

Environmental KPIs

The scope of the environmental indicators includes Pork Meat, Synthetic Rubber, Polymers, Transmissions, and Aftermarket.

ELECTRICITY CONSUMPTION (MWh)	2021	%	2022	%	%VAR
Conventional electrical energy	229,168	53%	368,726	80%	61%
Cogeneration	117,080	27%	82,363	18%	-30%
Renewable sources	85,764	20%	8,056	2%	-91%
Biogas	3,168	1%	1,357	0%	-57%
Total	435,181	100%	460,502	100%	6%

Note: Conventional electrical energy includes the supply from projects that are not considered clean and/or renewable energy due to their origin.

ENERGY INTENSITY BY SECTOR	2021	2022	%VAR
Consumer	0.45	0.51	14%
Chemical	0.47	0.48	1%
Automotive	50	48	-4%

Note: Units for consumer and chemical sector are MWh/T produced, for the automotive sector are MWh/EBITDA (MM MXN).

FUEL CONSUMPTION (Gigajoules)	2021	%	2022	%	%VAR
Natural Gas	1,091,919	80%	1,073,699	73%	-2%
Diesel	40,086	3%	85,252	6%	113%
Liquefied petroleum gas (LPG)	188,669	14%	210,402	14%	12%
Gasoline	33,212	2%	67,832	5%	104%
Fuel oil	18,335	1%	33,607	2%	NA
Total	1,372,220	100%	1,470,792	100%	7%

GREENHOUSE GAS EMISSIONS (Ton CO₂eq)	2021	2022	%VAR
Scope 1 emissions	127,433	133,112	4%
Scope 2 emissions	272,884	290,422	6%
Total	400,318	423,535	6%

GREENHOUSE GAS EMISSIONS INTENSITY	2021	2022	%VAR
Consumer	0.34	0.37	7%
Chemical	0.52	0.55	7%
Automotive	35	34	-2%

Note: Units for consumer and chemical sector are Ton CO₂ eq/T produced, for the automotive sector are Ton CO₂ eq/EBITDA (MM MXN).

Water Consumption (thousands of m³)	2021	%	2022	%	%VAR
Volume of water extracted by source:					
Municipal water	16		13		-19%
Groundwater	4,888		4,716		-4%
Surface water	8,011		8,609		7%
Total water extracted	12,915	100%	13,338	100%	3%
Consumed water	693	5%	2,795	21%	304%
Treated and discharged water	11,801	91%	9,820	74%	-17%
Recycled or reused water	421	3%	723	5%	72%

Employee indicators

EMPLOYEES BY GENDER (Including Branded Food)	2021	%	2022	%	%VAR
Female	8,280	34%	8,543	35%	263
Male	15,886	66%	15,523	65%	-363
Total	24,166		24,066		-100

EMPLOYEES BY GENDER (Excluding Branded Food)	2021	%	2022	%	%VAR
Female	4,592	30%	4,904	32%	312
Male	10,694	70%	10,561	68%	-133
Total	15,286		15,465		179

The scope of the following indicators includes Pork Meat, Synthetic Rubber, Polymers, Transmissions, and Aftermarket businesses.

EMPLOYEES BY TYPE (2022)	FEMALE	MALE	TOTAL	% OF TOTAL
Permanent Employees	4,873	10,407	15,280	98.8%
Temporary Employees	31	154	185	1.2%
Full-time Employees	4,892	10,551	15,443	99.9%
Part-time Employees	12	10	22	0.1%
Employees with Unsecured Hours	0	0	0	0.0%

NON-EMPLOYEE WORKERS (2022)

Contractors	234
Supplier Workers	835
Interns	5
External	157
Total	1,231
% / Total Workforce	8%

TURNOVER AND HIRINGS (2022)	FEMALE	MALE	TOTAL
Total Employees	4,904	10,561	15,465
New Hires	2,404	3,971	6,375
Employee Departures	2,187	4,168	6,355
Hiring Rate	49%	38%	41%
Turnover Rate	45%	39%	41%

EMPLOYEES BY AGE (2022)

Total Employees	15,465	100%
Under 30 years	4,484	29%
30 to 50 years	9,352	60%
Over 50 years	1,629	11%

TRAINING (2022)	FEMALE	MALE	TOTAL
Total Employees	4,904	10,561	15,465
Trained Employees	6,766	12,694	19,460
Training Hours	92,975	207,605	300,580
Average Training Hours	19.0	19.7	19.4

PERFORMANCE EVALUATION (2022)	FEMALE	MALE	TOTAL
Total Employees	4,904	10,561	15,465
Personnel Assessed in Performance and Professional Development	4,307	9,590	13,897
Percentage of Personnel that Received Performance Evaluation	88%	91%	90%

ACCIDENT RATE	2021	2022
Total Number of Accidents	275	281
Total Worked Hours (thousands)	55,206	89,640
Accident Frequency Rate (AFR)	1.00	0.63

Note: Accidents are those in which the employee suffered some form of injury.