



**Transparency
Report
2025**

Content

Message from Our Managing Partner	1
Overview	2
A Year of Growth	3
Distinctions, Certifications and Awards	4
Grant Thornton Core Values	6
Grant Thornton International Ltd.	7
Governance and Management	8
External Audit	9
Business Advisory Services	10
Business Process Solutions	11
Foreign Trade	12
Tax Services	13
Transfer Pricing	14
Quality Management System	15
Quality in Our Services	17
Statistical and Financial Data	21
Support for Non-Profit Organizations	24
Embracing Diversity, and Inclusion	25

Our Transparency Report is a document addressed to clients, audit committees, regulatory authorities, and the general public. It reflects our commitment to delivering high-quality professional services in Mexico.

Message from Our Managing Partner



Mauricio Brizuela Arce
CEO of
Salles Sainz Grant Thornton

“In 2025, we strengthened our operations through the development of our people’s talent, enhancing operational efficiency, and continuously elevating quality across all our services. This year, Salles Sainz Grant Thornton reaffirms its commitment to delivering agile, innovative, and reliable solutions, serving as the foundation for continuing our shared journey toward new horizons.”

We hereby present the 2025 Transparency Report of Salles Sainz Grant Thornton.

Throughout 2025, our Firm has continued to strengthen its capabilities to respond with excellence to the challenges of an increasingly dynamic and competitive environment. This has been a year of strategic transformation, in which we reaffirmed our determination to go further by driving innovation, operational discipline, and a culture of integrity that guides every one of our decisions.

Our day-to-day work has been guided by a clear vision: to build a sustainable future that generates trust and value for our clients, our teams, and the community.

The purpose of this 2025 Transparency Report is to share key information on our corporate governance framework, institutional policies, and quality management practices—essential elements in the delivery of professional services and in effective risk management. In addition, it presents statistical and financial data that reflect the progress achieved during the year and the impact of our strategic initiatives, thereby reaffirming our commitment to transparency and to our enduring mission to “*Go Beyond.*”

Mauricio Brizuela
CEO
Salles Sainz Grant Thornton

Overview

Salles Sainz Grant Thornton is the Mexican Firm of certified public accountants and business consultants, distinguished for its leadership in delivering personalized services to both publicly listed and privately held companies.

For more than 47 years, our Firm has been committed to delivering these services to each of our clients in accordance with the highest operational standards, including ethics, professional quality, experience, and both personal and team commitment, while consistently maintaining effective communication with business owners and executive management.

Our ongoing ambition is to continue being recognized as a leading provider of high-quality professional services to dynamic organizations, supporting them in unlocking their growth potential.

We currently have more than 800 professionals across nine strategically located offices—Aguascalientes, Mexico City, Ciudad Juárez, Guadalajara, Monterrey, Puebla, Puerto Vallarta, Querétaro, and Tijuana—providing services nationwide.

A Year of Growth

Our Firm is strong and supported by a solid infrastructure. Investments in technology have enabled us to operate seamlessly under a hybrid working model.

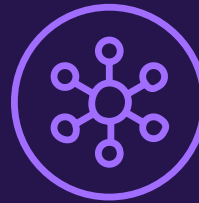
We remain committed to the advancement of our global strategy, Growing Together.



**Our
People**



**Our
Clients**



**Our
Communities**



**Our
Network**

For the Firm, the development of our people is a priority. Therefore, in addition to the Training Certification Program by area of specialization, we continued implementing the comprehensive training program focused on competency development. **This year, we began transitioning from a Soft Skills model to a Power Skills model**, as we are firmly convinced that the growth of our people must be centered on the personal development of our professionals.

The **Internal Competency Development Program** was carried out nationwide under a hybrid model (virtual and in-person), delivered through our Human Capital specialists, who are certified coaches.

Our program, **“Developing My Competencies to Go Further”**, successfully provided practical application tools aimed at strengthening Power Skills across our Junior and Senior staff, as well as our middle management team.

The Institutional Coaching Program evolved into the Power Leadership Program – Mindset & Heart, in which Partners applied the foundational model with the management group. The objective of this program was to support participants throughout their individual development process through coaching tools applicable to the Power Skills to be strengthened.

Likewise, an external program was conducted for Partners and Managers, aimed at strengthening the Power Skills required at Salles Sainz Grant Thornton for the future. The program, titled **Visionary Leadership 360: AI, Strategy and Human Power**, complements the Firm’s development and empowerment initiatives for each individual who contributes strategically to the organization.

Distinctions, Certifications and Awards

Súper Empresas (Top Companies)

Salles Sainz – Grant Thornton, S.C. is ranked No. 15 among the Best Companies to Work for in Mexico, a recognition that fills us all with great pride, having advanced nine positions compared to 2024. This achievement reaffirms our commitment to our people and enables us to continue moving forward, making our organizational culture and work environment key differentiators for 17 consecutive years.

Empresa Socialmente Responsable (Socially Responsible Company)

Our Firm has been recognized as a Socially Responsible Company for the past 20 years. This distinction is awarded annually in Mexico by the Mexican Center for Philanthropy (CEMEFI) and ALIARSE (Alianza por la Responsabilidad Social Empresarial). Through this recognition, we not only add value to our brand, but also formally demonstrate to our people, clients, authorities and society at large that we are an organization committed to socially responsible management as an integral part of our culture and a key component of our business strategy.

