

03

CONTRIBUTE TO TRANSCEND

GRI 2-7, 2-8, 2-30, 202-1, 202-2, 203-1, 203-2, 401-1, 401-2, 401-3, 403-3, 403-4, 403-5, 403-9, 404-1, 405-1, 413-1

At FINSA we provide our collaborators with the best opportunities for professional and personal development, fostering the development of the communities where we operate.

409

SCHOLARSHIPS AT
ALL SCHOOL LEVELS

89

NEW HIRES

SDGs involved



social impact

Human CAPITAL

GRI 2-6, 2-7

One of the strongest pillars of our company is our human capital, made up of the knowledge, experience, skills and talent of 707 men and women who collaborate on a daily basis to ensure that FINSA operates successfully and maintains its position in the market.



Our workforce is made up of 80.5 percent men and 19.5 percent women who play an important role in the development of our company by proposing innovative and sustainable solutions during all stages of the design, construction and management of our industrial parks.

707
EMPLOYEES

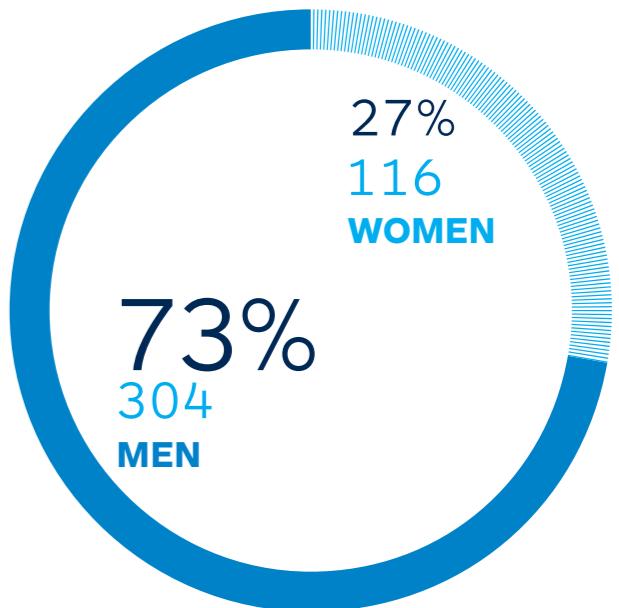
80.5%
569
MEN

19.5%
138
WOMEN

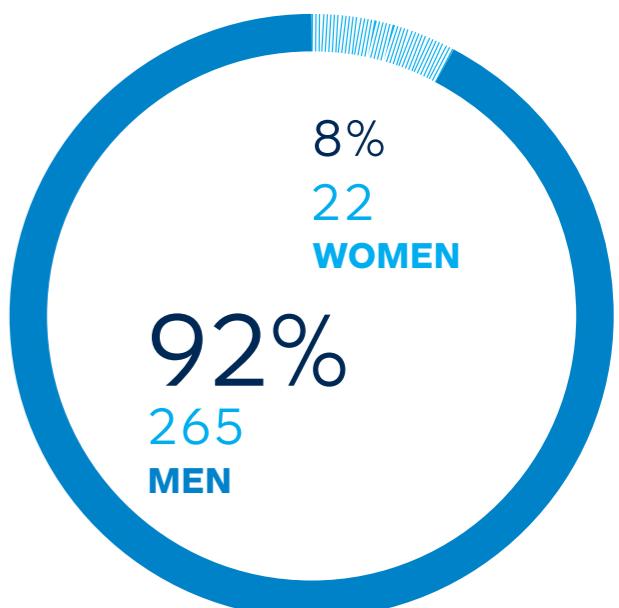
MEN

WOMEN

420 PERMANENT CONTRACT



287 TEMPORARY CONTRACT



EMPLOYEES

707

TOTAL EMPLOYEES
BY REGION AND
GENDER



569

MEN



138

WOMEN

NORTHWEST

57 **61** 4

NORTHEAST

309 **404** 95

BAJIO AND WEST

178 **213** 35

CENTRAL MEXICO

25 **29** 4

420

PERMANENT
EMPLOYEES BY
REGION AND GENDER



304

MEN



116

WOMEN

NORTHWEST

23 **27** 4

NORTHEAST

197 **284** 87

BAJIO AND WEST

76 **97** 21

CENTRAL MEXICO

8 **12** 4

287

TEMPORARY
EMPLOYEES BY
REGION AND GENDER



265

MEN



22

WOMEN

NORTHWEST

34 **34** 0

NORTHEAST

112 **120** 8

BAJIO AND WEST

102 **116** 14

CENTRAL MEXICO

17 **17** 0

The main work performed by contractors is related to the construction of projects in our industrial parks.

Retention and WELFARE

GRI 3.3

At FINSA we are always looking for the best talent available to join our team, which is why we offer competitive salaries and wages, ongoing training and development, and safe and hygienic facilities.

OUR VALUE PROPOSITION INTEGRATES AN ENVIRONMENT WITH A GOOD WORK CLIMATE, SPACES FREE OF HARASSMENT AND DISCRIMINATION, AND THE OPPORTUNITY TO WORK IN THE DEVELOPMENT OF VULNERABLE COMMUNITIES.



We post vacancies in our Corporate Intranet to promote transparency and fairness in the internal recruitment process, providing access to information and opportunities to all our employees to contribute to their development and growth within FINSA.

THESE INITIATIVES HAVE RESULTED IN INCREASED TALENT RETENTION, IMPROVED WORK ENVIRONMENT, STRENGTHENED SENSE OF BELONGING AND PRIDE IN BEING PART OF FINSA.

New HIRES

GRI 401-1

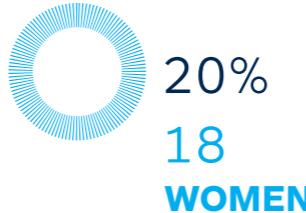
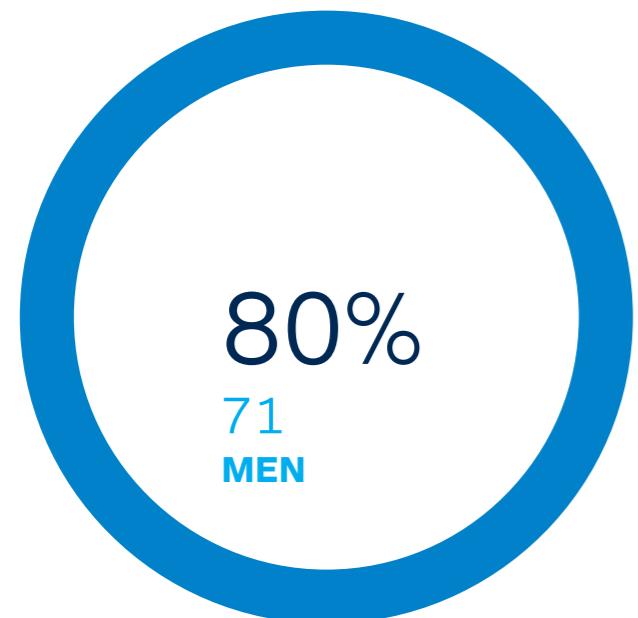
In 2023, 89 people joined our company (71 men and 18 women) throughout the four regions where we operate.

During the year, 89 people voluntarily left our company, resulting in a 21.65 percent employee turnover rate. Meanwhile, 89 new permanent employees joined FINSA, for a total of 21.65 percent of new hires in 2023.

