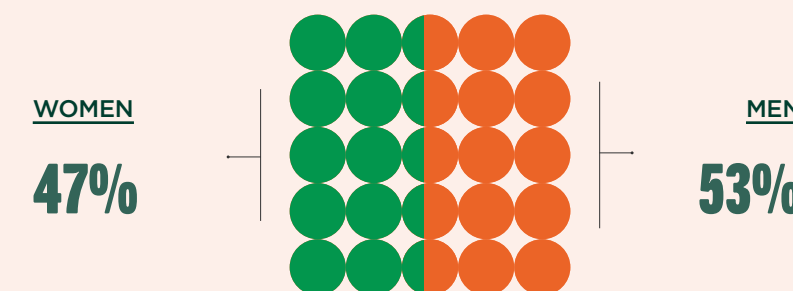


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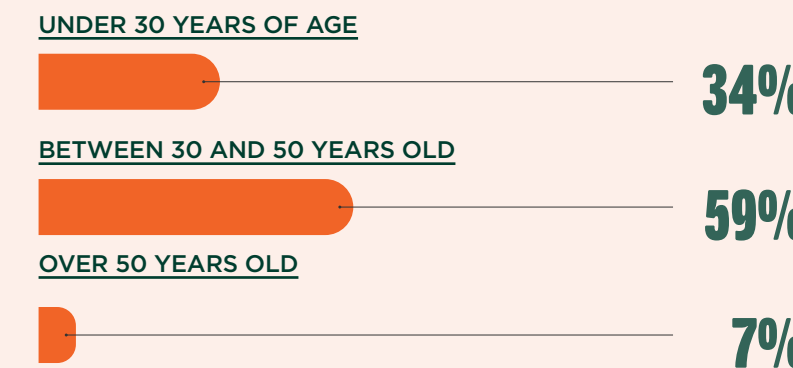


Executive Staff (8% of total)

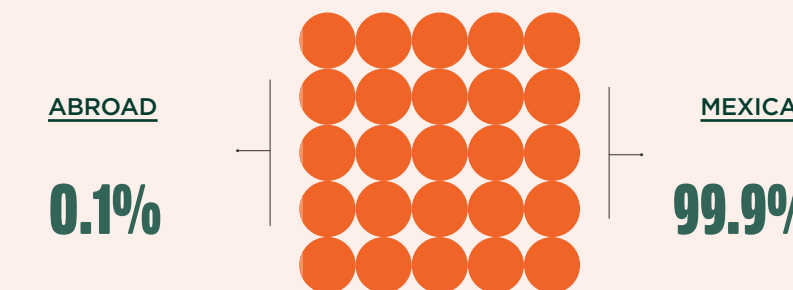
BY GENDER



BY AGE GROUP



ORIGIN



Gender Diversity Committee: promoting women's talent

At Iconn we are committed to equity and the development of women talent. For this reason, we created the Gender Diversity Committee, a comprehensive strategy that strengthens the participation of women in the organization through four action fronts, supported by a solid internal and external communication plan.



Gender diversity action fronts



Attract

We create equal opportunity guidelines in talent selection and strengthen our value proposal with flexible benefits, ensuring a more equitable environment from the first contact.



Develop

We integrate diversity as an essential part of our training programs, including key concepts in *onboarding*, training focused in leadership awareness, Iconn Communities, and various workshops and activities that foster inclusion.



Retain

We encourage internal growth with professional development opportunities, the Iconn Awards, the annual engagement survey and through Oye! Iconn and a comprehensive commitment strategy that ensures an equitable and motivating work environment.



Promote

We promote a culture of diversity and inclusion with initiatives such as the ABC of Diversity, the Employer Brand strategy, the Iconn Women's Forum and open communication spaces that reinforce our commitment to gender equity. Through these actions, we reaffirm our conviction to build an environment where all people have the same opportunities to grow, lead and innovate.

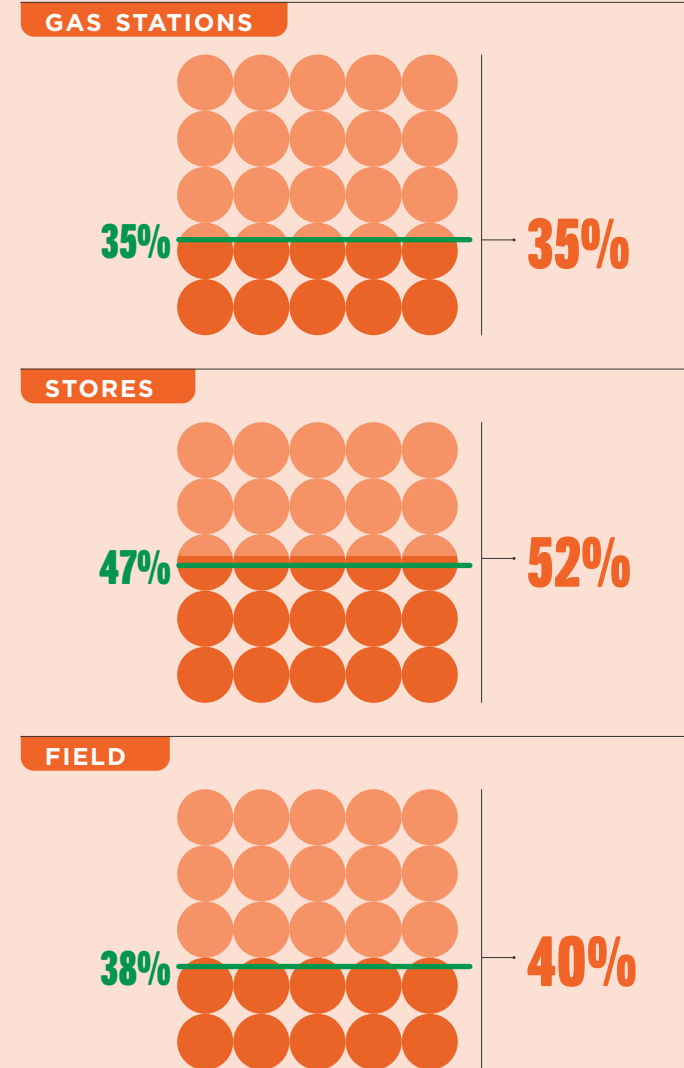
16%
senior management

35%
junior management

40%
as leaders and coordinators

Gender representation among Operation Heroes 2024

● Target ● Women



On a professional level, it has impacted me by providing me with opportunities for continuous training, access to tools, courses and workshops that enable me to continue developing as a professional, and to seek growth within the company. With its many benefits and perks, it has helped me find that balance between my work responsibilities and my personal life.

Nallely Sarahi Robles Rivera
Iconn Regulatory
Management Coordinator

Training and education

GRI 3-3, 404-1, 404-2, 404-3

Talent development and continuous training are fundamental to our growth strategy. Through structured programs, we seek to enhance people’s skills, strengthen their leadership and facilitate their professional growth.

IN 2024

We doubled the average number of total training hours, largely due to operational training in School Stores and on the track.

Average hours of training

BY GENDER

WOMEN



MEN



BY LABOR CATEGORY

OPERATIONAL



OPERATIONAL STAFF



EXECUTIVE STAFF



827,993
training hours



Thanks to our commitment to **fostering social mobility through education**, at Iconn we were recognized with the Vinco Medal, an award that highlights our work in creating opportunities for our employees through learning. This program reinforces our vision of boosting internal talent and continuing to build a brighter future for our community.

Average of 18 hours per person



Iconn has allowed me to grow and learn in various areas of the company. Professionally I have grown and improved my communication skills. Participating in public events representing the company and interacting with various authorities has helped me to evolve professionally.

David Aragón
7-Eleven Market Manager
in Nuevo Leon

Talent Development Process (PDT)

It is an initiative to identify, develop and retain the best talent within the organization. It fosters professional and personal growth, while strengthening the talent pool for strategic positions.

To ensure its success, PDT is developed in different stages through continuous assessment of competencies, creation of individualized development plans and the implementation of succession strategies. These sessions are documented through the **Iconn Experience platform**, where you can also find manuals and guides for each phase of the process.

PDT Stages



Collaborative leader

1. Career aspiration
2. Evaluation of leadership competencies
3. Development conversation
4. Definition of individual development plan



Leader

1. Talent mapping and succession planning
2. Talent planning

Individual Development Plan (PDI)

It is a strategic tool designed to help employees plan, manage and achieve their professional objectives. Through a personalized approach, the PDI identifies development aspirations, competencies to be improved and specific actions needed for professional growth.

This process is part of the Talent Development Process (PDT) and is based on the 70-20-10 learning methodology, which combines practical experience (70%), social learning (20%) and formal learning (10%).

The PDI is implemented annually with quarterly monitoring. Participants receive regular training and use the Iconn Experience platform to manage their progress and access support resources.



IN 2024

Participation increased from 965 to 1,140 employees, representing a growth of 18.13%.



Development of young talent

At Iconn, we focus on nurturing talent and providing professional growth opportunities for young people through two initiatives.

Iconn Interns

Internship program designed to provide talented students with hands-on experience in a real work environment. Its objective is to develop technical and leadership skills while participants create valuable connections for their future careers.

158 active interns

23% hired in 2024 (43 graduated interns)

Iconn Trainees

18-month accelerated development program that allows participants to learn about the integral operation of the organization's businesses. During this time, participants execute projects in their final assignment to gain in-depth knowledge of their area and the organization.

11 active trainees per generation

7 trainees graduating in 2024 from generation 3, initiated in 2022

Líderes al 100: driving talent through strategic leadership

Leadership is key to personal and organizational growth. Líderes al 100 is a program designed to develop skills that maximize the executive potential of our employees, aligning them with the Iconn Leadership competency model.

With Líderes al 100, we strengthen internal talent and ensure that **each employee has the necessary tools to grow, inspire and generate impact in the organization.**

Program areas of focus



People: Empowers team talent through the development of interpersonal and management skills.



Business: Fosters leadership focused on executing business culture and strategy to achieve sustained results.

Leadership categories

Leading managers

Aimed at managers who lead other leaders.

Leading others

For employees that manage teams.

Leading self

Focused on those who do not have a team in charge, but are looking to develop their personal leadership.

140 people trained in 2024

9,380 training hours

67 hours per person on average

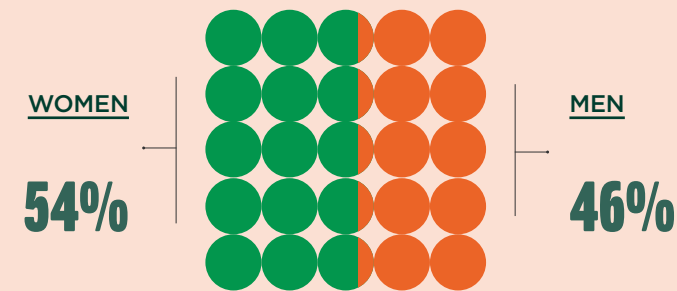
Iconn Scholarship Program

Education is the key to personal and professional growth. Through our scholarship program, we support our employees in their academic development, giving them the opportunity to advance their studies and strengthen their skills.

7-Eleven Scholarships

95 scholarships

48 assets



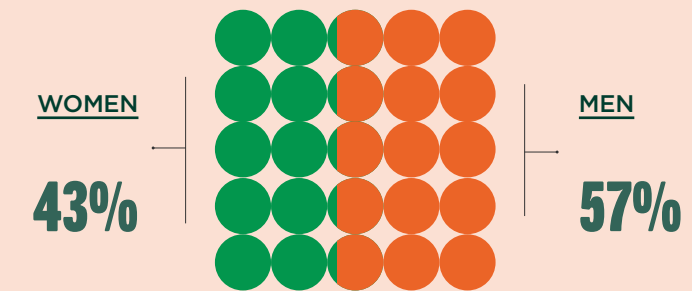
MIDDLE SCHOOL	1
HIGH SCHOOL	24
PROFESSIONAL	23

DISTRIBUTION BY POSITION

ASSOCIATE	3
THIRD	3
ASSISTANT MANAGER	16
STORE MANAGER	23
NIGHT MANAGER	1
FIELD MANAGER	2

Becas Petro Seven

7 scholarships for professional level



DISTRIBUTION BY POSITION

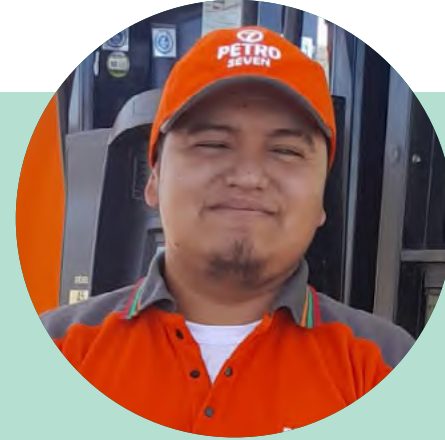
STATION MANAGER	6
FIELD MANAGER	1

Petro Seven Service Professionals

We have a training and education program for our sales force called Service Professionals, with certification by the **Universidad Autónoma de Nuevo León (UANL)** where our Service Agents are continuously trained to raise the standard of service to our customers while at the same time we train integral persons with a humanistic formation that achieves that closeness with our consumers.

