



Sustainability Report 2024

THE FUTURE
IS NOW ↗

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Message from the CEO



01



Message from the CEO

INTEGRITY





1. Message from the General Director

Rodrigo Gabriel

It is an honor for us to share, for the fourth consecutive year, our Grupo AG sustainability report. This exercise is a true reflection of our vision, our achievements, and the challenges we face. This report, “The Future is Now,” reflects our constant evolution as a group and our firm belief that the decisions and actions we take today are what build a better tomorrow.

First, Our people are thriving.

The fourth sustainability report is written from an integrated perspective—we moved away from having a separate sustainability plan and decided to develop the non-financial strategy of the business alongside the financial strategy, turning the business strategy into a multidimensional one. The pillars that define our vision and guide our growth are four, allowing us to envision the Group as we want it to be by 2028.

To achieve this, we set development and growth goals that today allow us to share accomplishments—such as in 2024, we grew by 6% in our goal of having vacancies filled by internal talent. In 2023, 43% of vacancies were filled internally, and this increased to 49% in 2024. This number represents a genuine opportunity for our people, who know

that at Grupo AG there is room to grow and develop.

As a Group, we are committed to developing talent by offering programs tailored to the growth needs we face. Excellence, one of our core values, guides our actions, and for that reason, we promote programs that enable people to learn, improve, and refine their knowledge and skills.

We are fully aware of our responsibility as a Group to create decent employment—and especially to offer opportunities to young people entering the workforce. For this reason, we are proud of the Trasciende Program, a talent incubator that brings in young professionals to contribute innovation, academic updates, and new ideas across various projects.

Designed to attract and develop high-potential profiles, this program gives participants the opportunity to apply their knowledge to strategic projects within Grupo AG. Its impact has been significant: more than 50% of the trainees in 2024 were hired permanently, demonstrating their value both to the organization and to their professional development.

To ensure that our employees are thriving, it is essential to ensure they are healthy and safe. This leads us to reflect on our safety performance over the past year. We must acknowledge that we did not achieve the goal we set for reducing lost-time accidents. In fact, instead of decreasing, our accident rate increased. This is a result that deeply concerns us and motivates us to redouble our efforts to guarantee a safe working environment for everyone.

It is important to highlight that one of the reasons behind this increase is the stricter classification of lost-time accidents. While this allows for a more accurate and transparent assessment of the situation, it also leads us to a deeper reflection on our safety culture.

We have not succeeded in conveying with the necessary urgency the importance of reporting deviations, nor in acting quickly and effectively in addressing failures and implementing necessary corrections.

Safety is not just a numerical goal, but a fundamental value that must permeate each of our decisions and daily actions. It is not just about complying with rules or protocols, but about building an organizational culture where each of us—from leadership to operational teams—is actively committed to incident prevention and mutual care.

This challenge calls us to act with greater responsibility and commitment. Safety is non-negotiable, and each of us plays a key role in strengthening it. I am convinced that with the dedication and joint effort of everyone, we will succeed in building a work environment where the safety and overall well-being of our employees are always our number one priority.

Second: We Add Value to our Customers, Suppliers, and Communities.

In 2024, with the adoption of our new Code of Ethics and Standards of Conduct, Grupo AG took a step forward and added to our values a principle that reflects our focus on the Customer as the core of our business.

Our value, **"Total Commitment to the Customer,"** means going beyond expectations, actively listening to their needs, and responding with innovative and sustainable solutions. It means acting with transparency, integrity, and empathy, ensuring that every interaction is an opportunity to reinforce our purpose of creating a positive impact.

The 12.2 percent increase in customer NPS compared to the previous year, as a non-financial business indicator, makes us proud because we know our customers noticed the improvements in our processes focused on their satisfaction and value creation.

This success also challenges us to continue raising the standard, to keep innovating, and to intensify our efforts so that the customer experience remains the central axis of our strategy.

Our suppliers also play a key role in the functioning of our supply chain and in ensuring customer satisfaction. As we have expanded our operations, we have also strengthened and diversified our supplier network. We engage in continuous listening with our suppliers to understand how we can add value to our relationships, and as a result, we have jointly improved our main product delivery metrics. As part of our commitment to excellence and supplier well-being, we implemented the **"Training School for Drivers"** certification program, which has allowed us to reach 72% of our target—surpassing 60% of the population we aimed to impact in 2024.

Regarding our Communities, at Grupo AG we recognize the important role we play as a company that not only generates employment and creates opportunities for our local suppliers but also drives development with a focus on transforming our society. In 2024, we made the decision as a Group to focus our social efforts on initiatives that generate measurable impact and help reduce gaps in some of the indicators of the global multidimensional poverty index.

After several workshops with leaders and employees from the Group, we consolidated our flagship program “**Forever Starting Today**”, which reflects our vision of building a sustainable future and creating a positive impact in the communities where we operate. This program represents a firm commitment to early childhood in Guatemala, through a comprehensive approach to early and pre-primary education. In addition, it is a strategic alliance between the government, the private sector, and international organizations, with the goal of providing children with a strong foundation to improve their quality of life.

Third: We care for the planet

As a Group, we have set out to maintain a low environmental footprint compared to the global steel industry—ensuring not only the efficiency of our processes and the predominant use of renewable energy, but also

the ability to offset emissions if necessary. To make those decisions, in 2024, we created a platform that allows us to measure our footprint in real time across all three scopes for the majority of our operations. In the coming years, we will focus our efforts on informed decision-making and ensuring that our environmental impact continues to decrease.

Another very important initiative was the enhancement of our steel plant, which has improved efficiency in capturing particulate matter and gas emissions from the main chimney—reducing air pollution and emissions from stationary sources in the metal smelting process.

Fourth: Our Company is Healthy

The health of our Group can be measured in different ways, and for us, one of the most important is the ethical maturity of our culture. In 2024, alongside the launch of our new **Code of Ethics and Standards of Conduct**, and the relaunch of the **Ethics Committee**, we trained 100% of our employees on our values and the behaviors associated with them.

Our whistleblower channel, **Dilo Seguro**, achieved significant indicators in this area, reducing the resolution time of reports by nearly 50% through an investigation process held to the highest standards of confidentiality.

We look to 2025 with optimism, confident that the best is yet to come, but also with the humility to recognize that the road ahead will be challenging. We are ready to continue working hand in hand with each of you to keep expanding the **positive impact** we can generate—aiming for a present full of opportunities for everyone and a future that fills us with pride for what we’ve achieved.

Today, at Grupo AG, we remain true to our roots: we believe in people, we believe in the region, and we are convinced that **the future begins today**.

Thank you for being part of this transformation.

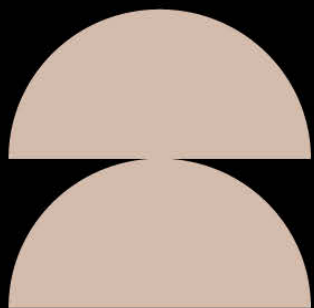
About this
report



02

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About this
report



COMMITMENT





2. About this Report

We are pleased to present Grupo AG's fourth sustainability report, as a reflection of our renewed commitment to sustainability across the entire organization. This report covers the activities carried out by the companies that are part of the Group in Guatemala, El Salvador, and Honduras, for the period from January 1 to December 31, 2024.

In this report, we detail the progress we have made in turning Grupo AG into a company that brings its purpose to life through increasingly sustainable actions.

We have prepared this report in accordance with the **Global Reporting Initiative (GRI) 2021 standards**. In this edition, we continue to improve its structure, aligning with the best international standards to provide a clear and accurate view of our sustainability performance.

Throughout this report, we highlight the most significant achievements reached during 2024, as well as the challenges and opportunities that have emerged in our sustainable management.

We approach our commitment to **innovation and entrepreneurship**, reflected in the launch of a new business unit, **InnovArise**, and we reinforce our commitment to the circular economy through the transformation of metal waste into high-quality products.

We also report on the implementation of the Integrated Verification System, a key tool to ensure tax compliance, a key tool to ensure fiscal compliance and transparency in our operations. We present innovative projects that will shape the future of the steel and construction industries, such as the development of recycled and high-strength steel.

Additionally, we share progress in the management of our value chain, the strengthening of employee training and well-being, and other milestones that reflect our commitment to sustainable growth.

We reaffirm our commitment to continuous improvement and to generating a positive impact on society and the environment.

We thank all the employees, partners, and stakeholders who have made these achievements possible and who inspire us to continue advancing in our mission to transform lives and communities.

It is important to note that the following report includes all the companies that make up **Grupo AG**:



Grupo AG encompasses:

- TUBAC AG Honduras
- Aceros de Guatemala
- DISTUN
- Ferretería Industrial
- Mega productos
- Cal de Guatemala



Steel Businesses

- TUBAC AG Honduras
- Aceros de Guatemala
- DISTUN
- Ferretería Industrial



Adjacencies business

- Mega productos



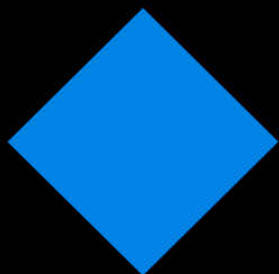
Grupo AG, a
Solid Interna
Position



03

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Grupo AG,
a Solid International
Position



EXCELLENCE





3. Grupo AG, a Solid International Position

We are a leading group of Central American companies dedicated to the manufacturing and commercialization of steel-derived products, offering comprehensive and sustainable solutions for construction. Our distribution network spans several countries across Latin America and the Caribbean, enabling us to strengthen a solid presence in the region and expand our international reach.

We have a deep understanding of the industry and logistical capabilities that allow us to operate with efficiency and excellence.

As part of our commitment to sustainable development, we aim to generate a positive impact in the communities where we operate. We believe in innovation as a driver of change, constantly promoting new solutions that address emerging needs of

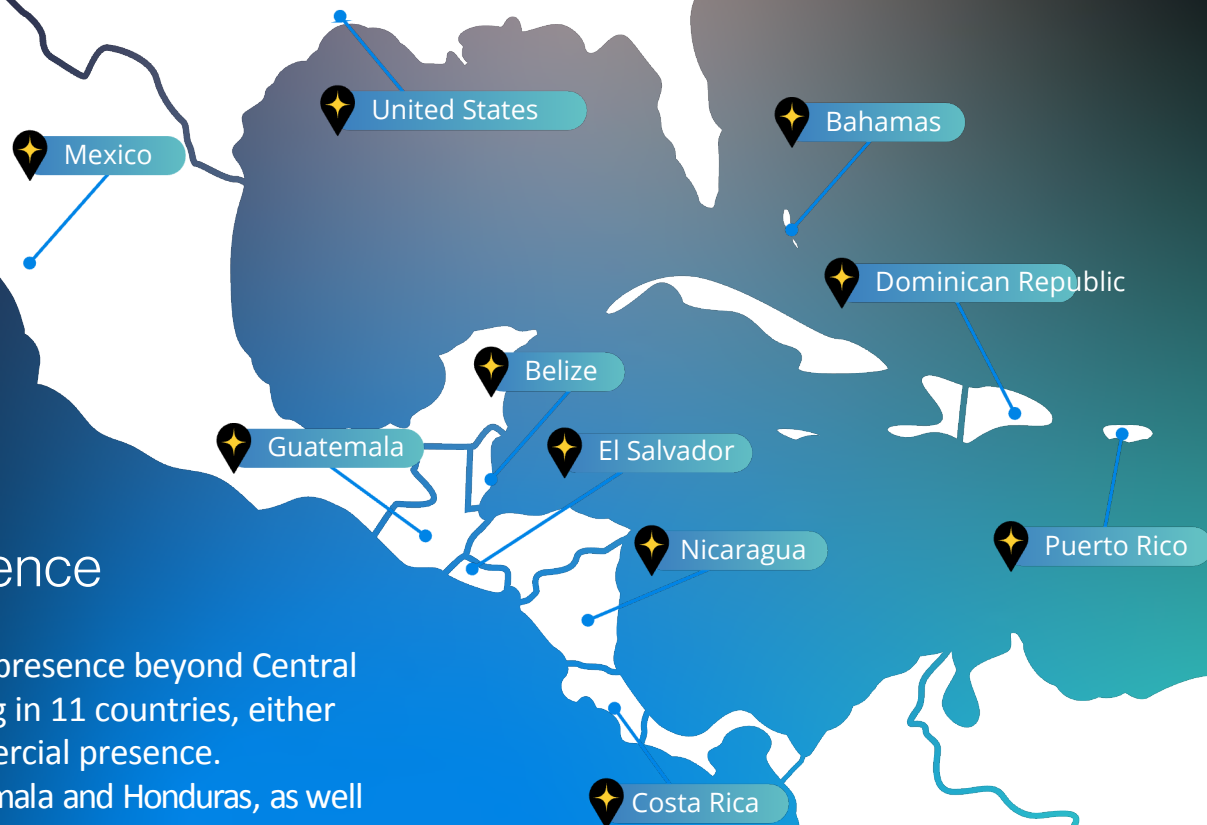
people, communities, and the planet.

We are currently undergoing a strategic expansion process, exploring new sectors with the goal of offering more comprehensive and innovative solutions. Our growth vision is focused on strengthening our offers, always ensuring quality, sustainability, and a positive impact on our surroundings.

3.1 Operations and Market Presence

Grupo AG has expanded its presence beyond Central America, currently operating in 11 countries, either through industrial or commercial presence.

We have operations in Guatemala and Honduras, as well as a distribution network that spans Guatemala, El Salvador, the Bahamas, Belize, Nicaragua, Costa Rica, Puerto Rico, the Dominican Republic, Mexico, and the United States.





Within our group of companies, AG stands out as the largest steel producer and industrial recycler in the region. Its focus is on transforming metal waste into high-quality steel products, manufactured in various industrial plants located in the Sidegua Industrial Park, with an installed annual capacity of over one million metric tons processed and transformed.

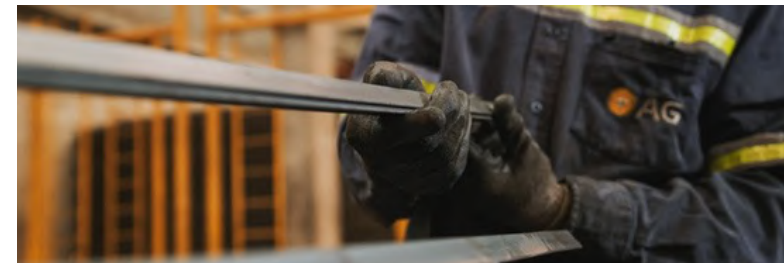
To ensure the efficient distribution of its products, Grupo AG operates 11 distribution centers in Guatemala, commercially known as **DISTUN**, which handle nationwide delivery logistics and serve as distributors for our **Ferretería Industrial** brand.

Mega Productos, in turn, offers construction solutions for the sector, specializing in the manufacturing of blocks, prefabricated slabs, retaining walls, perimeter walls, decorative items (pavers, wall tiles), concrete pipes, and other high-quality products.

Cal de Guatemala is an artisanal plant dedicated to the production of lime, a strategic input for the steel industry, and has been managed by **Mega Productos** since 2023.

Another key operation is **Tubac**, made up of two production facilities: Planta Tubac and Tubac Planta Galvanizado. Both manufacture carbon steel products aligned with ASTM standards, ensuring quality, a broad portfolio, and specialized customer service.

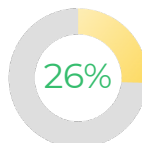
Additionally, **AG Honduras** operates in Honduras and, as a new company of Grupo AG, will continue its operations focused on the transformation and commercialization of steel-derived products.



To support our operations, we have a globally-reaching supply chain.



Local
Providers



International
Providers



942
Providers

Our local suppliers are located in Guatemala, El Salvador, and Honduras, while our main international suppliers are based in Asia (China, India, and Japan), the Americas (Peru, the United States, and Mexico), and Europe (Germany, Spain, and Italy).

During **2024**, we worked with a total of **942 suppliers**, of which **74% were local** and **26% international**, thereby strengthening our responsiveness and ensuring excellence in our production processes.

3.2 Our Brands and Products

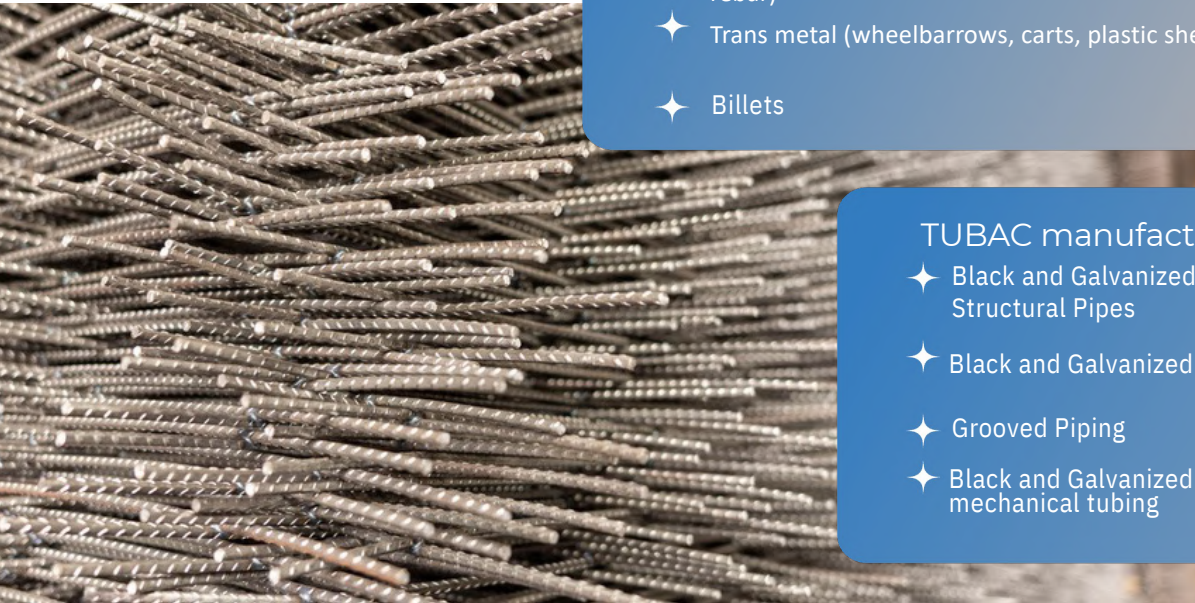
At AG, we offer an extensive range of steel-derived products, as well as other materials designed to meet the needs of the construction and metalworking sectors, among others. This is achieved through a portfolio of brands that provide comprehensive solutions in steel and concrete, in addition to a network of specialized retail stores for the marketing of these products.

Hierro AG – At the Sidegua Industrial Park, the following products are manufactured:

- ✦ Wire rod
- ✦ Corrugated rebar
- ✦ Smooth rebar
- ✦ Steel profiles
- ✦ Drawn wire products (nails, staples, spiked wire, galvanized wire, tie wire, and chain-link mesh)
- ✦ Prefabricated steel (welded mesh and high-strength rebar)
- ✦ Trans metal (wheelbarrows, carts, plastic sheeting)
- ✦ Billets

TUBAC manufactures:

- ✦ Black and Galvanized Structural Pipes
- ✦ Black and Galvanized Piping
- ✦ Grooved Piping
- ✦ Black and Galvanized mechanical tubing
- ✦ Black and galvanized mechanical tubing
- ✦ Industrial tubing
- ✦ Electrical tubing
- ✦ Banana tubing
- ✦ Black and galvanized purlins
- ✦ Roofing Sheet



MEGA – Megaproductos produces and markets:

- ✦ Concrete blocks
- ✦ Decorative products (pavers, veneer tiles)
- ✦ Prefabricated slabs
- ✦ Retaining walls
- ✦ ADS polypropylene pipes
- ✦ Perimeter walls
- ✦ Ready-mix concrete
- ✦ 2G construction system
- ✦ Special products (tanks, pipes, curbs)
- ✦ Additives and waterproofing agents

DISTUN has 11 logistics and distribution centers located in:

- ✦ Distun Zone 07
- ✦ Distun Zone 11
- ✦ Distun Zone 12
- ✦ Distun Zone 17
- ✦ Distun CAES
- ✦ Distun El Rancho, El Progreso
- ✦ Distun Chimaltenango
- ✦ Distun Escuintla
- ✦ Distun Xela
- ✦ Distun Retalhuleu
- ✦ Distun Huehuetenango

AG Honduras produces:

- ✦ Industrial pipes
- ✦ Structural pipes
- ✦ Mechanical pipes
- ✦ Gutters
- ✦ Black piping
- ✦ Roofing sheets
- ✦ Iron sheets





3.3 2028 Future Vision: A New Strategic Drive

With renewed drive and energy, in 2024 we launched our Future Vision 2028, a business strategy designed to strengthen our leadership in the steel industry and consolidate the diversification of our businesses. This strategic plan aims to maintain high levels of customer satisfaction and build a highly competitive and environmentally responsible supply chain. Furthermore, we place strong emphasis on the development and growth of our collaborators, ensuring that sustainability continues to be a central pillar in all our operations.

Under this vision, throughout 2024 we have focused on a series of strategic initiatives that drive our transformation and prepare us for the challenges and opportunities of the coming years.



Organizational transformation aimed at improving efficiency and agility within the organization.



Positive social transformation with a clear roadmap to create a significant and positive impact on our prioritized stakeholders: employees, customers, suppliers, and communities.



Comprehensive digital transformation through a strategy of implementation and technology adoption, allowing us to add value across all areas of the organization.



Customer experience transformation to enhance our clients' experience by optimizing our processes.

Our 2028 Vision Future is grounded in our core purpose: **“Together, we improve lives to transform our society.”**

This commitment encompasses the entire business and defines who we are, guiding each of our decisions and actions.

Together because, as a Group, we are built on collaboration and teamwork. This means that the effort to achieve a better future is a collective endeavor, requiring the participation and contribution of all members of our organization and community.

We are committed to improving lives, creating a positive and meaningful impact on people’s well-being. This means enhancing quality of life, increasing opportunities, and promoting holistic human development. We aspire not only to make a positive difference in individual lives but also to help transform our society.

We seek a positive shift in the structure and functioning of society as a whole.

In our daily work, each of our decisions and actions is guided by our values,

which are the foundational pillars of our organizational culture. They represent the essence of who we are and how we operate, and they inspire us to continue deepening our mission to help build a better world:

“Together, we improve lives to transform our society.”

 Grupo AG Values:

01  Integrity

02  Excellence

03  Total Commitment to the customer

04  Collaboration

05  Safety and Holistic Well-being

06  Responsibility and Empathy

07  Innovation

3.4 A Growth Model guided by our value

Our growth model will always be aligned with our values, which guide us in the following strategic decisions:



- **Evaluate** all decisions based on their positive impact on our collaborators, clients, shareholders, suppliers, and the community.



- **Prioritize** the growth and development of our collaborators.



- **Ensure** the long-term improvement of our environmental footprint.



- **Guarantee** that each new addition (products or companies) adds greater value.



- **Diversify** beyond the construction sector through **InnovArise**, which will encompass all non-construction-related ventures.



- **Develop** strategies that enhance our competitive positioning in the market.



- **Grow** in a programmatic, not opportunistic, manner.

We have integrated sustainability into our business model, aligning our corporate strategy with principles of social and environmental responsibility. To achieve this, we have adopted a management approach based on innovation, transparency, and collaboration with our stakeholders.

To advance the integration of our business with social and environmental responsibility criteria, as well as corporate governance aligned with this process, we are working along the following lines of action:



Investment in clean technology and energy efficiency.



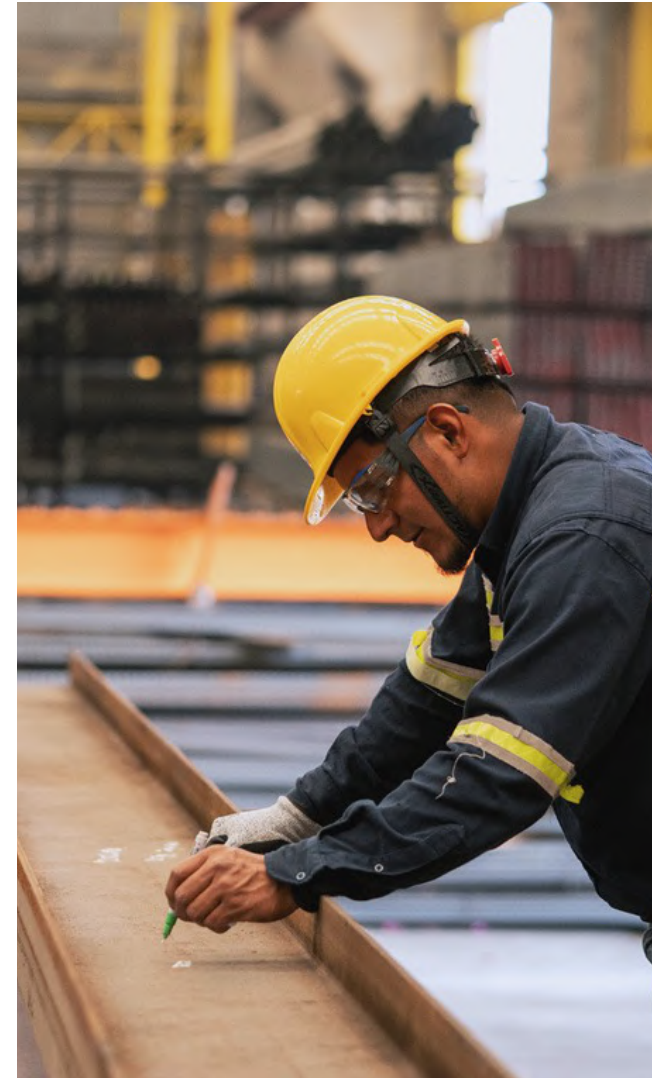
Development of products and services that minimize negative environmental impacts.



