

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

ARZYZ, S.A. DE C.V.

CERTIFICATE NUMBER
437

ASI STANDARD
**PERFORMANCE
STANDARD
(V3 2022)**

CERTIFICATION LEVEL
**PROVISIONAL
CERTIFICATION**

ASI ACCREDITED
AUDITING FIRM
**DNV BUSINESS
ASSURANCE SERVICES
UK LTD**

DATE OF ISSUE
13 FEBRUARY 2025

DATE OF EXPIRY
12 FEBRUARY 2026

CERTIFIED SINCE
13 FEBRUARY 2025

AUTHORISED BY

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*Validity of this Certificate is subject to
continued conformance with the
applicable ASI Standard and can be
verified at
www.Aluminium-stewardship.org*

CERTIFICATION SCOPE

The manufacturing of Aluminium alloys at facilities located at Apodaca and Cienega de Flores and the administrative activities in Monterrey, Nuevo León, México.

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	ARZYZ, S.A. DE C.V.
ENTITY NAME	ARZYZ, S.A. DE C.V.
CERTIFICATION SCOPE	The manufacturing of Aluminium alloys at facilities located at Apodaca and Cienega de Flores and the administrative activities in Monterrey, Nuevo León, México.
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">Aluminium Re-melting/RefiningCasthousesSemi-FabricationMaterial Conversion
ASI STANDARD	<ul style="list-style-type: none">Performance Standard V3
AUDIT TYPE	<ul style="list-style-type: none">Initial Certification Audit
AUDIT FIRM	DNV Business Assurance Services UK Ltd.
AUDIT DATE	<ul style="list-style-type: none">4 – 8 November 2024
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">28 December 2024
AUDIT SCOPE	<p>The Audit Scope includes the manufacturing of Aluminium alloys at ARZYZ, S.A DE C.V. facilities located at Apodaca and Cienega de Flores in Nuevo León, México, and the Administrative activities in facilities in Monterrey, Nuevo León.</p> <p>Supply chain activities included in the Audit Scope:</p> <ul style="list-style-type: none">Aluminium Re-melting/RefiningCasthousesSemi-FabricationMaterial Conversion <p>All relevant Criteria in the ASI Performance Standard were included in the Audit Scope.</p>
AUDIT OUTCOME	<ul style="list-style-type: none">Provisional Certification
AUDIT METHODOLOGY DECLARATION	<p>The Auditors confirm that:</p> <ul style="list-style-type: none"><input checked="" type="checkbox"/> The information provided by the Entity is true and accurate to the best knowledge of the Auditor(s) preparing this report.<input checked="" type="checkbox"/> The findings are based on verified Objective Evidence relevant to the time period for the Audit, traceable and unambiguous.

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- ☑ The Audit Scope and audit methodology are sufficient to establish confidence that the findings are indicative of the performance of the Entity's defined Certification Scope.
 - ☑ The Auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.
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CERTIFICATION PERIOD 13 February 2025 – 12 February 2026

NEXT AUDIT TYPE Surveillance Audit

NEXT AUDIT DATE 12 July 2025

CERTIFICATE NUMBER 437



If you have an inquiry or complaint about this Certification, go to the third-party EthicsPoint portal at: <https://Aluminium-stewardship.ethicspoint.com/>

EthicsPoint is a comprehensive and confidential reporting tool that enables complaints to be securely raised, managed and responded to. This enables anonymity to be maintained where desired by complainants, or as relevant to whistleblowing situations.

Information is available in five languages – English, French, Chinese, German and Portuguese (Brazil). Translation services provided by EthicsPoint enable complaints and correspondence to be managed in multiple languages.

ENTITY OVERVIEW

Arzyz S.A. DE C.V (the 'Entity'), was founded in 1980 with headquarters located in Monterrey, Nuevo León, Mexico, established as a sustainable business unit initially focused on zinc recovery in the galvanising industry. Currently, the Entity is one of Mexico's largest companies in the non-ferrous metals sector, mainly manufacturing Aluminium alloys and marketing primary metals to the automotive, building and construction, packaging and electronics industries.