+350
agents certified

85%
Mystery Shopper evaluation



Proud to graduate in the latest certification that is endorsed by UANL as it helps me to improve my activities day by day. I started as a service agent and today I have a position as a manager and today I am still learning and training with my manager's teaching processes.

José Ángel González Rostro
Petro Seven gas station employee
in Nuevo León



Iconn Driver Training School: training experts in movement

We know that efficient distribution is key to our success. For this reason, we created the School for Drivers, a comprehensive program designed to train and develop our employees in the distribution area, strengthening their technical, safety and customer service skills.



Professional development goes hand in hand with personal growth. Our commitment is not only to train highly qualified employees, but also better human beings and citizens who have a positive impact on their environment. Through Iconn Integral Development, we provide tools to strengthen their relationships, enhance their well-being and generate a significant change in society.

Through this program, we contribute to strengthening our working and social environment, in order to build a community that is more committed, aware and prepared to face the challenges of the present and the future.

At Iconn, we took another step towards integral wellness with the launch of the **Vida en Iconn**, (Life at Iconn) platform, a space designed to bring this transformative experience to our employees, their families and the communities where we operate. Through this initiative, we seek to strengthen personal development, promote balance in all areas of life and generate a positive impact on our environment.

+3,700 employees have started their journey towards Integral Wellness, through the program always available at Iconn Plus University.

Pillars of learning and reflection

Civic Citizen

We promote cooperation, participation and solidarity to generate a positive impact in our communities.

Self-improvement

We promote the development of skills, habits and attitudes that improve the quality of life of our employees.

Family and Values

We promote care, affection and education as the basis for a healthy and balanced coexistence.

Performance monitoring

GRI 404-3

Performance Management Process (PAD)

This process drives employee alignment and focus on business strategies and priorities to enable outstanding results. Through a structured framework, leaders and employees define, track, and evaluate strategic objectives, fostering professional development and shaping a new generation of leaders.

Through constant feedback and fair evaluations, PAD drives continuous improvement, fosters merit recognition and strengthens business capabilities.

IN 2024

100% of eligible employees have completed their PADs.



Performance evaluations, staff employees

BY GENDER

WOMEN

1,700

MEN

2,116

BY EMPLOYMENT CATEGORY

OPERATIONAL

2,530

OPERATIONAL STAFF

373

EXECUTIVE STAFF

913

Safety and health

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

Safety and health management system

Our employees' safety and wellness are paramount at Iconn. To ensure a safe working environment, 2024 was the first year of implementation of the **Occupational Safety and Health Management System (I-SASST)**, which is based on recognized regulatory standards and guidelines for occupational risk prevention.

The system's mission is to generate physical and mental well-being among employees through a culture of safety at work, guaranteeing the continuity of operations. At Iconn we seek to position ourselves as a benchmark in occupational health and safety, as an organization that benefits employees, families and customers.

Elements of I-SASST



People: Encourage commitment and responsibility in safety matters.



Culture: Develop a work environment based on risk prevention.



Infrastructure: To have safe and adequate facilities for the operation.

The pillars are aligned with the legal and regulatory framework, supported by official documents, internal policies and system performance evaluation mechanisms. The system applies to all employees of the company and its brands, as well as subcontracted personnel, suppliers, customers, contractors and visitors, for all people who interact with our operations.

100% of employees are covered by Iconn's Occupational Health and Safety Management System and integrated to the I-SASST model.

Occupational Health and Safety Training

At Iconn we have a robust health and safety training program based on current regulations and the needs of our people. Through a training matrix, general and specific courses on occupational hazards are given to facilitate a safe environment and consolidate a culture of prevention.

Training activities 2024

Induction in Occupational Safety and Health (OSH).

Safety leadership: inspections, accident investigation and regulatory compliance.

Risk prevention: fire, chemicals, ergonomics, heights, noise, temperatures.

Operational safety: handling of machinery, LOTO (hazardous energies), pressurized containers.

Emergency brigades: fire, first aid, search and rescue, evacuation.

Protocols for risk situations: blackouts, robberies, assaults, natural disasters.

Occupational safety

At Iconn, occupational safety is a priority that we support with strategies and protocols for the protection of all employees. We implement periodic risk identification processes, based on regulations such as NOM-030 and NOM-004, which include planned inspections, hazard analysis and continuous training. We follow methodologies such as Ishikawa or the 5 whys. We also promote worker participation in safety management by providing them with tools to report hazards and unsafe conditions through direct consultations, communication groups and surveys.

We have a Safety Steering Committee and Health and Safety Commissions that work strategically and operationally to ensure a safe working environment. Effective communication is reinforced with newsletters, information capsules and surveys that contribute to the continuous improvement of our safety practices.

Accidents and illnesses

Through the monitoring of incidents and occupational ailments, we have identified areas for improvement and have established concrete actions to minimize risks. During the year, we maintained a low incidence of serious occupational accidents and achieved zero deaths among both employees and trainees, reflecting the effectiveness of our preventive strategies. At the same time, we continue to work on identifying and mitigating occupational hazards through clear protocols, training and infrastructure improvements.



Safety Petro Seven

We recognize the importance of safety in the hydrocarbon industry, which is why at Petro Seven we continually strengthen our safety culture as a strategic priority. Leveraged on pillars aligned to I-SASST, our approach is based on committed leadership, continuous learning and continuous improvement, favoring the wellbeing of our organization, the communities where we operate, business partners and shareholders.



Promoters of safety culture

- 1



Committed leadership

Establish a clear agenda that promotes example from the highest levels.
- 2



Effective management and communication

Implement an organizational structure that promotes proactive safety management.
- 3



Safe Station

Program for regulatory compliance, active care and operational excellence in our Gas Stations.

Active care and license to operate

Active care
We foster a culture in which every employee is alert, concerned for his or her own and others' wellbeing, and takes action to prevent risks.

License to operate
We guarantee compliance with all labor and industrial regulations, ensuring our operations under the highest legal and ethical standards.

10%
 reduction in classified accidents vs. 2023

Health promotion

Occupational health services are aimed at preventing and minimizing risks for employees. This approach includes seasonal medical campaigns, preventive medical consultations, immediate attention in case of occupational accidents, addiction surveillance and control programs, entry medical evaluations and preventive calisthenics routines.

These measures not only contribute to a healthier work environment, but also ensure quality and equitable access to health services for all workers.

Health promotion lines of action

Prevention as a central area of focus: Seasonal medical campaigns and preventive consultations.

Immediate attention: Services available for work-related accidents.

Integral health promotion: Addiction control and preventive calisthenics.

Guaranteed accessibility: Medical evaluations from admission.

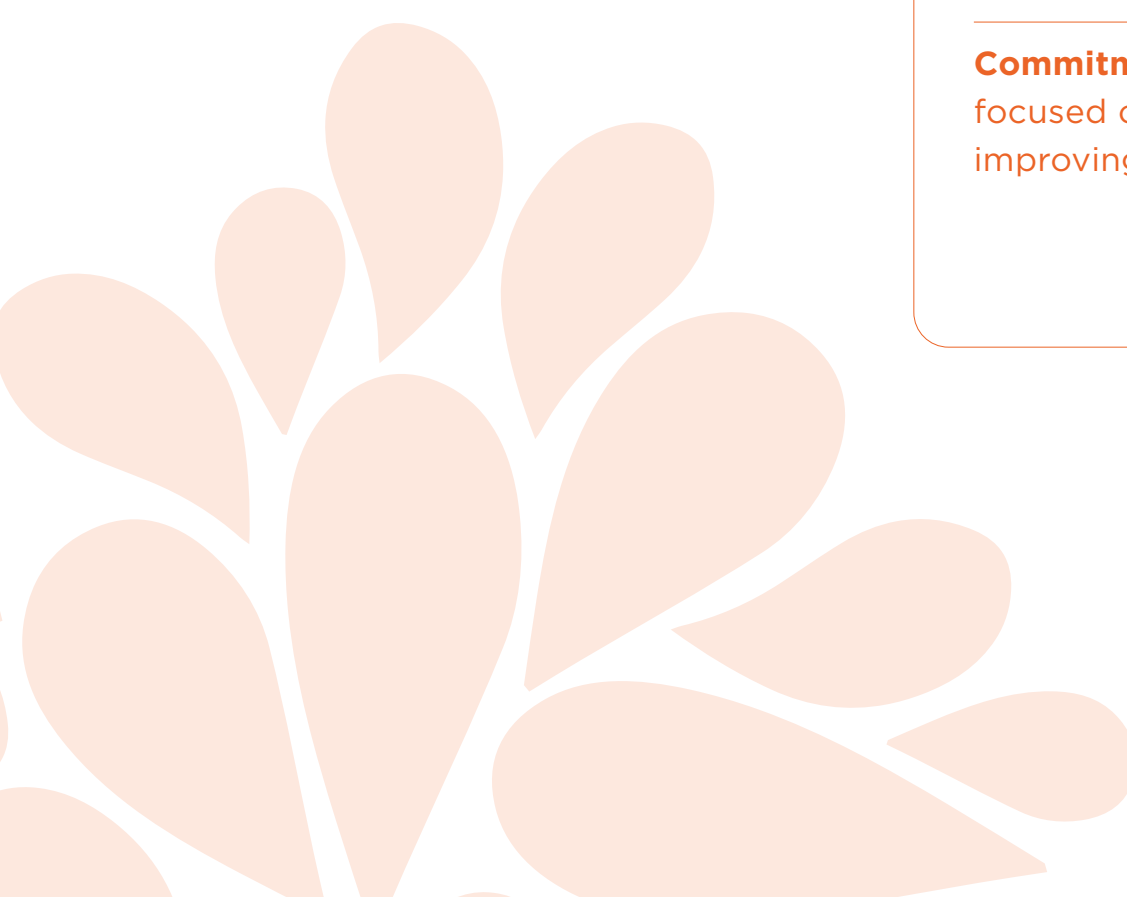
Commitment to wellbeing: Services focused on minimizing risks and improving the quality of work life.



Blood Donation Day

An act of solidarity that can save up to three lives. At Iconn we promote blood donation, which not only helps patients, but also reinforces solidarity and community wellbeing.

42 people benefited from blood donations



Wellness Week

Wellness Week is an annual Iconn initiative focused on the health and wellness of our employees. Framed within the prevention of breast cancer, this week seeks to raise awareness about the importance of self-care and promote healthy habits that positively impact our teams and their families.

Through conferences, activations and volunteering, we promote a healthy lifestyle and strengthen our community. Our focus is on:

- Promotion of healthy habits
- Health awareness and education
- Emotional and mental support
- Community building
- Prevention and integral development

2,070
people on the move
during Wellness Week

20
activities including
conferences and activations

+900
employees received health
care with vaccinations,
check-ups and dental
cleanings

Presence in 7 states
where Iconn operates

42
people benefited thanks
to blood donations

90
disease prevention studies
delivered to our employees

50
mastographies for our
employees in alliance with
Bonafont and Danone
Group



Iconn Communities

At Iconn we promote the integral growth of our employees as a fundamental part of our Sustainability Strategy. Through platforms and initiatives designed to strengthen their talent and foster meaningful connections, we create an environment that enhances their personal and professional development.

With an eye on the future, Iconn Communities consists of several participation initiatives that integrate our employees under common interests, strengthening not only their individual success, but also collective wellbeing. This initiative reflects our commitment to building a working community that grows together and enriches each other.



+900 employees are part of our Iconn Communities present in 13 states where we operate.

bienestar

(Integral wellness)

Employees committed to fostering healthy lifestyles, promoting the physical and mental wellbeing of our colleagues, friends and family.



speakers

Our most passionate employees act as ambassadors of the organizational culture, sharing in different forums, both in person and on social networks, why **With Iconn It's Better.**

diversidad

(Diversity)

We foster a community where, through initiatives and activations, we generate awareness about the importance of Diversity and Inclusion, promoting a more equitable and enriching work environment.

We seek to sensitize and create awareness throughout Iconn about the value of Diversity and Inclusion in our work teams and our community, through initiatives and activations in three main agendas.



Women Diversity

We create and develop initiatives that strengthen the attraction, retention and development of women within the organization. Our objective is to generate a positive impact, raising awareness of the value and contribution of female leadership in the company.

Iconn Women's Forum:

A space where leaders from different areas share their success stories, inspiring new generations to reach their maximum potential.

Women's Circles

They offer a space for dialogue and learning, strengthening a support network that fosters both personal and professional development.



LGBTQ+ Diversity

At Iconn we foster an environment where each person feels respected and represented. Through this community, we provide support, create spaces for connection and promote equality for our LGBTQ+ employees. In addition, we promote initiatives to attract talent and internal ally programs, strengthening a culture based on respect and diversity.



Diversity and disability

We generate spaces that strengthen the sense of belonging and enhance the talent of our people. We believe that diversity of perspectives enriches our company, drives innovation and makes us stronger as a team.

innovación

(Innovation)

We promote a creative and innovative mindset that drives Iconn's growth and evolution. Through activities, workshops, conferences and training, we strengthen the necessary skills to develop high-impact ideas and undertake projects that generate value within the organization.