Strengthening of an organizational culture based on ethics, diversity, and inclusion.



Creation of partnerships with government entities, civil society, and the private sector to promote sustainable development.





3.5 Prevention of Negative Impact and Generation of Positive Impacts

We are aware that our operations can generate both positive and negative impacts. To prevent and mitigate adverse effects, we have established risk management systems and due diligence mechanisms related to human rights, the environment, and governance.

In addition, we continuously work to improve our labor practices, promote gender equity, and ensure fair working conditions throughout our value chain.

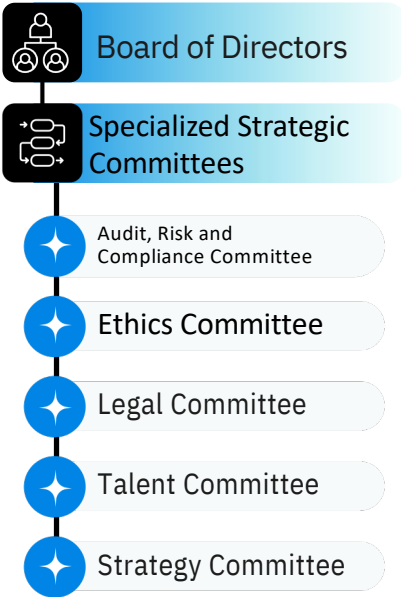
In terms of positive impacts, we remain committed to generating quality employment, supporting the development of local communities, and promoting responsible consumption and production practices.



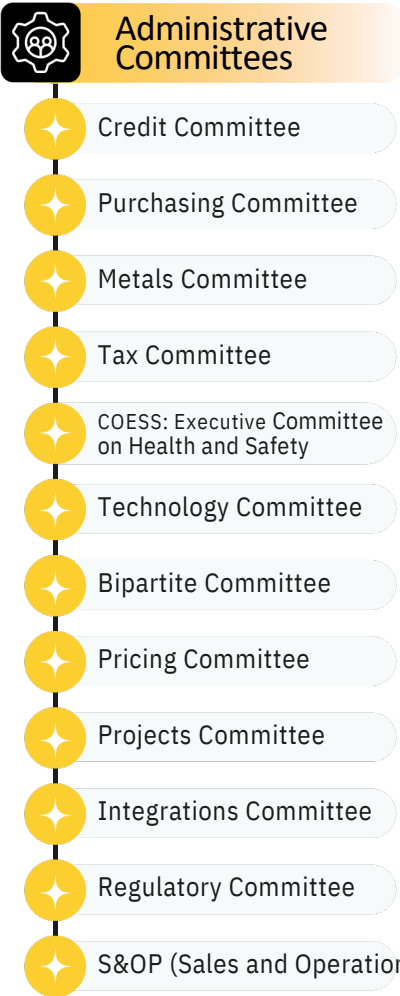
In 2024, we strengthened our leadership team with the addition of the Head of InnovArise. Starting in November, as part of our strategic decisions, we unified the Industrial Division and the New Logistics Business Division to create the new Operations Division. Then, in December, we added the Strategy Division to our team of directors, further consolidating our organizational structure.

3.6 Organization and Governance Structure

Our highest governing body is the **Board of Directors**, composed of members appointed by the Shareholders' Assembly. Members of the Board participate in specialized committees focused on key areas of the Group. All of this is governed by the Internal Regulations of the Board of Directors.

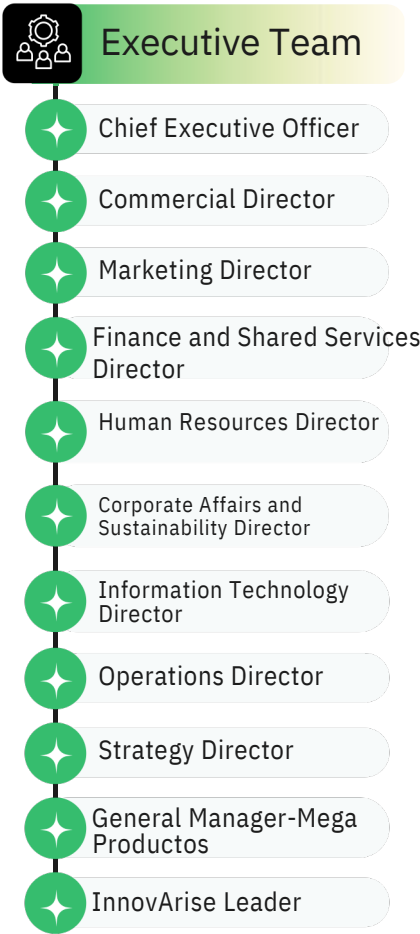


In addition, we have the following administrative committees:



Committee

The Group's operations are led by an Executive Team composed of the following corporate directors:



Directors/Board Members

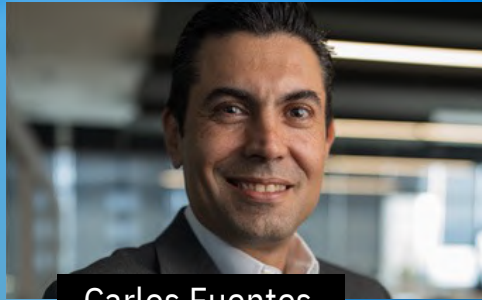


Rodrigo Gabriel

Chief Executive Officer

Chief Executive Officer of Grupo AG for the past eight years, Rodrigo has been with the organization for 14 years, where he began as Director of Supply Chain. He holds a degree in Business Administration and Economics from Rice University (Houston), an MBA in Finance and Strategy from ESADE Business School (Barcelona) and has completed the Global Leadership Program at Harvard. His experience and education position him as a cornerstone in the strategic leadership of the Group.

“Leadership is inspiring others to imagine the impossible and make it a reality.”

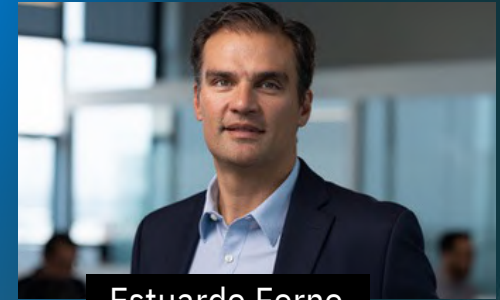


Carlos Fuentes

Commercial Director

With 20 years at Grupo AG, Carlos Fuentes has served as Commercial Director since 2020, with a solid track record in administrative, commercial, and marketing areas. He is a Civil Engineer from San Carlos University of Guatemala and holds an MBA with a specialization in Strategy from Francisco Marroquín University. He also has training in digital marketing, commercial efficiency, and team management.

“Every well-built commercial relationship is an opportunity to create shared and lasting value.”



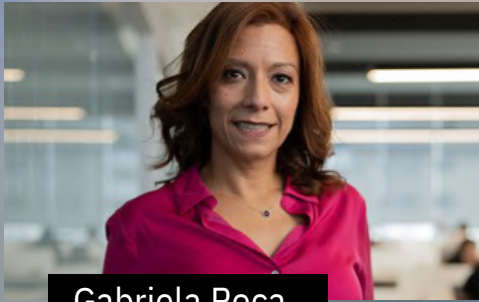
Estuardo Forno

Finance Director

Estuardo Forno, Finance Director, joined Grupo AG five years ago, bringing extensive experience in finance, administration, and control. He is an Industrial Engineer from Rafael Landívar University, holds an MBA from INCAE Business School (Costa Rica), and has advanced certifications from Columbia Business School and Harvard Business School.

“Financial sustainability is the foundation for growing with responsibility and resilience.”

Directors

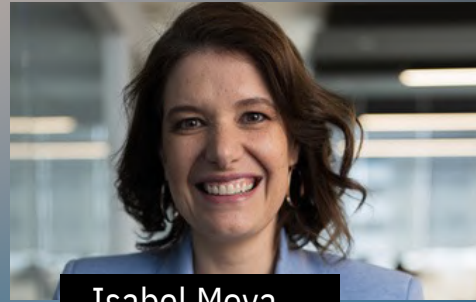


Gabriela Roca

Director of Corporate Affairs and Sustainability

Since 2021, Gabriela Roca has led Corporate Affairs and Sustainability at Grupo AG, bringing over 25 years of experience in law, sustainability, and stakeholder management. She is a Lawyer and Notary from Universidad Rafael Landívar, holds a Master's degree in Business Law from Pontificia Universidad Católica de Chile, has studied Political Science, and received executive training in sustainability from Stanford and Corporate Excellence (Spain).

"A sustainable company is one that listens, engages in dialogue, and takes action with all its stakeholders."

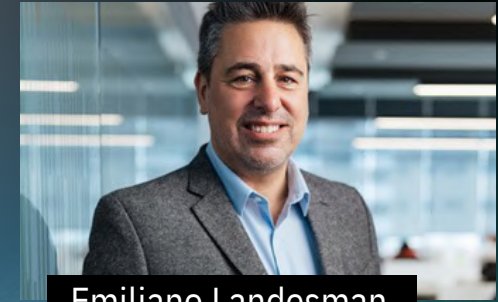


Isabel Moya

Marketing Director

Marketing Director since 2023, Isabel brings over 20 years of experience leading brands such as Netflix, PepsiCo, and Coca-Cola. She is a graduate of Universidad Metropolitana, holds a Master's in Marketing from IESA, and has completed executive programs in marketing strategy at the Kellogg School of Management. She has driven digital transformation, repositioned the Acero AG brand, and strengthened customer loyalty through innovation and strategy.

"Purpose-driven marketing transforms brands into agents of social and environmental change."



Emiliano Landesman

Information Technology Director

Emiliano joined in 2023, bringing over 26 years of experience in digital transformation across sectors such as energy, telecommunications, and financial services. He is a Systems Engineer with a Master's degree in Planning and Management of Information Technologies from Universidad Austral in Buenos Aires. He leads the Group's digitalization efforts with a forward-looking vision.

"Innovation is born from daring to see what others have not yet imagined."

Directors



Sergio Jiménez

Operations & Logistics Director

Since November 2024, Sergio has been the Director of Operations at Grupo AG, after joining in 2023 with more than 23 years of global logistics experience. He holds a Bachelor's degree in Business Administration with a specialization in International Trade and Finance, and an MBA from Universidad Latina de Costa Rica. He leads industrial and logistics areas with a vision of strategic alignment.

"Every great breakthrough begins with a mind that refuses to settle."



Marc Losen

Strategy Director

Marc Losen, Strategy Director, brings over 15 years of experience in supply chain and commercial areas across the consumer goods, agribusiness, and steel sectors. His comprehensive business vision allows him to connect processes and markets, focusing on efficiency, optimization, and value creation for clients and stakeholders.

"Strategy makes sense when it connects business goals with a positive impact on society."



Mohit Gupta

InnovArise Leader

Since July 2024, Mohit has led InnovArise, Grupo AG's entrepreneurship hub. Originally from India and currently residing in the U.S., he has developed accelerators in social sectors such as water, mobility, and workforce development. He is an engineer and entrepreneur with experience in building global businesses with social impact.

"To innovate is to plant today the solutions that the planet and communities will need tomorrow."


04

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4.4


Grupo AG's 2024
Milestones



4. Together Towards the Positive Social Transformation of Grupo AG

4.1 Our Proposition and Commitment to Sustainability

Sustainability is an essential part of Grupo AG's corporate strategy. As an organization, we assume the responsibility of managing our impact on the economy, the environment, and society, ensuring that our activities and business relationships respect and promote human rights in all their dimensions.

In January 2022, we launched the sustainability strategy "**Sustainable Future Plan 2022–2025**," which was defined by four pillars of action: Product, Planet, People, and Prosperity & Influence. Its goals and the commitments undertaken were communicated in the first GRI-referenced sustainability report presented in June 2022.

In this strategy, we made high-impact strategic decisions, such as the transition toward a low-carbon economy, working on responsible supply chains, advancing in innovation and digitalization, and committing to diversity

and inclusion by fostering an equitable and respectful work environment for all our employees.

In April 2024, on the occasion of our 71st anniversary, Grupo AG reaffirmed its commitment to the future by unveiling a new corporate image and a new code of ethics and values. This change reflects the evolution from corporation to group, highlighting the fundamental role of people and the aspiration to create collaborative ecosystems that drive development in the territories where we operate.

As part of this renewed commitment, in April 2024 we also introduced **InnovArise**, the new innovation unit of Grupo AG. This initiative is key to the development of incubators that address the needs of both the business and the region, strengthening the company's transformation and sustainable growth, as well as its commitment to incubating ventures that provide solutions to the region's major challenges and generate measurable social impact.

The year 2024 has been marked by the transition to the sustainability strategy we envision for the 2028 horizon. In this way, we have been fulfilling previously acquired commitments while also laying the foundations of our 2028 vision, summarized as:

“We are in the business of improving lives, to transform our society.”

In this regard, throughout 2024, we focused on implementing initiatives in two key areas: **Social Development** and **Environmental Protection**. As a group, we have launched high-impact social projects under our **Positive Social Transformation** program, aimed at four key stakeholder groups: employees, suppliers, communities, and customers.



Social Development



Environmental Protection

In addition, we have implemented environmental initiatives in collaboration with internationally recognized experts to properly monitor the use of natural resources and reduce the carbon footprint of our operations, in comparison to the 2023 baseline.

This demonstrates the strong commitment of all our employees to sustainability and its prioritization across all the group's processes.

In our 2028 vision — “We are in the business of improving lives to transform our society” — we place at the center our commitment to meeting and exceeding customer expectations. Alongside a constant drive for transformation and improvement, this positions the company on the path to becoming a benchmark in the industry.



Building on the objectives achieved over the past four years, the expectations of our stakeholders, and our renewed commitment, we have designed a sustainability framework based on four renewed pillars — each named according to how we envision ourselves in 2028:

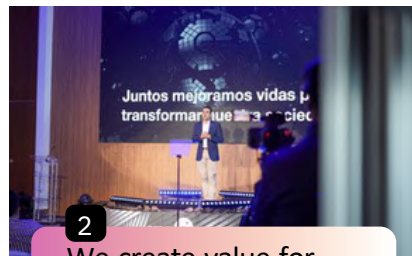


It is worth highlighting that these initiatives have been implemented by teams across all areas of the company, not just by the Sustainability team.



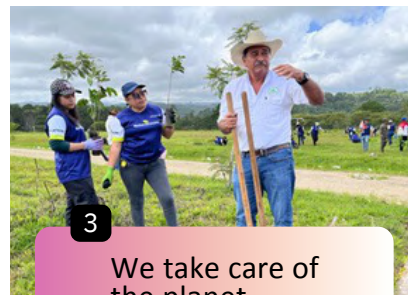
1

Employees are thriving.



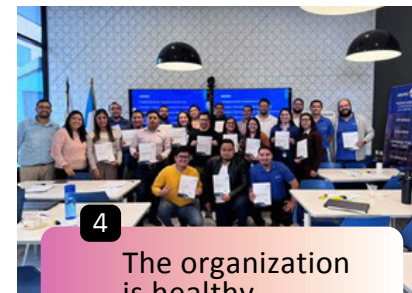
2

We create value for all stakeholders.



3

We take care of the planet.



4

The organization is healthy.



Our strategy is focused on:



Short term

(1–3 years):

Concrete initiatives to reduce our environmental footprint, improve working conditions across our value chain, and strengthen our sustainability governance.



Medium term

(3–5 years):

Consolidate a circular economy within our operations, improve energy efficiency, and ensure that our suppliers comply with high standards in human rights and regulatory compliance.



Long term

(5 years+):

Become a company with a significant positive social impact and actively contribute to the Sustainable Development Goals (SDGs). Be a benchmark company in the industries in which we operate.

4.2 Contribution to the SDGs and the Global Compact

At Grupo AG, we firmly embrace our responsibility in building a sustainable future. The 17 United Nations Sustainable Development Goals (SDGs) represent a global action plan to ensure peace

and prosperity for people and the planet. In 2024, we prioritized those SDGs that align with our business strategy and our positive impact on society and the environment.

SDGs prioritized by Grupo AG in 2024



Our Commitment to the Global Compact

In 2024, we renewed our commitment to the United Nations Global Compact in Guatemala, reaffirming our determination to integrate its Ten Principles into our strategy, culture, and daily operations. We believe that corporate sustainability must be grounded in strong corporate values and an ethical approach to business management.

This means operating responsibly by ensuring respect for human rights, promoting fair labor conditions, protecting the environment, and combating corruption in all its forms.

Human Rights



Principle 1: We support and respect the protection of internationally recognized fundamental human rights within our sphere of influence.



Principle 2: We make sure that our operations are not complicit in the violation of human rights.

Labor Standards



Principle 3: We uphold the freedom of association and the effective recognition of the right to collective bargaining.



Principle 4: We reject all forms of forced or coerced labor.



Principle 5: We actively promote the eradication of child labor.



Principle 6: We foster a work environment free from discrimination, ensuring equal opportunities for all.

Environment



Principle 7: We apply a preventive approach to minimize our environmental impact.



Principle 8: We promote initiatives that foster greater environmental responsibility both within and beyond the company.



Principle 9: We are committed to the development and implementation of sustainable technologies.

Anticorruption



Principle 10: We reject and combat corruption in all its forms, including extortion and bribery.



4.3 Materiality

The materiality analysis is a fundamental source for the planning and prioritization of our sustainability strategy. We identify and classify material issues based on our strong engagement with stakeholders throughout the year. In 2023, the Group conducted a review of the materiality matrix and decided to maintain the 16 material topics identified in 2022, as they remained aligned with the needs of our stakeholders.

In 2024, the second materiality assessment was conducted to update our stakeholder matrix and the prioritized needs of these key stakeholder groups.

Out of the 16 material topics prioritized in previous years, six were identified as the most relevant, with the aim of focusing attention and resources on them.



To address the needs identified in this second materiality assessment, we have planned and implemented a series of initiatives through full collaboration across various areas of the Group. To ensure proper monitoring,

we have established specific non-financial indicators to track progress in meeting these prioritized needs. Additionally, concrete targets have been set for each indicator.

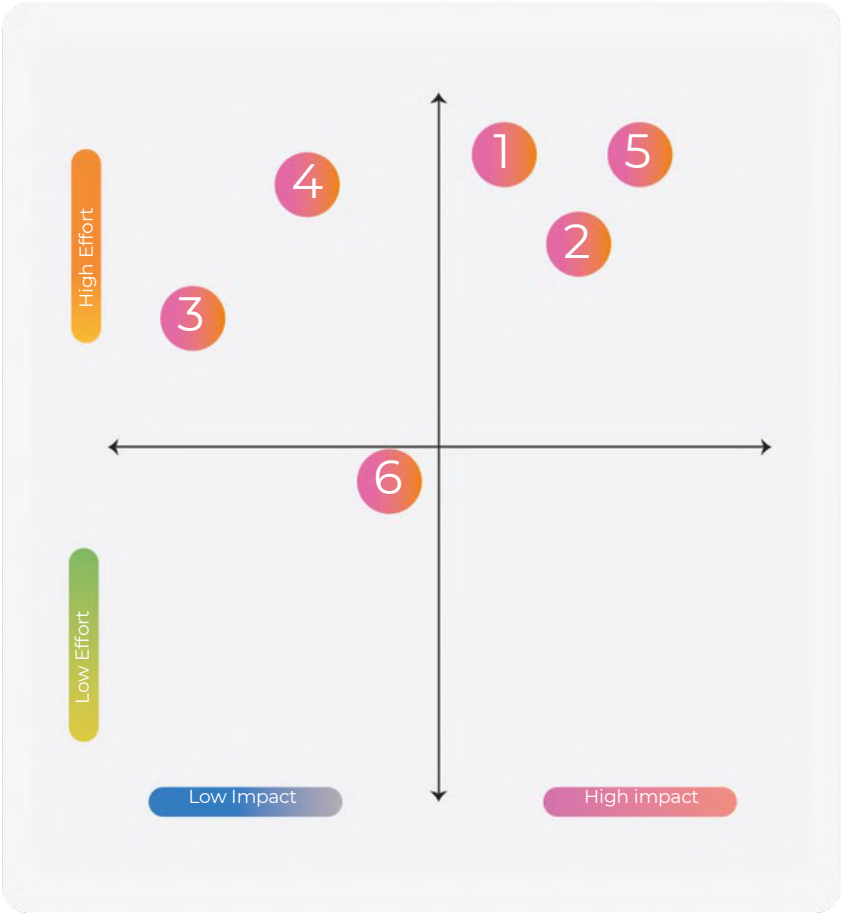
The material topics prioritized in 2024 are:

- Good governance
- Customer experience
- Supplier experience
- Climate change resilience
- Quality of life for employees
- Investment in early childhood education



Materiality Matrix

2025 - 2028



No	Material Topic	Description (Survey)
1	Responsible governance	1.1 The company acts transparently in all its relationships
		1.2 Measures for the prevention of corruption and bribery
2	Responsible or Sustainable Economic Growth	2.1 Digital transformation of processes
		2.2 Research and development of new products
3	Resilience to Climate Change	3.1 Water use in the production process
		3.2 Carbon footprint (Scope 1 and 2)
4	Quality of Life for Employees	4.1 Safety measures in our operations
		4.2 Employee development
5	External Stakeholder Experience	5.1 Customer experience
		5.2 Supplier experience
6	Investment in Early Childhood Education	6.2 Investment in programs that promote increased access and improvement of education quality in the region.



Grupo AG 2020 – 2028

We are in the business of improving lives, to transform our society.

AG Pillar	Material Topic: Sustainability	Goal Description	Corporate Non-Financial Goal
The organization is healthy	Good governance	Ensure that the company acts transparently in all its relationships	Trust in the whistleblower channel measured in the organizational pulse – 90%
		Anti-corruption and anti-bribery prevention measures	An internal due diligence methodology for suppliers and clients aligned with OECD
Adding value to clients, suppliers, and communities	Customer Experience	Invest in the digital transformation of processes	Measure percentage of automated operational processes or number of digital systems implemented compared to traditional processes
		Invest in research and development of new products	Initiate the research and development process
	Customer Experience	Fulfill the value proposition to our clients	Client NPS (Net Promoter Score)
	Supplier Experience	Invest in improving contractual conditions that allow suppliers to grow sustainably	• Supplier life improvement programs
	Investment in Early Childhood Education	Investment in Early Childhood Programs	• SROI (Social Return on Investment) • Comprehensive early childhood program



AG Pillar	Material Topic: Sustainability	Goal Description	Corporate Non-Financial Goal
Caring for the Planet	Climate change resilience	Ensure the company acts transparently in all its relationships	Trust in the whistleblower channel measured in the organizational pulse – 90%
		Ensure the company acts transparently in all its relationships	An internal due diligence methodology for suppliers and clients aligned with OECD
Employees are Thriving	Quality of life of employees	Invest in the digital transformation of processes	Measure percentage of automated operational processes or number of digital systems implemented compared to traditional processes
		Invest in research and development of new products	Initiate the research and development process





Goals and Progress Dashboard

AG Pillar	2024 Material Topic	2024–2028 Goals	2024 Progress
The organization is healthy	Good governance	• Ensure the company acts transparently in all its relationships. • Anti-corruption and anti-bribery measures.	» Launch of the Code of Ethics and Conduct Standards and zero-tolerance policy on corruption and bribery, accompanied by a training program for executives and employees. » Dilo Seguro ethical reporting mechanism. » Signing of the Memorandum of Understanding with the Partnership for Central America, reinforcing the commitment to transparency in the region. » Participation in the Anti-Corruption and Transparency Initiative (ACT) Working Group for Central America with Transparency International.
		• Invest in digital transformation of processes. • Invest in the development of new products. • Fulfill the promise of delivering value to our customers.	» Transformation of the lead-to-cash process, from order placement to claims management, delivering a consistent experience across the customer service chain. » Launch of “Círculo Estelar”, a program designed to strengthen long-term, profitable customer relationships. » Launch of unique declarations in the market, endorsed by Grupo AG. These declarations record the positive impact in reducing carbon footprint when customers use sustainable products such as HierroAG G80 and G60.
		• Investment in Early Childhood.	» Incubation of a “Safe Parks Network”. » Scrap Collection: In 2024, there was an increase in the purchase of Guatemalan scrap metal compared to the previous year.
Adding value to customers, suppliers, and communities	Supplier experience	• Investment in Early Childhood.	» Development of the flagship project “De Hoy Para Siempre” (Tomorrow Starting Today), supporting the education of children aged 0–6 years with improved infrastructure and equipment.
	Investment in Early Childhood Education	• Investment in Early Childhood.	

Goals and Progress Dashboard

AG Pillar	2024 Material Topic	2024-2028Goals	2024 Progress
Caring for the Planet	Climate Change Resilience	• Reduce CO2 Scope 1 and 2 by 5% and measure Scope 3 across all operations. • Increase water reuse in the production process by 5%.	» With support from Sustainable Strategies, the carbon footprint at the steel level was measured for Scopes 1, 2, and 3, resulting in 1.25 tCO2e/t steel — the emission intensity of the Group’s operations. Goal: significantly reduce emissions. » Enhancement of the Steel Plant 2024: The project involved the installation and start-up of a new Fume Treatment Plant in the steel mill — a key milestone in the modernization of the facility. » Water resource management goal: Installation of a wastewater treatment plant that allows 100% of treated water to be reused, reducing environmental discharge and improving operational sustainability.
Employees Are Thriving	Quality of life of employees.	• Reduce accident rates in operations. • Improve employee experience. • Improve value proposition for employees.	» The work injury rate with lost time (where the employee cannot return to their main role) was 3.13 in the steel unit, 9.07 in solutions, and 4.04 in corporate. The 2025 target is 0 fatalities and an injury rate of 1.79. » Implementation of “Mi Portal AG” has promoted the automation of HR processes through a state-of-the-art technological tool. » Identification of key motivators and areas of opportunity within the organization to ensure our programs and tools effectively meet the needs of employees and the Group. In 2024, the satisfaction index was 89 points.