REGION								
	20-30 YEARS OLD	31 TO 50 YEARS OLD	51 YEARS OLD AND OLDER	TOTAL	20-30 YEARS OLD	31 TO 50 YEARS OLD	51 YEARS OLD AND OLDER	TOTAL
NORTHWEST	3	4	2	9	0	0	0	0
NORTHEAST	15	18	5	38	9	5	0	14
BAJIO AND WEST	6	14	3	23	0	3	1	4
CENTRAL MEXICO	0	1	0	1	0	0	0	0
TOTAL	24	37	10	71	9	8	1	18

RECRUITMENT OF PERSONNEL

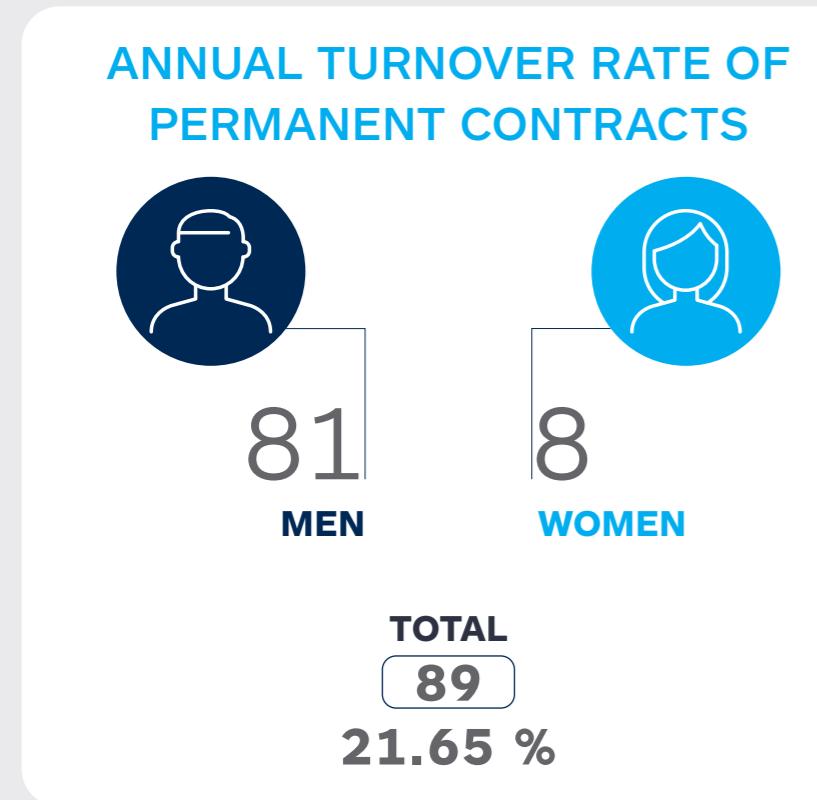
89
EMPLOYEES



STAFF TURNOVER

REGION								
	20-30 YEARS OLD	31 TO 50 YEARS OLD	51 YEARS OLD AND OLDER	TOTAL	20-30 YEARS OLD	31 TO 50 YEARS OLD	51 YEARS OLD AND OLDER	TOTAL
NORTHWEST	3	7	4	14	0	2	0	2
NORTHEAST	10	22	17	49	4	1	0	5
BAJIO AND WEST	3	12	2	17	0	1	0	1
CENTRAL MEXICO	1	0	0	1	0	0	0	0
TOTAL	17	41	23	81	4	4	0	8

ANNUAL TURNOVER



402

EMPLOYEES BY
THE END OF 2023

89

EMPLOYEE
TURNOVER

420

EMPLOYEES BY
THE END OF 2023

89

EMPLOYEES
HIRED

BENEFITS

GRI 401-2

We want our employees to discover that FINSA is the best place to work and to grow professionally, so we have designed a package of benefits that provide them with opportunities for personal and family development and contribute to improving their quality of life.



**YEAR-END/
CHRISTMAS
BONUS**



**FINANCIAL
SUPPORT FOR
DEATH**



**FINANCIAL
SUPPORT FOR
MARRIAGE**



**COVERAGE FOR
DISABILITY OR
INCAPACITY**



**MEDICAL
CONSULTATIONS**



**SAVINGS
FUND**



**PENSION
PLAN**



**LEAVE FOR
DEATH OF FAMILY
MEMBERS**



**PAID
LEAVE**



**PATERNITY AND
MATERNITY
LEAVE**



**VACATION
BONUS**

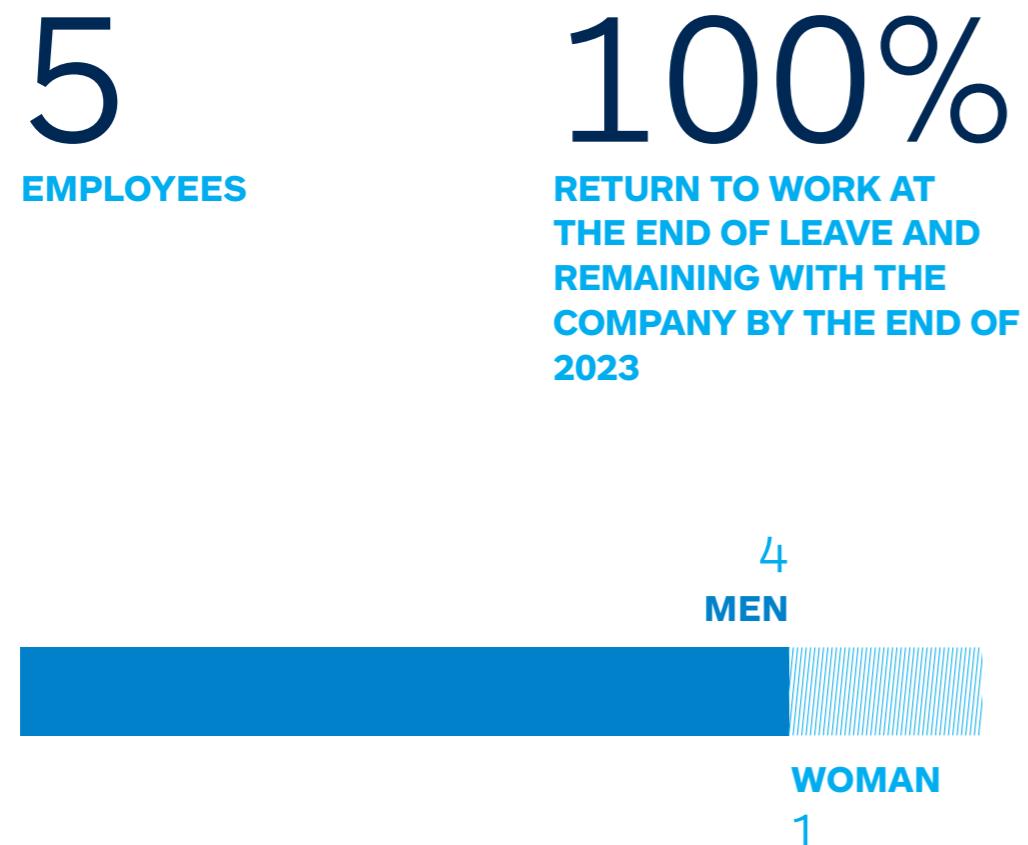


**MAJOR MEDICAL
INSURANCE**

Paternity and MATERNITY LEAVE

GRI 401-3

Aware of the importance of reconciling work and family life, at FINSA we support our employees during the birth of their children by granting them paternity and maternity leave so that they can attend to their family needs and be present during the first moments of their children's lives. This year, 100 percent of our employees who exercised their leaves of absence returned to work and continue to be part of our company.



Occupational health AND SAFETY

GRI 403-9

One of our objectives is to prioritize the health and well-being of our employees and contractors, so we have established measures to minimize and avoid the risks of occupational illnesses and accidents.

WE COMPLY WITH OFFICIAL MEXICAN STANDARDS, AS WELL AS WITH THE FEDERAL LABOR ACT AND THE MEXICAN SOCIAL SECURITY INSTITUTE ACT, ENSURING THAT 100% OF OUR WORKERS ARE AFFILIATED.

Internal supervisions are continuously conducted to detect any risk that could alter the operation and endanger the physical integrity, health and life of our collaborators.

We have implemented an annual safety plan that includes a procedure for investigating and reporting accidents, as well as an action protocol for any emergency at the work site.

In 2023, there were seven occupational accidents in the operation of the industrial parks and 14 on-site accidents.



WE TAKE CARE OF OUR EMPLOYEES HEALTH

GRI 403-6, 403-7

We are concerned about offering the best safety and hygiene conditions in our facilities, as a way of protecting and caring for the health of our employees, which is why this year we organized the First Health Week.

ITS OBJECTIVE WAS TO PROMOTE THE WELLNESS AND HEALTH OF ALL EMPLOYEES OF THE FINSA SANTA CATARINA INDUSTRIAL PARK AND CORPORATE OFFICES.

Activities included medical check-ups, talks on obesity and diabetes control, promotion of healthy habits, as well as advice and information related to physical and mental wellbeing.

As part of our health initiatives with construction personnel, we have implemented a daily blood pressure screening program, in which all operators of machinery and high-risk activities participate.

In addition, in order to establish appropriate measures for the prevention and mitigation of negative impacts on the health of our employees, we have a Health and Safety Manual, which supports our Occupational Health and Safety Plan.