ISO 9001

As a Firm committed to its clients and the quality of its services, Salles Sainz Grant Thornton has successfully maintained its Quality Management System (QMS) certified under the ISO 9001 standard. This certification represents yet another outcome of the leadership that has consistently characterized our pursuit of excellence in the delivery of professional services.

The Firm is certified under the 2015 version of the standard. This version emphasizes a business risk-based approach and aligns the QMS with the Firm's strategy, ensuring the satisfaction of the needs and expectations of our clients and stakeholders, while adhering to applicable Professional Standards.

Súper Empresas para Mujeres (Top Companies for Women)

In 2025, the Firm is also positioned within the top 50 nationwide in the ranking of Super Companies for Women, demonstrating a strong commitment to inclusion and the development of the talent of all women within our organization.

Top Companies

In 2025, we participated in the "I Love My Top Job" Video Contest, which aimed to showcase pride in being part of our Firm and in having been included in the Super Companies ranking. Our video achieved a top five position in the competition.



Distinctions, Certifications and Awards

In addition to our annual distinctions, we have also been recognized as:

ITR WORLD TAX

RECOMMENDED FIRM

We were once again recognized as one of the leading Transfer Pricing firms in Mexico by the internationally renowned publication World Transfer Pricing, produced by International Tax Review.

Mexican Transfer Pricing Firm of the Year

The Corporate INTL Global Awards recognize firms that have distinguished themselves through excellence in the quality of their services. The selection is the result of an in-depth research process conducted by Corporate INTL teams, aimed at identifying firms recognized as experts within their respective fields of specialization.



Grant Thornton Core Values

Our four values are unified under the CARE acronym to reflect how we present ourselves and how we act. This is who we are and what our clients, our people, and our communities expect from us every day. We go further. We care. And this— as our clients themselves have told us— is what sets us apart.



Value	Process	Result
Collaboration Work together. Act as one.	Think as a team, not as an individual. Enable others to perform at their best. Ask for support and offer support. Create the most effective resources for each situation.	Better relationships. Better ideas. Better results.
Agility Clear analysis, decisive action.	Expand your perspective. See the bigger picture. Anticipate and adapt. Embrace change. Be receptive. Make it happen.	Customized solutions delivered efficiently and with precision.
Respect Active listening and attention to detail.	Seek to understand what matters to others and make it a priority. Achieve meaningful outcomes together. Value our differences.	Great talent. Diverse people. The best place to work.
Excellence Delivering quality and pursuing continuous improvement.	Develop your personal brand. Deepen your understanding of the client's business and anticipate responses. Apply a rigorous approach to improving how we deliver our services.	A standard of quality and service that is widely recognized and highly sought after.

Grant Thornton International Ltd.

Grant Thornton International Ltd. is a company limited by guarantee, incorporated in England and Wales.

Each member Firm is a separate legal entity. Membership in the global organization does not render any firm responsible for the services or activities of other member firms. Member firms use the Grant Thornton name, either exclusively or as part of their local firm name.

GTIL is a non-operating entity that does not deliver services to clients; these services are provided by Grant Thornton member firms across the globe. GTIL and its member firms are collectively known as Grant Thornton.

Grant Thornton is a leading global organization of independent audit, tax, and advisory firms. Its member firms assist dynamic organizations in realizing their growth ambitions by delivering insightful and practical guidance across a comprehensive range of services.

Proactive teams, led by accessible partners across these Firms, apply deep analytical insight, broad experience, and professional judgment to resolve complex challenges for privately held companies, listed corporations, and public sector organizations.

Grant Thornton member firms have more than 68,000 professionals worldwide and operate in 145 countries, focusing on making a difference for our clients, our colleagues, and the communities in which we live.

Salles Sainz Grant Thornton, S.C. is a member Firm of Grant Thornton International Limited.



Governance and Management



CEO

Mauricio Brizuela, our CEO and Managing Partner, holds a Master's degree holder in Senior Management, and is a C.P.C., is responsible for the leadership and management of Salles Sainz Grant Thornton, as well as holding ultimate responsibility and accountability for the Firm's Quality Management System.

The role of the Managing Partner includes, in addition to the administration of the Firm, the development and implementation of strategic priorities, as well as policies and procedures to be approved by the Board of Directors. The Managing Partner is also responsible for the development, selection, and approval of new offices, in accordance with the criteria established by the Board of Directors.

Board of Directors

In Mexico, the management and governance of Salles Sainz - Grant Thornton, S.C. is entrusted to a Board of Directors, which is composed of a Chairman and six additional Board members.

The election and appointment of the Chairman and/or members of the Board of Directors is carried out in accordance with the Firm's bylaws, as approved by the Partners' Meeting.

The Board of Directors of the Firm is vested with the authority to make any decisions necessary for the management and governance of the Company, as set forth in its internal regulations.

The Board of Directors is responsible for the Firm's business and represents it with all the powers of a general attorney-in-fact. Its responsibilities also include submitting the annual activity report to the Ordinary Partners' Meeting for approval; proposing amendments to the Company's bylaws or internal regulations; proposing changes to the number of members of the Board of Directors; approving the admission or expulsion of partners; approving changes to profit distribution percentages; authorizing voluntary partner resignations; approving the establishment and amendments to insurance and retirement plans; approving temporary leaves of absence for partners for professional reasons; and proposing mergers and/or affiliations with other firms or companies, among others.

