



2024

SUSTAINABILITY REPORT



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LETTER FROM THE CHIEF OPERATING AND SUSTAINABILITY OFFICER

[2-22]



Martín Rincón
Chief Operating and Sustainability Officer

[2-22]

Proud of being part of Bio Pappel —a company committed to building a sustainable future through shared value, innovation, transparency, environmental protection, and corporate social responsibility—I share this report, which outlines the most important achievements reached throughout 2024.

This year, the political and economic context in the North American trade bloc —where we have a significant presence— was marked by notable dynamism; nevertheless, led to a successful consolidation of a robust production and distribution network that fosters the steady growth and maintains our position as a standard in the regional paper industry.

In addition, we made significant investments in Mexico and the United States which are primarily focused on sustainability, renewable energy, and resource optimization projects, which goal is to contribute to building a greener and more equal future.

In this sense, Bio Pappel's commitment to sustainable development is reflected in our circular economy model, Urban Forest™, in which we produce a wide range of high-quality paper products from 100% recycled materials, thereby extending their life cycle to deal with the impacts of climate change; these actions allowed us to recycle a total of 1.93⁽¹⁾ million short tons of paper and corrugated paper in 2024, preventing the emission of 7 million tons of CO₂e.

The transition in use of renewable energy has significantly improved the efficiency of our operations. Through the Bio-ENERGY system, we co-generated 83.6% of the energy we use. Additionally, we implemented photovoltaic generation equipment to strengthen our commitment to a low-carbon economy and drive further progress towards our goals —aligned with the Science Based Targets Initiative (SBTi).

Likewise, to achieve our climate and sustainable development goals, we have placed water conservation at the heart of our strategy by implementing technological improvements that allowed us to recycle 30.7 million m³ of this vital resource through this year.

The company's core is made up of its employees, and we are grateful to those who today position us as the leading paper and paper products manufacturer in Mexico, as well as one of the top ten largest paper companies in the United States. For this reason, we value their diversity, talent, and commitment, and have created an organizational culture based on continuous improvements and innovation that promotes respect, well-being, inclusion, and competitiveness.

The collaborative work with key social stakeholders in our communities has driven valuable efforts for economic, social, and environmental development. In 2024, more than 20,200 people benefited from our programs, organized around three main axes: environmental care and education, community development, and education for development.

To expand our social impact, the Bio Pappel Foundation promotes various volunteer activities and initiatives in collaboration with multiple organizations that foster quality education and environmental stewardship.

In like manner, leadership and effectiveness within our corporate governance ensure continuity and fulfillment of our objectives through informed decision-making and a solid regulatory framework. This allows us to meet the needs of all our stakeholders with the highest standards of ethics and transparency.

Aware of the challenges facing the United Nations 2030 Agenda, Bio Pappel reaffirms its commitment to sustainable development by strengthening partnerships that accelerate positive impact towards a better planet for all.

I conclude this message by inviting you to learn more about this report, which reflects the constant effort and dedication of our team.

(1) 1 Metric ton equals 1.1023 short ton.

BIO PAPPET IN FIGURES

[3-3]



7.5

MILLION TREES SAVED

83.6%

OF THE ENERGY USED IS GREEN
AND COGENERATED AS A PART
OF BIO-ENERGY SYSTEM

30.7

MILLION M³ OF
RECYCLED WATER

7.0

MILLION TONS OF
CO₂e CAPTURED

1.93⁽¹⁾

MILLION SHORT TONS OF
RECYCLED PAPER AND
CORRUGATED PAPER

\$94+⁽²⁾

MILLION DOLLARS INVESTED
IN SUSTAINABLE PROCESSES

[2-1, 2-6, 2-7, 3-3]



156,367

EMPLOYEE TRAINING HOURS

13,496 20,096

DIRECT JOBS

INDIRECT JOBS

1,748

VOLUNTEERS



OPERATIONS

IN 17 STATES ACROSS MEXICO,
8 IN THE UNITED STATES AND 1 IN COLOMBIA

\$2,125+⁽³⁾

MILLION DOLLARS IN SALES

54

INDUSTRIAL PLANTS,
RECYCLING CENTERS
AND HEADQUARTERS

+2,330

SMEs IN OUR VALUE CHAIN

(1) 1 Metric ton equals 1,1023 short ton.
(2) Year end rate \$20.51 MXN.
(3) Annual average exchange rate \$18.31 MXN.

CORPORATE PROFILE

[2-23, 3-3 / GC 1, 2 and 10]

Bio Pappel's corporate vision is strongly aligned with sustainable principles that distinguish us within the paper industry. It's through our constant quest towards efficiency and compliance that we establish a solid manufacturing and distribution network that extends into the markets of Mexico, the United States, and Canada within the North American trade bloc (USMCA).

We are the leading Mexican manufacturer of paper and paper products, and rank among the top ten companies in the sector in the United States.

Delivering innovative and high-quality products is fundamental to our value proposition, which allows us to create a positive impact on society and foster shared value among customers and stakeholders.

VISION

To be a leading enterprise in the creation of shared value based on a strong culture of learning, innovation, productivity, environmental protection, and social responsibility.

MISSION

To competitively produce sustainable paper, paper-based products, and packaging to effectively contribute to our clients' success, as well as to our own and to the environment.

VALUES

Integrity
Competitiveness
Innovation
Teamwork
Sustainability



GEOGRAPHIC PRESENCE

[2-1]

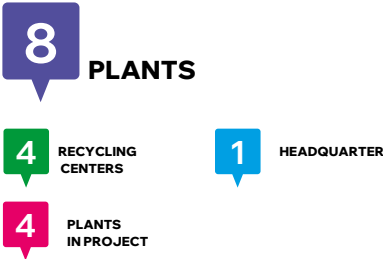
MEXICO



CANADA



UNITED STATES



COLOMBIA

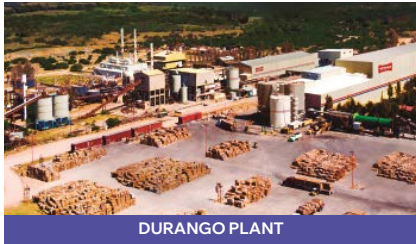




TIZAYUCA II PLANT



WISCONSIN PLANT



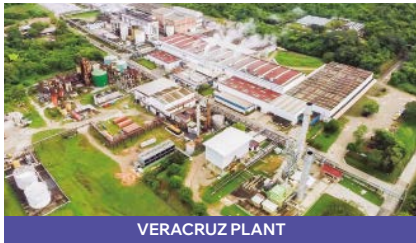
DURANGO PLANT



QUERETARO PLANT



BAJIO PLANT



VERACRUZ PLANT



LEBANON PLANT



MEXICALI PLANT



GUADALAJARA PLANT



MORELIA PLANT



MONTERREY PLANT



TEPATITLAN PLANT



DALLAS PLANT



HIGH GRAPHIC PLANT



NUEVO LEON PLANT



CHIHUAHUA PLANT



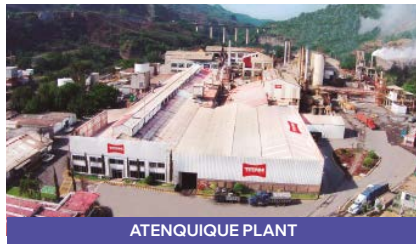
SINALOA PLANT



ZAPOTLAN PLANT



COLOMBIA PLANT



ATENUIQUE PLANT



APODACA PLANT



CHIAPAS PLANT



OAXACA PLANT



HIDALGO PLANT



TIJUANA PLANT



SAN NICOLAS PLANT



MEXICO PLANT



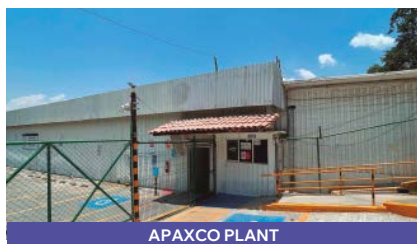
TULTITLAN PLANT



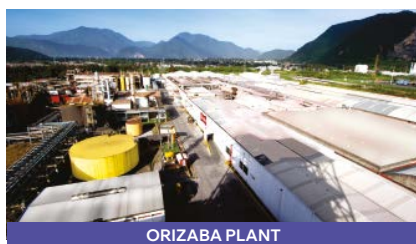
IZCALLI PLANT



TLALNEPANTLA DC



APAXCO PLANT



ORIZABA PLANT



NEW MEXICO PLANT



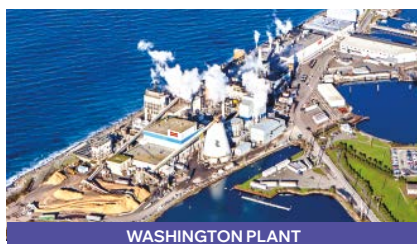
CERRITOS PLANT



SANTA FE PLANT



COVINGTON PLANT



WASHINGTON PLANT



TIZAYUCA I PLANT



BUSINESS GROUPS AND PRODUCTS

[2-1, 2-6/ GC 8 and 9]



We focus on manufacturing the highest quality paper and paper products, under a business model that effectively integrates innovation and sustainability. Each product undergoes a careful and detailed process, ensuring excellence at all manufacturing stages.

Bio Pappel's main driving force is our commitment to customers, which drives us to offer solutions that meet and exceed their expectations. In this way, we work daily to generate a positive impact, contributing to a more responsible and prosperous future.



WE ARE CERTIFIED BY THE FOREST STEWARDSHIP COUNCIL® (FSC®), FURTHER PROOF OF OUR COMMITMENT TO PROVIDING SUSTAINABLE SOLUTIONS BY PRODUCING 100% RECYCLED FIBER PAPER



[2-1, 2-6]

We operate through three specialized business units, each recognized for its leadership in its respective sectors. These units are strategically structured to offer innovative and sustainable solutions that meet our clients' needs.



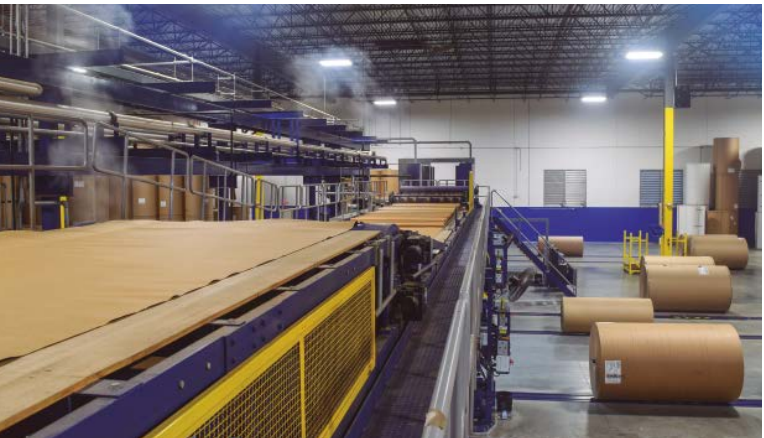
Leading company in producing and distributing brown paper and packaging in Latin America

Products:
Paper in large rolls, liner and medium brown paper, corrugated packaging, high graphics, sacks, and paper bags.



Leading company in the United States market for manufacturing paper and packaging

Products:
Rolls of paper for packaging and containers, white and brown liner paper for packaging, paper for sacks, bags, and wrappers, corrugated and high-graphic packaging.



White bond paper manufacturer for writing and printing, as well as school products

Products:
Notebooks, bond paper for writing and printing, bond paper in large rolls and sheets for converting and printing as well as newspaper paper.