Innovation Week: We celebrate World Creativity and Innovation Day with conferences that promote knowledge and the application of innovation in our environment.



Think Tank: We recognize and celebrate creativity within the Iconn family, providing spaces for learning and exploration to empower innovative talent.



Visit to LABNL: We inspire our employees by bringing them closer to spaces designed for the creation and development of projects, encouraging their vision and creativity.



talento joven

(Young talent)

We foster a community of growth and learning where young talents push each other to reach their full potential. Through the exchange of knowledge and experience, we promote dynamic professional development that generates impact and extraordinary results.



voluntarios

(Iconn Volunteers)

As part of our sustainability strategy, we have a Community of Volunteers, made up of employees committed to generating a positive impact by participating in initiatives for education, community support and environmental care.

Our Community of Volunteers is a reflection of our social commitment. This network promotes local projects that promote development, strengthen the social fabric and improve the quality of life in each community where we are present.

We strengthen ties through initiatives with tangible impact, ranging from the refurbishing of public spaces and donation campaigns to educational workshops. In this way, we demonstrate that social responsibility is not just speech; it is a constant delivery of significant and sustainable results.



In 2024 we consolidated the program by increasing activities by 25% compared to 2023, which fills us with pride as a team and motivates us to continue generating value for others.



1,351
Iconn volunteers

74%
of participation, exceeding
the established goal of 65%

2,774
volunteering hours

25
volunteer activities

5
states with on-site
activities



2,033
people impacted



1,018
trees planted



4,664 kg
of garbage collected

OUR COMMUNITY

GRI 3-3, 413-1

In 2024, our Volunteer Community consolidated its impact through **iconic projects** that reflect Iconn's commitment to social and environmental development. We also work on food safety activities, health initiatives, donations for public safety, strengthening public spaces and infrastructure, conservation and biodiversity, education, and actions focused on women's safety.



Natural areas

With our eyes on the future, at Iconn we work actively in the protection and restoration of natural spaces that contribute to the preservation of ecosystems and the well-being of people. We evaluate and report on our efforts to restore and conserve biodiversity in **forests and oceans** because we want to motivate the community with our actions, and we recognize the importance of these elements in improving air quality and regulating the planet's temperature. We also promote initiatives in favor of **pollinator** biodiversity, as pollinators are vital for food production.

Unidos x Península

It is an initiative designed to strengthen environmental and social commitment in the communities of the peninsular region of Quintana Roo. Through partnerships and collaborative actions, we promote the conservation of the natural environment and wellbeing in community spaces.


Activities include reforestation, cleaning of natural areas, environmental awareness workshops and the creation of safer and more functional public spaces. With an integrated approach, Unidos x Peninsula seeks to generate a positive and sustainable impact that inspires communities and our employees to be an active part of protecting their environment.



Cleaning Manatí Lagoon, Cancún

Fed by cenotes, this lagoon is home to the four types of mangroves essential for maintaining the coastal balance and preventing erosion. It is also home to keystone species such as crocodiles and local birds whose conservation is critical.

Iconn employees worked with local communities and Centinelas del Agua A.C. to preserve the Manati Lagoon Natural Protected Area. Actions included reforestation, site cleanup, installation of signaling, creation of a community awareness mural, and an educational talk on the importance of environmental conservation. These initiatives generate a positive impact and contribute to our biodiversity strategy, helping to reduce the number of plastics generated by the consumption of products that can reach the oceans.

 Here you can see how the experience was

103 volunteers

71 people from the local community
32 employees

360
volunteer hours

18 mangrove
trees planted

125 kg
of waste collected




These activities can inspire others to get involved in wilderness conservation, showing the impact we can have when we work together toward a common goal.

Youali Miranda Polanco
Operational Development Instructor
7-Eleven in Quintana Roo,
Iconn Volunteer



Rehabilitation of La Ceiba Park, Playa del Carmen

This project aims to refurbish and improve the city’s most emblematic natural park, consolidating it as a vital lung for the community and a refuge for local flora and fauna. It also seeks to position it as a space for community integration around art, culture and sustainable education. The plan includes the rehabilitation of recreational and leisure areas to provide an enriching and accessible experience for visitors.

 Here you can see how the experience was



82 volunteers

49 people from the community

30 employees

3 local authorities

249 volunteer hours

38 wooden signs and signaling

70 natural cosmetic products donated to the park to raise funds for its maintainance

+50,000 people benefited



To create a positive impact on our planet, we have to contribute as a company and individually (...) it's a satisfaction to do our part.

Lucio Lozada Velazquez
7-Eleven Market Manager,
Iconn Volunteer




To be part of volunteering is to generate this culture that it's difficult to have in our society. Being in contact with nature is very good us and what we are looking for is to motivate more people from our team to join the volunteer programs.

Olga Torres
HRBP 7-Eleven,
Iconn Volunteer

Beach cleanup, Tulum

In alliance with Flora, Fauna y Cultura México, Institute of Biodiversity and Natural Protected Areas of the state of Quintana Roo (IBANQROO), the Technological University of Tulum and the Riviera University of Playa del Carmen, we conducted a cleanup in the turtle nesting area in the protected area Xcacel-Xcacelito, Tulum. This initiative, which is part of the Sea Turtle Conservation Program, dedicated to remove hundreds of kilos of garbage that hindered the turtles' transit.

Beach cleaning improves nesting areas and prevents debris from reaching the sea. Sea turtle conservation is crucial because of its ecological, economic and cultural impact. This species helps control the jellyfish population, disperses nutrients and is a key indicator of ocean health.

 Here you can see how the experience was



102 volunteers

77 people from the community

25 Iconn employees

360
volunteer hours

312 kg
of waste removed from
the sea turtle sanctuary

Awareness and restoration workshops

At Iconn we are committed to foster initiatives that promote sustainability, respect for the environment and the development of practical skills among those who conform the company and neighboring communities. Through educational workshops and participatory activities, we seek to raise awareness and empower people to actively contribute to the care of the planet.

Planting the future

Employees from Iconn Support Center in Monterrey participated in a germination workshop that included planting and collecting oak acorns in Iconn's gardens, as well as a tour of the green areas to identify species. The workshop is expected to be completed in the following year with the donation of trees to the employees.

12 volunteers

180 Oak seeds planted for germination



Workshop For a greener world: Seed bombs

Thanks to this activity, employees learned about the importance of pollinators in the environment and how to make wildflower seed bombs that attract bees, butterflies and hummingbirds, which are essential for the reproduction of more than 80% of flowering plants and key to the production of food, beverages, medicines, fibers and dyes. Pollinators also contribute to genetic diversity and improve the quantity and quality of crops in agricultural systems.

100 pollinator attractant seed bomb kits delivered nationwide.



Urban Gardens

The nationwide initiative seeks to promote sustainable agriculture among our employees. To achieve this, practical knowledge on the cultivation of vegetables and plants in urban environments is taught.

100 garden kits delivered

1 training session on gardens and vegetables



Space Restoration

Reforestation in Zona Carbonera - Coahuila

In alliance with the civil organization Saltillo Ecológico, we carried out a reforestation day in the Sierra de Arteaga, Zona Carbonera, a key protected natural area for water collection that supplies water to Saltillo, Ramos Arizpe and Monterrey. This region has been severely affected by forest fires in recent years, so the restoration of its ecosystems is essential.

The project focused on rehabilitating degraded areas by planting native trees to improve soil quality, promote biodiversity and reduce erosion.

[Learn more about the experience here.](#)



29 volunteers

150 tCO₂ mitigated per year

+1,000 trees planted



We are looking forward to return some of what we have damaged as humanity and it is important that we do this in partnership with the company.

Everardo Guzmán
Petro Seven Market Manager,
Iconn Volunteer





Gender-Focused Mural in Nuevo León

To mark International Women’s Day 2024, we rehabilitated public spaces near a 7-Eleven store in Valle Alto, Juárez, Nuevo León, through the creation of a commemorative mural involving members of the community and Iconn volunteers.

312 volunteer hours
+50 community volunteers
39 Iconn volunteers



Earth Day Cleanup in Nuevo León

Together with the community and 10 other local companies, we joined a collective initiative led by Cíclica to clean up and restore local public spaces in celebration of Earth Day.

5 tons of waste collected
34 volunteer hours
17 Iconn volunteers

Zero Hunger

GRI 3-3

At Iconn we facilitate a better world, that is why we seek to expand the scope of our actions to combat malnutrition, promote human rights through food safety and contribute to the mitigation of environmental emissions.

Our commitment to food safety was endorsed in 2024 with the Zero Hunger Nuevo León Distinction, which highlights our compliance with food legislation and the health and hygiene standards established by regulatory agencies. This reflects our actions as active donors to the Zero Hunger Strategy in Nuevo León, and reaffirms our purpose of eradicating hunger and promoting a culture of social responsibility and no food waste in the state.





BAMX Network

In order to contribute to food safety in Mexico, we maintain an alliance with the Mexican Food Bank Network (BAMX), which promotes the rescue of food in optimal conditions, safe and suitable for consumption in vulnerable communities. We make monthly donations from our distribution centers in various regions, collaborating with local food banks. This support broadens our social impact and strengthens the fight against food waste.

263,715 Kg
of donated food

19,978
people benefited



4 participating
Distribution Centers

179,239 kg
of food delivered

13,578
people benefited at the
national level

6 food banks
benefited



6 participating
Distribution Centers

84,476 kg
of food delivered

6,400
people benefited at the
national level

4 food banks
benefited

Special contributions

GRI 3-3, 413-1

At Iconn, we seek to foster the reputation of our brands through programs that engage employees, strengthen relationships with consumers and promote social well-being. Contributions include donations, cause-based initiatives and institutional sponsorships.

Redondeo RED

At 7-Eleven and MercaDía we reaffirm our social commitment through the Redondeo RED program, a link between customers and institutions. Through the initiative, we invite customers to round up their bill and donate the missing pennies to complete the peso to be donated to the communities that need it most.

Because we have our eyes on the future, we support priority causes in our country through donations to institutions working in sectors such as health, education, social assistance and the environment.

IN 2024

MercaDía raised more than \$78,000 pesos for Caritas Monterrey and the Zero Hunger cause.

+38,000
people impacted

Thanks to the generosity of our customers, over \$5.4 million pesos were raised to support people and causes in greatest need.

[See here the institutions benefited by the Redondeo RED program.](#)



16,086
employees trained in the operation of the Redondeo RED program

2 volunteer actions in participating institutions

41 institutions benefited

+13% people benefited vs. 2023 (38,256 people)

+\$5.4 million pesos raised in 2024



FUNDACIÓN
RICARDO, ANDRÉS
Y JOSÉ A. CHAPA GONZÁLEZ, A.C.

The Foundation's objective is to promote education by providing financial support to outstanding students with limited resources. It also sponsors and develops social assistance initiatives to support the sick, the elderly, orphans, people with disabilities and vulnerable communities. Through these actions, we promote solidarity and respect for human dignity and contribute to the well-being of those who need it most.

[Learn more about the Foundation here.](#)

[See here the institutions benefited by the Foundation.](#)

+12 million of pesos of social investment

+5 million people benefited
105 supported institutions

Scents with cause

At Petro Seven we reaffirm our social commitment with Scents with cause, an initiative that offers our customers the opportunity to contribute through the purchase of car aromatics at our gas stations.

SOCIAL IMPACT

Social awareness

Through campaigns, we seek to raise customer awareness of the importance of addressing and supporting issues such as autism and breast cancer.

Collaboration with foundations

Alliances with ARENA and Cruz Rosa allow us to maximize our impact in the communities, supporting their efforts in diagnosis, treatment and education.

Active involvement of customers

By purchasing an Scents with cause, customers contribute directly to the initiative, turning an everyday purchase into a solidarity action.



+5% in support
for autism vs. 2023

\$225,400
MXN donation to ARENA
(autism)



+10% in support
for breast cancer treatment
vs. 2023

\$275,000
MXN donation to Cruz Rosa



Thanks to Scents with cause, at Petro Seven we generate a positive impact in the communities where we operate: we unite our customers with causes that transform lives.

As part of this campaign and to complement the activities of the Blue and Pink Routes, our Community of Volunteers participated in the creation and donation of sensory toys for children with autism and in workshops to make solid soaps for breast cancer patients.



Toys with cause on the Blue Route

Action: Creation and donation of sensory toys for children with autism.

115 children benefited

Ally:



Bubbles with cause on the Pink Route

Action: Workshop on making solid soaps and shampoos with natural ingredients and ecological methods for breast cancer patients.

+150 soaps and shampoos donated

21 patients took the workshop

Ally:



Alliances for a larger scope



Donation of drones in Gomez Palacio, Durango

As part of our public safety support strategy, we donated drones for tactical operations in the municipality of Gómez Palacio. These drones will be used as part of a surveillance strategy to improve security in the area, contributing to crime prevention.