04



+

4.4

Grupo AG's 2024
Milestones



TRANSFORMATION



4.4 Grupo AG's 2024 Milestones

4.4.1 Milestone: Transformation of Grupo AG

In 2024, to mark our 71st anniversary, Grupo AG took a significant step by renewing our corporate image. This change aimed not only to streamline our visual identity but also to reaffirm our growth vision and establish a clear and consolidated identity.

With this transformation, we evolved from a corporation into a group, highlighting the essential role of people and our aspiration to create virtuous ecosystems alongside other stakeholders to drive development in the regions where we operate.

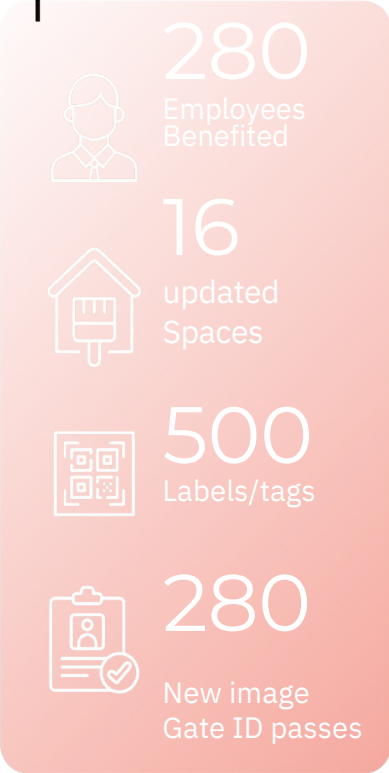
To celebrate this milestone, on April 22, 2024, we held a special event at the Sidegua Industrial Park in Guatemala.

For the first time in our history, we paused plant operations, underscoring the significance of this moment.

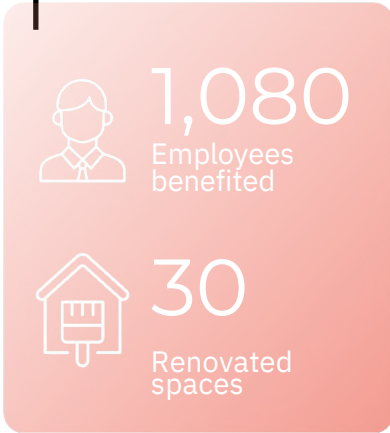
In addition, we broadcast the live event to over 200 employees across 26 locations in three countries.

The impact in terms of branding was significant:

Central Offices (CO)



Sidegua



Tubac



On April 23, 2024, we held an external event at Universidad del Valle, attended by 250 representatives from the public and private sectors. At this event, we officially presented our new positioning, shared key parts of our history, and introduced InnovArise, our innovation unit, which will be the driving force for the development of incubations that address both the needs of the business and those of the region.



Looking to the future, an important challenge is to strengthen Grupo AG's positioning among our stakeholders, sustainably becoming relevant players, business partners, preferred employers, and supportive members of our communities. For over 70 years, we were a business focused on steel, but now we are diversifying our offerings to enter new markets and provide comprehensive construction solutions. This is just the beginning of a new phase of growth and transformation for Grupo AG.





4.4.2 Milestone: Strengthening of the Steel Plant

We successfully completed the modernization of the Fume Treatment Plant at the Steel Plant, executing the project in record time with the participation of more than 230 professionals. This initiative marks a milestone in the optimization of our industrial processes and reaffirms our commitment to sustainability, the well-being of our employees, and the surrounding communities.

The project included a comprehensive redesign of the plant to maximize its efficiency, reduce environmental impact, and improve air quality. We implemented a new system with state-of-the-art technology for capturing and filtering polluting particles, along with a Water Treatment Plant that optimizes the use of water resources. Additionally, we developed a water recirculation system,

significantly reducing the extraction of groundwater and promoting its responsible use. To ensure operational efficiency, we trained our staff and worked in collaboration with regulatory entities to comply with environmental regulations. Thanks to this modernization, we have minimized smoke emissions, improving air quality in our area of operation and

complying with stricter environmental regulations. The integration of the new water treatment system has reduced our reliance on well water, reinforcing sustainable consumption. We have also optimized the smelting processes, increasing our operational efficiency and competitiveness. The reduction in emissions has created a safer work environment and improved the quality of life for nearby communities.



This project reinforces our long-term environmental and social responsibility. In addition, during its execution, we generated employment opportunities for technicians, engineers, and local workers, contributing to regional economic development.

Maintaining the optimal functioning of the infrastructure will require a rigorous maintenance program and ongoing technological upgrades. We must continue monitoring emissions and adapt to regulatory changes, as well as further optimize the use of water resources.

Continuous training of our team will be essential to ensure operational efficiency and safety.

We look to the future with a vision of innovation and sustainability. We continue moving forward toward a more efficient operation that is committed to the environment, balancing economic growth with environmental and social responsibility.

QR Code for the Steel Plant Enhancement



4.4.3 Milestone: Carbon Footprint Automation

Throughout 2024, we have worked on automating the measurement of our carbon footprint at Sidegua, Tubac, and Distun, with the goal of optimizing this process and reducing manual intervention by our collaborators. This has allowed us to obtain more accurate and reliable data for strategic decision-making.

With this automation, we aim to improve the accuracy of our data and the efficiency of the process. However, we continue to face significant challenges in the coming years, such as expanding this system to MegaProductos and to new businesses, in order to establish comprehensive monitoring of our carbon footprint across all our operations, including any future acquisitions.

4.4.4 Milestone: InnovArise

In April 2024, at Grupo AG, we proudly announced the launch of **InnovArise**, our new business unit designed to drive innovation and entrepreneurship in Latin America. We believe in the power of our market position and the responsibility it entails, which is why we are committed to actively contributing to the solution of the region's social challenges. Through entrepreneurship, we aim to unlock the potential of our people and generate a positive impact on the environment.

InnovArise focuses on four key areas:

- Workforce development
- Financial resilience
- Affordable housing
- Solutions for SMEs and migrants

We look to the future with a vision rooted in innovation, inclusion, and sustainability.



"We are prepared to face new challenges and opportunities, driven by the conviction that together we can build a better society. Guatemala and Central America are at a pivotal moment, full of potential and possibilities. We are convinced that this chapter in our history is being written as a Group, together, as part of diverse ecosystems that respond to shared needs and where everyone can contribute. That's why I want to invite you to join this journey, to share our dream: together, we improve lives to transform our society. This is more than a purpose; it is a promise, an invitation to collaborate in making our region a better place for all."

— Rodrigo Gabriel, CEO of Grupo AG



In 2024, we delved deeper into the challenges of the logistics industry and identified a critical issue: the shortage of truck drivers due to migration.

We discovered that drivers are not only seeking better opportunities but are also fleeing poor working conditions and the lack of safety on the roads.

The insecurity surrounding trucks, goods, and the drivers themselves is at the core of this issue, negatively impacting carriers, businesses, and customers alike.

To build great businesses, we need a strong culture and a methodology based on empathy, curiosity, speed of execution, and agile, evidence-based decision-making. We rely on design thinking and lean startup principles, which allow us to move forward with data and evidence. This also means we are willing to close projects early if the market does not support their success, always prioritizing the initiatives with the greatest impact.



Based on these findings, in May 2024 we launched our first incubation: **Camionando**, a **Secure Parking Network** for transportation, drivers, and cargo across Central America. Given its high potential, the project was funded to move forward to the acceleration phase, with the goal of implementing the first secure parking lot and validating its business model and its impact on truck drivers' lives. With these challenges in mind, we continue to move forward with determination, convinced that **InnovArise** and **Camionando** not only represent business opportunities but also a genuine commitment to the social and economic transformation of our region.

Implementation of the First Secure Parking Lot

We began the acceleration phase in June 2024 with the first milestone: identifying the ideal location for the pilot parking facility. After a detailed analysis, we determined that the first installation would be established in the municipality of Amatitlán, Guatemala.

Within a 90-day timeframe, we inaugurated this first parking lot, meeting the expected standards of operability and security. This facility includes:



24/7 security, with trained personnel and a monitoring system with security cameras.



Key infrastructure, including adequate lighting, basic services, and a perimeter area.



Capacity for 120 parking spaces.



Development of the Digital Platform

Another key step was the development of a digital platform designed to enhance security within our properties. Its main function is to manage the entry and exit of all personnel, including drivers and trucks, generating valuable information that we share with our clients. This enables them to optimize their operations and improve fleet management, providing greater efficiency and security across the entire logistics chain.

Throughout 2024, Camionando established relationships with nearly 300 companies in the logistics sector, which have become potential clients. We found that independent and small transport operators expressed concerns about the cost of the service, which led us to conclude that demand should be driven by medium and large companies, as they are the ones facing greater risks.

During the pilot phase, several transport operators actively tested the service, which had a direct impact on the drivers' experience. For the first time, they were able to leave their vehicles in a secure location with complete peace of mind. Companies also began to view Camionando as a hub for route optimization and planning, especially valuing the real-time information on the status of their trucks.



Another major challenge we addressed within the framework of InnovArise was connecting talent with job opportunities. We discovered a recurring issue: workers often feel lost in their search for meaningful employment, while companies struggle to find talent that aligns with their organizational culture.

We asked ourselves:

How can we generate predictability in hiring, ensuring that a good worker doesn't have to worry about their future, and that companies can build a committed and stable workforce?



This challenge led us to launch our second company within InnovArise, focused on closing this gap and improving employability in the region.

We know that achieving meaningful change takes time, and we are convinced that this is only the beginning. 2025 will be a pivotal year, in which we hope to create new opportunities and accelerate the growth of our initiatives.

With a solid methodology and a highly skilled team, at InnovArise we are ready to design and scale innovative business models that benefit all stakeholders. To achieve this, we must generate sufficient economic incentives, ensuring that our solutions are sustainable in the long term.

This will put our business and commercial design capabilities to the test and will require collaboration with an ecosystem aligned with our purpose.

Latin America is a diverse region, with unique cultures and challenges, but many of the problems we face are shared. To succeed, InnovArise must deeply understand the region, identifying both its unique traits and commonalities to develop effective solutions.

For this reason, building an ecosystem of talent, strategic partners, and investors will be a key focus for our growth in the coming years. We are ready to take on this challenge and continue transforming our region.



4.4.5 Milestone: Mi Portal AG

Mi Portal AG has completely transformed the experience of our collaborators, enhancing human resources management through a world-class technological tool. With this platform, we have automated key processes, enabling agile and centralized talent management—from recruitment to performance evaluation.

The intuitive and accessible interface of *Mi Portal AG* makes it easy for collaborators to manage their personal information, vacation time, and benefits, significantly improving their overall experience.

In the first phase of its implementation, we incorporated the Core, Absences, and Recruitment modules. The Recruitment module enabled the management of the induction and onboarding process for new

employees, eliminating the use of paper and the decentralization of external files. This resulted in quick adoption by almost 80% of users.

By 2025, we will continue progressing with the adoption of the Talent, Journeys, and Benefits modules, among others, thus consolidating our vision of innovation and efficiency in people management. However, the success of this transformation depends not only on technology but also on effective adoption. To achieve this, we are focusing on continuous training, clear communication, and ongoing platform improvement.

Our leadership plays a fundamental role in this process, promoting the use of Mi Portal AG and ensuring its proper implementation throughout the organization. We are confident that this tool will continue to evolve and strengthen our organizational culture, optimizing the experience of our collaborators and contributing to more efficient and strategic talent management.



4.4.6 Milestone: Engagement

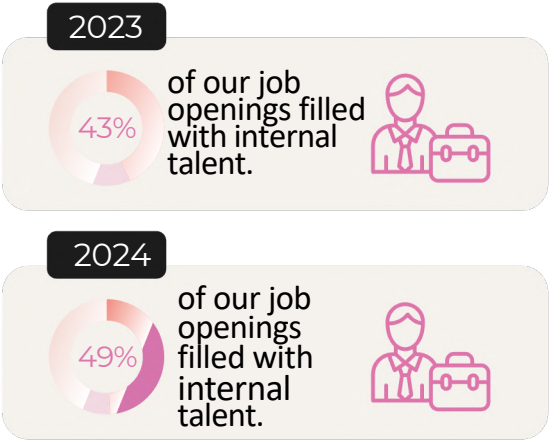
- Employee Engagement

At Grupo AG, we are committed to understanding and improving our employees' experience. Through our organizational climate survey, we identified the main motivators and improvement opportunities to ensure that our programs and tools effectively respond to both their needs and those of the business.

The global results obtained in 2024 reflect a high level of satisfaction: 90% among administrative staff, 87% among operational staff, and 89% in the Steel unit. Additionally, we measured employee engagement through 11 questions focused on key aspects such as willingness to recommend the company, recognition, and pride in belonging. We surpassed most of these indicators, demonstrating the positive impact of our initiatives.

Our organizational culture is the pillar that supports these results. Shaped by our values, competencies, and decision-making processes, we focus on strengthening our value proposition based on meritocracy and talent development. In 2023, 43% of our job openings were filled with internal talent; in 2024, this percentage increased to 49%, reflecting our commitment to the professional growth of our employees.

Grupo AG's recognition program celebrates the impact of our employees in three key pillars: business, talent, and culture. With 25 recognition categories, 79% of our employees have been acknowledged for their contribution to the organization's success.



Additionally, we offer a benefits program aligned with our value of safety and holistic well-being, tailored to our generational diversity. We provide flexible schedules, a hybrid work model, health plans, and partnerships with gyms, among others. These benefits are complemented by innovative training programs, ensuring that our talent is prepared for future challenges.

Ending 2024 with an 89% satisfaction rate motivates us to continue evolving our value proposition, adapting to the needs of our employees and changes in the environment.



Our greatest challenge is to maintain these levels of engagement by strengthening development programs, career plans, and a culture of safety. To achieve this, we have implemented timely feedback channels that will allow us to make strategic adjustments and continue positioning Grupo AG as a place where people grow, develop, and feel valued.

4.4.7 Milestone: Brands and Products

At Grupo AG, we conducted our Brand Equity study (Ipsos) in 2024, as part of our efforts to align our entire image with the future. Thanks to these actions, we identified a 6.9% increase in spontaneous brand awareness in the three countries where we operate: Guatemala, El Salvador, and Honduras. Likewise, brand equity in these markets grew by 6.4% by the end of the year.

To track our initiatives, in the second wave of the 2024 study, we began measuring our relationship with sustainability. As a result, we were recognized as a brand that "cares about the planet, communities, and a sustainable future." Additionally, in Guatemala, 21% of our target group already associates our brand with sustainability, reflecting the impact of our commitment to responsible development.

☆☆☆ **6.9%**
increase in spontaneous
brand awareness

🏆 **6.4%**
growth in brand value
(Equity).



Launch of Techo AG in Honduras.

In 2024, we reaffirmed our commitment to Honduras with the launch of **Techo AG**, a new steel roofing sheet option that ensures quality and durability. To introduce it to the market, we developed a **360° campaign**

called "**Ese Techo es Techo AG**", combining traditional and digital media to achieve significant impact.

Through this strategy, we reached over 11 million people through digital channels and more than 600,000 Hondurans through traditional media, ensuring a strong presence in the industry.

This initiative was key to positioning Techo AG in the minds of consumers and establishing it as a winning option in the market.

As a result, we tripled our share in the category, strengthening Grupo AG's presence in the country and reaffirming our commitment to offering quality products in all the regions where we operate.

This milestone not only expands our portfolio in Honduras, but also **drives the development of the construction sector**, giving more people access to reliable and long-lasting solutions.



Expanding our footprint in sustainable and resilient construction

At Grupo AG, we drive innovation and technology through products like HierroAG G80, which redefines standards of differentiation and added value in the market.

This product offers unique benefits to our customers, optimizing the use of steel per square meter and generating greater efficiency in structural projects. Additionally, it complies with international standards such as ASTM A706 and COGUANOR, and has recently been recognized by AGIES within the Guatemala Structural Safety Standards (NSE 7.1) as a recommended reinforcing steel.

With the vision of promoting sustainable and resilient construction in the region, in 2024 we expanded the presence of HierroAG G80 with its launch in El Salvador. To support this, we held an event for clients and structural engineers, formally introducing the product in the country and encouraging its adoption in projects aimed at creating a positive impact on the planet.

Beyond its high technical performance, HierroAG G80 is an eco-friendly material, produced with 100% sustainable materials. Thanks to this, it has been verified by the Guatemala Green Building Council (GGBC) and included in its green catalog.

All this support has driven increased usage of the product in construction projects and developments in Guatemala, doubling its volume in recent years and establishing it as a key option in the industry.



Additionally, as part of the value and differentiation of HierroAG G80, in 2024 we launched and delivered Grupo AG's official declaration, a unique endorsement in the market that certifies the contribution to carbon footprint reduction through the use of this material. This allows projects built with our product to earn additional points toward international certifications such as LEED, EDGE, and CASA Guatemala, all focused on the development of green and sustainable projects.

4.4.8 Milestone: Círculo Estelar

In 2024, at Grupo AG, we enthusiastically launched “**Círculo Estelar**”, a program specially designed for clients, aimed at recognizing their loyalty and boosting their growth. The program offers a series of key benefits and tools focused on strengthening clients' businesses and solidifying commercial

relationships by setting goals that promote synergy and add value to their operations.

Throughout the year, **over 260 clients became part of this community, and more than 300 salespeople enhanced their skills** through training in areas such as business, sales, and personal branding. We've witnessed how these businesses have grown and evolved—the results from this first year speak for themselves.



- Clients in the program experienced an average growth of 11% compared to the rest.

- The Net Promoter Score (NPS) of *Círculo Estelar* members exceeded the overall average by 5.2 points, confirming the program's success.

- Top-performing clients from the Northern Triangle were recognized and awarded at the “Night of the Stars” event, with a trip to the 2025 UEFA Champions League Final.

 **+250**
clients are part of this community.

 **11%**
average growth of clients in the *Círculo Estelar* program

 **7.4**
Member Satisfaction Score – Overall Average

With *Círculo Estelar*, we reaffirm our strategic partnership with distributors, with the firm purpose of continuing to grow together, build the future, and reach new goals.



PROSPERITY



Our employees
are thriving



05



Our employees are
thriving



5. Employees are thriving.

In 2024, talent hiring had a positive and direct impact on more than 600 families, not only in Guatemala, but also in El Salvador and Honduras.

Currently, 79% of the company's workforce is made up of Generation Z and Millennial employees.

Regarding the distribution of leadership, administrative, and operational positions, 14% are held by women and 86% by men. A significant step forward in equity in 2024 was the hiring of the third female excavator operator, continuing the shift in a role traditionally held by men.



These departures have a considerable impact, as they involve the loss of specialized talent with high performance levels or individuals in strategic positions that are difficult to replace.

In addition to affecting the team, this results in extra costs for recruitment, training, and potentially reduced operational efficiency.

Tracking these resignations helps identify patterns and causes, enabling the implementation of strategies to improve retention.

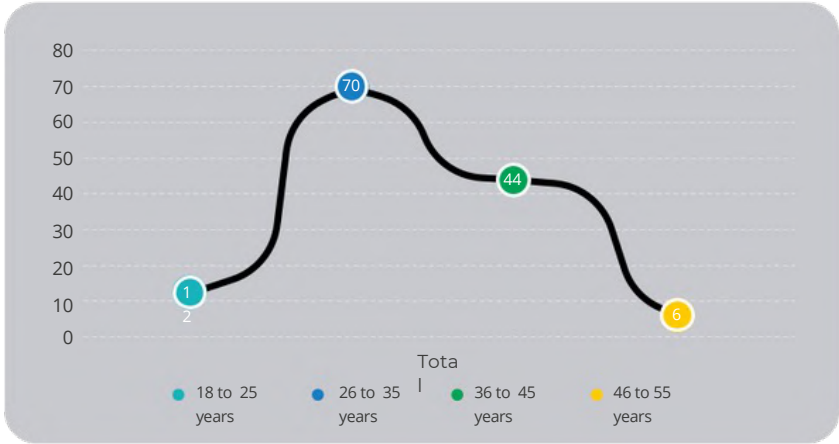
For 2024, we set a goal to keep resignations at 14% and successfully exceeded this target by the end of the year.

Regarding the profile of those who left the organization, 53% were between 26 and 35 years old, presenting the challenge of adapting our strategies to the different generations within the group.

In terms of gender, 14.5% of resignations were from women and 85.5% from men.



The voluntary turnover rate was 13.3%, similar to the previous year. This indicator includes resignations and job abandonment.



During 2024, the investment in payroll for direct employees was:

Description	Amount (USD)	Amount (GTQ)
Total paid 2024 Payroll	\$16,207,534.21	Q 126,418,766.80
Total paid 2024 Wages	\$10,963,820.71	Q 85,517,801.56
TOTAL 2024	\$27,171,354.92	Q 211,936,568.36

5.1 Workplace Well-being

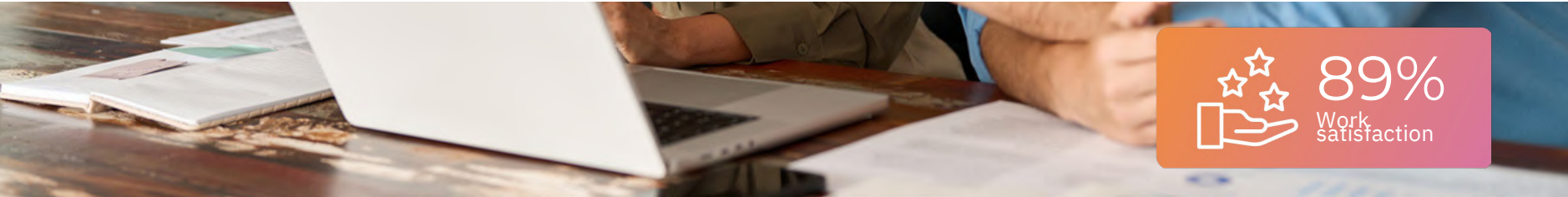
Workplace well-being is a fundamental pillar of our talent strategy and employee value proposition. Encouraging a balance between work and personal life not only drives better performance, but also strengthens our corporate culture. That’s why we prioritize a safe, inclusive, and growth-oriented environment, promoting happiness, productivity, and team engagement.

We have actively worked to strengthen our employee value proposition, based on meritocracy and our core values. This is reflected in the way we make decisions and in the

various elements that define our way of working, aiming to make the experience within Grupo AG enriching both professionally and personally.

As a result of the 2024 Organizational Climate Survey, our collaborators have demonstrated a high level of commitment and identification with the organization, which translated into an **89% satisfaction rate at the end of 2024—a 14% increase compared to the previous year.**

The challenge now is to maintain these satisfaction levels by strengthening key areas such as attractive employee benefits, recognition policies, development programs, career plans, and a strong safety culture.



Employee Benefits

In addition to complying with the benefits established by labor legislation, we offer a comprehensive program of benefits and corporate partnerships designed to ensure that our employees feel motivated and committed to teamwork and the achievement of corporate goals.

We foster loyalty through well-being initiatives that promote a balance between personal and professional life,

recognizing our employees as a key driver of the country's and society's progress.

Aware of the generational diversity within our team, we have developed a benefits program aligned with our values of safety and holistic well-being. This program is continuously updated to meet the evolving needs of our employees across different aspects of their lives. Among the benefits we offer are flexible schedules, hybrid work models, partnerships with gyms, among others.



Table of Benefits

Benefit	Description
 Life Insurance	We support our employees with a life insurance policy applicable in GT (Guatemala), ES (El Salvador), and HN (Honduras):
	• The cost of life insurance for the employee is 100% covered by the company, with the goal of supporting the family in case of the employee's death.
	• Life insurance coverage is divided into categories depending on the salary band.
	• For more information, please consult the policy of each country.
 Medical Expense Insurance	We support our employees with a medical expense insurance policy applicable in GT, ES, and HN:
	• The cost of medical insurance for the employee is 100% covered by the company, aiming to reduce any expenses caused by illness or accidents.
	• Medical expense coverage is divided into categories depending on the salary band.
	• Employees have the option to include dependents (spouse and children), with a discount applied to the employee's monthly payroll or biweekly payroll.
	• Deductibles, copayments, or coinsurance costs resulting from work-related accidents will be covered by the company.
	• Deductibles, copayments, or coinsurance costs resulting from medical emergencies or accidents not related to work activities must be covered by the employee.

Table of Benefits

Benefits	Description	Benefits	Description
 On-Site Medical Clinics	Applies only to GT. At AG, we provide medical clinic services at our locations: Sidegua, Distun Zone 7, Distun Zone 11, Distun Zone 12, Tubac, and Central Offices. These clinics have trained health professionals who, under a defined health plan, offer free medical care for common illnesses, incidents involving injury, and follow-up care for chronic patients and special cases.	 Legendaries (Retirement Program)	At AG, we offer a retirement program that applies to GT, ES, and HN. We recognize the commitment and career trajectory of our employees by providing them with a gift, a bonus, and support during the transition, according to a defined policy and meeting the following criteria:
 Sick leave by on-site Doctor	Applies only to GT. At AG, we prioritize health and offer the benefit of medical leave at any of the on-site clinics, for up to 3 days, authorized by our medical team, based on the clinical assessment of the employee, in the countries where this service is available.		• Administrative staff: From 65 years of age • Operational staff: From 63 years of age
			• Voluntary retirement: From 60 years of age
 Bereavement Leave	At AG, we support our employees during the grieving process by granting 2 paid leave days in addition to what is established by local law for the death of a parent, child, or spouse. Additionally, 2 paid leave days are granted for the death of a sibling upon presentation of the death certificate. Applies to GT, HN, and ES	 Severance Economic Benefit	In cases where an exception is requested because one of the criteria (age–seniority) is not fully met, a collaborator may still qualify for the Legendary Retirement Program if the sum of their years of service and age totals at least 80 years.
 AG Work Anniversary	At AG, we recognize the effort and dedication of our employees by granting them one paid day off during the month of their work anniversary. This day off is granted within the same month, authorized by the immediate supervisor, and validated by Human Resources. Applies to GT, ES, and HN.		At AG, we recognize the time and effort dedicated to the organization by providing an economic benefit to employees who are terminated, as long as they have more than 10 years of service and the dismissal is not due to a breach of the Code of Ethics or Standards of Conduct. A bonus equivalent to 5% more than their severance pay is granted, based on their initial date of employment. Applies only to GT.