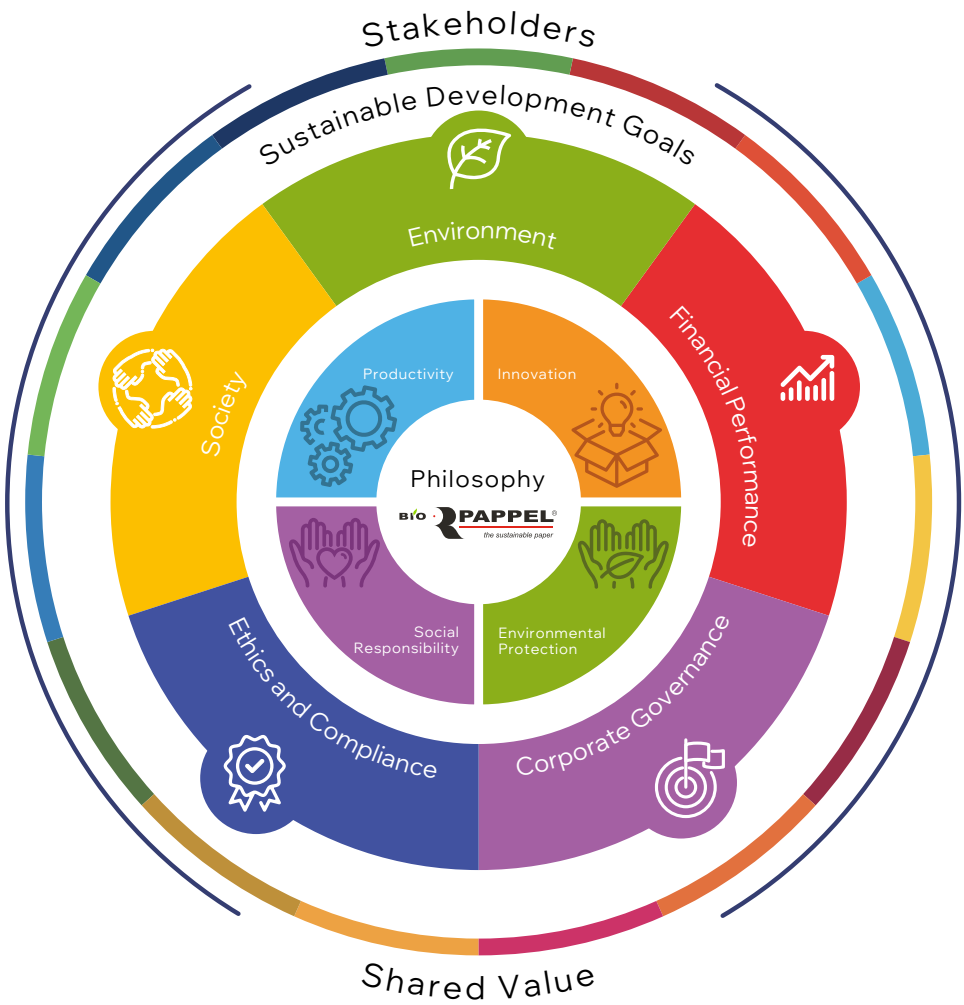
SCRIBE® HAS BEEN LATIN AMERICA'S MOST REPRESENTATIVE AND EMBLEMATIC PAPER BRAND FOR OVER 60 YEARS

SUSTAINABILITY MODEL

[2-23, 3-3]

Our sustainability strategy is driven by a comprehensive approach that promotes respect for the environment and social well-being. Through a rigorous ethics and compliance system, we ensure that all our actions have a positive impact.

Bio Pappel's model is applied at all levels of our organization and aims to expand the shared value within the company and among our stakeholders.



CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

[2-28]

At Bio Pappel our vision and firm commitment is to build a more righteous, equitable, prosperous, and sustainable future for all. That is why we align our operations with international initiatives such as the Sustainable Development

Goals (SDG), established by the United Nations as part of the 2030 Agenda for Sustainable Development.



	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Business groups and products															
Economic performance															
Economic growth															
Development in Mexico and the United States															
Corporate Governance and Ethics															
Code of Ethics															
Bio Pappel Ethics Line															
Value chain															
Cybersecurity															
Environmental performance															
Environmental management															
Urban Forest™															
Energy															
Emissions															
Water															
Clean transportation															
Preservation of forests and its biodiversity															
Our people															
Performance management															
Training and development															
Quality of life at work															
Occupational health and safety at work															
Community engagement															
Bio Pappel Foundation															
Corporate Citizenship															
Our stakeholders															
Certifications and awards															

We are proud to be part of the United Nations Global Compact, an initiative that promotes corporate social responsibility and sustainable economic development worldwide.



**ECONOMIC
PERFORMANCE**

ECONOMIC PERFORMANCE

[2-6, 3-3]



Our economic approach is focused on using resources efficiently, protecting biodiversity, and creating social value through responsible practices. Under these circumstances, innovation is crucial for our competitiveness as we strive to optimize processes and create 100% recycled products.

As part of our commitment to contributing to global sustainable development, we aim to enhance our value chain, make a positive impact in the regions where we operate, and set standards for change in the industry by promoting a more sustainable and collaborative approach.

\$2,125+⁽¹⁾

MILLION DOLLARS IN SALES

\$94+⁽²⁾

MILLION DOLLARS INVESTED IN INITIATIVES TO REINFORCE OUR COMMITMENT TO SUSTAINABILITY

92%

OF OUR SUPPLIERS ARE MEXICAN

(1) Annual average exchange rate \$18.31 MXN
(2) Year-end rate \$20.51 MXN.

ECONOMIC GROWTH

[3-3, 201-1]



In 2024, we made significant investments in Mexico and the United States, especially in sustainability projects that include renewable energy and resource optimization. Thus, we continued to strengthen our operations. During this year, Bio Pappel obtained an upgrade in its credit rating from AA to AAA on a local scale and from BBB to BBB+ on a global scale —reflecting strong financial, operational and market fundamentals. This enables greater investments in sustainable processes and the expansion of its operations to meet the current and future demands of the North American economic bloc market.



Global 2024

AAA

Global 2024

BBB+

OUR INVESTMENT —FOCUSED ON SUSTAINABLE PROGRAMS— STANDS OUT FOR THE INSTALLATION OF PHOTOVOLTAIC ENERGY IN 10 INDUSTRIAL PLANTS, CONTRIBUTING TO OUR GOAL OF REDUCING EMISSIONS AND SAVING ENERGY

Indicator	2021	2022	2023	2024
Direct economic value generated	1,659.09 ⁽¹⁾	2,333.09 ⁽²⁾	2,248.80 ⁽³⁾	2,125.63 ⁽⁴⁾
Direct economic value distributed	1,509.12 ^(1.1)	2,101.80 ^(2.1)	1,980.32 ^(3.1)	1,939.25 ^(4.1)
Investments in projects	66.53 ^(1.1)	136.15 ^(2.1)	110.40 ^(3.1)	94.39 ^(4.1)
Annual average exchange rate MXN	(1) \$20.28	(2) \$20.12	(3) \$17.76	(4) \$18.31
Year end rate MXN	(1.1) \$20.52	(2.1) \$19.36	(3.1) \$16.89	(4.1) \$20.51

DEVELOPMENT IN MEXICO AND THE UNITED STATES

[2-6, 3-3]



We are driving our growth in the United States and Mexico through projects that strengthen and expand our operations in both countries, positioning ourselves as a key regional supplier to companies that operate in both nations, maximizing the opportunities offered by the United States-Mexico-Canada Agreement (USMCA).

Against this backdrop, a valuable opportunity has emerged to reinforce our presence in North America, facilitating access to strategic markets and promoting our integration into a more dynamic and greener economy. This agreement has created a favorable regulatory environment that boosts our competitiveness, allowing us to align with market demands focused on sustainable growth.

IN 2024, WE OPENED A NEW PLANT IN DALLAS AND IMPLEMENTED EXPANSION PROJECTS IN SINALOA AND COAHUILA

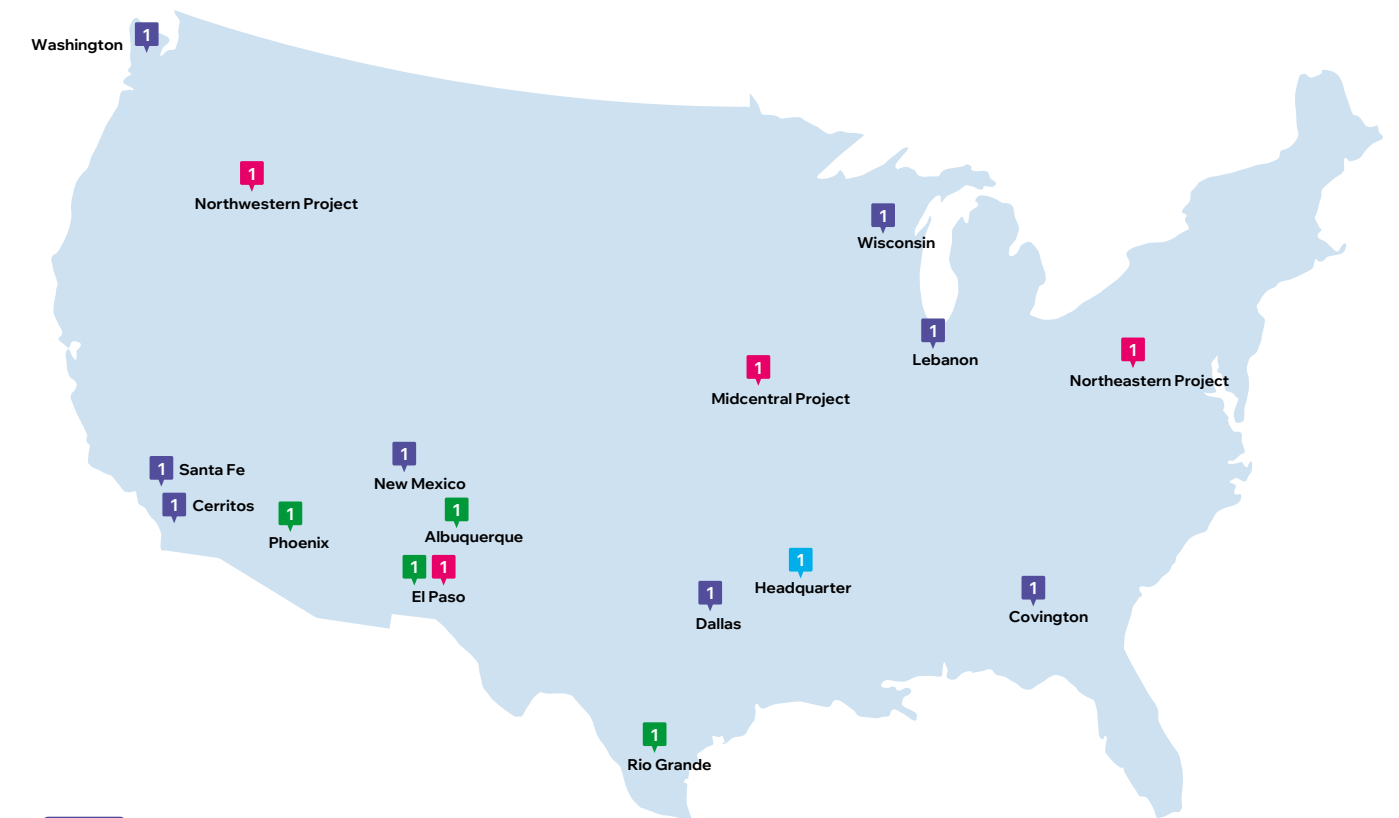
In addition, we invest in our human capital development to enhance the skills and knowledge of all staff, thus contributing to the innovation and competitiveness of the entire Bio Pappel operation.

8 PLANTS AND 4 RECYCLING CENTERS CONSTITUTE OUR OPERATIONAL STRUCTURE IN THE UNITED STATES



[MCKINLEY WISCONSIN]

[2-6, 3-3]



8 PLANTS

4 RECYCLING CENTERS

1 HEADQUARTER

4 PLANTS IN PROJECT

CORPORATE GOVERNANCE AND ETHICS



At Bio Pappel, we are committed to sustainable development and social responsibility, endorsed by strong leadership and a firm adherence to the company principles that guide our daily actions. This Corporate Governance serves as a fundamental framework designed to establish the structures and processes necessary for an effective and responsible management.

This regulatory system ensures that every company operation meets the highest standards of transparency, integrity, and accountability.

COMPOSITION AND COMMITTEES

BOARD OF DIRECTORS

[2-9, 2-12]

FUNCTIONS OF THE BOARD OF DIRECTORS

- Internal control system management.
- Verification of the company's general strategies.
- Alignment with the social principals of the business.

The Board of Directors play a key role in the development and execution of our strategies, ensuring that our operations are carried out according to established standards. Therefore, we strive to create an inclusive and representative decision-making environment, where all stakeholders are considered.