Its objectives include establishing preventive and protective measures to detect actual and potential risks to the health and safety of employees, to prevent any incident in all phases of construction projects and to identify new hazards.

A new comprehensive health benefit was implemented with the Bloss Med platform, this service offers unlimited medical attention to employees, minor children and an additional adult, through chat and video call consultations with a variety of specialists in general medicine, psychology, nutrition, pediatrics, among others, from any device.



COMMON INJURIES

GRI 403-9

We are continually reviewing the results of monitoring work activities to detect illnesses, accidents and injuries, and to reinforce our health and safety guidelines.

In 2023, we identified areas of opportunity and consequently began implementing better safety controls at our construction sites.



Professional And EMPLOYMENT DEVELOPMENT

GRI 3-3

Promoting the development and professional growth of all our employees is a commitment we made to them when they joined our team. Each year we invite our employees to participate in the courses, workshops and talks focused on the development of competencies and skills that we offer as part of our training program.

In 2023 we updated our Global Human Capital Policy, which includes a specific chapter on Training, where we establish the guidelines so that all our employees have access to training and education processes that help strengthen their knowledge and help them to better perform their duties.

THIS CONTINUOUS TRAINING PROCESS ALLOWS US TO TRAIN OUR PERSONNEL IN HUMAN RIGHTS, INFORMATION TECHNOLOGY, LEADERSHIP, HEALTH AND SAFETY, AS WELL AS STRATEGIC SKILLS DEVELOPMENT, AMONG OTHER TOPICS, BROADENING THEIR KNOWLEDGE AND PROMOTING THEIR DEVELOPMENT.

On our Corporate Intranet we share various online and self-directed training courses, which are accessible to all our employees who can take them based on their responsibilities and interests.

Training and EDUCATION

GRI 404-1

MORE THAN 12 COURSES AND ONE DIPLOMA COURSE WERE GIVEN TO FINSA EMPLOYEES IN 2023, TOTALING 2,768 HOURS OF TRAINING.

Courses on Soft Skills Development, Leadership, Service Quality, Data Management, Accident Prevention and Diversity and Inclusion were accredited during the year by company employees.

In addition, a 120-hour Diploma in Designing and Building Reliability for the CFE in electric power distribution networks was offered.

COURSES TAUGHT IN 2023

INTERNAL TRAINING COURSES

COURSE NAME			TOTAL	HOURS DURATION COURSE	HOURS TRAINING
Self-development	129	102	231	1	231
Operational staff training	6	4	10	8	80
Quality of service	0	3	3	4	12
Diploma in design and reliable construction for CFE in electric power distribution networks	1	0	1	120	120
Organizational leadership: Be a Leader	50	0	50	20	1,000
Achieve results	129	98	227	1	227
Manejo de datos con Power BI	9	11	20	5	100
Data management with Power BI	3	0	3	2	6
Project Manager Methodologies	123	94	217	1	217
Accident prevention	102	5	107	1	107
The Stage: Empowering Women's Leadership	0	12	12	55	660
Workshop for the Implementation of NOM 035-STPS-2018. Psychosocial Risk Factors	0	1	1	8	8
TOTAL	552	330	882	226	2,768

ANNUAL TRAINING HOURS

AVERAGE ANNUAL TRAINING HOURS			
JOB CATEGORY			TOTAL HOURS
Chief Executive Officer	0	0	0
Vice Presidents	0	0	0
Area Directors	193	12	205
Managers	852	729	1,581
Coordinators	176	73	249
Analysts	124	144	268
Auxiliary	14	67	81
Practitioners	0	0	0
Others	341	43	384
TOTAL	1,700	1,068	2,768
PROMEDIO	188.9	118.6	

FINSA held a conference program for corporate personnel in 2023 to raise awareness of environmental, health, ethics, and information care issues. The talks were given by different external speakers and were presented during staff integration meals.

Some of the lectures included “Climate Change”, “The Right Path: The power of ethics as a driver of change”, “Mental health, the silent pandemic” and “The importance of the human factor in the protection of information”.

In March FINSA organized and invited its personnel and external parties to the virtual talk “Reflections on International Women’s Day: Perspectives on Gender Bias.”

TRAINING HOURS BY TYPE OF CONTRACT

			TOTAL	TOTAL HOURS	HOURS PER EMPLOYEE
EMPLOYEES	443	261	704	2,459	3.49
CONTRACTORS	109	69	178	309	1.74
TOTAL	552	330	882	2,768	3.14





FINSA-INEA collaboration AGREEMENT

Aware that supporting the development of our employees is a way of honoring our values, in May 2023 we reactivated a collaboration agreement with the National Institute for Adult Education (INEA).

THANKS TO THIS AGREEMENT, SEVEN EMPLOYEES WORKING AT FOUR FINSA LOCATIONS RECEIVED THEIR ELEMENTARY AND/OR MIDDLE SCHOOL DIPLOMAS.

Two employees of FINSA Juárez Independencia I graduated both elementary and middle school.

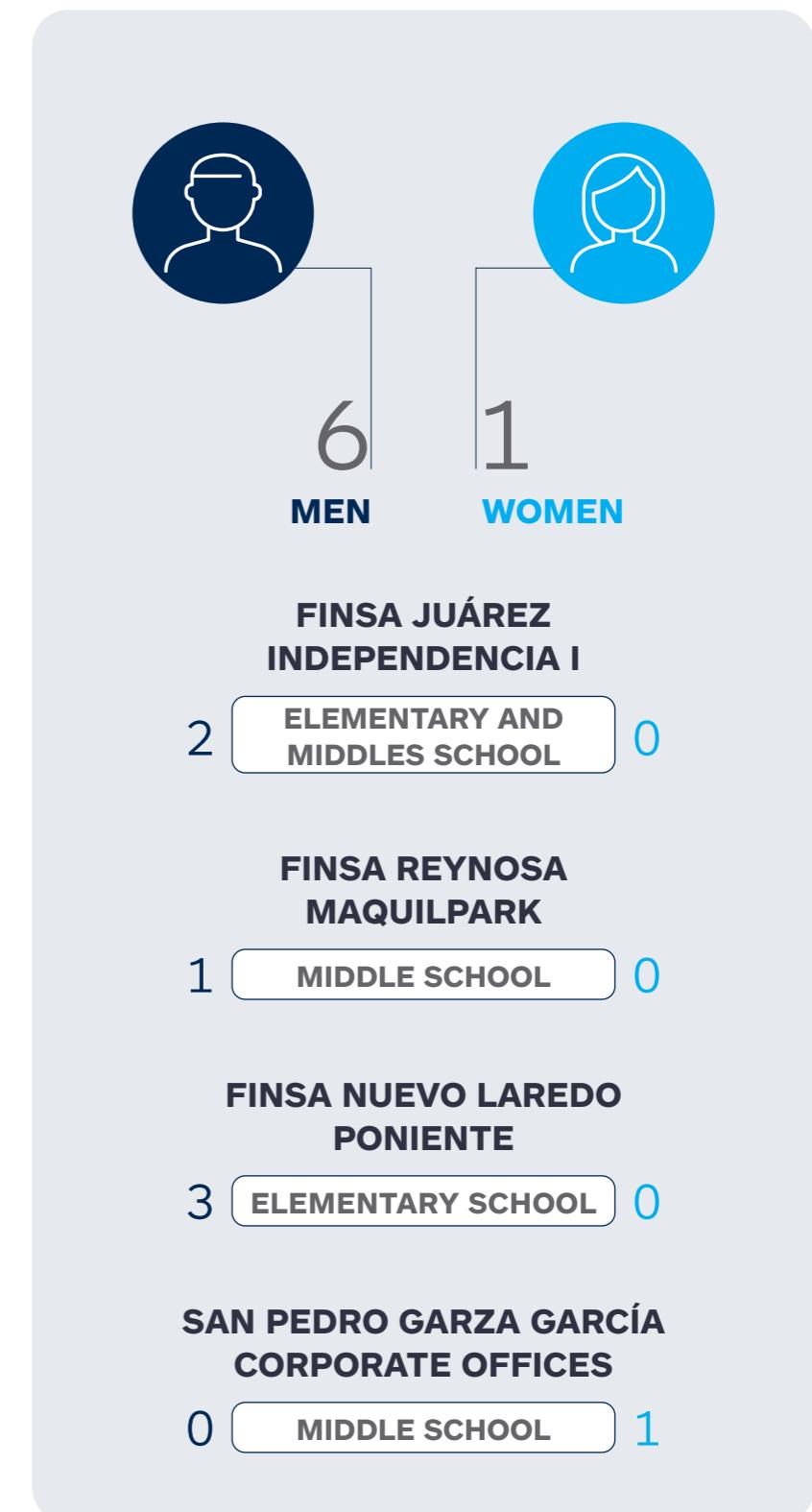
A total of nine diplomas were awarded:

**FINSA JUÁREZ
INDEPENDENCIA I
TWO FOR
ELEMENTARY AND
TWO FOR MIDDLE
SCHOOL**

**FINSA NUEVO
LAREDO PONIENTE
THREE, ELEMENTARY
SCHOOL**

**FINSA REYNOSA
MAQUILPARK
ONE, MIDDLE
SCHOOL**

**CORPORATIVO
ONE, MIDDLE
SCHOOL**



Performance

EVALUATION

GRI 404-3

In 2023, we implemented a set of professional development plans with the objective of strengthening and expanding talent within the organization and launching the Performance Evaluation Process.