The Entity has plants equipped with technology for recycling Aluminium Scrap and transforming it into alloys. It currently employs approximately 727 of which nearly 161 are women. The Entity's current capacity is approximately 240,000 tonnes per year, but according to its strategic planning and process optimisations, it intends to exceed this amount over the next four years, making it one of the main suppliers of Aluminium in Mexico.

The sites included in the Certification Scope are located in Ciénegas de Flores, Apodaca and Monterrey in the Province of Nuevo León, Mexico. The Entity's facilities are not located in or within any sensitive areas.

MATURITY RATINGS

A rating of maturity (low, medium or high) determined by the Auditor that provides a general assessment in terms of systems, Residual Risk and performance assigned to a Sustainability Component.

Maturity ratings are not a direct assessment of conformance to the Standard.

	GOVERNANCE	ENVIRONMENT	SOCIAL	COMBINED RATING
SYSTEMS	High	High	High	HIGH
RISKS	High	High	High	HIGH
PERFORMANCE	Medium	Medium	Medium	MEDIUM
OVERALL	HIGH			

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	The Entity has systems to maintain knowledge and ensure compliance with Applicable Law. Legal compliance requirements are verified through external audits, and the legal requirements applicable to each unit are monitored through the applicable regulations and the Entity's regulations Management System.
1.2 Anti-Corruption	Conformance	The Entity has implemented an Anti-Corruption Policy through its governance and compliance program, according to Applicable Law and current international standards. The guidelines regulating the conduct of the Entity are documented. In this way, the policies and guidelines also support the Entity in complying with the General Law on Administrative Responsibilities. ARZYZ Code of Ethics: https://arzyz.com/wp-content/uploads/2024/11/Codigo-de-etica-ARZYZ-2024-1.pdf Code of Conduct for Suppliers: https://arzyz.com/wp-content/uploads/2024/11/Codigo-de-conducta-para-proveedores-ARZYZ.pdf
1.3a-e Code of Conduct	Conformance	The Entity has established a Code of Conduct, which includes principles relevant to Environmental, Social and Governance (ESG) performance. ARZYZ Code of Ethics: https://arzyz.com/wp-content/uploads/2024/11/Codigo-de-etica-ARZYZ-2024-1.pdf
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	The Entity has implemented Policies consistent with environmental, social and governance practices approved by Senior Operations Management. The Entity disseminates information internally through the intranet, boards, and employee badges and externally through the Entity's website: https://www.arzyz.com/sostenibilidad/
2.2a-c Leadership	Conformance	The Entity's Site Manager is responsible for implementing ASI requirements and leading the communication of relevant policies. He is supported by a local ASI and a central sustainability team. The roles are clearly defined in the Entity's ASI Certification Procedure.
2.3a Environmental and Social Management Systems - Environmental	Conformance	The Entity has documented and implemented an integrated Environmental Management System and holds a valid ISO 14001 Certificate.
2.3b Environmental and Social Management Systems - Social	Conformance	The Entity has established a documented Social Management System, developed according to regional and corporate guidelines. Periodic monitoring is undertaken at both the facility and regional levels.
2.4a-e Responsible Sourcing	Conformance	The Entity has implemented a Responsible Purchasing Policy and a Code of Conduct for Suppliers that considers ESG issues. The Entity has also implemented and maintains a Responsible Procurement