Benefit	Description
 Emergency Salary Advance (Unplanned Catastrophic Event)	At AG, we provide employees the option to request a salary advance as support in the case of defined emergency events (Unplanned Catastrophic Events): • Complete or partial loss of housing due to natural disasters and/or unplanned events • Catastrophic illness affecting the employee's parents • Funeral expenses due to the death of a spouse, children, or parents of employees This benefit must be requested within a maximum of two weeks from the date of the event. Applies to GT, ES, HN.
 Product Sales	We offer employees a special discount on products manufactured by AG. This benefit applies only to products made by Grupo AG. Applies to GT, HN, and ES.
 Sales of Barrels and Cisterns	Employees are offered the opportunity to purchase plastic and metal barrels and plastic cisterns at a preferential market-based price. These are made from residual raw materials from the production process. This benefit is available via direct payment. (Applies exclusively to Honduras).
 Per Diems and Fuel	At AG, we provide employees with the tools and resources necessary to carry out their duties, reimbursing gas expenses and vehicle depreciation for inter-site travel, as well as food, travel, and hotel costs for administrative staff, in accordance with the established per diem policy. Applies to GT, HN, and ES.



Benefit	Description
 Parking Subsidy	The organization offers employees the convenience of having parking at their workplace. Depending on each country's conditions, this may be partially subsidized or fully covered by the company.
 Uniforms	As part of the tools and resources necessary to perform assigned tasks, we provide uniforms free of charge to our employees. This applies to all countries in which we operate.

Benefit	Description
 Flexible Schedule	At AG, we offer our administrative employees the opportunity to have a flexible 40-hour work schedule to maintain a work-life balance. The available schedule options are:
	• 7:00 a.m. – 4:00 p.m.
	• 7:30 a.m. – 4:30 p.m.
	• 8:00 a.m. – 5:00 p.m.
	• 8:30 a.m. – 5:30 p.m.
	• 9:00 a.m. – 6:00 p.m.
	The schedule must be fixed and may be changed quarterly, provided it is communicated and approved by the immediate supervisor. It is the supervisor's responsibility to monitor the team's schedule. This benefit applies only to Guatemala (GT).
 Home Office	At AG, we provide our administrative employees (not applicable to operational staff at plants and distribution centers) the benefit of working from home, subject to the current guidelines of AG's Home Office policy.
 Cafeterias	At AG, we support our employees' financial well-being by offering a meal subsidy in cafeterias at the various locations. The subsidy varies according to the employee's salary band. This benefit applies exclusively to Guatemala (GT). Health and safety are top priorities at AG, which is why food service providers in official on-site cafeterias must comply with microbiological food safety analysis every six months. The results are sent to the company's health department.

Benefit	Description
 Bus Transportation	AG provides transportation benefits, with assigned specific routes, for our employees working at the SIDEQUA plant in Guatemala (GT) and AG Honduras (HN).
 Half Day Off	At AG, we offer our administrative employees (monthly payroll) a paid half day off each month to run errands and take care of personal matters. These half days off are not cumulative as they expire monthly and must be authorized by the immediate supervisor. This benefit applies exclusively to Guatemala (GT).
 Academic Achievement	At AG, we celebrate the academic achievements of our employees by granting them a paid day off in the month of their graduation, upon presenting proof of graduation. This benefit applies to Guatemala (GT), El Salvador (ES), and Honduras (HN).
 Dad Day Off	At AG, we support families by granting an additional paid day off to new fathers, on top of what is already provided by law, for the birth of their children. Applies to GT, ES, and HN.
 Celebrations	At Grupo AG, we believe in the value of family, culture, and recognition. That's why we promote various celebrations that reinforce a sense of community and connection among our employees. We offer special benefits such as paid days off for the birth of children (for both mother and father), gifts for Mother's Day and Father's Day, and foster camaraderie with special gestures on occasions like Valentine's Day. We also promote national pride with in-office activities during patriotic holidays. Additionally, we share family-centered events for Children's Day to strengthen the bond between home and work. These initiatives apply to our operations in Guatemala, El Salvador, and Honduras, and are adapted to the specifics of each country.



Additionally, at Grupo AG we have agreements in place that offer discounts on dental and vision care services, access to gyms, educational and university programs, loans, and vehicle insurance—providing our employees with benefits that positively impact their well-being and quality of life.

We have also developed a recognition program focused on celebrating and valuing the contributions of our team to the organization's success. For this, we have defined different categories that allow us to recognize our employees based on the impact of their actions on our culture, ethics, competencies, professional development, the well-being of others, and the sustainability of the business.

We are proud to share that, to date, **79% of our team has been recognized at least once**, reflecting our commitment to meritocracy and internal motivation.

As part of our commitment to holistic well-being, we also support our employees through the transition into retirement with the **Legendarios Program**, which acknowledges their dedication and professional journey. This program includes a gift, a bonus, and personalized support to ensure that this new stage of life is experienced with dignity and meaning.

According to our policy, eligibility for the program is established as follows: administrative staff from the age of 65, operational staff from the age of 63, and voluntary retirement from the age of 60.



We want every employee who retires to do so feeling valued and leaving a mark on the organization and their colleagues. More than a farewell, we aim for this moment to be a recognition of years of effort and dedication, reaffirming the importance of talent in achieving our corporate goals.



79%

Of our team has been recognized at least once

On December 13, 2024, we held a heartfelt recognition ceremony to honor those who, through their experience, knowledge, and dedication, have left an indelible mark on Grupo AG. On this occasion, we celebrated 16 legendary employees, who received two special recognitions in tribute to their career and commitment to the organization.

As part of our commitment to talent development, we also offer training programs designed to strengthen the skills of our leaders and team members. We provide innovative tools and courses that address the current needs of the organization, preparing to ensure the continuity and evolution of the business.



One of the most outstanding programs has been the **"4 Disciplines of Execution"** workshop, focused on strengthening our culture and aligning with our value of excellence. Through the **#4DX methodology**, we provide a practical tool for setting clear priorities,

focusing on wildly important goals, and promoting continuous improvement in everything we do. This methodology helps us maintain high standards and execute our tasks efficiently.



Project: Improving Lives

In line with our vision of well-being, in 2024 we launched the *Improving Lives* project, remodeling dining halls and rest areas—spaces designed for our collaborators to eat, hydrate, and rest during their workday. This project will continue in 2025 and 2026 with the construction of more than 20 additional areas within the *Sidegua* and *Tubac* Parks, reaffirming our commitment to the health and well-being of our team.

Another benefit we want to highlight is **parental leave**.

According to Guatemalan labor law, workers are entitled to **two days of paid leave** after becoming parents. At Grupo AG, we have decided to **grant an additional day** so they can peacefully enjoy the beginning of this new stage in their lives.

Parental Leave

During 2024, a total of 126 cases of labor suspension were recorded, of which 15 were due to paternity and 9 due to maternity. We are proud to know that 100% of these employees successfully returned to work, reflecting the positive impact of our initiatives on their well-being and professional development.

Country	Location	Level	Maternity Leave
Guatemala	Central Offices	Directors and Managers	0
El Salvador	Sidegua	Administrative	
Honduras	Tubac	Operational	5
	Distun		
	Megaproductos		4
	AG Honduras		
Total Maternity Leave:			9

Country	Location	Level	Paternity Leave
Guatemala	Central Offices	Directors and Managers	0
El Salvador	Sidegua	Administrative	0
Honduras	Tubac	Operational	1
	Distun		5
	Megaproductos		
	AG Honduras		
Total Paternity Leave:			15





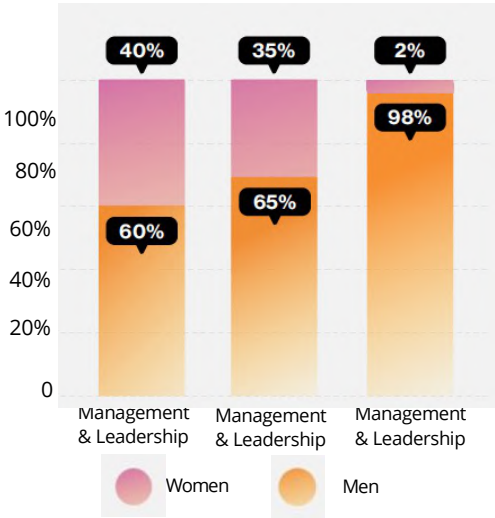
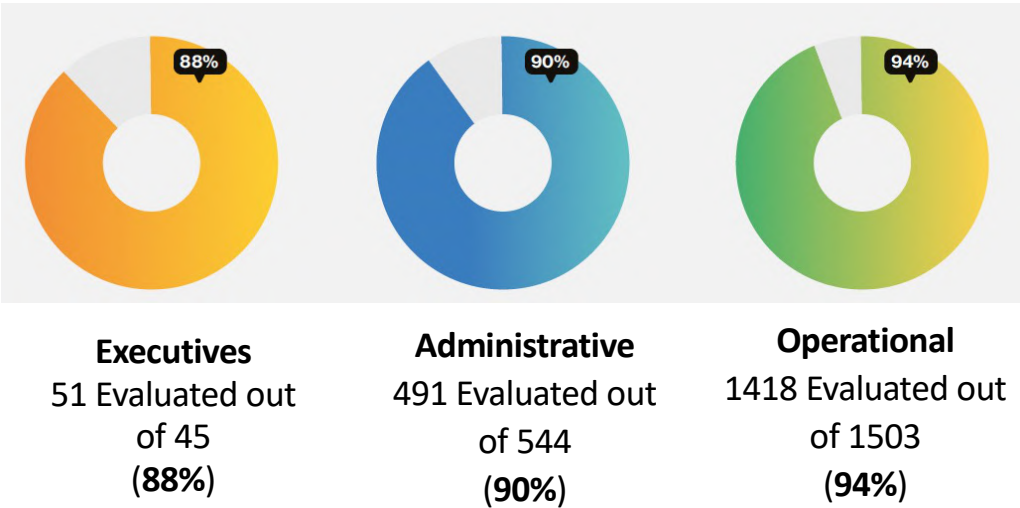
Internal Growth

We promote **internal growth**, prioritizing that most of our vacancies are filled by our own employees. As a result of this commitment, in 2023, **43% of our positions were filled with internal talent**, and by the end of 2024, we managed to increase this figure to **49%**, reflecting a **6% growth**, as mentioned in our Milestones section.

Throughout 2024, we made significant progress in managing cultural transformation and performance evaluation.

We have processes in place to measure both performance and potential of our talent, which allowed us to redefine improvement plans and optimize follow-up on evaluations, achieving greater effectiveness in meeting goals.

We also promote a culture of continuous feedback, providing our collaborators with the opportunity to receive constructive comments to strengthen their skills and enhance their professional development. Throughout the year, we conducted **performance evaluations** for 1,418 operational employees and 491 administrative employees, ensuring that each evaluation was applied to those who had been with the organization for more than six months. These efforts reflect our commitment to the growth and development of our team, ensuring that every collaborator has the necessary tools to reach their full potential within **Grupo AG**.



5.2 Health And Safety in the work place

At Grupo AG, health and safety at work are fundamental pillars of our culture and are guided by our core value: **“Safety and Comprehensive Well-being.”**

This commitment drives us to ensure and promote safety both inside and outside the organization, making sure that all our actions and decisions align with standards that help create safe and accident-free environments.

During 2024, we focused on strengthening our vision by recognizing that the health and safety of people is a shared responsibility that involves employees, clients, suppliers, and communities.

To that end, we prioritized safety in every decision-making process, ensured compliance with regulations and standards, and promoted a work environment that supports both the physical and mental well-being of our team.

We have an Occupational Health and Safety Management System (OHS), structured through a System Elements Manual, which enables us to ensure safe working conditions. In addition, we have adopted best management practices aligned with the steel industry and international standards, complying with the requirements of the ISO 45001:2018 standard. The implementation of this standard has strengthened our management tools and improved incident prevention across all our operations. Its scope covers the steel manufacturing processes, including billets, deformed and plain bars, wire rod, structural profiles, drawn wire, precast elements (welded mesh, high-strength bars), and preassembled components (continuous footing, flat bars, and columns).



As part of our commitment to health, in 2024 we inaugurated the expansion of the medical clinic at the Tubac Plant and developed Health Plans for Central Offices, Distun, and Megaproductos. Additionally, all our employees are affiliated with the Guatemalan Social Security Institute (IGSS) and have private medical and life insurance, ensuring access to quality healthcare services.

To continue promoting the well-being of our team, we implemented various initiatives for the prevention, promotion, and preservation of health, ensuring that each employee has access to tools and spaces that contribute to their overall well-being. Some of these initiatives include:

- **Preliminary medical evaluations, pre-employment medical evaluations** (for new hires), annual medical evaluations for employees performing Critical Risk tasks (detailed in a later section), and return-to-work evaluations after incidents or illnesses requiring suspension by IGSS.
- Multi-skill or job change evaluations.
- Medical evaluations for common illnesses, emergency care, first aid, and pre-hospital assistance, all of which are conducted at the Sidegua and Tubac medical clinics, which operate 24 hours a day, 365 days a year.

40



As part of our focus on **comprehensive well-being**, we also address **mental health**, providing sessions with a professional psychologist for those cases in need of support. We offer **educational activities** such as talks, targeted training, and infographics on occupational health and industrial hygiene, in collaboration with Industrial Safety delegates, across the group's different workplaces.

- We publish **monthly communications on preventive health**,

as well as implement webinars on topics such as nutrition and physical activity, breast cancer prevention, and mental health.

We **continue working on the Healthy Life Program**, which is aimed at employees who, during their medical evaluation, were diagnosed with any factor that could pose a risk to their health and well-being. The program offers space for physical activity during work hours within company facilities, and for employees with a Body Mass Index over 40, access to a nutritionist is provided.



- Health services are also extended to third-party transportation workers, who have access to the clinic at the Sidegua facility for primary care services.
- Throughout the year, we organized **health fairs and campaigns** at the Sidegua and Tubac sites, focusing on preventive healthcare. These events provided opportunities for vaccination and various lab tests such as creatinine, glucose, lipid profile, blood urea nitrogen, urine analysis, ultrasounds, as well as access to medications and vitamins.
- These initiatives were carried out with the support of Da Vinci University students and the Masagua health center.



» **Vaccination Campaign at Tubac:**

42 doses of the tetanus vaccine and 6 doses of hepatitis B were administered.

Influenza Vaccination at the Central Offices and Sidegua site, where 655 doses were administered.

Health Fair at the Tubac Plant:

Served 30 third-party drivers and 50 employees, including ultrasounds, lab tests, and 50 HIV and STI tests.

HIV/AIDS Prevention Campaign with the participation of internal staff.

» **Health Fairs at the Sidegua Industrial Park:**

Two editions were held, one of them exclusively for third-party drivers in July, offering services such as ultrasounds, lab tests, HIV/AIDS tests, and discounted payroll-deducted medication purchases. Grupo AG provides services and resources aimed at addressing the health needs of both its employees and third-party personnel, reaffirming its commitment to the health and well-being of its collaborators. For this reason, high-quality medical care is guaranteed at the company's clinics located in Sidegua Industrial Park and Tubac Plant.



These services are available for all shifts, providing assistance in cases of **illnesses, emergencies, and chronic treatments**, with a team of **highly trained professionals** who hold the required academic degrees.

Our main health services include:



Fully equipped medical clinics for **primary care and emergency attention**



Clinical laboratory in Sidegua for conducting tests required by legislation for Critical Risk jobs.



Primary care coverage for third-party transportation workers.



Emergency brigades, made up of personnel trained in first aid and incident response, present in every plant and shift.



Internal transport vehicle to ensure a quick response to any eventuality.

Occupational safety and health is also a fundamental pillar of our Health and Safety Management System. We focus on the prevention of occupational risks, the reduction of illnesses, and the minimization of workplace accidents.

An important achievement in 2024 was the drafting of our occupational health policy, which establishes clear and measurable guidelines focused on the well-being of our employees.

Additionally, we established

the Bipartite Safety Committee at each operational plant, including AG Honduras and all Distun locations, complying with legal requirements and incorporating representatives from the employer, employees, and the health team at each site.

With these actions, we continue to strengthen our culture of prevention, promote safer work environments, and care for the health of those who make Grupo AG's growth possible every day.



Occupational Health Programs in Development:

- **Ergonomics, Hearing Protection, and Respiratory Protection Programs**, which will be implemented in 2025. This marks a milestone for Grupo AG as it will be the first time these programs are introduced across the organization.
- **To foster a culture of safety**, we have implemented various initiatives and risk prevention and control tools that actively involve both our employees and third-party companies, such as:
 - » **Digital Reporting Platform**: Since 2020, this platform has allowed employees to report unsafe acts and conditions.
 - » **Safety Hour**: In 2024, we continued holding sessions led by department heads to reinforce prevention measures.
 - » **Electronic Reports**: Starting in 2024, health and safety findings are documented through digital reports.
 - » **Informative Meetings**: Implemented since 2023, these include on-site sessions and communications via email.
 - » **Alcohol and Drug Detection Policy and Procedure**: Includes scheduled, post-incident, random, or suspicion-based testing, ensuring a safe and risk-free workplace.

At Grupo AG, certain key positions involve performing tasks with critical risk, which may impact the health and safety of those carrying them out. To ensure the well-being of these employees, we have implemented a medical evaluation system, both at the beginning of the employment relationship and annually, with the goal of assessing their fitness to continue performing these duties under a controlled risk framework.



Below are the critical risk tasks and the examinations conducted during these evaluations:

- ✦ Control of harzarous energy
- ✦ Confined Spaces
- ✦ Overhead Cranes
- ✦ Working at heights
- ✦ Liquid Steel Route
- ✦ Scrap handling
- ✦ Mobile equipment

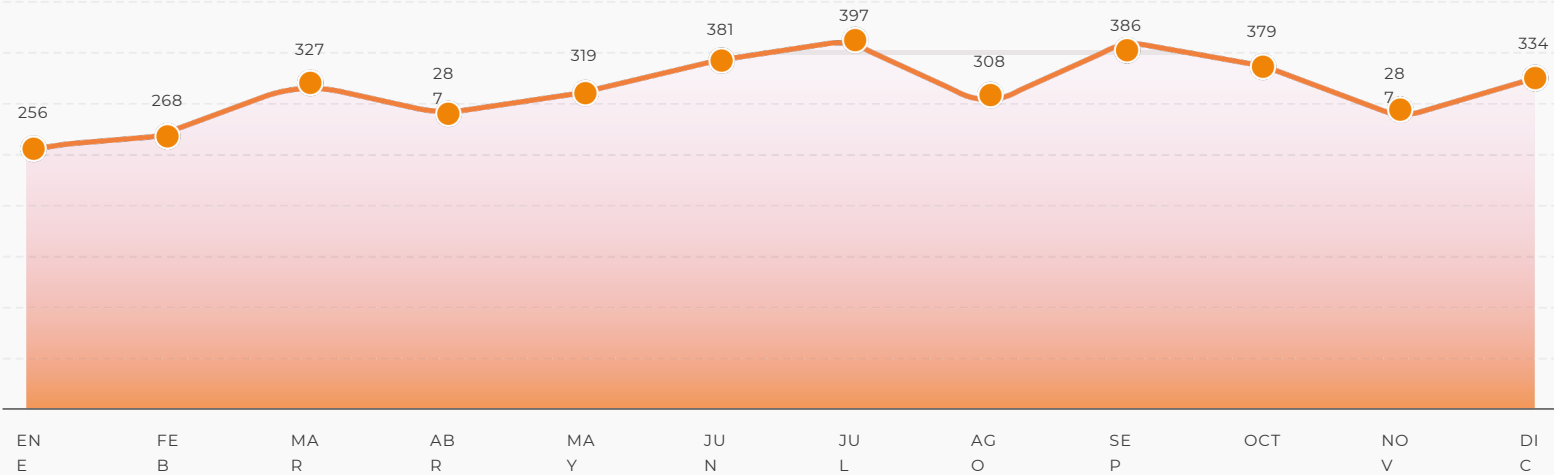
In addition, a total of **20,937 hours of occupational health training** were delivered in the following courses:

- ✦ General Safety Introduction
- ✦ Golden Rules for Hand Safety
- ✦ Working at heights
- ✦ Overhead Cranes
- ✦ Contractor Induction
- ✦ Mobile Equipment
- ✦ Preliminary Risk Analysis (PRA) and Work Permit
- ✦ Control of Hazardous Energy
- ✦ Emergency Brigades
- ✦ High- Altitude Rescues
- ✦ Confined Spaces
- ✦ Driver Induction

In 2024, we conducted **494 Critical Risk evaluations** at the **Sidegua Industrial Park**:



Accumulated Medical Consultations at Sidegua – Year 2024



AÑO 2024 CASOS

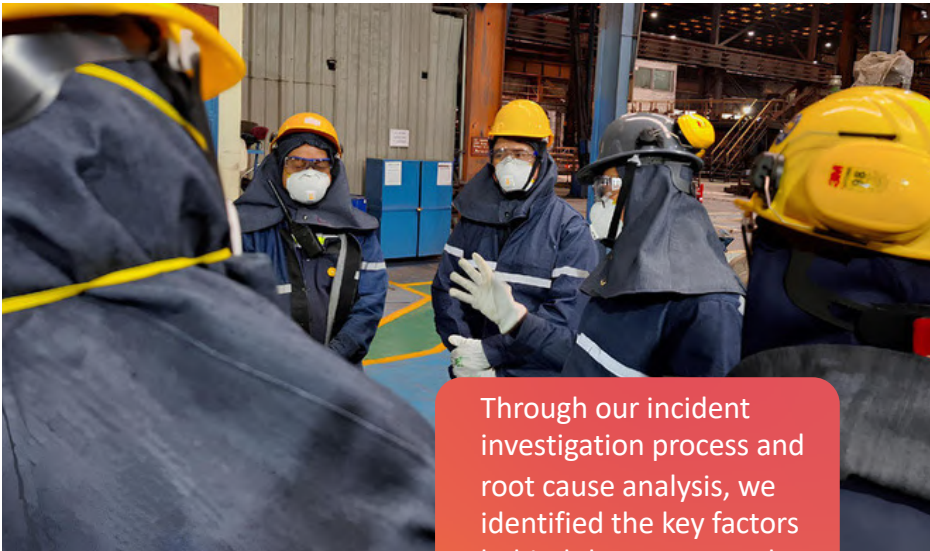
Throughout 2024, we launched the campaign “**Hands United for Safety,**” a symbolic and meaningful activity in which employees from all our locations actively participated. During the event, each person traced the outline of their hands on a banner, adding their name and messages that reflect the importance of caring for and protecting this valuable tool of work. Through this campaign, we sent a clear message: each hand represented symbolizes our personal commitment.

with safety and our core value: **Safety and Comprehensive Well-being.**

Regarding safety indicators, the Lost Time Injury Rate (LTIR) in our business units was:

- 3.13 in Steel,
- 9.07 in Solutions, and
- 4.04 in Corporate.

Although no fatalities were recorded, these results were not as expected, which led us to update the definition of LTIR to align with higher standards, by incorporating restricted or transferred work into the indicator.



Through our incident investigation process and root cause analysis, we identified the key factors behind these rates and, most importantly, established specific action plans to correct deviations and reduce workplace accidents. Our goal for 2025 is clear: zero fatalities and a significant reduction in the lost time injury rate (LTIR), setting targets of 1.20 for steel, 5.00 for solutions, and 1.79 for the corporate division.

Description	2022	2023	2024
The number and rate of fatalities resulting from a work-related injury	0	0	0
The number and rate of work-related injuries with lost time (excluding fatalities)	0.79	0.75	3.13
Recordable work-related injury rate	8.45	11.29	14.9
Main types of work-related injuries	Hand injuries	Hand injuries	Hand injuries
Number of hours worked	5,090,024	6,645,580	6,709,628
	(Own personnel hours + Third-party personnel hours)	Own personnel hours + Third-party personnel hours)	Own personnel hours + Third-party personnel hours)



To achieve this, Grupo AG will implement a safety leadership program, strengthening the alignment of the management system and addressing critical risks through baseline plans. In addition, we will promote the Multipliers program, involving all employees to foster mutual understanding, collaboration, and a positive impact on the organizational culture.

Our goal is to transform deviations into opportunities for improvement, promoting safe and innovative environments free of incidents. In addition to these advancements, we implemented preventive tools in the construction solutions unit, expanded the Tubac clinic, and conducted hygiene studies to improve the well-being of our employees

We also delivered the *IOSH Managing Safety* course for leaders, through which our leaders obtained international certification, reinforcing the importance of safety at all levels of the organization. The involvement of our directors in safety campaigns and the monitoring of compliance with critical risks further strengthened our culture of prevention.

A key highlight was the **5th Safety Summit** held at Grupo AG, where we shared experiences

and key learnings to continue strengthening our strategies in this area.

Additionally, we participated in conferences organized by the Chamber of Construction and the Chamber of Industry—platforms where we presented our best practices and lessons learned in industrial safety.

As part of our commitment to the community, we also delivered training sessions to clients, sharing essential knowledge in occupational safety.