75%
OF OUR EMPLOYEES RECEIVED
THIS EVALUATION

Once the evaluation is completed, feedback is provided with information on their results, as well as suggestions on actions they need to take to continue improving their performance and continue their professional growth.



IN 2023, 316 EMPLOYEES, 58 PERCENT MEN AND 42 PERCENT WOMEN, RECEIVED A PERFORMANCE EVALUATION. FROM THIS PROCESS, INDIVIDUAL GOALS AND OBJECTIVES WERE DEFINED AND ALIGNED WITH THE BUSINESS STRATEGY.

1
CHIEF EXECUTIVE
OFFICER

6
VICE PRESIDENTS

15
DIRECTORS

54
MANAGERS

47
COORDINATORS

50
ANALYSTS AND
ASSISTANT

143
OPERATORS

Diversity and INCLUSION

GRI 3-3

Integrating a diverse, equitable and equal-opportunity work team is a sign of our social responsibility. Our Human Capital team has implemented several initiatives to respect the human rights of our employees, to prohibit discrimination based on age, gender and disability, to offer competitive salaries in accordance with job position, and to include people belonging to vulnerable groups.

WE HAVE A RECRUITMENT AND SELECTION POLICY THAT STIPULATES OUR COMPANY'S COMMITMENT TO ALL PEOPLE WHO WANT TO BE PART OF FINSA. OUR RECRUITMENT PROCESS IS TRANSPARENT AND INCLUSIVE, SO WE OFFER OUR VACANCIES WITHOUT GENDER OR AGE BIAS.

We take into account the knowledge, skills and experience of all candidates and evaluate them according to the requirements of the position.



DIVERSITY OF EMPLOYEES

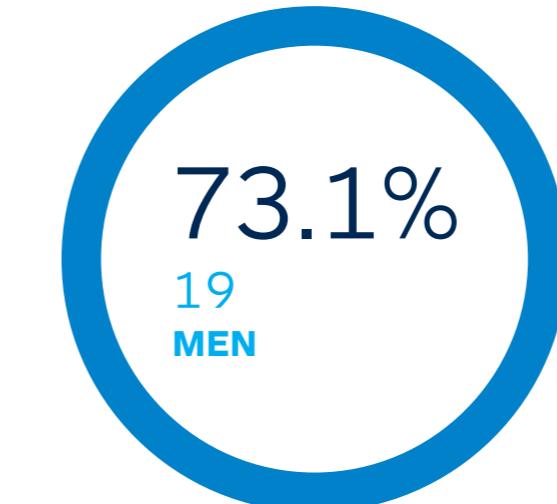
GRI 405-1

FINSA has operations in four regions of the country all of which undertake recruitment, selection and hiring processes, thus generating jobs in the locality and boosting the economic development of the community.

Our management team is made up of 7 women and 19 men, from the different cities that make up the regions where we operate.

REGIONS	MANAGEMENT TEAM		TOTAL
	MEN	WOMEN	
NORTHWEST	0	1	1
NORTHEAST	18	6	24
BAJIO AND WEST	1	0	1
CENTRAL MEXICO	0	0	0
TOTAL	19	7	26

PERCENTAGE OF MALE AND FEMALE MANAGERS



Our work team is composed of six vice presidents, three of whom are women; 19 directors, 15 men and 4 women; and 65 managers, 45 men and 20 women.

EMPLOYEES BY AGE RANGE AND JOB POSITION

POSITION	TOTAL NUMBER OF EMPLOYEES						TOTAL
	20 TO 30 YEARS OLD	31 TO 50 YEARS OLD	51 YEARS OLD AND OLDER				
Chief Executive Officer	0	0	0	0	1	0	1
Vice Presidents	0	0	1	1	2	2	6
Directors	0	0	9	2	6	2	19
Managers	1	5	35	14	9	1	65
Coordinators	11	5	24	10	3	3	56
Analysts and assistants	10	15	18	32	3	3	81
Operative	26	2	77	9	68	10	192
TOTAL	48	27	164	68	92	21	420



Community and
SOCIAL RESPONSIBILITY

Contributing to community development is part of FINSA's culture of social responsibility. The activities carried out nationally are focused on three main themes: care for the environment, education and support for social causes.

In 2023, we participated in 15 programs that helped social and environmental causes, supporting and/or collaborating with more than 30 institutions, projects or organizations, seeking to comply with the commitments of our Environmental, Social and Governance (ESG) Policy, Human Rights Policy, our Code of Ethics and Conduct and the United Nations Global Compact.

The activities consisted of reforestation and rehabilitation of schools, cleaning of public spaces, collection of food, donation of blood, clothes, shoes and uniforms, among others. The planning, coordination and execution of the different programs was possible thanks to the participation of our volunteer collaborators, who donated their time and skills to different causes throughout the year.

DURING 2023, OUR ACTIONS WILL BENEFIT MORE THAN 8,000 PEOPLE AS PART OF OUR COMMITMENT AND SOCIAL RESPONSIBILITY.

Environment and EDUCATION

EARTH DAY

To celebrate Earth Day, we organize a series of annual environmental activities for different schools around the country to raise awareness among children on the importance of caring for and protecting natural resources.

Our volunteers participated by planting trees and undertaking cleaning and repair works. This work is all possible thanks to FINSA and the collaboration of our industrial park suppliers and customers.

With the help of our employees, we engaged in 185 volunteer activities and planted 271 trees and more than 75 ornamental species. Among the species planted were: 70 oaks, more than 25 myrtles, 22 fruit trees, more than 45 jacarandas, pines, blackberries and poplars, and plants such as bougainvilleas, durantas and succulents.

This activity benefited 3,738 children from 15 different schools and two daycare centers, located in 15 municipalities from 10 states: Aguascalientes, Baja California, Mexico City, Chihuahua, Coahuila, Jalisco, Nuevo León, Puebla, Querétaro and Tamaulipas.

REGION	NUMBER OF SCHOOLS	NUMBER OF DAY CARE CENTERS	NUMBER OF TREES	NUMBER OF PLANTS	NUMBER OF BENEFICIARIES
BAJIO AND WEST	3 schools		66	43	466
CENTRAL MEXICO	2 schools	1 day care center	102	18	436
NORTHEAST	8 schools	1 day care center	79		2,236
NORTHWEST	2 schools		24	14	600
TOTAL	15 SCHOOLS	2 DAY CARE CENTERS	271	75	3,738