The Board of Directors meets once a month.



External Audit



We address our clients' challenges with high quality and high-value technical solutions.

Expertise, capability and experience

Our teams possess the knowledge, technical capability, and experience that enable them to ensure that financial statement audits and other services are carried out in accordance with applicable standards and regulations. Our teams are highly qualified in the understanding and application of:

- Mexican Financial Reporting Standards (NIF)
- International Financial Reporting Standards (IFRS)
- U.S. Generally Accepted Accounting Principles (U.S. GAAP)
- Regulatory framework of the CNBV (Comisión Nacional Bancaria y de Valores), CNSF (Comisión Nacional de Seguros y Finanzas), government authorities, and others
- We are a Firm registered in the United States (PCAOB) and Canada (CPAB) to audit the financial statements of Mexican companies listed on the stock exchanges in those countries.

Audit Services

- Financial Statement Audits
- Financial Statement Reviews
- Agreed-Upon Procedures and Other Assurance Services
- Review of financial information included in securities offering prospectuses
- IFRS adoption, U.S. GAAP conversions, and advisory on the application and implementation of accounting standards
- Tax compliance reports, IMSS and INFONAVIT audits, and local contributions



Business Advisory Services



We understand your organization and provide results-oriented solutions.

In our Business Advisory Services (BAS) practice, we provide objective and independent assurance, as well as advisory services designed to add value and improve your company's operations.

In such a constantly evolving business environment, risk management has become increasingly complex; likewise, the expectations of shareholders, corporate governance boards, and the control environment have grown significantly. Companies must establish and implement internal controls that safeguard business assets and processes.

Through proven procedures and risk-focused methodologies, we help companies strengthen and enhance the operational effectiveness of corporate governance, internal controls, and risk management.

BAS Services

- Business Consulting
- Forensic Consulting
- Valuation, Mergers and Acquisitions, and Due Diligence
- Corporate Governance and Risk Management
- Internal Audit
- Anti-Money Laundering and Anti-Corruption Prevention and Detection
- Restructuring and Turnaround
- Information Technology

Business Process Solutions



Specialized services in accounting, tax, and payroll outsourcing

Business Process Solutions (BPS) is a key component of your business management strategy, as it serves as an effective tool to enhance the benefits available to small and medium-sized enterprises. It enables you to focus on specific objectives while providing flexibility to your organizational structure in response to changes in the economic environment, thereby strengthening your organization's competitive profile.

Our division provides a wide range of services, from the procedures required to start a new business to the complex administrative tasks needed to compete in today's global economy. This enables greater responsiveness and significant cost reductions for your company. Under the BPS service delivery methodology, entities transfer their accounting administration to our specialists, elevating their standards to an international level of quality.

BPS Services

- Accounting records and electronic accounting
- Tax Compliance
- Payroll processing
- Accounts payable and treasury
- Electronic invoicing
- Support in the establishment of new businesses
- IFRS-based accounting for investment funds (CKDs, CERPIs, and CEBURs), and mandatory reporting (XBRL) for the CNBV and BMV
- Back-office services
- Specialized outsourcing services and Human Capital
- Recruitment and Selection
- Personnel Administration
- Competency Development Program

- Strategic Executive Coaching
- Organizational Structure Mapping
- Performance Evaluation Processes
- Compliance with NOM-035-STPS Standard



Foreign Trade



In response to the increasing globalization of markets, the Foreign Trade specialists at Salles Sainz-Grant Thornton, S.C. are committed to delivering comprehensive, high-quality services.

Within the Foreign Trade division, we collaborate with the global network of Grant Thornton International to deliver comprehensive and timely services, essential for supporting the international business activities conducted by our clients in Mexico.

In order to identify irregularities, mitigate compliance risks, optimize operations, and leverage tax incentives, we offer our clients services such as:

- Ongoing training and advisory services on foreign trade taxation and customs valuation
- Services aimed at supporting our clients in the control and management of their foreign trade operations
- Transfer pricing adjustments and their impact for customs purposes
- Internal audits and diagnostic assessments, aimed at ensuring proper compliance with various customs obligations
- Assistance in responding to requirements from tax and customs authorities
- Certification of origin, among others

Foreign Trade Services

- Advisory Services
- Manufacturing, Maquiladora and Export Services Industry Program (IMMEX)
- Sectoral Promotion Programs (PROSEC)
- Decree Establishing the Refund of Import Duties to Exporters (Drawback)
- Registration under the Companies Certification Scheme (RECE)
- Eighth Rule (Regla Octava)



Tax Services



We are focused on supporting our clients in accordance with their specific characteristics

Taxes can become a challenge without proper advisory support. Tax laws in Mexico are subject to constant changes, and their interpretation is highly complex. Through our team of specialists, we provide a wide range of services tailored to the specific characteristics of each client's business, considering factors such as size, industry, geographic location, and applicable jurisdictions.

We have the capability and experience to advise large multinational corporations, private sector companies, as well as public interest entities. We support our clients in complying with their tax obligations, both at the local and international levels.