CRITERION	RATING	COMMENT
		<p>Policy addressing environmental, social, and governance issues as per the ASI Performance Standard. Responsible purchasing Policy: https://arzyz.com/wp-content/uploads/2024/11/NOR-ARZYZ-12-Politica-Evaluacion-de-Proveedores-y-Abastecimiento-Responsable69.pdf</p> <p>Code of Conduct for Suppliers: https://arzyz.com/wp-content/uploads/2024/11/Codigo-de-conducta-para-proveedores-ARZYZ.pdf</p>
2.5a-g Environmental and Social Impact Assessments	Not Applicable	This Criterion is not applicable as no New Projects or Major Changes have occurred since the Entity became an ASI member in 2024. The environmental, social, cultural, and Human Rights Impact Assessments are implemented in each of the Entity's various departments. The identified social, environmental, OH&S, and governance risks were assessed, and the associated control measures have been established and implemented.
2.6a-h Human Rights Impact Assessment	Not Applicable	This Criterion is not applicable as No New Projects or Major Changes have occurred since the Entity became an ASI member in 2024. The environmental, social, cultural, and Human Rights Impact Assessments are implemented in each of the Entity's various departments. The identified social, environmental, OH&S, and governance risks were assessed, and the associated control measures have been established and implemented.
2.7a-f Emergency Response Plan	Conformance	<p>The Entity has established an Emergency Response Planning Management process and Emergency Response Plans in collaboration with potentially affected Stakeholder groups. It has also conducted comprehensive environmental and safety plan exercises. The Entity's Contingency Plan is available at: https://arzyz.com/wp-content/uploads/2024/11/PLAN-DE-CONTINGENCIAS-2024.pdf</p> <p>Civil Protection Program: https://arzyz.com/wp-content/uploads/2024/11/PIPC-2024-PCDF.pdf</p>
2.8a-d Suspended Operations	Conformance	<p>The Entity has established a procedure for suspending operations. It includes Business Resilience Plans to address situations where it may have to suspend or significantly alter operations due to factors outside its control. These Plans considers Material adverse environmental, social, and governance impacts.</p> <p>ARZYZ Contingency Plan 2024: https://arzyz.com/wp-content/uploads/2024/11/PIPC-2024-PCDF.pdf</p> <p>Varmoxz Contingency Plan 2024: https://arzyz.com/wp-content/uploads/2024/11/PLAN-DE-CONTINGENCIAS-2024.pdf</p>
2.9a-b Mergers and Acquisitions	Conformance	The Entity has developed a process for assessing potential risks, including ESG risks, in Mergers or Acquisitions. However, no Mergers or Acquisitions have occurred recently, nor are currently planned.
2.10a-b Closure, Decommissioning and Divestment	Conformance	The Entity systematically reviews environmental, social, and governance issues in its planning and due diligence processes. Closure, decommissioning, and divestments are not managed on a local level, however the Entity has a process and procedure in place. No plan for closure, decommissioning, or divestment of the Entity was noted during the Audit.

CRITERION	RATING	COMMENT
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	The Entity publicly discloses its governance approach and Material on environmental, social and economic impacts in its Sustainability Report 2023: https://arxyz.com/wp-content/uploads/2024/11/241028-arxyz_2024_-7.pdf
3.2 Non-compliance and Liabilities	Conformance	The Entity will disclose information on Material fines, judgments, penalties, and non-monetary sanctions for non-compliance with Applicable Law if they occur. As disclosed in its Sustainability Report 2023, page 73, it has not received any fines or non-compliances. https://arxyz.com/wp-content/uploads/2024/11/241028-arxyz_2024_-7.pdf
3.3a-c Payments to Governments	Conformance	The Entity pays taxes adequately, as evidenced by the debt clearance certificates issued by each unit's federal, state, and municipal Governments.
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	The Entity has established a Transparency Hotline that can be accessed on the Entity's website, bulletin boards, and intranet. Direct and indirect Workers, suppliers, the community and other Stakeholders can anonymously submit reports to the Transparency Channel and indicate how they wish to be contacted. Complaints can be made through the following channels: https://www.arxyz.com/contacto/ https://www.tipsanonimos.com/arxyz Mobile Tips - Application ID: 0159 E-mail: arxyz@tipsanonimos.com Free telephone line: 800 999 1565 Fax: (55) 5255 1322 PO Box: Galaz, Yamazaki, Ruiz Urquiza, SC, AP (CON-080), Mexico City, CP 06401
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Minor Non-Conformance	The Entity evaluates the aspects and impacts of its manufacturing lines and products for which Aluminium is considered or used. It maintains a certified Management System in accordance with ISO14001. It establishes controls, as appropriate, to ensure that environmental requirements are addressed in the design and development process of the product or service, considering each stage of its Life Cycle. However, a Life Cycle study has not been defined and developed using an appropriate and recognised methodology following such as ISO 14040:2006 and ISO 14044:2006 standards, identifying the main product lines for which Aluminium is considered or used.
4.1b-c Environmental Life Cycle Assessment - Disclosure	Minor Non-Conformance	The Entity evaluates the aspects and impacts of its manufacturing lines and products for which Aluminium is considered or used. However, the Entity has not yet received such requests.
4.2 Product Design	Conformance	The Entity's Product design and development process is described in an internal procedure and addresses requirements including raw material use and Material environmental issues.