The governing body has 6* highly trained members, that crucially shape our vision and oversee our strategic operations.

*The Board of Directors follows the guidelines established by Mexico's General Law of Commercial Companies.

THE OFFICE OF THE CEO

[2-9, 2-12]



The Office of Chief Executive Officer is the driving force behind our vision towards a sustainable future, leading our operations with a comprehensive and responsible approach in view of achieving our goals. Some of its key functions include managing and conducting the business and ensuring that its operations are aligned with the strategic plan established by the Board of Directors.

The Office of the CEO coordinates with the Finance and Administration, Operations, and Sustainability departments, along with the management of each of the business groups, to ensure compliance with internal regulations and the achievement of the company's strategic objectives.

CODE OF ETHICS

[2-23, 2-24, 3-3 / GC 1, 2, 4, 5, 6 and 10]



At Bio Pappel, the integrity and transparency of our actions are the foundation of everything we do, that is why, we have guidelines such as the Code of Ethics that reflect our fundamental principles and corporate philosophy.

We maintain high standards of business ethics, quality, and sustainability in all aspects of our business, and foster a culture of respect, trust and honesty by providing continuous training on the Code of Ethics, making sure all of our employees understand and apply the company values and principles on their daily work.

93.7%

OF EMPLOYEES RECEIVED TRAINING ON THE CODE OF ETHICS

We also have a specific Code of Ethics for Suppliers and another for Clients, which are key to fostering transparent and respectful commercial relationships based on equality and trust.



100%

OF CUSTOMERS AND SUPPLIERS ARE COMMITTED TO THE CODE OF ETHICS

5,843

TRAINING HOURS DEDICATED TO THE CODE OF ETHICS

BIO PAPPEL ETHICAL LINE

[2-24, 2-25, 2-26, 3-3, 406-1 / GC 1, 2, 4, 5, 6 and 10]



We have an Ethics Line, a safe and confidential way to report behavior that goes against our codes of conduct or company policies. This resource guarantees that the values of respect, honesty, and a commitment to doing the right thing endure in our community.

To ensure impartiality and confidentiality in handling each report, an independent, external entity manages this resource. These cases are closely monitored internally to ensure fair and timely responses, in accordance with our ethical principles.

COMPLAINTS AND CLAIMS FILED IN BIO PAPPTEL AND ITS BUSINESS GROUPS

[406-1/ GC 10]

Indicator	2022	2023	2024
Total number of complaints and claims	50	35	36
Cases suggesting processes improvement, facilities and working conditions	6%	14%	19%
Discrimination cases	2%	17%	28%
Cases that resulted in employment termination	12%	14%	19%
Cases that resulted in employees' transfers, training, strengthening of controls and streamlining processes	80%	54%	33%

Complaints and claims reported include working conditions, compliance with policies, conflicts of interest, and relationships with suppliers, clients, and employees, among others.



Chat within the website



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1. Download
"EthicsGlobal"
(Available for Android
and iOS)

2. Scan this QR CODE



TO LEARN MORE ABOUT THIS CODE OF ETHICS, PLEASE VISIT OUR OFFICIAL WEBSITE:
<https://biopappel.com/en/code-of-ethics/>

VALUE CHAIN

[2-6, 2-23, 2-24 / GC 1, 2, 4, 5 and 10]



As part of the commitment, we take responsibility of to building a more sustainable future, collaborating with organizations that share our vision, and values is a priority.

At Bio Pappel, synergies between companies with a common commitment to sustainable development are essential to generate a real and positive impact, for this reason, we promote responsible business practices throughout our supply chain to ensure ethical, transparent, and sustainable operations.

We are committed on creating employment opportunities in the communities in which we operate through various actions. We encourage hiring local personnel to promote the region's economic development.

OUR VALUE CHAIN IS MADE UP OF +2,330 SMES

We have a comprehensive system for certifying our suppliers that ensures that our companies strictly adhere to their legal, fiscal, financial, material, and human capital.

In addition, through our Supplier Code of Ethics, we establish a mutual commitment to operate based on ethical and transparent practices, free of corruption, and discrimination.



CYBERSECURITY

[3-3]



During this accelerated digitalization era that characterizes our business environment, we recognize that adopting emerging technologies represent an opportunity and a challenge that requires a comprehensive approach adapted to our organization's needs. We have made a priority to create a sustainable digital model that ensures constant innovation and security in all digital processes as an essential part of our business strategy.

WE PRIORITIZE THE PROTECTION OF ALL OUR DIGITAL ASSETS AS WE ADOPT NEW TECHNOLOGIES, MAINTAINING A RESPONSIBLE APPROACH





**ENVIRONMENTAL
PERFORMANCE**

ENVIRONMENTAL PERFORMANCE

[3-3]



MAIN RESULTS IN 2024:

1.93⁽¹⁾

MILLION SHORT TONS OF RECYCLED
PAPER AND CORRUGATED PAPER

(1) 1 Metric ton equals 1.1023 short ton.

88.5%

OF THE WATER USED IN OUR
PRODUCTION PROCESSES IS RECYCLED

83.6%

OF THE ENERGY USED IN OUR
OPERATIONS IS COGENERATED

7.0

MILLION OF TONS OF
CO₂e CAPTURED

ENVIRONMENTAL MANAGEMENT

[2-25, 3-3 / GC 7 and 9]

Our environmental management model is crucial in Bio Pappel's operation, focusing on the integration and investment in green technology to streamline and optimize the use of natural resources and reduce the company's environmental impact.

FIVE PILLARS MAKE UP THIS MODEL:

URBAN FOREST™

Own circular economy model —allows the production of paper and paper products with 100% recycled fiber.

BIO-ENERGY SYSTEM

Efficient harnessing of renewable energy from our operational processes.

WATER RECYCLING

Program focused on optimizing the use and reuse of water in our operations.

PRESERVATION OF BIODIVERSITY

Actions that support care and conservation of forests, their flora, and fauna.

LOW-CARBON ECONOMY

Actions that seek to reduce GHG emissions.

URBAN FOREST™

THE CIRCULAR ECONOMY

[3-3 / GC 8]



Urban Forest™, our circular economy model, extends the paper's lifecycle by producing new paper products from 100% recycled raw materials. This revalues waste and promotes large-scale recycling.

The Urban Forest™ model is a significant step towards a more sustainable future that involves all production aligning with the principles of the circular economy.

WE ARE THE LEADING PAPER RECYCLING COMPANY IN LATIN AMERICA

[301-2, 301-3]

95%

USED TO
MANUFACTURE PACKAGING
PAPER AND PRODUCTS

5%

REMAINING IS USED TO
MANUFACTURE PRINTING
AND WRITING PAPER

*Consolidation of information by plant and type of raw material recovered.

[3-3, 301-2, 301-3]

In order to broaden our paper and corrugated paper recovery network, we forged strategic alliances with key supply chain players, as well as state and municipal governments.

According to data provided by the Cellulose and Paper Industry National Chamber, Bio Pappel's circular economy model has significantly contributed to the growth in the paper collection index in Mexico, which represented 52.7%.

In 2024, the third edition of the Urban Forest™ Awards was held—an initiative led by our business group Titán, and supported by the Forest Stewardship Council® (FSC®). This recognition promotes responsible practices and contributes to sustainability and circular economy.

WE COLLABORATED WITH OUR CLIENTS TO ACHIEVE THEIR ENVIRONMENTAL GOALS BY USING 100% SUSTAINABLE PAPER AND PACKAGING SOLUTIONS

IN THIS THIRD EDITION 97 COMPANIES WERE GIVEN THE URBAN FOREST™ AWARD

PAPER RECYCLING (SHORT TONS*/YEAR)

[2022	2023	2024]
2,131,852	2,062,839	1,937,148

2025
GOAL
1,995,262

*1 Metric ton equals 1.1023 short ton.

ENERGY

[2-25, 3-3/ GC 7]



The Bio-ENERGY System is an innovative model that improves energy utilization at plants by using the steam generated in our production processes to supply renewable energy. This way, we fulfill local and international regulations regarding this matter. Thanks to the sustainable and responsible practices we adopted and implemented, we have positioned ourselves as one of the companies with the best environmental footprint.

**BY COMBINING INNOVATION
AND BEST PRACTICES IN ENERGY
EFFICIENCY, WE CONTINUE
CONTRIBUTING TO THE SUSTAINABLE
DEVELOPMENT GOALS OF THE
2030 AGENDA**



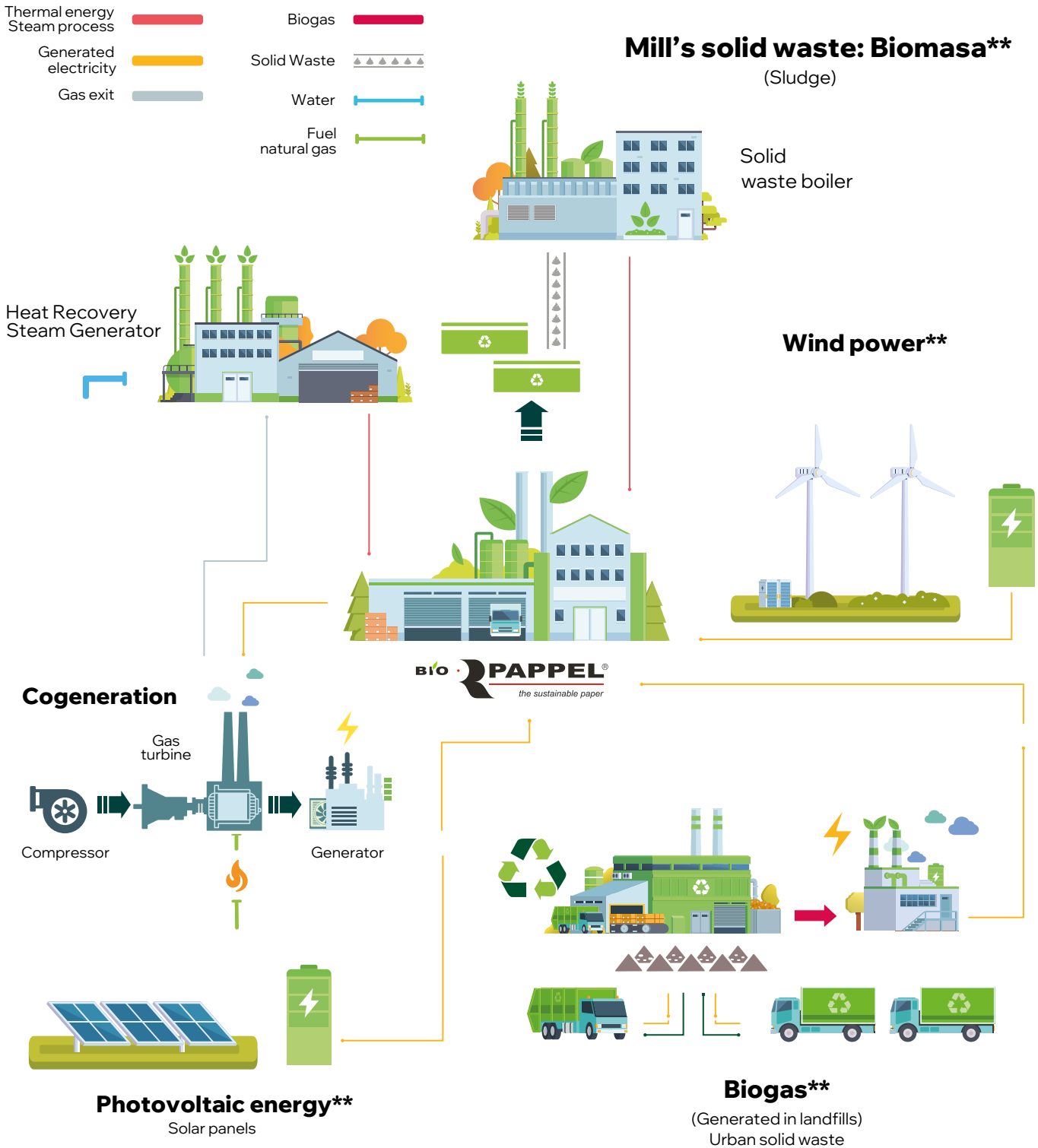
[SCRIBE QUERETARO]



In 2024, we started a significant photovoltaic power generation project that involves using the roofs of our operating centers to install infrastructure. This initiative began with 10 plants and aims to gradually achieve that 100% of our operations produce renewable energy for our own consumption.