Taxes

- Tax Consulting and Advisory Services
- Acquisition Due Diligence
- International Tax Consulting
- Direct Taxes
- Tax Authority Liaison and Compliance Management

Transfer Pricing



Leveraging Grant Thornton to Better Serve Your Needs

Mexico, as a member country of the Organisation for Economic Co-operation and Development (OECD), adopted transfer pricing regulations in 1995, which are grounded in the Income Tax Law as well as in the OECD Transfer Pricing Guidelines.

With over 20 years of experience and the expertise of more than 40 professionals across the country, our team ensures the highest level of technical quality in all services delivered to both domestic and international clients.

As a result, our practice has been consistently recognized over the years by several of the most prestigious international publications.

Transfer Pricing Consulting Services

- Transfer Pricing Advisory Services
- Transfer Pricing Studies
- Preparation and negotiation of Advance Pricing Agreements (APAs) and Safe Harbor provisions
- Corporate restructurings and business model optimization
- Business and intangible asset valuations
- Advisory services to optimize compliance with BEPS requirements

Quality Management System



Our system ensures that all professional personnel adhere to the policies and procedures established by the Firm.

We also ensure compliance with professional standards—both national and international—as well as applicable laws and regulations throughout the delivery of our services.

The system is designed under a risk-based approach, operating in an interconnected and coordinated manner across all its components.

The Quality Management System is documented through policies and procedures described in manuals, documents, and work instructions, as well as forms and technological tools that support our professional personnel in properly fulfilling their responsibilities and functions related to compliance with quality management standards.

To maintain appropriate levels of quality and risk management standards in the delivery of our services, our Quality Management System includes the following key processes:

Professional Consultations

Our engagement teams are composed of a combination of professionals with the technical capabilities and experience required to meet the specific requirements of each professional service, addressing the diverse needs of our clients.

These teams are also supported by other professionals within the Firm, identified as subject matter experts, who are consulted when the engagement team encounters specialized technical matters requiring a second opinion prior to reaching a final conclusion in our capacity as auditors or advisors.

Our consultation procedures include the proper documentation and retention of evidence demonstrating that such consultations have been carried out, in compliance with professional standards.

Engagement Quality Control Reviews

Our audit methodology requires an assessment of the nature of the work to be performed and the composition of the audit team to be involved, complemented by other sensitive factors related to the complexity of our clients' operations. These elements are considered in determining the risk level associated with each audit engagement.

Such risk level may warrant the involvement of a partner, in addition to the established engagement team, who acts as the "Engagement Quality Reviewer" for the critical aspects of our audit work. This role entails participation at key stages of the engagement in order to provide a robust level of assurance.

Internal Monitoring Activities

The Quality Management function is responsible for performing monitoring activities and evaluating whether the System of Quality Management provides reasonable assurance that quality management objectives are being achieved.

Its role includes conducting internal reviews of the operational processes of our audit practice and other related services, including assurance, tax, and advisory. On an annual basis, this function establishes a review program that encompasses all components of our System of Quality Management executed during the year, reporting the results to the Board of Directors and implementing the necessary corrective actions to drive continuous improvement in the Firm's service delivery.

Based on ISQM 1, the Firm has performed an evaluation of its System of Quality Management as of August 30, 2025, concluding that, although areas for improvement were identified, the system provides the Firm with reasonable assurance that the objectives of the System of Quality Management are being achieved. The Firm is undertaking the necessary actions to address the identified matters.

External Monitoring Activities

International Standard on Quality Management 1 (ISQM 1), issued by the International Auditing and Assurance Standards Board (IAASB), requires firms—regardless of their size or number of partners—to establish a System of Quality Management for the professional services they provide. To ensure that such a system is in place and operating effectively, the Mexican Institute of Public Accountants conducts inspections in accordance with the Standard for Quality Control System Review.

Quality Management System

In pursuit of the continuous improvement of our professional practice, the Firm also maintains a System of Quality Management that is certified under ISO 9001:2015. This system supports the fulfillment of client requirements in the delivery of our services through various activities, including the proper identification and agreement of client requirements prior to service delivery; the management of risks associated with achieving our organizational objectives; the measurement of process performance; compliance with policies and procedures by our professional personnel; the use of client satisfaction surveys to assess the quality of services rendered; and the maintenance of open and accessible communication channels with the Firm's senior management.

Our policies and processes also address the security and confidentiality of information relating to our clients and stakeholders, as well as the outputs derived from our services, in compliance with applicable professional standards. Operating and delivering services in a digital environment requires heightened attention to information security. Accordingly, the Firm has implemented information security policies and procedures designed to safeguard the confidentiality, integrity, and availability of information through a robust technological infrastructure, access control policies, and ongoing maintenance and monitoring activities.



The System of Quality Management ensures continuous improvement and the delivery of services to high standards through the assessment of the perceptions of our clients and stakeholders. To this end, we maintain open communication channels that enable us to promptly address the needs of clients, vendors, and other stakeholders.

Quality in Our Services



Grant Thornton considers quality to be a fundamental element of our business.

Pronouncements have been established for compliance by external auditors providing services to entities operating in specific industries or with particular characteristics, which require the implementation of a System of Quality Management that, at a minimum, ensures compliance with such pronouncements, including:

- Companies listed on the Mexican Stock Exchange (BMV) regulated by the National Banking and Securities Commission (CNBV).
- Companies within the financial sector (banks, insurance companies, financial holding companies, brokerage firms, financial leasing companies, investment funds, etc.) regulated by the National Banking and Securities Commission (CNBV) and the National Insurance and Bonding Commission (CNSF).
- Companies belonging to or managed by various public sector entities or ministries in Mexico, regulated by the Ministry of Anti-Corruption and Good Governance.