CRITERION	RATING	COMMENT
4.3a-b Aluminium Process Scrap	Conformance	The Entity has established strategies to minimise Process Scrap, and targets to reduce waste and Scrap supporting the concept of a Circular Economy are well established. All internal Aluminium Process Scrap is recycled at the site. The Entity has established systems and processes to separate Aluminium alloys and grades for recycling, predominantly in the casting process stages.
4.4a-c Collection and Recycling of Products at End of Life - Material Conversion and other Manufacturing	Conformance	The Entity engages with regional (groups) collection and recycling systems to support accurate measurement and efforts to increase recycling rates in their respective markets for their Aluminium products. It is committed to minimising the generation of Aluminium Process Scrap within its operations and where generated. The Entity has set a target of 100% of internal Scrap for collection and recycling. Sustainability report 2023, pages 17-26-19-35-36-37: https://arzyz.com/wp-content/uploads/2024/11/241028-arzyz_2024_-7.pdf
4.4d Collection and Recycling of Products at End of Life	Conformance	In partnership with its suppliers and business partners, the Entity engages with local, regional, or national collection and recycling systems to contribute to high recycling throughout the country. For further information, refer to the Entity's Sustainability report 2023, (pages 17, 19, 26-and 35-37): https://arzyz.com/wp-content/uploads/2024/11/241028-arzyz_2024_-7.pdf
5. GREENHOUSE GAS EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Conformance	The Entity collects GHG data through a digital tool that obtains all relevant environmental performance data, information and invoices. The Entity accounts for and publicly discloses its energy use and GHG Emissions by source annually. All publicly disclosed energy data and GHG Emissions are independently verified and validated before publication. The Greenhouse Gas (GHG) Emissions Scopes 1, 2 and 3 have been calculated and disclosed at the corporate level. A third party conducts assurance of environmental data including GHG Emissions. Refer to Sustainability Report 2023, page 33: https://arzyz.com/wp-content/uploads/2024/11/241028-arzyz_2024_-7.pdf
5.2a Aluminium Smelter GHG Emissions Intensity - Started production after 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.2b Aluminium Smelter GHG Emissions Intensity - In production up to and including 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.3a-e GHG Emissions Reduction Plans	Major Non-Conformance	The Entity has not established a GHG Emissions Reduction Plan nor developed a GHG Emissions Reduction Pathway consistent with a 1.5°C warming scenario using the ASI GHG Pathways Calculation Tool. methodology No baseline year has been established by the Entity for the purposes of tracking performance, and no intermediate reduction targets have been set. As no reduction plan has been developed, nor