REGION	SCHOOL	BENEFICIARIES
BAJIO AND WEST	"Efraín González Luna" Kindergarten, in Tlaquepaque, Jalisco	210
	"Francisco González Bocanegra" Kindergarten, in Buenavista de Peñuelas, Aguascalientes	56
	"Carlos Monsiváis Aceves" Elementary School, in Santa Rosa Jáuregui, Querétaro	200
CENTRAL MEXICO	"Tláloc" Elementary School, in Iztapalapa, Mexico City	300
	Asociación de Ayuda Infantil México, A.C. in Iztapalapa, Mexico City	57
	"Aquiles Serdán" Kindergarten, in Cuautlancingo, Puebla	79
NORTHEAST	"Nueva Creación Arecas" Elementary School, in Matamoros, Tamaulipas	300
	CAM "Alfonso Sánchez Sánchez", in Matamoros, Tamaulipas	60
	"Octavio Paz" Kindergarten, in Nuevo Laredo, Tamaulipas	76
	Telebachillerato Comunitario No. 001 (Community Remote Learning Center), in Reynosa, Tamaulipas	63
	"Guardería del Parque" Day Care Center, in Guadalupe, Nuevo León	180
	"General Emiliano Zapata" Kindergarten, in Apodaca, Nuevo León	80
	"Centenario de la Revolución Mexicana" Elementary School, in Santa Catarina, Nuevo León	700
	"Ricardo Flores Magón" Elementary School, in San Pedro Garza García, Nuevo León	387
	"Emiliano Zapata" Elementary School, in Saltillo, Coahuila	390
	"Tarike" Elementary School in Ciudad Juárez, Chihuahua	350
NORTHWEST	"Jesús García" Elementary School, in Tijuana, Baja California	250
	TOTAL	3,738



CELEBRATING EARTH DAY

185 EMPLOYEE VOLUNTEERS



129

MEN



51

WOMEN

NORTHWEST

14 **18** 4
54 HRS

NORTHEAST

66 **94** 28
178 HRS

BAJIO AND WEST

33 **45** 12
219 HRS

CENTRAL MEXICO

21 **28** 7
88 HRS

539 VOLUNTEERING HOURS

CLEANING OF PUBLIC SPACES

As part of our environmental responsibility actions, in 2023 we participated in four clean-up activities in two beaches, a creek and a hill, held by different organizations during September, October and November.

Our volunteers helped clean the beaches of Tijuana and Matamoros, the "Ramirillos" stream in Ramos Arizpe, and the Cerro del Obispado in Monterrey.

REGION	INDUSTRIAL PARK	PROJECT	ORGANIZATION	DATE
NORTHWEST	FINSA Tijuana	Salvemos a la Playa (Save the Beach)	"Salvemos a la Playa (Save the Beach)" Community Project	September 23
NORTHEAST	FINSA Coahuila	"Ramirillos" Stream Cleanup	Profrauna Saltillo	November 4
	Corporate Office	Cerro del Obispado Cleanup	Private Sector Environmental Consultant	November 25
	FINSA Matamoros	Bagdad Beach Cleanup	Matamoros Environmental and Sustainable Development Office	October 28



COMMITTED TO THE ENVIRONMENT

43 EMPLOYEES VOLUNTEERED



34

MEN



9

WOMEN

NORTHWEST

12	13	1
26 HRS		

NORTHEAST

22	30	8
97.5 HRS		

123.5
VOLUNTEERING HOURS

BATTERY DISPOSAL

We are aware of the negative environmental impact that batteries have if they are not properly disposed of. For this reason we have installed acrylic containers in the administrative offices in 2023 to ensure proper waste management and to reinforce environmental awareness among employees.

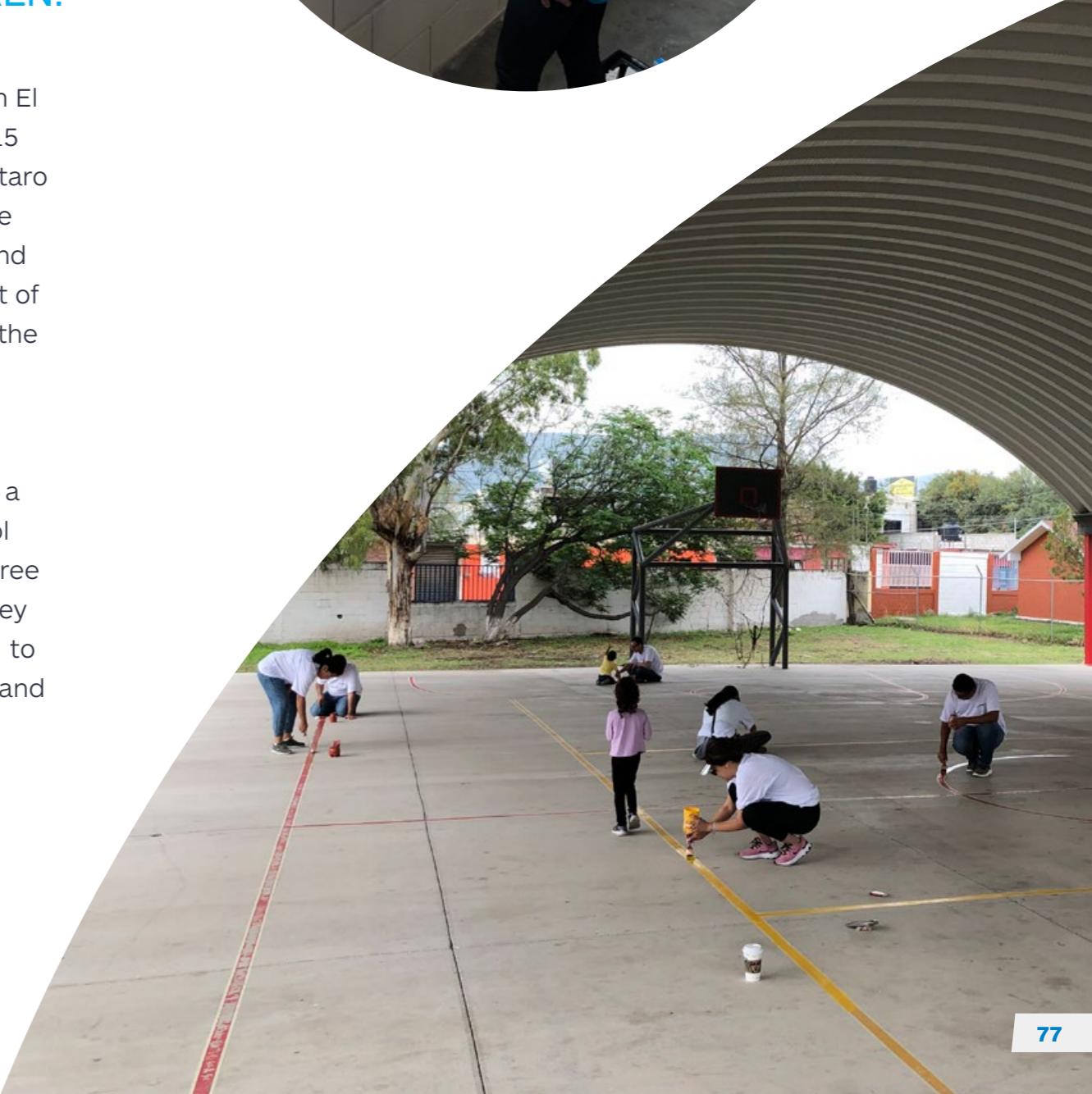
PINTAR SONRISAS (PAINTING SMILES)

The purpose of the “Pintar Sonrisas” (Painting Smiles) Program, organized by FINSA in collaboration with our local suppliers is to renovate and refurbish school buildings located in the communities where we operate.

IN 2023, WE AIDED TWO ELEMENTARY SCHOOLS LOCATED IN EL MARQUÉS, QUERÉTARO AND SANTA CATARINA, NUEVO LEÓN, BENEFITING 566 CHILDREN.

On July 8, the “Constitución” Elementary School, located in El Carmen, municipality of El Marqués, Querétaro, received 15 volunteers from the three industrial parks of FINSA Querétaro and Corporate Offices, who painted the line markers of the sports field, the window protectors of some classrooms and cleaned green areas. Teachers, parents, students and part of the community participated in the activity, which marked the program's closure.

Thanks to the generosity of in-kind donations and time from five of our suppliers, from May to June they installed a tin roof to provide additional outdoor space for the school cafeteria, as well as planted 20 fruit trees and installed, three solar lights, five spare LED lights, and nine ceiling fans. They also provided additional material for the exterior walkway to prevent the spread of dust. Suppliers also provided paint and t-shirts for the closing event.