In general, the regulations established by these regulatory bodies grant them the authority to conduct reviews of audit firms regarding the quality of audit documentation supporting the services provided to these entities.

The frequency of such reviews varies depending on the regulator and its internal annual inspection program; however, any of them may decide to review our Firm's practice at any time.

The most recent review of this nature performed on our Firm took place in 2023 by the Ministry of Anticorruption and Good Governance, with satisfactory results reported by this Mexican federal authority based on its evaluation of our audit working papers, which comply with International Standards on Auditing and applicable Governmental Guidelines.

Grant Thornton International Ltd. System of Quality Management

One of the pillars of GTIL's global strategy is to support member firms in delivering consistent, high-quality client services worldwide.

The quality management of the services provided by member firms, particularly in the area of audit, is overseen by the Global Director of Quality Control.

Under their leadership, member firms receive guidance on the design and implementation of their own Quality Management Systems in accordance with the International Standards on Quality Management (ISQM 1 and 2), applicable to firms that perform audits or reviews of financial statements, as well as other assurance and related services engagements, issued by the International Auditing and Assurance Standards Board (IAASB). This provides GTIL and its member firms with reasonable assurance that their personnel comply with applicable professional standards and with GTIL's policies and procedures.

National Internal Reviews

All member firms, regardless of their size, are required to maintain an effective internal inspection program for their System of Quality Management. GTIL has developed a model for internal quality management reviews. This model includes guidelines, work programs, templates, and a draft report, which have been prepared with reference to ISQM 1 and ISQM 2, and are made available to all member firms.

Responsibility for the global audit strategy rests with the Global Leader and an advisory committee that supports the development and implementation of such strategy.



Grant Thornton Audit Review - GTAR

The Grant Thornton International Audit Review (GTAR) program forms part of GTIL's overall quality monitoring and assurance procedures. Under this program, each member firm is subject to an inspection at least once every three years.

The primary objective of the GTAR program is to monitor member firms' compliance with policies and procedures, as well as the use of tools designed to promote quality across the GTIL organization.

PCAOB

The Firm is registered with the Public Company Accounting Oversight Board (PCAOB). Since its registration, the Firm has been subject to quality control inspections by this oversight body on a triennial basis.

The most recent inspection was conducted in July 2023. Its scope included an assessment of the effective implementation of our system of quality control for the financial statement audit practice, as well as a review of the audit working papers related to three of our client engagements for the fiscal years ended December 2022.

We received the draft inspection report in February 2024, and the Firm subsequently submitted its remediation plan, outlining the actions implemented to enhance the processes of our practice and to continue ensuring consistency in the quality of our work in compliance with the requirements of the U.S. Securities and Exchange Commission (SEC) and the PCAOB.

Risk Management Advisory Committee

An integral part of the implementation of GTIL's global strategy is the management and mitigation of risks across both the global organization and our Firm.

The Global Head of Risk and Regulatory Affairs leads these efforts, which include:

1. Identify inherent risks within the global strategy in order to subsequently develop policies and procedures that help mitigate or eliminate such risks.

2. Integrating risk management across all global areas of the professional practice, as well as internal global functions (such as marketing, human capital, training, and information technology), and working with member firms to support and facilitate the implementation of global risk management policies and procedures.

The areas covered by global risk management policies and procedures include independence, as well as member firms' client acceptance and continuance processes.

Client acceptance and continuance are considered fundamental pillars of this approach. For example, given their significance, certain audit engagements that meet one or more defined risk criteria are referred to GTIL's Client Acceptance Advisory Committee for approval. This committee is supported by a software platform that centralizes the global review and approval process for client acceptance and continuance.

Client Acceptance Advisory Committee

The Global Head of Risk and Regulatory Affairs chairs the Client Acceptance Advisory Committee, which meets on a biweekly basis to review proposals submitted by member firms for the acceptance and continuance of audit engagements that meet certain risk criteria, including, but not limited to, the scope of the engagement, the size of the client or prospective client, the complexity of its operations, and whether the entity is public or private.

The Risk Management Advisory Committee is composed of the member firms' Risk Management Lead Partners, together with representatives from each service line, the Global Head of Quality Control, and the General Counsel of GTIL.

The Committee makes recommendations to the GTIL Global Board regarding risk management policies and procedures.

These policies and procedures establish the standards and guidelines governing how each member firm must implement and manage risk management practices.



Global Audit Methodology and Technology

Each year, a significant investment is made in the development and enhancement of our methodology, technological tools, training, communications, and guidance, all aimed at the continuous improvement of the quality of our engagements.

Since 2022, we have used the LEAP audit tool, a cloud-based global audit technology platform developed by GTIL, built upon our LEAP methodology.

The primary objective of our methodology and tools is to perform high-quality audits while ensuring compliance with all applicable regulatory and statutory requirements. Our methodology and tools enable our audit teams to deliver audits of the highest quality and provide added value to our clients.