Another major milestone was the implementation of **the Contractors Digital Platform**, designed to assess risk levels in alignment with **Element 11**, which aims to ensure the identification, evaluation, and control of all potential health and workplace environmental risks. This systematic approach has enabled us to develop a solid **occupational hygiene and medical health monitoring program** for our workers. We also inaugurated the Critical Risk Training Center at the Sidegua Industrial Park,

strengthening our accident prevention training efforts.

Additionally, we launched a new platform to evaluate third-party risk levels, enhancing supplier management. We celebrated achievements such as zero lost-time accidents (CPT incidents) at various locations and the graduation of new emergency brigade members—employees trained to respond to emergencies and disasters across our facilities.





In 2024, we restructured the Industrial Safety Team, incorporating six industrial safety monitors and one legal compliance analyst specializing in health, safety, and the environment, thereby strengthening our management capacity and regulatory compliance. Looking ahead, our main challenges include the implementation of Element 12 programs, which cover occupational health medical monitoring, ergonomics, respiratory and hearing protection, as well as the development of a comprehensive occupational hygiene program.

We also conducted ergonomic evaluations and hygiene measurements at Sidegua and Tubac, and we will continue with Critical Risk assessments at sites such as Megaproductos and Cal de Guatemala. Another key objective is the hiring of an occupational physician to provide care at Megaproductos Distun, as well as the start of construction of the medical clinic at AG Honduras. In addition, we will continue strengthening our nutrition and mental health strategies, generating occupational health content on our digital platform and ensuring

compliance with national legal requirements and certifications such as ISO 45001:2018. To achieve this, we implemented a Scorecard that allows us to manage these requirements and monitor occupational hygiene measurements at Distun, Mega, Central Offices, and AG Honduras. For the first time,

we used our own equipment to conduct studies on lighting, hand-arm and whole-body vibration, thermal stress, and airborne particles, optimizing the evaluation and control of these risks. Our commitment is to continue driving concrete actions to ensure safer and healthier work environments for everyone.



5.3 Diversity, Equity, and Inclusion

In 2023, we established a working group dedicated to promoting a culture of inclusion and respect within the company. One of the main challenges that year was enabling breastfeeding spaces at our workplaces, reaffirming our commitment to equal opportunities and the personal and professional development of everyone.

These policies have remained in place and have been strengthened over time.

In 2024, we promoted the use of breastfeeding rooms for our female employees and even made them available to third-party personnel who provide services within our facilities.

We also have a talent selection and hiring policy that is aligned with best practices in human rights, diversity, and inclusion. We respect diversity in gender, religion, ethnicity, and race, ensuring equal conditions and opportunities for everyone, in compliance with local labor laws and applicable international agreements.

As part of this commitment, we conducted a survey through the Human Resources team, identifying that approximately 3.82% of our employees belong to an indigenous ethnic group.

In 2024, the Grupo AG team was made up of 2,250 employees, of whom 88% are men and 12% are women. Comparing data from 2021 to 2023, we increased the number of women in managerial positions by 10%. We continue to promote female participation at the administrative level, where 34% of roles are held by women,

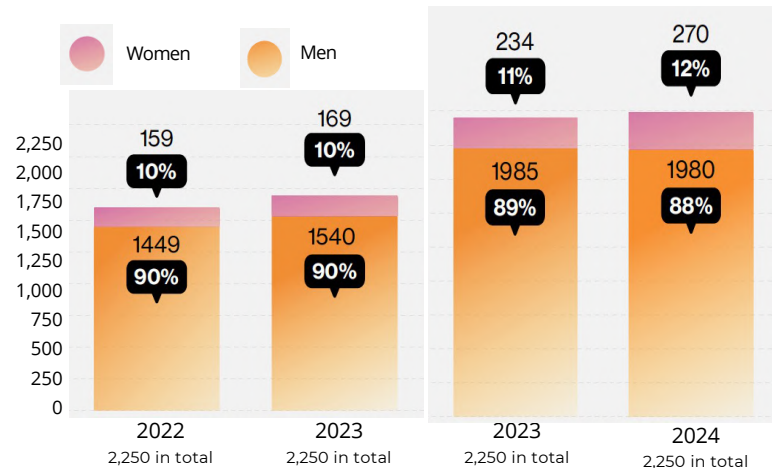
in leadership, where they represent 39% of director and manager positions.

In the operational area, we have also made significant progress.

During 2024, the number of women in these positions increased from 28 to 39, reflecting our ongoing commitment to inclusion at all levels of the organization.

As a result, women once again represented 2% of operational positions.

We continue working to build a more equitable environment where every person has the opportunity to grow and develop professionally.





Year 2023 & Year 2024 Overview

	Year 2023			Year 2024		
Position	Total	Men	Women	Total	Men	Woman
Directors and Managers	56	38	18	61	37	24
Administrative	577	389	188	601	394	207
Operational	1586	1558	28	1588	1549	39
Total Employees	2219	1985	234	2250	1980	270

	Women			Men		
Position	2022	2023	2024	2022	2023	2024
Directors and Managers	30.50%	32%	32%	69.50%	68%	68%
Administrative	34%	33%	33%	66%	67%	67%
Operational	1%	2%	2%	99%	98%	98%



39%

leadership positions held by women



34%

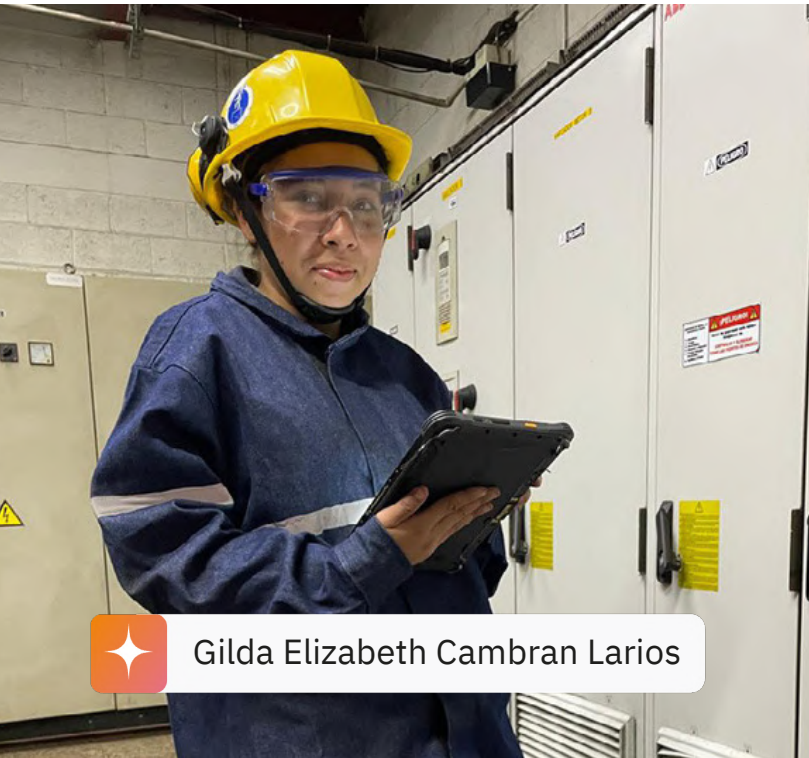
administrative roles held by women



10%

more women in managerial positions

Although the gap remains significant compared to their participation in administrative and managerial roles, we continue working to reduce it. We actively identify which operational positions can be held by women and are progressing in the development of a training program that provides them with the necessary tools to take on these challenges.



Gilda Elizabeth Cambran Larios



Silvia Raquel Castañeda Ayala

Gilda Elizabeth Cambran Larios is 23 years old and works as an Industrial Electrician, being the only woman in an electrician position. She feels proud of the work she has done gathering information on the machinery to schedule preventive maintenance at the Steel Plant.

Silvia Raquel Castañeda Ayala, Excavator operator, she is the third female employee in the Metal Yard area.



5.4 Attraction, talent development and continuous training

Through our Integrated Talent Policy and the Recruitment and Selection Procedure, we promote the attraction and development of talent in alignment with Grupo AG's strategic objectives. From the beginning of the employment cycle, we ensure integrity, adherence to our corporate values, meritocracy, equity, and

non-discrimination. With this, we not only promote the growth of our employees but also strengthen the business strategy.

Our commitment to the well-being of our team is reflected in the **Corporate Benefits Procedure**, where we define incentives that encompass safety, work environment, and development. These benefits are designed to attract and retain talent, adapting to the needs of each region and group within the organization.

In 2024, we have strengthened our attraction and selection processes by consolidating strategic partnerships and promoting our employer brand. We aim to ensure that the right people are placed in the right roles, driving the development of top talent within the organization.

One of our key projects has been the **Trasciende Program**, a talent incubator that brings in young professionals to contribute innovation, academic updates, and fresh ideas to various projects. Designed to attract and develop high-potential profiles, this program provides participants with the opportunity to apply their knowledge in strategic projects within Grupo AG.

Its impact has been significant: over 50% of last year's trainees were hired on a permanent basis, demonstrating the program's value both for the organization and for the professional growth of its participants.

As part of the optimization of our processes, this year

we incorporated the **"MI PORTAL AG" jobs section** into our main website. Now, candidates can access an external portal where they can view and apply directly to job openings, which has enabled us to manage our talent pool more efficiently and improve the candidate experience.

Additionally, we held more than six Job Fairs at various locations, opening our doors to connect with professionals and strengthen our talent base. In total, we welcomed over 350 people, of whom more than 30% were hired, reaffirming our commitment to creating job opportunities and growing our team.

+ 50%
trainees hired
on a permanent
basis





Empowering Talent in 2024

Development and Training at Grupo AG

At Grupo AG, training and education management is guided by our Integrated Talent Policy, which ensures that all employees—regardless of their level or location—have access to growth and development opportunities. The key strategies in this area for 2024 were:



Promote inclusion and accessibility

Promoting inclusion and accessibility by offering training at all organizational levels, from operational staff to executives.



Use of Technology

Use of technology by providing an educational platform that facilitates access to training across all locations.



Mandatory Compliance Courses

Establish mandatory courses such as Compliance, integrated into the training plan.

We base our approach on the 70-20-10: methodology



10%

Training programs structured into 3 categories:

- **Corporate:** Compliance and academies to ensure regulatory compliance
- **Functional:** Technical training based on the area of work
- **Individual:** Development of specific skills and competencies



20%

Development through coaching and mentoring



70%

Practical on-the-job learning

To ensure consistent and effective learning, we use two main modalities:



Educational platform: A key tool for distributing content across all locations, providing flexible access to training.



In-person training: Instructor-led sessions that reinforce specific knowledge and encourage direct interaction.

Main Achievements in 2024

Induction Program	• 594 new employees participated in the induction process..
	• 4.376 hours of training delivered
We Build the Future	• 89% satisfaction in surveys, highlighting the on-site experience, the warmth of the trainers, and the welcome kits.
Mandatory Courses	• Training on our new corporate values, Code of Ethics, and Standards of Conduct, achieving 100% coverage across all locations thanks to the joint efforts of AG Ambassadors—employees recognized as proactive and collaborative leaders
	• 95% participation rate, strengthening a culture of continuous learning.
AG Leader Certification	• 139 certified leaders
	• Program based on Business, Talent, and Culture, with 8 modules delivered by experts and strategic universities.
Intermediate English Program	• 45 selected employees, after passing evaluation tests
	• 73% pass rate after 4 months of training at Academia Europea, progressing to the next level.
Corporate Academies	• UCAG Academy: Training in Operational Excellence, Change Management, Commercial Skills, and Safety, with 86% completion rate.
	• TECAG: Industrial safety training in collaboration with Steel University, reaching 67% of operational staff.
Brigade Members	• 61 new brigade members trained in safety, reinforcing the commitment to workplace well-being.



Looking ahead to the coming years, we face important challenges in the management of training and education. In 2025, our main challenge will be to consolidate and launch the second certification of the **Líder AG** program, with the goal of continuing to strengthen leadership competencies at all levels of the organization. Following the success of the intermediate-level English course in 2024, we will resume the second cohort of this training, with the challenge of increasing the approval rate and encouraging more

employees to progress toward higher levels. We aim to provide more tools that enhance their growth and allow them to expand their opportunities within the company.

In TECAG, we will focus on expanding the course offerings by incorporating new content tailored to each business unit. Our goal is to provide more comprehensive operational training, ensuring that our teams in plants and key areas acquire knowledge that boosts their performance.



We will also continue advancing with the Development Model, maintaining a focus on strategic topics such as Operational Excellence, Change Management, Digital Transformation, Communication, and Health. At the same time, we will strengthen functional training, ensuring that our collaborators acquire practical and specific skills that enhance their performance and contribute to the organization's success.



5.5 Labor Rights and Freedom of association

At Grupo AG, we guarantee **freedom of association** and have no restrictions in place regarding it. Currently, there are no worker or supplier associations within the organization. However, in 2024, we reaffirmed our commitment to active listening and dialogue focused on employee well-being through the creation of the **Bipartite Safety Committee**, aligned with Guatemalan legislation. This committee is composed of representatives from the employer, employees, and the health team of each site, with the aim of addressing occupational health and safety topics, promoting preventive initiatives, improving working conditions, and inspecting areas after an accident occurs.

Additionally, in the same year, we created spaces for dialogue with finished product logistics providers to better understand the challenges they and their teams face in service delivery. These meetings were held at the Tubac offices, where a selected group of providers acted as spokespersons for their peers. This approach allowed us to identify and close gaps, strengthen mutual trust, and improve our processes.





COMMUNITY

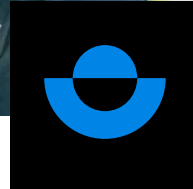


Adding value to
customers,
suppliers, and

06

+

Adding value to
customers,
suppliers, and
communities



6. Adding value to customers, suppliers, and communities

6.1 Client Experience

At Grupo AG, we set ourselves an ambitious goal every year: to place the customer at the center of our management. In 2024, we reinforced our team's commitment to our corporate value "Total Commitment to the Customer," ensuring that their needs are the foundation of all our decisions and actions.

Improving our customers' experience became one of our main goals of the year, and to achieve this, we designed a work plan based on two fundamental pillars that marked the beginning of this transformation:

Functional Front:

This pillar focused on optimizing key moments of interaction between our customers and the company. Some of the most notable actions include:

- **An increase** of more than 20 percentage points in the punctuality of our deliveries.
- **Training of more than 80 customers and their collaborators** in technical aspects of our products.
- **Launching a New Platform** digital "Escuela de Acero" (Steel School):

Launched to provide our clients with training on our products and commercial strategies.

• **Implementation of new communication tools**, such as a callback service, a WhatsApp line for direct claim management, a newsletter, and our podcast "Con el Cliente en el Corazón" (With the Customer at Heart).

• **A strong commitment to the visibility and positioning of our brand**, Grupo AG, at our clients' points of sale. This was reflected in the delivery of 50 storefront facades and the installation of AG-branded visibility elements in more than 70 stores by the end of 2024.

Transformation Front:

We began a deep transformation of our customer service chain, "lead to cash," covering everything from order placement to claims management. Key milestones include:

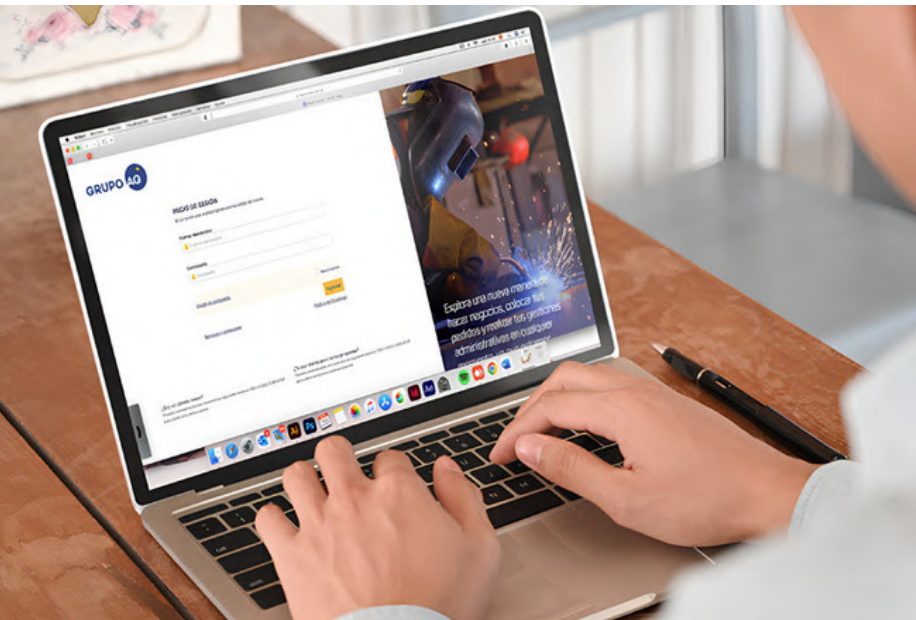
• **New claims process:** We redesigned our claims procedure, setting a maximum response time of less than 48 hours.

AG en Línea: As part of our digital transformation, we launched the AG en Línea portal — a platform where our customers can check prices, place orders, track their products, and view their account status all in one place. This tool, available 24/7, allows our clients to self-manage their steel product purchases and optimize their experience with us.

This is just the beginning of an ongoing improvement effort.

•**Customer Service Process**

Transformation: In 2024, we began transforming other key processes related to the customer experience. This initiative will continue into 2025, covering areas such as logistics, customer service, billing, credit, and collections, among others.



These advancements reflect our commitment to customer satisfaction and operational efficiency, positioning us as a strategic partner in their growth. Thanks to these initiatives, over the past year we achieved a 12.2% improvement in our NPS score and an increase of +0.3 in our Customer Satisfaction Index, according to the 2024 NPS study by Ipsos.

These results confirm that we are moving in the right direction, improving our customers' experience and strengthening their loyalty to Grupo AG.

“Women in Green”: Celebrating International Women’s Day

On International Women’s Day, we participated in **“Women in Green,”** an event organized by the **Guatemala Green Building Council (GGBC)**. This gathering allowed us to highlight the voices and experiences of women who lead

with vision and determination, inspiring and connecting professionals from different sectors. We were joined by some of our clients, such as Claudia Borrayo from Construerre, S.A., Sofía Barrios from Corporación Ferretera Coatepeque, S.A., and María Jiménez Jiménez from Aceros de Occidente, who shared their leadership experiences in the construction industry.



They also participated in the digital campaign **“Women of Steel,”** sharing their stories as leaders in the steel industry.

At Grupo AG, we are convinced that diversity and inclusion are fundamental to building a more sustainable future. We continue to promote spaces where women can grow, lead, and inspire future generations.

Driving Growth and Profitability through RGM

In 2024, our company took a strategic step toward managing growth and profitability with the implementation of a robust **Revenue Growth Management (RGM)** structure. This new framework enabled us to develop key capabilities and adopt a more holistic approach to serve our clients and strengthen our commercial relationships.

These actions have allowed us to identify and capitalize on growth opportunities by offering solutions more closely aligned with our customers' expectations. Thanks to the efficient management of strategy, portfolio management, and the implementation of analytical tools, we have been able to make more informed decisions, which has had a positive impact on both our commercial results and the value we deliver to our customers. This comprehensive approach reinforces our commitment to sustainability and the long-term success of the company.

Throughout the year, we implemented initiatives aimed at optimizing the structure of our product portfolio.



6.2 Our Value Chain: Suppliers

Our suppliers are a key component in the functioning of our supply chain and in ensuring customer satisfaction. As we have expanded our operations, we have also strengthened and diversified our supplier network. We work with strategic partners in ferrous materials, raw materials, spare parts, and transportation, ensuring that all adhere to our Code of Ethics and Standards of Conduct, comply with health and safety practices, and reaffirm their commitment to the non-exploitation of children. This approach allows us to manage our relationships responsibly and in alignment with our corporate values.



Comply with their **tax obligations**.



Are **not involved** in cases of **corruption**



Respect our policies on **transparency** and **honest conduct** throughout the value chain.



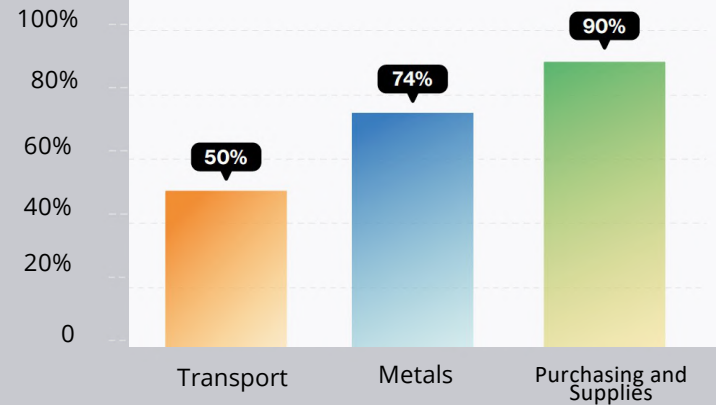
Complete the **Occupational Safety induction**.

Likewise, we work with three types of suppliers based on their area of expertise:

1. Procurement and Supplies Suppliers

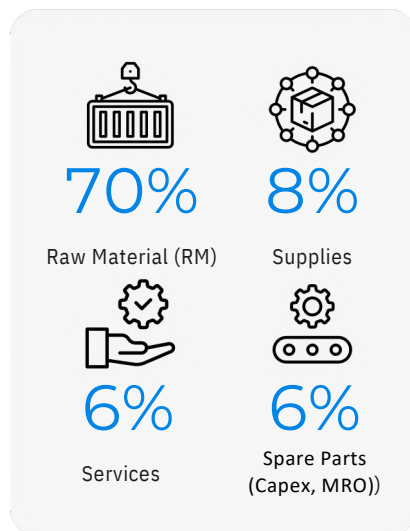
2. Metal Suppliers

3. Logistics Suppliers Aiming to improve processes in each of the areas—**Logistics, Metals, and Procurement**—in 2024, we continued using the **Net Promoter Score (NPS)** to measure our suppliers' satisfaction. Maintaining active listening has allowed us to strengthen these relationships and continuously enhance collaboration.



1 Purchasing and Supplies Providers

Our input structure is divided into four main categories:



Currently, we have **942 suppliers**, of which **74% are local** and **26%** are international.

The main regions of import include:

- Asia:** China, India, Japan
- Americas:** Peru, USA, Mexico
- Europe:** Germany, Spain, Italy

Throughout the year, we achieved key results, including:

» **Created new positions**, such as *Sourcing Manager* and *Supplier Prospecting Specialist*.

» **Advanced 90% in the reengineering of the Purchasing process**, achieving greater traceability and transparency, and reduced purchase release time by 40%.

» **Developed 20 suppliers** in Guatemala, Honduras, and El Salvador, and improved negotiations with suppliers through the integration of Surveyor services at ports.

» **Implemented the Efficient Spending Tower**, achieving savings of USD 1,059,264 between September and December 2024, and reduced purchase transactions with multiple quotations by 13%.

» **Updated the service agreements** of the purchasing team with an implementation plan for 2025, and incorporated legal risk assessment in raw material procurement.

» **We managed non-conformities**, optimizing resources and improving material availability.

» **We achieved a significant increase in the purchase of Guatemalan scrap**, reinforcing our commitment to recycling and the circular economy in Guatemala.

» **Additionally, we continued to grow in the Central American market**, expanding our supplier network, strengthening our supply chain, and promoting sustainability in the region.

Looking ahead, we face several key challenges in supply chain management. One of them is the development of strategic suppliers that meet business expectations and promote sustainability, as well as strengthening the quality and reliability of the supply chain. We are also working on optimizing the non-conformity process through the use of technological tools to speed up resolution and on the implementation of process standardization.

Finally, we focused on strengthening key indicators to enable agile and effective decision-making, and on implementing comprehensive strategies to reduce claims and non-conformities, ensuring an efficient supply of raw materials and goods.

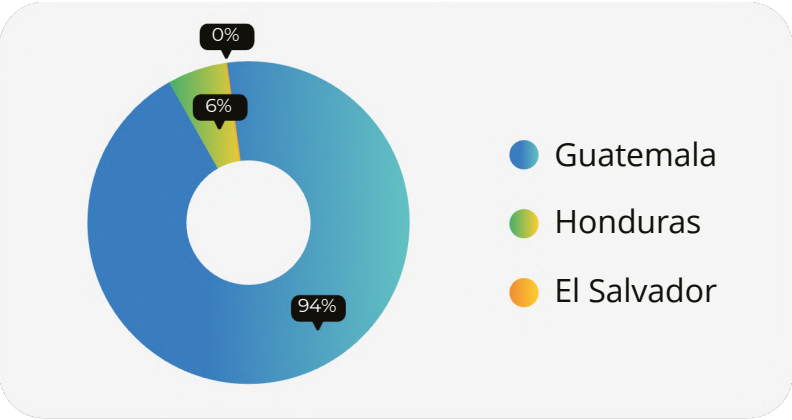
Guatemala has faced a port crisis in recent years, leading to delays and a logistics crisis that has significantly impacted not only our business but the entire productive chain.

As a result, our team actively participates in various industry groups to propose institutional solutions that support and help improve the competitiveness of Guatemala and the region. These actions strengthen our supply chain management, aligning it with Grupo AG's principles of efficiency, sustainability, and strategic growth.

Payment to Suppliers

During 2024, Grupo AG invested **214 million dollars in local purchases** across **Guatemala, El Salvador, and Honduras**. Local purchases in **Guatemala totaled 201 million dollars**, representing 94% of the investment in local suppliers.

