

# Our CONTRIBUTION to the SDGs 2024

3 GOOD HEALTH  
AND WELL-BEING



5 GENDER  
EQUALITY



8 DECENT WORK AND  
ECONOMIC GROWTH



12 RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



13 CLIMATE  
ACTION



SDGs	N°	TARGET	N°	INDICATORS	INITIATIVE/ PROGRAM	YEAR	MEXICO	CENTRAL AMERICA	CONSOLIDATED
3	3.8	Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.	3.8.1	Coverage of essential health services (defined as the average coverage of essential services based on tracer interventions, including reproductive, maternal, neonatal, and child health, infectious diseases, non-communicable diseases, and the capacity and access to services, among the general population and the most disadvantaged groups).	Access to health services		Percentage of associates with major medical insurance		
						2022	100%, Full-Time associates	100%, Full-Time associates	100%, Full-Time associates
						2023	100%, Full-Time associates	100%, Full-Time associates	100%, Full-Time associates
						2024	100%, Full-Time associates	100%, Full-Time associates	100%, Full-Time associates
							Number of <i>Membresías de Salud</i> sold		
						2022	300 mil		
						2023	+1 millón		
						2024	+2.7 millones		
							Work-Life balance		
							Number of vaccines granted to associates on a free basis		
						2022	10,000		
						2023	10,639		
						2024	17,938		
							Percentage of associates with access to <i>Membresía Más</i>		
						2022	100%		
						2023	100%		
						2024	100%		
							Percentage of associates with access to PAI		
						2022		100%	
						2023		100%	
						2024		100%	
							Percentage of associates with social security		
						2022	100%	100%	100%
						2023	100%	100%	100%
						2024	100%	100%	100%
							Percentage of insured population vs associates		
						2022	18%		
						2023	18%		
						2024	19%		

Ensure healthy lives and promote well-being for all at all ages.

3 GOOD HEALTH  
AND WELL-BEING





5 GENDER  
EQUALITY



ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS.

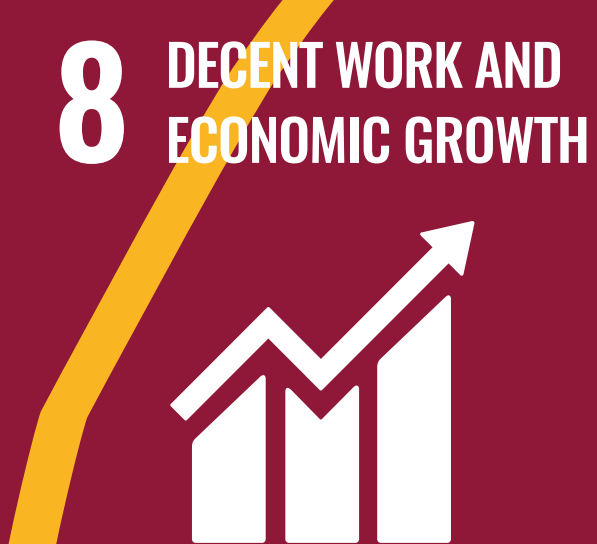
SDGs	N°	TARGET	N°	INDICATORS	INITIATIVE/ PROGRAM	YEAR	MEXICO	CENTRAL AMERICA	CONSOLIDATED
5	5.5	Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.	5.5.1	Proportion of seats held by women in national parliaments and local governments.	Female talent	Women in leadership positions			
						Percentage of women associates			
						2022	56%	45%	55%
						2023	56%	49%	55%
						2024	56%	49%	55%
						Percentage of executive positions held by women			
						2022	41%	41%	41%
						2023	42%	56%	53%
						2024	42%	43%	42%
						Percentage of promoted women			
						2022	57%	43%	55%
						2023	62%	44%	59%
						2024	58%	43%	55%
						Percentage of the members of the Board of Directors who are women			
						2022			36%
						2023			40%
						2024			40%
						Number of women in Engineering and Information Technology positions			
						2023	95	49	144
						2024	91	45	136