BIO-ENERGY SYSTEM

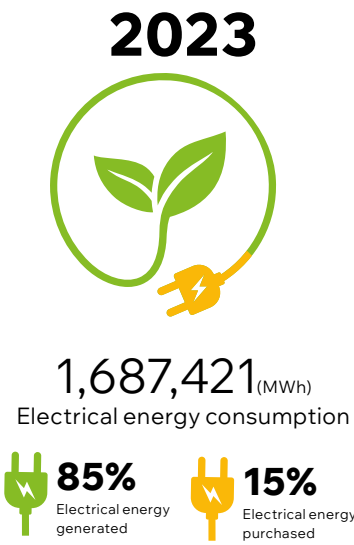
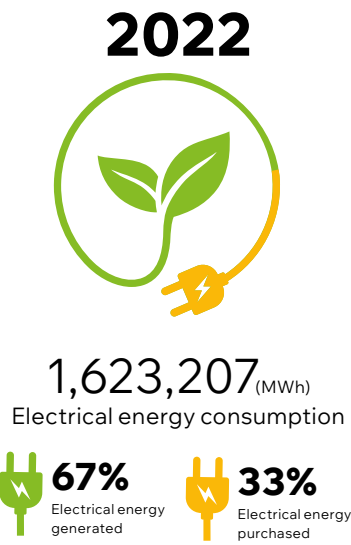
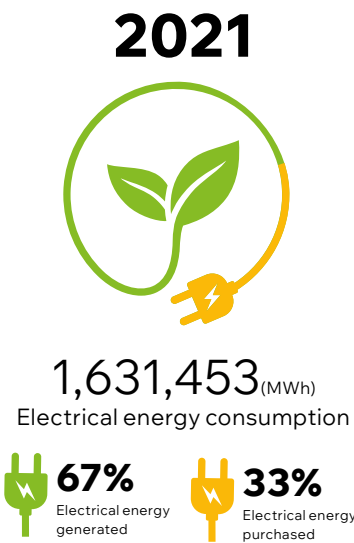
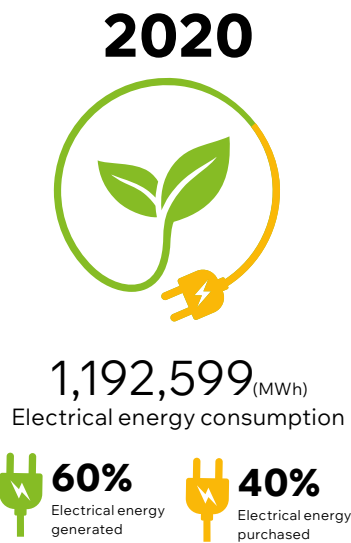
[3-3 / GC 9]



ENERGY			
Indicator	2022	2023	2024
Electricity* (MWh)	1,844,336	1,877,523	1,972,487
Renewable energy** (MWh)	642	794.5	28,885
Fuel oil (m³)	9,060	3,359	3,297
Natural Gas (Gigacalories)	5,976,417	6,235,881	6,122,322
Gasoline (Liters)	1,039,854	850,086	941,600
Diesel (Liters)	7,718,272	6,963,329	7,542,752

2025
GOAL

*83.6% of the energy used is efficient.
**Renewable energies are grouped under this division.



EMISSIONS

[2-25, 3-3 / GC 7]



Urban Forest™ —Bio Pappel's circular economy model—, is a crucial component of our innovation and competitiveness strategy, which allows a responsible management of emissions and active contributions to environmental protection.

We regularly report our greenhouse gas emissions through the Mexico GHG Program, coordinated by the Mexican Department of Environment and Natural Resources (SEMARNAT), the Private Sector Studies Commission for Sustainable Development (CESPEDES), and the international nonprofit Carbon Disclosure Project (CDP). This action is an example of our proactive approach to tackle climate change and recognize opportunities to reduce our emissions and contribute to the development of a lower-carbon economy.



7 MILLION TONS OF
CO₂e CAPTURED
BY 2024

CO₂e EMISSIONS AND CAPTURE (thousands of tons)

Indicator	2022	2023	2024
*CO ₂ e emissions	1,467	1,465	1,444
CO ₂ e capture	7,736	7,485	7,029
Net CO ₂ e capture	6,269	6,020	5,585

*GHG Direct or Scope 1 Emissions from fossil fuels.

2025
GOAL

*CO ₂ e emissions	1,487
CO ₂ e capture	7,240
Net CO ₂ e capture	5,752

Additionally, in 2024, we moved forward with our commitment to the Science Based Targets Initiative (SBTi), which establishes guidelines for setting targets based on current climate science to reduce our greenhouse gas (GHG) emissions and thereby, contribute to achieving the Paris Agreement goal of limiting global warming to well below 1.5°C.

GAS EMISSIONS (thousands of tons)

Indicator	2022	2023	2024
NO _x	0.866	0.848	0.821
SO _x (SO ₂)	0.640	0.219	0.211
Particles	0.101	0.075	0.073
Methane	0.030	0.037	0.036

*Measured using ISOKINETIC studies based on Official Mexican Standard NOM-085 published by the Mexican Department of Environment and Natural Resources (SEMARNAT), and emissions calculations using AP-42 factors.

WATER

[2-25, 3-3 / GC 7 and 9]



We continuously improve water management as part of our commitment to protecting natural resources. Our zero-effluent system is designed to recycle water used in our production facilities.

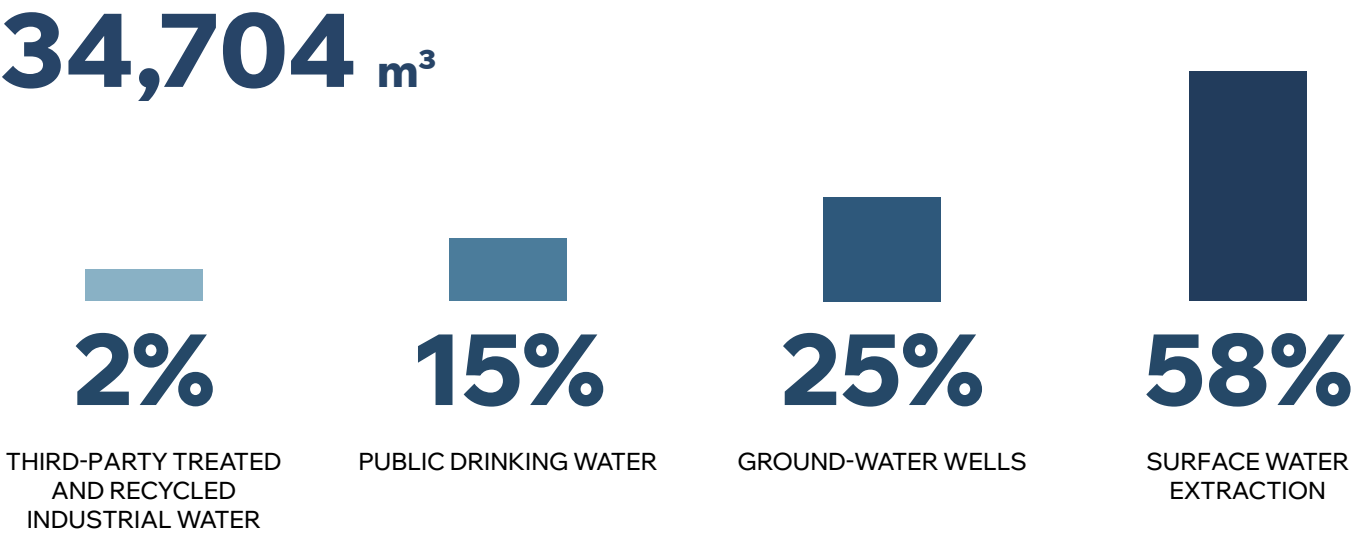
Similarly, water that cannot be recycled, undergoes an exhaustive treatment process to ensure that its release meets the standards imposed by environmental authorities. Our progress in water conservation and efficient use is thanks to significant investments and technological improvements implemented at various

operating centers, which earned us the "Water Efficiency Award" granted by Pulp & Paper International (PPI), recognizing the worldwide paper industry achievements.

**IN 2024,
30.7 MILLION m³
OF WATER WERE
RECYCLED AT OUR
OPERATING CENTERS**

[3-3]

TOTAL EXTRACTION BY WATER SOURCES (Thousands of m³ / year)



*Measurement equipment owned by Bio Pappel, endorsed, and supervised by the corresponding authorities and accredited third parties.

WATER USE AND DISCHARGE (Thousands of m³ / year)

Indicator	2022	Unit 2022 (m ³ /ton)	2023	Unit 2023 (m ³ /ton)	2024	Unit 2024 (m ³ /ton)
Water consumption	34,296	9.35	34,515	9.39	34,704	9.44
Wastewater discharge	22,412	6.11	22,978	6.24	22,357	6.08
Net water consumption	11,883	3.24	11,537	3.10	12,346	3.36

**2025
GOAL**

		Unit (m ³ /ton)
Water consumption	35,745	9.72
Wastewater discharge	23,027	6.26
Net water consumption	12,716	3.46

CLEAN TRANSPORTATION

[2-25, 3-3 / GC 7 and 9]



Our logistics activities environmental impact has been reduced by implementing initiatives that focus on using clean technologies and optimizing transportation processes. Our reverse logistics system is a key example of this approach to reducing transportation times and emissions.

We replaced trucks with rail vans and acquired Euro V-compliant transport technology to optimize load capacity and significantly reduce CO₂ emissions per ton transported.

Additionally, we countersigned our commitment to exemplary transportation strategies by voluntarily participating in the SEMARNAT (Mexican Department of Environment and Natural Resources, SEMARNAT) Clean Transportation program.

**FOR 11 CONSECUTIVE YEARS,
WE HAVE RECEIVED THE
"EXCELLENT ENVIRONMENTAL
PERFORMANCE" RECOGNITION
AWARDED BY SEMARNAT**



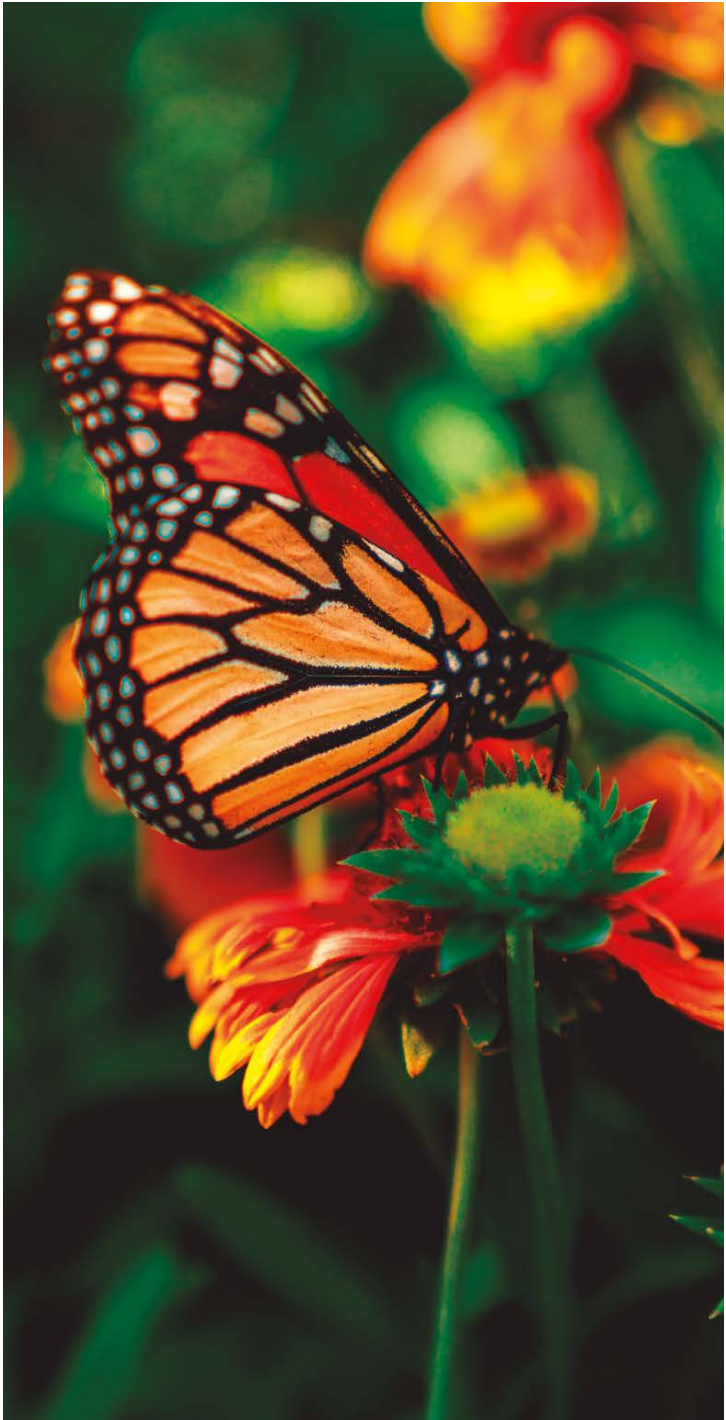
PRESERVATION OF FOREST AND THEIR BIODIVERSITY

[2-25, 3-3 / GC 7 and 8]



Bio Pappel's priority is to ensure the planet's health and the sustainability of natural resources by preserving forests and their biodiversity. Thus, our model is designed to actively contribute to the preservation of ecosystems, which includes the care and expansion of green spaces through our own reforestation campaigns.