With this action we align our support to Sustainable Development Goal (SDG) 16, focused on Peace, Justice and Strong Institutions. The donation strengthens the municipality's public security institutions, which directly impacts the improvement of their operations and preventive measures.

2 drones with camera
+370,000 inhabitants of the municipality benefited



Confibicis en Solidaridad, Quintana Roo

In order to delimit exclusive bicycle lanes, a lane confining bollard was installed in bicycle lanes and bike paths, complemented with the placement of buoys between each Confibici provided by the local Traffic Department. This initiative significantly improves road safety and promotes the use of sustainable means of transportation, benefiting citizens and the planet.

53 confibicis
+10,000 people/month directly benefited



Medical supplies in Zuazua, Nuevo León

As part of our commitment to social responsibility, we donated support equipment to the DIF of Zuazua, benefiting people who require orthopedic instruments to improve their quality of life.

25 pairs of adult crutches
25 wheeled walkers
50 wheelchairs



Water in Santa Catarina, Nuevo León

In response to the interruption of the water supply in Santa Catarina, Nuevo León, we supported the municipal authorities by donating bottled water for human consumption. This supply was distributed in various parts of the city, in order to guarantee access to drinking water for the inhabitants affected by the contingency.

+1,900 liters of bottled water donated



Terranova Elite Park, Nuevo León

As part of our commitment to the well-being of the community, we equipped and installed infrastructure in the Terranova Elite Park, located in Apodaca, Nuevo Leon. Improvements include the installation of exercise equipment, playground equipment, benches, irrigation systems, street lighting and a perimeter fence to delimit the space. These actions seek to provide a more accessible, safe and recreational environment for the inhabitants of the area, encouraging physical activity and the enjoyment of quality public spaces.

500 people benefited



Donation of groceries

We support vulnerable populations by providing for basic needs to improve their quality of life. Through this project, we work closely with municipal and state authorities to identify communities in need, as well as emergencies, and facilitate deliveries. In 2024 we supported vulnerable situations in the State of Mexico and Nuevo León.

450 pantries for flood victims in the State of Mexico

500 groceries for beneficiaries of DIF Monterrey, Nuevo León

2,379 pantries for victims of storm Alberto in southern Nuevo León



We invest with the objective of strengthening the community. We are interested in projects that last in time, that are not ephemeral, but that are long-term solutions or value propositions.

Ramón de León

Manager of Institutional Relations in Nuevo León



Local consumption

We reaffirmed our commitment to local communities through the Consume local initiative, designed to support regional entrepreneurs through 7-Eleven. This project, developed in collaboration with the municipalities, offers spaces in our stores to display and market products from local entrepreneurs and turn them into suppliers. **Consume Monterrey** stands out, where the municipality is in charge of launching the call for proposals directed to local producers and entrepreneurs, in addition to providing exhibitors with the program's visual identity. In this way, we facilitate access to the formal market for local entrepreneurs and strengthen the regional economy.

CONTRIBUTION TO SUSTAINABLE DEVELOPMENT

Strengthening local commerce

The initiative promotes entrepreneurs and small businesses, fostering economic growth in the communities.

Responsible consumption

Preference for local products is promoted, which reduces the carbon footprint associated with transportation and favors sustainability.

Support and advice

Through partnerships with local authorities, we identify communities in need of support and ensure project effectiveness.

Sustainable economic development

By integrating entrepreneurs into the formal market, we contribute to the economic progress of the cities where we operate.

With this initiative, 7-Eleven strengthens its link with the communities by promoting an inclusive and responsible business model, aligned with the Sustainable Development Goals (SDG).

Thanks to partnerships with local authorities, the communities with the greatest need are identified, guaranteeing an effective impact. In addition, local entrepreneurs are promoted, integrating them into the market, fostering trade and generating employment. By prioritizing local products, the project encourages responsible consumption, reduces the carbon footprint of transportation and contributes to the sustainable economic development of cities.

1 new agreement signed with Monterrey

10 entrepreneurs selected for the Consume Monterrey program

200 stores assigned to the program



Support for abused women

GRI 3-3, 413-1

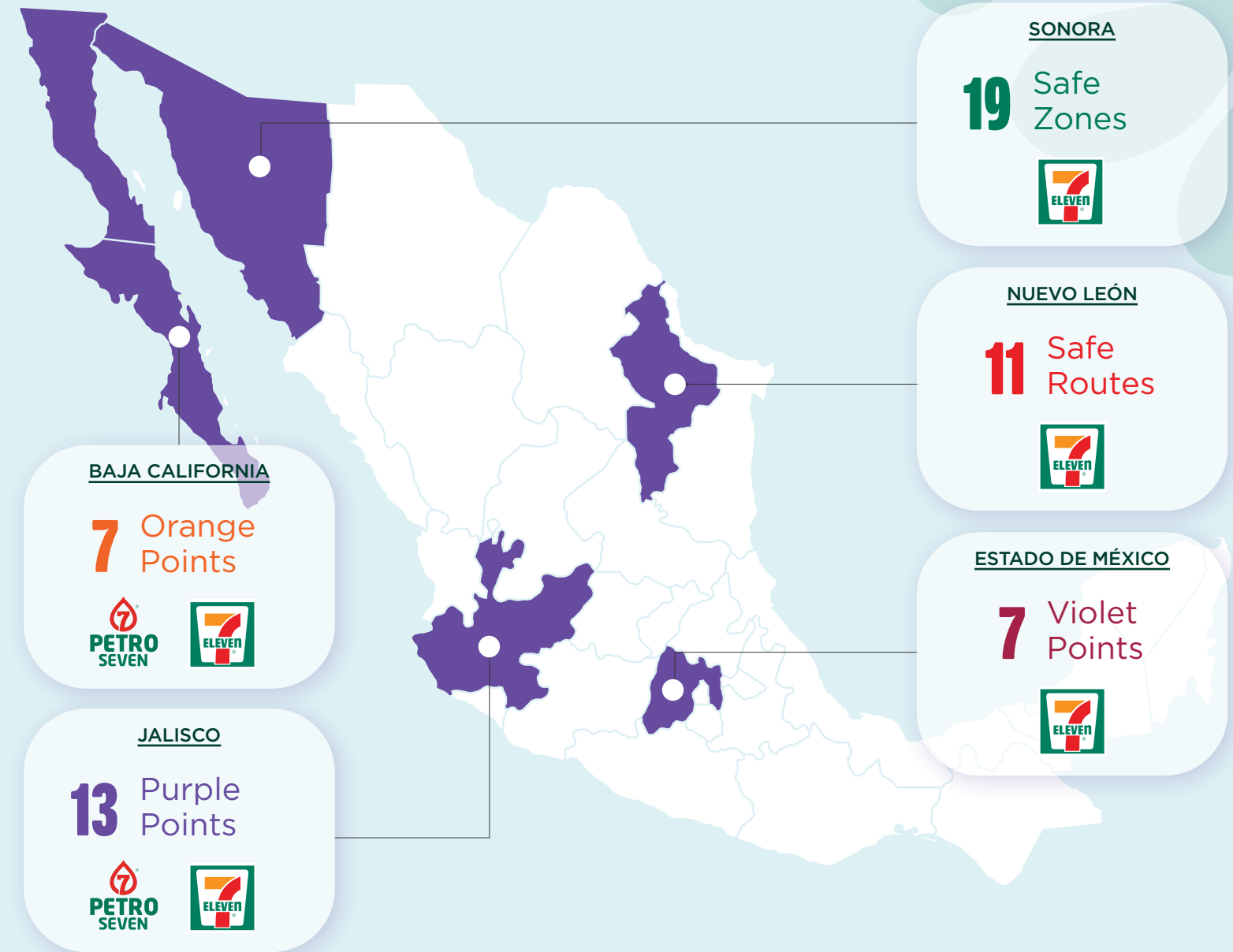


Safe points

Two years ago, we began to join various initiatives to provide safe points for women victims of violence and thus safeguard their safety and integrity in Jalisco, Baja California, Sonora, Nuevo León and the State of Mexico. In 2024 we signed new agreements with public agencies and continued with the installation of panic buttons in our facilities and the training of our work team.

Our approach includes referral to specialized services for protection, welfare and access to resources to overcome the crisis. In this way, we reaffirm our commitment to building safer, more inclusive and supportive environments, where women can always feel protected.

Iconn Installations with Safe Points



Reinsertion of women into the labor market in Jalisco

In order to promote the job opportunities program for women victims of violence in Jalisco and thus strengthen their reintegration into the labor market in a safe, multidisciplinary and specialized environment, in 2024 we signed an agreement with the Network of Women's Justice Centers in the state to integrate these women into our labor pool and improve their chances of getting ahead.



Pink Market

Solidarity initiative of the Iconn Women's Community. Joins efforts to support women in vulnerable situations. It consists of a small market where entrepreneurial collaborators donate products to generate resources for institutions that promote the welfare of women and vulnerable groups.



Social Makeover in Mexico City

With the support of Iconn volunteers, we refurbished spaces at Casa de las Mercedes, which provides a safe home for girls and adolescents who have gone through situations of family vulnerability. We painted the nursery's dining room, main hallway, dressing room and nursery, and donated paint for concrete chairs.

58 children and adolescents benefited

232 people indirectly impacted

210 volunteer hours

30 Iconn volunteers

Eyes on caring for the planet



We are moving toward a more efficient and environmentally responsible operation. We invest in technologies, practices, and an environmental culture that allow us to minimize our impact and build a cleaner, more sustainable future.

127

gas stations with installed solar panels, with 18% (23 stations) interconnected.

SDG

6 7 13

GRI

3-3, 301-1, 301-2, 302-1, 302-2, 302-4

15,152 m³

water saved thanks to leak monitoring and detection.

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

At Iconn we have a strong commitment to efficiency and responsible resource management. We have our eyes on the future; therefore, through environmental management systems and policies aligned with international practices, in 2024 we are working to minimize our impact on the environment while maintaining the quality of our operations.

Our environmental materiality focuses on the reduction of emissions and mitigation of climate change, energy efficiency, clean energy, optimization in the use of water and proper waste management. To this end, we implemented initiatives such as the modernization of equipment, the incorporation of renewable energies, intelligent monitoring of water and energy consumption, and improvements in waste disposal, ensuring regulatory compliance and the adoption of innovative technologies.



We are looking for ways to expand with more sustainable concepts, by using lighter and more environmentally friendly construction materials.

Melchor Ramos

Director of Procurement, Maintenance, Environment and Construction of Iconn

Modernization and innovation

Older stores are being refurbished with a sustainable approach, incorporating efficient lighting, energy-efficient equipment, eco-friendly toilets and improvements to floors and facades to optimize their environmental performance. Each year, we invest a percentage of our investment budget in refurbishing stores to bring them up to these standards.



Energy efficiency

GRI 3-3, 302-1, 302-2, 302-4

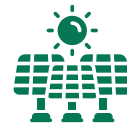
For Iconn, energy efficiency is based on optimizing energy consumption by modernizing equipment, using renewable energies and implementing monitoring and control systems. These actions are guided by the principles of *ISO 50001: Energy management systems standard*, which we use as a reference to advance in a structured way towards our goals.

This approach is elemental to our operation and includes:

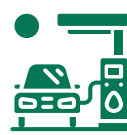
- Use of photovoltaic panels, mainly in Petro Seven.
- Progressive substitution of newer refrigerants and renovation of infrastructure with more energy-efficient technology at 7-Eleven.

We have also strengthened the use of renewable energy at our Iconn Support Center (ISC), with the installation of solar panels and we had advanced in interconnections to maximize their use.

In 2024, the environmental priority was energy efficiency. Most of the budget and actions were directed at this aspect, highlighting:



Installation of photovoltaic panels for renewable energy generation.



Energy and water monitoring in stores and water monitoring in gas stations to optimize consumption.



Energy efficiency, including the replacement of equipment with more modern and efficient options.

100% of our Petro Seven gas stations have LED lighting, an achievement reached in 2024.

We replaced 265 HVAC equipment and 383 refrigeration equipment with lower energy consumption per store.



Solar panels

We continue to invest in renewable energy with a medium- and long-term vision for grid connection.

Our objective is clear:

Generate a positive impact on the environment and consolidate a sustainable business model that benefits both the company and the community.

Renewable energy produced through solar panels

7-Eleven: 13,674 kWh

Petro Seven: 442,821 kWh



127 gas stations with solar panels installed and 18% (23 PGS) interconnected

29 stores with solar panels installed

92 MWh of energy reduction, equivalent to mitigating 40 tons of CO₂

154 solar panels installed at the Iconn Support Center



The reduction in electrical energy due to the use of solar panels in 2024 is equivalent to what **1,800 mature trees** absorb in one year.





Energy and emissions management

We implemented refrigerant gas retrofit by replacing 404-a/R-22 gases with RS50/RS 70 gases in 81 additional stores, reducing the potential impact of global warming and damage to the ozone layer and increasing the energy efficiency of the equipment in which the change was made, in alignment with the Kigali Amendment.

20% progress
since 2023 on replacing refrigerants
with lower environmental impact in
7-Eleven stores.

