Annex 2: Indicators

ENVIRONMENTAL INDICATORS

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

Electricity consumption (MWh)	2022	%	2023	%	% VAR 23 vs 22
Conventional electricity	368,771	80%	456,416	96%	24%
Cogeneration	82,401	18%	8,852	2%	-89%
Renewable sources	6,916	2%	9,071	2%	31%
Biogas	1,357	0%	1,532	0%	13%
Total	**459,446**	**100%**	**475,870**	**100%**	**4%**

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

Energy intensity by sector	2022	2023	% VAR 23 vs 22
Consumer	0.51	0.60	17%
Chemical	0.48	0.52	9%
Automotive	47	44	-5%

Note: The units for the Consumer and Chemical sectors are MWh / ton produced, and for the Automotive sector, are MWh / EBITDA (MM MXN).

Fuel consumption (GJ)	2022	%	2023	%	% VAR 23 vs 22
Natural Gas	1,073,699	73%	1,041,264	72%	-3%
Diesel	85,252	6%	72,964	5%	-14%
LPG	210,402	14%	218,111	15%	4%
Gasoline	68,116	5%	68,759	5%	1%
Fuel Oil	33,607	2%	48,807	3%	45%
Total	**1,471,076**	**100%**	**1,449,905**	**100%**	**-1%**

GHG emissions generated (Ton CO_2eq)	2022	2023	% VAR 23 vs 22
Scope 1	133,132	145,873	10%
Scope 2	294,280	291,161	-1%
Total	**427,412**	**437,034**	**2%**

GHG emission intensity	2022	2023	% VAR 23 vs 22
Consumer	0.37	0.45	23%
Chemical	0.55	0.62	11%
Automotive	34	32	-6%

Note: The units for the consumption and chemical sectors are Ton CO_2 eq / ton produced, and for the automotive sector, they are Ton CO_2 eq / EBITDA (MM MXN).

Water consumption (thousands of m³)	2022	%	2023	%	% VAR 23 vs 22
Volume of water extracted by source:					
Municipal water	18		52		
Groundwater	4,695		5,335		
Surface water	7,365		7,277		
Total water extracted	**12,079**	**100%**	**12,664**	**100%**	**5%**
Water consumed	**1,535**	**13%**	**2,301**	**18%**	**50%**
Treated and discharged water	**9,820**	**81%**	**9,724**	**77%**	**-1%**
Recycled or reused water	**724**	**6%**	**639**	**5%**	**-12%**

EMPLOYEE INDICATORS

Employees by Gender (Includes Branded Food)	2022	2023	% VAR 23 vs 22
Female	8,543	8,707	2%
Male	15,523	15,534	0%
Total	**24,066**	**24,241**	**1%**

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

Employees by Gender (Exlucludes Branded Food)	2022	2023	% VAR 23 vs 22
Female	4,904	4,718	-4%
Male	10,561	10,200	-3%
Total	**15,465**	**14,918**	**-4%**

Employee by age	2022	2023	% VAR 23 vs 22
Under 30 years	4,484	4,500	0%
30 to 50 years	9,352	8,741	-7%
Over 50 years	1,629	1,677	3%
Total employees	**15,465**	**14,918**	**-4%**

Employees by Type			
Permanent	**2022**	**2023**	**% VAR 23 vs 22**
Female	4,871	4,689	-4%
Male	10,356	10,041	-3%
Total	**15,227**	**14,730**	**-3%**
% of total	**98.5%**	**98.7%**	**0.3 pp**

Temporary	2022	2023	% VAR 23 vs 22
Female	33	29	-12%
Male	205	159	-22%
Total	**238**	**188**	**-21%**
% of total	**1.5%**	**1.3%**	**-0.3 pp**

Employees on zero-hours contracts	2022	2023	% VAR 23 vs 22
Femenino	0	0	NA
Masculino	0	0	NA
Total	**0**	**0**	**NA**
% del total	**0.0%**	**0.0%**	**0.0 pp**