CRITERION	RATING	COMMENT
		targets set, as such the Entity is currently unable to disclose its emissions reduction performance.
5.4 GHG Emissions Management	Major Non-Conformance	The Entity has established and implemented an ISO 14001:2015-certified Environmental Management System that addresses environmental aspects and impacts related to GHG Emissions and their controls. However, the Entity has not established a formal GHG Emissions Reduction Plan.
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Conformance	The Entity identifies, assesses, and quantifies its Material Emissions to Air from its activities, implements control plans to minimise exposure to, and impacts from, Emissions to Air. The Entity monitors the effectiveness of the control plans periodically, reviews the control plans regularly and in the case of Major Change or Non-Conformance is found. It publicly discloses its discharges to Air and Air Emission Control Plan in its Sustainability Report 2023, pages 30-31: https://arzyz.com/wp-content/uploads/2024/11/241028-arzyz_2024_-7.pdf
6.2a-g Discharges to Water	Conformance	The Entity identifies, assesses, and quantifies Material Discharges to Water from its activities, implements control plans to minimise exposure to and impacts from Discharges to Water. The Entity monitors the effectiveness of the control plans periodically, reviews the control plans regularly, and, in the case of Major Changes or non-conformance, publicly discloses its pollutant discharge information and the control plan. Information on the quantity and quality of effluent discharges is publicly available and can also be found on the Mexican Government's website. For more information, refer to the Sustainability Report 2023 (Pages 34, 37-39): https://arzyz.com/wp-content/uploads/2024/11/241028-arzyz_2024_-7.pdf
t6.3a-g Assessment and Management of Spills and Leakages	Minor Non-Conformance	The Entity regularly assesses major risks related to environmental aspects, including potential Spills and Leaks from the production processes. The Leakages risk identification and assessment results, management plan, compliance controls, and a monitoring program to prevent and detect Spills and Leaks are disclosed in the Emergency Response Plans: https://arzyz.com/wp-content/uploads/2024/11/PLAN-DE-CONTINGENCIAS-2024.pdf https://arzyz.com/wp-content/uploads/2024/11/PIPC-2024-PCDF.pdf https://arzyz.com/wp-content/uploads/2024/11/241028-arzyz_2024_-7.pdf (Page 39) Three spill incidents have occurred in the past year. However, the associated incident investigation and report have not specified the root cause, volume, or type of spill.
6.4a-b Public Disclosure of Spills and Leakages	Conformance	The Entity has publicly disclosed Leakages risk identification and assessment results at: https://arzyz.com/wp-content/uploads/2024/11/241028-arzyz_2024_-7.pdf (Page 39).

CRITERION	RATING	COMMENT
6.5a-c Waste Management and Reporting	Conformance	The Entity mitigates the Material impacts by recycling Waste according to its Solid Waste Management Plan. The disposal of Hazardous Waste complies with the applicable legal requirements. It publicly discloses the quantity of Hazardous and Non-Hazardous Waste generated from its activities in the Sustainability Report 2023, page 38. https://arzyz.com/wp-content/uploads/2024/11/241028-arzyz_2024_-_7.pdf
6.6a-g Bauxite Residue	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7a-f Spent Pot Lining (SPL)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8a-d Dross	Conformance	The Entity's Dross is stored on-site in accordance with legal and permitting requirements. The Entity maintains Scrap statistics documented in the annual waste report. The Dross is sent to an external service provider for recycling.
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	The Entity has mapped its water capture and use by source and type, and is available in the Sustainability Report 2023, page 34. https://arzyz.com/wp-content/uploads/2024/11/241028-arzyz_2024-WEB-1.pdf
7.2a-e Water Management	Conformance	The Entity is aware that its main unit in Monterrey, Mexico, is located in an area that has historically experienced severe water shortages. The Entity has developed a Water Supply Contingency Plan to minimise physical water risks. https://arzyz.com/wp-content/uploads/2024/11/PLAN-DE-CONTINGENCIAS-2024.pdf
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	The Entity has assessed the risk and Materiality of impacts on Biodiversity and Ecosystems Services from the land use and activities in the Entity's Area of Influence. The assessment found no permanent preservation areas, High Conservation Value Areas (HCVAs), or Key Biodiversity Areas (KBAs), and therefore has classified the risk as low.
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Not Applicable	This Criterion is not applicable to the Entity, as no Priority Ecosystem Services have been identified. The Entity has assessed the risk and Materiality of potential impacts on Biodiversity and Ecosystem Services from land use and activities within the Area of Influence and classified the risk as low.
8.2a-g Biodiversity Management	Not Applicable	This Criterion is not applicable to the Entity, as no Priority Ecosystem Services have been identified. The Entity has assessed the risk and Materiality of potential impacts on Biodiversity and Ecosystem Services from land use and activities within the Area of Influence and classified the risk as low.
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable to the Entity, as no Priority Ecosystem Services have been identified. The Entity has assessed the risk and