Local Purchases by Country

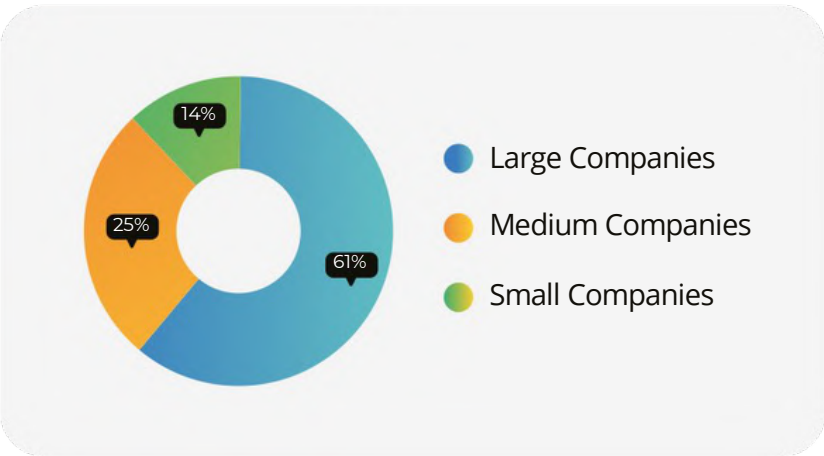


Local Purchases By country	%	Total Purchase (USD Millions)
Guatemala	94%	201.35
Honduras	6%	12.84
El Salvador	0%	0.2
Total	100%	214.40

In Guatemala, purchases were distributed as follows:

Local Purchases	%	Total Purchase
Large Companies	61%	\$ 123.07
Medium-sized companies	25%	\$ 50.83
Small Companies	14%	\$27.45
Total	100%	\$201.35

Local Purchases GT



2 Metal Providers

In 2024, we achieved 100% compliance in our training program aimed at metallic suppliers, ensuring that our suppliers have the tools and knowledge necessary to operate efficiently and sustainably.

We continue to expand our network

of ferrous scrap suppliers in the Central American market, consolidating our strategic raw material. This growth not only contributes to recycling in the region, but also drives the development of our strategic partners and strengthens our supply chain. Through this effort, we reaffirm our commitment to sustainability and regional growth.



Circular Industry: Integrating Clients as Ferrous Scrap Suppliers

As part of our sustainability strategy, during the reporting period we collected 639 metric tons (MT) of ferrous scrap through our circular industry initiative. This achievement not only reinforces our commitment to the circular economy, but has also enabled us to incorporate new suppliers into our portfolio, who now play a dual role as both clients and suppliers of Grupo AG.

This integration strengthens the complete steel recycling cycle, driving an innovative and sustainable business model that reduces environmental impact and optimizes resource use.

Looking ahead, we face significant challenges in managing suppliers within our development programs. Among the main challenges are:

- Retention of our supplier portfolio





- Compliance with industrial safety regulations within the SIDEQUA industrial park.



- Proper use of Personal Protective Equipment (PPE).



- Improvement in the conditions of transport units.



- Optimization of the experience for suppliers and transporters who visit our facilities for processes.

With these objectives in mind, we continue working to strengthen our supplier network, improve our practices, and establish ourselves as a benchmark in sustainability and efficiency in the steel industry.



3 Transport providers

In 2024, the Logistics Department focused its efforts on strengthening the transportation variable to minimize the risk of increased dispatch time, through the improvement of our logistics capabilities, the optimization of communication with clients, and the development of our supply chain. Regarding the organization and increase of logistics capabilities, we worked on:



- Recruitment of new suppliers and increase in local transportation fleet (% increase / Quantity)



- Development of various BI Dashboards to achieve more efficient management of the transportation fleet.



- Redesign of the transportation planning process to improve accuracy in unit arrival and loading.



- Redesign of the logistics team structure to develop role specialization.



Regarding improvements in customer communication, we achieved the following milestones:

- 1.We developed and implemented order delivery date notifications for our customers directly from the system.
- 2.We validated and developed SLAs with our main clients (Top 20) to provide better service.
- 3.We achieved a significant improvement in customer satisfaction in deliveries, where our main sales channel, the distributors, increased their rating from 7.9 to 9.1, positively impacting the NPS.



CSAT Product Delivery	
Fulfilment of agreed delivery time	Complete Order Delivery
+1.0	+0.8
8.8	9.1
7.8 Wave 1	8.3 Wave 1

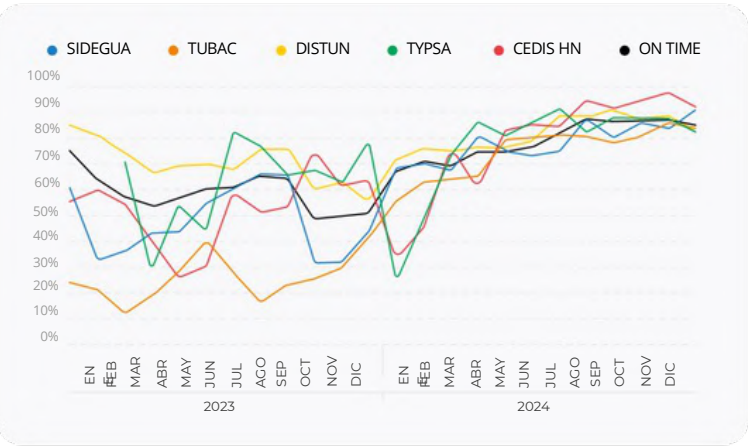
4.We achieved and surpassed the main logistics metric for On-Time performance, improving from 69% in January to 86% in December, with a cumulative rate of 81% in 2024.

On Time Accumulated	
Year 2023	62%
Year 2024	81%

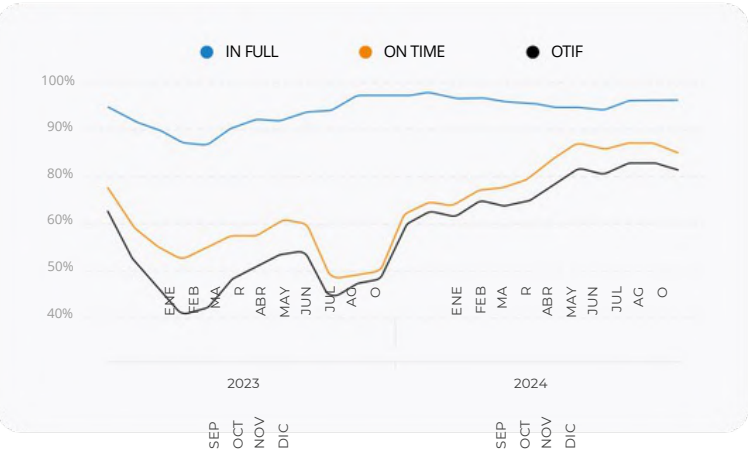
5. We improved the OTIF indicator, which reflects the number of orders delivered complete and on time, maintaining complete order deliveries above 90%, demonstrating that the impact of on-time deliveries was even greater.

With these initiatives, we reaffirm our commitment to continuous improvement and operational excellence, promoting a more efficient logistics model aligned with the needs of our customers.

ON TIME
By shipment release



OTIF
On time in full



Improvement in Supply Chain Development Certification Program: Driver Training School

As part of our commitment to excellence and the well-being of our strategic partners, we implemented the certification program **“Pilot Training School.”**

This program, aimed at transportation drivers, has been a fundamental pillar

in the professionalization of the sector and has enabled us to reach **72% of the established goal**, exceeding the **60% of the population** initially targeted.

During the second quarter of the year, we launched the development of the program with the goal of strengthening relationships with our strategic partners and fostering knowledge and skills focused on three of Grupo AG's core values:

- **Safety and holistic well-being**
- **Total commitment to the customer**
- **Integrity**



Technical requirements, offenses and penalties, values, and reporting channels were all covered.

As a result of the certification program, we successfully reached and trained **over 500 drivers**, who were recognized during the **first closing event held in December**.



We delivered various workshops with training modules to reinforce and raise awareness on the following topics:

- **Industrial safety and the driver's guide**
- **Customer excellence and the complaints channel**
- **Anti-bribery policies and whistleblowing channels**

Additionally, the **Communications Department** created the **Driver's Guide**, a fundamental tool that outlines the internal rules for the entry, stay, and exit of transport units,

National Driver's Day

In July, we celebrated National Driver's Day, honoring our strategic partners with the First Health Fair for Grupo AG Suppliers.

This event was held for drivers from Sidegua and Tubac, with the support of key partners such as the Masagua Health Center and the Mixco Health Center, who provided educational talks. In addition, Da Vinci University of Guatemala offered training on ergonomics, and medical providers CEDIP and AMICELCO conducted general medical check-ups.

A total of 140 drivers participated across different locations, reaffirming our commitment to the well-being of those who are part of our value chain.

In the last quarter of the year, aligned with the initiative **"Together, we improve lives to transform society,"** the Futuro en Movimiento ("Future in Motion") project was launched. This project emerged from a diagnostic assessment conducted with our transportation providers, which revealed the need to strengthen drivers' knowledge in occupational safety and road safety.

Looking ahead to **2025**, we have defined key objectives to continue positively impacting the lives of our strategic partners:

- **Expansion of the Certification Program:**

- >>Train 80% of the target population through the certification program.

- >>Reinforce the **culture of industrial safety** and the **importance of customer service**.

- >>ncorporate a new curriculum focused on **road safety**.

- **Health and Well-being:**

- Organize **new health fairs** targeted at drivers.

- **Process Optimization:**

- Improve the content and methodology of the induction program for drivers.



6.3 Positive Social Transformation: Communities

In 2024, we focused our community engagement strategy on strengthening collaboration with the communities where the Early Childhood Care Centers operate, prioritizing Caserío Los Lirios and Aldea El Milagro—two of the five communities influenced by the company. Additionally, we extended our reach to Aldea La Guardianía and Aldea Obero, located in the municipality of Masagua. Our main objective is to contribute to poverty reduction by **creating spaces that promote childcare and early development**, thereby facilitating future integration into the labor market and promoting the productive growth of their communities.

As part of our social commitment, we consolidated our flagship program **“De Hoy Para Siempre” (From Today to Forever)**, which reflects our vision of building a sustainable future and generating a positive impact in the communities where we operate. This program represents a firm commitment to early childhood in Guatemala through a comprehensive approach to early and preschool education. Additionally, it is a strategic alliance between the government, the private sector, and international organizations, with the purpose of providing children with a solid foundation to improve their quality of life.



The program aims to:

- Expand educational coverage for children from 0 to 6 years old.
- Strengthen the skills of caregivers and educators, promoting the use of play, early stimulation, and affection as key tools.
- **Improve educational infrastructure**, ensuring adequate environments for learning and child development. Our commitment to educational infrastructure is focused on ensuring that

children have safe and suitable spaces for their education and development. As part of this effort, and in alignment with the agreements established with the Municipality and the Secretariat of Social Works of the President's Wife (SOSEP), we began the process for the renovation and improvement of infrastructure in the Early Childhood Care Centers. Through these actions, we reaffirm our commitment to generating a positive impact on the education and well-being of children.



At the **Early Childhood Development Center (CADI)** in **Caserío Los Lirios, Masagua**, we supported the renovation of locks on classroom and restroom doors, and provided essential appliances such as a refrigerator, stove, cabinet, and kitchen utensils. We also contributed by painting the entire facility, providing both materials and labor, thereby ensuring a safer and more suitable space for child development.



At the **"Mi Estrellita" Early Childhood Development Center in Aldea La Guardianía, Masagua**, we contributed with the installation of various supplies and improvements to the infrastructure. Additionally, we delivered essential appliances such as a refrigerator, stove, cabinet, and kitchen utensils to support the students' nutrition. We were grateful to have the valuable support of Grupo AG volunteers, who participated in the painting and maintenance work, reaffirming our commitment to the community and child well-being.



At the **San Juan Mixtán Official Rural Mixed School**, Masagua, we built a set of three restrooms with sinks for the pre-primary level and donated 18 buckets of water-based paint for facility maintenance.

At the **Official Rural Mixed School in Aldea Llanitos**, we helped improve students' learning conditions by donating desks and whiteboards, providing a more suitable environment for their educational development. These actions are part of our donation policy and are aligned with the educational strategy promoted by the **Masagua Municipal Office of Education**, which provides support to the municipality's schools.



As part of our commitment to the community and social well-being, we also made a donation of essential medical supplies to the **Municipal Departmental Firefighters of San Miguel Petapa**. This support aligns with our social engagement strategy and aims to acknowledge the invaluable work they do in protecting and ensuring the safety of the community. All these initiatives reaffirm our purpose: **"Together, we improve lives for our society."**

Volunteering 2024: Grupo AG's Commitment to Social and Community Development

At Grupo AG, volunteering is a fundamental part of our commitment to social, community, and humanitarian development. In 2024, we focused on activities that generate a positive impact and are aligned with our social investment pillars.



Through the **AG Construction Volunteer Program**, we reinforced our commitment to sustainable housing that provides safety and well-being for families. Thanks to our collaboration with **Habitat for Humanity Guatemala**, we took another step toward building a more sustainable and resilient future for our communities and the country.

During our Values Volunteer Day: **"Sowing Values for a Better Future,"** we promoted

fundamental principles both within and outside the organization. More than 90 first-grade boys and girls from the **Escuela Nacional Urbana Mixta Doña Quirina Tassi Agostini in Zone 12** participated in educational activities on ethics, solidarity, and respect. Team members from Legal, Finance, Communications, and Sales dedicated their time to sharing these values through playful activities, in an initiative carried out in partnership with GuateÍntegra and United Way Guatemala.



As part of our **“Sembrando Huella” (Leaving a Mark) program** with the **National Forest Institute (INAB)**, we joined our families to plant **more than 2,000 trees** in a wooded area of the **Military Polytechnic School of Guatemala**, located in San Juan Sacatepéquez. With the support of **the Second Paratrooper Brigade of the Guatemalan Army**, more than **120 volunteers** participated in



this awareness initiative about the importance of forests and their environmental impact.

Through these initiatives, we reaffirm our commitment to sustainability, education, and the well-being of communities, strengthening our social impact and building a better future for all.

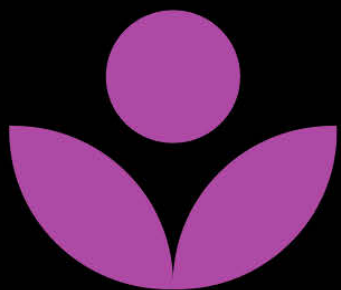
Promoting Employment in Communities

In addition, promoting employment in the communities where we operate is a priority. Through the **Corporate Benefits and Partnerships Program**, we have developed strategies to create more job opportunities in areas near our operations. At the Sidegua Industrial Park, where a high percentage of our employees are based, we have established partnerships with key institutions such as the municipalities of **Masagua, Escuintla, and Santa Lucía Cotzumalguapa**, as well as the **Technical Institute for Training and Productivity (INTECAP)**.



In 2024, we strengthened our collaboration with the municipalities of **San Miguel Petapa and Villa Nueva**, ensuring a proper flow of talent for our Tubac Plant, which is located near both communities. As part of our commitment to transparency and dialogue with local communities, we offer the **“Dilo Seguro” (Say It Safely) reporting channel**

available to employees, suppliers, contractors, and neighbors. This channel provides a space to express any concerns or dissatisfaction related to our operations, ensuring open and effective communication — more details on this will be provided throughout this report.



WELL-BEING



↑
07
+ The organization
is healthy



7. The organization is **healthy**.

In terms of Good Governance, we have taken significant steps and implemented several key initiatives. We launched our Code of Ethics and reaffirmed our Zero Tolerance Policy against corruption and bribery, supported by a training program aimed at both executives and employees.

We also enabled the Ethical Reporting Mechanism on the new platform “**Dilo Seguro**”, which allows any interested party to report inquiries or possible irregularities that could put our Group’s reputation and integrity at risk.

We are also part of the **Anti-Corruption and Transparency Initiative (ACT)** for Central America, and we signed a **Memorandum of Understanding** with the **Partnership for Central America and Transparency International (TI)**, reinforcing our commitment to transparency in the region.

Internal Policies

- Code of Ethics and Standards of Conduct
- Anti-Corruption and Anti-Bribery Policy
- Internal Conflict of Interest Policy
- Human Rights Policy
- Corporate Benefits Policy
- Gift Policy
- Donations Policy
- Internal Occupational Health Policy
- Integrated Talent Policy

7.1 Our Commitment to Integrity and the Fight Against Corruption and Bribery

At Grupo AG, we have taken important steps in **managing ethics and anti-corruption policies**, implementing key initiatives that strengthen our commitment to transparency and integrity. The **Compliance function** leads the management of ethics and anti-corruption, ensuring the implementation and monitoring of preventive tools. The **Ethics Committee** oversees the organizational strategy in this area and evaluates reports received through our whistleblower channel.

We report semi annually to senior management, presenting key indicators, identified risks, implemented controls, and materialized bribery reports. Currently, these practices cover 100% of Grupo AG’s operations, supported by prevention, mitigation, and management tools.

for ethics and anti-corruption risks. As part of this commitment, we have implemented an **Anti-Bribery Management System** certified under the **ISO 37001:2016** standard by **AENOR**.

To promote integrity and transparency, the Code of Ethics and Standards of Conduct governs conflicts of interest within the organization. This policy applies to executives, managers, employees, and business partners. Reports related to conflicts of interest involving executives and managers are evaluated by the Ethics Committee, which determines the appropriate corrective actions.

Additionally, every year, all employees and executives must update their conflict of interest declarations, and the reports received are presented to senior management and the board of directors.

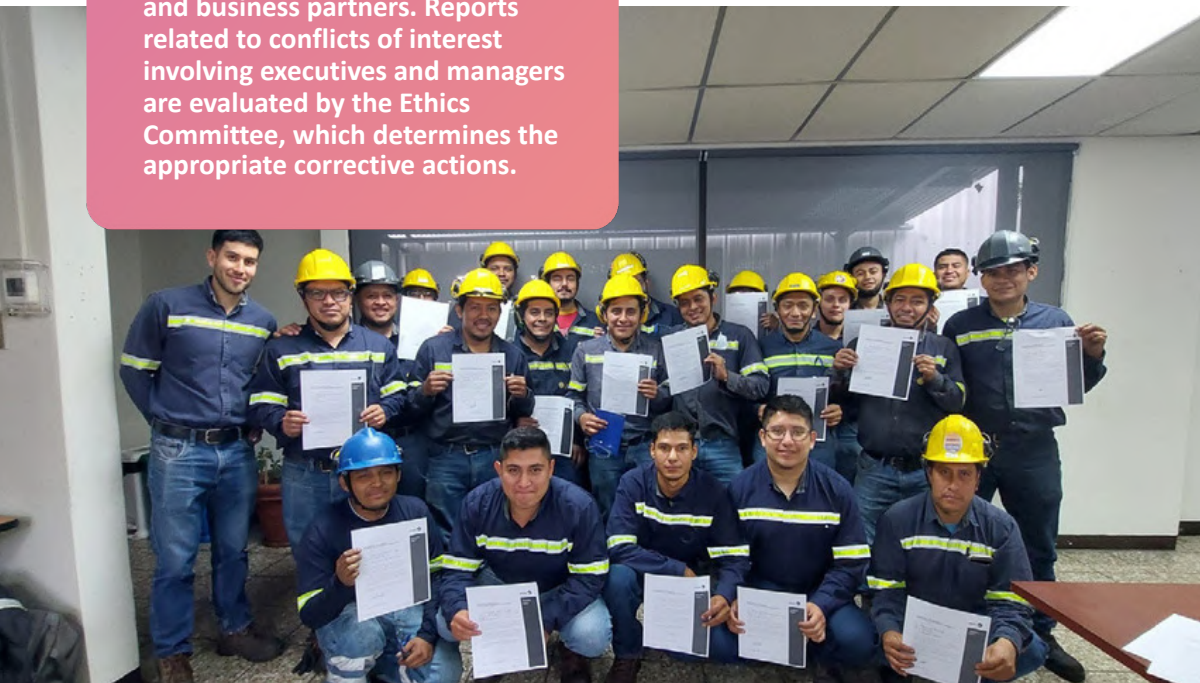
Regarding donations, we have established a policy that ensures transparency in every contribution, requiring **Due Diligence** from applicants. This process ensures that each donation is made ethically, responsibly, and in alignment with the organization's principles.



The Ethics Committee is composed of members of the Board of Directors, external members, the CEO, and the Compliance Officer. It meets monthly to foster an ethical culture, evaluate and manage reports of unethical behavior, and oversee the implementation of ethics and compliance programs.

Throughout 2024, we launched several key initiatives to increase ethical engagement within the organization. These include the release of the Code of Ethics and Standards of Conduct, as well as the launch of the “Dilo Seguro” reporting platform.

We also implemented in-person workshops titled “**We Build the Future**” to train all our employees, promoting an ethical culture and aligning the entire team with our organizational values. By the end of 2024, we achieved 86% ethical engagement and 89% engagement in our reporting culture, with over 6,200 man-hours of training in ethics and anti-corruption.



In terms of anti-bribery management, we updated our **Anti-Corruption and Anti-Bribery Policy**, reassessed risks across all processes and events, and trained **100% of our employees** in ethics and anti-corruption. We integrated compliance with these standards into the **AG Ambassadors Program**, and we continue to maintain our **ISO 37001 International Certification**.

In 2024, we received **127 reports** through the whistleblowing channel, **60%** of which were confirmed as valid cases. Additionally, we managed these cases with an average resolution time of **38 days**, consistently maintaining

a diligent and transparent approach. In November 2024, we launched the **Working Group of the Anti-Corruption and Transparency (ACT) Initiative** for Central America, led by Transparency International, where we actively participate with a strong commitment to ensuring that our operations in the region respect stakeholders' rights. We are progressively integrating the standards of the OECD Due Diligence Guidance into our operations and avoiding business relationships with entities involved in corruption or human rights violations.



The main challenges we face in ethical and anti-corruption management include designing and implementing an ethics and anti-bribery system for Grupo AG's new businesses, as well as developing a robust compliance system that encompasses all our operations and businesses. We aim to continue promoting initiatives that further strengthen the ethical culture within the organization, applying best practices in Corporate Integrity based on the Transparency International Toolkit, and supporting SMEs across our value chain. Additionally, we continue adopting governance and anti-corruption standards

to ensure our operations remain transparent and accountable. **Our commitment to ethics, transparency, and honesty remains firm**, guided by the Code of Ethics that governs all our activities. Maintaining a zero-tolerance policy against bribery and corruption continues to be a fundamental principle for us. Furthermore, we continue to integrate the principles of the United Nations Global Compact into our strategy, culture, and daily operations, reinforcing our commitment to ethics in every aspect of our operations and business relationships.





7.2 Corporate Governance and Sustainability Governance

At Grupo AG, we manage sustainability through the **Corporate Affairs and Sustainability Division**, which is led by a Director who is part of the Executive Team and specifically supported by our Sustainability Manager. The Sustainability Management team is responsible for overseeing the social and environmental impacts of our operations, as well as ensuring the reporting and monitoring of the goals that the Group has committed to within its strategy.

In the economic sphere, we also work closely with different areas to ensure the organization's financial strength in a sustainable manner. We have established a series of commitments that allow us to continue contributing to sustainability across all our operations and in the way we do business:

- Ensure the quality of our products and services by developing offerings aligned with international technical standards.
- Regulate and promote a culture of ethics, transparency, and honesty in our operations by establishing principles and values that guide our actions through a Code of Ethics and Standards of Conduct.
- Promote zero tolerance for bribery and corruption by establishing mechanisms for the prevention and mitigation of bribery risks in our operations.
- Manage our social and environmental impacts.
- Contribute to building prosperous societies.
- Make a positive impact in the communities where we operate.
- Promote and work toward maintaining accident-free and safe spaces for all our employees and third parties.

- Ensure the quality of our products and services by developing offerings aligned with international technical standards.
- Regulate and promote a culture of ethics, transparency, and honesty in our operations by establishing principles and values that guide our actions through a Code of Ethics and Standards of Conduct.
- Promote zero tolerance for bribery and corruption by establishing mechanisms for the prevention and mitigation of bribery risks in our operations.



Responsibility for our social and environmental impacts lies within a solid framework led by the Sustainability Management team, which oversees the system and is made up of various areas, distributed across the following permanent positions:

- Environmental Specialist
- External Social Development Coordinator
- Environmental Compliance and Industrial Safety Monitors

The **Integrated Management System** is the organization's key tool to promote responsible business practices and a customer-focused strategy, ensuring high standards of quality, efficiency, and satisfaction. This management model is aimed at fostering a culture of ethics, transparency, and responsibility in each of our operations, while ensuring that all



processes align with our established goals. It covers everything from the prevention of bribery and corruption to the quality management of our products and services, ensuring that every activity is carried out with integrity and aligned with our corporate values. Our Integrated Management System is composed of various elements:

- **Occupational Health and Safety:** we ensure safe, accident-free workplaces for all our employees and third parties.

- **Corporate Social Responsibility:** we are committed to managing our social and environmental impacts, promoting sustainable and responsible practices.

- **Environmental Management:** we work continuously to minimize our environmental impact and comply with international regulations.

- **Anti-Bribery Management:** we uphold a zero-tolerance policy toward bribery and corruption, implementing mechanisms for risk prevention and mitigation.

- **Quality Management:** we focus on continuous improvement and ensuring the quality of our products and services, aligning with international technical standards.



7.3 Dilo Seguro: Our Whistleblower Channel

At Grupo AG, our **whistleblower channel “Dilo Seguro”** is the primary means for reporting claims. In cases of reports related to environmental or social impacts, these are channeled and managed by the sustainability team. To date, no reports have been registered regarding negative impacts related to environmental or social issues resulting from our operations.

The **“Dilo Seguro”** platform, implemented in partnership with a strategic ally, allows users to:

- **Submit inquiries or suggestions** regarding ethics and compliance management.
- **Send commendations to recognize employees** who demonstrate our values in their daily conduct.
- **Report potential violations** of our values and policies.

All reports received through *Dilo Seguro* are managed by the Ethics Committee and can be submitted through three channels: phone, email, or directly via the *Dilo Seguro* platform.