Total energy consumption



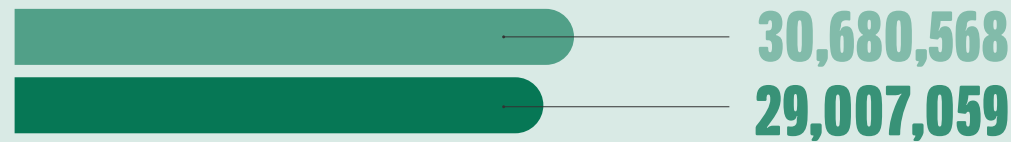
During 2023 and 2024, 7-Eleven's total energy consumption came from non-renewable and renewable sources, including fuel, electricity and other energy inputs essential for operations.

Consumption of non-renewable fuels included diesel and gasoline, used in various operations and in 2024 experienced a decrease of **5.45%** compared to 2023, reflecting our optimization efforts.

296 GWh
overall energy
consumption at Iconn

● 2023 ● 2024

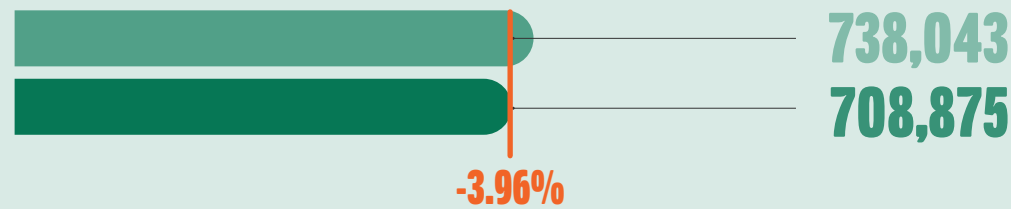
CONSUMPTION OF NON-RENEWABLE FUELS AT 7-ELEVEN



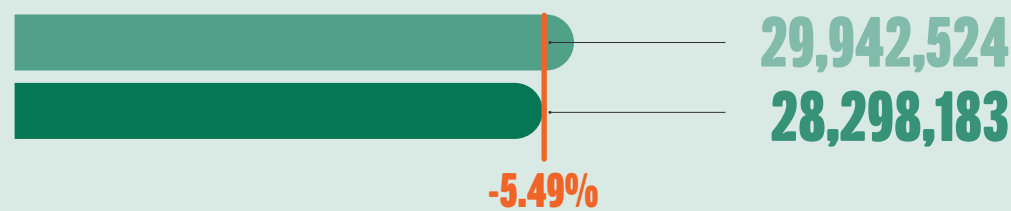
We reduced the total consumption of non-renewable fuels by 5.45%

● 2023 ● 2024

DIESEL (MJ)



GASOLINE (MJ)



In 2024 we boosted the use of renewable energies in our operations with the implementation of solar photovoltaic generation, which allowed us to produce a total of 13,674 kWh of energy. This initiative represents an important step towards energy diversification and reducing dependence on non-renewable fuels. We move forward in favor of the energy transition and sustainability.

At 7-Eleven we generate 13,674 kWh of energy from renewable sources.

Enough to drive approximately 22,000 km in a gasoline-powered car.



AT 2024

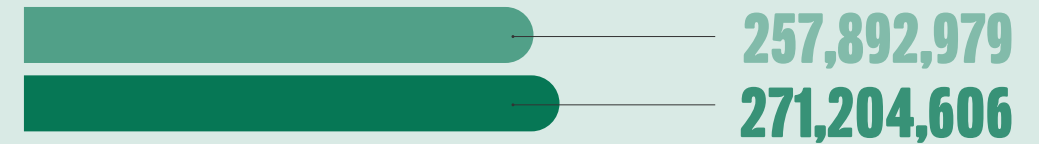
271,204,606 kWh
total electricity consumption

11,877 kWh/month
average monthly consumption per store

-1% in average energy consumption per store vs. 2023

● 2023 ● 2024

TOTAL ELECTRICITY (kWh)



MONTHLY AVERAGE PER STORE (kWh)



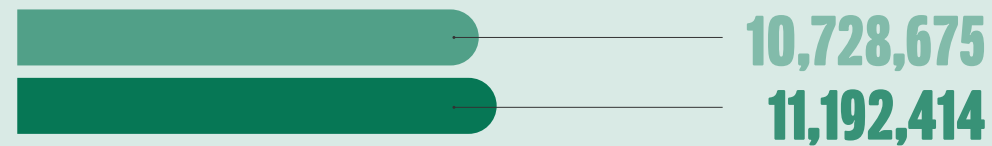
The main source of energy in the stores comes from CFE and co-generation service and, despite the increase in equipment, which would naturally imply higher electricity consumption, and with outdoor temperatures higher than ever before which demand more energy for air conditioning and refrigeration, the energy consumption indicator improved. Each 7-Eleven store operates with improved efficiency, even as total consumption rises.



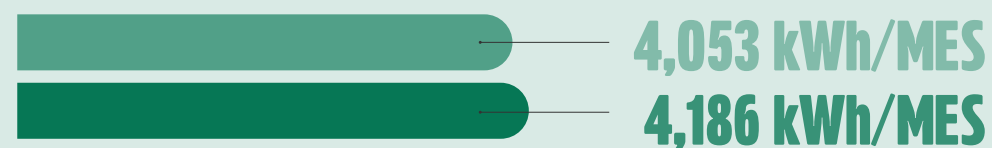
In 2024 we reached a consumption of 442,821 kWh generated exclusively from solar photovoltaic energy, marking an important step towards the use of renewable energy sources.

● 2023 ● 2024

TOTAL ENERGY CONSUMPTION AT PETRO SEVEN (kWh)



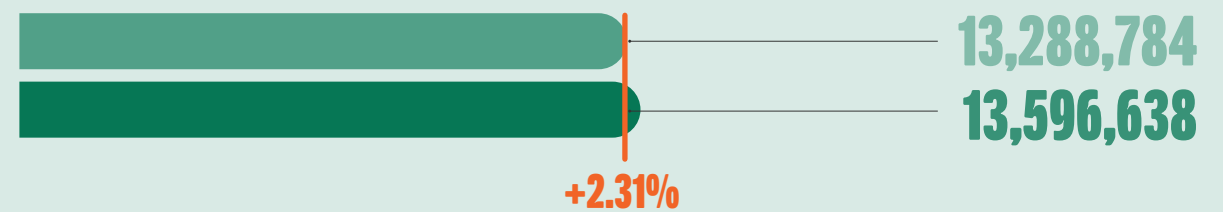
MONTHLY AVERAGE ELECTRICITY PER GAS STATION (kWh/month)



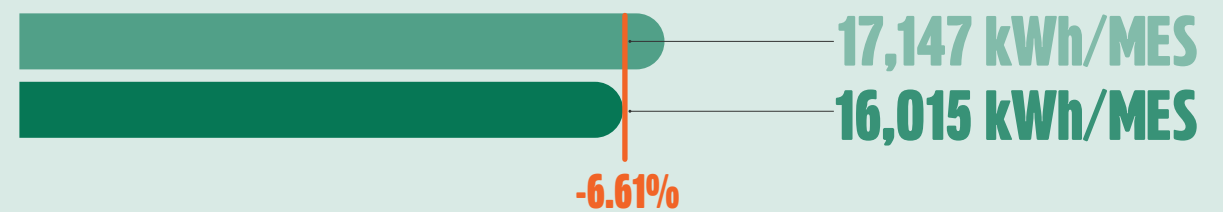
As part of our actions to improve energy efficiency, we were able to reduce our average monthly electricity consumption per warehouse even with the increase in total consumption.

● 2023 ● 2024 ● Variation (%)

ELECTRICITY CONSUMPTION AT MAS BODEGA Y LOGÍSTICA (kWh)



MONTHLY AVERAGE PER WAREHOUSE (kWh/month)



Waste management

GRI 3-3, 306-1, 306-2, 306-3, 306-4, 306-5

At Iconn, waste generation varies according to the brand and its core business. At 7-Eleven and MercaDía, the main waste generated corresponds to urban solid waste, which is derived from the stores' daily operations. At MAS Bodega y Logística, the predominant waste is cardboard and paperboard, essential materials for packaging and distribution activities.



Management of contaminated water and sludge at gas stations

- 1 Extraction of water and sludge with hydrocarbons in grids in dispatch areas and tanks; cleaning and removal of residues in grease traps
- 2 Delivery to authorized collection center or final destination; manifest with volume and type of waste generated
- 3 Recycling by separating water and hydrocarbons; water treatment for non-potable commercial use.



Waste management at gas stations

- 1 Identification and separation according to hazardousness: red containers for hazardous waste and gray containers for common waste.
- 2 Temporary storage according to initial classification.
- 3 Transportation in specialized vehicles under safety protocols by authorized suppliers

Recycling stations

To mitigate impacts associated with our operations and products, recycling stations have been implemented in some 7-Eleven stores and Petro Seven gas stations, where the types of waste generated are differentiated. These stations facilitate the customer's proper disposal of waste and improve subsequent handling by waste management providers.

From a contractual perspective, agreements have been established with suppliers at each location. These agreements detail the company's expectations for the service, including specific requirements, collection frequencies and exchange conditions. At the beginning of 2024, sessions were held with suppliers to identify the specific needs of the organization. As a result, some suppliers now share information on a monthly or semi-annual basis, and formal reports have been agreed to facilitate the management and monitoring of the waste handled.



Waste generated by composition and final destination in 2024



Water

GRI 3-3, 303-1, 303-5

Water resource management is fundamental to Iconn, as water is a key shared resource for the operations of its business units, such as 7-Eleven, Petro Seven gas stations and MAS Bodega y Logística. Most of the water used in our operations comes from the public network, so its efficient and responsible use is essential for operational continuity, minimizing environmental impacts and promoting sustainability.

We constantly monitor water consumption in cubic meters (m³) and the associated cost in all business units. Monthly monitoring allows us to identify areas for improvement and prioritize actions to reduce water waste. In addition, a baseline has been established to determine consumption patterns in stores, gas stations and warehouses, which serves as a starting point to implement optimization strategies and ensure a more efficient use of the resource.

Among the main actions implemented, the following stand out:

- 1 Real-time water monitoring system.** It allows continuous monitoring of consumption, identifying patterns and detecting anomalies.
- 2 High consumption warning system.** When unusual consumption is detected, alerts are generated that allow immediate intervention.
- 3 Installation of water saving devices.** Devices have been installed in the business units that significantly reduce the use of water in operational activities.
- 4 Leak detection and correction.** The monitoring systems are designed to detect leaks in real time. Once a leak is identified, a ticket is automatically generated that triggers the repair process, ensuring a quick and efficient solution.



At Iconn, we work hand in hand with suppliers and customers to promote responsible water management. Through these actions, the organization seeks not only to mitigate the impacts derived from its own operations, but also to positively influence the value chain, promoting the sustainable use of water.

We are working to adjust and improve our calculation parameters in order to understand in a more accurate way the impact of water consumption in different regions, especially those with water stress according to CONAGUA's Mexico Drought Monitor.

In line with the optimization of water management, we have a baseline that allows us to monitor how much each store, gas station and warehouse consumes. Based on this information, we have implemented strategies to reduce consumption. In addition, constant monitoring of water in some stores has been key, as it has allowed us to quickly identify and address leaks, achieving a significant decrease in water waste.

Average monthly water consumption

26 m³ per 7-Eleven store

35 m³ per Petro Seven gas station

140 m³ per MercaDía store

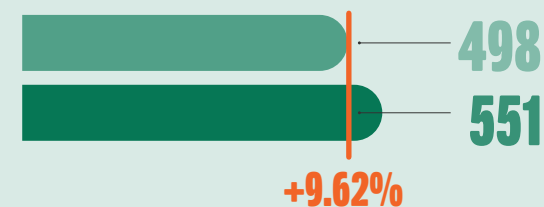
Water consumption

Water consumption by brand, in megaliters

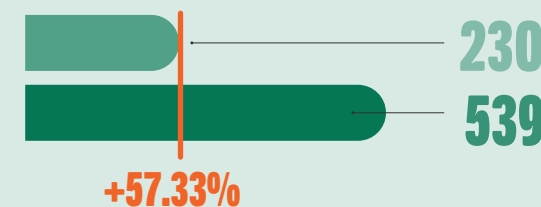
● 2023 ● 2024 ● Variation (%)

7-ELEVEN

ALL ZONES

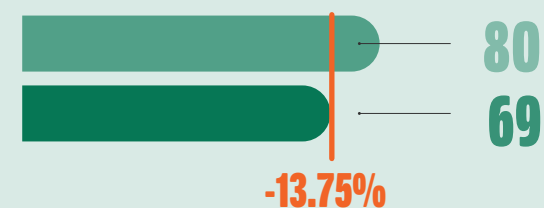


HYDRIC-STRESSED AREAS

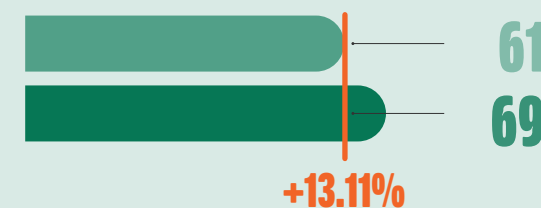


PETRO SEVEN

ALL ZONES

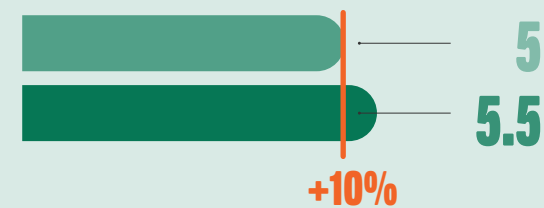


HYDRIC-STRESSED AREAS



MERCADÍA

ALL ZONES



NOTE. The increase is due, in part, to a change in the classification criteria: in 2023 only the areas of Durango, Coahuila, Chihuahua and Nuevo León were considered hydric-stressed areas. In 2024, all areas classified with drought levels D1 to D4 according to CONAGUA's Mexico Drought Monitor were included.