Our LEAP methodology is developed in accordance with the International Standards on Auditing (ISAs); therefore, our audit teams are responsible for the risk assessment process and for designing appropriate responses to the risks identified.

This approach enables audit teams to assess how the current environment and other factors impact the entity's financial information, and to determine how to develop an appropriate audit response.

The **LEAP** methodology includes integrated quality control processes, such as policies and procedures for engagement quality reviews.

Grant Thornton applies its global audit methodology using a range of integrated technology tools, including:

LEAP™ a cloud-based tool where the various stages of the audit are performed and documented effectively and efficiently.

Our LEAP tool enables the consistent execution of our methodology globally, with sufficient flexibility to support both large and complex audits as well as smaller engagements, ensuring they are conducted efficiently.





Ethics and Independence

The diversity of our Firm’s clients, as well as those of the other Grant Thornton International Ltd. member firms, requires us to adhere to strict compliance standards regarding conflicts of interest, ethics, and independence, both within our local professional practice and in each of the jurisdictions where our clients’ entities are legally incorporated and operate.

At the international level, this component has gained significant importance, to the extent that it has become necessary to establish specific procedures and systems that support the ongoing monitoring of our Firm’s activities in the proposal of our services, ensuring that such services are delivered with full independence to our audit and non-audit clients, including multinational clients.

Our professional personnel are required to play an active role in this process, including providing written confirmations declaring the absence of conflicts of interest and of any impairment to objectivity that could threaten independence in the provision of services.

Ethics and Quality Control Manual

Our Firm and its personnel comply with the Codes of Ethics issued by the Mexican Institute of Public Accountants (IMCP) and the International Ethics Standards Board for Accountants (IESBA), as well as with the International Standards on Quality Management 1 and 2 (ISQM 1 and ISQM 2).

While those standards are primarily focused on the provision of audit and financial information review services, assurance engagements, and related services, it also addresses certain requirements related to governance and leadership, applicable ethical requirements, and monitoring and remediation processes, which are strictly adhered to across all service lines of the Firm.

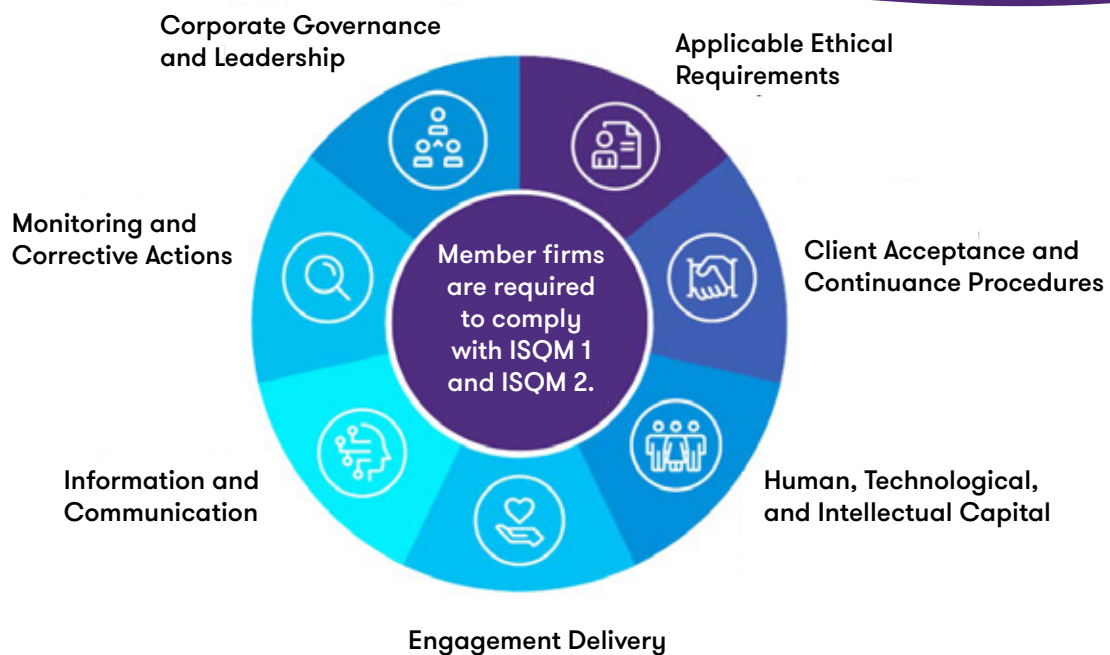


Relationship Management

Professional standards require our Firm and personnel across all service lines to maintain objectivity when providing services to clients. This objectivity may be impaired when two or more different services are provided to the same client. For audit services and certain other service lines, maintaining independence from the client is an essential component of objectivity under the applicable professional standards.

Conducting reviews of potential conflicts of interest and/or threats to independence (collectively referred to as “relationship checks”) prior to submitting a service proposal constitutes an important safeguard against such threats to objectivity.

Our Firm and Grant Thornton International Limited have established a policy that sets out a standardized approach for the review of these controls in cases involving potential relationships where the client has international operations.



Statistical and Financial Data

The Grant Thornton global network reported total combined revenues of member firms of USD 8.5 billion in 2025.

Revenues generated by Salles Sainz Grant Thornton for the year ended, amounted to MXN 772 million.

Office Locations

Our Firm's philosophy has been to achieve organizational growth within the Mexican Republic by establishing our own offices in the country's major cities, ensuring they form an integral part of our overall structure.