CRITERION	RATING	COMMENT
		Materiality of potential impacts on Biodiversity and Ecosystem Services from land use and activities within the Area of Influence and classified the risk as low.
8.4 Alien Species	Conformance	The Entity has conducted a risk assessment and implemented control measures to prevent the introduction of Alien Species and remediate areas affected by Alien Species.
8.5a-b Commitment to “No Go” in World Heritage Properties	Conformance	The Entity does not undertake activities, nor do they occupy areas considered World Heritage Properties. It regularly evaluates areas according to their protected classification as part of the licensing process.
8.6a-d Protected Areas	Conformance	The Entity conducted an assessment to identify any Protected Areas within its Area of Influence. The assessment concluded that the Entity is not located near any designated Protected Areas, so it does not directly impact them.
8.6e Protected Areas - Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity’s Certification Scope.
8.7a-i Mine Rehabilitation	Not Applicable	This Criterion is not applicable to the Entity’s Certification Scope.
9. HUMAN RIGHTS		
9.1a-d Human Rights Due Diligence	Conformance	The Entity respects and supports individual and collective Human Rights and is committed to assessing, preventing and remedying potential adverse impacts consistent with international instruments on Human Rights. It has implemented a Human Rights Due Diligence process, which includes a Risk Assessment and a relevance matrix to map the impact and importance of communities within the Area of Influence. The Entity’s Human Rights Policy is available at: https://arzyz.com/wp-content/uploads/2024/11/POLITICA-DE-DERECHOS-HUMANOS.pdf
9.2a-e Gender Equity and Women’s Empowerment	Minor Non-Conformance	The Entity has implemented a Human Rights Policy to assist in eliminating any potential barriers to professional development and to mitigate Discrimination, Violence and Harassment. It has also established a program that promotes Gender Equity and Women’s Empowerment to increase the number of women in strategic positions. The Entity’s Gender Equality Program is available at: http://arzyz.com/wp-content/uploads/2024/11/Programa-de-Igualdad-de-Genero-y-Empoderamiento-de-la-Mujer.pdf However, at the time of the Audit, the Entity was unable to demonstrate the effectiveness of measures taken to promote Gender Equity.
9.3a-i Indigenous Peoples	Not Applicable	The Criterion is Not Applicable, as whilst the Entity has researched and identified the geographic areas where Indigenous communities have a historical or current presence, there are no Indigenous tribes or communities are near the Entity’s Area of Influence.