7.4 Human Rights

At Grupo AG, we reaffirm our commitment to Human Rights through our Human Rights Policy, which ensures legal and regulatory compliance, with a firm stance of zero tolerance for child labor and forced labor. We are guided by fundamental principles



such as the Universal Declaration of Human Rights, the Inter-American Convention on Human Rights, the Political Constitution of the Republic of Guatemala, the UN Guiding Principles on Business and Human Rights, and our Code of Ethics and Standards of Conduct in relation to Human Rights. In our **Human Rights Policy**, we recognize the right of our employees to peaceful, free, and responsible association for positive purposes. We aim to implement programs that promote labor inclusion across various work areas, without excluding or discriminating against anyone. This management is overseen by our Human Resources Department, and the policy applies both to



direct and indirect hires. We ensure that all our hiring practices are aligned with the principles established in our Code of Ethics and Standards of Conduct. In 2024, as part of this commitment, we included in the pilot certification program a clear message on the importance of rejecting forced labor, compulsory work, and child exploitation.

Through our **Integrated Talent Policy**, we ensure that all talent attraction processes are conducted in accordance with current laws, regulations,

and agreements, always respecting the dignity of candidates. We promote equal opportunities, value gender, ethnic, and racial diversity, and work towards building balanced teams. Additionally, we use inclusive and neutral language in our job postings.

Currently, we have no operations or suppliers with significant risks of forced or compulsory labor.



7.5 Information Security

At Grupo AG, we manage our clients' privacy and data protection through strict protocols designed to safeguard their information and minimize any impact on their right to privacy regarding the handling of their personal data.

To guarantee confidentiality in our business relationships, we sign confidentiality agreements with our clients and suppliers when defining

the work path. These agreements protect the data, documents, and shared information, providing security and trust for both parties. In addition, every Grupo AG employee signs a confidentiality agreement, committing to safeguard any information they have access to in the course of their duties. This obligation remains in force throughout the employment relationship and continues for two years after its conclusion, thereby ensuring the protection of our clients' privacy. To date, we have not received any complaints related to privacy violations or loss of client data. In the event of suspected improper disclosure of confidential information by any employee, we have established reporting mechanisms that allow us to detect, manage, and mitigate any incident that could compromise data security.

7.6 Risk Management

During 2024, we strengthened our **Risk Management division** and established the **Risk Committee**. At Grupo AG, we undertook a key initiative to reinforce the implementation of our risk management methodology, based on the **ISO 31000** standard. This approach includes defining the context, identifying risks, evaluating and treating them, and concludes with a continuous process of monitoring and review.

As part of this process, we made modifications and updates to the **RCSA Matrix (Risk Control Self-Assessment)** format, allowing us to more accurately document each stage of the mentioned methodology.

Following the structure of the macroprocess and process map established by the Operational Excellence Management team, we conducted a detailed analysis with each area of the organization to identify the risks associated with their activities





and establishing the necessary controls for their mitigation. As a result of this work, we increased the number of matrices from 42 to 82 under the newly evaluated processes—an important step toward our ISO 2024 Recertification.

Looking ahead to 2025, one of our main challenges will be to continue expanding this methodology across the group's companies, especially in Tubac, AG Honduras, and Megaproductos. With the ongoing support and guidance of the Risk Management Department,

we aim to extend risk knowledge and management in these units, ensuring that all areas of the group are aligned in the effective and proactive management of their risks.

Our goal is to achieve a higher level of maturity in the risk culture within the organization, so that each responsible area clearly understands its role and that of the Risk Management Department. This approach aims to foster synergy and continuous improvement, thereby ensuring the protection of business continuity and the operations of Grupo AG.

7.7 Governance and Fiscal Management at Grupo AG.

The **Corporate Governing Body** of Grupo AG is the highest authority responsible for defining tax policies and the execution strategy in this area, establishing taxation as a key pillar of regulatory compliance. Its main function is to approve and ensure that taxes are paid in accordance with the law, making sure that all decisions align with the organization's strategic guidelines. Every fiscal decision is based on a thorough analysis of tax-related aspects and is overseen by the Fiscal Committee—a specialized body focused on evaluating and discussing fiscal matters that supports the proper management of the group in this area. The fiscal scope covers all of the Group's entities in both Guatemala and Honduras.

At Grupo AG, our tax approach is based on two key dimensions:

1. Supervisory Function:

We assess and document the tax compliance of our clients, ensuring they adhere to current regulations.

2. Strategic Function:

We ensure the fulfillment of our own tax obligations through effective policies and controls.





To manage this function, the Tax Compliance area relies on the Legal Risk Matrix and the standards of ISO 37001. This enables us to identify and mitigate operational and reputational risks associated with tax management.

Regarding tax control mechanisms, at Grupo AG we have implemented a systematic approach to evaluate and support financial, contractual, and management information. Among the main practices we follow are:

- Responding to periodic reviews and requests from the Tax Administration.
- Annual audits conducted by external firms.
- Internal reviews led by the Audit Department.

1. Tax compliance is governed by the laws and regulations established by the tax authorities in each country where we operate, ensuring the transparency and legality of all our operations.

2. Looking ahead to 2025, we face several challenges and opportunities in the fiscal domain. One of our main objectives is to strengthen the current Tax Policy framework by establishing clear, sustainable, and responsible guidelines, including defined risks and penalties for our tax management.

Additionally, we are committed to the transparent use of tax incentives, ensuring compliance with the applicable regulations in every country where we operate. Furthermore, as tax oversight becomes increasingly focused on risk analysis and the use of technology, our organization will need to enhance its adaptability to meet these evolving demands.

We also anticipate potential changes in tax reforms, which could impact our planning and execution of efficient tax strategies in the countries where we operate.

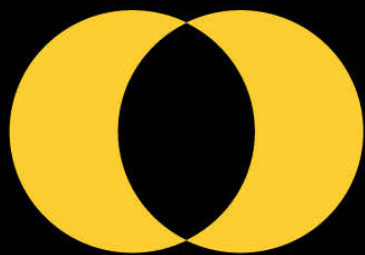
Regarding tax payments, during 2024 we paid:

- **Q234.8 million quetzales**
(US \$30.4 million) in **direct taxes**, and
- **Q133.9 million quetzales**
(US \$19.6 million) in **indirect taxes**.

These payments reflect our commitment to tax compliance and to transparent, sustainable management.

At Grupo AG, we continue to strengthen our compliance mechanisms and adapt to the demands of the fiscal environment, with the goal of ensuring efficient, ethical tax management aligned with best practices.





SUSTAINABILITY



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the planet

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+ Taking care
of the planet



8. Taking care of the planet

8.1 Climate Change And Energy

At Grupo AG, resilience and adaptation to climate change are fundamental to us. That's why we've set clear and ambitious goals aimed at reducing our group-wide carbon footprint by 2028. As part of this commitment, we have planned specific actions to reduce emissions in scopes 1 and 2, with the goal of achieving a 10% reduction over the next four years. Our target for 2028 is to reach a group-wide footprint of **0.86 tCO₂e per ton of steel**.

To achieve this, we are focused on:

- Increasing efficiency in energy and fuel use, as well as in the importation of raw materials.
- Continuing to promote sustainable landscape restoration practices in degraded areas.
- Engaging in reforestation efforts and purchasing carbon credits.
- Implementing clean energy solutions in our administrative areas.
- Strengthening partnerships to increase the use of scrap metal as raw material.
- Promoting a circular economy throughout all our operations.

Since 2022, we have implemented rigorous measures to **calculate and reduce our environmental impact**, using carbon footprint calculation tools supported by Sustainable Strategies. The base year for measuring our carbon footprint was 2022, with the following values:

- Scope 1:** 0.14 tCO₂e/ton of steel
- Emission intensity:** 0.86 tCO₂/ton of steel
- Energy intensity:** 7.11 GJ/ton of steel

Since then, we have continued to measure our footprint in 2023 and 2024 following the standards of the **World Steel Association (WSA)** and the **Science-Based Targets initiative (SBTi)** methodology, ensuring transparency and accuracy in the management of our emissions. In 2024, with the support of Sustainable Strategies, we carried out a new carbon footprint measurement for steel production, considering scopes 1, 2, and 3, reaching a total of **1.25 tCO₂e per ton of steel**.

The goal of keeping the carbon footprint below 1 tCO₂e per ton of steel could not be achieved, due to specific factors that impacted our operations. One of the main factors was the increase in raw material imports, as we doubled the purchase of billets for steel manufacturing. Additionally, production at TUBAC grew from 64,000 tons/year to 86,000 tons/year, which increased the importation of rolled steel sheet, a material with high emission factors in its places of origin. As a result, the group’s overall carbon footprint increased. Specifically, TUBAC’s footprint rose from 2.02 tCO₂e/t of steel to 2.27 tCO₂e/t, impacting the group average. Since 2022, we have established a baseline for our carbon footprint and have improved the accuracy of our emissions inventory each year. However, these challenges reaffirm the importance of continuously optimizing our processes and strategies to reduce emissions effectively.

In response, we have taken measures such as automating the calculation of our carbon footprint. This will allow us to obtain real-time results on the emissions generated by our operations, enabling informed decision-making regarding the purchase of raw materials and supplies.

Additionally, in 2024, with the support of Green Development, we carried out the carbon footprint measurement for our operations in Megaproductos and Cal. This ensures that all our operations in Guatemala have a reliable measurement of their emissions, and the results for Megaproductos will be available starting in April 2025. In the coming years, we will begin measuring the operations in other countries.



GRUPO AG		tCO ₂ e Total	t Steel Total Prod	tCO ₂ e/t Product		2022	2023	2024
Scope	1	88,126		0.13	Scope 1	0.14	0.12	0.13
Scope	2	66,806		0.09	Scope 2	0.09	0.06	0.09
Scope	3	724,885		1.03	Scope 3	0.63	0.92	1.03
Total general		879,818	703,274	1.43	Total general	0.86	1.10	1.25

In terms of emissions for 2023, the emissions intensity was **1.10 tCO₂e per ton of steel produced** (Scopes 1, 2, and 3), and in 2024, the intensity **was 1.25 tCO₂e per ton of steel**, including Scopes 1, 2, and 3. The types of greenhouse gas (GHG) emissions included in the intensity indicator are:

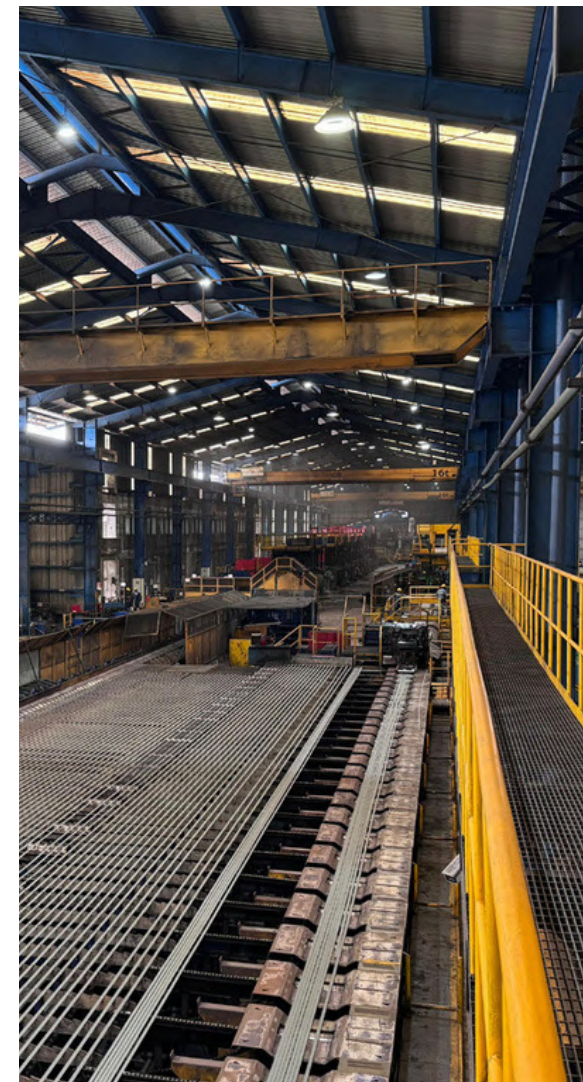
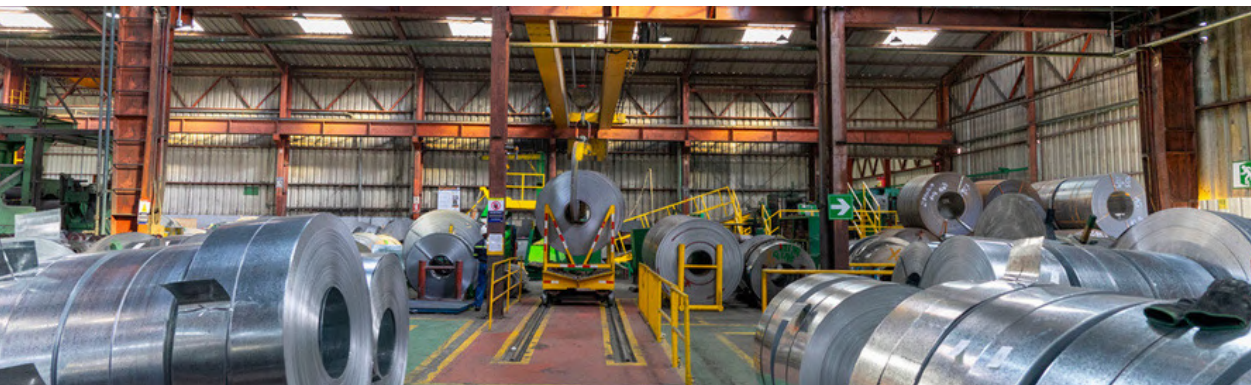
- Combustion
- Electricity
- Fugitive emissions (REF)
- Raw Materials and Inputs (MP-INS) – Upstream
- Chemical Reactions (QC)
- Downstream Transportation
- Personal Transportation
- Upstream Transportation

The gases involved in the calculation are: **CO₂, CH₄, N₂O, and HFCs.**

In the context of climate change and emissions management, we have implemented significant efforts to reduce GHG emissions in our operations. One example is the upgrade made to our steelmaking plant, which has improved efficiency in capturing particulate matter and gas emissions from the main chimney—thus reducing air pollution and emissions from fixed sources during scrap melting.

In 2024, we achieved a reduction of **86,400 tCO₂e** in **Scope 1** thanks to initiatives at the **LPB rolling mill** aimed at reducing bunker fuel consumption.

For these measurements, we use methodologies adopted by the **World Steel Association (WSA)**, **SBTi**, and the **GHG Protocol**.





In line with our commitment to climate change resilience and adaptation, we also provide our customers with a statement of emissions reduction from the consumption of **AG rebar**, the **Recycled Product Standard (RPS)**, which supports our efficient emissions management and contributes to the conservation of atmospheric ecosystems.

In 2024, we provided carbon footprint declarations to more than 15 companies in the construction sector, certifying the amount of steel purchased and its associated carbon footprint. These documents facilitate obtaining international sustainability certifications such as **LEED** and **Casa Casa**. The companies benefited have worked with **Grade 60** and **Grade 80 AG steel rebar**, being the first to receive these declarations. Additionally, these products carry verified **eco-labels**, ensuring they are **100% sustainable**, as they are primarily made from **recycled materials**.

Regarding the use of energy from renewable sources, we have an active long-term contract with Ingenio Magdalena for the purchase of energy for our operations at Sidegua.

In 2023, another contract was signed to also supply this energy to TUBAC, and by 2024, both SIDEGUA and TUBAC already have a renewable energy matrix that reaches **70%**, surpassing the **65%** target we had set when implementing the Sustainable Future Plan.

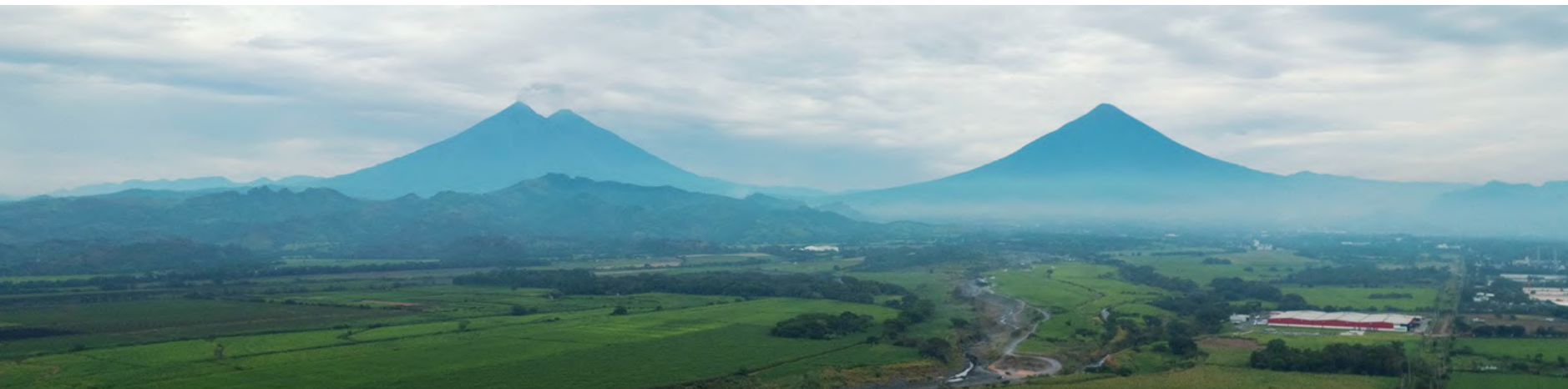


We remain committed to reducing and offsetting our carbon footprint, focusing on the reduction of direct emissions (Scope 1) and the optimization of indirect emissions (Scope 2) through strategies such as:

- ✦ **Reducing bunker fuel consumption in the rolling mill furnace.**
- ✦ **Remodeling the cooling tower and pump room in the steel mill.**
- ✦ **Automating office lighting systems.**

The impact of our emissions management is mainly concentrated in the Sidegua industrial park, where we measure emissions annually using the World Bank methodology for combustion boilers.

At Grupo AG, we are committed to the proactive management of our emissions, always seeking to adapt to the challenges of climate change and to ensure a greener future for all.



Goal and Commitments 2024

Below, we outline the commitments and achievements reached in 2024:

Energy Efficiency (EE)

We have implemented various energy efficiency measures in **SIDEGUA**, **TUBAC**, and **DISTUN**, reinforcing our commitment to the responsible use of resources.

In addition, we are identifying new opportunities to improve energy efficiency in **CAL** and **Megaproductos**, expanding our scope and strengthening our sustainability strategy across all the group's operations.

As part of this commitment, we signed a Memorandum of Understanding under the USAID/AMUP Program in collaboration with the U.S. Energy Association and the **University of Arizona**, with the objective of promoting investments in energy efficiency.

As a company, we were selected to undergo Energy Efficiency Audits to identify the most significant measures we can adopt to improve energy performance, including potential investments in machinery and equipment. This program led us to participate in technical roundtables with our central maintenance and steel mill teams. Through these sessions, we aim to find effective and innovative solutions

to ensure energy efficiency in our operations and reduce our carbon footprint. Although we have not yet reached our final goal, the progress made lays the foundation for the energy efficiency program we aim to consolidate across our value chain.

Regarding our energy consumption, in 2023 it was 259,047,604 kWh, while in 2024 it reached 265,704,127 kWh.

During 2024, we also measured monthly emissions in tCO₂e resulting from energy consumption, allowing us to closely monitor our environmental impact.

The details are as follows:

Renewable Energy Certification

For the third consecutive year, our energy trading company has issued a certificate guaranteeing the inclusion of a mix of renewable energy in our energy matrix.

This recognition reflects our ongoing commitment to sustainability and the use of clean energy sources, reaffirming our dedication to environmental stewardship and the promotion of responsible practices in the energy industry.



Carbon Footprint Reduction and Offset

While it is true that the footprint of our operations is relatively low for the steel industry, as a Group we are committed to participating in initiatives that offset it. In addition, we aim to expand our energy efficiency program across the entire steel value chain, ensuring that

each stage of the production process incorporates strategies to reduce energy consumption and minimize emissions. As part of these offsetting initiatives, we established a partnership with the **National Forest Institute (INAB)** to carry out **reforestation and landscape restoration programs, further reinforcing our contribution to environmental conservation.**



Automation of Carbon Footprint Measurement

One of our most significant achievements in 2024 has been the **complete automation of our carbon footprint measurement**. Now, data is generated directly from **SAP** and our logistics, production, and administrative databases, ensuring:

- **Greater accuracy and reliability of the information.**
- **Reduction in man-hours** dedicated to annual data collection.
- **Process optimization**, making it more efficient and enabling better decision-making.

Thanks to this automation, we are now aiming to obtain **monthly emission intensity results**, allowing us to adjust our **billet and steel product production strategies** in real time, ensuring more **efficient and sustainable management.**





Carbon Footprint Assessment Across All Operations

In 2024, we conducted carbon footprint measurements at our main operations, including SIDEQUA, TUBAC, and DISTUN, and also began measuring at Cal and Megaproductos, with support from Sustainable Strategies and Green Development. Through these actions, we aim to ensure a comprehensive and accurate measurement of our emissions across all areas of the business. In the coming years, we will begin implementing these measurements in the other countries where we operate.

This allows us to continue moving toward a cleaner and more sustainable operation, aligned with our values and long-term goals.

Offsetting Actions

Our partnership with INAB also includes a commitment to carry out voluntary plantations, enabling us to offset part of our carbon footprint through landscape restoration and reforestation.

From the industrial area, we have strengthened our commitment to reducing fossil fuel consumption and acquiring more efficient equipment.

8.2 Contamination

At Grupo AG, we are the largest metal recycler in Central America, and our commitment to the **circular economy and sustainable development** is a fundamental part of our operations. Through our activities, we not only improve the urban environment but also generate direct and indirect employment and significantly reduce pollution—including water, air, and solid waste—by 70%.

The raw materials we use in our steel mill come from recycled equipment at the end of its useful life, such as stoves, refrigerators, vehicles, and industrial waste with high steel content. This allows us to give these materials a second life, minimizing environmental impact and optimizing the use of natural resources.

For the production of our Grade 60 and 80 steel rebar, we use locally produced billets made 100% from recycled scrap, ensuring a sustainable manufacturing process. This production takes place in three key stages:

- Metal Yard:** Where we receive and sort the scrap metal.
- Steel Mill:** Where the scrap is melted and transformed into billets.
- Rolling Mill:** Where the billets are turned into finished products like steel rebar.

In 2024, for the production of Grade 60 and 80 rebar, we used 83% energy from renewable hydroelectric sources, surpassing our initial goals. Additionally, the Guatemalan Center for Cleaner Production supports our processes, promoting the optimization of raw material and energy use, the elimination of toxic inputs, and the reduction of waste and pollutant emissions.

Environmental Impact and Waste Management

Our approach to metal waste management not only helps us reduce pollution, but also provides direct benefits to communities. The smelting of scrap metal helps us to:

- Prevent groundwater contamination caused by iron oxide.
- Reduce the generation of leachate and the need for mining activities.
- Decrease soil, water, and air pollution, promoting the sustainability of the sector.

In addition, we carefully manage the waste generated by our own operations. Any third party carrying out waste removal within our facilities must:

- Possess a valid environmental license issued by MARN (Ministry of Environment and Natural Resources), and
- Provide a certificate of proper final disposal, indicating the method used to destroy the waste.

To ensure traceability and environmental compliance, we store all documentation and maintain a weighbridge (scaling) history of the waste leaving our facilities.

Waste Recording and Monitoring

We have a waste extraction matrix that is updated monthly, allowing us to keep annual control over the generation and management of waste. This tool helps us identify:

- The types of waste generated, and
- Their respective quantities, providing accurate data on:
 - Total weight of waste generated (in metric tons)
 - Breakdown by waste composition

This approach ensures effective waste traceability and reinforces our commitment to the circular economy and sustainability.



Organic and Inorganic waste	148 tons
Waste contaminated with grease and oil	71.72 tons
Cardboard	8.6 tons
Paper	1.13 tons
PET bottles	6.65 ton
Used PPE	0.72 tons
Aluminum cans	0.044 tons
Plastic gallons	0.41 tons
Wood	122 tons
Used Batteries	6 tons
Drums	1.13 tons
Slag (for sale)	150 tons
Slag (donation)	9,615 tons
Mill Scale	750 tons
Steel mill dust	2,234 tons

Valued Co-products:

Slag (for sale)	150 tons
Slag (donation)	9,615 tons
Mill Scale	750 tons
Stell mill dust	2,234 tons

Waste and Co-Production

With the goal of **Zero Recyclable Ordinary Waste to Landfills by 2025**, we continue to achieve excellent results in the valorization of common solid waste. Below, we present the total waste recovery and sales data recorded from January to December.



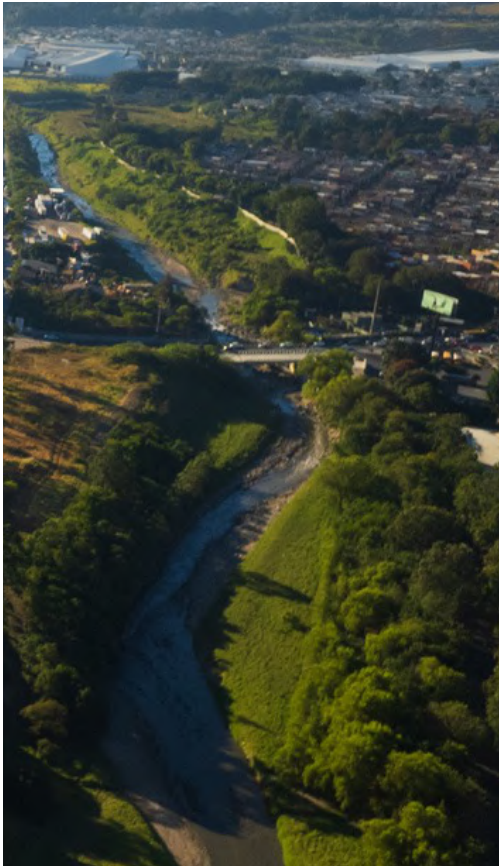
Waste	Quantity in Tons
Card Board	8.6
Paper	1.1
PET Bottle	0.
High-density plastic (used PPE, disinfectant containers)	6
Wood	1.1
Used Batteries	6.4
Aluminum cans	6,42
Used drums	4 0.4
	0.1

This achievement reflects a joint effort across administrative, logistical, technical, and cultural areas, made possible through multidisciplinary management. It also strengthens environmental awareness among Grupo AG collaborators and promotes the circular economy, under the principle that “the waste of one company is raw material for another.” Between 2022 and 2024, we managed to recover and repurpose over 90% of the solid waste and refuse generated at our SIDEGUA industrial park.