The Scribe® San Rafael Plant —forest reserve that covers over 2,400 hectares—, is part of our most important initiatives for ecosystem conservation. It is considered to be one of the broadest and most significant conservation zones in the Mexico City metropolitan area. The reserve acts as a green lung, helping to reduce the effects of urban pollution.



**OUR
REFORESTATION
CAMPAIGNS
RESULTED IN THE
PLANTING OF
5,920 TREES**



**SOCIAL
PERFORMANCE**

OUR PEOPLE

[2-7, 2-30 / GC 3, 4 and 6]



Within a highly competitive business environment, diversity and talent are key to Bio Pappel. We are aware that each employee has their own skills and knowledge, providing an individual perspective to face different challenges through innovative and efficient solutions, enriching the way we work and creating a collaborative environment.

WORKFORCE BY GENDER AND EMPLOYMENT CONTRACT*

Indicator	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full-time employment	8,304	2,923	11,227	8,358	3,181	11,539	8,422	3,315	11,737
Temporary employment	1,513	533	2,046	1,380	525	1,905	1,262	497	1,759
Total	9,817	3,456	13,273	9,738	3,706	13,444	9,684	3,812	13,496

*56% of our personnel are included in collective bargaining agreements. Remuneration, adjustments, and changes in employee benefits are determined through union representatives.

EMPLOYEES BY GENDER AND REGION

Indicator	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Mexico	8,799	3,224	12,023	8,725	3,458	12,183	8,760	3,558	12,318
USA	953	182	1,135	939	185	1,124	848	181	1,029
Colombia	65	50	115	74	63	137	76	73	149
Total	9,817	3,456	13,273	9,738	3,706	13,444	9,684	3,812	13,496

[2-7/ GC 3, 4 and 6]

WORKFORCE BY GENDER AND WORKING HOURS

Indicator	2023			2024		
	Men	Women	Total	Men	Women	Total
Full-time	9,475	3,606	13,081	9,423	3,709	13,132
Part-time	263	100	363	261	103	364
Total	9,738	3,706	13,444	9,684	3,812	13,496

*The information in the previous charts are obtained from the Personnel Balance Report, fed by each work center.



PERFORMANCE MANAGEMENT

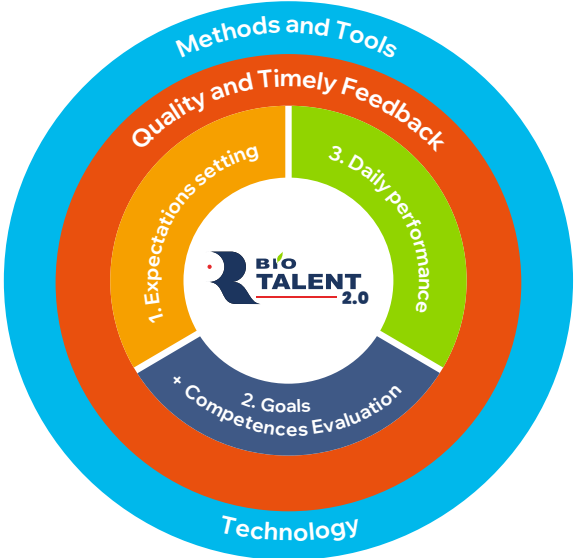
COMMITTED TO DEVELOPING TALENT

[3-3, 404-3]



A key tool at Bio Pappel is its performance management model called BIO TALENT 2.0, which allows us to offer continuous and effective support to our staff. It also facilitates the monitoring of individual professional goals within the organization, ensuring that each of them is aligned with the business strategy and objectives.

Through each evaluation cycle, we recognize and value the efforts and achievements of all teams, highlighting their contribution to operational success. In addition, this process allows us to identify in more detail the areas where each employee can improve or may require additional support. It enables us to develop training and development plans that meet the staff needs and ensure their professional growth.



1,033

EMPLOYEES PARTICIPATED IN THE PERFORMANCE REVIEW PROCESS

99%

OF EMPLOYEES PARTICIPATED IN THREE MID-YEAR PERFORMANCE REVIEWS

TRAINING AND DEVELOPMENT

[3-3, 404-1, 404-2]



Having top-quality training and development plans ensure that all teams are prepared for current challenges and future opportunities and simultaneously, empower technical skills improvement and promote the progress of all staff.

The training we offer to our employees allows us to align their individual growth with the business' strategic objectives, creating an environment of innovation and constant improvement.

IN 2024, THE MAIN TOPICS TAUGHT WERE:

- Inclusive and gender-neutral communication
- Dissemination of Policies and Procedures
- Code of Ethics
- Learning Excel
- English language training
- ACL training
- Case Manager Training
- Effective presentations
- 9th Human Capital Congress
- 14th Congress on Safety and Environment
- Time and productivity management module
- 360° Leadership
- Coaching and team integration workshop
- Conflict management
- Talk about managing emotions
- Emergency preparedness and response
- Basic evacuation course
- Training in handling fire extinguishers

Indicator	2023	2024
Total attendees to training courses	23,761	15,878
Total training hours	216,225	156,367



PERCENTAGE OF TRAINED PEOPLE

2023

Men 69.6%
Women 30.4%

2024

Men 68.4%
Women 31.6%

QUALITY OF LIFE AT WORK

[2-25, 3-3 / GC 1, 2 and 6]



The well-being and inclusion of our staff is essential for the evolution of our culture at Bio Pappel. In order to ensure a healthy work environment, we provide guidelines and programs that promote gender equality, inclusion, and diversity.

Our organizational culture is encouraged through the following four strategic axes, which prioritize well-being at work:

In addition, we have management mechanisms to ensure that our employees develop fully in an inclusive environment, free of discrimination and with equal opportunities.

EQUALITY AND
NON-DISCRIMINATION POLICY

BIO PAPPEL ETHICS LINE

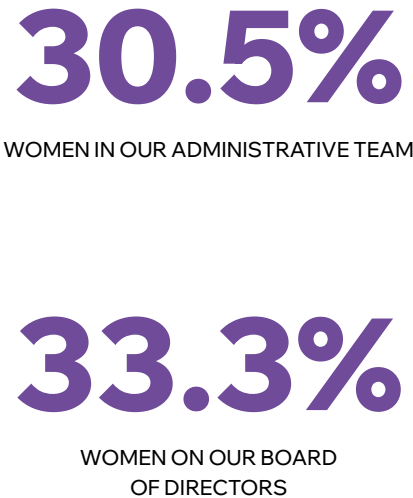
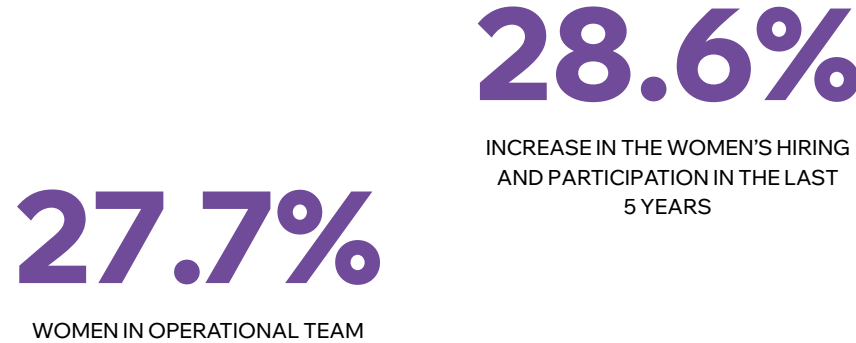
EMPLOYMENT EQUALITY
AND NON-DISCRIMINATION
COMMITTEE

CODE OF ETHICS

STRATEGIC AXES

- Equal distribution of responsibilities among men and women.
- Elimination of gender roles and stereotypes.
- The inclusion of people with disabilities in our workplaces.
- Strengthening the accessibility culture.

QUALITY OF LIFE ACHIEVEMENTS DURING 2024:



[2-25, 3-3 / GC 1, 2 and 6]

Bio Pappel prioritizes fair and inclusive work environments where all people, regardless of gender, origin, or condition, have the same opportunities to develop and grow professionally. For this reason, we implement initiatives around our certification under the Mexican Standard for Labor Equality and Non-Discrimination (NMX-R-025-SCFI-2015), in all our work centers, allowing to incorporate the gender perspective in the human capital management.

100% OF OUR MEXICO
BASED WORK CENTERS
ARE CERTIFIED UNDER
NMX-025



THROUGHOUT 2024, WE CONTRIBUTED TO THE FOLLOWING INITIATIVES:

UN WOMEN

Strategy aligned to the seven essential principles for women's empowerment promotion in the professional field.

CONAPRED AND CNDH

National Council to Prevent Discrimination and
National Council for Human Rights Mexico

We strengthen our training program by providing access to CONAPRED and CNDH's online platforms, which offer resources on inclusion, human rights, and non-discrimination.

In addition to the programs we run in the company, we believe it's crucial to play a part in global initiatives that promote gender equity and equal opportunities. By supporting these initiatives, we are not only creating a fairer and more diverse environment within Bio Pappel, but also contributing to the construction of a more ethical and inclusive work environment for everyone.

OCCUPATIONAL HEALTH AND SAFETY AT WORK

[2-25, 3-3 / GC 1 and 2]



The fundamental pillars of our organizational culture include safety and health at work. Therefore, in addition to strict compliance with the regulations to ensure a safe work environment, we implement policies focused on risk prevention and the physical and emotional well-being of all personnel.

Likewise, to meet our "Zero Accidents" goal, we are committed to maintaining the highest occupational health and security standards in all our workplaces. These practices ensure safe and efficient operations, prevent risk, and respond quickly to incidents.

Through the Comprehensive Safety and Occupational Health Policy and the Safety and Hygiene Commission, we establish guidelines to protect 100% of our staff.

We also promote the ongoing training of our employees on account of knowing that constant training not only prevents risks but also, provides the tools to effectively face any emergency, promoting the physical and emotional well-being of the entire team.

Our priority is to ensure the protection of all personnel, both inside and outside the facilities, and to guarantee the protection of our route operators. That is why we hold meetings with public and private organizations to strengthen road accident prevention measures.

(1) Year-end rate \$20.51 MXN.



AMONG THE RECOGNITIONS WE OBTAINED IN TERMS OF WORKPLACE SAFETY, WE FOUND THE FOLLOWING:

SAFE AND HEALTHY WORK ENVIRONMENTS DISTINCTION (ELSSA)
awarded by the Mexican Social Security Institute (IMSS).

SAFE COMPANY
Recognition granted by the Self-Management Program in Safety and Health at Work (PASST) of the Ministry of Labor and Social Welfare (STPS).

ISO 45001:2018
At Work Health and Security Management System.