PINTAR SONRISAS (PAINTING SMILES): QUERÉTARO

15VOLUNTEER
EMPLOYEES**5**

SUPPLIERS

228STUDENTS
BENEFITED**IMPROVED AREAS:**
SCHOOL CAFETERIA,
CLASSROOMS AND
OUTDOOR AREAS**SPACE, LIGHTING,**
REFORESTATION,
CLEANLINESS, IMAGE,
AND COMFORT
SOLUTIONS

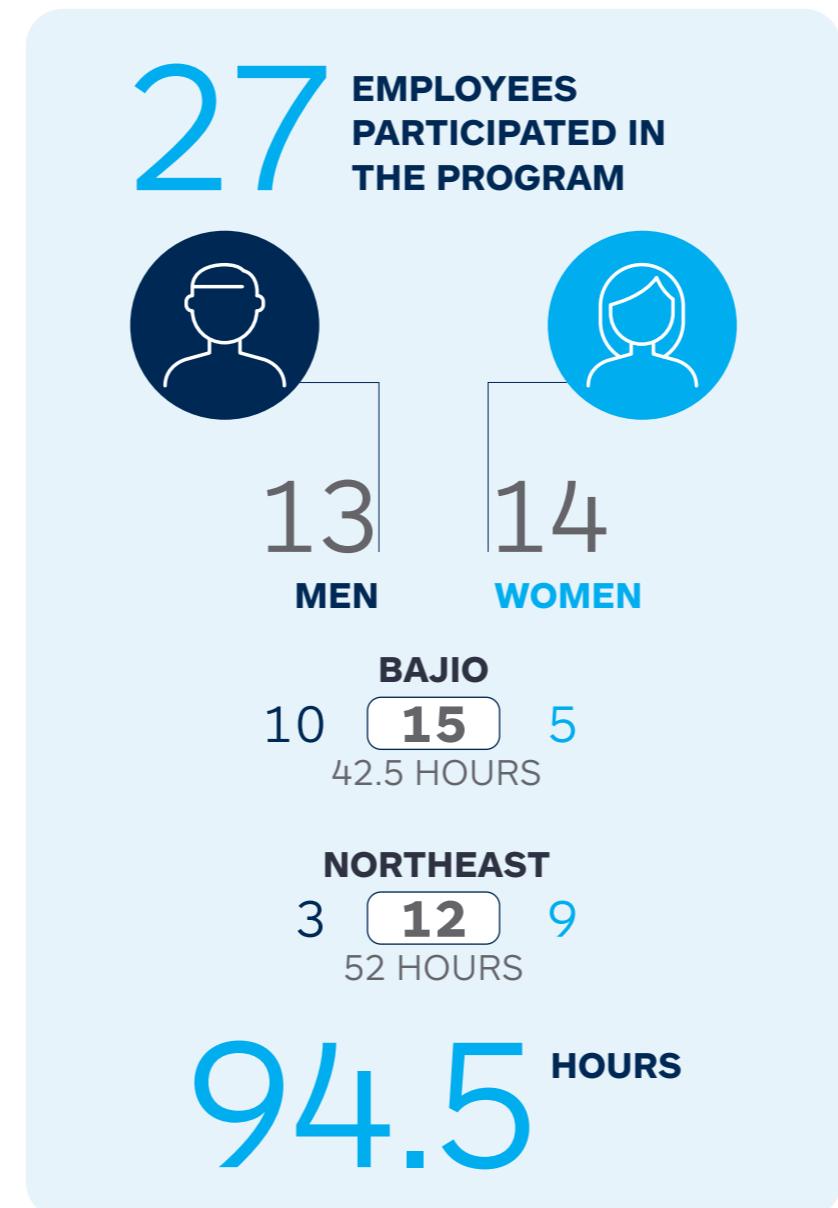
"Fidel Ayala Jiménez" High School No. 10 in Santa Catarina, Nuevo León, celebrated the closing event on August 12 with the participation of 12 of our Corporate volunteers who painted classrooms and flower boxes.

Thanks to supplies and the labor provided by four of our suppliers prior to the event, we were able to replace four mini-splits, provide maintenance to 35 existing ones and an electrical transformer, as well as provide maintenance and replace accessories inside the classrooms and outdoors, such as lamps, switches, electrical contacts and load centers. We were also able to supply paint and materials to be used during the closing of the program.

PINTAR SONRISAS (PAINTING SMILES): SANTA CATARINA

12VOLUNTEER
EMPLOYEES**4**

SUPPLIERS

338STUDENTS
BENEFITED**IMPROVED
AREAS:
CLASSROOMS
AND OUTDOOR
AREAS****IMAGE AND
COMFORT
SOLUTIONS**



UNIFORM DONATION

In addition to academics, sports are an important part of youth development. In May, we donated uniforms to the soccer team of the “Los Arquitos” Community Remote Learning High School in Aguascalientes. This action benefited 15 students.

GRADUATION SPONSOR

On July 6, FINSA sponsored seven young people with disabilities who graduated from high school at the Centro de Atención Múltiple (CAM) in Matamoros, Tamaulipas. The ceremony was attended by five employees, who accompanied the graduates of the 2020-2023 class.

The graduates were gifted a school kit that included a backpack, a suitcase, a water flask and a lunch box.

SCHOOL MAINTENANCE

Additionally during 2023, six employees of the FINSA Reynosa Maquilpark volunteered providing “Tele bachillerato comunitario Número 001” with maintenance activities.

Works focused on applying sealant and repairing the roof of the school’s main entrance. Students from the campus also participated, giving our volunteers the chance to teach them how to use the tools and apply the materials.

Community
SUPPORT

CHILDREN'S DAY

To promote social integration and strengthen the role of the family as the foundation of society, FINSA celebrated Children's Day on April 29 and 30 at Parque Fundidora in Monterrey with a booth in the Nuevo Landia event organized by the government of Nuevo León (DIF and the Ministry of Economy).

With the help of entertainers and 84 hours of volunteer work by 15 of our employees on both days, we offered activities for children such as coloring, painting plaster figures, face painting, a mechanical bull, dinosaur puppets and kermesse games. During the event, more than 500 gifts such as sticker-decorated flasks, printed backpacks and candy were given away.

SHOE DONATION

After receiving an invitation to join the "Dona tus zapatos [Donate your Shoes]" campaign in Aguascalientes, FINSA employees from Nuevo León, Aguascalientes and Coahuila donated pairs of new and used shoes for people in vulnerable situations.

The campaign was held at FINSA in April and May of this year, and we were able to collect 61 pairs of shoes, 45 used and 16 new. 33 pairs were for women, 27 pairs for men and 1 unisex pair, all thanks to the generosity of 16 of our employees and one third party.

REGION	INDUSTRIAL PARK	DONATIONS
BAJIO AND WEST	FINSA Aguascalientes	26 pairs of women's shoes
NORTHEAST	Corporate Office	7 pairs of girls' shoes
	FINSA Guadalupe	12 pairs of men's shoes
	FINSA Santa Catarina	15 pairs of boys' shoes
	FINSA Coahuila	1 pair of unisex shoes



BLOOD DRIVES

On September 8, 17 of our employees participated in the blood donation campaign called “Share Party”, held in collaboration with the “Blooders” organization at our Corporate Office.

THIS ACTION INDIRECTLY BENEFITED 51 PEOPLE. THIS IS THE FOURTH NONCONSECUTIVE YEAR THAT FINSA HAS SUPPORTED THIS CAUSE.



AMPIP SOCIAL RESPONSIBILITY DAY

The Mexican Association of Private Industrial Parks (AMPIP) celebrated Social Responsibility Day on September 12 and invited all its associates to participate in a community and environmental issues campaign.

FINSA collected clothes and non-perishable food for the migrant house “Solidaridad en el Éxodo, A.C.”, known as Casanicolás, located in Guadalupe, Nuevo León.

MORE THAN 300 KILOS OF FOOD WERE DONATED BY 30 EMPLOYEES WORKING IN SAN PEDRO GARZA GARCÍA, SANTA CATARINA AND GUADALUPE, NUEVO LEÓN, AS WELL AS IN RAMOS ARIZPE, COAHUILA.



INDUSTRIAL PARK	DONATIONS	ORGANIZATION	VOLUNTEERS WHO PARTICIPATED WITH DONATIONS
Corporate Office	+200 kilograms of food and beverages	Casanicolás, Guadalupe, N.L.	30
IFINSA Coahuila	100 kilograms of used clothing		
IFINSA Guadalupe	1 kilogram of new clothes		
IFINSA Santa Catarina	28 pairs of used shoes		
	12 wearable items		



TECHO

Through the TECHO association, FINSA supported the donation of an emergency house for a low-income family which was built by our volunteers and TECHO staff. This is the fifth nonconsecutive year that we have supported this cause.