Currently, we maintain our own offices in:

- Aguascalientes
- Ciudad Juárez
- Mexico City
- Guadalajara
- Monterrey
- Puebla
- Puerto Vallarta
- Querétaro
- Tijuana

Professional Personnel

As of December 31, 2025, Salles Sainz Grant Thornton is comprised of a total of 864 professionals with experience across the Firm's various service areas.

674 Professionals and Administrative Staff

129 Managers

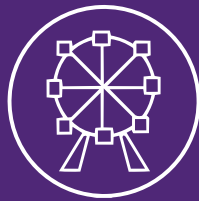
61 Partners

Industry Experience

Our Firm has experience across virtually all industries, built over the past 47 years; however, we have developed particular specialization in manufacturing, insurance, financial services, tourism, education, services, government, construction, and maquiladora operations.



Headcount by Office as of December 31, 2025



15

Aguascalientes



579

Mexico City



9

Ciudad Juárez



102

Guadalajara



40

Monterrey



17

Puebla



35

Puerto Vallarta



38

Querétaro



29

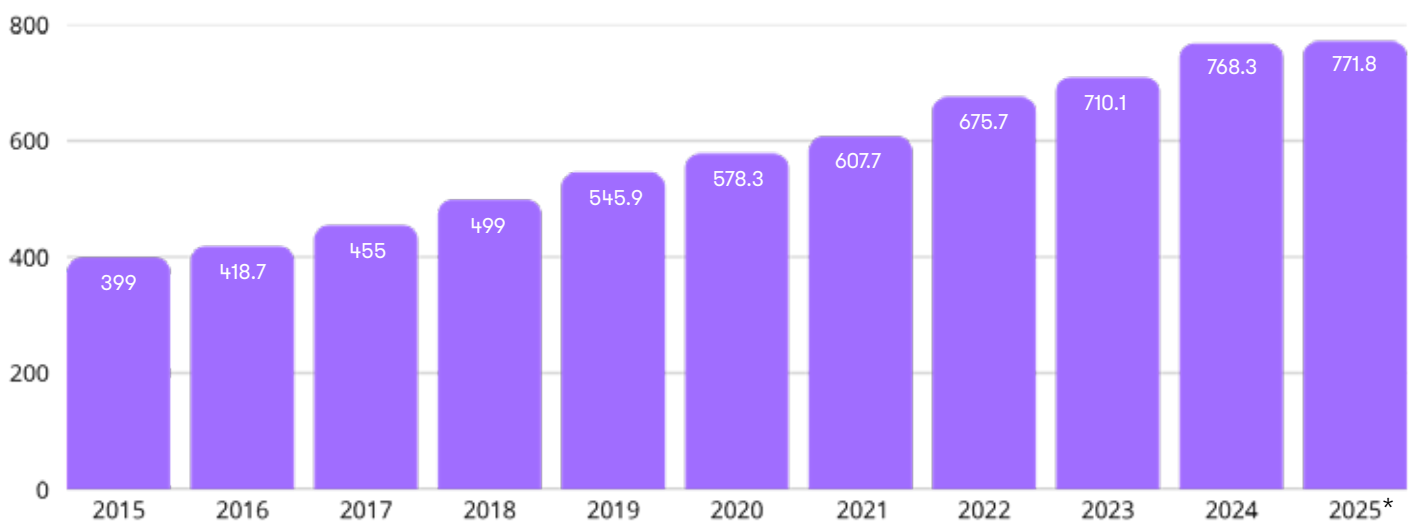
Tijuana

Firm Revenue

The Firm's revenue growth has been highly dynamic in recent years, with sustained growth. The objectives achieved during this year, in particular, position us for a strong future.

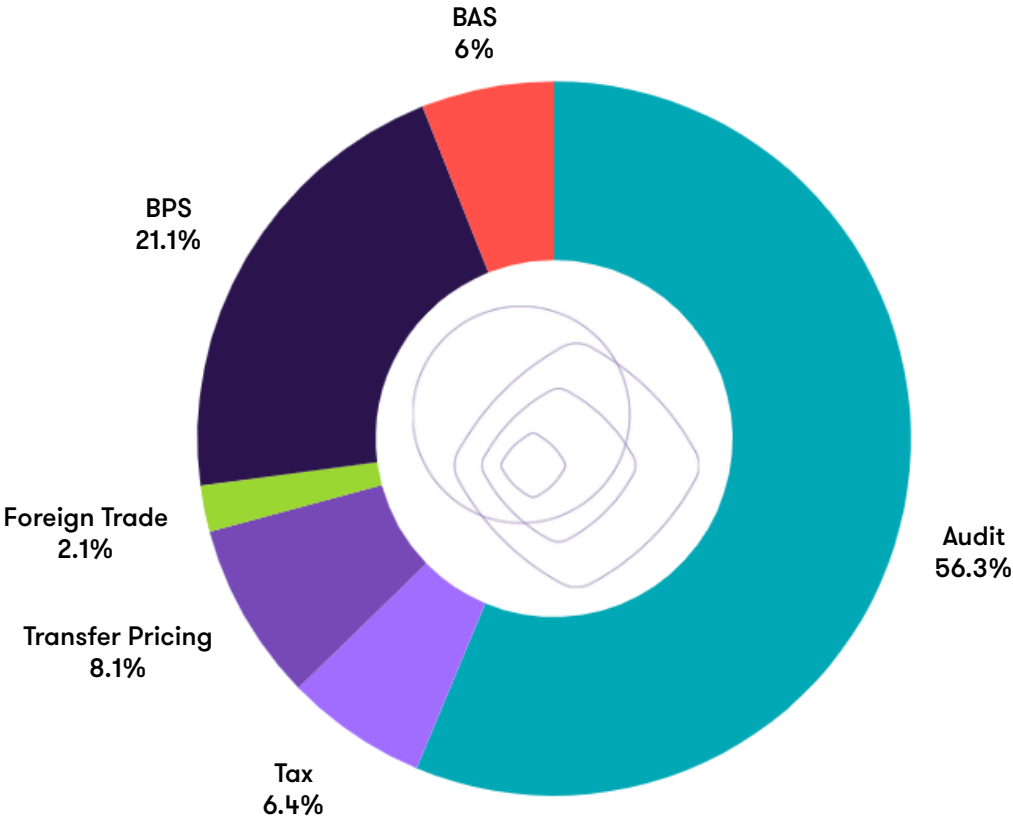
It is important to note that, to maintain independence, no single client or its related parties account for more than 5% of our revenue.