OUR MANAGEMENT TO ENSURE SAFETY AND HEALTH AT WORK IS BASED ON FOUR FUNDAMENTAL AXES:



PSYCHOSOCIAL RISK MANAGEMENT

[2-25, 3-3 / GC 4 and 6]



Bio Pappel's organizational culture prioritizes well-being and collaboration, that's why we consider it essential to manage psychosocial risks, such as stress, workplace harassment, or work overload on time. These risks can significantly impact the mental and emotional health of employees and the work environment.

Among the main actions we carried out in 2024 in terms of psychosocial risk management, we highlight the following:

Additionally, we offer internal psychological care service to ensure the overall well-being of our staff. This service provides follow-up to cases identified through established regulations and is also available to support all staff who may need emotional or psychological assistance.

WE FULLY COMPLY WITH THE REQUIREMENTS OF NOM-035-STPS-2018

WE CLOSELY MONITOR THE ACTION PLAN TO IDENTIFY AND ADDRESS PSYCHOSOCIAL RISKS IN THE COMPANY

WE OFFER DETAILED INFORMATION ON MEASURES TO PREVENT AND CONTROL PSYCHOSOCIAL RISKS ACCORDING TO THE ESTABLISHED COMMUNICATION PLAN

COMMUNITY ENGAGEMENT

[3-3]

Our commitment to the development and well-being of the communities where we operate is bolstered year after year through constant communication to understand their needs and expectations, by engaging in dialogue, we can promote initiatives that create shared value and promote local economic, social, and environmental growth together.

It is through the Social Responsibility strategy that our community engagement projects emerge, having three principal axes as their origin:



ENVIRONMENTAL CARE
AND EDUCATION

COMMUNITY
DEVELOPMENT

EDUCATION
FOR DEVELOPMENT



[3-3]

KEY RESULTS FOR 2024 AT A GLANCE:

SDG	Axis	Program	Indicator	2022	2023	2024
<div><div>4</div><div>QUALITY EDUCATION</div><div></div></div> <div><div>5</div><div>GENDER EQUALITY</div><div></div></div> <div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div><div></div></div>	ENVIRONMENTAL CARE AND EDUCATION	<div><div>Bio Pappel Green Schools</div><div>Participating schools</div><div>28</div><div>24</div><div>16</div></div> <div><div>Beneficiaries</div><div>6,891</div><div>4,884</div><div>3,837</div></div> <div><div>Hug a tree</div><div>Short tons⁽¹⁾</div><div>272.3</div><div>282.2</div><div>252.4</div></div> <div><div>Beneficiary institutions</div><div>55</div><div>73</div><div>40</div></div> <div><div>Reforestation: our greatest role</div><div>Trees planted</div><div>12,108</div><div>6,659</div><div>5,920</div></div>				
<div><div>10</div><div>REDUCED INEQUALITIES</div><div></div></div> <div><div>11</div><div>SUSTAINABLE CITIES AND COMMUNITIES</div><div></div></div>	COMMUNITY DEVELOPMENT	<div><div>Bio Pappel Green Summer</div><div>Beneficiaries</div><div>1,501</div><div>1,277</div><div>1,186</div></div> <div><div>Taking care of my community</div><div>Beneficiaries</div><div>2,472</div><div>6,565</div><div>12,248</div></div>				
<div><div>13</div><div>CLIMATE ACTION</div><div></div></div> <div><div>15</div><div>LIFE ON LAND</div><div></div></div>	EDUCATION FOR DEVELOPMENT	<div><div>Productive workshops</div><div>Women benefited</div><div>222</div><div>194</div><div>222</div></div> <div><div>Training hours</div><div>852</div><div>950</div><div>1,585</div></div> <div><div>School visits</div><div>Visitors</div><div>3,373</div><div>2,331</div><div>1,726</div></div>				
<div><div>17</div><div>PARTNERSHIPS FOR THE GOALS</div><div></div></div>	BIO PAPPEL'S VOLUNTEERING	<div><div>Corporate Volunteers</div><div>2,824</div><div>2,280</div><div>1,748</div></div> <div><div>Volunteering hours</div><div>2,203</div><div>4,104</div><div>3,671</div></div>				

(1) 1 metric ton equals 1.1023 short ton.

+20,200 PEOPLE WERE
BENEFITED IN 2024



[3-3]



BIO PAPPEL GREEN SCHOOLS [203-1 / GC 8]

Another fundamental aspect of our business strategy is our firm commitment to protecting and conserving the environment. Through education and eco-responsibility, we aim to generate a positive and sustainable impact on communities and the ecosystems surrounding them.

The Bio Pappel Green Schools initiative goal is focused on fostering knowledge and diverse skills among the boys and girls from the communities we operate in. We seek to inspire them to become agents of change from an early age and in the future, leaders committed to sustainability and the Sustainable Development Goals (SDG).

In addition, we promote collaborations with various institutions that through their experience, aid and advise students and the teaching community, allowing us to promote an environmental and social culture that encourages sustainable practices throughout the school community.

16 SCHOOLS PARTICIPATED IN THE BIO PAPPEL GREEN SCHOOLS PROGRAM

Schools that join this program can obtain the Bio Pappel Green School certification by implementing a series of key actions:

- Establish a collection center within the facilities to manage and recover recyclable materials.
- Promote environmental and social projects that contribute to the conservation of natural resources, the biodiversity protection, and the productive workshops implementation to benefit the local school and community.
- Create an Ecological Club made up of students and parents, with the support of an environmental and social issues leader.

IN 2024, SCHOOLS OF QUERETARO, JALISCO, NUEVO LEON, OAXACA, AND VERACRUZ PARTICIPATED



HUG A TREE [3-3, 203-1 / GC 8]

Based on our circular economy model, Urban Forest™, we promote paper and cardboard recycling campaigns in the communities near our facilities. This initiative allows us to process the collected materials in Bio Pappel's Collection Centers and reuse them in our production chain, in addition to promoting the correct waste separation.

DURING 2024, WE COLLECTED 252.4⁽¹⁾ METRIC TONS OF PAPER AND CARDBOARD THROUGH THIS PROGRAM

(1) 1 metric ton equals 1.1023 short ton.

In this way, alliances are formed with various institutions to promote the correct separation and collection of materials, rewarding their efforts with benefits for improving and developing them.



REFORESTING: OUR GREATEST ROLE [3-3, 203-1 / GC 8]

We understand that every tree planted is a step closer to a more sustainable future, so we promote reforestation days in which our staff and their families come together to create a green legacy. We also launch adoption of trees and plants campaigns, allowing each team member to actively contribute to the conservation and increase of forest cover.

23 REFORESTATION/ADOPTION CAMPAIGNS OF 5,920 PLANTS/TREES IN THE STATES OF NUEVO LEON, COAHUILA, DURANGO, JALISCO, QUERETARO, BAJA CALIFORNIA, STATE OF MEXICO, GUANAJUATO, OAXACA, CHIAPAS AND VERACRUZ



[3-3]

We generate projects that directly impact the communities near our operations. Our goal is to contribute to its local development and promote environmental care practices to ensure a more sustainable environment for all.



BIO PAPPEL GREEN SUMMER [3-3, 203-1 / GC 5 and 8]

Each summer school term, we provide our staff's children with spaces with learning, recreation, socialization, and exercise activities, focused primarily on them reflecting on their role preserving and caring for the environment, as well as understanding the impact their actions have on it.

1,186 GIRLS AND BOYS PARTICIPATED IN BIO PAPPEL GREEN SUMMER



TAKING CARE OF MY COMMUNITY [3-3, 203-1]

To ensure the development of the communities where we operate, we implement projects focused on their specific needs. These efforts are supported by our dedicated workgroups, who volunteer in solidarity to improve the communities well-being.

38 COMMUNITIES BENEFITED IN THE STATE OF MEXICO CITY, QUERETARO, NUEVO LEON, BAJA CALIFORNIA, JALISCO, OAXACA, VERACRUZ AND CHIAPAS

12,248 PEOPLE RECEIVED SUPPORT THROUGH THIS INITIATIVE



[3-3]

Education is a significant development driver, and one of the most effective tools for generating long-term change, as it is of utmost importance to ensure equality and inclusion. In this sense, at Bio Pappel, we focus on economically empowering women, fostering youths interest in sustainability, and motivating them to take actions that benefit the construction of a more equal and environmentally responsible future.



PRODUCTIVE WORKSHOPS FOR WOMEN'S EMPOWERMENT [3-3, 203-1]

We provide trainings focused on economic activities for women in communities, supported by institutions specializing in job or that facilitate entrepreneurship. We offer them various tools to achieve financial independence and strengthen their leadership skills. These initiatives improve their communities' quality of life and promote innovation and social development.

TROUGH 2024 WE TRAINED 222 WOMEN FROM 7 COMMUNITIES IN JALISCO, STATE OF MEXICO, OAXACA, AND VERACRUZ



SCHOOL VISITS [3-3, 203-1]

To ensure a green future with more responsible models, we dedicate this educational program to strengthening sustainability values among youth with the objective of providing knowledge about our production processes so they become familiar with industrial technologies and practices, allowing them to train as professionals with a perspective towards a more sustainable economy.

1,726 STUDENTS FROM 48 EDUCATIONAL INSTITUTIONS PARTICIPATED IN THIS INITIATIVE IN 2024

We offer students the chance to visit our facilities and learn about the processes involved in the production of paper and paper products. Our technical team also organizes virtual activities to guarantee access for all educational levels.

BIO PAPPEN VOLUNTEERING

[3-3, 203-1 / GC 6 and 8]



Volunteering is an essential part of our Social Responsibility community engagement strategy, as it has a positive impact on both the institutional culture and the communities. The active participation of our staff has enabled us to strengthen local ties, foster collective well-being and achieve significant results that leave a lasting impression.

YOUTH IN ACTION FOR THE SUSTAINABLE DEVELOPMENT GOALS

[3-3, 203-1]

Our commitment to youth and the Sustainable Development Goals of the United Nations 2030 Agenda is demonstrated through this key initiative in our community connection strategy.

We collaborate with universities to promote activities that generate positive environmental impact and raise young people's awareness about sustainable development. These partnerships also offer practical experiences that expand their knowledge and help them enter the professional field.

IN 2024, WE COLLABORATED WITH 6 NEW UNIVERSITIES



STRATEGIC INITIATIVES OF YOUTH IN ACTION FOR THE SDGS PROGRAM

- Encourage student participation in outreach programs and volunteer activities to enhance their educational institution.
- Offer educational sessions that are led by company experts on topics related to their specialization.
- Provide employment opportunities to strengthen knowledge through professional internships, community service or apprenticeships.

BIO PAPPEN FOUNDATION

[3-3, 203-1 / GC 6 and 8]



Bio Pappel Foundation is an extension of our business strategy, which aims to increase the scope of the positive impact of our initiatives through activities and projects in environmental matters and social development via synergies with different institutions.

Among the main alliances we are carrying out in 2024 are:

BEST BUDDIES MEXICO

We work closely with this non-profit organization to promote an inclusive culture within the company, informing staff about the relevance of creating employment opportunities for people with intellectual disabilities.

NATIONAL MUSEUM OF ANTHROPOLOGY

We are actively involved in the conservation and protection initiative for the valuable Pre-Hispanic heritage safeguarded in the National Museum of Anthropology.

MEXICAN RED CROSS

We join efforts with this organization dedicated to humanitarian aid, which seeks to ensure all Mexicans have access to excellent healthcare.

CHILDREN IN JOY A.C.

We contribute to re-establishing elementary schools for vulnerable populations in Guerrero, enabling children to develop their full educational potential.

CHAPULTEPEC FOREST TRUST

We have collaborated with this non-profit organization to support the conservation and safeguarding of Chapultepec's Forest—a very significant natural area in Mexico City.

SER SCHOOLS

To enhance our educational approach through in-kind contributions, we collaborate with SER Schools, an organization that supports children and adolescents from low-income communities.

KIDZANIA

We conduct a role-playing experience for children that teaches them about sustainable topics and allows them to experience real-world jobs such as recycling and notebook-making.

MEXICAN MATHEMATICS OLYMPIAD

We support the encouragement of mathematics studies in a creative way that seeks to develop the reasoning and imagination of Mexican youth by selecting the most outstanding students in annual national competitions.