CRITERION	RATING	COMMENT
9.4a Free, Prior, and Informed Consent (FPIC) - New Projects or Major Changes	Not Applicable	This Criterion is not applicable to the Entity, as Indigenous Peoples or their lands, territories and resources are not present or directly affected by the Entity's operations.
9.4b Free, Prior, and Informed Consent (FPIC) - Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
9.4c Free, Prior, and Informed Consent (FPIC) - Demonstrate support	Not Applicable	This Criterion is not applicable to the Entity, as Indigenous Peoples or their lands, territories and resources are not present or directly affected by the Entity's operations.
9.5a Cultural and Sacred Heritage - Identification	Not Applicable	This Criterion is not applicable to the Entity, as according to the list of World Heritage Sites declared by UNESCO, there are no Sacred sites, values, or Cultural Heritage within the Entity's Area of Influence.
9.5b Cultural and Sacred Heritage - Impacts	Not Applicable	This Criterion is not applicable to the Entity, as according to the list of World Heritage Sites declared by UNESCO, there are no Sacred sites, values, or Cultural Heritage within the Entity's Area of Influence.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable to the Entity, as since joining ASI, ARYZ Mexico has not conducted or considered any resettlements/activities resulting in physical dislocations. The Entity's policies relating to mergers, acquisitions, and divestment support are available if required.
9.7a-h Affected Populations and Organisations	Conformance	The Entity respects the legal and customary rights and interests of Local Communities in their lands and their means of subsistence and use of natural resources. The Entity's Human Rights Due Diligence identified that they do not cause or contribute to adverse impacts on Human Rights in their Area of Influence. However, the Entity has established through a materiality matrix the level of importance of the communities in the Entity's area of influence through development actions. For more information, refer to the Sustainability Report 2023, pages 10-12. https://aryz.com/wp-content/uploads/2024/11/241028-aryz_2024-WEB-1.pdf
9.8a Conflict-Affected and High-Risk Areas - Strong Management Systems	Conformance	The Entity has established a Policy on Responsible Procurement to avoid involvement in armed conflict or Human Rights abuses and a Due Diligence procedure over its Aluminium supply chain in accordance with the OECD Due Diligence Guidance on Minerals from Conflict-Affected and High-Risk Areas.
9.8b Conflict-Affected and High-Risk Areas - Identify and assess risks	Conformance	The Entity conducts regular risk assessments to identify and evaluate potential risks within its supply chain. It does not use conflict minerals and ensures no materials are sourced from Conflict-Affected and High-Risk Areas (CAHRAs). Furthermore, the Entity is committed to addressing critical Human Rights issues, such as Child Labour and Forced Labour, and ensures that these issues and risks are not present within its supply chain.

CRITERION	RATING	COMMENT
9.8c Conflict-Affected and High-Risk Areas - Strategy to respond to risks	Not Applicable	This Criterion is not applicable to the Entity, as it does not source from CAHRAS and no Material Risks were identified in its supply chain risk assessment.
9.8d Conflict-Affected and High-Risk Areas - Audit of due diligence	Conformance	The Entity conducts supplier audits and assessments on an ongoing basis, maintaining risk assessments and performance reports on suppliers and electronic spreadsheets to ensure that the supply chain has been subjected to Due Diligence. The Entity also maintains a computerised system that independently assesses the conformity and compliance of the supply chain. This ASI Performance Standard Audit also addresses the requirements of this Criterion.
9.8e Conflict-Affected and High-Risk Areas - Report annually	Conformance	The Entity has established a sourcing management procedure, which includes managing CAHRAs. It conducts Due Diligence on its Suppliers and reports on Supply Chain Due Diligence annually. The Entity sources all materials domestically and is not affected by CAHRAs.
9.9 Security practice	Conformance	The Entity does not use armed security forces. A Human Rights risk assessment found no relevant risks related to security practices. The Entity, in its involvement with private security providers, respects Human Rights in accordance with recognised standards and good practices.
10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	The Entity respects the rights of Workers to associate with Unions freely, seek representation, and join Workers Councils as defined in the Human Rights Policy and the Code of Conduct, both of which address Freedom of association and Collective Bargaining.
10.1d Freedom of Association and Right to Collective Bargaining - Alternative means in context of Applicable Law	Not Applicable	This Criterion is not applicable, as the Entity operates in a country (Mexico) where Applicable Law does not restrict the right to Freedom of Association and Collective Bargaining.
10.2a Child Labour	Conformance	The Entity has implemented a Human Rights Policy based on the United Nations (UN) Guiding Principles. It is committed to respecting Human Rights and not using or supporting Child Labor that could harm the health, safety, or morals of any child under 18 years of age.
10.3a-c Forced Labour	Conformance	The Entity has implemented a Human Rights Policy referring to the UN Guiding Principles with a commitment against Modern Slavery not to use or support any form of Forced Labour, Human Trafficking, Recruitment Fees or for Migrant Workers to make security deposits for the use of accommodation. The Arzyz Modern Slavery Statement is available at: http://arzyz.com/wp-content/uploads/2024/11/Declaracion-sobre-la-Esclavitud-Moderna-ARZYZ.pdf
10.4a-c Non-Discrimination	Conformance	The Entity has implemented Policies committed to respecting Human Rights, Global Diversity and Inclusion, and not engaging in or supporting Discrimination. ARZYZ Code of Ethics: https://arzyz.com/wp-content/uploads/2024/11/Codigo-de-etica-ARZYZ-2024-1.pdf