The total water consumption at Iconn during 2024 was 626 megaliters, considering both water-stressed and non-stressed areas.



During the year, we stopped 153 leaks, equivalent to 15,152 m³ of water,



saving enough water to fill approximately 4.5 Olympic-size swimming pools.

Carbon footprint

GRI 3-3, 301-1, 301-2, 301-5



Regulations demand gas stations to have a vapor recovery system, and today it is 100% implemented in the places where it is required.

Juan Carlos Paredes

Executive Director of Petro Seven

Climate change is one of the greatest challenges of our time because it impacts ecosystems, economies and people's quality of life. Reducing greenhouse gas emissions is a shared responsibility, and at Iconn we are committed to minimizing our environmental impact through sustainable and efficient strategies.

We are moving towards a more responsible operation by promoting initiatives to optimize resources and reduce emissions. We measure our carbon footprint in order to identify opportunities for improvement and establish concrete actions that contribute to climate change mitigation. Through innovation, technology and organizational culture, we seek not only to reduce our impact, but also to inspire positive change in our community and industry.

0 environmental accidents and immobilized hoses at Petro Seven at year-end 2024

Petro Seven vapor recovery system


Petro Seven is the only gas station company with a highly efficient vapor recovery system designed to reduce emissions and optimize fuel consumption.

The system works by suctioning the vapors generated when fueling vehicles and during the fueling process at the gas stations. Through a specialized pipeline, these vapors are recirculated and returned to the tank, preventing their release into the environment.

This technology allows us to:


- 1 Reduce environmental impact by avoiding the emission of polluting vapors.
- 2 Increase operational efficiency, as the evaporated fuel is reused in the system.





7-Eleven's 2024 emissions reduction is equivalent to

- powering 2,000 homes for a year with clean energy
- Taking 3,200 cars off the road.



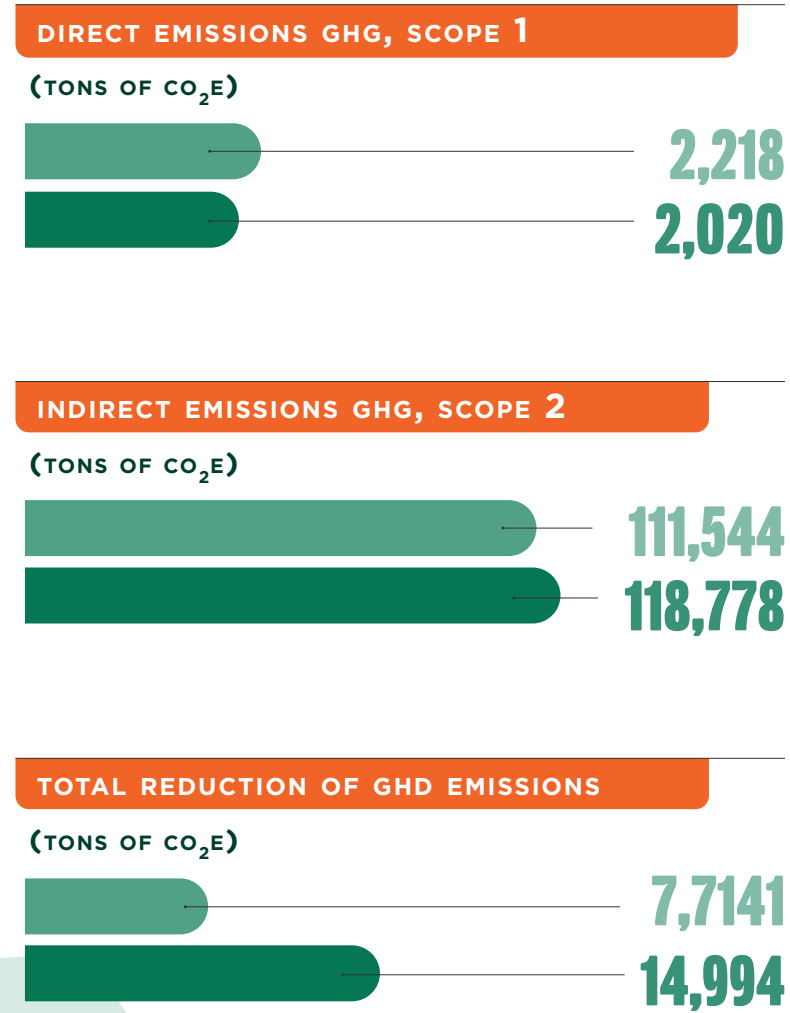
7-Eleven Emissions

As part of our commitment to sustainability, at Iconn we have implemented energy efficiency strategies and the adoption of renewable sources that have allowed us to make progress in reducing direct greenhouse gas (GHG) emissions.

The greatest effort in the calculation of emissions in terms of traceability and data auditing was in 7-Eleven, due to the number of stores and a greater presence in the national territory.

-14,994 Ton
of CO₂ emissions from 7-Eleven

● 2023 ● 2024



Eyes on Offering the best Product



At Iconn, we are taking steady steps toward a more sustainable product and packaging portfolio. We've embarked on a path of continuous improvement aimed at creating well-being, reducing impacts, and meeting our consumers' expectations.

62%

disposable supplies are biodegradable, recyclable or compostable.

SDG

12 15 17

100

farming families supported with 7-Select coffee production

GRI

3-3, 417-1

At Iconn we have consolidated the Product axis of focus as a strategic priority, orienting the development and innovation of products and packaging towards a sustainable model. This vision responds to our commitment to minimize our environmental impact through responsible practices that also promote the integral wellbeing of our customers and consumers.

Through initiatives aligned with the principles of the circular economy, we seek to close the life cycle of materials with innovative solutions that reduce waste generation and promote sustainable consumption. The implementation

of recyclable and biodegradable materials, together with compliance with sustainability-oriented regulations, are essential elements of our strategy. In addition, we are making progress in the progressive elimination of the use of single-use plastics for a cleaner and healthier future.

Our integrated approach not only facilitates compliance with standards and the regulatory framework but also strengthens the relationship with those who choose our brands, reaffirming our commitment to products that inspire trust and well-being.



Consumers' Wellbeing

GRI 3-3



The safety, quality and freshness of our products is a priority at Iconn. Our commitment to consumers' wellbeing is reflected in a process of design, evaluation and continuous improvement so that every product we offer meets the highest standards.

We conduct quality and safety management system audits for 7-Eleven stores, as well as quality and safety management system audits for food commissaries to bakeries, distribution centers and private label suppliers.

Evaluation and continuous improvement

All 7-Eleven Quality Assurance functions are updated and certified in internal audits under the FSSC-22000 scheme and are aligned with our *Code of Ethics and Conduct*, *the Iconn Food Safety Policy*, *the Code of Conduct for Suppliers*, NOM-251-SSA1-1994 and referenced Standards.

Audits for fresh food commissaries, Iconn bakeries (MAS Bakeries), Iconn Combined Distribution Centers (CDC) and grocery retailers are conducted under 7-Eleven Incorporated's internal standards, aligned with world-class standards that meet the requirements of the Global Food Safety Initiative (GFSI).

In terms of in-store technologies, in 2024 we confirmed that 100% of our stores have the equipment, utensils and supplies to maintain the freshness, quality and safety of fresh food certified by NSF and other international standards. A clear example of this is our investment in coffee machines that triple the product's optimal shelf life while preserving the freshness that defines 7-Eleven. This allows us to make better and more efficient use of fresh coffee.



It's not just about finding flashy products or innovation, but how this innovation or convenience-based products evolve into a comprehensive offering that considers sustainability as part of the value it delivers.

Daniel Zaldívar
Executive Director of 7-Eleven

Responsible labeling

GRI 417-1

Our commercial communication is clear, truthful and accessible to all consumers. We know that labeling is, in many cases, the only source of information available at the time of purchase. We work with our suppliers to provide all the information available so that, when our customers buy our products, they have access to all the accurate information they need to make informed decisions.



100% of our 7-Select product categories comply with NOM 051 general labeling specifications for pre-packaged food and non-alcoholic beverages, validated by the DIADECOR Verification Unit.



800-83-711-00
For consumers questions and comments

Post-consumption actions

The generation of solid waste can have a negative impact on the environment, especially in natural areas, which is why we set out to raise awareness among our customers and consumers about the importance of proper waste disposal through comprehensive initiatives for the conservation of protected natural areas, the protection of the region's flora and fauna, and environmental education in Nuevo León.



Chipinque & 7-Eleven Alliance

The alliance with Chipinque Ecological Park, in Nuevo León, promotes the Zero Trace campaign, which seeks to raise awareness among the population about the correct disposal of waste and the importance of visiting protected natural areas responsibly. To this end, we disseminate strategic messages in our stores and conduct awareness-raising activities with the community. In addition, in 2024, volunteers received training on invasive species and the impact of waste on the health of local fauna, with an emphasis on bears and coatis, and then transmitted the knowledge to the communities through family activations in San Pedro Parks. Training was conducted in three sessions and the waste management activations were focused on children and families. **Our commitment is clear: to leave the world a better place than we found it.**

3 activations at San Pedro Parks

14 stores with an awareness campaign

3 employee training sessions

+150 people indirectly impacted



Conservation and environmental coexistence

Interactive exhibition *Microcosmos*, focused on the insects found in Chipinque.

Dynamics on bats and invasive alien species.



Comprehensive environmental education

Storytelling with park rangers: *Osiris and Coatilet*, an activity to raise awareness of the harmful effects of waste on local fauna.

Reflection on nature and the need for its conservation.



Iconn has been a strategic ally who is committed to the environment. Their openness to authentically communicate the conservation message and their willingness to join forces with our team has made a difference. This is not only an institutional collaboration, but a purposeful alliance that promotes respect, care and connection with nature. (...) These types of collaborations reinforce our environmental education programs and contribute to the protection of Chipinque's biodiversity.

Ramiro Salinas Vázquez
Chipinque's Institutional Communications Coordinator

Sustainable materials

We are committed to minimizing the environmental impact of our packaging by optimizing materials and driving more sustainable solutions. To achieve this, our Sustainability team and 7-Eleven management are working together to map the materials used in 7-Select branded disposable products, packaging and containers, as well as disposable supplies for in-store food and beverage consumption.

In order to drive the circular economy and extend our vision to the value chain, this year we began a process of evaluating our own-brand suppliers to learn about their sustainability efforts and migrate to recyclable, reusable or compostable packaging and containers.

Vision of co-responsibility

We aspire to the commitment and co-responsibility of each link in our value chain for the correct disposal of waste and together minimize the environmental impact.





Own-brand packaging and containers

To address the goal of making 7-Select brand packaging 100% recyclable, reusable or compostable by 2050, by 2024 we are focused on engaging suppliers to migrate to the use of materials with less environmental impact.



7-Select water bottle

It is the lightest bottle in the Mexican market, designed to minimize environmental impact without compromising quality. **It has up to 48% less PET plastic than leading brands** and its 100% recyclable design facilitates its reincorporation into the recycling cycle.



Own-brand disposable products

In this category we concentrate plates, party cups, forks, garbage bags and other products for sale under the 7-Select brand that, by the nature of their use, are considered disposable. As first steps in this journey, we have disposable cups, plates and cutlery made of compostable material (cardboard and corn starch).

Biodegradable disposable supplies

We are working to ensure that by 2050 our disposable supplies available in stores will be biodegradable, recycled, recyclable or compostable. By the end of 2024, **62% of the inputs already met these characteristics.**

Our paper and cardboard supplies for pizza slice boxes, Big Lunch and Big Bite trays, window bags, shakers and straws have been FSC (Forest Stewardship Council) certified since 2024.



Responsible

value chain

We work with a focus on responsibility at every stage of the value chain to ensure that our operations and supplier relationships are aligned with our principles of sustainability, ethics and quality. We promote practices that minimize environmental impact, strengthen social well-being and ensure compliance with the highest standards. Our commitment is to build a productive ecosystem that drives sustainable development.

For the 7-Select Coffee regularly available in our stores, during 2024 we worked with 100 farming families in Chiapas and Veracruz.