5.5.2 Proportion of women in managerial positions.

Same indicators as 5.5.1



SDGs	N°	TARGET	N°	INDICATORS	INITIATIVE/PROGRAM	YEAR	MEXICO	CENTRAL AMERICA	CONSOLIDATED
8	8.5	By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.	8.5.1	Average hourly earnings of female and male employees, by occupation, age and persons with disabilities.	Our talent	Number of associates			
			2022	196,572		37,022	233,594		
						2023	200,464	37,141	237,605
						2024	203,355	37,817	241,172
						Number of women associates			
						2022	109,754	17,772	127,576
						2023	112,216	18,056	130,272
						2024	112,451	18,392	131,843
						Number of male associates			
						2022	86,818	19,250	106,068
						2023	88,248	19,085	107,333
						2024	89,904	19,425	109,329
						Number of associates by age			
						Associates = < 25 years of age			
						2022	45,452	7,865	53,317
						2023	44,758	8,002	52,760
						2024	49,247	7,960	57,207
						Associates 26 to 30 years of age			
						2022	32,146	8,932	41,078
						2023	32,652	8,502	41,154
						2024	32,373	8,544	40,917
						Associates 31 to 35 years of age			
						2022	27,427	7,723	35,150
						2023	28,318	7,782	36,100
						2024	28,330	7,811	36,141
						Associates 36 to 40 years of age			
						2022	22,192	5,318	27,510
						2023	23,131	5,387	28,518
						2024	23,298	5,627	28,925
						Associates = >41 years of age			
						2022	69,355	7,184	76,539
						2023	71,605	7,468	79,073
						2024	70,107	7,875	77,982
						Number of associates with disability			
						2022	6,010	1,753	7,763
						2023	6,765	1,774	8,539
						2024	7,647	1,846	9,493
						Number of jobs generated			
						2022	5,858	455	6,313
						2023	7,508	480	7,988
						2024	7,437	2,714	10,151
						Health and Safety			
						Goal: Zero Accidents			
						Health and Safety Policy			
						Percentage decrease in associate accidents			
						2022	4.5%	27.4%	
						2023	7.7%	23%	
						2024	14.1%	9.0%	
						Percentage decrease in customers accidents			
						2022	15.0%	21%	
						2023	12%	20.97%	
						2024	-9.4%	-8.0%	
						Number of associates trained in safety and hygiene			
						2022	155,601	8,505	163,138
						2023	200,206	12,230	164,106
						2024	196,903	15,154	212,057
8		Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	8.8	Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	Health and Safety	8.8.1			
			Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status.						





SDGs	N°	TARGET	N°	INDICATORS	INITIATIVE/ PROGRAM
12	12.2	By 2030, achieve the sustainable management and efficient use of natural resources.	12.2.2	Domestic material consumption, domestic material consumption per capita, and domestic material consumption per GDP.	Responsible sourcing
					Zero Waste

YEAR	MEXICO	CENTRAL AMERICA	CONSOLIDATED
Total materials consumed (ton)			
2022	107,565	3,889	111,454
2023	272,325	15,765	288,090
2024	53,598	12,282	66,280
Renewable materials consumed (ton)			
2022	26,255	913	27,168
2023	202,524	8,577	211,101
2024	20,545.3	599.0	21,144
Zero Waste Program			
Percentage progress towards Zero Waste			
2022	71.8%	50.4%	68.6%
2023	80.5%	59.2%	77.4%
2024	83.2%	69.1%	80.3%
Percentage of recycled waste			
2022	61.2%	43.6%	58.6%
2023	48.9%	38.2%	47.3%
2024	56.2%	27.0%	50.2%
Percentage of composted waste			
2022	1.5%		1.5%
2023	0.9%	3.9%	0.8%
2024	2.6%	1.3%	1.1%
Intensity of generation of waste sent to landfill (kg/m²)			
2022			14.7
2023	11.5	25.6	13.4
2024	10.8	33.7	13.8
Intensity of recycled waste generation (kg/m²)			
2022			27.4
2023	28.8	24.0	28.1
2024	53.5	75.6	56.5
GHG emissions intensity (kCo <sub>2</sub> e/m² )			
2022	156.9	123.1	152.1
2023	147.0	127.6	144.3
2024	132.2	96.5	127.5
Food waste			
Goal: Reduce operational food loss and waste 50% by 2030 (vs 2016 base line).			
Goal: Divert 90% of operational waste (considered “Zero Waste” by ZWIA) from landfill and incineration in Mexico.			
Tons of food diverted from landfills			
2022	36,105		
2023	52,313		
2024	67,915		
Tons donated to food banks			
2022	31,465	7,802	38,548
2023	25,425	4,578	30,004
2024	49,549	6,576	56,125
Zero Waste			
Percentage progress towards Zero Waste			
2022	80.5	59.2%	77.4%
2023	81.4%	63%	78.5%
2024	83.2%	69.1%	80.3%
Percentage of recycled waste			
2022	48.9%	38.2%	47.3%
2023	80.6%	38.0%	82.2%
2024	56.2%	27.0%	50.2%
Tons of recycled waste			
2022	313,107	41,700	354,807
2023	311,346.9	46,899.7	358,246.6
2024	416,485.5	52,464.4	468,949.9
Percentage of composted waste			
2022	0.9%	0.8%	0.8%
2023	1.4%	2.7%	5.2%
2024	2.6%	1.3%	1.1%
Results from post-consumption programs			
Tons of waste recycled from post-consumption programs			
2022	315,129	26,022	341,651
2023	418,878	64,548.9	483,426.9
2024	517,658.9	155,303.8	672,962.7
Annual Report			