However, we still face significant challenges in strengthening our environmental management and moving toward a more efficient circular economy.

Our main challenges include:

- **Increasing the quantity of recovered waste** (measured in kilograms), optimizing its utilization.
- **Reducing the volume of inorganic waste** sent to the AMSA landfill (Authority for the Sustainable Management of the Amatlán Lake Basin), thereby minimizing our environmental impact.



- **Strengthening the recycling culture within the group**, promoting better practices among employees and strategic partners.

In 2024, we sent 147.3 tons of organic and inorganic waste to landfills.

As part of our sustainability strategy, we aim to reduce this figure by 40% through partnerships with the sugarcane sector, allowing sugar companies to compost the organic waste generated at SIDEQUA.

In addition, we managed to valorize 90% of industrial waste or coproducts from scrap metal smelting.

Our goal in the coming years is to reach **100% valorization**, allocating these materials

to the construction industry, reducing the environmental liabilities stored at SIDEQUA.

This progress has been made possible thanks to the collaboration between our operational, administrative, logistics, and sustainability areas, as well as the creation of **strategic alliances at both local and international levels** for the commercialization of coproducts.

The next steps will be key to consolidating the circular economy in the region and enhancing the positive impact of our industry on the environment.

Progress and Strategic Alliances

During 2024, we achieved significant positive impacts in waste and coproduct management:

- **Reduction of environmental liabilities** through the recovery of steel dust as a raw material for the construction industry. Since September, we have maintained a five-year agreement with the company **Metaluck** to ensure proper management.
- **Alliance with Holcim El Salvador**, signed in November, for the commercialization of iron- and zinc-rich mill scale, a coproduct essential for the production of clinker and cement.
- **Recovery of slag**, or “steel aggregate,” currently commercialized with the company **Supra Reciclaje de Guatemala**. This material is used in the manufacture of eco-bricks, veneers, blocks, and other sustainable construction materials.



Waste Management

In 2024, we generated a total of 13,115.4 tons of waste in our SIDEGUA operations, including recoverable waste, donations, and non-recyclable waste sent to landfills. Our commitment to responsible management has allowed us to make significant progress in **waste recovery and reduction**.

We sent **139.55 tons of common solid waste** for recycling—an important step in optimizing our environmental management. Although these types of waste continue to pose a challenge, we've made notable progress: **in 2023, we recovered only 50%, while in 2024 we reached 90%.**

Among the waste included in the recovery plan, the following stand out:

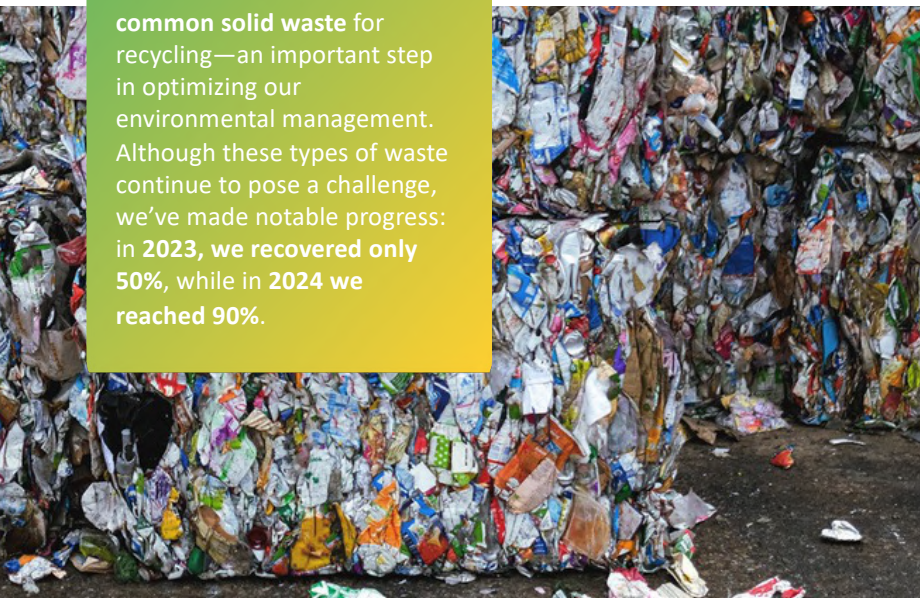
- » **Wood**, which was previously sent to landfills.
- » **Plastic drums with oil residues**, now properly managed.
- » **Used batteries from electronic devices**, with a certificate of proper disposal.



Additionally, we increased the sale of industrial waste, transforming it into raw material for the construction industry. Thanks to these initiatives, 12,749 tons of industrial waste have been recycled or reused for the manufacturing of construction materials, representing 73% of the total waste

generated in our operations.

To ensure the proper disposal of contaminated waste, each month we incinerate 71.72 tons of grease- and oil-contaminated waste in our steel plant.





Although its contribution as fuel for the furnace is minimal, this process ensures its proper disposal **without negative impact on the environment.**

We adhere to **Government Agreement 164-2021**, which establishes the guidelines for the comprehensive management of common solid waste. In response to this regulation, we have implemented **internal procedures for source separation and waste recovery**, ensuring their proper disposal.

To maintain the effectiveness of our recycling processes, we have established a system of continuous supervision and monitoring that includes:



- Regular walkthroughs of recycling stations.



- Direct phone reports to those responsible for waste management.



- Optimization of procedures based on real-time information.

Metal Waste Management

We ensure the efficient conversion of recycled materials into new products through a robust system of documentation and traceability, supported by databases and technological tools:

- ✦ **Registration of clients** in the Circular Industry program, managed by our commercial team.
- ✦ **Control of scrap purchases**, documented in the SAP system by the metals team.
- ✦ **Tracking of billet batches**, ensuring their origin from scrap metal smelting.



These mechanisms allow us to optimize resources and maintain an efficient ratio of 1 ton of scrap = 0.9 tons of steel, reinforcing our commitment to the circular economy and sustainable production.

8.3 Commitment to Water and Biodiversity

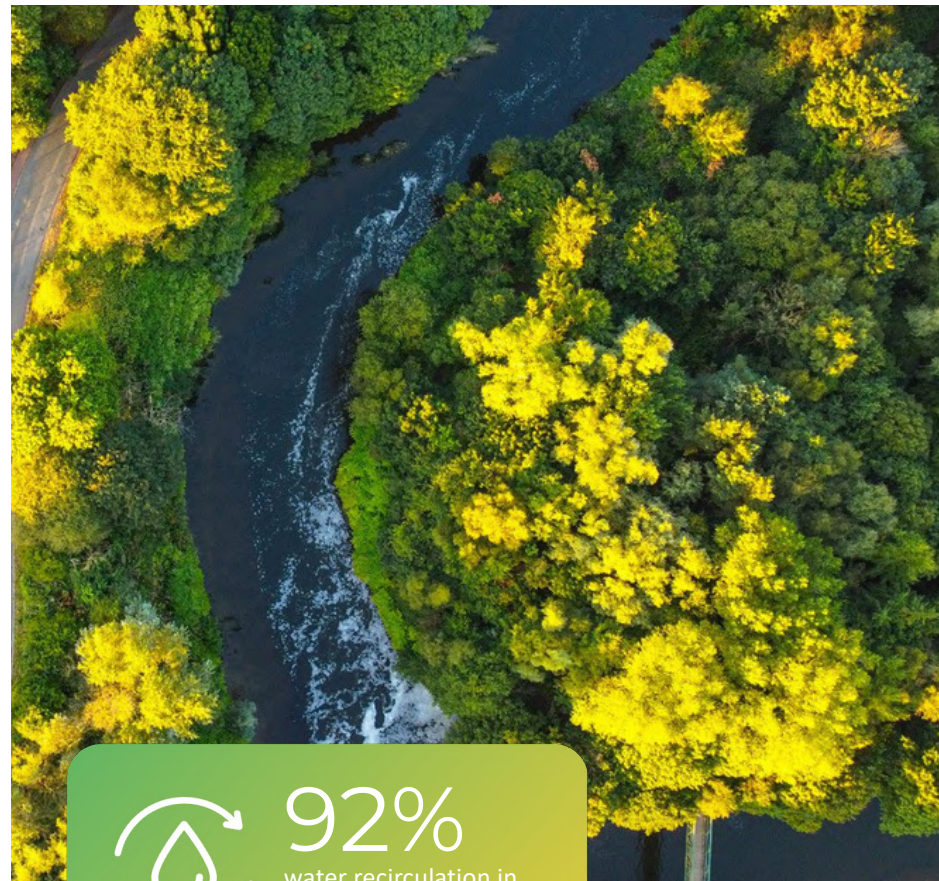
At Grupo AG, the conservation of natural resources is also a fundamental pillar of our sustainability strategy. A clear example of this commitment is our focus on scrap metal collection and recycling, which allows us to reduce quarry exploitation and minimize environmental degradation.

Additionally, in 2024, we promoted landscape restoration in San Juan Sacatepéquez by planting 2,000 trees in collaboration with the National Forestry Institute (INAB) and the Guatemalan Polytechnic School. This initiative not only contributes to carbon capture and offsetting our environmental footprint but also supports water recharge in the Achiguate-Guacalate river basin and promotes the regeneration of endemic ecosystems.

In line with this effort, we have developed a comprehensive plan for the conservation of local wildlife within our facilities at the SIDEGUA industrial park. Our green areas team, under the direction of the industrial park's management and with the support of the environmental team, actively works to protect reptiles, birds, and mammals, ensuring their habitat is preserved within our operations.

Water Management and Water Efficiency

One of our main achievements in 2024 has been optimizing water efficiency at the steel mill, with an ambitious project planned for 2025. Currently, this plant consumes approximately 50% of the water used at SIDEGUA. Thanks to guidance from the Guatemalan Center for Cleaner Production and a strategic investment, we will maintain a 92% water recirculation rate in the production of steel billets.



92%

water recirculation in
the production of steel
billets

This advancement will mark a turning point in our water management and will serve as a model for the industry.

In 2024, our total water extraction amounted to 923.85 megaliters, sourced from underground wells. At our San Miguel Petapa plant (Tubac), we implemented advanced rainwater harvesting systems, contributing to the recharge of the aquifer and optimizing the use of water resources.

To continue strengthening our water efficiency, we have defined the following objectives:

- **Water balance** in partnership with the **Guatemalan Center for Cleaner Production**, allowing us to collect accurate data on water consumption and improve decision-making.
- **Optimization of water extraction and use**, ensuring efficient management across all our plants.
- **Reduction of environmental impact** through the installation of a **treatment plant**

wastewater (WWTP), which allows us to **reuse 100% of treated water** and minimize its discharge into the environment.

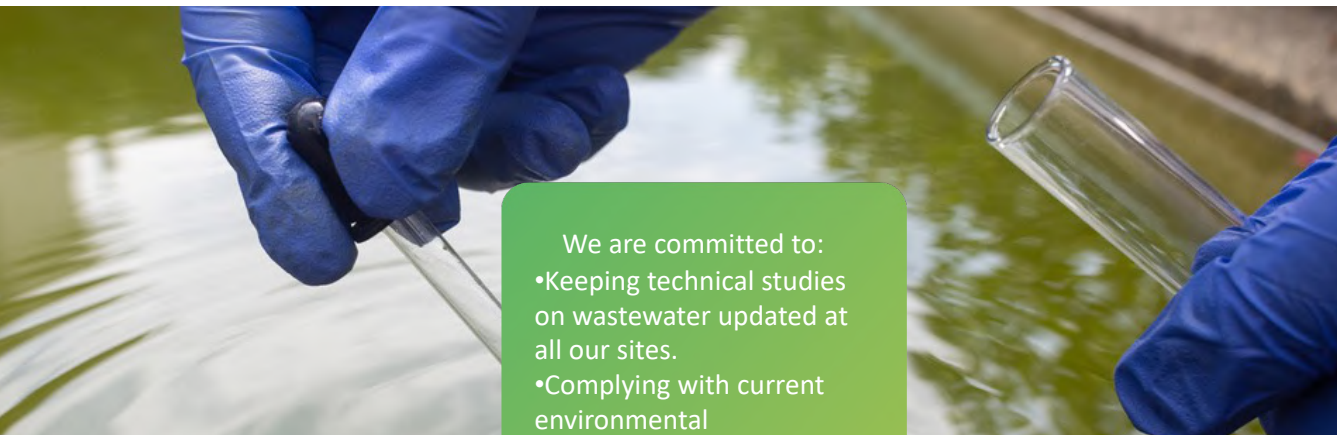
• **Reuse systems**, ensuring that our operations minimize their water footprint.

• **Constant monitoring** through the **Environmental Risk Matrix**, which enables us to detect threats and effectively apply mitigation plans.

Our water management not only benefits our operations but also the communities where we work. In Masagua, Escuintla, we collaborate with local authorities and Community Development Councils (COCODES) in the cleaning of rivers and streams near SIDEGUA. We also participate in technical working groups focused on conserving the Achiguate-Guacalate river basin and in reforestation projects to strengthen water recharge.

Currently, we recirculate 92% of the water used in our industrial processes, without discharging it into surface water bodies, soil, or groundwater. The remaining 8% is lost due to pipe friction, internal plant leaks, and evaporation in cooling towers. Additionally, at our wastewater treatment plant (WWTP), we treat 100% of the wastewater at SIDEGUA, and the treated water is used to irrigate the green areas of the industrial park.





With the launch of the water balance in 2025, we aim to achieve 100% measurement of water consumption in our plants, measured in m³ per ton of steel produced. This will allow us to strengthen the sustainability of our business and raise awareness among our employees.

As Grupo AG, we actively participate in watershed conservation initiatives, with reforestation projects that help increase aquifer recharge and mitigate water stress in the regions where we operate.

We are committed to:

- Keeping technical studies on wastewater updated at all our sites.
- Complying with current environmental commitments and regulations.
- Conducting potable and wastewater analyses twice a year.
- Ensuring the proper operation of our industrial water treatment plants.

With these actions, we reinforce our commitment to sustainability, ensuring the efficient use of water and contributing to the protection of the environment for future generations.

8.4 Resource Use and Circular Economy

At Grupo AG, we are convinced that the circular economy is key to a more sustainable future. Through initiatives such as “Circular Industry”, we share our experience with other industries, promoting waste recovery and encouraging proper waste management. We highly recommend that other companies reincorporate

their waste into the production cycle, especially in housing projects, ensuring that materials do not lose their value.

Thanks to this effort and to ensure proper waste disposal in 2024, 23 clients actively participated in the program, purchasing AG products and returning their metal waste to be reintegrated into steel production. This approach reinforces our belief that the waste of one industry can become raw material for another, promoting a more efficient and responsible production model.

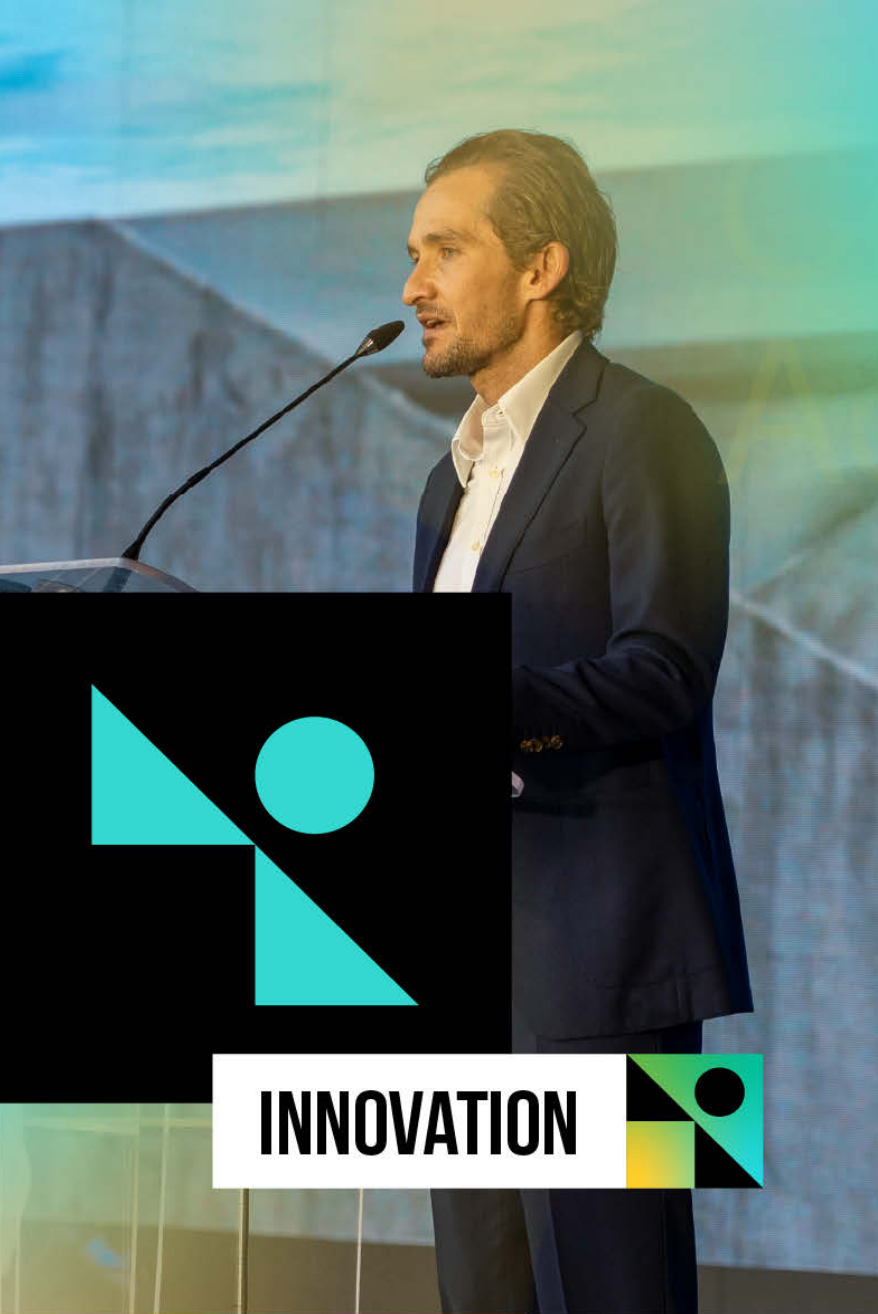
Clients participating in the Circular Industry Program, promoted by our commercial area and seeking opportunities to create partnerships that add value to what we do:

- Condominios Exclusivos, Bagan (Desarrollos Los Próceres – Projects: Santa Sofía, Andares)
- Toneladas de Centroamérica (TONCA)
- Centros de Negocios Internacionales (CENISA)
- Contractor of Various Services and Rensersa (Grupo Macro)
- Grupo ITM
- Metal Mecánica Industria (Aceros Nabla)
- Inversiones Las Pilas, Inmobiliaria Tenare (Condado Naranja)
- Aceros Prefabricados (APSA)
- Samboro
- Agroktima
- Dual Investments
- Plasti Export • Proto Export
- Carrocerías El Éxito
- Ingenio La Unión • Mangareva (Grupo Rosul)
- Construction Materials Industry (INMACO)
- DYSA (Aceros ITSA)
- United States Embassy • Cañadas del Castor
- La Recicladora
- Ternium
- Multiperfiles

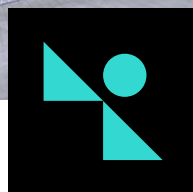


Additionally, in 2024, we proudly renewed our certification under the Recycled Product Standard (EPR), granted by the Guatemalan **Center for Cleaner Production (CGP+L)**. Since 2022, we have voluntarily obtained this recognition, ensuring that our Grade 60 rebar

and Grade 80 rebar are manufactured 100% from metal waste and under strict sustainability standards. In this recertification, we surpassed our own expectations, achieving a score of 93.5, exceeding the established target of 92 points.



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Certifications and
Accreditations



9. Certifications and Accreditations

AENOR

Continuation of the Integrated Management System (Quality, Safety, and Anti-Bribery)

GCP+L

Recertification of the Green Label for Grade 60 and 80 rebar – Guatemalan Center for Cleaner Production (CGP+L).

GGBC

Award of the eco-label for verified sustainable construction products applicable to **G60 and G80 rebar** – *Guatemala Green Building Council (GGBC)*.

Ethixbase360

In 2024, for the third consecutive year, we obtained the **T Certification**, which involves a comprehensive due diligence review. This certification demonstrates our commitment to commercial transparency and allows our stakeholders—upon requesting access to the platform—to verify this review.

INTECO

From April 23 to 26, 2024, we carried out the scope extension of our product brand certification for the High-Strength Rebar and Welded Wire Mesh product families by INTECO. After a thorough analysis by the committee responsible for validating our compliance with international standards—based on tests conducted from May to September—we received official notification at the end of October that we had successfully achieved the extension of this certification. This milestone reaffirms our commitment to quality and excellence, earning us the Product Brand Conformity Certification.

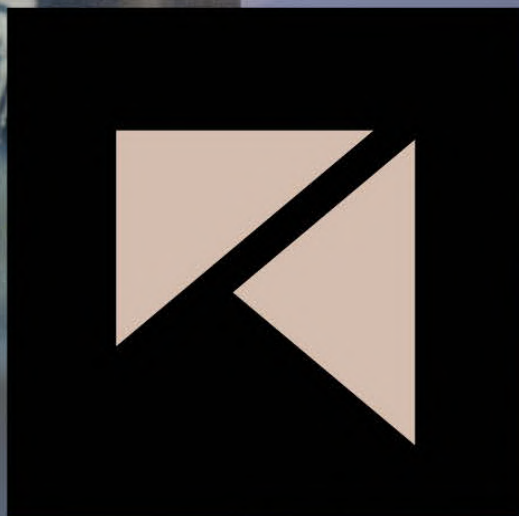


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Memberships
and Associations



- ✦ Guatemalan Chamber of Construction
- ✦ Chamber of Industry of Guatemala - CIG (members of the Metallurgy Guild, Logistics Guild, and Greblock Guild)
- ✦ THINKHUGE Start - HUGE
- ✦ Business and Investment Council
- ✦ Partnership For Central America (PCA)
- ✦ AMCHAM Guatemala
- ✦ FUNDESA
- ✦ United Nations Global Compact
- ✦ CENTRARSE
- ✦ Guatemalan Center for Cleaner Production (CGP+L)
- ✦ Guatemala Green Building Council (GGBC)
- ✦ Guild of Recycling Companies, Environmental Products and Services (GREPSA)
- ✦ Central American Association of Iron, Steel and Derivatives Manufacturers (ACEFAD)
- ✦ Guatemalan Association of Structural and Seismic Engineering (AGIES)
- ✦ Central American Association for Housing (ACENVI)
- ✦ Association of Industry, Commerce and Services for Construction (ICS)

10. Memberships and Associations



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+ Appendix

11. Appendix

11.1 GRI Content Index



GRI Index	Page	SDGs
2-1 Organization details		--
2-2 Entities included in the sustainability report		
2-3 Reporting period, frequency, and contact point		-
2-22 Statement on sustainable development strategy		-
2-7 Employees		-
2-8 Non-employee workers		-
Economic spillover		-
204-1 Proportion of spending on local suppliers		-
2024 Highlights of Grupo AG		-
2-6 Activities, value chain and other business relationships		-
Our brands and products		-
Operation and distribution center		-
2-27 Certifications and accreditations (417-1)		-
2-28 Membership in associations		-
2-9 Governance structure and composition		-
2-10 Appointment and selection of the highest governance body		-

GRI Index	Pages	SDGs
2-11 Chair of the highest governance body		- -
2-12 Role of the highest governance body in overseeing the management of impacts		
2-13 Delegation of responsibility for managing impacts		-
2-14 Role of the highest governance body in sustainability reporting		-
2-23 Commitments and policies		-
2-24 Embedding of commitments and policies		-
2-25 Processes to remediate negative impacts		-
2-26 Mechanisms for seeking advice and raising concerns		-
2-27 Compliance with laws and regulations		-
3-3 Management of material topics		-
207-1 Tax approach		-
Strategy		-
3-1 Process to determine material topics		-
3-2 List of material topics		-
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2-17 Collective knowledge of the highest governance body		-
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401-3 Parental leave		
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401-1 New employee hires and employee turnover		
401-1 New employee hires and employee turnover (duplicate)		
3-3 Management of material topics		
405-1 Diversity of governance bodies and employees		
3-3 Management of material topics		
404-1 Average hours of training per year per employee		
404-2 Programs for upgrading employee skills and transition assistance programs (duplicate)		
404-3 Percentage of employees receiving regular performance and career development reviews		
410-1 Security personnel trained in human rights policies or procedures		
3-3 Management of material topics		

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403-3 Occupational health services		
403-4 Worker participation, consultation, and communication on occupational health and safety		
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205-2 Communication and training about anti-corruption policies and procedures		
205-3 Confirmed incidents of corruption and actions taken		
406-1 Incidents of discrimination and corrective actions taken		
3-3 Management of material topics		
203-2 Significant indirect economic impacts		
413-1 Operations with local community engagement, impact assessments, and development programs		
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