7-Reserve Coffee

Icconn revolutionized the market 26 years ago by introducing freshly brewed coffee for 24 hours in convenience stores and, since then, we have continued to innovate to offer the best quality to our customers under the Café Select brand and its premium line 7-Reserve. By working hand in hand with Mexican farmers, we encourage sustainable practices and support the local economy. In addition, we prioritize sustainability in inputs.

We are proud to collaborate with the **Rainforest Alliance** to offer our customers a premium coffee that promotes sustainable agricultural practices. By choosing our 7-Reserve coffee, made from certified beans, consumers taste a superior coffee experience, while supporting farmers committed to the conservation of biodiversity, the responsible use of natural resources and the improvement of the living conditions of coffee-growing communities.

The origin of the beans certified for the 7-Reserve Coffee varies each year and during 2024 it was Brazil's turn to provide them.



What's inside 7-Reserve Brazil?

Coffee crops with less use of fertilizers and pesticides

Local farmers receiving a living wage and training in labor rights

Safer and more favorable coffee farms to live and work on



7-Reserve Coffee Recipe



ABOUT THIS REPORT

GRI 2-1, 2-2, 2-3, 2-14

At Iconn we believe in transparency as a basis for strengthening trust with our stakeholders. For this reason, we periodically share progress and lessons learned through our sustainability report, which, for 2024, we have titled **Eyes on the future.**

This report covers the period from January 1st to December 31, 2024, and presents the social, environmental and governance performance of Iconn, including the operation of its 7-Eleven, Petro Seven, MAS Bodega and MercaDía brands. It was prepared in accordance with GRI Standards in alignment with the Sustainable Development Goals (SDG) and offers transparency and rigor in the disclosure of material issues.

The traceability and reliability of the information presented is the result of a collaborative process led by Iconn's

Sustainability area, in coordination with the different internal areas and the validation of Internal Control. In addition, it had the support of the Communication area, members of the Executive Management and the General Management, ensuring a content that was accurate and aligned with the company's vision. This is Iconn's sixth annual report.



ICONN SUPPORT CENTER

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Annex 1

Institutions benefiting from the “Redondeo RED” program in 2024

HEALTH

We support institutions that facilitate access to medical services for people in vulnerable communities.

BENEFICIARY INSTITUTIONS

ICONN COMMERCIAL AREA

Cruz Verde de Matamoros A.C.	Matamoros
Miradas de Esperanza A.C.	Reynosa
ANTAD	Mexico City
Grupo Encendamos una Luz A.C.	Torreon
MAYAMA A.C.	Jalisco
Casa Hogar para Varones A.C.	Mexicali
Imagina I.A.P.	Sonora
Hospital Infantil de las Californias	Tijuana/Ensenada
Fundación Down de H. Matamoros Tamps A.C.	Matamoros
ALE Association, I.A.P.	Torreon
Caritas de Amistad, A.C.	Mexico City
Real Changes Charity, A.C.	Quintana Roo
Fronteras Unidas Pro Salud, A.C.	Tijuana/Ensenada
Centro de Rehabilitación Infantil Hoga, A.C.	MercaDía
Fundación Te Quiero Ver Feliz, A.C.	Torreon
Fundación Aitana, A.C.	Quintana Roo

EDUCATION

We contribute to equipping educational infrastructure and scholarships for low-income people.

BENEFICIARY INSTITUTIONS

ICONN COMMERCIAL AREA

Asociación de Ayuda a Niños con Trastornos en el Desarrollo, A.C.	Quintana Roo
Estudios Tecnológicos de Nivel Medio Superior, A.C. (Santa Catarina Polytechnic High School)	Nuevo León



SOCIAL ASSISTANCE

We provide food, education and housing assistance to vulnerable communities.

BENEFICIARY INSTITUTIONSICONN COMMERCIAL AREA

Súmate al Amor A.C	Saltillo
Asociación de Mujeres Yucatecas contra el Cáncer	Yucatán
Vida y Familia de Monterrey A.B.P.	MercaDía
Fundación Misericordia de Reynosa, A.C.	Reynosa
Ministerio Viviendo en Voz Alta, A.C.	Saltillo
Asociación Vida y Familia de Yucatán, I.A.P.	Yucatán
Movimiento de Apoyo a Menores Abandonados	Jalisco
Fundación Nicoya A.C.	Mexicali
Casa Hogar Esposos Montañó Terán, A.C.	Sonora
Asilo de Ancianos Luis Elizondo, A.C.	Nuevo León
Casa Paterna La Gran Familia, A.C.	Nuevo León
Cáritas de Matamoros, A.C.*	Matamoros
Banco de Alimentos de Reynosa, A.C.*	Reynosa
Cáritas de Saltillo, A.C.*	Saltillo
Banco de Alimentos de México (BAMX)*	Mexico City
Fundación Ayúdame a Lograrlo Yucatán, A.C	Yucatán
Banco de Alimentos de México (BAMX) - Guadalajara*	Jalisco
Banco de Alimentos de Mexicali, A.C.*	Mexicali
Banco de Alimentos de México (BAMX) - Hermosillo*	Sonora
Banco de Alimentos de México (BAMX) - Tijuana*	Tijuana/Ensenada
Cáritas de Monterrey, A.B.P.*	MercaDía

ENVIRONMENT

We support initiatives that protect and preserve natural ecosystems.

BENEFICIARY INSTITUTIONSICONN COMMERCIAL AREA

Parque Ecológico Chipinque A.B.P	Nuevo León
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*Institutions that also participated in the extraordinary campaign of Redondeo RED in MercaDía in favor of Caritas Monterrey and the Hambre Cero cause, together with the local food banks of BAMX.

Annex 2

Institutions benefited by FUNDACIÓN RICARDO, ANDRÉS Y JOSÉ A. CHAPA GONZÁLEZ, A.C. in 2024



FUNDACIÓN
RICARDO, ANDRÉS
Y JOSÉ A. CHAPA GONZÁLEZ, A.C.

HEALTH

We support organizations dedicated to medical care, rehabilitation and healthcare. The objective is to improve beneficiaries' physical and mental health.

BENEFICIARY INSTITUTIONS

Universidad de Monterrey

Fundación Tarahumara José A. Llaguno, A.B.P.

Complejo Asistencial Clínica Santa Teresita, A.C.

Patronato del Hospital Regional de Alta Especialidad Materno Infantil, A.C.

Centro de Rehabilitación Infantil Hoga, A.C.

Casa Mi Ángel, A.B.P.

Mexican Red Cross, I.A.P.

La Divina Providencia, A.B.P.

Hospital Guadalupano, A.C.

Medical Mission Network México, A.C.

Ingenium, A.B.P

Asociación Regiomontana de Niños Autistas, A.B.P.

Ya Puedo Escucharte A.C.

Asociación de Ayuda a Niños en estado crítico, A.B.P.

Cruz Rosa, A.B.P.

Centro para el Desarrollo del Potencial Humano, A.C.

Destellos de Luz, A.B.P.

Sociedad de Invidentes de Nuevo León, A.C.

Amanec, A.C.

Asociación de Espina Bífida de Nuevo León, A.B.P.

Sana En Casa A.B.P

EDUCATION

We promote institutions that are focused on educational development, from childhood to youth, with projects that seek inclusion, training and academic strengthening.

BENEFICIARY INSTITUTIONS

Institución de Beneficencia Privada Escuela Hogar Nuestros Pequeños Hermanos, A.C.

Formación Integral de Monterrey, A.B.P.

Todos Por Sí A La Vida, A.C.

Orientación Social Femenina de Monterrey, A.C.

Voluntarias Vicentinas de Monterrey, A.C.

Paz y Bien, A.B.P.

Fundación Educativa San José, A.B.P.

Misión del Nayar, A.B.P.

Centro Regiomontano de Educación Especial, A.C.

Asociación Nacional Pro Superación Personal, A.C.

Buscando Logros A.C.

Ciudad de los Niños de Monterrey, A.B.P.

Club de Niños y Niñas de Nuevo León, A.B.P.

Escuela Bernardo A. Grousset, A.C.

Perfeccionamiento Integral, A.C.

Monte Reina, A.B.P.

Institución Renace, A.B.P.

Patronato Social y Educativo De Monterrey A.C.

Compromiso y Responsabilidad Educativa A.B.P.

Formando Emprendedores A.B.P.

SOCIAL ASSISTANCE

We collaborate with institutions that provide help and support to vulnerable people, such as the elderly, children and people living on the streets or in poverty.

BENEFICIARY INSTITUTIONS

Yo Influyo, A.C.

Cáritas de Monterrey, A.B.P.

Patronato de Asistencia Social y Cultural, A.B.P.

Más Ciudadanía, A.C.

Al Servicio de Mis Hermanos, A.B.P.

Sustento y Educación Integral, A.B.P.

Bomberos de Nuevo León, A.B.P.

Centro de Formación Humana, A.C.

Cenáculo de Integración Emaús, A.C.

Andares, A.B.P.

Instituto Nuevo Amanecer, A.B.P.

Casa Paterna La Gran Familia, A.C.

Centro Integral de Apoyo para el Pobre Más Pobre, A.C.

Asociación Mexicana de Promoción y Cultura Social, A.C.

Amigos de Fuego Nuevo, A.C.

Voces de Esperanza, A.B.P.

Encuentro Mundial de Valores, A.B.P.

Consejo Cívico De Instituciones De Nuevo León AC

Casa para Ancianos Monte Carmelo, A.C.

Acción Cultural Y Social De Monterrey, A.C.

Formar y Educar a la Persona A.C.

Asilo de Ancianos Luis Elizondo, A.C.

BENEFICIARY INSTITUTIONS**Centro Integral Down A.C.****Cordem A.B.P.****Dividendo de Generosidad, A.B.P.****Fomento Prevocacional Severiano Martínez, A.B.P.****Hogar de la Misericordia, A. B. P.****La Casa de la Armonía****León Ortigosa, A.B.P.****Servicio Social Comunitario Casa Samuel A.C.****Vida y Familia Monterrey A.B.P.****Selider A.B.P.****Asociación Down de Monterrey, A.C.****Boys Hope Girls Hope A.B.P.****Centro de Apoyo y Convivencia mi alto refugio, A.C.****Mamá Paulita, A.C.****Patronato para la Comunidad Terapéutica, A.B.P****Villa Eudes de Monterrey, A.B.P****Humind Care****Centro de Ayuda para la Mujer Latinoamericana A.C.****Comenzar de Nuevo A.C.****Ezer, A.B.P.****Paso de Esperanza A.C.****Superación Juvenil A.B.P****Unidos Somos Iguales A.B.P****Viccali, A.C.****Granja Hogar Santa Anita De Educación Especial A.C.****Orquestas, Coros y Bandas Juveniles de Nuevo León, A.B.P.****Red para la Protección de los Derechos Humanos en la Niñez y la Juventud A.C.****BENEFICIARY INSTITUTIONS****Acción Social Educativa A.C.****Centro de Educación Integral Avanzada A.B.P.****Desarrollo Comunitario, A.C.****Lazos que Transforman, A.B.P.****Lazos, I.A.P.****Fundación San Gabriel A.C.****Embajadores de Derechos Humanos De La Infancia A.C.****Promoción y Desarrollo Integral San Francisco De Los Llanos A.C.****Zihuame Mochilla, AC.****Familia y Juventud, A.C.****Fundación Monstritos A.C****ENVIRONMENT**

We provide support to organizations in this area dedicated to the protection and conservation of the environment, promoting sustainability and environmental education.

BENEFICIARY INSTITUTIONS**Parque Ecológico Chipinque, A.B.P.****Sembradores de Vida y Libertad, A.B.P.****Desarrollo de la Cultura Ecológica, A.C.**

GRI content index in accordance

STATEMENT OF USE

Iconn has prepared this report in accordance with the GRI Standards for the period from January 1 to December 31, 2024.