On November 11 and 12 and totaling 153 volunteer hours, 15 of our employees built a house for a family of four in the San Bernabé neighborhood in the municipality of Monterrey.

SUPPORT FOR HURRICANE OTIS VICTIMS

Category five Hurricane Otis made landfall in Acapulco, Guerrero, on October 25, destroying homes, buildings and communications infrastructure, as well as taking human lives.

To support the cause, from November 8 to 15, FINSA set up eight collection centers in our offices and industrial parks to collect non-perishable food, sanitary, cleaning and baby items. Thanks to the solidarity of 106 employees, four FINSA contractors and one client, we collected more than 750 kilograms of aid supplies.

FINSA Matamoros Norte and FINSA Matamoros Oriente also served as collection centers and received donations collected by the two Local Mutual Aid Committees (CLAM, acronym in Spanish) FINSA North and West.

The proceeds from the campaigns were delivered to the local branches of the Mexican Red Cross located in Nuevo León, Mexico City, Querétaro, Aguascalientes, Jalisco and Tamaulipas.



OUR FACILITIES ARE OPEN TO HELP

COLLECTION CENTERS

NORTHEAST

Corporate Office
FINSA Santa Catarina
FINSA Guadalupe
FINSA Monterrey
FINSA Matamoros Norte
FINSA Matamoros Oriente

BAJIO AND WEST

FINSA Querétaro
FINSA Jalisco
FINSA Aguascalientes

CENTRAL MEXICO

FINSA Iztapalapa

OUR CONTRIBUTION TO TACKLE THE DISASTER

AID SENT TO VICTIMS

I Non-perishable food	695 kilograms	Donated by 106 employees, 4 contractors and 1 client
I Sanitary items	2823 units	
I Cleaning supplies	40 kilograms	



COLLECTING BOTTLE CAPS

To support children and young people diagnosed with cancer, FINSA installed two outdoor containers in our Matamoros Norte and Guadalupe industrial parks to collect plastic bottle caps, which will be donated to Banco de Tapitas, A.C., which helps defray the costs of medical treatment.

IN MAY, WE DELIVERED THE FIRST DONATION OF BOTTLE CAPS COLLECTED AT THE FINSA MATAMOROS NORTE INDUSTRIAL PARK CONTAINER.

This year we placed acrylic containers in our facilities in Santa Catarina, Guadalupe, Apodaca, Querétaro, Aguascalientes, Tijuana, Ciudad Juárez, Puebla, Matamoros, Reynosa and Nuevo Laredo, as well as in our corporate offices, to bring our employees closer to the cause.

FINSA VOLUNTEERING

Whenever we organize activities for the communities near our industrial parks, we are sure that our employees will participate and aid in reforestation, building repairs and cleaning public spaces, and create awareness of the importance of education and caring for the environment.

This year, through the 15 programs to which we contribute nationwide, 296 of our employees participated as volunteers and 169 as donors in order to meet the needs of our neighboring communities.

TOY DONATION

As in previous years, FINSA participated in toy donation campaigns organized by the National System for Integral Family Development (DIF, acronym in Spanish), which are delivered during Christmas celebrations to low-income children.

In 2023 we donated 3,005 toys to seven DIF facilities, four in Nuevo León, one in Chihuahua, one in Jalisco and another one in Querétaro, during November and December.

DIF	TOTAL TOYS	DELIVERY DATE
I DIF Apodaca	177	November 23
I DIF Ciudad Juárez	504	December 19
I DIF Guadalupe	182	November 24
I DIF El Salto	430	December 13
I DIF Nuevo León through the Ministry of Economy	708	December 15
I DIF Santa Catarina	462	November 22
I DIF Querétaro	542	December 14
TOTAL	3,005	

Our volunteers not only donate their time and labor, they also contribute by donating clothes, shoes and non-perishable foods to help those who need it most.

THANKS TO THE CONTRIBUTION OF OUR EMPLOYEES, WE REACHED MORE THAN 1,000 VOLUNTEER HOURS.



ALTRUISTIC PARTICIPATION OF OUR EMPLOYEES

296 VOLUNTEER PARTICIPATIONS



196
MEN

100
WOMEN

NORTHWEST
26 **31** 5

NORTHEAST
106 **177** 71

BAJIO AND WEST
43 **60** 17

CENTRAL MEXICO
21 **28** 7

169 DONORS



96
MEN

73
WOMEN

NORTHEAST
61 **117** 56

BAJIO AND WEST
30 **45** 15

CENTRAL MEXICO
5 **7** 2

Support for children
**IN OUR COMMUNITIES
OUR DAYCARE CENTERS**

As part of our social responsibility towards our employees and always thinking of welfare of their families, we built daycare centers in two of our parks, so that the mothers and fathers working at FINSA parks are confident and reassured that their children, between 45 days old and 4 years old, receive the best attention and schooling.

The FINSA Guadalupe Industrial Park Daycare Center began operations in 2017, with a capacity for 252 children, while the one located at FINSA Iztapalapa Industrial Park, which opened its doors in 1994, is intended to serve 96 children.

Both institutions are affiliated with the Mexican Social Security Institute (IMSS), and provide their services free of charge to all our employees and personnel of the companies located in our industrial parks. We comply with the legislation and regulations for the operation of Child Care Centers, regarding space requirements, functionality, materials, equipment and specialized personnel.

DURING 2023, WE SERVED 246 CHILDREN, WHO PARTICIPATED IN PREVENTIVE HEALTH CAMPAIGNS AND DAILY RECREATIONAL AND EDUCATIONAL ACTIVITIES AT THE FACILITIES.

GUADALUPE PARK DAY CARE ACTIVITIES

190CHILDREN ENROLLED
BY THE END OF
DECEMBER 2023**67**CHILDREN IN THE
FIRST YEAR OF
PRESCHOOL**2**VACCINATION
CAMPAIGNS IN
COLLABORATION WITH
IMSS TO BENEFIT 244
PEOPLE**26**CHILDREN
PARTICIPATING
IN PROYECTO
CHIQUITIMSS**4**EMERGENCY DRILLS
IN COORDINATION
WITH CIVIL
PROTECTION

IZTAPALAPA PARK DAY CARE ACTIVITIES

56CHILDREN ENROLLED
BY THE END OF
DECEMBER 2023PARTICIPATION
IN CHIQUITIMSS
PROGRAM,
PROVIDING TALKS
ON HEALTH,
SAFETY AND
NUTRITION**3**TALKS ON CHILD ABUSE FOR
PARENTS DELIVERED BY IMSSDENTAL AND
VACCINATION
CAMPAIGN BY IMSSINSPECTION BY
TRANSPARENCIA MEXICANA
OF THE FACILITIES AND
PEDAGOGICAL, HYGIENIC,
FOOD, HEALTH AND CIVIL
PROTECTION ACTIVITIES

GUADALUPE DAY CARE CENTER / 2023 DRILLS

DATE	DRILL	CHILDREN	STAFF
April 19	First National Macro Drill	110	27
June 5	Macro Drill	75	29
July 23	Annual Drill	86	28
September 19	Second National Macro Drill	109	32



FINSA FOUNDATION

For 14 years, FINSA Foundation has been promoting the education of children and young people through a scholarship program for students with high academic performance who live in adverse economic situations.

Besides the scholarships, the Integral Education Program (PIE), provided to students and their parents, includes a reading program and a culture and arts appreciation program, as well as sessions on psychological and pedagogical assistance and human development topics.

Every year, FINSA organizes a Golf Tournament to raise funds for the FINSA Foundation.

In June 2023, the Twelfth Annual Golf Tournament was held at Las Misiones Club Campestre, located in Santiago, Nuevo León.

