



VISION
in action

ANNEXES
INTEGRATED
ANNUAL
REPORT

2024

IA2024

KUO | Environmental Indicators | Annual Report 2024

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

Electricity consumption (MWh)	2023	%	2024	%	%23 vs 24
Conventional electricity	461,689	96%	341,869	72%	-26%
Cogeneration	8,852	2%	99,918	21%	1029%
Renewable sources	9,070	2%	33,916	7%	274%
Biogas	1,532	0%	706	0%	-54%
Total	481,143	100%	476,409	100%	-1%

Energy intensity (MWh/EBITDA MM MXN)	2023	2024	%24 vs 23
KUO	187	122	-35%

Fuel consumption (Gigajoules)	2023	%	2024	%	%23 vs 24
Natural Gas	1,058,577	75%	1,485,511	81%	40%
Diesel	71,676	5%	69,674	4%	-3%
LPG	159,361	11%	163,865	9%	3%
Gasoline	68,808	5%	62,827	3%	-9%
Fuel oil	48,807	3%	50,740	3%	4%
Total	1,407,230	100%	1,832,617	100%	30%

GHG emissions generated (Ton CO2eq)	2023	%	2024	%	%23 vs 24
Scope 1	136,924	32%	176,940	38%	29%
Scope 2	285,328	68%	286,875	62%	1%
Total	422,253	100%	463,815	100%	10%

GHG emission intensity (Ton CO2e/EBITDA MM MXN)	2023	2024	%23 vs 24
KUO	164	119	-28%

Water consumption (thousands of m ³)	2023	%	2024	%	%23 vs 24
Volume of water extracted by source:					
Municipal water	54	0%	49	0%	-10%
Groundwater	5,335	42%	5,541	37%	4%
Surface water	7,277	58%	9,329	63%	28%
Total water extracted	12,666	100%	14,919	100%	18%
Water consumed	2,351	19%	3,339	22%	42%
Treated and discharged water	9,713	77%	10,991	74%	13%
Recycled or reused water	602	5%	589	4%	-2%

KUO | Employee Indicators | Annual Report 2024

Employees by Gender (Includes Branded Food)	2023	%	2024	%	%23 vs 24
Female	8,707	36%	8,849	36%	2%
Male	15,534	64%	15,677	64%	1%
Total	24,241	100%	24,526	100%	1%

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

Employees by Gender (Excludes Branded Food)	2023	%	2024	%	%23 vs 24
Female	4,718	32%	4,646	32%	-2%
Male	10,200	68%	10,079	68%	-1%
Total	14,918	100%	14,725	100%	-1%

Employee by age	2023	%	2024	%	%24 vs 23
Under 30 years	4,500	30%	4,289	29%	-5%
30 to 50 years	8,741	59%	8,601	58%	-2%
Over 50 years	1,677	11%	1,835	12%	9%
Total	14,918	100%	14,725	100%	-1%

Employess by contract type

Permanent	2023	2024	%24 vs 23
Female	4,689	4,597	-2%
Male	10,041	9,897	-1%
Total	14,730	14,494	-2%
% of total	98.7%	98.4%	-0.3 pp

Temporary	2023	2024	%24 vs 23
Female	29	49	69%
Male	159	182	14%
Total	188	231	23%
% of total	1.3%	1.6%	0.3 pp

Employees on zero-hours contracts	2023	2024	%24 vs 23
Female	0	0	NA
Male	0	0	NA
Total	0	0	NA
% of total	0.0%	0.0%	0.0 pp

Full-Time	2023	2024	%24 vs 23
Female	4,699	4,624	-2%
Male	10,186	10,052	-1%
Total	14,885	14,676	-1%
% of total	99.8%	99.7%	-0.1 pp

Part-Time	2023	2024	%24 vs 23
Female	19	22	16%
Male	14	27	93%
Total	33	49	48%
% of total	0.2%	0.3%	0.1 pp

Workers who are not employess	2023	2024	%24 vs 23
Contractors	1,132	1,383	22%
Suppliers workers	700	647	-8%
Interns	4	3	-25%
External	156	79	-49%
Total	1,992	2,112	6%
% of total	13.4%	14.3%	1.0 pp

Hiring and Turnover

Hiring	2023	2024	%24 vs 23
Female	1,812	1,397	-23%
Male	3,602	2,988	-17%
Total	5,414	4,385	-19%

Hiring rate	36.6%	29.8%	-6.5 pp
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Turnover	2023	2024	%24 vs 23
Female	1,976	1,469	-26%
Male	3,941	3,109	-21%
Total	5,917	4,578	-23%

Turnover rate	39.7%	31.1%	-8.6 pp
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Training

Trained employees	2023	2024	%24 vs 23
Female	8,585	15,606	82%
Male	15,153	27,635	82%
Total	23,738	43,241	82%

Trained hours	2023	2024	%24 vs 23
Female	133,081	111,386	-16%
Male	382,707	296,861	-22%
Total	515,788	408,247	-21%

Average Training hours	2023	2024	%24 vs 23
Femenino	28.2	24.0	-15%
Masculino	37.5	29.5	-22%
Total	34.6	27.7	-20%

Performance Management

Employess	2023	2024	%24 vs 23
Female	4,138	4,086	-1%
Male	9,324	9,275	-1%
Total	13,462	13,361	-1%

% of employees included in performance management	2023	2024	%24 vs 23
Female	87.7%	87.9%	0.2 pp
Male	91.4%	92.0%	0.6 pp
Total	90.2%	90.7%	0.5 pp

Accident frequency rate

Accident rate	2023	2024	%24 vs 23
Total number of accidents	241	221	-8%
Total hours worked (thousands)	34,708	33,553	-3%
Accident frequency rate (AFR)	1.39	1.32	-5%

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

Parental leave

Employees entitled to parental leave	2023	2024	%24 vs 23
Female	4,718	4,646	-2%
Male	10,200	10,079	-1%
Total	14,918	14,725	-1%

Employees who took parental leave	2023	2024	%24 vs 23
Female	140	125	-11%
Male	245	234	-4%
Total	385	359	-7%

Employees who took parental leave and returned	2023	2024	%24 vs 23
Female	114	94	-18%
Male	228	229	0%
Total	342	323	-6%

Employees who took parental leave, returned and are still employed	2023	2024	%24 vs 23
Female	101	63	-38%
Male	190	138	-27%
Total	291	201	-31%

Employees covered by the agreement	2023	2024	% 24 vs 23
Employees covered	8,468	9,737	15%
% of total	56.8%	66.1%	9.4 pp