Ensure sustainable consumption and production patterns



Food waste

12.3	By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses.	12.3.1	Global food loss index.	
12.5	By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	12.5.1	National recycling rate, tons of material recycled.	Zero Waste
				Post-consumption programs



12.6	Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	12.6.1	Number of companies publishing sustainability reports.	Annual Report

Since 2003, we have prepared and published our Annual Report covering a wide range of social, environmental, and corporate governance topics. In 2011, we produced our first Integrated Annual Report, made in line with GRI (Global Reporting Initiative) Standards for Comprehensive Reporting. We also integrated frameworks such as the United Nations Sustainable Development Goals (SDGs), the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-related Financial Disclosures (TCFD), which guide the key topics to be shared in our reports. Since 2016, our annual report has been verified by an external auditor.



SDGs	N°	TARGET	N°	INDICATORS	INITIATIVE/ PROGRAM
13	13.2	Integrate climate change measures into national policies, strategies and planning.	13.2.1	Number of countries that have communicated the establishment or operationalization of an integrated policy/strategy/ plan which increases their ability to adapt to the adverse impacts of climate change, and foster climate resilience and low greenhouse gas emissions development in a manner that does not threaten food production (including a national adaptation plan, nationally determined contribution, national communication, biennial update report or other.	Mitigate Climate Change
					Sustainable Sourcing
13.3		Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	13.3.2	Number of countries that have communicated greater creation of institutional, systemic, and individual capacity to implement adaptation, mitigation, technology transfer, and development measures.	Sustainability investment

Take urgent action to combat climate change and its impacts.



Zero Waste

Post-consumption programs

YEAR	MEXICO	CENTRAL AMERICA	CONSOLIDATED
Mitigate climate change			
Goal: Zero emissions in our operations by 2040.			
Number of active suppliers in the Gigaton Project			
2022	600	294	894
2023	903	323	994
2024	1,002	482	1,484
GHG emissions intensity (kg CO <sub>2</sub> e/m <sup>2</sup> )			
2022	106.5	101.4	105.6
2023	123.9	79.5	117.8
2024	132.2	96.5	127.5
Sustainable sourcing			
Goal: Fresh and frozen fish and seafood, as well as canned tuna, will be sourced from certified sustainable sources or fishery improvement projects by 2025.			
Percentage of fish and seafood with any sustainability certification			
2022	89%	69.9%	
2023	76.8%	68.0%	
2024	59.9%	77.6%	
Percentage of certified canned tuna			
2022	100%		
2023	100%		
2024	100%		
Percentage progress in sustainable sourcing of palm oil and derivatives			
Goal: Products from Our Brands will use sustainably certified palm oil and derivatives, paper, pulp, and wood sources by 2025.			
2022	95.8%	98.2%	
2023	97.2%	100%	
2024	61.1%	84.9%	
Percentage progress in sustainable sourcing of paper, pulp, and wood			
2022	95.8%	98.2%	
2023	97.2%	100%	
2024	93.2%	94.9%	
Investment in sustainable initiatives (Million pesos)			
2022	3,542	160	3,702.9
2023	3,870	100.5	3,970.5
2024	4,073.7	36.1	4,109.8
Investments in sustainable initiatives made in team, technology, and programs for: Renewable Energy (%)			
2022	81.9%	49.0%	80.5%
2023	74.4%	74.7%	74.4%
2024	66.5%	76.2%	66.6%
Energy Efficiency (%)			
2022	2.3%	48.7%	4.3%
2023	6.8%	15.3%	7.0%
2024	8.0%	22.7%	8.1%
Reduction of GHG Emissions (%)			
2022		0.8%	0.1%
2023		0.7%	0.02%
2024		0.2%	0.002%
Sustainable Transport			
2022	0.2%	-	0.2%
2023	0.9%	-	0.9%
2024	1.1%	-	1.1%
Water Consumption - Water Management (%)			
2022	15.1%	1.5%	14.5%
2023	17.6%	9.3%	17.4%
2024	24.0%	0.1%	23.8%
Zero Waste and Circular Economy (%)			
2022	0.2%	-	0.2%
2023	0.3%	-	0.2%
2024	0.4%	0.8%	0.4%
Tons of recycled waste			
2022	313,107	41,700	354,807
2023	311,346.95	46,899.72	358,246.67
2024	416,485.5	52,464.4	468,949.9
Post-consumption programs			
Results from post-consumption programs: Kilograms of waste recycled through post-consumption programs			
2022	315,129	26,022	341,651
2023	418,878	64,538.9	483,426
2024	517,658.9	155,303.8	672,962.7