CRITERION	RATING	COMMENT
		Gender Equality Program: http://arzyz.com/wp-content/uploads/2024/11/Programa-de-Igualdad-de-Genero-y-Empoderamiento-de-la-Mujer.pdf
10.5 Communication and engagement	Conformance	The Entity ensures open communication and direct engagement with Workers and their representatives about working conditions and resolving Labour and compensation issues without threat of reprisal, Violence, or Harassment. The Entity upholds non-discrimination in hiring, training, and promotions (e.g. interviews are conducted by more than one person). Training requirements are determined and provided based on the competency matrix.
10.6a-g Violence and Harassment	Conformance	The Entity has developed, implemented, and maintained systems, Policies, and procedures to manage issues related to disciplinary practices. In consultation with Workers and their representatives, the Entity has established a Code of Ethics against Violence and Harassment. A communication channel involving Senior Management is available for issues, ensuring resolutions are handled according to an internal procedure for managing complaints. Workers receive training on Violence and Harassment. Refer to the ARYZ Code of Ethics 2024: https://arzyz.com/wp-content/uploads/2024/11/Codigo-de-etica-ARYZ-2024-1.pdf
10.7a-c Remuneration	Conformance	The Entity respects Workers' rights to a minimum wage and a work contract that ensures payment for a standard working day as per local legislation. The Entity also guarantees that Workers are paid the wages defined in their employment contracts. The Entity provides Workers with extracts of working hours and payment calculations.
10.8a-c Working Time	Conformance	The Entity respects Workers' rights to a standard working day, including Overtime, public holidays, paid annual leave, and at least one day off per week, as per local legislation and the Collective Bargaining agreement signed with the Union.
10.9a-b Informing Workers of Rights	Conformance	The Entity ensures open communication and direct engagement with Workers and their representatives. Workers are informed of their rights, benefits, and working conditions without threat of reprisal, intimidation or Violence and Harassment, as defined in the Code of Conduct and Human Rights Policy.
11. OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	The Entity has implemented a documented Occupational Health and Safety (OH&S) Management System comprising of relevant policies, procedures, and records.
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Conformance	The Entity reviews its OH&S Management System at least every five years, or when any changes to activities on-site may affect OH&S risks. For more information on the OH&S effectiveness, please refer to the Sustainability Report 2023, pages 50-53. https://arzyz.com/wp-content/uploads/2024/11/241028-arzyz_2024-WEB-1.pdf
11.2 Employee engagement on Health and Safety	Conformance	The Entity has developed and implemented Policies, systems, procedures, and processes that conform to employee engagement

CRITERION	RATING	COMMENT
		<p>on OH&S requirements. The Entity has implemented a Multidisciplinary Committee created to integrate actions from the OH&S, environment, and occupational functions, both internally and externally. The Entity also maintains an official communications channel to receive reports of behaviour that violates the principles and guidelines of the Code of Conduct, as well as violations of laws, regulations, policies, and other internal rules. This channel can be accessed by all the Entity's stakeholders: employees, the community, suppliers, customers, and business partners. Stakeholder communication channels are available in the Code of Conduct, page 19.</p> <p>https://arzyz.com/wp-content/uploads/2024/11/Codigo-de-etica-ARZYZ-2024-1.pdf</p>

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DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	12 February 2025	Initial Certification Audit – Provisional Certification
1	28 February 2025	Correction of the field "Next Audit Date" to reflect Provisional Certification
2	3 March 2025	Correction of the field "Next Audit Date"