Revenue in MXN millions (2015 - 2025)



*Fiscal year 2025 covers a 10-month period (from July 1 to May 31).

For the period ending (10-month period), the Firm's total revenue is comprised



Support for Non-Profit Organizations



We promote and encourage participation in a variety of Corporate Social Responsibility activities within our Firm

The objective is to highlight our values as a Firm; we aim to create a positive social impact within our sphere of influence by supporting and engaging in various causes and projects to which we can contribute in a conscious and voluntary manner.

Among the foundations, associations, and causes we have supported in the past year are:

- **Milagros caninos:** An organization that rescues pets from situations of extreme human cruelty.
- **La Casa de la Sal A.C.:** Provides comprehensive support and care to individuals living with HIV/AIDS, as well as to their families.
- **AprendiSerIAP:** Focused on promoting the holistic education of students from underprivileged backgrounds.
- **Funación Fraternidad Sin Fronteras:** A residential home for individuals with intellectual disabilities who have experienced conditions of abandonment.
- **Casa de la Amistad:** A foundation dedicated to fighting childhood cancer.
- **Alimento para todos:** An organization dedicated to combating hunger worldwide.
- **REDIGE:** An association that promotes the development of mental and emotional self-care.
- **Luchadoras:** A non-profit organization dedicated to raising awareness of digital violence, its impact, and applicable sanctions.

- **Proayuda a Niños con Cáncer, Luz de Vida AC:** An institution that provides comprehensive support to children with cancer and their families.
- **Fundación Un Kilo de Ayuda:** Supports the optimal development of children in their physical, cognitive, and socio-emotional growth.
- **Banco de Tapitas:** Supporting the Fight Against Childhood Cancer

Through these efforts, we promote the dissemination of relevant information on social and environmental awareness, as well as fundraising initiatives aligned with urgent, real-time needs, among others, such as natural disasters, earthquakes, hurricanes, emergency preparedness drills, blood donation campaigns, water conservation, recycling, and related causes. **The overarching objective of all these initiatives is to generate awareness both as a Firm and as individuals.**

During the year ended December 31, 2025, the pro bono support provided to these foundations through cash contributions amounted to a total of 1.4 MXN


In addition, our Firm's personnel participate by voluntarily contributing supplies to various campaigns or dedicating their time to support these initiatives.

As part of the global strategy, the GT in the Community program is carried out annually in September. This initiative aims to bring us together and celebrate the meaningful work we perform throughout the year, while also providing an opportunity for our people worldwide to participate in CSR Day activities and to Act, Engage, and Share with our communities.



Grant Thornton
in the community

Embracing Diversity, and Inclusion



The Firm is committed to promoting Diversity and Inclusion across all areas of our organization. We believe in the importance of creating a work environment where all our people feel valued and respected, regardless of age, gender, marital status, sexual orientation, religion, among other factors.

All our practices, policies, and processes incorporate non-discrimination under any circumstances, ensuring alignment with the Firm's core values. As part of the assessment conducted by Top Companies, we achieved a score of 90.99 in the Diversity and Inclusion factor of the Super Empresas ranking. This factor includes non-discrimination and freedom of expression among our personnel.

During this cycle, we continued as members of Foro INcluye, which reinforces our commitment to continuously strengthening our strategy. Through this forum, we share part of our initiatives and provide our people with ongoing development programs, as we receive continuous training.

In 2025, we implemented a strategy strongly focused on generational diversity, promoting spaces where all voices can be heard by creating dedicated forums for Millennials and Centennials, as well as our Multigenerational Forum: Building a Team Across Diverse Generations. For the fifth consecutive year, we continue to promote our Women in Action Group, enabling more women to participate in initiatives designed for them.

Our commitment remains strong, ongoing, and strategically focused on Diversity, Equity, and Inclusion.

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Monterrey	52 818 335 7536		

Head Office

Mexico City, Periférico Sur
4338, Jardines del Pedregal
04500 Ciudad de México
sallessainz@mx.gt.com

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