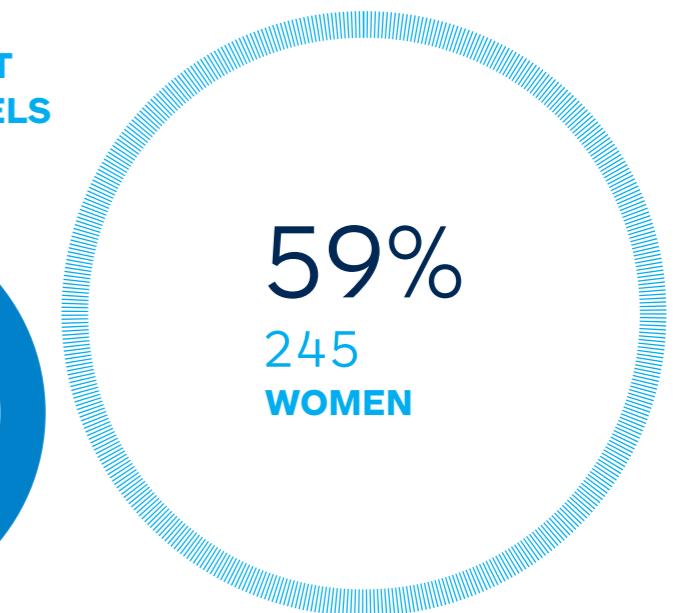
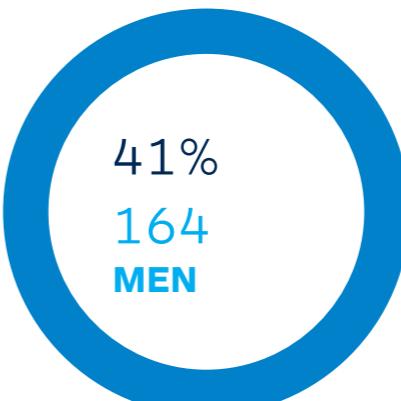
A TOTAL OF \$6,668,000 PESOS WERE RAISED WITH THE HELP OF OUR SPONSORS AND FINSA.

FINSA Foundation's scholarship program closely follows the students' performance in tandem with the educational institutions, and provides support and guidance to parents.

In 2023, thanks to the funds raised and our partnerships with institutions, 409 scholarships were awarded at all school levels, from preschool to university- a 100% increase compared to the previous year. The 164 boys and 245 girls benefited reside in the states of Coahuila, Nuevo León, Puebla and Tamaulipas.

409

SCHOLARSHIPS AT ALL SCHOOL LEVELS



SCHOLARSHIPS

SCHOLARSHIPS PER SCHOOL YEAR

SCHOOL YEAR
2022-2023 | SCHOOL YEAR
2023-2024

204 | 409

EDUCATION LEVEL

15	PRESCHOOL	27
10	ELEMENTARY SCHOOL	52
16	MIDDLE SCHOOL	57
41	HIGH SCHOOL	171
122	UNIVERSITY	102

BENEFICIARIES BY GENDER AND EDUCATION LEVEL



164
MEN | 245
WOMEN

PRESCHOOL
16 | 27 | 11

ELEMENTARY SCHOOL
22 | 52 | 30

MIDDLE SCHOOL
22 | 57 | 35

HIGH SCHOOL
66 | 171 | 105

UNIVERSITY
38 | 102 | 64

BENEFICIARIES BY GENDER AND STATE



164
MEN | 245
WOMEN

COAHUILA
26 | 64 | 38

NUEVO LEÓN
9 | 20 | 11

PUEBLA
23 | 56 | 33

TAMAULIPAS
106 | 269 | 163

Agreements with

EDUCATIONAL INSTITUTIONS

The FINSA Foundation scholarship program is bolstered by alliances with different educational institutions, which provide students with additional scholarship aid.

In 2023, there were 12 agreements in force between FINSA Foundation and educational institutions in Tamaulipas, Nuevo León, Puebla and Coahuila, benefiting 378 children and youngsters.

12

AGREEMENTS IN
FORCE IN 2023



REGION	CITY	EDUCATIONAL INSTITUTION	SCHOOL LEVEL	NUMBER OF SCHOLARSHIP RECIPIENTS
NORTHEAST	CIUDAD VICTORIA, Tamaulipas	Universidad La Salle, Cd. Victoria	University	17
	MATAMOROS, Tamaulipas	Colegio La Salle Matamoros	Preschool, Elementary, Middle School and High School	37
		Colegio San Juan de los Esteros, S.C.	Preschool, elementary and high school	40
		Centro Universitario del Noreste (CUN)	Middle school, high school and university	65
		Universidad del Noreste de México	High school and university	30
		Colegio de San Juan Siglo XXI	High School Diploma in Music	30
	SANTA CATARINA, Nuevo León	Preparatoria Politécnica (UDEM)	High School	20
	REYNOSA, Tamaulipas	Instituto Piaget	Preschool, Elementary, Middle School and High School	24
	SALTILO, Coahuila	Universidad La Salle Saltillo, A.C.	University	20
		Colegio La Salle "Ignacio Zaragoza"	Middle and High School	41
CENTRAL MEXICO	PUEBLA Y SAN ANDRÉS CHOLULA, Puebla	TecMilenio Campus Puebla	High School	24
		Grupo Voluntario Alemán (Casa del Sol)	Preschool and Elementary School	30

BBVA FOUNDATION PARTNERSHIP

In November 2023, FINSA Foundation and BBVA Foundation signed an agreement to jointly allocate **\$1,300,000 mexican pesos** per year to provide scholarships to university students.

This partnership will benefit 31 students who started university degrees in different institutions in Ciudad Victoria, Matamoros, Nuevo Laredo, Reynosa, Saltillo and Puebla.

Scholarship applications consider both talent and levels of vulnerability, among other indicators.

GOAL	CITIES	EDUCATIONAL INSTITUTION
BBVA FOUNDATION PARTNERSHIP	CIUDAD VICTORIA, MATAMOROS, NUEVO LAREDO, PUEBLA, REYNOSA AND SALTILLO	VARIOUS PUBLIC AND PRIVATE UNIVERSITIES

STUDENTS BENEFITED
31

Integral education
PROGRAM (PIE)

The purpose of the program is to provide comprehensive care to scholarship recipients and their families, with psychological and pedagogical assistance and continuous conferences.

In 2023, in-person meetings and conferences were held and delivered in Matamoros, while in the rest of the cities they were delivered virtually.

THE HIGH SCHOOL AND COLLEGE MEETINGS WERE ATTENDED BY 273 SCHOLARSHIP RECIPIENTS.



Talks for FINSA PERSONNEL

This year, the operating personnel of 14 positions and the two daycare centers operated by FINSA attended the “Para una vida plena (For a Fulfilling Life)” program, which lasted four hours and was taught by FINSA Foundation, to support our employees in their human development.

The program was offered in Matamoros, Reynosa, Nuevo Laredo, Guadalupe, which was also attended by FINSA Monterrey and corporate office workers; Santa Catarina, which received personnel from the Coahuila park; Querétaro, Puebla, Iztapalapa, Aguascalientes, Tijuana and Ciudad Juárez.

“Manejo del estrés (Stress Management)” was a one-hour conference delivered to administrative personnel in Matamoros, Reynosa, Nuevo Laredo, Guadalupe -with the attendance of personnel from the Monterrey park- Santa Catarina with attendees from FINSA Coahuila, Querétaro, Puebla, Aguascalientes, Tijuana, Ciudad Juárez and San Pedro Garza García where the corporate offices are located.

387
PROGRAM
ATTENDEES

ATTENDANCE TO HUMAN TRAINING COURSES

REGION	STAFF	♂	♀	TOTAL
BAJIO AND WEST	Operative	23	2	25
	Administrative	12	9	21
CENTRAL MEXICO	Operative	20	6	26
	Administrative	3	1	4
	Daycare	0	16	16
NORTHEAST	Operative	84	9	93
	Administrative	79	64	143
	Daycare	0	32	32
NORTHWEST	Operative	15	1	16
	Administrative	9	2	11
		245	142	387



Programs offered by

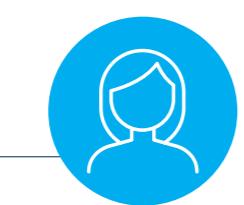
FINSA FOUNDATION

PARA UNA VIDA PLENA (FOR A FULFILLING LIFE) PROGRAM



142

MEN



66

WOMEN

142 OPERATIVE 18

0 ADMINISTRATIVE 0

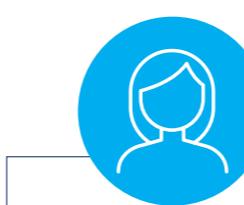
0 DAYCARE 48

MANEJO DEL ESTRÉS (STRESS MANAGEMENT)



103

MEN



76

WOMEN

0 OPERATIVE 0

103 ADMINISTRATIVE 76

0 DAYCARE 0

160

OPERATORS

179

ADMINISTRATIVE EMPLOYEES

48

DAY CARE CENTERS