GRI 1 USED

APPLICABLE GRI SECTOR STANDARDS

GRI 1: Foundation 2021

Not applicable

<u>GRI STANDARDS</u>	<u>DISCLOSURES</u>	<u>LOCATION, DIRECT RESPONSE OR REASON FOR OMISSION</u>	<u>SDGS</u>
GENERAL CONTENTS			
GRI 2: General Disclosures 2021	2-1 Organizational details	About this report. p. 12	
	2-2 Entities included in the organization's sustainability reporting	About this report. p. 12	
	2-3 Reporting period, frequency and contact point	About this report. p. 12	
	2-4 Restatements of information	The preparation of this report did not require restating information from previous reports.	
	2-5 External assurance	This report has not undergone external assurance.	
	2-6 Activities, value chain and other business relationships	About Iconn: What We Do and How We Do It. p. 8 About Iconn: Value Chain. p. 9 About Iconn: Market Presence. pp. 10-14	
	2-7 Employees	About Iconn: Generating Jobs. pp. 15-17	8, 10
	2-8 Workers who are not employees	150 interns across different areas of the organization and its brands, aligned with students' fields of study.	8
	2-9 Governance structure and composition	Governance: Corporate Governance. pp. 19-20	5, 16
	2-10 Nomination and selection of the highest governance body	Governance: Corporate Governance. pp. 19-20	5, 16
	2-11 Chair of the highest governance body	Governance: Corporate Governance. pp. 19-20	16
	2-12 Role of the highest governance body in overseeing the management of impacts	Facilitating a Better World: Sustainability Management. p. 38	16
	2-13 Delegation of responsibility for managing impacts	Facilitating a Better World: Sustainability Management. p. 38	

<u>GRI STANDARDS</u>	<u>DISCLOSURES</u>	<u>LOCATION, DIRECT RESPONSE OR REASON FOR OMISSION</u>	<u>SDGS</u>
	2-14 Role of the highest governance body in sustainability reporting	About this report. p. 12	
	2-15 Conflicts of interest	The Audit Committee and Management oversee the conflict of interest disclosure process and compliance with the Related Parties Policy. Stakeholders are informed of any identified conflicts involving board members' participation in other boards, cross-shareholding with suppliers and other stakeholders, the existence of controlling shareholders, and related-party relationships, transactions, and outstanding balances.	16
	2-16 Communication of critical concerns	Through reports submitted and discussed during periodic meetings with the Board of Directors and its Committees, which issue directives to management for execution. In 2024, a cyberattack was reported as a critical situation.	
	2-17 Collective knowledge of the highest governance body	Governance: Corporate Governance. p. 21	
	2-18 Evaluation of the performance of the highest governance body	Governance: Corporate Governance. p. 21	
	2-19 Remuneration policies	Governance: Corporate Governance. p. 21	
	2-20 Process to determine remuneration	Governance: Corporate Governance. p. 21	
	2-21 Annual total compensation ratio	Information not available for confidentiality reasons.	
	2-22 Statement on sustainable development strategy	Message from the Chairman and Chief Executive Officer. pp. 4-5	
	2-23 Policy commitments	Governance: Culture and Ethical Conduct. pp. 23-26	16
	2-24 Embedding policy commitments	Governance: Culture and Ethical Conduct. p. 26	
	2-25 Processes to remediate negative impacts	By regulation, all new service stations must include green areas as an environmental offset measure.	
	2-26 Mechanisms for seeking advice and raising concerns	Governance: Culture and Ethical Conduct. p. 25	16

<u>GRI STANDARDS</u>	<u>DISCLOSURES</u>	<u>LOCATION, DIRECT RESPONSE OR REASON FOR OMISSION</u>	<u>SDGS</u>
	2-27 Compliance with laws and regulations	Information not available due to confidentiality reasons.	
	2-28 Membership associations	Facilitating a Better World: Sustainability Management. p. 38	
	2-29 Approach to stakeholder engagement	Facilitating a Better World: Sustainability Management. p. 38	
	2-30 Collective bargaining agreements	80% of our employees are covered by collective bargaining agreements.	8
MATERIAL TOPICS			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Facilitating a Better World: Materiality and Stakeholders. pp. 36-37	
	3-2 List of material topics	Facilitating a Better World: Materiality and Stakeholders. pp. 36-37	
Cybersecurity			
GRI 3: Temas Materiales 2021	3-3 Management of material topics	Governance: Information Security. p. 28	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2024, there were no substantiated complaints or ARCO rights requests (Access, Rectification, Cancellation, and Opposition to the processing of personal data).	
Corruption, Bribery and Transparency (relevance 61%)			
GRI 3: Temas Materiales 2021	3-3 Management of material topics	Governance: Compliance. p. 27	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Governance: Compliance. p. 27	
	205-2 Communication and training about anti-corruption policies and procedures	Governance: Compliance. p. 27	16
	205-3 Confirmed incidents of corruption and actions taken	24 reports of fraud and corruption were received; 16 resulted in measures in accordance with the Progressive Discipline Policy. Five of the cases involved suppliers. None had legal consequences.	16
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2024, no legal actions related to fair competition were recorded.	16

<u>GRI STANDARDS</u>	<u>DISCLOSURES</u>	<u>LOCATION, DIRECT RESPONSE OR REASON FOR OMISSION</u>	<u>SDGS</u>
Customer relationship management (relevance 72%)			
GRI 3: Temas Materiales 2021	3-3 Management of material topics	Product. pp. 101-111	
Product and service development (relevancia 28%)			
GRI 3: Temas Materiales 2021	3-3 Management of material topics	Product. pp. 101-111	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	00% of the labels on our food and beverage product categories undergo evaluation processes aligned with key health and safety requirements.	16
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	In 2024, no cases of non-compliance related to product labeling were recorded.	16
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Product: Consumer Well-being. p. 104	16
	417-2 Incidents of non-compliance concerning product and service information and labeling	In 2024, no cases of non-compliance related to product labeling were recorded.	16
	417-3 Incidents of non-compliance concerning marketing communications	In 2024, no cases of non-compliance related to product labeling were recorded.	16
Social Impact (relevance 56%)			
GRI 3: Temas Materiales 2021	3-3 Management of material topics	People: Our Community. pp. 68-85	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Our Community: Special Contributions. pp. 78-83 Our Community: Support for Women. pp. 84-85	2
	413-2 Operations with significant actual and potential negative impacts on local communities	In 2024, no significant direct negative impacts from our operations were identified.	2

<u>GRI STANDARDS</u>	<u>DISCLOSURES</u>	<u>LOCATION, DIRECT RESPONSE OR REASON FOR OMISSION</u>	<u>SDGS</u>
Diversity and Equal Opportunity (relevance 55%)			
GRI 3: Temas Materiales 2021	3-3 Management of material topics	People: Our Talent; Equal Opportunity. pp. 47-50	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	People: Our Talent; Equal Opportunity. pp. 47-50	5, 8, 10
	405-2 Ratio of basic salary and remuneration of women to men	Omitted due to confidentiality reasons.	5, 8
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	People: Our Talent; Employment and Labor Relations. p. 41	5, 8, 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	All employees are offered flexible schedules, four paid leave days, vacation starting from the first day of employment, half days off on December 24 and 31, additional maternity and paternity leave, a retirement plan, among other benefits.	3, 5, 8
	401-3 Parental leave	People: Our Talent; Compensation and Benefits. pp. 44-45	5, 8
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	To support operational changes, Iconn implements a minimum notice period of four weeks for significant modifications and one week for minor adjustments, such as shift changes. When changes affect entire areas, the union is notified. These timelines are established in the collective bargaining agreements (CBAs), which are reviewed every two years in negotiation sessions involving the union, workers, and the company.	8
Standards with suppliers (relevance 71%)			
GRI 3: Temas Materiales 2021	3-3 Management of material topics	About Iconn: Procurement Practices. p. 17	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	About Iconn: Procurement Practices. p. 17	8
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	We currently do not apply environmental criteria when selecting suppliers.	16
	308-2 Negative environmental impacts in the supply chain and actions taken	In 2024, no negative environmental impacts were identified in the supply chain.	

<u>GRI STANDARDS</u>	<u>DISCLOSURES</u>	<u>LOCATION, DIRECT RESPONSE OR REASON FOR OMISSION</u>	<u>SDGS</u>
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	We currently do not apply social criteria beyond regulatory requirements when selecting suppliers.	5, 8, 16
	414-2 Negative social impacts in the supply chain and actions taken	In 2024, no negative social impacts were identified in the supply chain.	
Human capital development (relevance 71%)			
GRI 3: Temas Materiales 2021	3-3 Management of material topics	People: Our Talent. pp. 51-58	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	People: Our Talent; Training and Development. p. 51	4, 5, 8, 10
	404-2 Programs for upgrading employee skills and transition assistance programs	People: Our Talent; Training and Development. pp. 52-57	8
	404-3 Percentage of employees receiving regular performance and career development reviews	People: Our Talent; Performance Monitoring. p. 58	5, 8, 10
Occupational health and safety (relevance 71%)			
GRI 3: Temas Materiales 2021	3-3 Management of material topics	People: Our Talent; Health and Safety. pp. 59-63	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	People: Our Talent; Health and Safety. pp. 59-63	3, 8
	403-2 Hazard identification, risk assessment, and incident investigation	People: Our Talent; Health and Safety. pp. 59-63	8
	403-3 Occupational health services	People: Our Talent; Health and Safety. pp. 59-63	8
	403-4 Worker participation, consultation, and communication on occupational health and safety	People: Our Talent; Health and Safety. pp. 59-63	8, 10, 16
	403-5 Worker training on occupational health and safety	People: Our Talent; Health and Safety. pp. 59-63	8
	403-6 Promotion of worker health	People: Our Talent; Health and Safety. pp. 59-63	3

<u>GRI STANDARDS</u>	<u>DISCLOSURES</u>	<u>LOCATION, DIRECT RESPONSE OR REASON FOR OMISSION</u>	<u>SDGS</u>
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	People: Our Talent; Health and Safety. pp. 59-63	8
	403-8 Workers covered by an occupational health and safety management system	People: Our Talent; Health and Safety. pp. 59-63	8
	403-9 Work-related injuries	Zero workplace fatalities: no deaths were recorded due to accidents or occupational illnesses. Recordable injuries: 435 cases, with an incidence rate of 9.21% in 2023, reduced to 8.08% in 2024. Most common work-related injuries: fractures, lower back pain, contusions, and musculoskeletal injuries. Identified hazards: improper load handling, lack of order and cleanliness, infrastructure issues, and unsafe acts. Preventive actions: focused on training, improving safe procedures, and implementing a hierarchy of risk controls.	3, 8, 16
	403-10 Work-related ill health	Work-related illnesses in construction: lower back pain was identified as the main condition; the measurement system is under development.	3, 8, 16
Climate Change (relevance 51%)			
GRI 3: Temas Materiales 2021	3-3 Management of material topics	Planet: Carbon Footprint. pp. 99-100	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	There are currently no operations in protected natural areas.	
	304-2 Significant impacts of activities, products and services on biodiversity	We have not yet developed a methodology to quantify indirect environmental impacts generated outside our operations.	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Planet: Carbon Footprint. p. 100	
	305-2 Energy indirect (Scope 2) GHG emissions	Planet: Carbon Footprint. p. 100	3, 12, 14, 15
	305-3 Other indirect (Scope 3) GHG emissions	Information not available.	
	305-4 GHG emissions intensity	Information not available.	
	305-5 Reduction of GHG emissions	Planet: Carbon Footprint. p. 100	15

<u>GRI STANDARDS</u>	<u>DISCLOSURES</u>	<u>LOCATION, DIRECT RESPONSE OR REASON FOR OMISSION</u>	<u>SDGS</u>
	305-6 Emissions of ozone-depleting substances (ODS)	Information not available.	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	NO ₂ : 0.02 TNO ₂ (Data with a one-year lag based on the Annual Operating Certificate). Volatile Organic Compounds (VOC): 1,489.3 tons (Data on emissions generated by Petro Seven and sourced from the Annual Operating Certificate). Hazardous Air Pollutants (HAP): Benzene: 4.6 tons Hexane: 10.01 tons Toluene: 11.6 tons Ethylbenzene: 0.74 tons Xylene: 2.9 tons (Data on emissions generated by Petro Seven and sourced from the Annual Operating Certificate).	
Water Resource Management (relevance 63%)			
GRI 3: Temas Materiales 2021	3-3 Management of material topics	Planet: Water. pp. 97-98	
GRI 303: Water and Effluents 2018	303-1 Interaction with water as a shared resource	Planet: Water. pp. 97-98	6
	303-5 Water consumption	Planet: Water. p. 98	6
Energy Eco-efficiency (relevance 65%)			
GRI 3: Temas Materiales 2021	3-3 Management of material topics	Planet: Energy Efficiency. pp. 89-94	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Planet: Energy Efficiency. pp. 92-94	7, 8, 12, 13
	"302-2 Energy consumption outside of the organization"	Information not available.	
	302-3 Energy intensity	Information not available.	
	302-4 Reduction of energy consumption	Planet: Energy Efficiency. pp. 92-94	7, 8, 12, 13
Materials (relevance 75%)			
GRI 3: Temas Materiales 2021	3-3 Management of material topics	Planeta: Gestión de residuos. pp. 95-96	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Information not available or incomplete.	
	301-2 Recycled input materials used	Information not available or incomplete.	

<u>GRI STANDARDS</u>	<u>DISCLOSURES</u>	<u>LOCATION, DIRECT RESPONSE OR REASON FOR OMISSION</u>	<u>SDGS</u>
Waste Management (relevance 68%)			
GRI 3: Temas Materiales 2021	3-3 Management of material topics	Planet: Waste Management. pp. 95-96	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Planet: Waste Management. pp. 95-96	3, 6, 11, 12
	306-2 Management of significant wasterelated impacts	Planet: Waste Management. pp. 95-96	3, 6, 8, 11, 12
	306-3 Waste generated	Planet: Waste Management. p. 96	3, 6, 11, 12, 15
	306-4 Waste diverted from disposal	Planet: Waste Management. p. 96	3, 11, 12
	306-5 Waste directed to disposal	Planet: Waste Management. p. 96	3, 6, 11, 12, 15