CORPORATE CITIZENSHIP

[2-28, 3-3 / GC 1, 2, 6 and 8]

We firmly believe that collaborations and alliances are essential to promote initiatives that strengthen us as a sector and support the achievement of the Sustainable Development Goals (SDGs). For this reason, we are actively associated and engaged with several national and global organizations:

- MEXICAN CHAMBER OF PULP AND PAPER INDUSTRIES

- GLOBAL ENVIRONMENTAL MANAGEMENT INITIATIVE (GEMI)

- PRIVATE SECTOR STUDIES COMMISSION FOR SUSTAINABLE DEVELOPMENT (CESPEDES)

- NATIONAL CONFEDERATION OF INDUSTRIAL CHAMBERS (CONCAMIN)

- UNITED NATIONS GLOBAL COMPACT

- MEXICAN CENTER FOR PHILANTHROPY (CEMEFI)



OUR STAKEHOLDERS

[2-29]



We uphold a constant and transparent dialogue with our stakeholders to identify areas for improvement and continue to advance in strengthening our relationships.

GROUP OF INTEREST	EXPECTATIONS	RESPONSE / ACTIONS COMPLETED	COMMUNICATION CHANNELS	FREQUENCY OF CONTACT
Customers	Provide innovative and sustainable products that drive our customers and our success while maintaining competitive advantages in the marketplace.	We ensure compliance with standards and certifications, conduct audits with clients on quality, safety, and sustainability, publish our Code of Ethics for Clients, and implement strategies to improve inventory management.	We conduct satisfaction surveys and audits at our plants to improve quality. We promote transparency through an ethics line and maintain a constant dialogue with our customers. We participate in forums and conferences to understand their needs and continuously improve.	Satisfaction Survey: Annual. Audits: Annual. Bio Pappel Ethics Line: Permanent.
Board of Directors and shareholders	Creating sustainable value through competitiveness, innovation, environmental protection, and social commitment in all our activities.	Alignment of the sustainability and business strategy, appointing a board member as Director of Sustainability. We create Sustainability and Ethics Committees to ensure responsible management.	Annual and quarterly Board meetings and Shareholders' Meeting. Annual Financial Report. Annual Sustainability Report. Executive Meetings.	Executive Meetings and Financial Reports: Annual. Board Meeting and Assembly, Financial Report, Sustainability Report: Annual.
Our people	We will continue strengthening our actions to be a leading employer, providing equal opportunities for professional growth, and offering a safe and healthy work environment.	The Bio Talent 2.0 program focuses on performance management to align individual and company goals, complementing an ongoing training plan. We offer bonuses and recognition, and promote ethics through our Code of Ethics. We implement a health and safety model, policies, and committees to ensure equality and non-discrimination. We also participate in work environment rankings to evaluate and improve our organizational environment.	Through the Bio Talent 2.0 Program, we provide feedback on performance, and design personalized career plans. We also create committees to collect concerns and suggestions from our team to implement projects and new initiatives. In addition, we conduct work environment surveys, promote ethics, and facilitate volunteer programs and the Bio-Infórmate newsletter.	Bio Talent 2.0: Quarterly. Committees: Quarterly. Climate surveys: Annual. Bio Pappel Ethics Line: Permanent. Bio-Infórmate: Monthly.
Suppliers	Foster long-lasting relationships within our value chain, ensuring mutual growth and long-term stability.	We have a certification process for suppliers and ensure compliance with our policy and Code of Ethics. We organize the Annual Supplies Congress to strengthen relationships and improve our business practices with them.	Annual Supplies Congress to train our purchasing team and strengthen our relationships with suppliers. We maintain direct communication with key suppliers to detect opportunities for improvement. In addition, we promote business good practices through the Bio Pappel Ethics Line.	Supplies Congress: Annual. Bio Pappel Ethics Line: Permanent.
Communities	Contribute to the development of communities near our facilities by using our capabilities and the talent of our company.	We identify the needs of the communities where we operate and develop an annual work plan with measurable objectives. We implement the EnrollaRSE strategy, focused on environmental care, community development and education for development.	We constantly communicate with community leaders to identify needs and develop action plans. We conduct monthly reports and surveys to evaluate our initiatives. In addition, we promote the Bio Pappel Ethics Line.	Monthly.
Government	Ensure compliance with legal regulations in all our operations, working with honesty and transparency.	We collaborate with chambers and business associations to promote environmental and sustainable regulations. We foster alliances between government and business, and participate in biddings transparently and by established requirements.	We establish direct communication with authorities and meet with business groups and associations. In addition, we submit annual reports and participate in seminars and forums on key topics.	Monthly.
Civil society institutions and public in general	Promote an open and responsible relationship regarding our activities' social and environmental impact.	We establish strategic alliances and participate in rankings that evaluate our environmental and social responsibility practices.	We communicate directly to understand civil society's needs and interact through social media and networks. We also participate in rankings to measure our performance.	Monthly. Participation in rankings: Annual.
Bank Creditors	Promote the creation of shared value and maintain strong and balanced financial relationships.	We identify financial needs and develop customized financing solutions, offering the best conditions on the market.	We establish an ongoing relationship with financial institutions to explore business opportunities and financing options.	Quarterly and annual reports.

CERTIFICATIONS AND AWARDS

[2-28]



INTEGRATED MANAGEMENT SYSTEM

ISO 9001:2015. Quality Management Systems.
ISO 14001:2015. Environmental Management Systems
ISO 45001:2018. Occupational Health and Safety Management Systems.
FSSC 22000:2020 V5.1 Food Safety Systems Certification.



ENVIRONMENTAL PAPER COMPANY INDEX

Among the 35 companies in our industry, we are the only Mexican company in this index.

FOREST STEWARDSHIP COUNCIL®

FSC® 100% Recycled
First Mexican company certified in the use of 100% recycled raw materials in paper production.



FSC® Leadership Award
We were recognized for our responsible handling and preservation of forests and its resources.



PROGRAMME FOR THE ENDORSEMENT OF FOREST CERTIFICATION®

Chain of Custody Certification that guarantees the use of sustainable raw materials in our products.



FOREST MANAGEMENT MERIT NATIONAL AWARD

Recognized for our production process of 100% recycled product, our sustainability model and campaign development.



SUSTAINABLE FORESTRY INITIATIVE®

Chain of Custody Certification that guarantees the use of sustainable raw materials in our products.



PULP & PAPER INTERNATIONAL AWARDS

Global CEO of the year:
Our CEO was recognized for his strong leadership and drive for the sustainability model in our operations in Mexico, the United States, and Latin America.

Water Efficiency Award:
thanks to our innovative water-use efficiency processes.

Environmental Leadership Award:
Acknowledgement of our ongoing efforts to reduce our environmental footprint.

Industry Woman of the Year Award:
Recognition awarded to our Director of Administration and Finance for her excellent leadership, motivation, and drive towards personnel development in the paper industry.

[2-28]



SEMARNAT AND CESPEDS GHG MEXICAN PROGRAM
For the 11th year in a row, we voluntarily published our emissions inventory.

SEMARNAT
Clean Transportation.



PROFEPA
Clean Industry.



SUPER EMPRESAS EXPANSION 2024 TOP COMPANIES
Super Companies.



CEMEFI
Socially Responsible Company.



MEXICAN LABOR EQUALITY AND NON-DISCRIMINATION STANDARD NMX-R-025-SCFI-2015.



Safe and Healthy Work Environments Award.



CLARES
Corporate Social Responsibility Award.



NMX-AA-144-SCFI-2018
Mexican seal that ensures photocopier and printer paper is made with recycled chlorine-free fiber.



NMX-N-107-SCFI-2010 MONARCH BUTTERFLY ECO LABEL
Mexican seal that guarantees that newsprint paper for bags and wrapping, paper for sacks, corrugated boxes, and solid fiber boxes are produced with recycled fiber.



MADE IN MEXICO BRAND EMBLEM
Distinction for products Made in Mexico.

RPTA
Certification of food's paperboard and containerboard produced from recycled fiber.



"Ethics and Values, and Career Achievement" Award from the Mexican industry.
Outstanding Practice Award for our circular economy model —Urban Forest™—.



Leading Company in Anti-Corruption Practices.
Leading Company in Social Responsibility.



PAN-AMERICAN INSTITUTE OF SENIOR BUSINESS MANAGEMENT
Our sustainable business model positioned us as a success story for this prestigious business school.



We support the United Nations Global Compact. We are part of The Science Based Targets initiative (SBTi).

ABOUT THIS REPORT

[2-1, 2-3, 2-5]

Through this report, we inform our stakeholders of the key sustainability results of Bio Pappel S.A. de C.V. during 2024. This Sustainability Report, published annually, highlights strategies, actions, and results in economic, social, and environmental fields, allowing us to assess the progress and contributions to the Ten Principles of the UN Global Compact and the UN Sustainable Development Goals.

“Bio Pappel S.A. de C.V. has prepared this report based on the GRI Standards from January 1st to December 31st, 2024.” To verify the veracity and reliability of the information presented in this document, it was externally verified by Redes Sociales en Línea Timberlan—a Bio Pappel supplier—and supported by the consulting firm McBride Sustainability.



MATERIALITY

[3-1, 3-2]

To identify the leading economic, social, and environmental issues for Bio Pappel and our stakeholders, this Sustainability Report was prepared based on the company's latest materiality analysis. This study considered the opinions and expectations of our stakeholders, the monitoring of potential risks, regulatory changes, and the Sustainability Context in which we operate.

In addition, the principles of completeness and quality, along with precision, clarity, balance, timeliness, comparability, and verifiability, were applied during the integration and presentation of the information in this document. Below is the list of our material topics:

MATERIAL THEME	COVERAGE	
	INTERNAL	EXTERNAL
Financial results	*	
Growth and expansion	*	*
Regulatory changes		*
Competitiveness		*
Cybersecurity	*	
Environmental regulation	*	*
Circular economy	*	
Energy efficiency	*	*
Organizational culture	*	
Quality of life	*	
Gender equity	*	*
Social license	*	*

GRI CONTENT INDEX

[2-1]



Statement of use: Bio Pappel S.A. de C.V. has reported in accordance with the GRI Standards for the period of 1st of january and 31st of december 2024, using the GRI Standards as a reference.

For the Content Index – Essentials With Reference option Service, GRI Services reviewed that the GRI content index was presented in a manner consistent with the reporting requirements based on the GRI Standards, and that the index information was presented in a clear and accessibly for stakeholders. The service was performed on the Spanish version of the report.