Full-Time	2022	2023	% VAR 23 vs 22
Female	4,892	4,699	-4%
Male	10,549	10,186	-3%
Total	**15,441**	**14,885**	**-4%**
% of total	**99.8%**	**99.8%**	**-0.1 pp**

Part-Time	2022	2023	% VAR 23 vs 22
Female	12	19	58%
Male	12	14	17%
Total	**24**	**33**	**38%**
% of total	**0.2%**	**0.2%**	**0.1 pp**

Workers who are not employees			
	2022	**2023**	**% VAR 23 vs 22**
Contractors	1,479	1,132	-23%
Supplier workers	835	700	-16%
Interns	5	4	-20%
External	157	156	-1%
Total	**2,476**	**1,992**	**-20%**
% of total	**16.0%**	**13.4%**	**-2.7 pp**

Hiring and Turnover			
Hiring	**2022**	**2023**	**% VAR 23 vs 22**
Female	2,404	1,812	-25%
Male	3,971	3,602	-9%
Total	**6,375**	**5,414**	**-15%**
Hiring rate	**41.2%**	**36.3%**	**-4.9 pp**

Turnover	2022	2023	% VAR 23 vs 22
Female	2,187	1,976	-10%
Male	4,168	3,941	-5%
Total	**6,355**	**5,917**	**-7%**
Turnover rate	**41.1%**	**39.7%**	**-1.4 pp**

Training			
Trained employees	**2022**	**2023**	**% VAR 23 vs 22**
Female	6,714	8,585	28%
Male	12,235	15,153	24%
Total	**18,949**	**23,738**	**25%**

Trained hours	**2022**	**2023**	**% VAR 23 vs 22**
Female	92,766	133,081	43%
Male	194,823	382,707	96%
Total	**287,589**	**515,788**	**79%**

Average training hours	**2022**	**2023**	**% VAR 23 vs 22**
Female	18.9	28.2	49%
Male	18.4	37.5	103%
Total	**18.6**	**34.6**	**86%**

Performance evaluation			
Employees evaluated for performance and professional development	**2022**	**2023**	**% VAR 23 vs 22**
Female	4,307	4,138	-4%
Male	9,590	9,324	-3%
Total	**13,897**	**13,462**	**-3%**

Percentage of employees who received performance evaluations	**2022**	**2023**	**% VAR 23 vs 22**
Female	87.8%	87.7%	-0.1 pp
Male	90.8%	91.4%	0.6 pp
Total	**89.9%**	**90.2%**	**0.4 pp**

Accident Frecuency Rate			
Accident rate	**2022**	**2023**	**% VAR 23 vs 22**
Total number of accidents	281	233	-17%
Total hours worked (thousands)	35,493	33,605	-5%
Accident frecuency rate (AFR)	**1.58**	**1.39**	**-12%**

Note: Accidents refer to incidents where the employee sustained some type of injury.

Parental leave			
Employees entitled to parental leave	**2022**	**2023**	**% VAR 23 vs 22**
Female	4,904	4,718	-4%
Male	10,561	10,200	-3%
Total	**15,465**	**14,918**	**-4%**

Employees who took parental leave	**2022**	**2023**	**% VAR 23 vs 22**
Female	163	140	-14%
Male	401	245	-39%
Total	**564**	**385**	**-32%**

Employees who took parental leave and returned	**2022**	**2023**	**% VAR 23 vs 22**
Female	135	114	-16%
Male	351	228	-35%
Total	**486**	**342**	**-30%**

Employees who took parental leave, returned and are still employed	**2022**	**2023**	**% VAR 23 vs 22**
Female	103	101	-2%
Male	348	190	-45%
Total	**451**	**291**	**-35%**

Employees covered by the agreement	**2023**
Employees covered	8,468
% of total	**56.8%**