GRI 1 USED: GRI 1: FOUNDATION 2021

UNIVERSAL STANDARDS		
GRI 2: GENERAL DISCLOSURES 2021		
1. The organization and its reporting practices		
GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE / DIRECT RESPONSE / URL(S)
2-1	Organizational details	7, 10-15, 66, 68 Bio Pappel Headquarters / Ejercito Nacional 1130 Col. Los Morales Polanco ZIP 11510, Mexico City.
2-2	Entities included in the organization's sustainability reporting	Bio Pappel S.A. de C.V. and its subsidiaries.
2-3	Reporting period, frequency and contact point	66, 77 The latest Sustainability Report was published in May 2024.
2-4	Restatements of information	There was no restatement of the information.
2-5	External assurance	66, 76
2. Activities and workers		
2-6	Activities, value chain and other business relationships	7, 14-15, 20, 22, 23, 28 We market our products to durable goods and consumer goods manufacturers, distributors, and department stores in Mexico, the United States, and Colombia, including the maquiladora sector and exporters, as well as consumers in Mexico.
		We have more than 2,497 suppliers in our supply chain.
		In 2024, the monetary value generated from the purchase of goods and services from these suppliers amounted to \$1,097.02 ⁽¹⁾ million dollars. 80% of these expenses are concentrated in the following areas: fiber, cellulose, natural gas, electric energy, and chemicals.
		In 2024, for the supplier certification process, in tax matters, we have 100% of our base, guaranteeing compliance with Mexican tax and labor authorities.
(1)Year end rate \$20.51 MXN		

GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE / DIRECT RESPONSE / URL(S)
2-7	Employees	7, 46, 47 At Bio Pappel, we do not have employees hired on a non-guaranteed hourly basis.
2-8	Workers who are not employees	Bio Pappel does not have contractor staff.
3. Governance		
2-9	Governance structure and composition	24, 25
2-12	Role of the highest governance body in overseeing the management of impacts	24, 25
4. Strategy, policies and practices		
2-22	Statement on sustainable development strategy	4-5
2-23	Policy commitments	8, 16, 26, 28
2-24	Embedding policy commitments	26-28
2-25	Processes to remediate negative impacts	27, 33, 36, 39-40, 42-43, 50-53
2-26	Mechanisms for seeking advice and raising concerns	27
2-27	Compliance with laws and regulations	No violations of environmental laws or regulations were identified. No violations of social and economic laws or regulations were identified.
2-28	Membership associations	17, 62, 64-65
5. Participation of interest groups		
2-29	Approach to stakeholder engagement	63
2-30	Collective bargaining agreements	46
GRI 3: MATERIAL TOPICS 2021		
3-1	Process to determine material topics	67
3-2	List of material topics	67

GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE / DIRECT RESPONSE / URL(S)
TOPIC STANDARDS		
FINANCIAL RESULTS		
GRI 3: MATERIAL TOPICS 2021		
3-3	Management of material topics	6-7, 20-21
GRI 201: ECONOMIC PERFORMANCE 2016		
201-1	Direct economic value generated and distributed	21
GROWTH AND EXPANSION		
GRI 3: MATERIAL TOPICS 2021		
3-3	Management of material topics	7, 22-23
CYBERSECURITY		
GRI 3: MATERIAL TOPICS 2021		
3-3	Management of material topics	29
ENVIRONMENTAL REGULATION		
GRI 3: MATERIAL TOPICS 2021		
3-3	Management of material topics	32-33, 36, 39-43
CIRCULAR ECONOMY		
GRI 3: MATERIAL TOPICS 2021		
3-3	Management of material topics	6, 32-35, 57

GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE / DIRECT RESPONSE / URL(S)
GRI 301: MATERIALS 2016		
301-1	Materials used by weight or volume	34,704,493 m³ of water. 2,244,434 ⁽¹⁾ short tons of secondary fiber and cellulose. (1)Metric ton equals 1.1023 short ton.
301-2	Recycled input materials used	34-35 100% of our recycled material are paper.
301-3	Reclaimed products and their packaging materials	34-35
REGULATORY CHANGES		
GRI 3: MATERIAL TOPICS 2021		
3-3	Management of material topics	36
ENERGY EFFICIENCY		
GRI 3: MATERIAL TOPICS 2021		
3-3	Management of material topics	37-38
GRI 302: ENERGY 2016		
302-1	Energy consumption within the organization	38 *The company does not calculate heating, cooling, and steam consumption and sales. The methodology considers mass-energy conversion factors from the International System of Units and internal control reports.
302-3	Energy intensity	a. 2.938 MWh/Ton. b. Ton of paper and paper products. c. Fuels (Natural Gas, Fuel Oil, Diesel, Gasoline, Black Liquor), Electricity, Steam. d. Energy consumption covers within the organization.
302-4	Reduction of energy consumption	a. Decrease in fuel oil consumption of -1.9% in 2024 compared to 2023. b. Fuels for stationary sources (Fuel oil). c. Base year 2023 versus 2024. d. Fuel oil (m³). Factor: *41.2474 Gigajoules/l.

GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE / DIRECT RESPONSE / URL(S)
302-5	Reductions in energy requirements of products and services	a. +1.81% increase in the main energy requirements for product generation, reaching 10.508 Gigajoules/ton. b. Year 2023 versus 2024. c. Internal information control reports, proprietary methodologies, and international standard conversion factors.

QUALITY OF LIFE

GRI 3: MATERIAL TOPICS 2021

3-3	Management of material topics	50-53
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GRI 404: TRAINING AND EDUCATION 2016

404-1	Average hours of training per year per employee	49 Employee Personnel: H 37 hours / M 69.2 hours. Unionized Personnel: H 23.6 hours / M 56.7 hours.
404-2	Programs for upgrading employee skills and transition assistance programs	49 The company does not have transition programs for retired or laid-off employees.
404-3	Percentage of employees receiving regular performance and career development reviews	48 Of the 7.7% of employees who received their performance evaluation, 76% were men and 24% were women. According to their job category: 5% were directors, 1% were deputy directors, 27% were managers, 12% were assistant managers, and 55% were department leads.

ORGANIZATIONAL CULTURE

GRI 3: MATERIAL TOPICS 2021

3-3	Management of material topics	8, 16, 26-27, 50-51
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GENDER EQUITY

GRI 3: MATERIAL TOPICS 2021

3-3	Management of material topics	50-51, 59
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GRI STANDARD / OTHER SOURCE	DISCLOSURE	PAGE / DIRECT RESPONSE / URL(S)
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016		
405-1	Diversity of governance bodies and employees	a. Diversity of Governance Bodies Under 30: Men 0% / Women 0%, 30 to 50: Men 0% / Women 16.67%, Over 50: Men 66.67% / Women 16.67% b. Workplace diversity Employed Personnel Under 30: Men 13.07% / Women 8.27%, 30 to 50: Men 38.42% / Women 19.09%, Over 50: Men 17.39% / Women 3.76% Unionized Personnel Under 30: Men 19.17% / Women 6.95%, 30 to 50: Men 36.89% / Women 16.26%, Over 50: Men 16.23% / Women 4.5%

GRI 406: NON-DISCRIMINATION 2016

406-1	Incidents of discrimination and corrective actions taken	27 10 discrimination incidents in 2024.
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SOCIAL LICENSE

GRI 3: MATERIAL TOPICS 2021

3-3	Management of material topics	7, 54-61
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GRI 203: INDIRECT ECONOMIC IMPACTS 2016

203-1	Infrastructure investments and services supported	56-61 No negative impacts—real or potential—were identified from community programs implemented in 2024. Investment in social projects during 2024 amounted to \$578,911.43 ⁽¹⁾ dollars, including monetary and in-kind resources. <small>(1) Year-end rate \$20.51 MXN</small>
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GRI 413: LOCAL COMMUNITIES 2016

413-2	Operations with local community engagement, impact assessments, and development programs	No operations were identified with significant negative impacts —actual or potential— on local communities.
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COMPETITIVENESS

GRI 3: MATERIAL TOPICS 2021

3-3	Management of material topics	62
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GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016

206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions related to unfair competition, monopolistic practices, or antitrust were identified.
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THE GLOBAL COMPACT

WE SUPPORT



AREAS	PRINCIPLES OF THE UN GLOBAL COMPACT	PAGE CONSULTED
HUMAN RIGHTS	1 Businesses should support and respect the protection of internationally proclaimed human rights.	8, 26-28, 50-51, 52, 62
	2 Make sure that they are not complicit in human rights abuses.	
LABOUR	3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	46-47
	4 The elimination of all forms of forced & compulsory labour.	26-28, 46-47, 50-51, 53, 58, 60-62
	5 The effective abolition of child labour.	
	6 The elimination of discrimination in respect of employment and occupation.	
ENVIRONMENT	7 Businesses should support a precautionary approach to enviromental challenges.	14, 33-34, 36, 39-40, 42-43, 56-58, 60-62
	8 Undertake initiatives to promote greater environmental responsibility.	
	9 Encourage the development and diffusion fo environmentally friendly technologies.	14, 33, 37, 40,42
ANTI-CORRUPTION	10 Businesses should work against corruption in all its forms, including extortion and bribery.	8, 26-28



VERIFICATION LETTER

[2-5]



Verification Letter for the 2024 Sustainability Report

To the Board of Directors of Bio Pappel S.A. de C.V.:

We hereby inform you that Redes Sociales en Línea Timberlan was engaged to perform an independent limited verification of a sample of GRI Disclosures as presented in Bio Pappel, S.A. de C.V. 2024 Sustainability Report. The scope of our audit included the results of Bio Pappel's operations in Mexico, the United States, and Colombia, for the period from January 1st to December 31st, 2024.

Bio Pappel's Management is responsible for the preparation and publication of the information contained in the 2024 Sustainability Report and that presented in the verification process, which involves, but is not limited to, the identification of material topics, the selection and publication of the GRI Disclosures, as well as providing true and sufficient documentary and/or visual evidence to carry out the limited verification of the selected GRI Disclosures sample.

Our responsibility is to issue impartial and objective opinions regarding the quality of the data in the selected sample to be verified, validating its accuracy, traceability, and reliability. The work performed is based on the activities of the **International Standard on Assurance Engagements (ISAE) 3000**, issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC), and the methodological requirements in accordance with **GRI Standards**.

The activities carried out during the verification process include:

- Interviews with the Social Responsibility Department to understand the information collection, management, and control processes for preparing the 2024 Sustainability Report.
- Understanding information collection processes, as well as reviewing the data submitted against the control systems used by the organization.
- Analysis of qualitative and quantitative information from visual, documentary, and public evidence of the sample of indicators to be verified.
- Validation of methodological compliance in accordance with GRI Standards.

Conclusions: As a result of our work and review of the report, we did not identify any factors that would lead us to believe that the sample selected for verification was not accurate and reliable, that it lacked traceability, or that the 2024 Sustainability Report was not prepared in compliance with the reporting principles of the GRI Standards.

Recommendations: A separate internal report is provided exclusively to the client, containing areas of opportunity for a future report.

GRI Content		KPI verified
2-1	Organizational details	Bio Pappel S.A. de C.V. Torre Bio Pappel / Ejército Nacional 1130 Col. Los Morales Polanco C.P. 11510, Ciudad de México. Present in: United States, Canada, Mexico, and Colombia
2-2	Entities included in the organization's sustainability reporting	Bio Pappel S.A. de C.V. and its subsidiaries.
2-3	Reporting period, frequency and contact point	1 st de enero al 31 st de diciembre de 2024 Annual report Social Responsibility responsabilidadsocial@biopappel.com
2-4	Restatements of information	Bio Pappel did not present any changes in the methodology for expressing the information.
3-2	List of material topics	List of material topics (See page 67)
2-28	Membership associations	List of Bio Pappel association affiliations (See pages 17, 62, 64 and 65)
Environment		
301-2	Recycled input materials used	100% paper 95% packaging paper 5% writing paper
302-1	Energy consumption within the organization	Electricity 1,972,487 MWh Renewable energy 28,885 MWh
Social		
2-6	Activities, value chain and other business relationships	Managing your value chain (See pages 14, 15, 20, 23, and 28) The total and percentage of suppliers and investment in suppliers are not covered by the scope of verification.
2-7	Employees	13,496 collaborators in Bio Pappel
404-3	Percentage of employees receiving regular performance and career development reviews	7.6% of employees who received their performance evaluation, 76% were men and 24% were women Job category: 5% were directors, 1% were deputy directors, 27% were managers, 12% were assistant managers, and 55% were department leads.
203-1	Infrastructure investments and services supported	Development of investments in infrastructure and supported services (See pages 56 to 61)
Governance		
2-26	Mechanisms for seeking advice and raising concerns	Existence of an ethics hotline and communication channels for contact (See page 27)
2-27	Compliance with laws and regulations	There were no violations of environmental, social, and economic laws or regulations.
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions related to unfair competition, monopolistic practices, or violations of free competition were recorded.

Statement of Independence and Competence of Redes Sociales en Línea Timberlan.

The collaborators of Redes Sociales en Línea Timberlan possess the necessary level of competence to verify compliance with the standards used in the preparation of Sustainability Reports, enabling them to issue a professional opinion on non-financial information reports while adhering to the principles of independence, integrity, objectivity, competence and professional diligence, confidentiality, and professional behavior. Under no circumstances should our verification statement be construed as an audit report, and therefore no responsibility is assumed for the management systems and internal control processes from which the information is obtained. This Verification Letter is issued on July 4th, 2025, and remains valid provided no subsequent and substantial modifications are made to the 2024 Sustainability Report of Bio Pappel S.A. de C.V.

Redes Sociales en Línea Timberlan S.A. de C.V. Pico Sorata 180, Jardines en la Montaña, Tlalpan, C.P. 14210, CDMX, (55) 54 46 74 84


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CONTACT POINT

[2-3]

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